

Salton Community Services District

REGULAR MEETING *Agenda*

May 15, 2024

Closed Session 1:00 p.m.

Open Session 2:00 p.m.

1209 Van Buren Ave.

Salton City, CA 92275

www.saltoncsd.ca.gov

BOARD OF DIRECTORS:

Michelle Gilmore, President
Michael Friese, Vice President
Manuel Ramos, Director
Lidia A. Sierra, Director
Dale Johnson, Director

STAFF:

Emmanuel Ramos, Interim General Manager
Thania Garcia, Board Secretary
Christina Sutton, Finance Officer
Oracio Lemus, Field Foreman
Pascual Muniz, Park Supervisor
Robert Patterson, Legal Counsel

1. CALL TO ORDER: 1:00 p.m.

2. ROLL CALL:

3. PUBLIC COMMENTS:

Pursuant to California Government Code Section 54954.3, the public has the right to address the board regarding any closed session items listed on the **closed session agenda** prior to the board adjourning into closed session. Anyone who wishes to address the Board, please come to the microphone. Public comments are limited to (3) minutes for each person. Comments are not to be directed towards an individual or individuals but to the Board on a specific issue.

4. CLOSED SESSION ITEMS:

- A. CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION (Paragraph (1) of subdivision (d) of Section 54956.9) Name of case:
SALTON COMMUNITY SERVICES DISTRICT, a California special district, Plaintiff,
vs. MITCHELL EDWARD MANSFIELD, an individual; and DOES 1-50, inclusive
(Imperial County Superior Court Case # ECU002875)
- B. CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION
Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of
Section 54956.9: (One case: Demand for Health Benefits by employee Steven Prager)
- C. CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION
Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of
Section 54956.9:(One potential case)

5. OPEN SESSION: 2:00 pm

6. PLEDGE OF ALLEGIANCE: Michelle Gilmore, President

7. ANNOUNCEMENT OF CLOSED SESSION ACTIONS:

8. PUBLIC PRESENTATION:

Steve Ledbetter from TKE discussing future research expenses to be compliant with the Water Quality Board.

Roberto Aguilera from Mariposa Landscaping Inc. discussing updates and maintenance for Phase 1 Desert Shore Soccer Field Project.

9. PUBLIC COMMENTS:

Pursuant to California Government Code Section 54954.3 members of the public may address the Board at this time on any items of public interest that are within the Board's subject matter jurisdiction. The Ralph M. Brown Act, however, prohibits the Board from taking action on any matter not appearing on the agenda. Those who wish to address the Board should come to the microphone. Members of the public will be given three (3) minutes to address the board on any items of public interest. Comments are not to be directed towards an individual or individuals but to the Board on a specific issue.

10. BOARD MEMBER COMMENTS:

11. CONSENT CALENDAR ITEMS:

Consent calendar items are expected to be routine and non-controversial, to be acted upon by the board of directors at one time without discussion. If any board member requests that an item be removed from the consent calendar, it will be removed so that it may be acted upon separately.

A. Approve the Minutes for the Regular Meeting of April 17, 2024. [4]

C. Approve demands for the month of April 2024. [8]

D. Slovak, Baron, Empey, Murphy, & Pinkney (\$8,329.94)

12. REPORTS:

- A. Interim General Manager’s report [20]
- B. Finance Officer’s report [23]
- C. Field Foreman’s report [24]
- D. Park Supervisor’s report [27]

13. MEMBERS OF THE BOARD REPORTS: STANDING COMMITTEE:

- A. Architectural Committee Report

14. UNFINISHED BUSINESS:

- A. Discussion and approval of the Board to select Imperial County Public Works to assist the District with Desert Shores Soccer Park Phase 2. [30]
- B. Discussion and approval to allow the Finance Officer to sign documents for the Phase 2 Desert Shore Soccer Project [34]

15. NEW BUSINESS:

- A. Discussion and approval of the Compensation Study by Gallagher (formally known as Koff and Associates). [35]
- B. Discussion and approval regarding the Mariposa Landscaping Proposal to provide a scope of work for phase 1 maintenance. [106]
- C. Discussion and approval of Summer Event to be held on July 13, 2024. [108]

Sonia Thania Garcia, Secretary of the Board

Upon written request, this agenda will be made in an appropriate alternative format to persons with disabilities as required by Section 202 of the American with Disabilities Act of 1990. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the Secretary of the Board at least 72 hours before the meeting. Any public record, relating to an open session agenda item, that is distributed within 72 hours prior to the meeting is available for public inspection at 1209 Van Buren St, Suite 1, Salton City, California 92275.

Salton Community Services District
REGULAR MEETING *Minutes*
April 17, 2024
Closed Session 1:00 p.m.
Open Session 2:00 p.m.
1209 Van Buren Ave.
Salton City, CA 92275
www.saltoncsd.ca.gov

BOARD OF DIRECTORS:

Michelle Gilmore, President
Michael Friese, Vice President
Manuel Ramos, Director
Lidia A. Sierra, Director
Dale Johnson, Director

STAFF:

Emmanuel Ramos, Interim General Manager
Thania Garcia, Board Secretary
Christina Sutton, Finance Officer
Oracio Lemus, Field Foreman
Pascual Muniz, Park Maintenance
John Pinkney, Legal Counsel

1. CALL TO ORDER: 1:00 p.m.

2. ROLL CALL:

Michelle Gilmore Present
Michael Friese Absent
Manuel Ramos Present

Lidia Sierra Present
Dale Johnson Absent

3. PUBLIC COMMENTS:

Pursuant to California Government Code Section 54954.3, the public has the right to address the board regarding any closed session items listed on the **closed session agenda** prior to the board adjourning into closed session. Anyone who wishes to address the Board, please come to the microphone. Public comments are limited to (3) minutes for each person. Comments are not to be directed towards an individual or individuals but to the Board on a specific issue.

No public comments.

4. CLOSED SESSION ITEMS:

A. CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION (Paragraph (1) of subdivision (d) of Section 54956.9) Name of case: SALTON COMMUNITY SERVICES DISTRICT, a California special district, Plaintiff, vs. MITCHELL EDWARD MANSFIELD, an individual; and DOES 1-50, inclusive (Imperial County Superior Court Case # ECU002875

No reportable action.

B. CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: (One case: Demand for Health Benefits by employee Stephen Prager)

No reportable action.

C. CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: (One potential case)

No reportable action.

5. OPEN SESSION: 2:00 pm

6. PLEDGE OF ALLEGIANCE: Michelle Gilmore, President

7. ANNOUNCEMENT OF CLOSED SESSION ACTIONS:

8. PUBLIC PRESENTATIONS:

9. PUBLIC COMMENTS:

Pursuant to California Government Code Section 54954.3 members of the public may address the Board at this time on any items of public interest that are within the Board's subject matter jurisdiction. The Ralph M. Brown Act, however, prohibits the Board from taking action on any matter not appearing on the agenda. Those who wish to address the Board should come to the microphone. Members of the public will be given three (3) minutes to address the board on any items of public interest. Comments are not to be directed towards an individual or individuals but to the Board on a specific issue.

No public comments.

10. BOARD MEMBER COMMENTS:

President Gilmore- Community announcements and requested architectural committee packet to be included in her packet.

Director Ramos- Thanked all of the individuals who were part of the Spring Fling Event.

Director Sierra- No comment

11. CONSENT CALENDAR ITEMS:

Consent calendar items are expected to be routine and non-controversial, to be acted upon by the board of directors at one time without discussion. If any board member requests that an item be removed from the consent calendar, it will be removed so that it may be acted upon separately.

- A. Approve the Minutes for the Regular Meeting of March 20, 2024.
- B. Approve demands for the month of March 2024.
- C. Slovak, Baron, Empey, Murphy, & Pinkney (\$6,213.72)

Director Ramos motioned to approve the consent calendar items. President Gilmore seconded the motion.

Roll Call:

President Gilmore Yes	Director Sierra Yes
Vice President Friese Absent	Director Johnson Absent
Director Ramos Yes	

Motion Passes 3-0

12. REPORTS:

- A. Interim General Manager's report [**Emmanuel Ramos**]
- B. Finance Officer's report [**Christina Sutton**]
- C. Field Foreman's report [**Oracio Lemus**]
- D. Park Supervisor's report [**Pascual Muniz**]

13. MEMBERS OF THE BOARD REPORTS: STANDING COMMITTEE:

- A. Architectural Committee Report [**Israel Gonzales**]

14. UNFINISHED BUSINESS:

15. NEW BUSINESS:

- A. Approving the purchase of an Emergency Trash Pump from United Rentals in the amount of 19,772.13.

President Gilmore motioned to approve the purchase of an Emergency Trash Pump from United Rentals in the amount of \$40,000.00. Director Ramos seconded the motion.

Roll Call:

President Gilmore Yes

Director Sierra No

Vice President Friese Absent

Director Johnson Absent

Director Ramos Yes

Motion Failed 2-1

President Gilmore motioned to approve the purchase of an Emergency Trash Pump from United Rentals in the amount of \$30,000.00. Director Ramos seconded the motion.

Roll Call:

President Gilmore Yes

Director Sierra Yes

Vice President Friese Absent

Director Johnson Absent

Director Ramos Yes

Motion Passed 3-0

16. ADJOURNMENT:

Meeting Adjourned at 3:27 pm.

Sonia Thania Garcia, Secretary of the Board

Michelle Gilmore, President of the Board

Upon written request, this agenda will be made in an appropriate alternative format to persons with disabilities as required by Section 202 of the Americans with Disabilities Act of 1990. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the Secretary of the Board at least 72 hours before the meeting. Any public record, relating to an open session agenda item, that is distributed within 72 hours prior to the meeting is available for public inspection at 1209 Van Buren St, Suite 1, Salton City, California 92275.

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
GF Internet service expense							
General Fund							
04/05/2024	Bill	10929-20240405-01	JetWire Inc.	Internet Service annual Payment	6-1302 GF Internet service expense	2-2202 Accounts Payable:Accounts Payable - SM	1,749.48
Total for General Fund							\$1,749.48
Total for GF Internet service expense							\$1,749.48
GF Auditing Expense							
General Fund							
04/30/2024	Bill	0424-43	O'Connor & Company	Project:CSD-3112 Professional Services rendered through 04/30/2024	6-1501 GF Auditing Expense	2-2202 Accounts Payable:Accounts Payable - SM	256.25
Total for General Fund							\$256.25
Total for GF Auditing Expense							\$256.25
Building Maint. Expense - GF							
General Fund							
04/17/2024	Bill		Amazon	Weather guard for office doors, swing door alarm and lock	6-1602 Building Maint. Expense - GF	2-2202 Accounts Payable:Accounts Payable - SM	229.06
04/23/2024	Bill		Super Bright LEDs	Replacement lights for Flag Pole	6-1602 Building Maint. Expense - GF	2-2202 Accounts Payable:Accounts Payable - SM	203.93
Total for General Fund							\$432.99
Total for Building Maint. Expense - GF							\$432.99
Admin Fees Due to SM - GF							
General Fund							
04/01/2024	Journal Entry	CS040424-3		FY 23-24 to date 10% Wages	6-1802 Admin Fees Due to SM - GF	-Split-	-1,058.55
04/08/2024	Journal Entry	CS041124-3		FY 23-24 to date 10% Wages	6-1802 Admin Fees Due to SM - GF	-Split-	-971.50
04/16/2024	Journal Entry	CS041824-3		FY 23-24 to date 10% Wages	6-1802 Admin Fees Due to SM - GF	-Split-	-1,015.23
04/23/2024	Journal Entry	CS042524-3		FY 23-24 to date 10% Wages	6-1802 Admin Fees Due to SM - GF	-Split-	-1,059.67
04/29/2024	Journal Entry	CS050224-3		FY 23-24 to date 10% Wages	6-1802 Admin Fees Due to SM - GF	-Split-	-1,127.78
Total for General Fund							\$ -5,232.73
Sewer Maintenance							
04/01/2024	Journal Entry	CS040424		Pay Period: 03/25/2024 to: 03/31/2024	6-1802 Admin Fees Due to SM - GF	-Split-	1,058.55
04/08/2024	Journal Entry	CS041124		Pay Period: 04/01/2024 to: 04/07/2024	6-1802 Admin Fees Due to SM - GF	-Split-	971.50
04/15/2024	Journal Entry	CS041824		Pay Period: 04/08/2024 to: 04/14/2024	6-1802 Admin Fees Due to SM - GF	-Split-	1,015.23
04/22/2024	Journal Entry	CS042524		Pay Period: 04/15/2024 to: 04/21/2024	6-1802 Admin Fees Due to SM - GF	-Split-	1,059.67
04/29/2024	Journal Entry	CS050224		Pay Period: 04/22/2024 to: 04/28/2024	6-1802 Admin Fees Due to SM - GF	-Split-	1,127.78
Total for Sewer Maintenance							\$5,232.73
Total for Admin Fees Due to SM - GF							\$0.00
Street Light Expense - ND							
General Fund							
04/09/2024	Bill		IID	SC Street Lights Electrical Service Expense 03/07/2024-04/04/2024 Account# 50007900	6-2003 Street Light Expense - ND	2-2202 Accounts Payable:Accounts Payable - SM	2,879.37
Total for General Fund							\$2,879.37
Total for Street Light Expense - ND							\$2,879.37
District Legal Expense - ND							
General Fund							
04/30/2024	Bill	87053	Slovak Baron Empey Murphy & Pinkney	Legal Services Through 04/30/24	6-2301 District Legal Expense - ND	2-2202 Accounts Payable:Accounts Payable - SM	751.52
04/30/2024	Bill	87052	Slovak Baron Empey Murphy & Pinkney	Legal Services Through 04/30/24	6-2301 District Legal Expense - ND	2-2202 Accounts Payable:Accounts Payable - SM	1,151.25
04/30/2024	Bill	87051	Slovak Baron Empey Murphy & Pinkney	Legal Services Through 04/30/24	6-2301 District Legal Expense - ND	2-2202 Accounts Payable:Accounts Payable - SM	2,262.20
Total for General Fund							\$4,164.97
Total for District Legal Expense - ND							\$4,164.97
GF telephone expense							

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
General Fund							
04/30/2024	Bill		Cytracom	District Office Monthly Phone Service Bill	6-3201 GF telephone expense	2-2202 Accounts Payable:Accounts Payable - SM	243.45
Total for General Fund							\$243.45
Total for GF telephone expense							\$243.45
FD water service expense							
General Fund							
04/01/2024	Bill		CVWD	Fire Department House Water Service Account# 645615-117834	6-3202 FD water service expense	2-2202 Accounts Payable:Accounts Payable - SM	79.08
Total for General Fund							\$79.08
Total for FD water service expense							\$79.08
FD electric service expense							
General Fund							
04/05/2024	Bill		IID	Fire Department House Electrical Service 03/05/2024-04/02/2024 Account# 50696333	6-3203 FD electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	325.25
Total for General Fund							\$325.25
Total for FD electric service expense							\$325.25
GF technical expense							
General Fund							
04/01/2024	Bill	3033-0401204-22	Interconnect Networks	Tech Support Monthly Bill/Expenses	6-3207 GF technical expense	2-2202 Accounts Payable:Accounts Payable - SM	97.13
Total for General Fund							\$97.13
Total for GF technical expense							\$97.13
PW Wages Expense							
Sewer Maintenance							
04/01/2024	Journal Entry	CS040424-2		Payroll accrual 03/31/24	6-4101 PW Wages Expense	-Split-	981.20
04/08/2024	Journal Entry	CS041124-2		Payroll accrual 04/07/24	6-4101 PW Wages Expense	-Split-	981.20
04/15/2024	Journal Entry	CS041824-2		Payroll accrual 04/14/24	6-4101 PW Wages Expense	-Split-	981.20
04/22/2024	Journal Entry	CS042524-2		Payroll accrual 04/21/24	6-4101 PW Wages Expense	-Split-	1,061.20
04/29/2024	Journal Entry	CS050224-2		Payroll accrual 04/28/24	6-4101 PW Wages Expense	-Split-	1,061.20
Total for Sewer Maintenance							\$5,066.00
Total for PW Wages Expense							\$5,066.00
PW retirees health benefits exp							
General Fund							
04/01/2024	Check	0542	Fair, Clarence R.	Retiree Health Benefit for the Month of May 2024	6-4105 PW retirees health benefits exp	1-1211 Cash in Banks:General Fund	395.95
Total for General Fund							\$395.95
Total for PW retirees health benefits exp							\$395.95
PW fuel and oil expense							
General Fund							
04/15/2024	Bill	109758	Beck Oil, Inc.	Fuel Card Expense-GF	6-4720 PW fuel and oil expense	2-2202 Accounts Payable:Accounts Payable - SM	180.29
04/30/2024	Bill	112056	Beck Oil, Inc.	Fuel Card Expense-GF	6-4720 PW fuel and oil expense	2-2202 Accounts Payable:Accounts Payable - SM	350.25
Total for General Fund							\$530.54
Total for PW fuel and oil expense							\$530.54
SC Park water service expense							
General Fund							
04/01/2024	Bill		CVWD	SC Park Water Service Account# 106457-145806	6-5102 SC Park water service expense	2-2202 Accounts Payable:Accounts Payable - SM	41.51
Total for General Fund							\$41.51
Total for SC Park water service expense							\$41.51
SC Park electric service exp							
General Fund							
04/05/2024	Bill		IID	Electrical Expense 03/05/2024-04/02/2024 Account# 50007986	6-5103 SC Park electric service exp	2-2202 Accounts Payable:Accounts Payable - SM	67.52
Total for General Fund							\$67.52
Total for SC Park electric service exp							\$67.52
SC Park equip/bldg maint. exp							
General Fund							
04/09/2024	Bill		West Coast Aggregate	Sand for SC Park Playground area - Load 2	6-5106 SC Park equip/bldg	2-2202 Accounts	99.97

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
			Supply, Inc.		maint. exp	Payable:Accounts Payable - SM	
04/09/2024	Bill		West Coast Aggregate Supply, Inc.	Sand for SC Park Playground area - Load 1	6-5106 SC Park equip/bldg maint. exp	2-2202 Accounts Payable:Accounts Payable - SM	102.31
Total for General Fund							\$202.28
Total for SC Park equip/bldg maint. exp							\$202.28
DS Park water service expense							
General Fund							
04/04/2024	Bill		CVWD	DS Park Water Service Expense Account# 100569-101606	6-5302 DS Park water service expense	2-2202 Accounts Payable:Accounts Payable - SM	478.62
Total for General Fund							\$478.62
Total for DS Park water service expense							\$478.62
DS Park electric service exp							
General Fund							
04/05/2024	Bill		IID	Desert Shores Park Electrical Expense 03/05/2024-04/02/2024 Account# 50356177	6-5303 DS Park electric service exp	2-2202 Accounts Payable:Accounts Payable - SM	146.79
Total for General Fund							\$146.79
Total for DS Park electric service exp							\$146.79
DS Park equip/bldg maint. exp							
General Fund							
04/05/2024	Deposit		Ferguson Enterprises LLC	Returned Parts Refund	6-5306 DS Park equip/bldg maint. exp	1-1211 Cash in Banks:General Fund	-126.90
Total for General Fund							\$ -126.90
Total for DS Park equip/bldg maint. exp							\$ -126.90
Office Electrical Expense							
Sewer Maintenance							
04/05/2024	Bill		IID	Electrical Service Expense suite 1,2, 3, 4 03/05/2024-04/02/2024 Account# 50638778 Suite 2 Account# 50638757 Suite 5 Account# 50782673 Suite 3 Account# 50638777 Suite 1	6-5403 Office Electrical Expense	2-2202 Accounts Payable:Accounts Payable - SM	1,177.52
Total for Sewer Maintenance							\$1,177.52
Total for Office Electrical Expense							\$1,177.52
Duplex/SCSD Lights Electrical Expense							
General Fund							
04/05/2024	Bill		IID	DS Drive Entrance Lights 03/05/2024-04/02/2024 Account# 50039659	6-5503 Duplex/SCSD Lights Electrical Expense	2-2202 Accounts Payable:Accounts Payable - SM	12.34
04/05/2024	Bill		IID	Duplex Electrical Expense 03/05/2024-04/02/2024 Account# 50778496	6-5503 Duplex/SCSD Lights Electrical Expense	2-2202 Accounts Payable:Accounts Payable - SM	45.48
04/05/2024	Bill		IID	SC Entrance Lights Electrical Service Expense 03/05/2024-04/02/2024 Account# 50053794	6-5503 Duplex/SCSD Lights Electrical Expense	2-2202 Accounts Payable:Accounts Payable - SM	12.34
Total for General Fund							\$70.16
Total for Duplex/SCSD Lights Electrical Expense							\$70.16
SM maint. crew wages expense							
Sewer Maintenance							
04/01/2024	Journal Entry	CS040424-2		Payroll accrual 03/31/24	6-6101 SM maint. crew wages expense	-Split-	7,966.56
04/08/2024	Journal Entry	CS041124-2		Payroll accrual 04/07/24	6-6101 SM maint. crew wages expense	-Split-	7,062.91
04/15/2024	Journal Entry	CS041824-2		Payroll accrual 04/14/24	6-6101 SM maint. crew wages expense	-Split-	7,560.95
04/22/2024	Journal Entry	CS042524-2		Payroll accrual 04/21/24	6-6101 SM maint. crew wages expense	-Split-	7,820.76
04/29/2024	Journal Entry	CS050224-2		Payroll accrual 04/28/24	6-6101 SM maint. crew wages expense	-Split-	8,823.56
Total for Sewer Maintenance							\$39,234.74
Total for SM maint. crew wages expense							\$39,234.74
SM employer expense							
Sewer Maintenance							
04/01/2024	Journal Entry	CS040424-2		Payroll accrual 03/31/24	6-6102 SM employer expense	-Split-	1,041.35
04/08/2024	Journal Entry	CS041124-2		Payroll accrual 04/07/24	6-6102 SM employer expense	-Split-	979.97
04/15/2024	Journal Entry	CS041824-2		Payroll accrual 04/14/24	6-6102 SM employer expense	-Split-	1,062.71
04/22/2024	Journal Entry	CS042524-2		Payroll accrual 04/21/24	6-6102 SM employer expense	-Split-	1,130.26

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
04/29/2024	Journal Entry	CS050224-2		Payroll accrual 04/28/24	6-6102 SM employer expense	-Split-	1,171.27
Total for Sewer Maintenance							\$5,385.56
Total for SM employer expense							\$5,385.56
SM health benefits expense							
Sewer Maintenance							
04/01/2024	Bill		Laborers Health & Welfare Trust So. CA	March Health Insurance	6-6104 SM health benefits expense	2-2202 Accounts Payable:Accounts Payable - SM	9,649.53
Total for Sewer Maintenance							\$9,649.53
Total for SM health benefits expense							\$9,649.53
Sm retiree health benefits exp							
Sewer Maintenance							
04/01/2024	Check	0853	Fair, Gloria L.	Retiree Health Benefit for the Month of May 2024	6-6105 Sm retiree health benefits exp	1-1212 Cash in Banks:Sewer Maintenance	370.85
04/01/2024	Check	0848	Thompson, Janice	Retiree Health Benefit for the Month of May 2024	6-6105 Sm retiree health benefits exp	1-1212 Cash in Banks:Sewer Maintenance	209.41
04/01/2024	Check	0851	Freeman, Mr. Blake	Retiree Health Benefit for the Month of May 2024	6-6105 Sm retiree health benefits exp	1-1212 Cash in Banks:Sewer Maintenance	423.90
04/01/2024	Check	0849	Timothy A. Roberts	Retiree Health Benefit for the Month of May 2024	6-6105 Sm retiree health benefits exp	1-1212 Cash in Banks:Sewer Maintenance	174.70
04/01/2024	Check	0850	Robert Dunning	Retiree Health Benefit for the Month of May 2024	6-6105 Sm retiree health benefits exp	1-1212 Cash in Banks:Sewer Maintenance	491.11
04/01/2024	Check	0852	Reagles, Rosa Mesoraca	Retiree Health Benefit for the Month of May 2024	6-6105 Sm retiree health benefits exp	1-1212 Cash in Banks:Sewer Maintenance	469.40
Total for Sewer Maintenance							\$2,139.37
Total for Sm retiree health benefits exp							\$2,139.37
SM clerical office wages exp							
Sewer Maintenance							
04/01/2024	Journal Entry	CS040424-2		Payroll accrual 03/31/24	6-6109 SM clerical office wages exp	-Split-	2,549.15
04/08/2024	Journal Entry	CS041124-2		Payroll accrual 04/07/24	6-6109 SM clerical office wages exp	-Split-	2,650.40
04/15/2024	Journal Entry	CS041824-2		Payroll accrual 04/14/24	6-6109 SM clerical office wages exp	-Split-	2,650.40
04/22/2024	Journal Entry	CS042524-2		Payroll accrual 04/21/24	6-6109 SM clerical office wages exp	-Split-	2,650.40
04/29/2024	Journal Entry	CS050224-2		Payroll accrual 04/28/24	6-6109 SM clerical office wages exp	-Split-	2,650.40
Total for Sewer Maintenance							\$13,150.75
Total for SM clerical office wages exp							\$13,150.75
SM administration. (GM) wages							
Sewer Maintenance							
04/01/2024	Journal Entry	CS040424-2		Payroll accrual 03/31/24	6-6110 SM administration. (GM) wages	-Split-	2,115.39
04/08/2024	Journal Entry	CS041124-2		Payroll accrual 04/07/24	6-6110 SM administration. (GM) wages	-Split-	2,115.39
04/15/2024	Journal Entry	CS041824-2		Payroll accrual 04/14/24	6-6110 SM administration. (GM) wages	-Split-	2,115.39
04/22/2024	Journal Entry	CS042524-2		Payroll accrual 04/21/24	6-6110 SM administration. (GM) wages	-Split-	2,115.39
04/29/2024	Journal Entry	CS050224-2		Payroll accrual 04/28/24	6-6110 SM administration. (GM) wages	-Split-	2,115.39
Total for Sewer Maintenance							\$10,576.95
Total for SM administration. (GM) wages							\$10,576.95
SM Directors' Compensation exp							
Sewer Maintenance							
04/22/2024	Journal Entry	CS042524-2		Payroll accrual 04/21/24	6-6113 SM Directors' Compensation exp	-Split-	300.00
Total for Sewer Maintenance							\$300.00
Total for SM Directors' Compensation exp							\$300.00
SM uniforms expense							
Sewer Maintenance							
04/08/2024	Check	0869	Gerardo Villasenor	Annual Check for Work Pants-Gerardo	6-6201 SM uniforms expense	1-1212 Cash in Banks:Sewer Maintenance	150.00
Total for Sewer Maintenance							\$150.00
Total for SM uniforms expense							\$150.00
SM safety supplies expense							
Sewer Maintenance							
04/08/2024	Bill		Amazon	PPE Safety	6-6204 SM safety supplies expense	2-2202 Accounts Payable:Accounts Payable -	141.24

