



REGULAR MEETING OF THE BOARD OF DIRECTORS

District Office, 18966 Ferretti Road

Groveland, CA 95321

(209) 962-7161 www.gcsd.org

AGENDA

November 12, 2024

10:00 a.m.

Location: 18966 Ferretti Road, Groveland, CA 95321

MEMBERS OF THE PUBLIC MAY ATTEND IN PERSON AT DISTRICT OFFICE OR VIA VIDEO CONFERENCE AS DETAILED BELOW:

HOW TO OBSERVE AND PARTICIPATE IN THE MEETING:

Computer, tablet or smartphone: Watch the live streaming of the meeting from a computer by navigating to <https://us02web.zoom.us/j/7688070165> using a computer with internet access that meets Zoom's system requirements.

Telephone: Listen to the meeting live by calling Zoom at (253) 215-8782 or (301) 715-8592. Enter the Meeting ID# 279-281-953 followed by the pound (#) key. More phone numbers can be found on Zoom's website at <https://zoom.us/u/abb4GNs5xM> if the line is busy.

Mobile: Log in through the Zoom mobile app on a smartphone and enter Meeting ID# 279-281-953.

HOW TO SUBMIT PUBLIC COMMENTS:

Written/ Read Aloud: Please email your comments to board@gcsd.org, write "Public Comment" in the subject line. In the body of the email, include the agenda item number and title, as well as your comments. If you would like your comment to be read aloud at the meeting (not to exceed three minutes at staff's cadence), prominently write "Read Aloud at Meeting" at the top of the email.

Telephonic / Electronic Comments: During the meeting, the Board President or designee will announce the opportunity to make public comments by voice and in writing, and identify the cut off time for submission of written comments. Comments can be emailed in advance of the Board meeting and up to the time of Board consideration of the item during the meeting. Send email to board@gcsd.org, and write "Public Comment" in the subject line. Once you have joined the Board meeting online using Zoom, public comments can also be submitted using the Chat function while in the Zoom Meeting. In the body of the email or Chat, include the agenda item number and its title, as well as your comments. The Board President will also public comment to be made verbally prior to consideration of each agenda item, and will explain the procedure for making verbal comments during the meeting. Once the public comment period is closed, comments timely received in advance of consideration of the agenda item will be read aloud prior to Board action on the matter. Comments received after the close of the public comment period will be added to the record after the meeting.

ACCESSIBILITY INFORMATION:

Board Meetings are accessible to people with disabilities and others who need assistance. Individuals who need special assistance or a disability-related modification or accommodation (including auxiliary aids or services) to observe and/or participate in this meeting and access meeting-related materials should contact Rachel Pearlman, Board Secretary, at least 48 hours before a regular meeting at (209) 962-7161 or rpearlman@gcsd.org. Advanced notification will enable the District to swiftly resolve such requests to ensure accessibility.

AGENDA MATERIAL:

Physical copies of agenda material will not be available at the meeting. All agenda material can be accessed on the District Board Meeting Webpage at <https://www.gcsd.org/board-meetings-meeting-documents>. Physical copies can be obtained in advance of the meeting in the District office, once made available.

PUBLIC RECORDS:

Public records that relate to any item on the open session agenda for a meeting are available for public inspection. Those records that are distributed after the agenda posting deadline for the meeting are available for public inspection at the same time they are distributed to all or a majority of the members of the Board. The Board has designated the District's website located at <https://www.gcsd.org> as the place for making those public records available for inspection. The documents may also be obtained by calling the District office.

ALL AGENDA MATERIAL ARE AVAILABLE ON THE DISTRICT WEBSITE AT WWW.GCSD.ORG OR MAY BE INSPECTED IN THE GROVELAND COMMUNITY SERVICES DISTRICT OFFICE AT 18966 FERRETTI ROAD, GROVELAND, CALIFORNIA

Any person who has any questions concerning this agenda may contact the District Secretary. In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the District at 209-962-7161. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting. (28FR35.102-35.104 ADA Title 11)



AGENDA

November 12, 2024
10:00 a.m.

Location: 18966 Ferretti Road, Groveland, CA 95321

Call to Order

Pledge of Allegiance

Roll Call of Board Members

Nancy Mora, President
Janice Kwiatkowski, Vice President
John Armstrong, Director
Spencer Edwards, Director
Robert Swan, Director

1. Approve Order of Agenda

2. Public Comment

Members of the public are appreciated for taking the time to attend this meeting and provide comments on matters of District business. Public comments are subject to a 3-minute time limit; 10 minutes on an individual topic. Although no action can be taken on items not listed on the agenda, please know we are listening carefully to your comments.