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
04/08/2024	Bill		Amazon	PPE Safety	6-6204 SM safety supplies expense	SM 2-2202 Accounts Payable:Accounts Payable - SM	526.62
04/15/2024	Bill		Walmart	Safety equipment - 2 gallon water jugs for SM Crew - 5	6-6204 SM safety supplies expense	2-2202 Accounts Payable:Accounts Payable - SM	94.83
04/15/2024	Bill		Walmart	Safety Equipment for SM Crew - 5	6-6204 SM safety supplies expense	2-2202 Accounts Payable:Accounts Payable - SM	94.39
Total for Sewer Maintenance							\$857.08
Total for SM safety supplies expense							\$857.08
SM work boots expense							
Sewer Maintenance							
04/08/2024	Bill	47252	KC Welding & Rentals, Inc.	Annual Work boots for Gerardo Villasenor	6-6205 SM work boots expense	2-2202 Accounts Payable:Accounts Payable - SM	193.94
Total for Sewer Maintenance							\$193.94
Total for SM work boots expense							\$193.94
SM janitorial supplies expense							
Sewer Maintenance							
04/16/2024	Invoice	1521	Imperial County Free Library	Paper towels and Toilet Paper	6-6206 SM janitorial supplies expense	1-2000 Accounts Receivable	0.00
Total for Sewer Maintenance							\$0.00
Total for SM janitorial supplies expense							\$0.00
SM vehicle maintenance expense							
Sewer Maintenance							
04/24/2024	Deposit		Palms to Pines Automotive	Refunded parts deposit for Unit 2 work	6-6401 SM vehicle maintenance expense	1-1212 Cash in Banks:Sewer Maintenance	-1,500.00
Total for Sewer Maintenance							\$ -1,500.00
Total for SM vehicle maintenance expense							\$ -1,500.00
SM equipment maintenance exp							
Sewer Maintenance							
04/12/2024	Bill	553030	Air & Hose Source, Inc.	Replacement Hydraulic Hose and fittings for Unit 97	6-6402 SM equipment maintenance exp	2-2202 Accounts Payable:Accounts Payable - SM	89.74
04/18/2024	Bill	24-0748123-00	Pete's Road Service, Inc.	Tire for Unit T81 235/80r/16	6-6402 SM equipment maintenance exp	2-2202 Accounts Payable:Accounts Payable - SM	99.83
Total for Sewer Maintenance							\$189.57
Total for SM equipment maintenance exp							\$189.57
SM fuel & oil expense							
Sewer Maintenance							
04/15/2024	Bill	109758	Beck Oil, Inc.	Fuel Card Expense-SM	6-6405 SM fuel & oil expense	2-2202 Accounts Payable:Accounts Payable - SM	810.95
04/30/2024	Bill	112056	Beck Oil, Inc.	Fuel Card Expense-SM	6-6405 SM fuel & oil expense	2-2202 Accounts Payable:Accounts Payable - SM	932.22
Total for Sewer Maintenance							\$1,743.17
Total for SM fuel & oil expense							\$1,743.17
SM shop supplies expense							
Sewer Maintenance							
04/02/2024	Bill		Steve's ATV/Napa Auto Parts	Vehicle Cleaning Supplies for District Shop	6-6407 SM shop supplies expense	2-2202 Accounts Payable:Accounts Payable - SM	116.64
04/18/2024	Bill		Tractor Supply Co.	Hydraulic Fluid for Shop	6-6407 SM shop supplies expense	2-2202 Accounts Payable:Accounts Payable - SM	217.46
Total for Sewer Maintenance							\$334.10
Total for SM shop supplies expense							\$334.10
SM water service expense							
Sewer Maintenance							
04/01/2024	Bill		CVWD	District Shop Water Service Expense Account# 106235-143472	6-6501 SM water service expense	2-2202 Accounts Payable:Accounts Payable - SM	17.10
04/01/2024	Bill		CVWD	Vactor Truck Water Service Expense Account# 273739-732666	6-6501 SM water service expense	2-2202 Accounts Payable:Accounts Payable - SM	55.11
04/01/2024	Bill		CVWD	Sewer Jet Water Service Expense Account# 273741-732668	6-6501 SM water service expense	2-2202 Accounts Payable:Accounts Payable - SM	94.49

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION NUM TYPE	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
04/01/2024	Bill	CVWD	District Water Service-Office Account# 597961-732634	6-6501 SM water service expense	SM 2-2202 Accounts Payable:Accounts Payable - SM	33.01
04/01/2024	Bill	CVWD	District Water Service-Office Irrigation Account# 597959-732636	6-6501 SM water service expense	2-2202 Accounts Payable:Accounts Payable - SM	29.04
04/22/2024	Bill	CVWD	Construction Meter	6-6501 SM water service expense	2-2202 Accounts Payable:Accounts Payable - SM	128.69
Total for Sewer Maintenance						\$357.44
Total for SM water service expense						\$357.44
SM electric service expense						
Sewer Maintenance						
04/05/2024	Bill	IID	Station# 23 & Lansing Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 50007907	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	396.08
04/05/2024	Bill	IID	Station# 1 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50008017	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	14.51
04/05/2024	Bill	IID	Station# 24-480 Volt Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50391442	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	986.80
04/05/2024	Bill	IID	District Shop Back Bldg Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50857762	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	22.63
04/05/2024	Bill	IID	Station# 8 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50053786	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	105.53
04/05/2024	Bill	IID	Station# 12 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50063692	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	12.34
04/05/2024	Bill	IID	Station# 7 Monthly Electricity Expense 03/03/2024-04/02/2024 Account# 50274645	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	35.06
04/05/2024	Bill	IID	Station# 19-20 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50007933	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	119.21
04/05/2024	Bill	IID	Station# 16 Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 50805317	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	479.94
04/05/2024	Bill	IID	Station# 13 Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 50007969	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	23.46
04/05/2024	Bill	IID	Station# 2 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50008036	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	363.31
04/05/2024	Bill	IID	Station# 17-18 Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 50007941	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	57.54
04/05/2024	Bill	IID	Station# 15 Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 50007959	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	130.09
04/05/2024	Bill	IID	DS Ponds Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50053804	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	2,398.57
04/05/2024	Bill	IID	Station# 24-240 Volt STBY Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 50007916	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	14.40
04/05/2024	Bill	IID	Station# 5 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50007993	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	118.51
04/05/2024	Bill	IID	District Shop Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 5007893	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	256.54
04/05/2024	Bill	IID	Station# 10 Monthly Electricity Expense 03/05/2024-004/02/2024 Account# 50007977	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	314.50
04/05/2024	Bill	IID	Station# 21 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50377292	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	17.69

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
04/05/2024	Bill		IID	Lansing Ponds Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50811216	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	2,608.24
04/05/2024	Bill		IID	Station# 6 Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50349623	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	117.82
04/10/2024	Bill		IID	Station# 22-B Monthly Electricity Expense 03/05/2024-04/02/2024 Account# 50391441	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	269.33
04/11/2024	Bill		IID	TRC Ponds Monthly Electricity Expense 03/27/2024-04/02/2024 Account# 50391443	6-6502 SM electric service expense	2-2202 Accounts Payable:Accounts Payable - SM	12,620.41
Total for Sewer Maintenance							\$21,482.51
Total for SM electric service expense							\$21,482.51
SM cell phone expense							
Sewer Maintenance							
04/08/2024	Bill	9961132985	Verizon Wireless	On Call Phone 03/09/2024-04/08/2024	6-6504 SM cell phone expense	2-2202 Accounts Payable:Accounts Payable - SM	63.41
04/22/2024	Bill		Ooma.com	Station 16 Alert Monitoring phone line service	6-6504 SM cell phone expense	2-2202 Accounts Payable:Accounts Payable - SM	29.99
04/24/2024	Bill		Ooma.com	Station 22 Alert Monitoring phone line service	6-6504 SM cell phone expense	2-2202 Accounts Payable:Accounts Payable - SM	29.99
04/24/2024	Bill		Ooma.com	Station 24 Alert Monitoring phone line service	6-6504 SM cell phone expense	2-2202 Accounts Payable:Accounts Payable - SM	29.99
04/29/2024	Bill		Ooma.com	Station 2 Alert Monitoring phone line service	6-6504 SM cell phone expense	2-2202 Accounts Payable:Accounts Payable - SM	29.99
Total for Sewer Maintenance							\$183.37
Total for SM cell phone expense							\$183.37
SM underground alerts expense							
Sewer Maintenance							
04/01/2024	Bill	320240632	Underground Service Alert/SC	42 new ticket charges	6-6505 SM underground alerts expense	2-2202 Accounts Payable:Accounts Payable - SM	73.50
04/01/2024	Bill	320240632	Underground Service Alert/SC	Monthly Database Maintenance fee	6-6505 SM underground alerts expense	2-2202 Accounts Payable:Accounts Payable - SM	10.00
Total for Sewer Maintenance							\$83.50
Total for SM underground alerts expense							\$83.50
SM internet service expense							
Sewer Maintenance							
04/05/2024	Bill	10929-20240405-01	JetWire Inc.	Internet Service annual Payment	6-6506 SM internet service expense	2-2202 Accounts Payable:Accounts Payable - SM	1,749.48
Total for Sewer Maintenance							\$1,749.48
Total for SM internet service expense							\$1,749.48
SM Alarm/Security Expense							
Sewer Maintenance							
04/01/2024	Bill	488501	Desert Alarm Inc.	Alarm Security	6-6508 SM Alarm/Security Expense	2-2202 Accounts Payable:Accounts Payable - SM	119.85
Total for Sewer Maintenance							\$119.85
Total for SM Alarm/Security Expense							\$119.85
SM sewer lines maint. expense							
Sewer Maintenance							
04/02/2024	Bill	57154	Aggregate Products Inc.	Cold Mix to repair alleyway at DS for sewer lateral repair	6-6711 SM sewer lines maint. expense	2-2202 Accounts Payable:Accounts Payable - SM	1,006.17
Total for Sewer Maintenance							\$1,006.17
Total for SM sewer lines maint. expense							\$1,006.17
SM pump station maint expense							
Sewer Maintenance							
04/11/2024	Bill	2855-265241	O'Reilly Auto Parts	Replacement belts for pumps at 8, 10, 18	6-6712 SM pump station maint expense	2-2202 Accounts Payable:Accounts Payable - SM	277.23
04/25/2024	Bill		Ebay	Replacement Starter for Station 10	6-6712 SM pump station maint expense	2-2202 Accounts Payable:Accounts Payable -	217.50

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
Total for Sewer Maintenance							\$494.73
Total for SM pump station maint expense							\$494.73
SM lab testing expense							
Sewer Maintenance							
04/08/2024	Bill	CD40451-9867	Babcock Labortories, Inc.	Lansing Pond Annual Sludge Sample	6-6750 SM lab testing expense	2-2202 Accounts Payable:Accounts Payable - SM	224.13
04/08/2024	Bill	CD40453-9867	Babcock Labortories, Inc.	Desert Shores Pond Annual Sludge Sample	6-6750 SM lab testing expense	2-2202 Accounts Payable:Accounts Payable - SM	224.13
04/30/2024	Bill	CD41934-9867	Babcock Labortories, Inc.	TRC Ponds Monthly Sample	6-6750 SM lab testing expense	2-2202 Accounts Payable:Accounts Payable - SM	189.87
04/30/2024	Bill	CD41935-9867	Babcock Labortories, Inc.	Lansing Monthly Pond Sample	6-6750 SM lab testing expense	2-2202 Accounts Payable:Accounts Payable - SM	308.97
04/30/2024	Bill	CD41933-9867	Babcock Labortories, Inc.	Desert Shores Monthly Pond Sample	6-6750 SM lab testing expense	2-2202 Accounts Payable:Accounts Payable - SM	308.97
Total for Sewer Maintenance							\$1,256.07
Total for SM lab testing expense							\$1,256.07
SM Miscellaneous Expenses							
Sewer Maintenance							
04/01/2024	Bill	75131	Special District Risk Management Auth.	Additional Insured Certificate: County of Imperial for Encroachment Permit	6-6800 SM Miscellaneous Expenses	2-2202 Accounts Payable:Accounts Payable - SM	47.50
Total for Sewer Maintenance							\$47.50
Total for SM Miscellaneous Expenses							\$47.50
SM Bldg & Grounds Maintenance							
Sewer Maintenance							
04/25/2024	Bill		Steve's ATV/Napa Auto Parts	Silicone for Office Doors to hold dust strips	6-6802 SM Bldg & Grounds Maintenance	2-2202 Accounts Payable:Accounts Payable - SM	10.76
Total for Sewer Maintenance							\$10.76
Total for SM Bldg & Grounds Maintenance							\$10.76
SM Postage Expense							
Sewer Maintenance							
04/10/2024	Check	0871	US Postal Service	PO Box 5268 Annual Fee	6-6806 SM Postage Expense	1-1212 Cash in Banks:Sewer Maintenance	144.00
04/10/2024	Check	0870	US Postal Service	PO Box 5268 Annual Fee	6-6806 SM Postage Expense	1-1212 Cash in Banks:Sewer Maintenance	0.00
04/28/2024	Bill		Quadient Finance USA - Postage	Postage	6-6806 SM Postage Expense	2-2202 Accounts Payable:Accounts Payable - SM	122.07
Total for Sewer Maintenance							\$266.07
Total for SM Postage Expense							\$266.07
SM Office Supplies Expense							
Sewer Maintenance							
04/01/2024	Bill	37981218/37983128	Quill.com	Gigastone gs - SD Cards	6-6807 SM Office Supplies Expense	2-2202 Accounts Payable:Accounts Payable - SM	47.74
04/01/2024	Bill	37981218/37983128	Quill.com	Digital Voice Recorder	6-6807 SM Office Supplies Expense	2-2202 Accounts Payable:Accounts Payable - SM	62.07
04/01/2024	Bill	37981218/37983128	Quill.com	Epson Combo Ink	6-6807 SM Office Supplies Expense	2-2202 Accounts Payable:Accounts Payable - SM	83.87
04/10/2024	Bill	38142348	Quill.com	Purchase Order Books - 2 10pack	6-6807 SM Office Supplies Expense	2-2202 Accounts Payable:Accounts Payable - SM	269.35
Total for Sewer Maintenance							\$463.03
Total for SM Office Supplies Expense							\$463.03
SM Loan Interest Expense							
Sewer Maintenance							
04/01/2024	Check	0854	Salton Sea Enterprises, LLC.	Loan Interest Payable 2024	6-6811 SM Loan Interest Expense	1-1212 Cash in Banks:Sewer Maintenance	2,998.93
04/09/2024	Check	ACH	CIT	Interest	6-6811 SM Loan Interest Expense	1-1212 Cash in Banks:Sewer Maintenance	234.01
Total for Sewer Maintenance							\$3,232.94
Total for SM Loan Interest Expense							\$3,232.94

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
SM Legal Expense							
Sewer Maintenance							
04/30/2024	Bill	87052	Slovak Baron Empey Murphy & Pinkney	Legal Services Through 04/30/24	6-6831 SM Legal Expense	2-2202 Accounts Payable:Accounts Payable - SM	1,151.25
04/30/2024	Bill	87051	Slovak Baron Empey Murphy & Pinkney	Legal Services Through 04/30/24	6-6831 SM Legal Expense	2-2202 Accounts Payable:Accounts Payable - SM	2,262.20
04/30/2024	Bill	87053	Slovak Baron Empey Murphy & Pinkney	Legal Services Through 04/30/24	6-6831 SM Legal Expense	2-2202 Accounts Payable:Accounts Payable - SM	751.52
Total for Sewer Maintenance							\$4,164.97
Total for SM Legal Expense							\$4,164.97
SM Auditing Expense							
Sewer Maintenance							
04/30/2024	Bill	0424-43	O'Connor & Company	Project:CSD-3112 Professional Services rendered through 04/30/2024	6-6832 SM Auditing Expense	2-2202 Accounts Payable:Accounts Payable - SM	256.25
Total for Sewer Maintenance							\$256.25
Total for SM Auditing Expense							\$256.25
SM technical expense							
Sewer Maintenance							
04/01/2024	Bill	3033-0401204-22	Interconnect Networks	Tech Support Monthly Bill/Expenses	6-6833 SM technical expense	2-2202 Accounts Payable:Accounts Payable - SM	1,845.49
Total for Sewer Maintenance							\$1,845.49
Total for SM technical expense							\$1,845.49
SM/GF Copier Lease/Maint. Expense							
General Fund							
04/22/2024	Bill	24AR1709018	Visual Edge IT	Monthly Charge for Printing	6-6854 SM/GF Copier Lease/Maint. Expense	2-2202 Accounts Payable:Accounts Payable - SM	229.43
Total for General Fund							\$229.43
Sewer Maintenance							
04/22/2024	Bill	24AR1709018	Visual Edge IT	Monthly Charge for Printing	6-6854 SM/GF Copier Lease/Maint. Expense	2-2202 Accounts Payable:Accounts Payable - SM	229.42
Total for Sewer Maintenance							\$229.42
Total for SM/GF Copier Lease/Maint. Expense							\$458.85
SM Subscriptions Expense							
General Fund							
04/01/2024	Bill	FE8F35D0-0041	Streamline	Website Hosting Bill - April 1, 2024 - May 1, 2024	6-6856 SM Subscriptions Expense	2-2202 Accounts Payable:Accounts Payable - SM	249.00
Total for General Fund							\$249.00
Sewer Maintenance							
04/10/2024	Bill		RemotePC.com	Annual Remote Access software	6-6856 SM Subscriptions Expense	2-2202 Accounts Payable:Accounts Payable - SM	22.12
04/22/2024	Bill		Intuit	QuickBooks Monthly Expense	6-6856 SM Subscriptions Expense	2-2202 Accounts Payable:Accounts Payable - SM	200.00
Total for Sewer Maintenance							\$222.12
Total for SM Subscriptions Expense							\$471.12
SM Payroll Processing Fee Exp.							
Sewer Maintenance							
04/05/2024	Check	ACH	ADP	Payroll Processing Fee	6-6894 SM Payroll Processing Fee Exp.	1-1212 Cash in Banks:Sewer Maintenance	73.17
04/12/2024	Check	ACH	ADP	Payroll Processing Fee	6-6894 SM Payroll Processing Fee Exp.	1-1212 Cash in Banks:Sewer Maintenance	58.61
04/19/2024	Check	ACH	ADP	Payroll Processing Fee	6-6894 SM Payroll Processing Fee Exp.	1-1212 Cash in Banks:Sewer Maintenance	54.97
04/26/2024	Check	ACH	ADP	Payroll Processing Fee	6-6894 SM Payroll Processing Fee Exp.	1-1212 Cash in Banks:Sewer Maintenance	56.79
Total for Sewer Maintenance							\$243.54
Total for SM Payroll Processing Fee Exp.							\$243.54
SM Equipment Purchases Expense							
Sewer Maintenance							
04/24/2024	Bill		United Rentals Fluid Solutions	Pioneer 4" Trash Pump- Board Approved Purchase 04/17/2024	6-6910 SM Equipment Purchases Expense	2-2202 Accounts Payable:Accounts Payable -	18,856.25

Salton Community Services District

Transaction Report

April 2024

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	ACCOUNT	SPLIT	AMOUNT
							\$18,856.25
Total for Sewer Maintenance							\$18,856.25
Total for SM Equipment Purchases Expense							\$18,856.25
SM Tool Purchases Expense							
Sewer Maintenance							
04/02/2024	Bill		Steve's ATV/Napa Auto Parts	Screw extractor, drill bits	6-6930 SM Tool Purchases Expense	2-2202 Accounts Payable:Accounts Payable - SM	88.29
Total for Sewer Maintenance							\$88.29
Total for SM Tool Purchases Expense							\$88.29
GF Duplex Water Service Expense							
General Fund							
04/03/2024	Bill		CVWD	DS Building Water Service-Duplex Account# 710799-100642	6-7601 GF Duplex Water Service Expense	2-2202 Accounts Payable:Accounts Payable - SM	14.64
Total for General Fund							\$14.64
Total for GF Duplex Water Service Expense							\$14.64
GF Breakroom Expense							
General Fund							
04/30/2024	Bill		Costco Wholesale	15 cases of water & Kleenex for District Office	6-7602 GF Breakroom Expense	2-2202 Accounts Payable:Accounts Payable - SM	111.49
Total for General Fund							\$111.49
Total for GF Breakroom Expense							\$111.49
Tract 576A Administrative Fees							
CM Tract 576A							
04/23/2024	Journal Entry	CS042324-1		Parcels Paid Between 1/1/2024 and 3/31/2024	6-8001 Tract 576A Administrative Fees	-Split-	2.03
Total for CM Tract 576A							\$2.03
Total for Tract 576A Administrative Fees							\$2.03
Tract 662 Administrative Fees							
CM Tract 662							
04/23/2024	Journal Entry	CS042324-1		Parcels Paid Between 1/1/2024 and 3/31/2024	6-8002 Tract 662 Administrative Fees	-Split-	2.12
Total for CM Tract 662							\$2.12
Total for Tract 662 Administrative Fees							\$2.12
Tract 679 Administrative Fees							
CM Tract 679							
04/23/2024	Journal Entry	CS042324-1		Parcels Paid Between 1/1/2024 and 3/31/2024	6-8003 Tract 679 Administrative Fees	-Split-	2.03
Total for CM Tract 679							\$2.03
Total for Tract 679 Administrative Fees							\$2.03
TOTAL							\$157,953.21

Salton Community Services District

Profit and Loss by Class

April 2024

	CM TRACT 576A	CM TRACT 662	CM TRACT 679	GENERAL FUND	SEWER CONSTRUCTION	SEWER MAINTENANCE	TOTAL
Income							
4-1125 Architectural Plan Fees - GF				150.00			\$150.00
4-1307 Burrtec Waste Contract - GF				1,893.26			\$1,893.26
4-1906 ND unspecified dept donations				-327.54			\$ -327.54
4-2101 Sewer User Charges - SM						355,967.75	\$355,967.75
4-2103 Sewer Lot Maintenance Fee - SM						40,550.86	\$40,550.86
4-2104 Interest & Penalties - SM						12,611.96	\$12,611.96
4-2107 Admin Fees from GF - SM						0.00	\$0.00
4-2109 Admin Fees Tract 576A - SM						2.03	\$2.03
4-2110 Admin Fees Tract 662 - SM						2.12	\$2.12
4-2111 Admin Fees Tract 679 - SM						2.03	\$2.03
4-2203 Checking Interest Income - SM						1.28	\$1.28
4-2401 Ste.2 Rental Income - SM (ICFL)						520.00	\$520.00
4-3203 Checking Interest Income - SC					0.03		\$0.03
4-4101 Tax Assessments - Tract 576A	20.00						\$20.00
4-4102 Int & Penalties - Tract 576A	20.60						\$20.60
4-5101 Tax Assessments - Tract 662		20.00					\$20.00
4-5102 Int & Penalties - Tract 662		22.40					\$22.40
4-6101 Tax Assessments - Tract 679			20.00				\$20.00
4-6102 Int & Penalties - Tract 679			20.60				\$20.60
Services						621.54	\$621.54
Total Income	\$40.60	\$42.40	\$40.60	\$1,715.72	\$0.03	\$410,279.57	\$412,118.92
GROSS PROFIT	\$40.60	\$42.40	\$40.60	\$1,715.72	\$0.03	\$410,279.57	\$412,118.92
Expenses							
6-1302 GF Internet service expense				1,749.48			\$1,749.48
6-1501 GF Auditing Expense				256.25			\$256.25
6-1602 Building Maint. Expense - GF				432.99			\$432.99
6-1802 Admin Fees Due to SM - GF				-5,232.73		5,232.73	\$0.00
6-2003 Street Light Expense - ND				2,879.37			\$2,879.37
6-2301 District Legal Expense - ND				4,164.97			\$4,164.97
6-3201 GF telephone expense				243.45			\$243.45
6-3202 FD water service expense				79.08			\$79.08
6-3203 FD electric service expense				325.25			\$325.25
6-3207 GF technical expense				97.13			\$97.13
6-4101 PW Wages Expense						5,066.00	\$5,066.00
6-4105 PW retirees health benefits exp				395.95			\$395.95
6-4720 PW fuel and oil expense				530.54			\$530.54
6-5102 SC Park water service expense				41.51			\$41.51
6-5103 SC Park electric service exp				67.52			\$67.52
6-5106 SC Park equip/bldg maint. exp				202.28			\$202.28
6-5302 DS Park water service expense				478.62			\$478.62
6-5303 DS Park electric service exp				146.79			\$146.79
6-5306 DS Park equip/bldg maint. exp				-126.90			\$ -126.90
6-5403 Office Electrical Expense						1,177.52	\$1,177.52
6-5503 Duplex/SCSD Lights Electrical Expense				70.16			\$70.16
6-6101 SM maint. crew wages expense						39,234.74	\$39,234.74
6-6102 SM employer expense						5,385.56	\$5,385.56
6-6104 SM health benefits expense						9,649.53	\$9,649.53
6-6105 Sm retiree health benefits exp						2,139.37	\$2,139.37
6-6109 SM clerical office wages exp						13,150.75	\$13,150.75
6-6110 SM administration. (GM) wages						10,576.95	\$10,576.95
6-6113 SM Directors' Compensation exp						300.00	\$300.00
6-6201 SM uniforms expense						150.00	\$150.00
6-6204 SM safety supplies expense						857.08	\$857.08
6-6205 SM work boots expense						193.94	\$193.94
6-6206 SM janitorial supplies expense						0.00	\$0.00
6-6401 SM vehicle maintenance expense						-1,500.00	\$ -1,500.00
6-6402 SM equipment maintenance exp						189.57	\$189.57

Salton Community Services District

Profit and Loss by Class

April 2024

	CM TRACT 576A	CM TRACT 662	CM TRACT 679	GENERAL FUND	SEWER CONSTRUCTION	SEWER MAINTENANCE	TOTAL
6-6405 SM fuel & oil expense						1,743.17	\$1,743.17
6-6407 SM shop supplies expense						334.10	\$334.10
6-6501 SM water service expense						357.44	\$357.44
6-6502 SM electric service expense						21,482.51	\$21,482.51
6-6504 SM cell phone expense						183.37	\$183.37
6-6505 SM underground alerts expense						83.50	\$83.50
6-6506 SM internet service expense						1,749.48	\$1,749.48
6-6508 SM Alarm/Security Expense						119.85	\$119.85
6-6711 SM sewer lines maint. expense						1,006.17	\$1,006.17
6-6712 SM pump station maint expense						494.73	\$494.73
6-6750 SM lab testing expense						1,256.07	\$1,256.07
6-6800 SM Miscellaneous Expenses						47.50	\$47.50
6-6802 SM Bldg & Grounds Maintenance						10.76	\$10.76
6-6806 SM Postage Expense						266.07	\$266.07
6-6807 SM Office Supplies Expense						463.03	\$463.03
6-6811 SM Loan Interest Expense						3,232.94	\$3,232.94
6-6831 SM Legal Expense						4,164.97	\$4,164.97
6-6832 SM Auditing Expense						256.25	\$256.25
6-6833 SM technical expense						1,845.49	\$1,845.49
6-6854 SM/GF Copier Lease/Maint. Expense				229.43		229.42	\$458.85
6-6856 SM Subscriptions Expense				249.00		222.12	\$471.12
6-6894 SM Payroll Processing Fee Exp.						243.54	\$243.54
6-6910 SM Equipment Purchases Expense						18,856.25	\$18,856.25
6-6930 SM Tool Purchases Expense						88.29	\$88.29
6-7601 GF Duplex Water Service Expense				14.64			\$14.64
6-7602 GF Breakroom Expense				111.49			\$111.49
6-8001 Tract 576A Administrative Fees	2.03						\$2.03
6-8002 Tract 662 Administrative Fees		2.12					\$2.12
6-8003 Tract 679 Administrative Fees			2.03				\$2.03
Total Expenses	\$2.03	\$2.12	\$2.03	\$7,406.27	\$0.00	\$150,540.76	\$157,953.21
NET OPERATING INCOME	\$38.57	\$40.28	\$38.57	\$ -5,690.55	\$0.03	\$259,738.81	\$254,165.71
NET INCOME	\$38.57	\$40.28	\$38.57	\$ -5,690.55	\$0.03	\$259,738.81	\$254,165.71



1209 Van Buren Ave. Suite 1
Post Office Box 5268
SALTON CITY, CALIFORNIA 92275-5268
TELEPHONE: (760) 394-4446
FAX: (760) 394-4242
scsd@saltoncsd.ca.gov

April 2024

General Manager Report

Emmanuel Ramos

1. We are glad to inform you the position for admin assistant has been filled by Jazmine Madrigal she will also be or translator in our meetings.
2. Mr. Prager retired in March, since then Pascual Muñiz has shown SCSD that he can take over the responsibilities of a park supervisor. I am pleased to inform you that Pascual accepted the position as Park Supervisor.
3. Lansing New Board Order is up for review on May14th
4. The emergency trash pump was looked at by our Mechanic Steven Rodriguez, Pump was put through a pump tester machine, and it tested Good, we purchased the Pump for \$18,856.25 we saved 915.88 by avoiding the Delivery charge.