3. Information Items

Brief reports may be provided by District staff and/or Board members as information on matters of general interest. No action will be taken by the Board during Reports, however items discussed may be recommended for discussion and action on a future agenda. Public comments will be taken after each report is provided.

A. Staff Reports

- i. Fire Department Report
- ii. CERT Report
- iii. Operations Manager's Report
- iv. Administrative Services Manager's Report
- v. Finance Officer Report
- vi. General Manager's Report

B. Proclamations

- i. Recognition of Nathan Moffitt for his 4 Years of Service to the Groveland Community Services District
- ii. Recognition of Darren Dalton for his 2 Years of Service to the Groveland Community Services District
- iii. Recognition of Spencer Edwards for his 7 Years of Service to the Groveland Community Services District

4. Consent Calendar

Consent Calendar items are considered routine and will be acted upon by one motion. There will be no separate discussion on these items unless a member of the Board, Staff or a member of the Public requests specific items be set aside for separate discussion.

- A. Approve Minutes from October 7, 2024, Special Meeting
- B. Approve Minutes from October 8, 2024, Regular Meeting
- C. Accept October 2024 Payables
- D. Waive Reading of Ordinances and Resolutions Except by Title

5. Old Business

(Items tabled or carried forward from a previous meeting to be considered on this agenda. The Board of Directors intends to consider each of the following items and may take action at this meeting. Public comment is allowed on each individual agenda item listed below, and such comment will be considered in advance of each Board action)

- A. None

6. Discussion and Action Items

The Board of Directors intends to consider each of the following items and may take action at this meeting. Public comment is allowed on each individual agenda item listed below, and such comment will be considered in advance of each Board action.

- A. **Timed Item 11:15am**
Presentation of the District's Audited Financial Statements for Fiscal Year 2023/24 by Gilbert and Associates
- B. **Timed Item 11:30am**
Presentation and Discussion Regarding the Employee Compensation and Benefits Study Prepared by Bryce Consulting Inc.
- C. Adoption of a Resolution Authorizing of the District and the Unrepresented Employees Relating to Government Code 20516 Cost Share Contributions

7. Adjournment

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**Groveland Community Services District
Fire Department / CALFIRE**
18966 Ferretti Road Groveland, CA 95321



Staff Report
November 1, 2024

To: Board of Directors

From: Andy Murphy, Assistant Chief
By: Travis Chunn, Fire Captain

Subject: Monthly Activity Report – October 1, 2024 – October 31, 2024

Operations:

On October 21st, 2024, at 6:50 PM, GCSD Engine 781 and Tuolumne County Engine 631 were dispatched alongside CALFIRE Engine 4466 and CALFIRE Engine 4476 to a vegetation fire on Old Highway 120. Upon arrival, crews discovered that a stump had been set on fire. The responsible party was educated on proper burning guidelines to prevent future incidents.



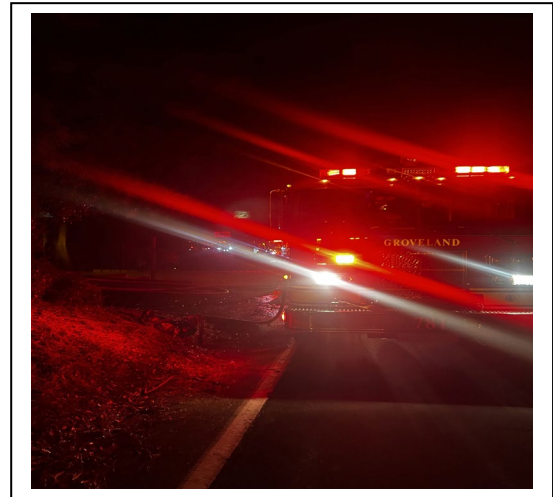


**Groveland Community Services District
Fire Department / CALFIRE**
18966 Ferretti Road Groveland, CA 95321



Operations:

On October 28th, 2024, at 7:23 PM, GCSO Engine 781 and Tuolumne County Engine 631 were dispatched to a possible structure fire, along with CALFIRE Engine 4466, CALFIRE Engine 4476, and additional resources from MMU. Upon arrival, Engine 781 reported seeing light wispy smoke coming from the front of the structure. Further investigation revealed that fire had extended into the chimney chase and flue. Crews quickly knocked down the main fire, and resources remained on scene for several hours to ensure there was no further extension of the fire.