SALE AGREEMENT/INVOICE
232391773-001

Job Site

VIRTUAL TRAINING
 1209 VAN BUREN
 SALTON CITY CA 92275

Office: 760-394-4446 Job: 760-394-4446

SALTON COMMUNITY SERVICES DIST
 P O BOX 5268
 SALTON CITY CA 92275

Customer #	: 1354322
Invoice Date	: 04/26/24 12:32 PM
UR Job Loc	: 1209 VAN BUREN, SALT
UR Job #	: 6
Customer Job ID:	
P.O. #	:
Ordered By	: EMMANUEL RAMOS
Written By	: FREDDY RODRIGUEZ
Salesperson	: BRIAN JESSON

Invoice Amount: \$18,856.25	
Terms: Due Upon Receipt	
Payment options: Contact our credit office 888-481-2660	
REMIT TO: UNITED RENTALS (NORTH AMERICA),INC.	
P.O. BOX 051122	
LOS ANGELES CA 90074-1122	

Qty	Equipment #	Price	Amount
1	10324393 CC: 520-1003 PUMP 4" VAC ASSIST - DIESEL Make: PIONEER Model: PP44S10L71TD.9 Serial #: PP25885 Model Year: 14 Lic: SE711208 HR OUT: 5623.000	17500.00	17500.00
			Sub-total: 17500.00
			Tax: 1356.25
			Total: 18856.25

CONTACT: EMMANUEL RAMOS
 CELL#: 760-890-8696

 Upon receipt of this equipment, it is the purchasers responsibility to (1) contact the manufacturer for documentation regarding equipment maintenance and use, and (2) ensure that the equipment meets the manufacturer's maintenance and operating specifications and all regulatory safety requirements, prior to placing in service.

 * DELIVERY ACKNOWLEDGEMENT *
 * * * * *
 * Received By : _____ Date: _____ *
 * Signature *
 * * * * *
 * Printed Name *
 * * * * *
 * Delivered By: _____ Date: _____ *
 * Signature *

WHERE PERMITTED BY LAW, UNITED RENTALS MAY IMPOSE A SURCHARGE OF 2.0% FOR CREDIT CARD PAYMENTS ON CHARGE ACCOUNTS. THIS SURCHARGE IS NOT GREATER THAN OUR MERCHANT DISCOUNT RATE FOR CREDIT CARD TRANSACTIONS AND IS SUBJECT TO SALES TAX.

READ BEFORE SIGNING: THIS DOCUMENT IS SUBJECT TO THE TERMS AND CONDITIONS OF THE SALE AGREEMENT/INVOICE WHICH ARE AMENDED FROM TIME TO TIME AND POSTED ONLINE AT <https://www.unitedrentals.com/legal/sale-agreement> AND INCORPORATED HEREIN BY REFERENCE. BY SIGNING BELOW CUSTOMER (1) ACKNOWLEDGES THAT IT HAS READ AND AGREED TO THE SALEAGREEMENT/INVOICE TERMS, (2) ACKNOWLEDGES RECEIPT OF THE EQUIPMENT IN GOOD WORKING ORDER, AND (3) IS FULLY FAMILIAR WITH THE OPERATION AND USE OF THE EQUIPMENT.

X

 CUSTOMER SIGNATURE DATE CUSTOMER NAME PRINTED UNITED RENTALS REPRESENTATIVE/DELIVERED BY DATE





1209 VAN BUREN AVE.
POST OFFICE BOX 5268
SALTON CITY, CALIFORNIA 92275-5268
TELEPHONE: (760) 394-4446
scsd@saltoncsd.ca.gov

Wednesday May 15th, 2024

Finance Report

For the Month of April:

Revenue: \$ 412,118.92

GF: \$ 1,715.72

SM: \$ 410,279.57

Expense: \$ 157,953.21

GF: \$ 7,406.27

SM: \$ 150,540.76

- Down 5.77% from the Month of March
- 53.34 % Under budget for expenses

Legal Fees for April.: \$ 8,329.94

General Counsel - \$ 4,524.40

SCSD-Dale - \$ 2,302.50

SCSD-Mansfield - \$ 1,503.04

- **Continuing to draft new Fiscal Years budget**
 - This will include the Capital Improvement Project – Mapping of Sewer System Desert Shores & Salton City \$ 142,280.00



1209 Van Buren
POST OFFICE BOX 5268
SALTON CITY, CALIFORNIA 92275-5268
TELEPHONE: (760) 394-4446
FAX: (760) 394-4242
scsd@saltoncsd.ca.gov

Serving the West Shores of the Fabulous Salton Sea

Employees have continued to perform their daily routine:

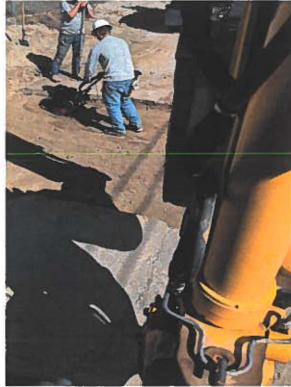
- Hour reading and checking conditions of stations
- Making sure that red high-level light and alarm systems are functioning properly.
- PH and DO reading at ponds
- First week of the month grab samples are sent to the lab
- Continue checking and working on the three facility (ponds) TRC, Lansing and Desert Shores. (De-weeding, cleaning aerators, open and closing ponds to direct flow.)
- Dig Alert marking for utility break prevention

Incident:

On April 2nd the crew made a connection at a property that was paid to be connected in the past, but it never was.



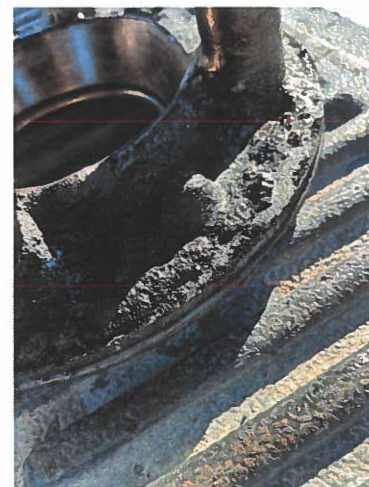
After ABS pipe was connected to the main line, they proceeded to pour road base gravel for compaction with the help of the compactor. Also, they replace the asphalt with new.



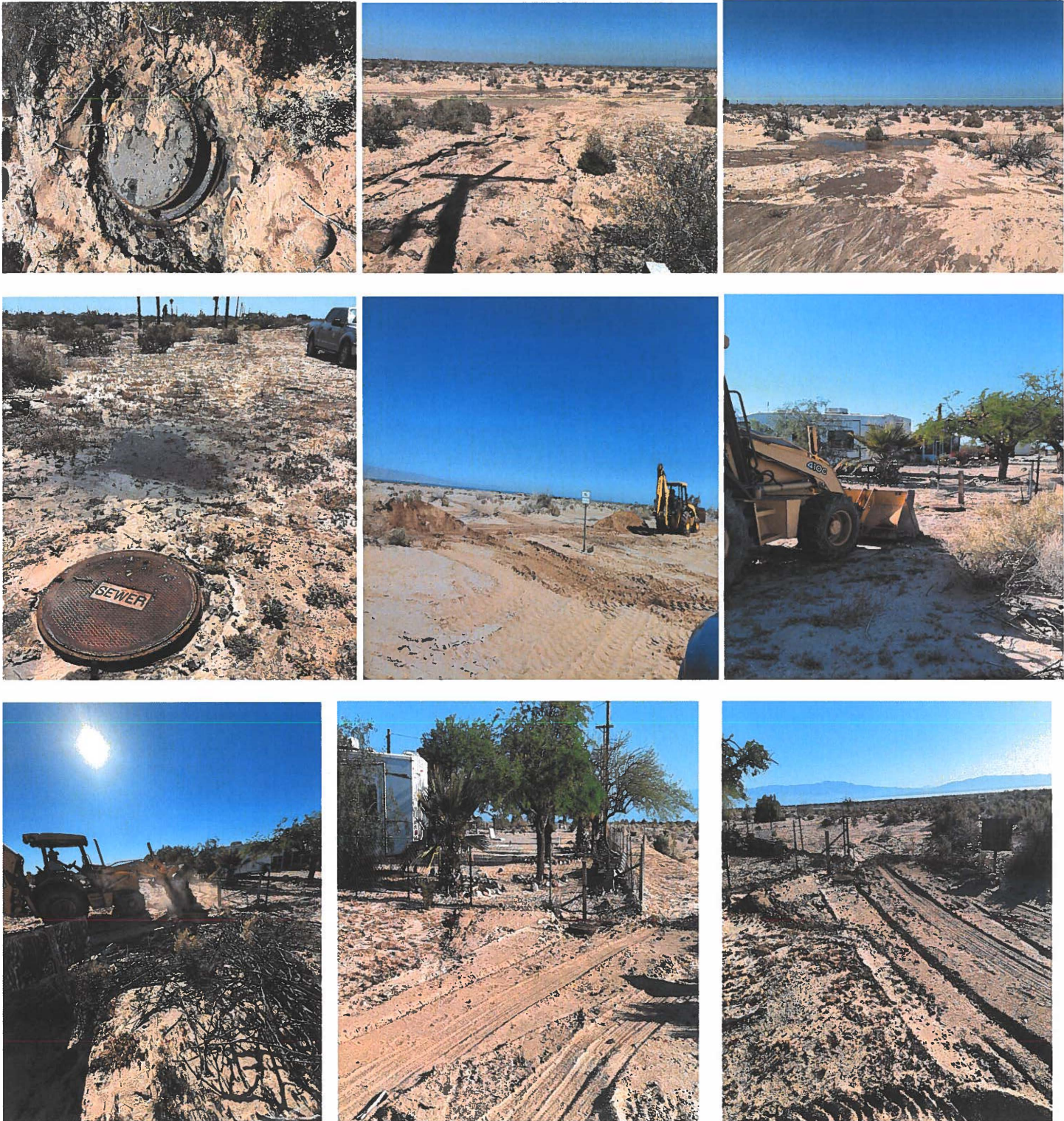
On April 6 the employee checking the stations found vandalism at station 6. Fence was cut and electrical panel lock were also cut. No other damage was found.



On April 17 station 10 was clogged and the crew was able to make it run. Wear plate in the pump had grooves and it needed to be replaced.



On April 23 we had a malfunction at station 8 which caused a spill. We proceeded to take care of the station and the spill. Contaminated soil was removed and transported to a designated area at Lansing facility to be disinfected. We also brought clean soil to replace what we removed.



A report was submitted to Water Board and to Imperial County Department of Environmental Health.



1209 VAN BUREN AVE.
POST OFFICE BOX 5268
SALTON CITY, CALIFORNIA 92275-5268
TELEPHONE: (760) 394-4446
scsd@saltoncsd.ca.gov

Reporting for Park Supervisor For the month of April 2024

Salton City Park

- We continue to monitor homelessness and vandalism.
- We are still looking for a park host.
- Set up and supported Spring Fling event
- Put in new play sand at playground
- De weeded and drag baseball field

Desert Shores Park

- The Chinese's Pistache are looking great, see pictures
- Dragged the field for weeds due to the rain
- Grass made a comeback after wind affected irrigation system, see pictures

Buildings

- Put in new lights at the library
- Started to clean the outside old fire fighters building at Vista del Mar

Pascual Muniz
(760) 883-9328





LANDSCAPE CONSTRUCTION PLANS

DESERT SHORES

SOCCER PARK PHASE 2

PREPARED FOR: SALTON COMMUNITY SERVICES DISTRICT
 1209 VAN BUREN AVENUE
 SALTON CITY, CA 92274
 OFFICE (760) 394-4446
 CONTACT: EMMANUEL RAMOS

PROJECT TYPE: COMMUNITY PARK
 PORTION OF SECTION 16, T.9S, R.9E, SBB#M

CONSULTANTS

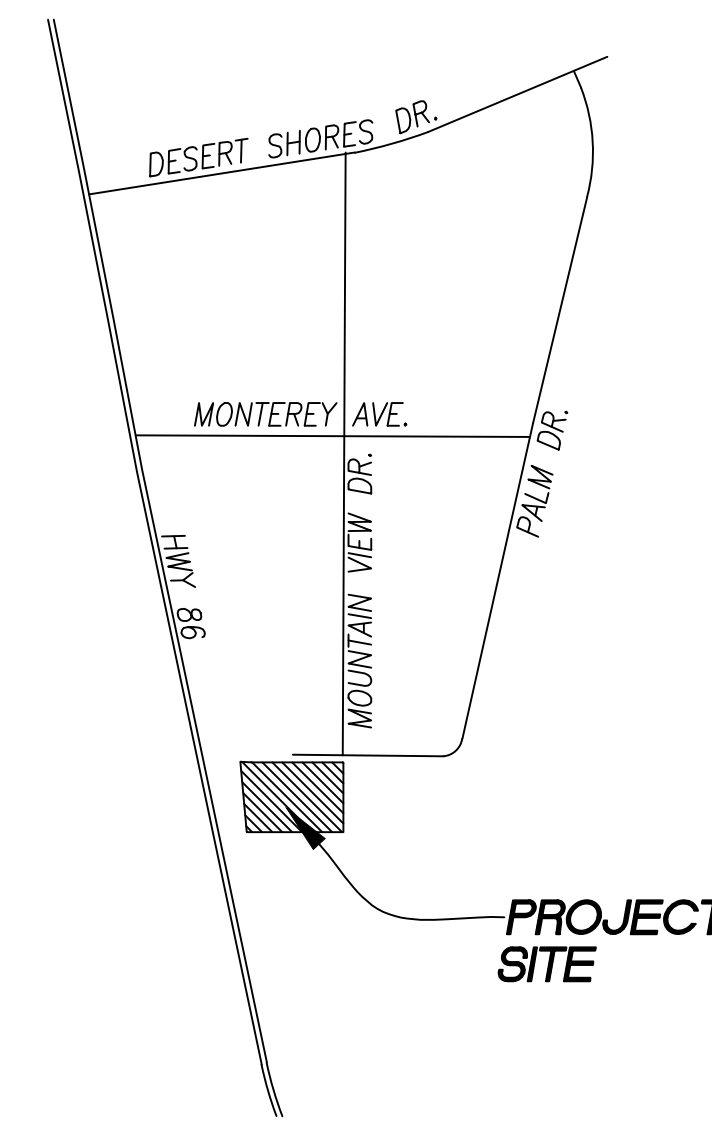


HERMANN DESIGN GROUP
 77-899 WOLF RD.
 SUITE 102
 PALM DESERT, CA
 92211
 LIC# 2754 EXP. 04/30/24
 PH. (760) 777-9131
 FAX (760) 777-9132

GENERAL NOTES

1. ALL WORK SHALL BE IN ACCORDANCE WITH APPLICABLE CITY AND COUNTY CODES AND THESE PLANS.
- A. THE CONTRACTOR SHALL CARRY ALL WORKERS COMPENSATION, PUBLIC LIABILITY AND PROPERTY DAMAGE INSURANCE AS REQUIRED BY OWNER.
- B. THE CONTRACTOR SHALL APPLY FOR ALL PERMITS AND PAY FOR SAME.
- C. ALL IRRIGATION WORK SHALL HAVE RECOMMENDED APPROVAL BY THE OWNER PRIOR TO BEGINNING ANY GROUND COVER PLANTING WORK.
- D. THE OWNER'S REPRESENTATIVE WILL REVIEW THE PLANTING WORK. PRIOR TO STARTING WORK THE CONTRACTOR SHALL CONTACT THE OWNER'S REPRESENTATIVE AND COORDINATE ALL REVIEWS.
- E. THE QUALITY OF WORKMANSHIP AND MATERIALS SHALL BE OF THE HIGHEST STANDARDS. COOPERATION AND FLEXIBILITY IS EXPECTED OF THE CONTRACTOR TOWARD WORKING WITH THE OWNER / LANDSCAPE ARCHITECT IN PRODUCING THE BEST POSSIBLE PRODUCT.
2. BY EXECUTING THE CONTRACT, THE CONTRACTOR REPRESENTS THAT HE AND HIS SUBCONTRACTORS HAVE VISITED THE SITE, FAMILIARIZED THEMSELVES WITH ALL CONDITIONS UNDER WHICH THE WORK IS TO BE PERFORMED, AND CORRELATED THEIR OBSERVATIONS WITH THE REQUIREMENTS OF THESE CONTRACT DOCUMENTS.
3. UNLESS OTHERWISE PROVIDED IN THESE CONTRACT DOCUMENTS, THE CONTRACTOR SHALL SECURE AND PAY FOR ALL PERMITS, FEES, LICENSES, AND INSPECTIONS NECESSARY FOR THE PROPER EXECUTION AND COMPLETION OF THE WORK.
4. THE CONTRACTOR SHALL FILE ALL NOTICES AND COMPLY WITH ALL LAWS, ORDINANCES, RULES, REGULATIONS, AND LAWFUL ORDERS OF ANY PUBLIC AUTHORITY BEARING ON THE PERFORMANCE OF THE WORK. IF THE CONTRACTOR OBSERVES THAT ANY OF THE CONTRACT DOCUMENTS ARE AT VARIANCE THEREWITH IN ANY RESPECT, HE SHALL PROMPTLY NOTIFY THE OWNER'S AUTHORIZED REPRESENTATIVE IN WRITING.
5. CONTRACTOR SHALL OBTAIN A CURRENT STRUCTURAL SOILS REPORT. THIS SOILS REPORT SHALL SUPERSEDE THE RECOMMENDATIONS AND DETAILS SHOWN ON THESE PLANS AND SPECIFICATIONS.
6. CONTRACTOR SHALL VERIFY LOCATION OF ALL UTILITIES PRIOR TO CONSTRUCTION AND SHALL BE HELD LIABLE FOR ALL DAMAGE INCURRED DURING CONSTRUCTION.
7. CONTRACTOR SHALL VERIFY ALL DIMENSIONS AND CONDITIONS PRIOR TO THE START OF CONSTRUCTION. CONTRACTOR SHALL NOTIFY THE OWNER'S REPRESENTATIVE OF ANY DISCREPANCIES.
8. CONTRACTOR SHALL NOT WILLFULLY PROCEED WITH CONSTRUCTION WHEN IT IS OBVIOUS THAT UNKNOWN OBSTRUCTIONS AND/OR GRADE DIFFERENCES EXIST THAT MAY NOT HAVE BEEN KNOWN DURING DESIGN. SUCH CONDITIONS SHALL BE IMMEDIATELY BROUGHT TO THE ATTENTION OF THE OWNER'S AUTHORIZED REPRESENTATIVE. THE CONTRACTOR SHALL ASSUME FULL RESPONSIBILITY FOR ALL NECESSARY REVISIONS DUE TO FAILURE TO GIVE SUCH NOTIFICATIONS.
9. THE LOCATION OF FEATURES TO BE CONSTRUCTED, NOT SPECIFICALLY DIMENSIONED MAY BE DETERMINED BY SCALE. VERIFY ALL SUCH CONDITIONS WITH OWNER'S REPRESENTATIVE.
10. ALL CURVE-TO-LINEAR AND CURVE-TO-TANGENT LINES SHALL BE NEAT, TRIM, SMOOTH, AND UNIFORM.
11. THE CONTRACTOR SHALL AT ALL TIMES KEEP THE PREMISES FREE FROM ACCUMULATION OF WASTE MATERIALS OR RUBBISH CAUSED BY HIS OPERATIONS. AT THE COMPLETION OF THE WORK HE SHALL REMOVE ALL HIS WASTE MATERIALS AND RUBBISH FROM THE SITE AS WELL AS ALL HIS TOOLS, EQUIPMENT, MACHINERY, AND SURPLUS MATERIALS.
12. THE CONTRACTOR SHALL BE RESPONSIBLE FOR INITIATING, MAINTAINING, AND SUPERVISING ALL SAFETY PRECAUTIONS AND PROGRAMS IN CONNECTION WITH THE WORK.
13. THE CONTRACTOR SHALL PROMPTLY CORRECT ALL WORK REJECTED BY THE OWNER'S AUTHORIZED REPRESENTATIVE AS DEFECTIVE OR AS FAILING TO CONFORM TO THE CONTRACT DOCUMENTS. THE CONTRACTOR SHALL BEAR ALL COSTS OF CORRECTING SUCH REJECTED WORK.
14. PRIOR TO THE START OF CONSTRUCTION, THE CONTRACTOR SHALL VERIFY WITH THE OWNER'S AUTHORIZED REPRESENTATIVE THAT HE/SHE HAS OBTAINED THE LATEST SET OF CONSTRUCTION DOCUMENTS.
15. ALL PHOENIX AND CITRUS SPECIES SHALL BE PURCHASED IN THE COACHELLA VALLEY FROM A LOCAL NURSERY AS PER AGRICULTURAL COMMISSIONER GUIDELINES.

VICINITY MAP



N.T.S.

SHEET INDEX

SHEET	DESCRIPTION
L0.0	COVER SHEET
L2.0	PLANTING PLAN
L2.1	PLANTING DETAILS
L2.2	SOILS REPORT

APPROVALS

OWNER:
SALTON COMMUNITY SERVICES DISTRICT
 1209 VAN BUREN AVENUE
 THERMAL, CA 92274
 OFFICE (760) 394-4446

PROJECT:
DESERT SHORES SOCCER PARK
 001-155-001
 THERMAL CA, 92274

REVISIONS	DATE	BY



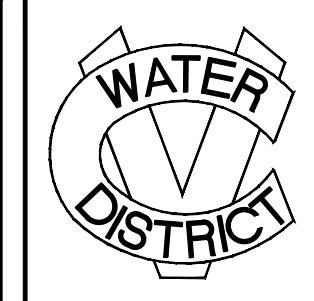
SHEET TITLE
COVER SHEET

DESIGNED	JE
DRAWN	JE
CHECKED	CH
DATE	7/17/23
SCALE	N.T.S.
JOB NO.	23013

SHEET
L0.0
 OF 4 SHEETS

NO PERMANENT STRUCTURES OR TREES WITHIN CVOID AND/OR EASEMENTS. CVOID WILL NOT BE RESPONSIBLE FOR DAMAGE OR REPLACEMENT OF ANY SURFACE IMPROVEMENTS, INCLUDING BUT NOT LIMITED TO, DECORATIVE CONCRETE, LANDSCAPING, CURB, GUTTER, SIDEWALKS, PLANTERS, GATES AND RELATED IMPROVEMENTS INSTALLED WITHIN THE CVOID AND/OR USBR.

Underground Service Alert
 CALL BEFORE YOU DIG
 COIL: TOLL FREE
811
 TWO WORKING DAYS BEFORE YOU DIG

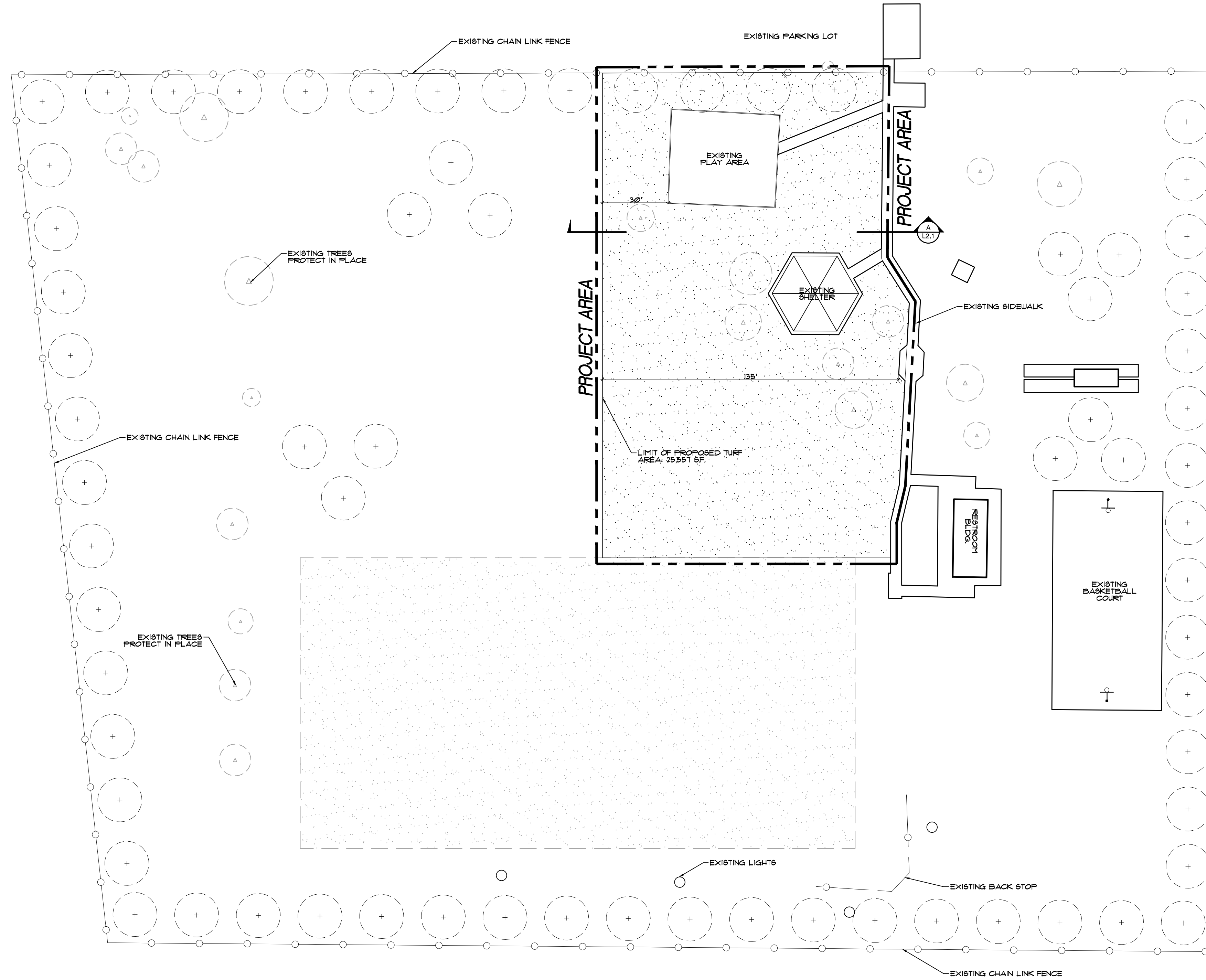


THESE PLANS HAVE BEEN REVIEWED BY THE COACHELLA VALLEY WATER DISTRICT IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE, SECTION 69981 ET SEQ. REQUIRING EFFICIENT LANDSCAPE AND IRRIGATION DESIGN IN COOPERATION WITH THE LOCAL GOVERNING AGENCY (CITY AND COUNTY).

APPROVAL OF THIS DRAWING BY CVOID STAFF DOES NOT CONSTITUTE APPROVAL TO ENCRoACH INTO DISTRICT AND USBR RIGHT OF WAY. TREES, PLANTS, WALLS AND PERMANENT STRUCTURE OF ANY KIND MAY NOT BE PLANTED OR INSTALLED IN CVOID AND USBR EASEMENTS OR RIGHT-OF-WAY WITHOUT FIRST OBTAINING AN ENCROACHMENT PERMIT FROM CVOID.

DATE _____ WATER MANAGEMENT DEPARTMENT _____
 CVOID PLAN NO. _____ DEVELOPMENT SERVICES DEPARTMENT _____

PALM DR.



PLANT LIST

SYMBOL	QTY.	BOTANICAL NAME	COMMON NAME	SIZE	WATER USE
--------	------	----------------	-------------	------	-----------

GROUNDCOVER

	25551 S.F.	INSTALL TIFWAY HYBRID BERMUDA 4 1/4" BERMUDA HYBRID SOD, OVERSEED W/ PERENNIAL RYE (OCTOBER-MAY INSTALLATION) BY A.G. SOD			
--	------------	---	--	--	--

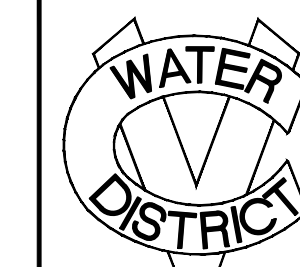
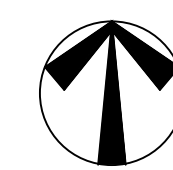
REFER TO DETAIL: A / L2.1 FOR SOD EDGE
REFER TO SHEET L2.2 FOR SOIL AMENDMENT SPECIFICATIONS

NO PERMANENT STRUCTURES OR TREES WITHIN CVID AND/OR EASEMENTS. CVID WILL NOT BE RESPONSIBLE FOR DAMAGE OR REPLACEMENT OF ANY SURFACE IMPROVEMENTS, INCLUDING BUT NOT LIMITED TO, DECORATIVE CONCRETE, LANDSCAPING, CURB, GUTTER, SIDEWALKS, PLANTERS, GATES AND RELATED IMPROVEMENTS INSTALLED WITHIN THE CVID AND/OR USER.

THESE PLANS HAVE BEEN REVIEWED BY THE COACHELLA VALLEY WATER DISTRICT IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE, SECTION 66981 ET SEQ. REQUIRING EFFICIENT LANDSCAPE AND IRRIGATION DESIGN IN COOPERATION WITH THE LOCAL GOVERNING AGENCY (CITY AND COUNTY).

APPROVAL OF THIS DRAWING BY CVID STAFF DOES NOT CONSTITUTE APPROVAL TO ENCRoACH INTO DISTRICT AND USER RIGHT OF WAY. TREES, PLANTS, WALLS AND PERMANENT STRUCTURE OF ANY KIND MAY NOT BE PLANTED OR INSTALLED IN CVID AND USER EASEMENTS OR RIGHT-OF-WAY WITHOUT FIRST OBTAINING AN ENCROACHMENT PERMIT FROM CVID.

DATE _____ WATER MANAGEMENT DEPARTMENT _____
CVID PLAN NO. _____ DEVELOPMENT SERVICES DEPARTMENT _____

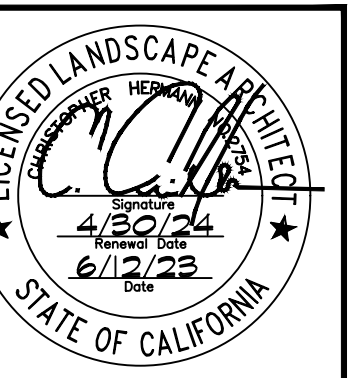


HERMANN DESIGN GROUP
77-899 WOLF RD.
SUITE 102
PALM DESERT, CA
92211
LIC# 2754 EXP. 04/30/24
PH. (760) 777-9131
FAX (760) 777-9132

OWNER:
SALTON COMMUNITY SERVICES DISTRICT
1209 VAN BUREN AVENUE
THERMAL, CA 92274
OFFICE (760) 394-4446

PROJECT:
DESERT SHORES SOCCER PARK
001-155-001
THERMAL CA, 92274

REVISIONS	DATE	BY



SHEET TITLE
PLANTING PLAN

DESIGNED	JE
DRAWN	JE
CHECKED	CH
DATE	7/17/23
SCALE	1"=30'
JOB NO.	23013

SHEET
L2.0
OF 4 SHEETS

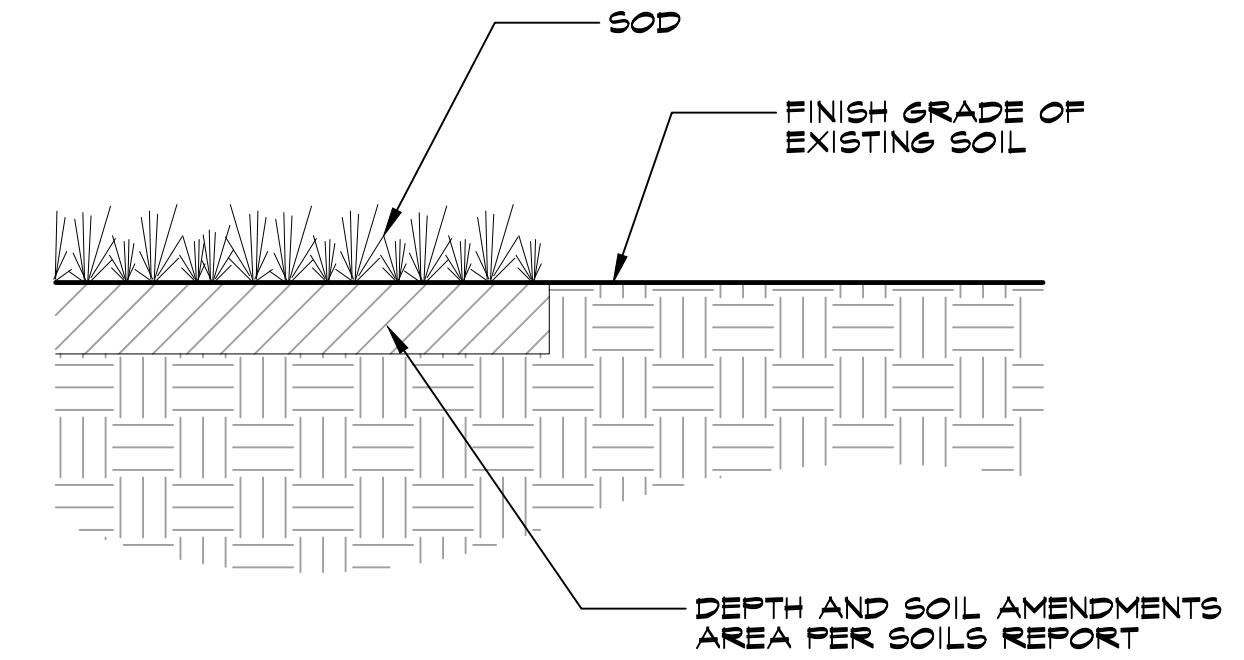
PLANTING NOTES

- SCOPE OF WORK - FURNISH ALL MATERIAL, LABOR, TRANSPORTATION, EQUIPMENT AND PROPERTY TO COMPLETE THE LANDSCAPING OF THE PLANTING AREAS SHOWN ON THE DRAWINGS, OR REASONABLE IMPLIED TO COMPLETE THE CONSTRUCTION, INCLUDING AS A PART OF THE WORK, BUT NOT NECESSARILY LIMITED BY IT, ARE THE FOLLOWING ITEMS: FINE GRADING OF ALL PLANTING AREAS, PREPARATION OF ALL PLANTING AND TREE HOLES, FURNISHING AND INSTALLATION OF ALL REQUIRED PLANTING BACKFILL MATERIALS, TREE STAKES AND MISCELLANEOUS MATERIALS, FURNISHING AND INSTALLATION OF ALL PLANT MATERIALS, PROVIDING MAINTENANCE THROUGHOUT THE SPECIFIED PERIOD, CLEAN-UP AND WEEDING OF ALL LANDSCAPE AREAS.
- THE CONTRACTOR SHALL REMOVE ALL WEEDS, ROCKS OVER 2" IN DIAMETER, DEBRIS AND OTHER EXTRANEOUS MATERIALS FROM THE JOB SITE IN A LEGAL MANNER PRIOR TO PROCEEDING WITH ANY WORK UNDER THIS CONTRACT.
- THE CONTRACTOR SHALL BE RESPONSIBLE FOR FINISH GRADE, INCLUDING ANY IMPORT SOIL ADJUSTMENTS TO EARTH BERMS. PROVIDE FINISH GRADE IN PLANTING AREAS 1% MINIMUM FLOW. FINISH GRADES SHALL BE 2" BELOW ADJACENT WALKS, CURBS, DRIVEWAYS ETC. IN GROUND COVER AREAS. CONTRACTOR IS RESPONSIBLE FOR ANY EXISTING UNDERGROUND DRAIN LINES TO BE FULLY OPERABLE AT COMPLETION OF JOB. ALL EXISTING ABOVE GROUND DRAIN INLETS SHALL BE RESTORED TO A FULLY OPERABLE CONDITION AT THE CORRECT GRADE TO ENSURE FLOW AS ORIGINALLY INTENDED.
- ALL TREES AND SHRUBS SHALL BE PLANTED PER THESE NOTES AND AS DETAILED. ALL PLANT MATERIAL SHALL BE OF THE HIGHEST QUALITY AND LARGEST REASONABLE SIZE AVAILABLE FOR THE SPECIFIED CONTAINER SIZE (WITHOUT BEING ROOT BOUND); SHRUB MATERIALS SHALL BE VIGOROUSLY GROWING, HEALTHY PLANT MATERIALS, FULL AND BUSHY, OR HINES WHOLESALE NURSERY / MONROVIA NURSERY COMPANY QUALITY OR EQUAL. THE OWNER'S SUPERINTENDENT WILL REVIEW ALL PLANT MATERIAL WHEN SPOTTED FOR PLANTING AND WILL NOT HESITATE TO REJECT ANY MATERIAL OF QUESTIONABLE QUALITY, OR OF LESS THAN THE LARGEST REASONABLE SIZE MATERIAL AVAILABLE.
- NO PLANT SUBSTITUTIONS ARE TO BE MADE WITHOUT THE WRITTEN CONSENT OF THE LANDSCAPE ARCHITECT.
- ALL GROUND COVER AS NOTED IN THE LEGEND SHALL BE PLANTED IN STAGGERED ROWS CONTINUOUSLY UNDER ALL TREES AND SHRUBS IN THE AREAS AS DESIGNATED ON THE PLANS AND AT THE SPACING INDICATED IN THE LEGEND. GROUND COVER SHALL BE INSTALLED NO CLOSER THAN 1/2 THE ON CENTER SPACING AS INDICATED ON THE PLANS.
- CONTRACTOR SHALL PROVIDE AN AUTOMATIC IRRIGATION SYSTEM TO ALL LANDSCAPE AREAS. DRIP IRRIGATION SHALL BE USED IN GRAVEL AND COBBLE AREAS. SPRAY IRRIGATION SHALL BE USED FOR LAWN AREAS.
- WARNING: PLANT MATERIAL LISTED MAY OR MAY NOT HAVE BEEN APPROVED BY THE AGRICULTURAL COMMISSIONER'S OFFICE. LANDSCAPE CONTRACTOR, PLEASE CONTACT THE OWNER'S REPRESENTATIVE FOR STATUS OF AGRICULTURAL COMMISSIONER'S APPROVAL OR DENIAL. PLANT MATERIAL NOT CONFORMING WITH QUARANTINE LAW MAY BE DESTROYED AND CIVIL ACTION TAKEN. ALL PLANT MATERIAL IS SUBJECT TO INSPECTION AT THE DISCRETION OF THE AGRICULTURAL COMMISSIONER'S OFFICE. ALL PLANT MATERIAL MUST BE FREE FROM RED SCALE (ACONIDIELLA AURANTII).
- LANDSCAPE ARCHITECT CANNOT ASSUME RESPONSIBILITY FOR ANY PLANT MATERIAL UTILIZED ON SITE WHICH ARE NOT SHOWN ON THE PLANS AND/OR HAVE NOT BEEN APPROVED BY THE AGRICULTURAL COMMISSIONER'S OFFICE.
- CONTRACTOR IS RESPONSIBLE FOR FINAL QUANTITIES AS ILLUSTRATED ON THE PLANTING PLANS. QUANTITIES IN THE LEGEND MAY NOT BE ACCURATE.
- CONTRACTOR TO PROVIDE BID FOR THE MAINTENANCE. MAINTENANCE PERIOD SHALL LAST NINETY (90) DAYS AFTER NOTIFICATION FROM THE LANDSCAPE ARCHITECT OF A SUCCESSFUL FINAL WALK THROUGH AND WILL BEGIN ONCE ALL ITEMS ON THE FINAL WALK THROUGH PUNCH LIST HAVE BEEN SATISFACTORILY ADDRESSED BY A WRITTEN STATEMENT INDICATING SUCH FROM THE LANDSCAPE ARCHITECT TO THE OWNER.
- CONTRACTOR SHALL REPLACE PLANTS WHICH ARE FOUND IN AN UNHEALTHY OR IMPAIRED CONDITION, MISSING OR DEAD DURING THE MAINTENANCE PERIOD. TREES SHALL BE GUARANTEED FOR ONE YEAR AND SHRUBS SHALL BE GUARANTEED FOR 90 DAYS FROM DATE OF FINAL ACCEPTANCE.
- THE CONTRACTOR SHALL REFER TO SOIL RESULTS BY WAYPOINT ANALYTICAL T14-282-8111. CONTRACTOR SHALL AMEND SOIL, PREPARE BACKFILL AND FERTILIZE PER RESULTS. WHOLESALE COST OF MATERIALS ONLY SHOULD TEST RESULTS REQUIRE ADDITIONAL MATERIALS.
- TURF TO BE TIFWAY HYBRID BERMUDA 419' BERMUDA HYBRID SOD. TO BE OVERSEEDDED WITH RYE IF PLANTED IN THE WINTER SEASON COMMENCING IN OCTOBER-MAY.
- ALL TURF AREAS SHALL BE GRADED TO FINISH GRADE ALLOWING FOR AMENDMENTS. THEN INCORPORATE THE AMENDMENTS ACCORDING TO THE SOILS REPORT ON SHEET L2.3.

- ### PREPARATION OF UNAMENDED, ON-SITE SOIL BEFORE AMENDING
- EXCAVATION: EXCAVATE SOIL FROM DESIGNATED AREA(S) AND STOCKPILE UNTIL AMENDED.
 - UNACCEPTABLE MATERIALS: CLEAN SOIL OF CONCRETE SLURRY, CONCRETE LAYERS OR CHUNKS, CEMENT, PLASTER, BUILDING DEBRIS, OILS, GASOLINE, DIESEL FUEL, PAINT THINNER, TURPENTINE, TAR, ROOFING COMPOUND, ACID, AND OTHER EXTRANEOUS MATERIALS THAT ARE HARMFUL TO PLANT GROWTH.
 - UNSUITABLE MATERIALS: CLEAN SOIL TO CONTAIN A MAXIMUM OF 10% BY DRY WEIGHT OF STONES, ROOTS, PLANTS, SOD, CLAY LUMPS, AND POCKETS OF COARSE SAND.
 - SCREENING: PASS UNAMENDED SOIL THROUGH A 2" SIEVE TO REMOVE LARGE MATERIALS.

- ### BLENDING PLANTING SOIL IN PLACE
- MIX AMENDMENTS WITH IN-PLACE, UNAMENDED SOIL TO PRODUCE REQUIRED PLANTING SOIL. DO NOT APPLY MATERIALS OR TILL IF EXISTING SOIL OR SUBGRADE IS FROZEN, MUDDY, OR EXCESSIVELY WET.
 - PREPARATION: TILL UNAMENDED, EXISTING SOIL IN PLANTING AREAS TO A MINIMUM DEPTH OF 8 INCHES. REMOVE STONES LARGER THAN 2 INCHES IN ANY DIMENSION AND STICKS, ROOTS, RUBBISH, AND OTHER EXTRANEOUS MATTER AND LEGALLY DISPOSE OF THEM OFF OWNER'S PROPERTY.
 - MIXING: APPLY SOIL AMENDMENTS AND FERTILIZER, IF REQUIRED, EVENLY ON SURFACE, AND THOROUGHLY BLEND THEM INTO FULL DEPTH OF UNAMENDED, IN-PLACE SOIL TO PRODUCE PLANTING SOIL.
 - COMPACTION: COMPACT BLENDED PLANTING SOIL TO 85% PERCENT OF MAXIMUM STANDARD PROCTOR DENSITY ACCORDING TO ASTM D 698 EXCEPT WHERE A DIFFERENT COMPACTION VALUE IS INDICATED ON DRAWINGS.
 - FINISH GRADING: GRADE PLANTING SOIL TO A SMOOTH, UNIFORM SURFACE PLANE WITH LOOSE, UNIFORMLY FINE TEXTURE. ROLL AND RAKE, REMOVE RIDGES, AND FILL DEPRESSIONS TO MEET FINISH GRADE.

- ### MAINTENANCE
- ADHERENCE TO SPECIFICATIONS
 - CONTRACTOR SHALL ADHERE TO THE FOLLOWING MAINTENANCE SPECIFICATIONS DURING THE ESTABLISHED MAINTENANCE PERIOD.
 - SCOPE OF MAINTENANCE WORK
 - PLANT MAINTENANCE WORK SHALL CONSIST OF APPLICATION FOR WATER, WEEDING, CARING FOR, EDGING AND MOWING OF LAWNS AND PERFORMING THE FOLLOWING FINAL PLANT ESTABLISHMENT WORK. PLANTING AREAS SHALL TO BE RAKED OF ALL LEAVES/DEBRIS.
 - THE ENTIRE PROJECT IS TO BE MAINTAINED FOR A PERIOD OF APPROXIMATELY 90 CALENDAR DAYS, COMMENCING FROM THE TIME OWNER'S AUTHORIZED REPRESENTATIVE AND OWNER'S AUTHORIZED REPRESENTATIVE WALKS PRELIMINARY WALK.
 - DURING THE FINAL MAINTENANCE PERIOD, ALL PLANTS AND PLANTED AREAS SHALL BE KEPT WELL WATERED AND WEED FREE AT ALL TIMES. WEEDS, DALLAS & JOHNSON GRASS AND BERMUDA GRASS SHALL BE REMOVED.
 - APPROXIMATELY 30 TO 45 DAYS AFTER INITIAL PLANTING, APPLY A SLOW RELEASE BALANCED FERTILIZER TO BOTH THE TURF AND SHRUB AREA AT A RATE OF 1/2 LBS. OF NITROGEN PER 1,000 SF.
 - CONTRACTOR SHALL BE RESPONSIBLE FOR DISEASE AND PEST/VERMIN CONTROL DURING THE MAINTENANCE PERIOD AND A RECORD OF PESTICIDES USED SHALL BE FURNISHED TO OWNER'S AUTHORIZED REPRESENTATIVE.
 - CONTRACTOR SHALL RAISE OR LOWER SPRINKLER HEADS TO PROPER LEVEL AND SHALL ADJUST HEADS AS NEEDED FOR FULL COVERAGE.
 - IN CASE OF NEGLIGENT OR IMPROPER MAINTENANCE, THE LANDSCAPE ARCHITECT SHALL STATE IN WRITING TO THE CONTRACTOR HIS OBSERVATIONS AND RECOMMENDATIONS. ANY CLAIM NOT IN WRITING SHALL NOT BE CONSIDERED.
 - ALL PLANTS THAT SHOW SIGN OF FAILURE TO GROW AT ANY TIME DURING THE LIFE OF THE CONTRACT, INCLUDING THE MAINTENANCE PERIOD, OR THOSE PLANTS SO INJURED OR DAMAGED AS TO RENDER THEM UNSUITABLE FOR THE PURPOSE INTENDED, SHALL BE REPLACED IN KIND WITHIN TEN (10) DAYS OF WRITTEN NOTIFICATION, AT THE EXPENSE OF THE CONTRACTOR.



A SOD EDGE

NO PERMANENT STRUCTURES OR TREES WITHIN CVOID AND/OR EASEMENTS. CVOID WILL NOT BE RESPONSIBLE FOR DAMAGE OR REPLACEMENT OF ANY SURFACE IMPROVEMENTS, INCLUDING BUT NOT LIMITED TO, DECORATIVE CONCRETE, LANDSCAPING, CURBS, GUTTER, SIDEWALKS, PLANTERS, GATES AND RELATED IMPROVEMENTS INSTALLED WITHIN THE CVOID AND/OR USER.

THESE PLANS HAVE BEEN REVIEWED BY THE COACHELLA VALLEY WATER DISTRICT IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE, SECTION 65951 ET SEQ. REQUIRING EFFICIENT LANDSCAPE AND IRRIGATION DESIGN IN COOPERATION WITH THE LOCAL GOVERNING AGENCY (CITY AND COUNTY).

APPROVAL OF THIS DRAWING BY CVOID STAFF DOES NOT CONSTITUTE APPROVAL TO ENCRUCH INTO DISTRICT AND USBR RIGHT OF WAY. TREES, PLANTS, WALLS AND PERMANENT STRUCTURE OF ANY KIND MAY NOT BE PLANTED OR INSTALLED IN CVOID AND USBR EASEMENTS OR RIGHT-OF-WAY WITHOUT FIRST OBTAINING AN ENCROACHMENT PERMIT FROM CVOID.

DATE _____ WATER MANAGEMENT DEPARTMENT _____

CVOID PLAN NO. _____ DEVELOPMENT SERVICES DEPARTMENT _____

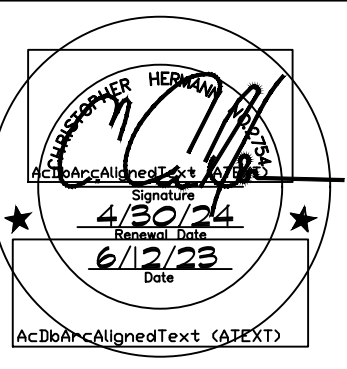


HERMANN DESIGN GROUP
77-899 WOLF RD.
SUITE 102
PALM DESERT, CA 92211
LIC# 2754 EXP. 04/30/24
PH. (760) 777-9131
FAX (760) 777-9132

OWNER:
SALTON COMMUNITY SERVICES DISTRICT
1209 VAN BUREN AVENUE
THERMAL, CA 92274
OFFICE (760) 394-4446

PROJECT:
DESERT SHORES SOCCER PARK
001-155-001
THERMAL CA, 92274

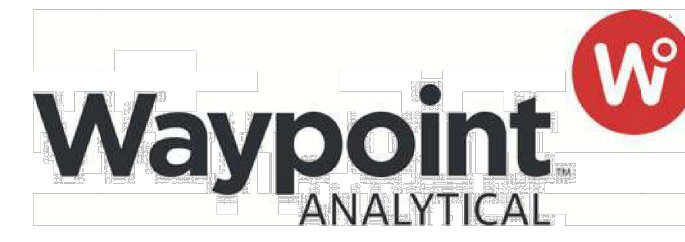
REVISIONS	DATE	BY



SHEET TITLE
PLANTING DETAILS

DESIGNED	JE
DRAWN	CD
CHECKED	CH
DATE	7/17/23
SCALE	N.T.S.
JOB NO.	23013

SHEET
L2.1
OF 4 SHEETS



Anaheim Office
Lab No: 23-109-0019
April 26, 2023

Hermann Design Group, Inc.
77-899 Wolf Rd., STE.# 102
Palm Desert, CA 92211

Attn: Jose Estrada

Project: Desert Shores Park

Attached are the results of the analysis performed on a soil sample that was collected from the above mentioned project site from a depth of 12 inches by the client and received by our laboratory on April 19, 2023. Organic fertilizer and amendment recommendations were requested. This sample was analyzed for nutrient levels, agricultural suitability, and physical characteristics in preparation for new landscape installation.

Analytical Results and Comments

The reaction of the soil is slightly alkaline at 7.5 on the pH scale with a high level of free lime present. These levels could cause plants that are sensitive to alkalinity to show yellowing of foliage beginning with the younger growth. A high level of free lime is present indicating that the pH is strongly buffered in the alkaline range. Incorporation of soil sulfur to a depth of 6 inches may adjust the pH downward toward the preferred near neutral range to the depth of incorporation. That change would happen slowly and plants that are sensitive to alkalinity should be avoided.

Salinity (ECe) is high at 16.2 dS/m and is largely due to an abundance of soluble sodium (188 meq/L). These salt levels far exceed the tolerance threshold of most ornamental plant material. Very salt tolerant turf species such as seashore paspalum could potentially tolerate these salt levels if well established and the grass is not stressed by other factors such as heavy traffic, compaction, over watering, under watering, soil compaction, pest infestation, disease, or low light conditions. If the grass is stressed by other factors, then even salt tolerant species could become less tolerant of elevated salts. The salt levels will restrict the use of all but salt tolerant ornamental trees and shrubs as well. The sodium present is very poorly balanced by other cations as indicated by the high sodium adsorption ratio (SAR) of 39. This sodium imbalance is expected to adversely affect soil structure and water infiltration.

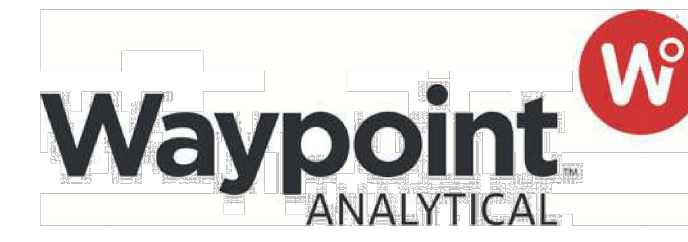
Boron is elevated at 3.23 parts per million (ppm), which could cause a broad range of trees and shrubs to show tip and edge burning of older leaves and plants that are not tolerant of elevated levels of boron in the soil are expected to perform poorly. Common turfgrass species should tolerate this amount of boron in the soil.

In terms of fertility, phosphorus is very low and magnesium is moderately low. In the minor element category, copper, manganese, and iron are low while zinc is moderately low.

The texture of the sample is 'sandy loam' based on the USDA soil classification standards. The estimated water infiltration rate is a moderate 0.28 inch per hour. The infiltration rates may vary with the degree of soil compaction throughout the site. Organic content is low at 0.81% on a dry weight basis.

4741 East Hunter Ave., Ste. A Anaheim CA 92807
(714) 282-8777 (714) 282-8575 fax
www.waypointanalytical.com

Page 1 of 5



Page 2
Hermann Design Group, Inc.
April 26, 2023

Comments and Recommendations

Reclamation is required prior to planting in order to reduce the soluble salts in the root zone to a safer range. Leaching should also reduce the boron to a degree but removal of boron by leaching is about three times as difficult as for other salts. We recommend the first several irrigations should be especially thorough to try to accomplish some leaching prior to planting. Proper plant selection will be an important factor in establishing a successful landscape. Use plants tolerant of these conditions. If drainage is impeded by compaction or other underlying factor, the areas may require deep ripping in order to improve drainage and allow for the leaching of salts past the root zone. The organic amendment, sulfur, and bone meal should be incorporated prior to leaching.

We estimate that approximately 7 inches of good quality water low in soluble salts and boron needs to move through the soil in order to reduce the salinity to a safe level of 3.5 dS/m in the surface 12 inches of soil. Keep in mind that as salts and boron are flushed out of the root zone, salinity and boron in the subsoil will likely remain elevated.

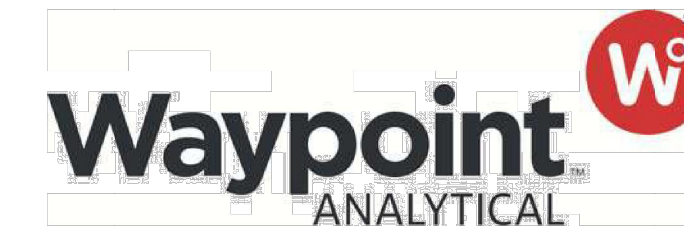
Be sure to apply leaching irrigations in a manner that avoids run-off and pooling. The soil should be allowed to dry slightly between irrigations to avoid creating anaerobic soil conditions and/or an environment that favors root diseases. As mentioned above, drainage must be sufficient for leaching to be effective.

Gypsum (calcium sulfate) application is often recommended for downward SAR adjustment. However, in this case the soluble calcium and sulfate numbers are high, indicating an abundance of gypsum already in the soil. Due to the limited solubility of gypsum, it is not likely that an addition of that material would provide much benefit at this point. It is also worth noting that when a sodium imbalance issue is accompanied by a very high salinity value, as in this case, water infiltration is often good in spite of the elevated SAR. As leaching irrigations flush calcium and magnesium out of the root zone, along with sodium, water infiltration may become impeded. If this happens, gypsum application may be warranted at that time and the material should be uniformly broadcast at a rate of 25 lbs. per 1000 sq. ft. followed by additional leaching.

Once leaching is complete, it is recommended to submit additional samples to check post-leaching salinity and SAR values (Waypoint Analytical Testing Procedure A02). Additional leaching and/or gypsum application may be necessary at that time.

4741 East Hunter Ave., Ste. A Anaheim CA 92807
(714) 282-8777 (714) 282-8575 fax
www.waypointanalytical.com

Page 2 of 5



Page 3
Hermann Design Group, Inc.
April 26, 2023

Recommendations

Surface Soil Preparation for Turf and Mass Planting Areas

If feasible, prior to amending the areas where severe compaction exists, the surface soil should be ripped or tilled to a 9-inch depth. Uniformly broadcast and blend the following with existing soil to a 6-inch depth. 12-0-0 fertilizer should be raked or scratched into the surface 3-4 inches after leaching. Since soil salinity is high, a non-saline organic amendment should be selected.

Materials	Amount per 1000 sq. ft.
Nitrogen fortified organic amendment (compost* or redwood or fir sawdust)	3 cu. yards
Soil Sulfur	12 lbs.
Feather Meal (12-0-0)	10 lbs.
Bone Meal (3-15-0)	25 lbs.

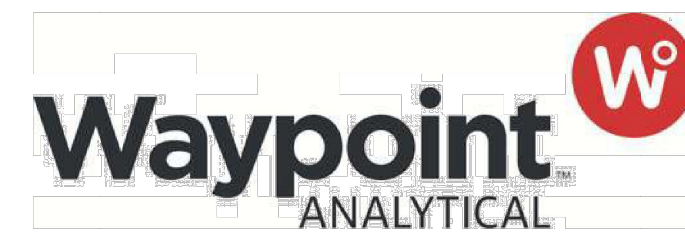
*Rates and fertilizers may have to be adjusted depending on analysis of selected compost.