**Groveland Community Services District
Fire Department / CALFIRE**
18966 Ferretti Road Groveland, CA 95321



Apparatus and Equipment:

Apparatus	Description	Status
Engine 781	2009 Pierce Contender	In Service
Engine 787	2000 Freightliner FL112	In Service
Engine 783	1997 International Model 15	In Service
Utility 786	2008 Chevrolet 2500	In Service

Training:

In addition to our monthly Emergency Medical Technician (EMT) curriculum and engine company performance standards, Battalion personnel received the following specialized training:

- FAE Herrera- Assisted Columbia College Fire Academy with Common Passenger Vehicle Extrication class, and he opened his Instructor 2 and Auto Extrication task books
- Hose Evolutions
- Extrication
- Patient Packaging
- Ladders
- Narcan
- Epinephrine
- AED & Lucas Device
- **Battalion Training Incident Command**
- **Battalion Training PG&E Grounds / Facility**

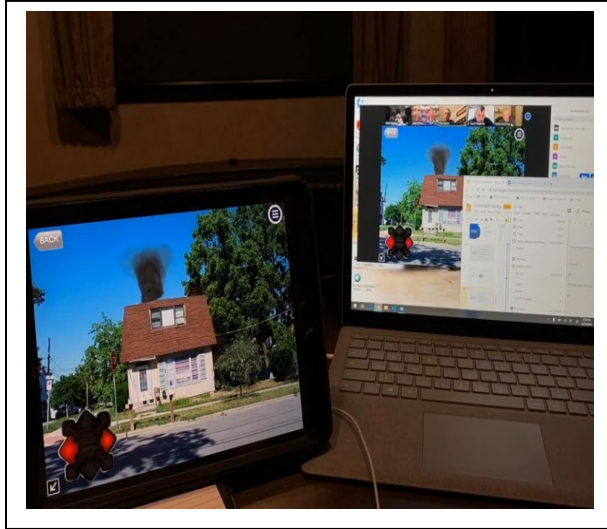


Groveland Community Services District Fire Department / CALFIRE

18966 Ferretti Road Groveland, CA 95321



Training:



Battalion training in October involved realistic scenarios that simulated high-stress environments in command and control of incidents via tabletop simulations. These exercises fostered teamwork and communication among participants. Regular drills helped refine tactical skills and improve decision-making under pressure. The focus on realistic scenarios prepared teams to handle a variety of challenges in the field. Overall, the training enhanced both individual and collective performance in critical situations.



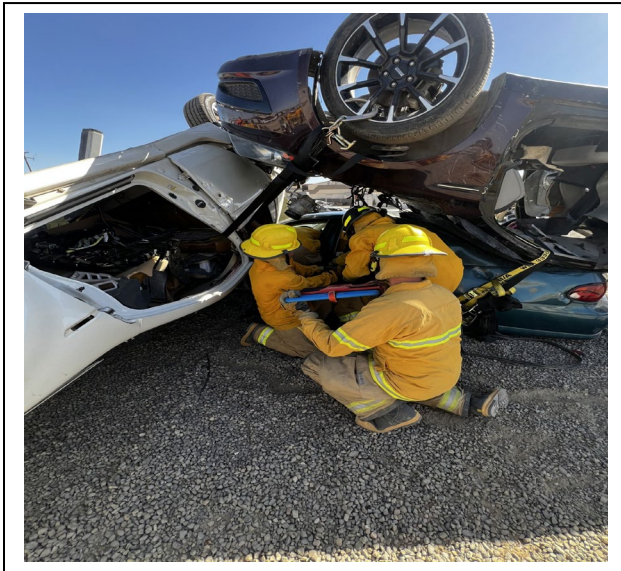
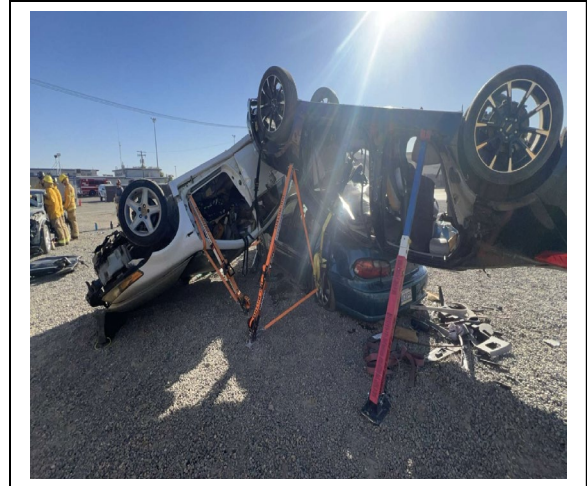


**Groveland Community Services District
Fire Department / CAL FIRE**
18966 Ferretti Road Groveland, CA 95321



Fire Department News:

Fire Apparatus Engineer Rene Herrera assisted the Columbia College Fire Academy by teaching techniques for extricating passengers from common vehicles. He emphasized the importance of safety procedures during the training. Additionally, Herrera focused on safely extricating passengers from electric vehicles. This segment addressed unique safety procedures, and the specific challenges posed by electric vehicles in emergency scenarios



Oct-24

STATION 78

Alarm Sounding	5
Odor Investigation	0
Debris Fire	0
Medical Aid	25
Fire Menace Standby	0
Fire Other	0
Haz Mat	1
Landing Zone	0
Plane/Heli Crash	0
Public Assist	6
Smoke Check	1
Structure Fire	1
Commercial Structure Fire	0
Vegetation Fire	1
Vehicle Accident	0
Vehicle Accident/Pin in	0
Vehicle Fire	0
TOTAL	40

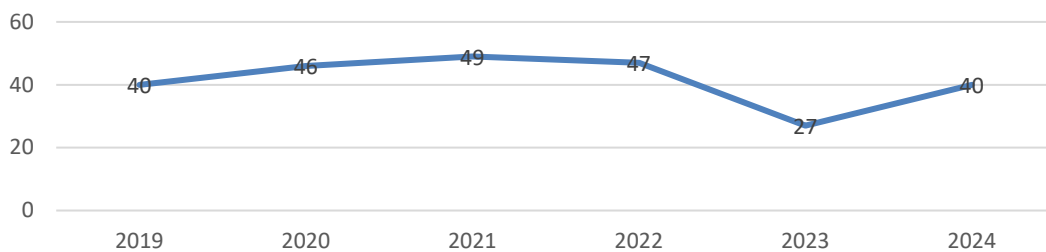


Auto Aid	Given
Tuolumne County	1
INC# 13602 Vehicle Accident N1A.	
TCFD Engine 631: 15 calls	

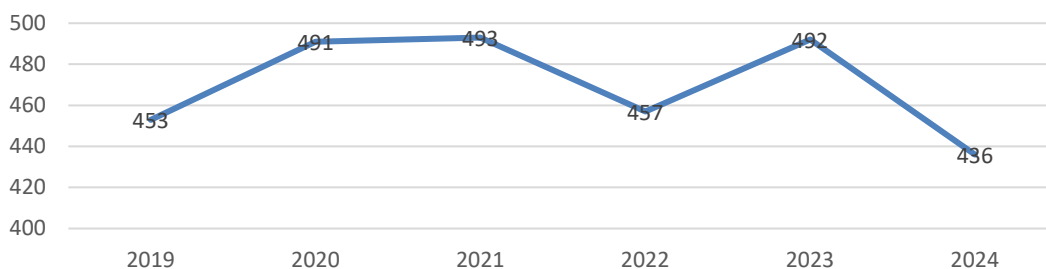
ALS	
YES	NO
20	5

Last Call Logged Run # 14645

GCSD TOTAL INCIDENTS 2019-2024



GCSD TOTAL INCIDENTS YEAR-TO-DATE



CERT Groveland/Big Oak Flat/Moccasin

Groveland Community Services District • 18966 Ferretti Road, Groveland CA 95321



Report to GCSD Board for November 2024

- GCERT is planning Team meetings -- Oct 26 training for helicopter Landing Zone. POSTPONED – Pilot was ill.
- GCERT held a team meeting Oct 22 for gathering info on traffic management for the 49er festival. GCERT managers met with Bruce Dudley, Pete Kampa and Rachel Pearlman on Nov 12th to report out our After Action results from Oct 22. .
- Gcert continue to meet with TC OES and Twain Harte CERT in a Program Managers meeting. We will be coordinating county-wide training and deployments. First up is Training for Telephone Support during emergencies to be held at the County Emergency Operations Center.
- GCERT will complete background checks for all certified members.
- GCERT has 25 participants, 26 inquiring people and 16 fully certified members.
- GCERT has notified FD that our Firefighter Rehab vehicle is operational. It is equipped with all the necessary equipment to Go Live. (Funded by Adventist Health Grant). GCERT is also available for Traffic Control deployment.
- Tom Hernandez is the GCERT Team Leader. Len Otley is our Training Officer. Sam Park is the Logistics Officer.
- We (GCSD & CERT) are seeking funding for CERT Basic Training in association with TC OES. Hopefully, the next Basic CERT training will be in the Fall 2024.