Tree and Shrub Planting Guidelines for General Ornamentals

- Excavate planting pits at least twice the diameter of the rootball.
- The top of the rootball should be at or slightly above final grade.
- To improve soil chemistry, uniformly blend 1 lb. of iron sulfate per cubic yard of backfill soil. Handle iron sulfate with caution since it will severely stain moist concrete. Iron sulfate is not organic but it is often acceptable for use if warranted.
- To improve soil fertility, uniformly blend 1.3 lbs. of bone meal (3-15-0) and 0.5 lb. of feather meal (12-0-0) per cubic yard of backfill. Limit the fertilizers to the upper 12 inches of backfill only.
- Organic material is not required in the backfill; however, if you wish, the amended surface soil or a soil blend consisting of no more than 20% by volume organic matter can be placed in the upper 12 inches of backfill only. Soil below this depth should not contain any added organic matter because of the threat of plant disease and/or anaerobic soil conditions developing.
- Do not cover the original rootball with other soil. Ideally, a temporary soil berm is often constructed around the outer edge of the rootball to help channel water into the rootball and then into surrounding soil until roots are established in the backfill and the rootball is no longer the sole source of water for the plant.
- Ideally, a weed and turf free zone, preferably 2-3 ft. in diameter, should be maintained just beyond the diameter of the planting hole. A 2-4 inch deep layer of coarse mulch can be placed around the tree or shrub; mulch should be kept a minimum 4-6 inches from the trunk.

4741 East Hunter Ave., Ste. A Anaheim CA 92807
(714) 282-8777 (714) 282-8575 fax
www.waypointanalytical.com

Page 3 of 5



Page 4
Hermann Design Group, Inc.
April 26, 2023

Maintenance fertilization may rely primarily on a nitrogen only program supplemented with a complete fertilizer in the fall and spring. Blood Meal (12-0-0) provides available nitrogen fairly rapidly while materials such as Feather Meal (12-0-0), Soybean or Cotton Seed Meal (7-1-1) are slower to provide available nitrogen, but they extend the length of time they make this contribution. In order to provide a good supply of nitrogen for a 3-4 month time frame a good combination would be 6 pounds Blood Meal and 14 pounds Feather Meal per 1000 sq. ft. The first application should be approximately 60-90 days after planting or at the first mowing in turf areas. The long term maintenance program should consider spring and fall applications of an organic fertilizer blend such as Nature Safe 8-5-5 that would also supplement phosphorus and potassium nutrition to a greater extent.

As noted above, some of the micronutrients are below optimum. When these nutrients are low, especially in an alkaline soil, deficiencies can sometimes show in the plants. If deficiencies show once plants have become established, they may be addressed upon the first sign of deficiency. Symptoms of manganese deficiency may be seen as a general loss of color in the young leaves, followed by yellowing between veins and brownish-black spots appearing. Iron and zinc deficiency symptoms are often characterized by yellow, almost white, interveinal chlorosis on the youngest growth. If these symptoms are apparent once plants are established, then application of iron, zinc, and/or manganese chelate at the manufacturer's label rate may improve appearance. Many of the chelated micronutrient products on the market are not organic materials but are often more effective on alkaline soils than some of the other forms of trace elements. Chelated micronutrients are generally accepted fertilizers in organic production as long as there is a need for zinc, manganese, and iron demonstrated by testing. Decreasing the soil pH to a more favorable range would also help improve micronutrient availability.

If we can be of any further assistance, please feel free to contact us.

Joe Kiefer, CCA

4741 East Hunter Ave., Ste. A Anaheim CA 92807
(714) 282-8777 (714) 282-8575 fax
www.waypointanalytical.com

Page 4 of 5

Hermann Design Group, Inc. 4741 East Hunter Ave., Suite A Anaheim, CA 92807
77-899 Wolf Rd. Suite 102 Main 714-282-8777 Fax 714-282-8575
Palm Desert CA 92211 www.waypointanalytical.com

Project: Desert Shores Park Report No: 23-109-0019
Purchase Order: Date Recd: 04/19/2023
Date Printed: 04/25/2023
Page: 1 of 1

Sample Description - Sample ID	Half Sat %	pH	ECe dS/m	NO ₃ -N ppm	NH ₄ -N ppm	PO ₄ -P ppm	K ppm	Ca ppm	Mg ppm	Cu ppm	Zn ppm	Mn ppm	Fe ppm	Organic % dry wt.	Lab No.
Site Soil	17	7.5	16.2	33	6	2	213	1230	122	0.4	2.6	1	2	0.81	42892
	99	High		1.1	0.1	1.6	0.8	0.6	0.3	0.5	0.1	0			

Saturation Extract Values							SAR	Gravel %		Percent of Sample Passing 2 mm Screen					USDA Soil Classification	Lab No.
Ca meq/L	Mg meq/L	Na meq/L	K meq/L	B ppm	SO ₄ meq/L	Coarse 5-12		Fine 2-5	Very Coarse 1-2	Coarse 0.5-1	Med. to Very Fine 0.05-0.5	Silt .002-.05	Clay 0-.002			
32	12.8	188	3.2	3.23	57	39.7	0.2	2.7	24.8	21.8	31.5	11.4	10.4	Sandy Loam	42892	

Sufficiency factor (1.0=sufficient for average crop) below each nutrient value. N factor based on 200 ppm constant feed. SAR = Sodium adsorption ratio. Half Saturation %≈approx field moisture capacity. Nitrogen(N), Potassium(K), Calcium(Ca) and Magnesium(Mg) by sodium chloride extraction. Phosphorus(P) by sodium bicarbonate extraction. Copper(Cu), Zinc(Zn), Manganese(Mn) and Iron(Fe) by DTPA extraction. Sat. ext. method for salinity (ECe as dS/m), Boron (B), Sulfate(SO₄), Sodium(Na). Gravel fraction expressed as percent by weight of oven-dried sample passing a 12mm(1/2 inch) sieve. Particle sizes in millimeters. Organic percentage determined by Walkley-Black or Loss on Ignition.
Page 5 of 5

** LOW = SUFFICIENT = HIGH



4741 East Hunter Ave., Suite A Anaheim, CA 92807
77-899 Wolf Rd. Suite 102 Main 714-282-8777 Fax 714-282-8575
Palm Desert CA 92211 www.waypointanalytical.com

Project: Desert Shores Park Report No: 23-109-0019
Purchase Order: Date Recd: 04/19/2023
Date Printed: 04/25/2023
Page: 1 of 1

Sample Description - Sample ID	Half Sat %	pH	ECe dS/m	NO ₃ -N ppm	NH ₄ -N ppm	PO ₄ -P ppm	K ppm	Ca ppm	Mg ppm	Cu ppm	Zn ppm	Mn ppm	Fe ppm	Organic % dry wt.	Lab No.
TEC	Qual Lime	Sufficiency Factors													
Site Soil	17	7.5	16.2	33	6	2	213	1230	122	0.4	2.6	1	2	0.81	42892
	99	High		1.1	0.1	1.6	0.8	0.6	0.3	0.5	0.1	0			

Saturation Extract Values							SAR	Gravel %		Percent of Sample Passing 2 mm Screen					USDA Soil Classification	Lab No.
Ca meq/L	Mg meq/L	Na meq/L	K meq/L	B ppm	SO ₄ meq/L	Coarse 5-12		Fine 2-5	Very Coarse 1-2	Coarse 0.5-1	Med. to Very Fine 0.05-0.5	Silt .002-.05	Clay 0-.002			
32	12.8	188	3.2	3.23	57	39.7	0.2	2.7	24.8	21.8	31.5	11.4	10.4	Sandy Loam	42892	

NO PERMANENT STRUCTURES OR TREES WITHIN CIVID AND/OR EASEMENTS. CIVID WILL NOT BE RESPONSIBLE FOR DAMAGE OR REPLACEMENT OF ANY TREES, PLANTS, WALLS AND PERMANENT STRUCTURE OF ANY KIND MAY SURFACE IMPROVEMENTS, INCLUDING BUT NOT LIMITED TO, DECORATIVE CONCRETE, LANDSCAPING, CURB, GUTTER, SIDEWALKS, PLANTERS, GATES AND RELATED IMPROVEMENTS INSTALLED WITHIN THE CIVID AND/OR USBR.

THESE PLANS HAVE BEEN REVIEWED BY THE COACHELLA VALLEY WATER DISTRICT IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE, SECTION 6698) ET SEQ. REQUIRING EFFICIENT LANDSCAPE AND IRRIGATION DESIGN IN COOPERATION WITH THE LOCAL GOVERNING AGENCY (CITY AND COUNTY).

APPROVAL OF THIS DRAWING BY CIVID STAFF DOES NOT CONSTITUTE APPROVAL TO ENCRUCH INTO DISTRICT AND USBR RIGHT OF WAY. TREES, PLANTS, WALLS AND PERMANENT STRUCTURE OF ANY KIND MAY NOT BE PLANTED OR INSTALLED IN CIVID AND USBR EASEMENTS OR RIGHT-OF-WAY WITHOUT FIRST OBTAINING AN ENCROACHMENT PERMIT FROM CIVID.

DATE _____ WATER MANAGEMENT DEPARTMENT _____
CIVID PLAN NO. _____ DEVELOPMENT SERVICES DEPARTMENT _____



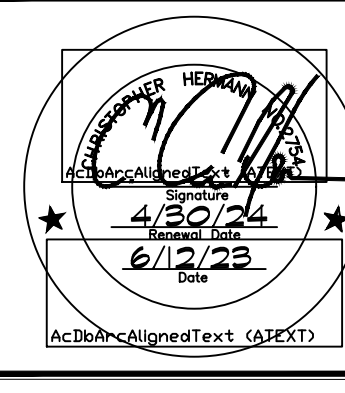
HERMANN DESIGN GROUP
77-899 WOLF RD.
SUITE 102
PALM DESERT, CA
92211

LIC# 2754 EXP. 04/30/24
PH. (760) 777-9131
FAX (760) 777-9132

PROJECT: SALTON COMMUNITY SERVICES DISTRICT
1209 VAN BUREN AVENUE
THERMAL, CA 92274
OFFICE (760) 394-4446

DESERT SHORES SOCCER PARK
001-155-001
THERMAL CA, 92274

REVISIONS	DATE	BY



SHEET TITLE
SOILS REPORT

DESIGNED JE
DRAWN CD
CHECKED CH
DATE 7/17/23
SCALE N.T.S.
JOB NO. 23013

SHEET
L2.2
OF 4 SHEETS

May 7, 2024

TOTAL COMPENSATION STUDY DRAFT REPORT

Salton Community Services District

May 7, 2024

Ms. Christina Sutton
Finance Officer
Salton Community Services District
1209 Van Buren Ave.
Salton City, CA 92275

Dear Ms. Sutton:

Gallagher is pleased to present the Total Compensation Study Draft Final Report to the Salton Community Services District. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with Salton Community Services District and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Janna Dinkelspiel
Associate Consultant

Gallagher
ajg.com/ps-class-comp

Contents

Executive Summary	4
Background	4
Summary of Findings.....	4
Study Process	4
Benchmark Classifications	4
Comparator Agencies.....	5
Salary and Benefits Data.....	6
Data Collection	7
Matching Methodology	7
Data Spreadsheets.....	8
Market Compensation Findings	8
Base Salary	9
Total Compensation	9
Benefits.....	10
Internal Salary Relationships	10
Recommendations	12
Pay Philosophy.....	12
Proposed Salary Structure	12
Proposed Salary Range Placements.....	13
Options for Implementation	13
Using the Market Data as a Tool.....	14

List of Tables

Table 1. Benchmark Classifications	4
Table 2. Comparator Agencies	5
Table 3. Market Compensation Results Summary.....	9
Table 4. Monthly Employer Health Insurance Contributions	10
Table 5. Leave Benefits	11
Table 6. Three-Year Implementation Proposal	13

Appendices

Appendix I: Results Summary

Appendix II: Market Compensation Findings

Appendix III: Proposed Salary Range Schedule

Appendix IV: Salary Range Placement Recommendations

Appendix V: Additional Benefits

Executive Summary

Background

In January 2024, Gallagher contracted with Salton Community Services District (Salton) to conduct a comprehensive Total Compensation Study. All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the Board of Directors and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows Salton to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of Salton and established salary ranges for each position; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across Salton.

The goals of the compensation study are to assist Salton in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of Salton with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- **Salton's base salaries, overall, in comparison to the market median are 35.8% below the market.**
- **Salton's total compensation, overall, in comparison to the market median is 46.4% below the market.**
- **Salton's benefits package** puts Salton in a less competitive position compared to the market and, therefore, salary decisions should be based on base salary market results and benefits should be addressed separately.
- **It is important to note that Salton currently does not have salary ranges; therefore, Gallagher compared Salton's actual salaries to the salary range maximums of the market, which isn't a perfect comparison but the only datapoint we were able to use for Salton.**
- Gallagher considers a classification falling within 5% of the median to be competitive.

Study Process

Benchmark Classifications

The study included all nine (9) of Salton's classifications to collect salary and benefits data within the defined labor market.

Table 1. Benchmark Classifications

Classification Title	
1. General Manager	2. Finance Officer

Classification Title	
3. Board Secretary	4. Administrative Assistant
5. Sewer Maintenance Worker I	6. Sewer Maintenance Worker II/Field Foreman
7. Public Works I	8. Public Works Supervisor
9. Sewer Maintenance Mechanic	

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Gallagher reviewed these agencies based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of Salton be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to Salton.
- 4. Labor market and geographic location** – Today’s labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don’t live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to Salton, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to Salton. Therefore, the geographic labor market area where the Salton may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies. Salton agreed to a list of twelve (12) agencies.

Table 2. Comparator Agencies

Agency	
1. Bear Valley Community Services District	2. Beaumont Cherry Valley Rec & Park District
3. City of Brawley	4. City of Coachella
5. City of Imperial	6. City of Westmorland

Agency	
7. Crestline Sanitation District	8. Helendale Community Service District
9. Heritage Ranch Community Services District	10. Stallion Springs Community Services District
11. Templeton Community Services District	12. Valley Sanitary District

Unfortunately, two of the Agencies were unresponsive to our information requests and we were unable to obtain the data necessary for the study. These were Beaumont Cherry Valley Recreation & Park District and the City of Westmorland. As a result, these comparators were removed from the survey.

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PEPRA:** The employees additional cost share, if any, for each agency's PEPRA retirement tier (i.e., any portion of the employer's contribution the employee is picking up, which is reported as a negative number in the survey).
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$871.10 per month was reported in 2024.

3. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.

- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, stand by pay, out of class pay, certification pay, and shift differential are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of March and April 2024, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

Gallagher believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on Salton’s classification descriptions (or conversations around the duties of each position) as the foundation for comparison.

When Gallagher researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at Salton. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

Gallagher’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, Gallagher requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, Gallagher often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at Salton is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the Salton's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
 - One sheet is sorted by top monthly
 - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values)

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that Salton is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, Gallagher requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for eight of the nine benchmark classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

Market Compensation Findings

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, and leaves] findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Public Works Supervisor	5	4.7%	-6.6%
Public Works I	7	-8.6%	-25.6%
Sewer Maintenance Worker II/Field Foreman	8	-14.9%	-22.3%
Sewer Maintenance Worker I	8	-42.3%	-46.9%
Administrative Assistant	7	-50%	-62.2%
Board Secretary	4	-50.2%	-63.6%
Finance Officer	7	-60.2%	-73%
General Manager	7	-64.9%	-71.3%
Sewer Maintenance Mechanic	2	Insuff. Data	Insuff. Data

Base Salary

Base salary market results show that seven classifications are paid below the market median, and one classification is paid above the market median.

# of Classifications	<5%	5-15%	15-25%	25% +	Total
Below the Market Median	0	2	0	5	7
Above the Market Median	1	0	0	0	1

Total Compensation

Total compensation market results show that eight classifications are paid below the market median, and no classifications are paid above the market median.

# of Classifications	<5%	5-15%	15-25%	25%+	Total
Below the Market Median	0	1	1	6	8
Above the Market Median	0	0	0	0	0

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, Salton can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that Salton's benefits package puts Salton at a less competitive advantage. Further analysis indicates that, on average, classifications are 35.8%

below the market median for base salaries, while that figure changes to 46.4% below the market median for total compensation, which is a 10.6% difference (i.e., Salton “loses” a 10.6% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the major contributing factors to Salton falling behind in the market are Salton’s monthly insurance contributions and leave benefits.

Health Insurance. Market data indicates that the average monthly employer contribution toward health insurance premiums for employees is \$1,906, excluding Salton. Salton’s current 2024 contribution of \$877 is \$1,029 less than, or 54% below, the market average, and the lowest in the survey market. Table 4 below summarizes all agency health insurance contributions.

Table 4. Monthly Employer Health Insurance Contributions

Agency	Monthly Health Insurance Contribution
Heritage Ranch Community Services District	\$2,702
Valley Sanitary District	\$2,444
City of Coachella	\$2,310
City of Brawley	\$2,245
Stallion Springs Community Services District	\$1,945
Average Monthly Agency Contribution	\$1,906
City of Imperial	\$1,845
Templeton Community Services District	\$1,766
Crestline Sanitation District	\$1,502
Bear Valley Community Services District	\$1,341
Helendale Community Service District	\$1,300
Salton Community Services District	\$877

Leave Benefits: Market data indicates that the leave benefits provided to employees by Salton after five years of employment (vacation, holiday, administrative) expressed as a percentage of wages, is lowest among all of the comparator agencies. Salton’s average monthly leave benefit of 8.5% is 2.8% below the average amount of 11.3%, and the lowest in the survey market. Table 5 summarizes the leave benefits paid by each agency converted to a percentage of wages.

Table 5. Leave Benefits

Agency	Monthly Leave Benefits <i>(annual accrual converted to monthly amount as a percentage of wages)</i>
City of Coachella	17%
Valley Sanitary District	13%
City of Imperial	13%
Bear Valley Community Services District	12.2%
Average Monthly Leave Benefit	11.3%
City of Brawley	10%
Crestline Sanitation District	10%
Templeton Community Services District	9.9%
Helendale Community Service District	9.7%
Stallion Springs Community Services District	9.4%
Heritage Ranch Community Services District	9.1%
Salton Community Services District	8.5%

Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were reviewed in order to develop specific salary recommendations for all classifications, including the one classification that did not have sufficient matches in the external market.

In the future, Salton may need to utilize internal alignment practices if the number of staff grows, and additional classifications are added or classifications change. While analyzing internal relationships, the same factors are analyzed when comparing Salton’s classifications to the labor market.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, Salton can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.

- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, Gallagher utilized market data to develop the salary recommendations for all of the benchmarked classifications and used internal equity principles to make the salary recommendations for two classifications. For benchmarked classifications that do not have enough matches in the external market, or classifications that are not benchmarks in the future, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to Salton. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for Salton’s management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

Salton may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by Salton to determine market indexing and salary determination.

Recommendations

Pay Philosophy

Salton has many options regarding what type of compensation plan it wants to implement. This decision will be based on what Salton’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly qualified workforce.

Proposed Salary Structure

Currently, Salton has no salary ranges. It is recommended that Salton put a salary structure in place, therefore, Gallagher recommends a structure comprised of 100 ranges with 2.5% between each range and each range includes five steps with 5% between each step. Appendix III contains the proposed salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on base salary market median results.

Gallagher also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if Salton decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While Salton may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if Salton decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 6. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 9.99%	0 %
10.0% to 19.99%	5.0% to 9.99%
20.0% to 29.99%	10.0%-19.99%
30.0% and above	20.0% or more

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 9.99%, we recommend a 0% increase in the first year and an adjustment in the second and third years. Depending upon Salton's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. Salton may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

Salton may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, Salton may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets Salton's level of expectation.

Using the Market Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for Salton to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and Salton's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give Salton an instrument to make future compensation decisions.

It has been a pleasure working with Salton on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,

Gallagher, Formerly Koff & Associates



Janna Dinkelspiel
Associate Consultant

Appendix I
Results Summary

Classification	Top Hourly Pay Rate Data					Total Monthly Compensation Data				# of Matches
	Top Hourly Rate Pay	Average of Comparators	% above or below	Median of Comparators	% above or below	Average of Comparators	% above or below	Median of Comparators	% above or below	
Administrative Assistant	\$ 18.00	\$ 28.62	-59.0%	\$ 27.00	-50.0%	\$ 7,866	-75.6%	\$ 7,266	-62.2%	7
Board Secretary	\$ 26.75	\$ 40.23	-50.4%	\$ 40.17	-50.2%	\$ 10,283	-65.1%	\$ 10,193	-63.6%	4
Finance Officer	\$ 34.24	\$ 58.01	-69.4%	\$ 54.84	-60.2%	\$ 13,940	-80.4%	\$ 13,366	-73.0%	7
General Manager	\$ 52.88	\$ 91.48	-73.0%	\$ 87.21	-64.9%	\$ 20,815	-81.7%	\$ 19,623	-71.3%	7
Public Works I	\$ 24.53	\$ 26.83	-9.4%	\$ 26.65	-8.6%	\$ 7,218	-24.8%	\$ 7,266	-25.6%	7
Public Works Supervisor	\$ 33.02	\$ 31.24	5.4%	\$ 31.47	4.7%	\$ 8,185	-9.4%	\$ 7,980	-6.6%	5
Sewer Maintenance Mechanic	\$ 29.20	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Sewer Maintenance Worker I	\$ 24.25	\$ 34.34	-41.6%	\$ 34.51	-42.3%	\$ 8,728	-52.3%	\$ 8,418	-46.9%	8
Sewer Maintenance Worker II/Field Foreman	\$ 33.49	\$ 39.27	-17.2%	\$ 38.48	-14.9%	\$ 9,711	-28.1%	\$ 9,268	-22.3%	8
		AVERAGE:	-39.3%	AVERAGE:	-35.8%	AVERAGE:	-52.2%	AVERAGE:	-46.4%	

Appendix II

Market Compensation Findings

**Salton Community Services District
Market Compensation Data (sorted by Top Monthly Salary)
May 2024**

Administrative Assistant									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	Administrative Assistant	\$ 39.73	\$ 6,887	\$ 3,772	\$ 10,658	7/1/2023	unknown	unknown
2	Heritage Ranch Community Services District	Office Assistant I	\$ 30.12	\$ 5,221	\$ 3,224	\$ 8,445	7/1/2023	unknown	unknown
3	City of Coachella	Department Assistant I	\$ 30.11	\$ 5,219	\$ 3,138	\$ 8,357	7/1/2023	7/1/2024	5.00%
4	Bear Valley Community Services District	Office Assistant	\$ 27.00	\$ 4,680	\$ 2,153	\$ 6,833	7/1/2022	unknown	unknown
5	Templeton Community Services District	Office Assistant II	\$ 26.69	\$ 4,626	\$ 2,560	\$ 7,186	7/1/2023	unknown	unknown
6	City of Imperial	Administrative Assistant	\$ 26.65	\$ 4,619	\$ 2,646	\$ 7,266	7/1/2023	7/1/2024	2.50%
7	City of Brawley	Administrative Office Clerk	\$ 20.01	\$ 3,468	\$ 2,847	\$ 6,316	7/1/2023	unknown	unknown
8	Salton Community Services District	Administrative Assistant	\$ 18.00	\$ 3,120	\$ 1,359	\$ 4,479	1/1/2024	unknown	unknown
9	Stallion Springs Community Services District	N/C							
10	Crestline Sanitation District	N/C							
11	Helendale Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 28.62	\$ 4,960	\$ 7,866
% Salton Community Services District Above/Below	-59.0%	-59.0%	-75.6%
Median of Comparators	\$ 27.00	\$ 4,680	\$ 7,266
% Salton Community Services District Above/Below	-50.0%	-50.0%	-62.2%
Number of Matches	7	7	7

N/C - Non Comparator

Board Secretary									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	Clerk of the Board	\$ 45.68	\$ 7,918	\$ 3,970	\$ 11,888	7/1/2023	unknown	unknown
2	City of Coachella ¹	[Deputy City Clerk/ Department Assistant II]	\$ 42.68	\$ 7,398	\$ 3,483	\$ 10,881	7/1/2023	7/1/2024	5.00%
3	City of Imperial	Executive Assistant	\$ 37.66	\$ 6,528	\$ 2,978	\$ 9,505	7/1/2023	7/1/2024	2.50%
4	Templeton Community Services District ²	[Executive Assistant/Board Clerk/ Office Assistant III]	\$ 34.91	\$ 6,051	\$ 2,804	\$ 8,855	7/1/2023	unknown	unknown
5	Salton Community Services District	Board Secretary	\$ 26.75	\$ 4,637	\$ 1,593	\$ 6,229	1/1/2024	unknown	unknown
6	Stallion Springs Community Services District	N/C							
7	City of Brawley	N/C							
8	Helendale Community Services District	N/C							
9	Crestline Sanitation District	N/C							
10	Heritage Ranch Community Services District	N/C							
11	Bear Valley Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 40.23	\$ 6,974	\$ 10,283
% Salton Community Services District Above/Below	-50.4%	-50.4%	-65.1%
Median of Comparators	\$ 40.17	\$ 6,963	\$ 10,193
% Salton Community Services District Above/Below	-50.2%	-50.2%	-63.6%
Number of Matches	4	4	4

N/C - Non Comparator

1 - City of Coachella: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Templeton Community Services District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

Finance Officer									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	[Chief Administrative Officer/ Accounting Analyst]	\$ 72.26	\$ 12,525	\$ 5,099	\$ 17,624	7/1/2023	unknown	unknown
2	City of Coachella	Accounting Manager	\$ 69.28	\$ 12,009	\$ 4,552	\$ 16,560	7/1/2023	7/1/2024	5.00%
3	Templeton Community Services District	Finance Officer	\$ 67.45	\$ 11,691	\$ 3,773	\$ 15,464	7/1/2023	unknown	unknown
4	City of Imperial ¹	[Finance Manager/ Financial Analyst]	\$ 54.84	\$ 9,506	\$ 3,860	\$ 13,366	7/1/2023	7/1/2024	2.50%
5	Bear Valley Community Services District	Finance Manager	\$ 54.21	\$ 9,396	\$ 3,225	\$ 12,621	7/1/2022	unknown	unknown
6	Stallion Springs Community Services District	Financial Officer	\$ 44.63	\$ 7,736	\$ 3,228	\$ 10,963	7/1/2023	unknown	unknown
7	Heritage Ranch Community Services District	Office Supervisor	\$ 43.41	\$ 7,524	\$ 3,455	\$ 10,979	7/1/2023	unknown	unknown
8	Salton Community Services District	Finance Officer	\$ 34.24	\$ 5,935	\$ 1,793	\$ 7,728	1/1/2024	unknown	unknown
9	City of Brawley	N/C							
10	Crestline Sanitation District	N/C							
11	Helendale Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 58.01	\$ 10,055	\$ 13,940
% Salton Community Services District Above/Below	-69.4%	-69.4%	-80.4%
Median of Comparators	\$ 54.84	\$ 9,506	\$ 13,366
% Salton Community Services District Above/Below	-60.2%	-60.2%	-73.0%
Number of Matches	7	7	7

N/C - Non Comparator

1 - City of Imperial: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Salton Community Services District
Market Compensation Data (sorted by Top Monthly Salary)
May 2024**

General Manager									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Helendale Community Services District	General Manager	\$ 128.59	\$ 22,289	\$ 5,844	\$ 28,132	4/1/2024	4/1/2025	5.00%
2	Valley Sanitary District	General Manager	\$ 115.62	\$ 20,042	\$ 6,321	\$ 26,363	6/14/2023	unknown	unknown
3	Templeton Community Services District	General Manager	\$ 95.84	\$ 16,612	\$ 5,097	\$ 21,709	7/1/2023	unknown	unknown
4	Heritage Ranch Community Services District	General Manager	\$ 87.21	\$ 15,117	\$ 4,506	\$ 19,623	7/1/2023	unknown	unknown
5	Bear Valley Community Services District	General Manager	\$ 84.13	\$ 14,583	\$ 4,512	\$ 19,095	5/12/2023	unknown	unknown
6	Crestline Sanitation District	General Manager	\$ 67.31	\$ 11,667	\$ 4,710	\$ 16,377	11/9/2023	unknown	unknown
7	Stallion Springs Community Services District	General Manager	\$ 61.68	\$ 10,691	\$ 3,718	\$ 14,409	7/1/2023	unknown	unknown
8	Salton Community Services District	General Manager	\$ 52.88	\$ 9,167	\$ 2,292	\$ 11,458	1/1/2024	unknown	unknown
9	City of Coachella	N/C							
10	City of Imperial	N/C							
11	City of Brawley	N/C							

Summary Results			
	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 91.48	\$ 15,857	\$ 20,815
% Salton Community Services District Above/Below	-73.0%	-73.0%	-81.7%
Median of Comparators	\$ 87.21	\$ 15,117	\$ 19,623
% Salton Community Services District Above/Below	-64.9%	-64.9%	-71.3%
Number of Matches	7	7	7

N/C - Non Comparator

**Salton Community Services District
Market Compensation Data (sorted by Top Monthly Salary)
May 2024**

Public Works I									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Public Works Parks Maintenance Worker I	\$ 30.11	\$ 5,219	\$ 3,138	\$ 8,357	7/1/2023	7/1/2024	5.00%
2	Templeton Community Services District	Park Maintenance Worker II	\$ 28.03	\$ 4,859	\$ 2,600	\$ 7,458	7/1/2023	unknown	unknown
3	Bear Valley Community Services District	Maintenance Worker I	\$ 27.00	\$ 4,680	\$ 2,153	\$ 6,833	7/1/2022	unknown	unknown
4	City of Imperial	Park Maintenance Worker II	\$ 26.65	\$ 4,619	\$ 2,646	\$ 7,266	7/1/2023	7/1/2024	2.50%
5	Helendale Community Services District	Maintenance Worker I	\$ 26.48	\$ 4,590	\$ 1,794	\$ 6,384	7/1/2024	7/1/2025	unknown
6	Stallion Springs Community Services District	Public Services Assistant	\$ 26.34	\$ 4,566	\$ 2,702	\$ 7,267	7/1/2023	unknown	unknown
7	Salton Community Services District	Public Works I	\$ 24.53	\$ 4,252	\$ 1,533	\$ 5,785	1/1/2024	unknown	unknown
8	City of Brawley	Parks Maintenance Worker	\$ 23.19	\$ 4,020	\$ 2,943	\$ 6,963	7/1/2023	7/1/2024	4.00%
9	Valley Sanitary District	N/C							
10	Crestline Sanitation District	N/C							
11	Heritage Ranch Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 26.83	\$ 4,650	\$ 7,218
% Salton Community Services District Above/Below	-9.4%	-9.4%	-24.8%
Median of Comparators	\$ 26.65	\$ 4,619	\$ 7,266
% Salton Community Services District Above/Below	-8.6%	-8.6%	-25.6%
Number of Matches	7	7	7

N/C - Non Comparator

Salton Community Services District
Market Compensation Data (sorted by Top Monthly Salary)
May 2024

Public Works Supervisor									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Senior Public Works Maintenance Worker	\$ 36.08	\$ 6,254	\$ 3,302	\$ 9,556	7/1/2023	7/1/2024	5.00%
2	Salton Community Services District	Public Works Supervisor	\$ 33.02	\$ 5,723	\$ 1,760	\$ 7,484	1/1/2024	unknown	unknown
3	Stallion Springs Community Services District	Public Service Operator	\$ 31.90	\$ 5,529	\$ 2,862	\$ 8,391	7/1/2023	unknown	unknown
4	Helendale Community Services District	Maintenance Worker III	\$ 31.47	\$ 5,455	\$ 1,887	\$ 7,342	7/1/2024	7/1/2025	unknown
5	City of Imperial	Crew Leader (Parks)	\$ 30.16	\$ 5,228	\$ 2,752	\$ 7,980	7/1/2023	7/1/2024	2.50%
6	City of Brawley	Parks Maintenance Leadman	\$ 26.60	\$ 4,611	\$ 3,046	\$ 7,656	7/1/2023	7/1/2024	4.00%
7	Valley Sanitary District	N/C							
8	Crestline Sanitation District	N/C							
9	Heritage Ranch Community Services District	N/C							
10	Templeton Community Services District	N/C							
11	Bear Valley Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 31.24	\$ 5,415	\$ 8,185
% Salton Community Services District Above/Below	5.4%	5.4%	-9.4%
Median of Comparators	\$ 31.47	\$ 5,455	\$ 7,980
% Salton Community Services District Above/Below	4.7%	4.7%	-6.6%
Number of Matches	5	5	5

N/C - Non Comparator

Sewer Maintenance Mechanic									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Crestline Sanitation District ¹	Equipment Maintenance Mechanic	\$ 47.79	\$ 8,284	\$ 2,426	\$ 10,710	7/1/2023	7/1/2024	5.00%
2	Valley Sanitary District ²	Maintenance Technician II	\$ 42.56	\$ 7,377	\$ 3,866	\$ 11,243	7/1/2023	unknown	unknown
3	Salton Community Services District	Sewer Maintenance Mechanic	\$ 29.20	\$ 5,061	\$ 1,658	\$ 6,720	1/1/2024	unknown	unknown
4	Heritage Ranch Community Services District	N/C							
5	City of Coachella	N/C							
6	Bear Valley Community Services District	N/C							
7	Templeton Community Services District	N/C							
8	City of Imperial	N/C							
9	City of Brawley	N/C							
10	Stallion Springs Community Services District	N/C							
11	Helendale Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Salton Community Services District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Salton Community Services District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2

N/C - Non Comparator

1 - Crestline Sanitation District: Match requires the Mechanical Technologist Grade II certification.

2 - Valley Sanitary District: Match requires the Mechanical Technologist Grade II certification at journey level.

Sewer Maintenance Worker I									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Crestline Sanitation District	Treatment Plant Operator I	\$ 40.02	\$ 6,937	\$ 2,276	\$ 9,213	7/1/2023	7/1/2024	5.00%
2	Valley Sanitary District	Wastewater Operator I	\$ 39.97	\$ 6,928	\$ 3,780	\$ 10,708	7/1/2023	unknown	unknown
3	Helendale Community Services District	Wastewater Operator I (OIT)	\$ 35.61	\$ 6,172	\$ 1,965	\$ 8,137	7/1/2024	7/1/2025	unknown
4	Bear Valley Community Services District	Wastewater Treatment Plant Operator I	\$ 35.11	\$ 6,086	\$ 2,397	\$ 8,483	7/1/2022	unknown	unknown
5	City of Coachella	Treatment/Collection System Operator I	\$ 33.90	\$ 5,876	\$ 3,242	\$ 9,118	7/1/2023	7/1/2024	5.00%
6	Templeton Community Services District	Utility Operator I	\$ 32.44	\$ 5,623	\$ 2,731	\$ 8,354	7/1/2023	unknown	unknown
7	City of Imperial	Wastewater Operator Trainee II	\$ 29.42	\$ 5,099	\$ 2,730	\$ 7,829	7/1/2023	7/1/2024	2.50%
8	City of Brawley	Wastewater Treatment Plant Operator I	\$ 28.21	\$ 4,890	\$ 3,094	\$ 7,984	7/1/2023	7/1/2024	4.00%
9	Salton Community Services District	Sewer Maintenance Worker I	\$ 24.25	\$ 4,203	\$ 1,526	\$ 5,729	1/1/2024	unknown	unknown
10	Heritage Ranch Community Services District	N/C							
11	Stallion Springs Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 34.34	\$ 5,951	\$ 8,728
% Salton Community Services District Above/Below	-41.6%	-41.6%	-52.3%
Median of Comparators	\$ 34.51	\$ 5,981	\$ 8,418
% Salton Community Services District Above/Below	-42.3%	-42.3%	-46.9%
Number of Matches	8	8	8

N/C - Non Comparator

Sewer Maintenance Worker II/Field Foreman									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Crestline Sanitation District ²	[Treatment Plant Operator II/ Treatment Plant Operator III]	\$ 51.00	\$ 8,840	\$ 2,488	\$ 11,328	7/1/2023	7/1/2024	5.00%
2	Valley Sanitary District	Wastewater Operator II	\$ 44.07	\$ 7,639	\$ 3,917	\$ 11,555	7/1/2023	unknown	unknown
3	City of Coachella ¹	[Treatment/Collection System Operator II/ Treatment/Collection System Operator III]	\$ 39.84	\$ 6,906	\$ 3,405	\$ 10,311	7/1/2023	7/1/2024	5.00%
4	Helendale Community Services District	Wastewater Operator II	\$ 39.30	\$ 6,812	\$ 2,034	\$ 8,846	7/1/2024	7/1/2025	unknown
5	City of Imperial	Wastewater Operator II	\$ 37.66	\$ 6,528	\$ 2,978	\$ 9,505	7/1/2023	7/1/2024	2.50%
6	Bear Valley Community Services District	Wastewater Treatment Plant Operator II	\$ 36.86	\$ 6,389	\$ 2,450	\$ 8,839	7/1/2022	unknown	unknown
7	Templeton Community Services District	Utility Operator II	\$ 35.77	\$ 6,200	\$ 2,830	\$ 9,030	7/1/2023	unknown	unknown
8	Salton Community Services District	Sewer Maintenance Worker II/Field Foreman	\$ 33.49	\$ 5,805	\$ 1,773	\$ 7,578	1/1/2024	unknown	unknown
9	City of Brawley	Wastewater Treatment Plant Operator II	\$ 29.62	\$ 5,134	\$ 3,136	\$ 8,271	7/1/2023	7/1/2024	4.00%
10	Stallion Springs Community Services District	N/C							
11	Heritage Ranch Community Services District	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 39.27	\$ 6,806	\$ 9,711
% Salton Community Services District Above/Below	-17.2%	-17.2%	-28.1%
Median of Comparators	\$ 38.48	\$ 6,670	\$ 9,268
% Salton Community Services District Above/Below	-14.9%	-14.9%	-22.3%
Number of Matches	8	8	8

N/C - Non Comparator

1 - City of Coachella: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Crestline Sanitation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Administrative Assistant	Office Assistant	Administrative Office Clerk	Department Assistant I	Administrative Assistant	N/C	N/C	Office Assistant I	N/C	Office Assistant II	Administrative Assistant
	Top Hourly Pay Rate	\$ 18.00	\$ 27.00	\$ 20.01	\$ 30.11	\$ 26.65			\$ 30.12		\$ 26.69	\$ 39.73
	Top Monthly Salary	\$ 3,120	\$ 4,680	\$ 3,468	\$ 5,219	\$ 4,619			\$ 5,221		\$ 4,626	\$ 6,887
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62		2%@62	2%@62
	Employee Cost Share											
	Social Security	\$ 193	\$ 290	\$ 215		\$ 286					\$ 287	\$ 427
Insurance	Cafeteria	\$ 877							\$ 1,100		\$ 167	\$ 2,444
	Health		\$ 1,183	\$ 2,245	\$ 2,149	\$ 1,744			\$ 1,602		\$ 1,599	
	Dental		\$ 158		\$ 137	\$ 85						
	Vision				\$ 24	\$ 16						
Leaves	Vacation	\$ 144	\$ 270	\$ 200	\$ 401	\$ 267			\$ 301		\$ 267	\$ 530
	Holidays	\$ 144	\$ 198	\$ 187	\$ 427	\$ 249			\$ 221		\$ 240	\$ 371
	Admin Leave		\$ 54									
Monthly Benefit Package Total		\$ 1,358.67	\$ 2,153.15	\$ 2,847.33	\$ 3,137.53	\$ 2,646.47	\$ 0.00	\$ 0.00	\$ 3,224.44	\$ 0.00	\$ 2,559.75	\$ 3,771.50

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Board Secretary	N/C	N/C	[Deputy City Clerk/ Department Assistant III]	Executive Assistant	N/C	N/C	N/C	N/C	[Executive Assistant/Board Clerk/ Office Assistant III]	Clerk of the Board
	Top Hourly Pay Rate	\$ 26.75			\$ 42.68	\$ 37.66					\$ 34.91	\$ 45.68
	Top Monthly Salary	\$ 4,637			\$ 7,398	\$ 6,528					\$ 6,051	\$ 7,918
Retirement	PEPRA	2%@62			2%@62	2%@62					2%@62	2%@62
	Employee Cost Share											
	Social Security	\$ 287				\$ 405					\$ 375	\$ 491
Insurance	Cafeteria	\$ 877									\$ 167	\$ 2,444
	Health				\$ 2,149	\$ 1,744					\$ 1,599	
	Dental				\$ 137	\$ 85						
	Vision				\$ 24	\$ 16						
Leaves	Vacation	\$ 214			\$ 569	\$ 377					\$ 349	\$ 609
	Holidays	\$ 214			\$ 605	\$ 351					\$ 314	\$ 426
	Admin Leave											
Monthly Benefit Package Total		\$ 1,592.70	\$ 0.00	\$ 0.00	\$ 3,483.20	\$ 2,977.65	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 2,804.35	\$ 3,970.33

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Finance Officer	Finance Manager	N/C	Accounting Manager	[Finance Manager/ Financial Analyst]	N/C	N/C	Office Supervisor	Financial Officer	Finance Officer	[Chief Administrative Officer/ Accounting Analyst]
	Top Hourly Pay Rate	\$ 34.24	\$ 54.21		\$ 69.28	\$ 54.84			\$ 43.41	\$ 44.63	\$ 67.45	\$ 72.26
	Top Monthly Salary	\$ 5,935	\$ 9,396		\$ 12,009	\$ 9,506			\$ 7,524	\$ 7,736	\$ 11,691	\$ 12,525
Retireme	PEPRA	2%@62	2%@62		2%@62	2%@62			2%@62	2%@62	2%@62	2%@62
	Employee Cost Share				\$ -240							
	Social Security	\$ 368	\$ 583			\$ 589				\$ 480	\$ 725	\$ 777
Insurance	Cafeteria	\$ 877							\$ 1,100		\$ 167	\$ 2,444
	Health		\$ 1,183		\$ 2,149	\$ 1,744			\$ 1,602	\$ 1,823	\$ 1,599	
	Dental		\$ 158		\$ 137	\$ 85				\$ 62		
	Vision				\$ 24	\$ 16				\$ 60		
Leaves	Vacation	\$ 274	\$ 542		\$ 924	\$ 548			\$ 434	\$ 446	\$ 675	\$ 963
	Holidays	\$ 274	\$ 398		\$ 981	\$ 512			\$ 318	\$ 357	\$ 607	\$ 674
	Admin Leave		\$ 361		\$ 577	\$ 366						\$ 241
Monthly Benefit Package Total		\$ 1,793.04	\$ 3,224.61	\$ 0.00	\$ 4,551.86	\$ 3,860.03	\$ 0.00	\$ 0.00	\$ 3,454.80	\$ 3,227.53	\$ 3,772.62	\$ 5,099.32
		8.450711395	12.16216463	10	17.1314607	13.04348065	10	9.7	9.090911288	9.407663955	9.883340953	13.04353742

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		General Manager	General Manager	N/C	N/C	N/C	General Manager	General Manager	General Manager	General Manager	General Manager	General Manager
	Top Hourly Pay Rate	\$ 52.88	\$ 84.13				\$ 67.31	\$ 128.59	\$ 87.21	\$ 61.68	\$ 95.84	\$ 115.62
	Top Monthly Salary	\$ 9,167	\$ 14,583				\$ 11,667	\$ 22,289	\$ 15,117	\$ 10,691	\$ 16,612	\$ 20,042
Retirement	PEPRA	2%@62	2%@62				2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62
	Employee Cost Share											
	Social Security	\$ 568	\$ 871							\$ 663	\$ 871	\$ 871
Insurance	Cafeteria	\$ 877					\$ 275	\$ 1,300	\$ 1,100		\$ 167	\$ 2,444
	Health		\$ 1,183				\$ 1,200		\$ 1,602	\$ 1,823	\$ 1,599	
	Dental		\$ 158							\$ 62		
	Vision						\$ 27			\$ 60		
Leaves	Vacation ¹	\$ 423	\$ 1,122				\$ 2,288	\$ 2,572	\$ 1,164	\$ 617	\$ 959	\$ 1,156
	Holidays	\$ 423	\$ 617				\$ 628	\$ 1,114	\$ 640	\$ 493	\$ 863	\$ 1,079
	Admin Leave ²		\$ 561				\$ 292	\$ 857			\$ 639	\$ 771
Monthly Benefit Package Total		\$ 2,291.72	\$ 4,511.77	\$ 0.00	\$ 0.00	\$ 0.00	\$ 4,710.43	\$ 5,843.52	\$ 4,505.89	\$ 3,717.66	\$ 5,097.44	\$ 6,321.35

N/C - Non Comparator

1 - Crestline Sanitation District: 51 days inclusive of vacation, sick, and management leave.

2 - Crestline Sanitation District: Additional 6.5 days of personal leave.

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Public Works I	Maintenance Worker I	Parks Maintenance Worker	Public Works Parks Maintenance Worker I	Park Maintenance Worker II	N/C	Maintenance Worker I	N/C	Public Services Assistant	Park Maintenance Worker II	N/C
	Top Hourly Pay Rate	\$ 24.53	\$ 27.00	\$ 23.19	\$ 30.11	\$ 26.65		\$ 26.48		\$ 26.34	\$ 28.03	
	Top Monthly Salary	\$ 4,252	\$ 4,680	\$ 4,020	\$ 5,219	\$ 4,619		\$ 4,590		\$ 4,566	\$ 4,859	
Retiree	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62		2%@62	2%@62	
	Employee Cost Share											
	Social Security	\$ 264	\$ 290	\$ 249		\$ 286				\$ 283	\$ 301	
Insurance	Cafeteria	\$ 877						\$ 1,300			\$ 167	
	Health		\$ 1,183	\$ 2,245	\$ 2,149	\$ 1,744				\$ 1,823	\$ 1,599	
	Dental		\$ 158		\$ 137	\$ 85				\$ 62		
	Vision				\$ 24	\$ 16				\$ 60		
Leaves	Vacation	\$ 196	\$ 270	\$ 232	\$ 401	\$ 267		\$ 265		\$ 263	\$ 281	
	Holidays	\$ 196	\$ 198	\$ 216	\$ 427	\$ 249		\$ 229		\$ 211	\$ 252	
	Admin Leave		\$ 54									
Monthly Benefit Package Total		\$ 1,533.33	\$ 2,153.15	\$ 2,942.99	\$ 3,137.53	\$ 2,646.47	\$ 0.00	\$ 1,794.29	\$ 0.00	\$ 2,701.76	\$ 2,599.62	\$ 0.00

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Public Works Supervisor	N/C	Parks Maintenance Leadman	Senior Public Works Maintenance Worker	Crew Leader (Parks)	N/C	Maintenance Worker III	N/C	Public Service Operator	N/C	N/C
	Top Hourly Pay Rate	\$ 33.02		\$ 26.60	\$ 36.08	\$ 30.16		\$ 31.47		\$ 31.90		
	Top Monthly Salary	\$ 5,723		\$ 4,611	\$ 6,254	\$ 5,228		\$ 5,455		\$ 5,529		
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62		2%@62		2%@62		
	Employee Cost Share											
	Social Security	\$ 355		\$ 286		\$ 324				\$ 343		
Insurance	Cafeteria	\$ 877						\$ 1,300				
	Health			\$ 2,245	\$ 2,149	\$ 1,744				\$ 1,823		
	Dental				\$ 137	\$ 85				\$ 62		
	Vision				\$ 24	\$ 16				\$ 60		
Leaves	Vacation	\$ 264		\$ 266	\$ 481	\$ 302		\$ 315		\$ 319		
	Holidays	\$ 264		\$ 248	\$ 511	\$ 281		\$ 273		\$ 255		
	Admin Leave											
Monthly Benefit Package Total		\$ 1,760.41	\$ 0.00	\$ 3,045.56	\$ 3,301.70	\$ 2,752.05	\$ 0.00	\$ 1,887.44	\$ 0.00	\$ 2,861.59	\$ 0.00	\$ 0.00

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Sewer Maintenance Mechanic	N/C	N/C	N/C	N/C	Equipment Maintenance Mechanic	N/C	N/C	N/C	N/C	Maintenance Technician II
	Top Hourly Pay Rate	\$ 29.20					\$ 47.79					\$ 42.56
	Top Monthly Salary	\$ 5,061					\$ 8,284					\$ 7,377
Retirement	PEPRA	2%@62					2.5%@67					2%@62
	Employee Cost Share											
	Social Security	\$ 314										\$ 457
Insurance	Cafeteria	\$ 877					\$ 275					\$ 2,444
	Health						\$ 1,200					
	Dental											
	Vision						\$ 27					
Leaves	Vacation	\$ 234					\$ 478					\$ 567
	Holidays	\$ 234					\$ 446					\$ 397
	Admin Leave											
Monthly Benefit Package Total		\$ 1,658.23	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 2,426.04	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 3,866.08

Salton Community Services District
Benefit Detail
May 2024

DRAFT



Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Sewer Maintenance Worker I	Wastewater Treatment Plant Operator I	Wastewater Treatment Plant Operator I	Treatment/Collection System Operator I	Wastewater Operator Trainee II	Treatment Plant Operator I	Wastewater Operator I (OIT)	N/C	N/C	Utility Operator I	Wastewater Operator I
	Top Hourly Pay Rate	\$ 24.25	\$ 35.11	\$ 28.21	\$ 33.90	\$ 29.42	\$ 40.02	\$ 35.61			\$ 32.44	\$ 39.97
	Top Monthly Salary	\$ 4,203	\$ 6,086	\$ 4,890	\$ 5,876	\$ 5,099	\$ 6,937	\$ 6,172			\$ 5,623	\$ 6,928
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2.5%@67	2%@62			2%@62	2%@62
	Employee Cost Share											
	Social Security	\$ 261	\$ 377	\$ 303		\$ 316					\$ 349	\$ 430
Insurance	Cafeteria	\$ 877					\$ 275	\$ 1,300			\$ 167	\$ 2,444
	Health		\$ 1,183	\$ 2,245	\$ 2,149	\$ 1,744	\$ 1,200				\$ 1,599	
	Dental		\$ 158		\$ 137	\$ 85						
	Vision				\$ 24	\$ 16	\$ 27					
Leaves	Vacation	\$ 194	\$ 351	\$ 282	\$ 452	\$ 294	\$ 400	\$ 356			\$ 325	\$ 533
	Holidays	\$ 194	\$ 257	\$ 263	\$ 480	\$ 275	\$ 374	\$ 309			\$ 292	\$ 373
	Admin Leave		\$ 70									
Monthly Benefit Package Total		\$ 1,525.84	\$ 2,397.10	\$ 3,093.98	\$ 3,241.75	\$ 2,729.80	\$ 2,275.82	\$ 1,964.72	\$ 0.00	\$ 0.00	\$ 2,730.84	\$ 3,779.52

10.03

\$10.03 9.722224863

Agency		Salton Community Services District	Bear Valley Community Services District	City of Brawley	City of Coachella	City of Imperial	Crestline Sanitation District	Helendale Community Services District	Heritage Ranch Community Services District	Stallion Springs Community Services District	Templeton Community Services District	Valley Sanitary District
Benchmark/ Comparator Agency Match		Sewer Maintenance Worker II/Field Foreman	Wastewater Treatment Plant Operator II	Wastewater Treatment Plant Operator II	[Treatment/Collection System Operator II/ Treatment/Collection System Operator III]	Wastewater Operator II	[Treatment Plant Operator II/ Treatment Plant Operator III]	Wastewater Operator II	N/C	N/C	Utility Operator II	Wastewater Operator II
	Top Hourly Pay Rate	\$ 33.49	\$ 36.86	\$ 29.62	\$ 39.84	\$ 37.66	\$ 51.00	\$ 39.30			\$ 35.77	\$ 44.07
	Top Monthly Salary	\$ 5,805	\$ 6,389	\$ 5,134	\$ 6,906	\$ 6,528	\$ 8,840	\$ 6,812			\$ 6,200	\$ 7,639
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2.5%@67	2%@62			2%@62	2%@62
	Employee Cost Share											
	Social Security	\$ 360	\$ 396	\$ 318		\$ 405					\$ 384	\$ 474
Insurance	Cafeteria	\$ 877					\$ 275	\$ 1,300			\$ 167	\$ 2,444
	Health		\$ 1,183	\$ 2,245	\$ 2,149	\$ 1,744	\$ 1,200				\$ 1,599	
	Dental		\$ 158		\$ 137	\$ 85						
	Vision				\$ 24	\$ 16	\$ 27					
Leaves	Vacation	\$ 268	\$ 369	\$ 296	\$ 531	\$ 377	\$ 510	\$ 393			\$ 358	\$ 588
	Holidays	\$ 268	\$ 270	\$ 276	\$ 564	\$ 351	\$ 476	\$ 341			\$ 322	\$ 411
	Admin Leave		\$ 74									
Monthly Benefit Package Total		\$ 1,772.98	\$ 2,449.74	\$ 3,136.40	\$ 3,405.10	\$ 2,977.65	\$ 2,488.10	\$ 2,033.60	\$ 0.00	\$ 0.00	\$ 2,829.94	\$ 3,916.53

**Salton Community Services District
Benefit Summary
May 2024**

DRAFT



Agency	Retire PEPRA	Social Security (6.2%)	Employee Cost Share	Total Health	Holiday Hours	Vacation Hours	Admin Hours
Salton Community Services District							
All Classes	2%@62	Yes	0.00%	\$877.23	96	96	0
Bear Valley Community Services District							
General Classes, Finance Officer	2%@62	Yes	0.00%	\$1,340.99	88	120	24
General Manager							80
City of Brawley							
General Classes	2%@62	Yes	0.00%	\$2,245.43	112	120	0
City of Coachella							
General Classes	2%@62	No	0.00%	\$2,309.50	170	160	0
Finance Officer			-2.00%				
City of Imperial							
General Classes	2%@62	Yes	0.00%	\$1,844.84	112	120	0
Finance Officer							80
Crestline Sanitation District							
General Classes	2.5%@67	No	0.00%	\$1,502.10	112	120	0
General Manager						408	52
Helendale Community Services District							
General Classes	2%@62	No	0.00%	\$1,300.00	104	120	0
General Manager						240	80
Heritage Ranch Community Services District							
General Classes, Finance Officer	2%@62	No	0.00%	\$2,702.36	88	120	0
General Manager						160.16	0
Stallion Springs Community Services District							
All Classes	2%@62	Yes	0.00%	\$1,944.57	96	120	0
Templeton Community Services District							
General Classes, Finance Officer	2%@62	Yes	0.00%	\$1,765.54	108	120.12	0
General Manager							80
Valley Sanitary District							
General Classes	2%@62	Yes	0.00%	\$2,444.00	112	160	0
Finance Officer						40	
General Manager						120	80

Total Health Contributions

Agency	Health
Salton Community Services District	\$877.23
Bear Valley Community Services District	\$1,340.99
City of Brawley	\$2,245.43
City of Coachella	\$2,309.50
City of Imperial	\$1,844.84
Crestline Sanitation District	\$1,502.10
Helendale Community Services District	\$1,300.00
Heritage Ranch Community Services District	\$2,702.36
Stallion Springs Community Services District	\$1,944.57
Templeton Community Services District	\$1,765.54
Valley Sanitary District	\$2,444.00
Comparator Average	\$1,939.93
Comparator Median	\$1,894.71

**Salton Community Services District
Benefit Summary
May 2024**

General Classes

Agency	Retire PEPRA	Social Security (6.2%)	Employee Cost Share	Total Health	Holiday Hours	Vacation Hours	Admin Hours
Salton Community Services District	2%@62	Yes	0.00%	\$877.23	96	96	0
Bear Valley Community Services District	2%@62	Yes	0.00%	\$1,340.99	88	120	24
City of Brawley	2%@62	Yes	0.00%	\$2,245.43	112	120	0
City of Coachella	2%@62	No	0.00%	\$2,309.50	170	160	0
City of Imperial	2%@62	Yes	0.00%	\$1,844.84	112	120	0
Crestline Sanitation District	2.5%@67	No	0.00%	\$1,502.10	112	120	0
Helendale Community Services District	2%@62	No	0.00%	\$1,300.00	104	120	0
Heritage Ranch Community Services District	2%@62	No	0.00%	\$2,702.36	88	120	0
Stallion Springs Community Services District	2%@62	Yes	0.00%	\$1,944.57	96	120	0
Templeton Community Services District	2%@62	Yes	0.00%	\$1,765.54	108	120.12	0
Valley Sanitary District	2%@62	Yes	0.00%	\$2,444.00	112	160	0
				Comparator Average	110.20	128.01	N/A
				Comparator Median	110.00	120.00	N/A

General Manager

Agency	Retire PEPRA	Social Security (6.2%)	Employee Cost Share	Total Health	Holiday Hours	Vacation Hours	Admin Hours
Salton Community Services District	2%@62	Yes	0.00%	\$877.23	96	96	0
Bear Valley Community Services District	2%@62	Yes	0.00%	\$1,340.99	88	160	80
Crestline Sanitation District	2.5%@67	No	0.00%	\$1,502.10	112	408	52
Helendale Community Services District	2%@62	No	0.00%	\$1,300.00	104	240	80
Heritage Ranch Community Services District	2%@62	No	0.00%	\$2,702.36	88	160.16	0
Stallion Springs Community Services District	2%@62	Yes	0.00%	\$1,944.57	96	120	0
Templeton Community Services District	2%@62	Yes	0.00%	\$1,765.54	108	120.12	80
Valley Sanitary District	2%@62	Yes	0.00%	\$2,444.00	112	120	80
				Comparator Average	101.14	189.75	53.14
				Comparator Median	104.00	160.00	80.00

Finance Officer

Agency	Retire PEPRA	Social Security (6.2%)	Employee Cost Share	Total Health	Holiday Hours	Vacation Hours	Admin Hours
Salton Community Services District	2%@62	Yes	0.00%	\$877.23	96	96	0
Bear Valley Community Services District	2%@62	Yes	0.00%	\$1,340.99	88	120	80
City of Coachella	2%@62	No	-2.00%	\$2,309.50	170	160	100
City of Imperial	2%@62	Yes	0.00%	\$1,844.84	112	120	80
Heritage Ranch Community Services District	2%@62	No	0.00%	\$2,702.36	88	120	0
Stallion Springs Community Services District	2%@62	Yes	0.00%	\$1,944.57	96	120	0
Templeton Community Services District	2%@62	Yes	0.00%	\$1,765.54	108	120.12	0
Valley Sanitary District	2%@62	Yes	0.00%	\$2,444.00	112	160	40

**Salton Community Services District
Benefit Summary
May 2024**

DRAFT

Comparator Average	\$2,050.26	110.57	131.45	42.86
Comparator Median	\$1,944.57	108.00	120.00	40.00



Insurance | Risk Management | Consulting

Salton Community Services District
Market Compensation Data (sorted by Total Compensation)
May 2024

DRAFT

Administrative Assistant									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	Administrative Assistant	\$ 39.73	\$ 6,887	\$ 3,772	\$ 10,658	7/1/2023	unknown	unknown
2	Heritage Ranch Community	Office Assistant I	\$ 30.12	\$ 5,221	\$ 3,224	\$ 8,445	7/1/2023	unknown	unknown
3	City of Coachella	Department Assistant I	\$ 30.11	\$ 5,219	\$ 3,138	\$ 8,357	7/1/2023	7/1/2024	5.00%
4	City of Imperial	Administrative Assistant	\$ 26.65	\$ 4,619	\$ 2,646	\$ 7,266	7/1/2023	7/1/2024	2.50%
5	Templeton Community Services	Office Assistant II	\$ 26.69	\$ 4,626	\$ 2,560	\$ 7,186	7/1/2023	unknown	unknown
6	Bear Valley Community Services	Office Assistant	\$ 27.00	\$ 4,680	\$ 2,153	\$ 6,833	7/1/2022	unknown	unknown
7	City of Brawley	Administrative Office Clerk	\$ 20.01	\$ 3,468	\$ 2,847	\$ 6,316	7/1/2023	unknown	unknown
8	Salton Community Services	Administrative Assistant	\$ 18.00	\$ 3,120	\$ 1,359	\$ 4,479	1/1/2024	unknown	unknown
9	Stallion Springs Community	N/C							
10	Crestline Sanitation District	N/C							
11	Helendale Community Services	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 28.62	\$ 4,960	\$ 7,866
% Salton Community Services District Above/Below	-59.0%	-59.0%	-75.6%
Median of Comparators	\$ 27.00	\$ 4,680	\$ 7,266
% Salton Community Services District Above/Below	-50.0%	-50.0%	-62.2%
Number of Matches	7	7	7

N/C - Non Comparator

**Salton Community Services District
Market Compensation Data (sorted by Total Compensation)
May 2024**

Board Secretary									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	Clerk of the Board	\$ 45.68	\$ 7,918	\$ 3,970	\$ 11,888	7/1/2023	unknown	unknown
2	City of Coachella ¹	[Deputy City Clerk/ Department Assistant II]	\$ 42.68	\$ 7,398	\$ 3,483	\$ 10,881	7/1/2023	7/1/2024	5.00%
3	City of Imperial	Executive Assistant	\$ 37.66	\$ 6,528	\$ 2,978	\$ 9,505	7/1/2023	7/1/2024	2.50%
4	Templeton Community Services	[Executive Assistant/Board Clerk/ Office Assistant III]	\$ 34.91	\$ 6,051	\$ 2,804	\$ 8,855	7/1/2023	unknown	unknown
5	Salton Community Services	Board Secretary	\$ 26.75	\$ 4,637	\$ 1,593	\$ 6,229	1/1/2024	unknown	unknown
6	Stallion Springs Community	N/C							
7	City of Brawley	N/C							
8	Helendale Community Services	N/C							
9	Crestline Sanitation District	N/C							
10	Heritage Ranch Community	N/C							
11	Bear Valley Community Services	N/C							

Summary Results			
	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 40.23	\$ 6,974	\$ 10,283
% Salton Community Services District Above/Below	-50.4%	-50.4%	-65.1%
Median of Comparators	\$ 40.17	\$ 6,963	\$ 10,193
% Salton Community Services District Above/Below	-50.2%	-50.2%	-63.6%
Number of Matches	4	4	4

N/C - Non Comparator

1 - City of Coachella: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Templeton Community Services District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**Salton Community Services District
Market Compensation Data (sorted by Total Compensation)
May 2024**

Finance Officer									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	[Chief Administrative Officer/ Accounting Analyst]	\$ 72.26	\$ 12,525	\$ 5,099	\$ 17,624	7/1/2023	unknown	unknown
2	City of Coachella	Accounting Manager	\$ 69.28	\$ 12,009	\$ 4,552	\$ 16,560	7/1/2023	7/1/2024	5.00%
3	Templeton Community Services	Finance Officer	\$ 67.45	\$ 11,691	\$ 3,773	\$ 15,464	7/1/2023	unknown	unknown
4	City of Imperial ¹	[Finance Manager/ Financial Analyst]	\$ 54.84	\$ 9,506	\$ 3,860	\$ 13,366	7/1/2023	7/1/2024	2.50%
5	Bear Valley Community Services	Finance Manager	\$ 54.21	\$ 9,396	\$ 3,225	\$ 12,621	7/1/2022	unknown	unknown
6	Heritage Ranch Community	Office Supervisor	\$ 43.41	\$ 7,524	\$ 3,455	\$ 10,979	7/1/2023	unknown	unknown
7	Stallion Springs Community	Financial Officer	\$ 44.63	\$ 7,736	\$ 3,228	\$ 10,963	7/1/2023	unknown	unknown
8	Salton Community Services	Finance Officer	\$ 34.24	\$ 5,935	\$ 1,793	\$ 7,728	1/1/2024	unknown	unknown
9	City of Brawley	N/C							
10	Crestline Sanitation District	N/C							
11	Helendale Community Services	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 58.01	\$ 10,055	\$ 13,940
% Salton Community Services District Above/Below	-69.4%	-69.4%	-80.4%
Median of Comparators	\$ 54.84	\$ 9,506	\$ 13,366
% Salton Community Services District Above/Below	-60.2%	-60.2%	-73.0%
Number of Matches	7	7	7

N/C - Non Comparator

1 - City of Imperial: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



Insurance | Risk Management | Consulting

**Salton Community Services District
Market Compensation Data (sorted by Total Compensation)
May 2024**

DRAFT

General Manager									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Helendale Community Services	General Manager	\$ 128.59	\$ 22,289	\$ 5,844	\$ 28,132	4/1/2024	4/1/2025	5.00%
2	Valley Sanitary District	General Manager	\$ 115.62	\$ 20,042	\$ 6,321	\$ 26,363	6/14/2023	unknown	unknown
3	Templeton Community Services	General Manager	\$ 95.84	\$ 16,612	\$ 5,097	\$ 21,709	7/1/2023	unknown	unknown
4	Heritage Ranch Community	General Manager	\$ 87.21	\$ 15,117	\$ 4,506	\$ 19,623	7/1/2023	unknown	unknown
5	Bear Valley Community Services	General Manager	\$ 84.13	\$ 14,583	\$ 4,512	\$ 19,095	5/12/2023	unknown	unknown
6	Crestline Sanitation District	General Manager	\$ 67.31	\$ 11,667	\$ 4,710	\$ 16,377	11/9/2023	unknown	unknown
7	Stallion Springs Community	General Manager	\$ 61.68	\$ 10,691	\$ 3,718	\$ 14,409	7/1/2023	unknown	unknown
8	Salton Community Services	General Manager	\$ 52.88	\$ 9,167	\$ 2,292	\$ 11,458	1/1/2024	unknown	unknown
9	City of Coachella	N/C							
10	City of Imperial	N/C							
11	City of Brawley	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 91.48	\$ 15,857	\$ 20,815
% Salton Community Services District Above/Below	-73.0%	-73.0%	-81.7%
Median of Comparators	\$ 87.21	\$ 15,117	\$ 19,623
% Salton Community Services District Above/Below	-64.9%	-64.9%	-71.3%
Number of Matches	7	7	7

N/C - Non Comparator

**Salton Community Services District
Market Compensation Data (sorted by Total Compensation)
May 2024**

Public Works I									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Public Works Parks Maintenance Worker I	\$ 30.11	\$ 5,219	\$ 3,138	\$ 8,357	7/1/2023	7/1/2024	5.00%
2	Templeton Community Services	Park Maintenance Worker II	\$ 28.03	\$ 4,859	\$ 2,600	\$ 7,458	7/1/2023	unknown	unknown
3	Stallion Springs Community	Public Services Assistant	\$ 26.34	\$ 4,566	\$ 2,702	\$ 7,267	7/1/2023	unknown	unknown
4	City of Imperial	Park Maintenance Worker II	\$ 26.65	\$ 4,619	\$ 2,646	\$ 7,266	7/1/2023	7/1/2024	2.50%
5	City of Brawley	Parks Maintenance Worker	\$ 23.19	\$ 4,020	\$ 2,943	\$ 6,963	7/1/2023	7/1/2024	4.00%
6	Bear Valley Community Services	Maintenance Worker I	\$ 27.00	\$ 4,680	\$ 2,153	\$ 6,833	7/1/2022	unknown	unknown
7	Helendale Community Services	Maintenance Worker I	\$ 26.48	\$ 4,590	\$ 1,794	\$ 6,384	7/1/2024	7/1/2025	unknown
8	Salton Community Services	Public Works I	\$ 24.53	\$ 4,252	\$ 1,533	\$ 5,785	1/1/2024	unknown	unknown
9	Valley Sanitary District	N/C							
10	Crestline Sanitation District	N/C							
11	Heritage Ranch Community	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 26.83	\$ 4,650	\$ 7,218
% Salton Community Services District Above/Below	-9.4%	-9.4%	-24.8%
Median of Comparators	\$ 26.65	\$ 4,619	\$ 7,266
% Salton Community Services District Above/Below	-8.6%	-8.6%	-25.6%
Number of Matches	7	7	7

N/C - Non Comparator

**Salton Community Services District
Market Compensation Data (sorted by Total Compensation)
May 2024**

Public Works Supervisor									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Senior Public Works Maintenance Worker	\$ 36.08	\$ 6,254	\$ 3,302	\$ 9,556	7/1/2023	7/1/2024	5.00%
2	Stallion Springs Community	Public Service Operator	\$ 31.90	\$ 5,529	\$ 2,862	\$ 8,391	7/1/2023	unknown	unknown
3	City of Imperial	Crew Leader (Parks)	\$ 30.16	\$ 5,228	\$ 2,752	\$ 7,980	7/1/2023	7/1/2024	2.50%
4	City of Brawley	Parks Maintenance Leadman	\$ 26.60	\$ 4,611	\$ 3,046	\$ 7,656	7/1/2023	7/1/2024	4.00%
5	Salton Community Services	Public Works Supervisor	\$ 33.02	\$ 5,723	\$ 1,760	\$ 7,484	1/1/2024	unknown	unknown
6	Helendale Community Services	Maintenance Worker III	\$ 31.47	\$ 5,455	\$ 1,887	\$ 7,342	7/1/2024	7/1/2025	unknown
7	Valley Sanitary District	N/C							
8	Crestline Sanitation District	N/C							
9	Heritage Ranch Community	N/C							
10	Templeton Community Services	N/C							
11	Bear Valley Community Services	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 31.24	\$ 5,415	\$ 8,185
% Salton Community Services District Above/Below	5.4%	5.4%	-9.4%
Median of Comparators	\$ 31.47	\$ 5,455	\$ 7,980
% Salton Community Services District Above/Below	4.7%	4.7%	-6.6%
Number of Matches	5	5	5

N/C - Non Comparator

Sewer Maintenance Mechanic									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District ²	Maintenance Technician II	\$ 42.56	\$ 7,377	\$ 3,866	\$ 11,243	7/1/2023	unknown	unknown
2	Crestline Sanitation District ¹	Equipment Maintenance Mechanic	\$ 47.79	\$ 8,284	\$ 2,426	\$ 10,710	7/1/2023	7/1/2024	5.00%
3	Salton Community Services	Sewer Maintenance Mechanic	\$ 29.20	\$ 5,061	\$ 1,658	\$ 6,720	1/1/2024	unknown	unknown
4	Heritage Ranch Community	N/C							
5	City of Coachella	N/C							
6	Bear Valley Community Services	N/C							
7	Templeton Community Services	N/C							
8	City of Imperial	N/C							
9	City of Brawley	N/C							
10	Stallion Springs Community	N/C							
11	Helendale Community Services	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Salton Community Services District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Salton Community Services District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2

N/C - Non Comparator

1 - Crestline Sanitation District: Match requires the Mechanical Technologist Grade II certification.

2 - Valley Sanitary District: Match requires the Mechanical Technologist Grade II certification at journey level.

**Salton Community Services District
Market Compensation Data (sorted by Total Compensation)
May 2024**

Sewer Maintenance Worker I									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	Wastewater Operator I	\$ 39.97	\$ 6,928	\$ 3,780	\$ 10,708	7/1/2023	unknown	unknown
2	Crestline Sanitation District	Treatment Plant Operator I	\$ 40.02	\$ 6,937	\$ 2,276	\$ 9,213	7/1/2023	7/1/2024	5.00%
3	City of Coachella	Treatment/Collection System Operator I	\$ 33.90	\$ 5,876	\$ 3,242	\$ 9,118	7/1/2023	7/1/2024	5.00%
4	Bear Valley Community Services	Wastewater Treatment Plant Operator I	\$ 35.11	\$ 6,086	\$ 2,397	\$ 8,483	7/1/2022	unknown	unknown
5	Templeton Community Services	Utility Operator I	\$ 32.44	\$ 5,623	\$ 2,731	\$ 8,354	7/1/2023	unknown	unknown
6	Helendale Community Services	Wastewater Operator I (OIT)	\$ 35.61	\$ 6,172	\$ 1,965	\$ 8,137	7/1/2024	7/1/2025	unknown
7	City of Brawley	Wastewater Treatment Plant Operator I	\$ 28.21	\$ 4,890	\$ 3,094	\$ 7,984	7/1/2023	7/1/2024	4.00%
8	City of Imperial	Wastewater Operator Trainee II	\$ 29.42	\$ 5,099	\$ 2,730	\$ 7,829	7/1/2023	7/1/2024	2.50%
9	Salton Community Services	Sewer Maintenance Worker I	\$ 24.25	\$ 4,203	\$ 1,526	\$ 5,729	1/1/2024	unknown	unknown
10	Heritage Ranch Community	N/C							
11	Stallion Springs Community	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 34.34	\$ 5,951	\$ 8,728
% Salton Community Services District Above/Below	-41.6%	-41.6%	-52.3%
Median of Comparators	\$ 34.51	\$ 5,981	\$ 8,418
% Salton Community Services District Above/Below	-42.3%	-42.3%	-46.9%
Number of Matches	8	8	8

N/C - Non Comparator

Sewer Maintenance Worker II/Field Foreman									
Rank	Comparator Agency	Classification Title	Top Hourly Pay Rate	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Valley Sanitary District	Wastewater Operator II	\$ 44.07	\$ 7,639	\$ 3,917	\$ 11,555	7/1/2023	unknown	unknown
2	Crestline Sanitation District ²	[Treatment Plant Operator II/ Treatment Plant Operator III]	\$ 51.00	\$ 8,840	\$ 2,488	\$ 11,328	7/1/2023	7/1/2024	5.00%
3	City of Coachella ¹	[Treatment/Collection System Operator II/ Treatment/Collection System Operator III]	\$ 39.84	\$ 6,906	\$ 3,405	\$ 10,311	7/1/2023	7/1/2024	5.00%
4	City of Imperial	Wastewater Operator II	\$ 37.66	\$ 6,528	\$ 2,978	\$ 9,505	7/1/2023	7/1/2024	2.50%
5	Templeton Community Services	Utility Operator II	\$ 35.77	\$ 6,200	\$ 2,830	\$ 9,030	7/1/2023	unknown	unknown
6	Helendale Community Services	Wastewater Operator II	\$ 39.30	\$ 6,812	\$ 2,034	\$ 8,846	7/1/2024	7/1/2025	unknown
7	Bear Valley Community Services	Wastewater Treatment Plant Operator II	\$ 36.86	\$ 6,389	\$ 2,450	\$ 8,839	7/1/2022	unknown	unknown
8	City of Brawley	Wastewater Treatment Plant Operator II	\$ 29.62	\$ 5,134	\$ 3,136	\$ 8,271	7/1/2023	7/1/2024	4.00%
9	Salton Community Services	Sewer Maintenance Worker II/Field Foreman	\$ 33.49	\$ 5,805	\$ 1,773	\$ 7,578	1/1/2024	unknown	unknown
10	Stallion Springs Community	N/C							
11	Heritage Ranch Community	N/C							

Summary Results	Top Step	Top Monthly	Total Monthly
Average of Comparators	\$ 39.27	\$ 6,806	\$ 9,711
% Salton Community Services District Above/Below	-17.2%	-17.2%	-28.1%
Median of Comparators	\$ 38.48	\$ 6,670	\$ 9,268
% Salton Community Services District Above/Below	-14.9%	-14.9%	-22.3%
Number of Matches	8	8	8

N/C - Non Comparator

1 - City of Coachella: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Crestline Sanitation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

Appendix III

Proposed Salary Range Schedule



Insurance | Risk Management | Consulting

Salton Community Services District Proposed Salary Plan May 2024

DRAFT

FACTORS	
Range 6, Step 5, Annual	lowest current salary
\$48,650.00	
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	26
Hours per Year	2,080

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	35,376	37,145	39,002	40,952	43,000	2,948	3,095	3,250	3,413	3,583	1,360.61	1,428.64	1,500.07	1,575.07	1,653.83	17.01	17.86	18.75	19.69	20.67
2	36,260	38,073	39,977	41,976	44,074	3,022	3,173	3,331	3,498	3,673	1,394.62	1,464.35	1,537.57	1,614.45	1,695.17	17.43	18.30	19.22	20.18	21.19
3	37,167	39,025	40,976	43,025	45,176	3,097	3,252	3,415	3,585	3,765	1,429.49	1,500.96	1,576.01	1,654.81	1,737.55	17.87	18.76	19.70	20.69	21.72
4	38,096	40,001	42,001	44,101	46,306	3,175	3,333	3,500	3,675	3,859	1,465.23	1,538.49	1,615.41	1,696.18	1,780.99	18.32	19.23	20.19	21.20	22.26
5	39,048	41,001	43,051	45,203	47,463	3,254	3,417	3,588	3,767	3,955	1,501.86	1,576.95	1,655.80	1,738.59	1,825.52	18.77	19.71	20.70	21.73	22.82
6	40,024	42,026	44,127	46,333	48,650	3,335	3,502	3,677	3,861	4,054	1,539.40	1,616.37	1,697.19	1,782.05	1,871.15	19.24	20.20	21.21	22.28	23.39
7	41,025	43,076	45,230	47,492	49,866	3,419	3,590	3,769	3,958	4,156	1,577.89	1,656.78	1,739.62	1,826.60	1,917.93	19.72	20.71	21.75	22.83	23.97
8	42,051	44,153	46,361	48,679	51,113	3,504	3,679	3,863	4,057	4,259	1,617.34	1,698.20	1,783.11	1,872.27	1,965.88	20.22	21.23	22.29	23.40	24.57
9	43,102	45,257	47,520	49,896	52,391	3,592	3,771	3,960	4,158	4,366	1,657.77	1,740.66	1,827.69	1,919.07	2,015.03	20.72	21.76	22.85	23.99	25.19
10	44,180	46,389	48,708	51,143	53,700	3,682	3,866	4,059	4,262	4,475	1,699.21	1,784.17	1,873.38	1,967.05	2,065.40	21.24	22.30	23.42	24.59	25.82
11	45,284	47,548	49,926	52,422	55,043	3,774	3,962	4,160	4,368	4,587	1,741.69	1,828.78	1,920.22	2,016.23	2,117.04	21.77	22.86	24.00	25.20	26.46
12	46,416	48,737	51,174	53,732	56,419	3,868	4,061	4,264	4,478	4,702	1,785.24	1,874.50	1,968.22	2,066.63	2,169.96	22.32	23.43	24.60	25.83	27.12
13	47,577	49,955	52,453	55,076	57,830	3,965	4,163	4,371	4,590	4,819	1,829.87	1,921.36	2,017.43	2,118.30	2,224.21	22.87	24.02	25.22	26.48	27.80
14	48,766	51,204	53,764	56,453	59,275	4,064	4,267	4,480	4,704	4,940	1,875.61	1,969.39	2,067.86	2,171.26	2,279.82	23.45	24.62	25.85	27.14	28.50
15	49,985	52,484	55,109	57,864	60,757	4,165	4,374	4,592	4,822	5,063	1,922.50	2,018.63	2,119.56	2,225.54	2,336.81	24.03	25.23	26.49	27.82	29.21
16	51,235	53,796	56,486	59,311	62,276	4,270	4,483	4,707	4,943	5,190	1,970.57	2,069.09	2,172.55	2,281.18	2,395.24	24.63	25.86	27.16	28.51	29.94
17	52,516	55,141	57,898	60,793	63,833	4,376	4,595	4,825	5,066	5,319	2,019.83	2,120.82	2,226.86	2,338.21	2,455.12	25.25	26.51	27.84	29.23	30.69
18	53,828	56,520	59,346	62,313	65,429	4,486	4,710	4,945	5,193	5,452	2,070.33	2,173.84	2,282.53	2,396.66	2,516.49	25.88	27.17	28.53	29.96	31.46
19	55,174	57,933	60,830	63,871	67,065	4,598	4,828	5,069	5,323	5,589	2,122.08	2,228.19	2,339.60	2,456.58	2,579.41	26.53	27.85	29.24	30.71	32.24
20	56,554	59,381	62,350	65,468	68,741	4,713	4,948	5,196	5,456	5,728	2,175.14	2,283.89	2,398.09	2,517.99	2,643.89	27.19	28.55	29.98	31.47	33.05
21	57,967	60,866	63,909	67,104	70,460	4,831	5,072	5,326	5,592	5,872	2,229.51	2,340.99	2,458.04	2,580.94	2,709.99	27.87	29.26	30.73	32.26	33.87
22	59,417	62,387	65,507	68,782	72,221	4,951	5,199	5,459	5,732	6,018	2,285.25	2,399.51	2,519.49	2,645.47	2,777.74	28.57	29.99	31.49	33.07	34.72
23	60,902	63,947	67,144	70,502	74,027	5,075	5,329	5,595	5,875	6,169	2,342.38	2,459.50	2,582.48	2,711.60	2,847.18	29.28	30.74	32.28	33.90	35.59
24	62,425	65,546	68,823	72,264	75,877	5,202	5,462	5,735	6,022	6,323	2,400.94	2,520.99	2,647.04	2,779.39	2,918.36	30.01	31.51	33.09	34.74	36.48
25	63,985	67,184	70,544	74,071	77,774	5,332	5,599	5,879	6,173	6,481	2,460.97	2,584.02	2,713.22	2,848.88	2,991.32	30.76	32.30	33.92	35.61	37.39
26	65,585	68,864	72,307	75,923	79,719	5,465	5,739	6,026	6,327	6,643	2,522.49	2,648.62	2,781.05	2,920.10	3,066.10	31.53	33.11	34.76	36.50	38.33
27	67,224	70,586	74,115	77,821	81,712	5,602	5,882	6,176	6,485	6,809	2,585.55	2,714.83	2,850.57	2,993.10	3,142.76	32.32	33.94	35.63	37.41	39.28
28	68,905	72,350	75,968	79,766	83,754	5,742	6,029	6,331	6,647	6,980	2,650.19	2,782.70	2,921.84	3,067.93	3,221.32	33.13	34.78	36.52	38.35	40.27
29	70,628	74,159	77,867	81,760	85,848	5,886	6,180	6,489	6,813	7,154	2,716.45	2,852.27	2,994.88	3,144.63	3,301.86	33.96	35.65	37.44	39.31	41.27
30	72,393	76,013	79,814	83,804	87,995	6,033	6,334	6,651	6,984	7,333	2,784.36	2,923.58	3,069.75	3,223.24	3,384.40	34.80	36.54	38.37	40.29	42.31
31	74,203	77,913	81,809	85,899	90,194	6,184	6,493	6,817	7,158	7,516	2,853.97	2,996.67	3,146.50	3,303.82	3,469.01	35.67	37.46	39.33	41.30	43.36
32	76,058	79,861	83,854	88,047	92,449	6,338	6,655	6,988	7,337	7,704	2,925.32	3,071.58	3,225.16	3,386.42	3,555.74	36.57	38.39	40.31	42.33	44.45
33	77,960	81,858	85,951	90,248	94,760	6,497	6,821	7,163	7,521	7,897	2,998.45	3,148.37	3,305.79	3,471.08	3,644.63	37.48	39.35	41.32	43.39	45.56
34	79,909	83,904	88,099	92,504	97,129	6,659	6,992	7,342	7,709	8,094	3,073.41	3,227.08	3,388.43	3,557.86	3,735.75	38.42	40.34	42.36	44.47	46.70
35	81,906	86,002	90,302	94,817	99,558	6,826	7,167	7,525	7,901	8,296	3,150.25	3,307.76	3,473.15	3,646.80	3,829.14	39.38	41.35	43.41	45.59	47.86
36	83,954	88,152	92,559	97,187	102,047	6,996	7,346	7,713	8,099	8,504	3,229.00	3,390.45	3,559.97	3,737.97	3,924.87	40.36	42.38	44.50	46.72	49.06
37	86,053	90,356	94,873	99,617	104,598	7,171	7,530	7,906	8,301	8,716	3,309.73	3,475.21	3,648.97	3,831.42	4,022.99	41.37	43.44	45.61	47.89	50.29
38	88,204	92,614	97,245	102,107	107,213	7,350	7,718	8,104	8,509	8,934	3,392.47	3,562.09	3,740.20	3,927.21	4,123.57	42.41	44.53	46.75	49.09	51.54
39	90,409	94,930	99,676	104,660	109,893	7,534	7,911	8,306	8,722	9,158	3,477.28	3,651.15	3,833.70	4,025.39	4,226.66	43.47	45.64	47.92	50.32	52.83
40	92,670	97,303	102,168	107,277	112,640	7,722	8,109	8,514	8,940	9,387	3,564.21	3,742.42	3,929.55	4,126.02	4,332.32	44.55	46.78	49.12	51.58	54.15
41	94,986	99,736	104,722	109,959	115,456	7,916	8,311	8,727	9,163	9,621	3,653.32	3,835.98	4,027.78	4,229.17	4,440.63	45.67	47.95	50.35	52.86	55.51
42	97,361	102,229	107,340	112,707	118,343	8,113	8,519	8,945	9,392	9,862	3,744.65	3,931.88	4,128.48	4,334.90	4,551.65	46.81	49.15	51.61	54.19	56.90



Insurance | Risk Management | Consulting

**Salton Community Services District
Proposed Salary Plan
May 2024**

DRAFT

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
43	99,795	104,785	110,024	115,525	121,301	8,316	8,732	9,169	9,627	10,108	3,838.27	4,030.18	4,231.69	4,443.28	4,665.44	47.98	50.38	52.90	55.54	58.32
44	102,290	107,404	112,775	118,413	124,334	8,524	8,950	9,398	9,868	10,361	3,934.22	4,130.94	4,337.48	4,554.36	4,782.07	49.18	51.64	54.22	56.93	59.78
45	104,847	110,089	115,594	121,374	127,442	8,737	9,174	9,633	10,114	10,620	4,032.58	4,234.21	4,445.92	4,668.22	4,901.63	50.41	52.93	55.57	58.35	61.27
46	107,468	112,842	118,484	124,408	130,628	8,956	9,403	9,874	10,367	10,886	4,133.40	4,340.06	4,557.07	4,784.92	5,024.17	51.67	54.25	56.96	59.81	62.80
47	110,155	115,663	121,446	127,518	133,894	9,180	9,639	10,120	10,627	11,158	4,236.73	4,448.57	4,670.99	4,904.54	5,149.77	52.96	55.61	58.39	61.31	64.37
48	112,909	118,554	124,482	130,706	137,241	9,409	9,880	10,374	10,892	11,437	4,342.65	4,559.78	4,787.77	5,027.16	5,278.52	54.28	57.00	59.85	62.84	65.98
49	115,732	121,518	127,594	133,974	140,672	9,644	10,127	10,633	11,164	11,723	4,451.21	4,673.78	4,907.46	5,152.84	5,410.48	55.64	58.42	61.34	64.41	67.63
50	118,625	124,556	130,784	137,323	144,189	9,885	10,380	10,899	11,444	12,016	4,562.49	4,790.62	5,030.15	5,281.66	5,545.74	57.03	59.88	62.88	66.02	69.32
51	121,590	127,670	134,054	140,756	147,794	10,133	10,639	11,171	11,730	12,316	4,676.56	4,910.38	5,155.90	5,413.70	5,684.38	58.46	61.38	64.45	67.67	71.05
52	124,630	130,862	137,405	144,275	151,489	10,386	10,905	11,450	12,023	12,624	4,793.47	5,033.14	5,284.80	5,549.04	5,826.49	59.92	62.91	66.06	69.36	72.83
53	127,746	134,133	140,840	147,882	155,276	10,646	11,178	11,737	12,323	12,940	4,913.31	5,158.97	5,416.92	5,687.77	5,972.16	61.42	64.49	67.71	71.10	74.65
54	130,940	137,487	144,361	151,579	159,158	10,912	11,457	12,030	12,632	13,263	5,036.14	5,287.95	5,552.34	5,829.96	6,121.46	62.95	66.10	69.40	72.87	76.52
55	134,213	140,924	147,970	155,368	163,137	11,184	11,744	12,331	12,947	13,595	5,162.04	5,420.15	5,691.15	5,975.71	6,274.50	64.53	67.75	71.14	74.70	78.43
56	137,568	144,447	151,669	159,253	167,215	11,464	12,037	12,639	13,271	13,935	5,291.10	5,555.65	5,833.43	6,125.10	6,431.36	66.14	69.45	72.92	76.56	80.39
57	141,008	148,058	155,461	163,234	171,396	11,751	12,338	12,955	13,603	14,283	5,423.37	5,694.54	5,979.27	6,278.23	6,592.14	67.79	71.18	74.74	78.48	82.40
58	144,533	151,760	159,347	167,315	175,681	12,044	12,647	13,279	13,943	14,640	5,558.96	5,836.90	6,128.75	6,435.19	6,756.95	69.49	72.96	76.61	80.44	84.46
59	148,146	155,554	163,331	171,498	180,073	12,346	12,963	13,611	14,291	15,006	5,697.93	5,982.83	6,281.97	6,596.07	6,925.87	71.22	74.79	78.52	82.45	86.57
60	151,850	159,442	167,414	175,785	184,574	12,654	13,287	13,951	14,649	15,381	5,840.38	6,132.40	6,439.02	6,760.97	7,099.02	73.00	76.65	80.49	84.51	88.74
61	155,646	163,428	171,600	180,180	189,189	12,971	13,619	14,300	15,015	15,766	5,986.39	6,285.71	6,599.99	6,929.99	7,276.49	74.83	78.57	82.50	86.62	90.96
62	159,537	167,514	175,890	184,684	193,919	13,295	13,960	14,657	15,390	16,160	6,136.05	6,442.85	6,764.99	7,103.24	7,458.40	76.70	80.54	84.56	88.79	93.23
63	163,526	171,702	180,287	189,301	198,766	13,627	14,308	15,024	15,775	16,564	6,289.45	6,603.92	6,934.12	7,280.82	7,644.87	78.62	82.55	86.68	91.01	95.56
64	167,614	175,995	184,794	194,034	203,736	13,968	14,666	15,400	16,169	16,978	6,446.69	6,769.02	7,107.47	7,462.84	7,835.99	80.58	84.61	88.84	93.29	97.95
65	171,804	180,394	189,414	198,885	208,829	14,317	15,033	15,785	16,574	17,402	6,607.85	6,938.25	7,285.16	7,649.42	8,031.89	82.60	86.73	91.06	95.62	100.40
66	176,099	184,904	194,149	203,857	214,050	14,675	15,409	16,179	16,988	17,837	6,773.05	7,111.70	7,467.29	7,840.65	8,232.68	84.66	88.90	93.34	98.01	102.91
67	180,502	189,527	199,003	208,953	219,401	15,042	15,794	16,584	17,413	18,283	6,942.38	7,289.49	7,653.97	8,036.67	8,438.50	86.78	91.12	95.67	100.46	105.48
68	185,014	194,265	203,978	214,177	224,886	15,418	16,189	16,998	17,848	18,741	7,115.93	7,471.73	7,845.32	8,237.58	8,649.46	88.95	93.40	98.07	102.97	108.12
69	189,640	199,122	209,078	219,532	230,508	15,803	16,593	17,423	18,294	19,209	7,293.83	7,658.52	8,041.45	8,443.52	8,865.70	91.17	95.73	100.52	105.54	110.82
70	194,381	204,100	214,305	225,020	236,271	16,198	17,008	17,859	18,752	19,689	7,476.18	7,849.99	8,242.49	8,654.61	9,087.34	93.45	98.12	103.03	108.18	113.59
71	199,240	209,202	219,662	230,645	242,178	16,603	17,434	18,305	19,220	20,181	7,663.08	8,046.24	8,448.55	8,870.98	9,314.53	95.79	100.58	105.61	110.89	116.43
72	204,221	214,432	225,154	236,412	248,232	17,018	17,869	18,763	19,701	20,686	7,854.66	8,247.39	8,659.76	9,092.75	9,547.39	98.18	103.09	108.25	113.66	119.34
73	209,327	219,793	230,783	242,322	254,438	17,444	18,316	19,232	20,193	21,203	8,051.03	8,453.58	8,876.26	9,320.07	9,786.07	100.64	105.67	110.95	116.50	122.33
74	214,560	225,288	236,552	248,380	260,799	17,880	18,774	19,713	20,698	21,733	8,252.30	8,664.92	9,098.16	9,553.07	10,030.73	103.15	108.31	113.73	119.41	125.38
75	219,924	230,920	242,466	254,589	267,319	18,327	19,243	20,206	21,216	22,277	8,458.61	8,881.54	9,325.62	9,791.90	10,281.49	105.73	111.02	116.57	122.40	128.52
76	225,422	236,693	248,528	260,954	274,002	18,785	19,724	20,711	21,746	22,833	8,670.08	9,103.58	9,558.76	10,036.70	10,538.53	108.38	113.79	119.48	125.46	131.73
77	231,058	242,610	254,741	267,478	280,852	19,255	20,218	21,228	22,290	23,404	8,886.83	9,331.17	9,797.73	10,287.61	10,801.99	111.09	116.64	122.47	128.60	135.02
78	236,834	248,676	261,109	274,165	287,873	19,736	20,723	21,759	22,847	23,989	9,109.00	9,564.45	10,042.67	10,544.80	11,072.04	113.86	119.56	125.53	131.81	138.40
79	242,755	254,893	267,637	281,019	295,070	20,230	21,241	22,303	23,418	24,589	9,336.72	9,803.56	10,293.74	10,808.42	11,348.85	116.71	122.54	128.67	135.11	141.86
80	248,824	261,265	274,328	288,044	302,447	20,735	21,772	22,861	24,004	25,204	9,570.14	10,048.65	10,551.08	11,078.63	11,632.57	119.63	125.61	131.89	138.48	145.41
81	255,044	267,796	281,186	295,246	310,008	21,254	22,316	23,432	24,604	25,834	9,809.39	10,299.86	10,814.86	11,355.60	11,923.38	122.62	128.75	135.19	141.95	149.04
82	261,420	274,491	288,216	302,627	317,758	21,785	22,874	24,018	25,219	26,480	10,054.63	10,557.36	11,085.23	11,639.49	12,221.46	125.68	131.97	138.57	145.49	152.77
83	267,956	281,354	295,421	310,192	325,702	22,330	23,446	24,618	25,849	27,142	10,306.00	10,821.29	11,362.36	11,930.48	12,527.00	128.82	135.27	142.03	149.13	156.59
84	274,655	288,388	302,807	317,947	333,845	22,888	24,032	25,234	26,496	27,820	10,563.65	11,091.83	11,646.42	12,228.74	12,840.18	132.05	138.65	145.58	152.86	160.50
85	281,521	295,597	310,377	325,896	342,191	23,460	24,633	25,865	27,158	28,516	10,827.74	11,369.12	11,937.58	12,534.46	13,161.18	135.35	142.11	149.22	156.68	164.51
86	288,559	302,987	318,136	334,043	350,745	24,047	25,249	26,511	27,837	29,229	11,098.43	11,653.35	12,236.02	12,847.82	13,490.21	138.73	145.67	152.95	160.60	168.63
87	295,773	310,562	326,090	342,394	359,514	24,648	25,880	27,174	28,533	29,960	11,375.89	11,944.68	12,541.92	13,169.02	13,827.47	142.20	149.31	156.77	164.61	172.84
88	303,167	318,326	334,242	350,954	368,502	25,264	26,527	27,854	29,246	30,708	11,660.29	12,243.30	12,855.47	13,498.24	14,173.15	145.75	153.04	160.69	168.73	177.16
89	310,747	326,284	342,598	359,728	377,715	25,896	27,190	28,550	29,977	31,476	11,951.79	12,549.38	13,176.85	13,835.70	14,527.48	149.40	156.87	164.71	172.95	181.59
90	318,515	334,441	351,163	368,721	387,157	26,543	27,870	29,264	30,727	32,263	12,250.59	12,863.12	13,506.28	14,181.59	14,890.67	153.13	160.79	168.83	177.27	186.13
91	326,478	342,802	359,942	377,939	396,836	27,207	28,567	29,995	31,495	33,070	12,556.85									



Insurance | Risk Management | Consulting

**Salton Community Services District
Proposed Salary Plan
May 2024**

DRAFT

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
99	397,782	417,671	438,555	460,482	483,507	33,149	34,806	36,546	38,374	40,292	15,299.31	16,064.27	16,867.49	17,710.86	18,596.40	191.24	200.80	210.84	221.39	232.46
100	407,727	428,113	449,519	471,994	495,594	33,977	35,676	37,460	39,333	41,300	15,681.79	16,465.88	17,289.17	18,153.63	19,061.31	196.02	205.82	216.11	226.92	238.27

Appendix IV

Salary Range Placement Recommendations



**Salton Community Services District
Proposed Range Placement Recommendations
May 2024**

Class Title	Current Maximum Monthly Salary	Market Placement	Proposed Salary Range	Proposed Maximum Hourly Salary	Percent Difference	Study Benchmark	Rationale
Administrative Assistant	\$ 18.00	\$ 28.62	14	\$28.50	58.32%	X	Market and range placement.
Board Secretary	\$ 26.75	\$ 40.23	28	\$40.27	50.53%	X	Market and range placement.
Finance Officer	\$ 34.24	\$ 58.01	43	\$58.32	70.32%	X	Market and range placement.
General Manager	\$ 52.88	\$ 91.48	61	\$90.96	71.99%	X	Market and range placement.
Public Works I	\$ 24.53	\$ 26.83	12	\$27.12	10.58%	X	Market and range placement.
Public Works Supervisor	\$ 33.02	\$ 31.24	20	\$33.05	0.09%	X	Market and range placement, within 5% of market.
Sewer Maintenance Mechanic	\$ 29.20	Insuff. Data	25	\$37.39	28.05%	X	Aligned between Sewer Maintenance Worker I and II/Field Foreman.
Sewer Maintenance Worker I	\$ 24.25	\$ 34.34	22	\$34.72	43.18%	X	Market and range placement.
Sewer Maintenance Worker II/Field Foreman	\$ 33.49	\$ 39.27	28	\$40.27	20.23%	X	Internal alignment; 15% above Sewer Maintenance Worker I

Legend for columns:

- Column 1- Classification Title.
- Column 2 - Client's current hourly salaries.
- Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.
- Column 4 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 5 - Hourly wage maximum of the consultant's newly proposed salary ranges.
- Column 6 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column 7 - Confirmation if title was a benchmark in study, X indicating "yes".
- Column 8 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

Appendix V

Additional Benefits



Merit Increase Policy	
Salton Community Services District	
Bargaining Unit	Benefit
LIUNA	Performance is evaluated every 6 months, once per year the employee will be considered for a merit increase. Unsatisfactory performance= 1% Satisfactory performance= 3% Above Average performance= 5% Outstanding performance= 7%
Unrepresented	Wage adjustments are made at the discretion of the District. Performance is not tied to wage increases - employees don't automatically receive an increase for a satisfactory performance eval.
Bear Valley Community Services District	
Bargaining Unit	Benefit
Exempt	Employees with standard or better annual performance evaluation will receive a step increase consisting of at least one step in the employees position's range up to the last step in that range. Step Increases are not automatically awarded.
None Exempt	Same as Exempt
General Manager	None
City of Brawley	
Bargaining Unit	Benefit
Teamsters	Employees move to step 2 of the pay scale after one year of "satisfactory" performance. Step 3: After one year of "satisfactory" performance Step 4: After one year of "above average" performance Step 5: After one year at step 4 and a pattern of "meritorious" performance
Management, Confidential, and Unrepresented	Same as Teamsters
City of Coachella	
Bargaining Unit	Benefit
Teamsters - Sanitary & Miscellaneous	Salary advancement is not automatic but shall be based on merit and fitness. All increases are approved by Dept Head and CM. Performance Evals are conducted on service anniversary date. City implemented a "performance" step into grades and moving to that step is based on employees's achievements over the performance appraisal period.
Teamsters - Mid-Management	Same



City of Imperial	
Bargaining Unit	Benefit
Teamsters	Salary step increases are not automatic and based on satisfactory performance. Department head will complete eval 2 weeks prior to anniversary and if approved increase goes into effect immediately
Unrepresented Management, Professional, Supervisory, & Confidential (MPSC)	Merit's are awarded on anniversary date and are given for receiving a "meets expectations" or higher rating on annual perf evaluation
Crestline Sanitation District	
Bargaining Unit	Benefit
IBEW	Each step is 2.5%, increases occur 2 steps at a time up to step 11. first evaluation is at 6 months and normally will jump 5% (2 steps), then an evaluation is conducted every year on their anniversary until they reach step 11 (more often than not they jump 2 steps 5%, unless they really have improvement to make then it's 1 step 2.5% (but I've only seen that happen once in 14 years)
General Manager	None
Helendale Community Services District	
Bargaining Unit	Benefit
General Employees	Employees receive an evaluation each year; as a result management may recommend a merit increase based on performance. The BOD provides input to the allowable percentage of increases that will be approved during budget process.
General Manager	None
Heritage Ranch Community Services District	
Bargaining Unit	Benefit
General Employees	Employees move through salary range steps at 1 year intervals assuming satisfactory performance. The BOD has the ability to approve, upon management recommendation, an employee to advance to next step sooner than 1 year for exceptional cases.
General Manager	None
Stallion Springs Community Services District	
Bargaining Unit	Benefit
General Employees	All employees except General Manager are eligible for merit increases. The increase must keep the employee within the established salary range and is based on excellent performance.
General Manager	None
Templeton Community Services District	



Gallagher

Insurance | Risk Management | Consulting

Bargaining Unit	Benefit
General Employees	All employees except General Manager are eligible for merit increases. The increase must keep the employee within the established salary range and is based on excellent performance.
General Manager	None
Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	5% merit increase, based on successful performance evaluation.
Management	Same as General Employees
General Manager	None



Certification Pay	
Salton Community Services District	
Bargaining Unit	Benefit
LIUNA	None
Unrepresented	None
Bear Valley Community Services District	
Bargaining Unit	Benefit
Exempt	For certifications relevant to job class, receive \$300 one time payment upon receipt of certification.
None Exempt	Same as Exempt
General Manager	None
City of Brawley	
Bargaining Unit	Benefit
Teamsters	None
Management, Confidential, and Unrepresented	None
City of Coachella	
Bargaining Unit	Benefit
Teamsters - Sanitary & Miscellaneous	Treatment Plant Operators and Water Service Workers: -\$25/month for obtaining Collections Grade II, WW Tx II or Water Dist Grade II and -\$35/month for Collections, WW Tx or Water Distr Grade III's
Teamsters - Mid-Management	None
City of Imperial	
Bargaining Unit	Benefit
Teamsters	WW Operators, Maint Workers: \$25/pay period for employee's that obtain a certification a grade above the requirement; \$25/pay period for each consecutive certification above that with a max of \$75/pay period.
Unrepresented Management, Professional, Supervisory, & Confidential (MPSC)	None
Crestline Sanitation District	
Bargaining Unit	Benefit
IBEW	\$0.50/hour for certifications higher than job requirements or multiple disciplines
General Manager	None
Helendale Community Services District	



Bargaining Unit	Benefit
General Employees	Related to Water and Wastewater only - if relevant to job -\$100 for Level 1 certification -\$200 for Level 2 -\$300 for Level 3 -\$400 for Level 4 certification - Bonus
General Manager	None
Heritage Ranch Community Services District	
Bargaining Unit	Benefit
General Employees	-Treatment Operator I: shall be eligible for increase to salary grade 30 (5% increase) for possession of WWTPPO Grade I cert. -Treatment Plant Operator II: shall be eligible for increase to salary grade 32 (5% increase) for possession of WWTPPO Grade I cert. -Any position shall be eligible for 2.5% increase for obtaining certification or training and designation as the District's Lab Tech. -Any Treatment Plant Operator shall be eligible for \$500 bonus for Water Treatment Plant Operator Grade 4 cert or WWTPPO Grade 2 cert. -Treatment Operators I & II: eligible for \$500 bonus for Water Treatment Plant Op Grade 3 cert. Max bonus payable is \$1,000 and max range increase is 7.5%
General Manager	None
Stallion Springs Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None
Templeton Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None
Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	Employees that obtain a certification at a level higher than what is required and no higher classification exists will receive 5% premium.
Management	Same as General Employees



Gallagher

Insurance | Risk Management | Consulting

General Manager	None
-----------------	------



Shift Differential	
Salton Community Services District	
Bargaining Unit	Benefit
LIUNA	None
Unrepresented	None
Bear Valley Community Services District	
Bargaining Unit	Benefit
Exempt	Employees scheduled to work weekends in the Water, Wastewater division receive \$12.50 per weekend day worked.
None Exempt	Same as Exempt
General Manager	None
City of Brawley	
Bargaining Unit	Benefit
Teamsters	-Water plant operators working 4p.m. to midnight are paid 2% premium. -Water plant operators working midnight to 8 a.m. earn 5% premium.
Management, Confidential, and Unrepresented	None
City of Coachella	
Bargaining Unit	Benefit
Teamsters - Sanitary & Miscellaneous	None
Teamsters - Mid-Management	None
City of Imperial	
Bargaining Unit	Benefit
Teamsters	None
Unrepresented Management, Professional, Supervisory, & Confidential (MPSC)	None
Crestline Sanitation District	
Bargaining Unit	Benefit
IBEW	None
General Manager	None
Helendale Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None



Gallagher

Insurance | Risk Management | Consulting

Heritage Ranch Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None
Stallion Springs Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None
Templeton Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None
Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	None
Management	None
General Manager	None



Standby Pay	
Salton Community Services District	
Bargaining Unit	Benefit
LIUNA	\$175/week
Unrepresented	None
Bear Valley Community Services District	
Bargaining Unit	Benefit
Exempt	\$30/day
None Exempt	Same as Exempt
General Manager	None
City of Brawley	
Bargaining Unit	Benefit
Teamsters	Assignments are one week long, employee paid amount equal to 16 hours at 1.5x base wage.
Management, Confidential, and Unrepresented	None
City of Coachella	
Bargaining Unit	Benefit
Teamsters - Sanitary & Miscellaneous	-\$35/workday -\$50/non-workday -\$80/holiday
Teamsters - Mid-Management	None
City of Imperial	
Bargaining Unit	Benefit
Teamsters	None
Unrepresented Management, Professional, Supervisory, & Confidential (MPSC)	None
Crestline Sanitation District	
Bargaining Unit	Benefit
IBEW	\$5.00/hour
General Manager	None
Helendale Community Services District	
Bargaining Unit	Benefit
General Employees	Wastewater Ops only: \$25/day



Gallagher

Insurance | Risk Management | Consulting

General Manager	None
Heritage Ranch Community Services District	
Bargaining Unit	Benefit
General Employees	\$2.00/hour. Standby assignments are for 3 p.m. - 7 a.m. the following day.
General Manager	None
Stallion Springs Community Services District	
Bargaining Unit	Benefit
General Employees	\$1.00/hour
General Manager	None
Templeton Community Services District	
Bargaining Unit	Benefit
General Employees	-Weekdays: Paid 1 hour at 1.5 x base rate for each weekday -Weekends/Holidays: Paid 3 hrs at 1.5 x base rate
General Manager	None
Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	-\$35/weekday -\$75/weekends and holidays
Management	None
General Manager	None



Out of Class Pay	
Salton Community Services District	
Bargaining Unit	Benefit
LIUNA	None
Unrepresented	None
Bear Valley Community Services District	
Bargaining Unit	Benefit
Exempt	Employees temporarily assigned to work in a higher job class in excess of 15 days receive 5% premium all days in excess of 15.
None Exempt	Same as Exempt
General Manager	None
City of Brawley	
Bargaining Unit	Benefit
Teamsters	Employees working in higher classification are paid at the basic rate of pay for higher class provided the increase shall be at least one step increase.
Management, Confidential, and Unrepresented	None
City of Coachella	
Bargaining Unit	Benefit
Teamsters - Sanitary & Miscellaneous	Assignments are made by the hour at rate of \$3/hr and only applies to employees operating heavy equipment. When working in a higher classification employees are paid at first step of the higher class' salary range (not less than 5% increase) for the period of time they work in higher class. starts on first day of assignment
Teamsters - Mid-Management	None
City of Imperial	
Bargaining Unit	Benefit
Teamsters	Employees assigned to work in a higher classification are paid 5% premium for all hours worked that they are performing duties of higher class.
Unrepresented Management, Professional, Supervisory, & Confidential (MPSC)	None
Crestline Sanitation District	
Bargaining Unit	Benefit



IBEW	\$0.50/hour per higher class. If employee works in class two levels above current, they receive \$1.00/hour.
General Manager	None
Helendale Community Services District	
Bargaining Unit	Benefit
General Employees	Employees may be temporarily assigned to a vacant position in a higher classification on a short term basis or otherwise not to exceed 6 months. Employees are paid no less than the minimum salary level of the higher class or 5% increase whichever is greater.
General Manager	None
Heritage Ranch Community Services District	
Bargaining Unit	Benefit
General Employees	When an employee performs an out of class assignment in a position with a higher salary range the shall be compensated at either the closest step in the higher range or a 5% increase, whichever is greater.
General Manager	None
Stallion Springs Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None
Templeton Community Services District	
Bargaining Unit	Benefit
General Employees	None
General Manager	None
Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	Increases in pay may be granted to recognize the temporary assignment of additional responsibilities that are significant in nature and beyond the normal scope of the position. No award shall be made in any situation related to a vacation, short-term illness or other relief which is six (6) weeks or less. The duration of such assignments is not intended to exceed one (1) calendar year except in unusual circumstances approved by both the General Manager and the Board of Directors or designee. Employees on special assignment will normally not be in a probationary status. The employee shall be required to meet standards for satisfactory performance. Compensation shall be awarded in pay-period increments and shall be in the form of a specified percentage of the employee's base pay.



Gallagher

Insurance | Risk Management | Consulting

Management	Same as General Employees
General Manager	None



Gallagher

Insurance | Risk Management | Consulting

Sick Leave	
Salton Community Services District	
Bargaining Unit	Benefit
LIUNA	96
Unrepresented	
Bear Valley Community Services District	
Bargaining Unit	Benefit
Exempt	111.6
None Exempt	96
General Manager	120
City of Brawley	
Bargaining Unit	Benefit
Teamsters	96
Management, Confidential, and Unrepresented	
City of Coachella	
Bargaining Unit	Benefit
Teamsters - Sanitary & Miscellaneous	120
Teamsters - Mid-Management	
City of Imperial	
Bargaining Unit	Benefit
Teamsters	96
Unrepresented Management, Professional, Supervisory, & Confidential (MPSC)	
Crestline Sanitation District	
Bargaining Unit	Benefit
IBEW	96
General Manager	0
Helendale Community Services District	
Bargaining Unit	Benefit
General Employees	96
General Manager	
Heritage Ranch Community Services District	
Bargaining Unit	Benefit



Gallagher

Insurance | Risk Management | Consulting

General Employees	96
General Manager	
Stallion Springs Community Services District	
Bargaining Unit	Benefit
General Employees	69
General Manager	Not provided.
Templeton Community Services District	
Bargaining Unit	Benefit
General Employees	96
General Manager	
Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	96
Management	
General Manager	

M A R I P O S A
L A N D S C A P E S I N C

PROPOSAL

May 01, 2024
Emmanuel Ramos – Interim General Manager
1209 Van Buren Avenue Suite 1
Salton City, CA 92275
Phone # (760-890-8696)
Attn: Emmanuel Ramos

Re: Landscape Maintenance at Desert Shores Park Phase 1

Description This proposal provides for all labor, material, and equipment to perform Landscape Maintenance at Desert Shores Park Phase 1. The proposal includes visiting site regularly to maintain landscape as described in the provided scope of work.

Phase 1 Total.....\$2,624.00 per month.

Price \$ 2,624.00 per month

Terms: Net 30 Days.

Exclusions: Lighting replacements and any building servicing. Irrigation repairs. Steam cleaning hardscape and parking lot sweeping. Graffiti removal. Any city permits excluded. Excludes removing any larger bulk items. Pruning trees excluded (except clearance). Exclude all Bond and permit.

Time Project start date is currently 20 calendar days after acceptance of this proposal.

Limits Time limit for the acceptance of this proposal is 90 calendar days from the above date.

Respectfully submitted,

Andres Perez – Account Manager
andres@mariposa-ca.com
(626) 392-3050 (626) 960-8477 fax

Authorized Representative Signature and Date



Landscape Maintenance Proposal Specifications

Mariposa Landscapes hereby submits the following work specifications for your review and consideration. This proposal provides for all labor, material and equipment to provide the following Landscape Maintenance Service. Site shall be visited one time per week. All debris generated from the work will be removed from the site. Site shall be kept well groomed and manicured.

TURF:

- The mowing frequency for the turf will be weekly.

FERTILIZATION:

- Turf areas will be fertilized 3 times per year.

IRRIGATION:

- Irrigation will be monitored on a monthly base. Excludes repairs.

Overseeding

- Overseeding with annual winter Rye Grass at 10 pounds per one thousand square feet.

Turf Grass Aeration

- Aerated turf areas 1 time per year.

WEED CONTROL:

- Weeds will be controlled manually or chemically, with the intent to maintain the landscape and hardscape areas weed free (Approximately 2.40 acres including turf areas).

HARDSCAPE:

- Sidewalks adjacent to turf will be blown down each visit.

PEST CONTROL:

- Includes gopher control.

Additional Rates for extra work time and material plus 15% overhead.

Foreman	\$65.00
Laborer	\$48.00
Irrigation Technician	\$70.00
Chemical Applicator	\$68.00



Summer

Splash

Event



Salton City Park

1240 Harbor Dr, Salton City
CA, 92275

Date: July 13, 2024

Time: 11:00 am – 2:00 pm

Games, Music, and Free Food