11/7/2024 10:06 AM

GrovelandCERT@gmail.com

FB – CERT – Groveland Area Community Emergency Response Team
ND – CERT – Groveland Area Community Emergency Response Team



Information Provided By

O&M Manager: Luis Melchor
 Operations Supervisor: Stacy Billings
 Maintenance Supervisor: Andrew Klein
 Administration Services Technician: Rachel Pearlman
 Utility Billing Specialist: Meghan Atkins

**Operations and Maintenance Report
 October 2024**

Operations Department

Wastewater Treatment Division

Influent Totals	
Total	2.56
Average	0.08
High	0.12
Low	0.05

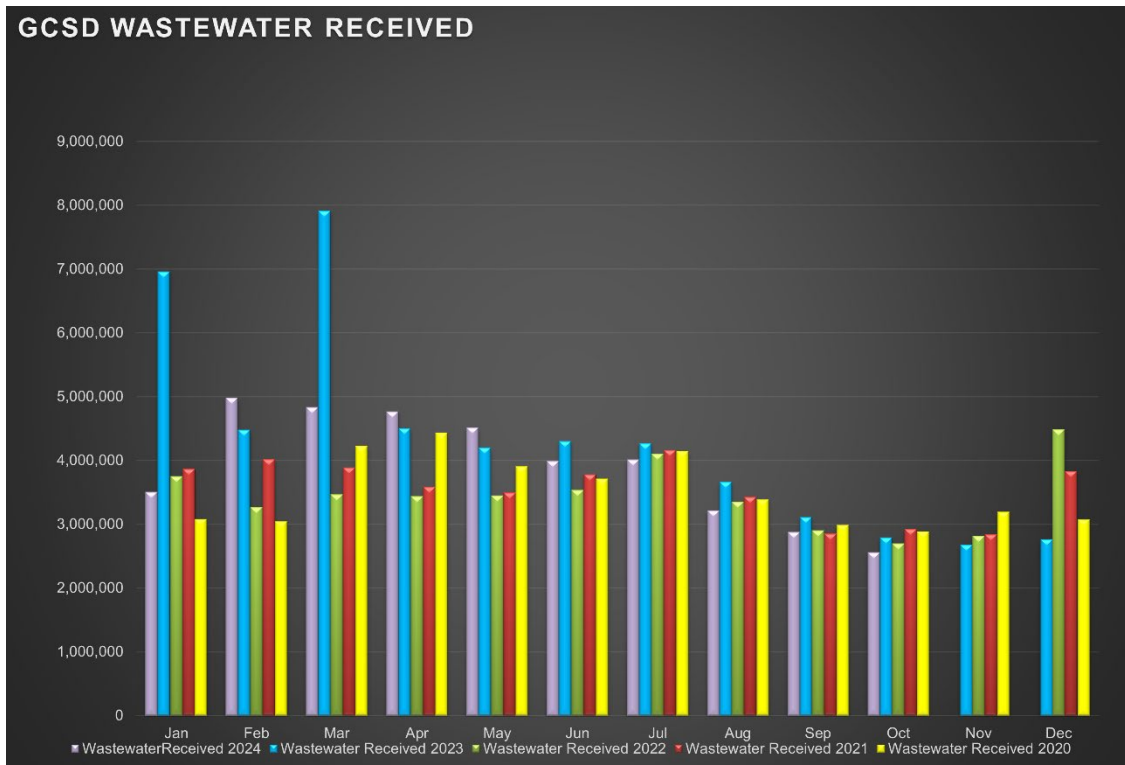
Effluent Totals	
Total	2.63
Average	0.09
High	0.17
Low	0.05

Reclamation Totals	
PML	
Spray Fields	
PML Season Total	
Spray Field Season Total	

Wasting Totals	
Total Inches	293
Total Pounds	902
Active Accounts	1570

STP Rainfall Totals by Year During Current Month (Inches)					
Season	2024	2023	2022	2021	2020
	1.60	0.14	0.05	6.59	0.00
	High 1.50	High 0.14	High 0.05	High 4.77	High 0.00

Charted Historical Monthly Influent Totals



Wastewater Treatment Division

Routine Tasks

- Took weekly Bac-Ts and BOD of the Chlorine Contact Chamber (CCC) and sent into Alpha Lab for testing.
- Completed monthly Wastewater Report and sent to the State Water Resources Control Board
- Completed daily rounds and Lab.

Water Treatment Division

Routine Tasks

- Submitted monthly Water Treatment Report to State Water Resources Control Board
- Submitted monthly Conservation Report to State Water Boards
- Performed weekly checks and calibrations on all analyzers at 2G, BC, and AWS
- Performed monthly UV calibrations at 2G and BC.
- Took weekly Treatment Plant samples and sent them into Alpha Lab
- Monitored/sampled Distribution Tanks as needed.

Maintenance Department

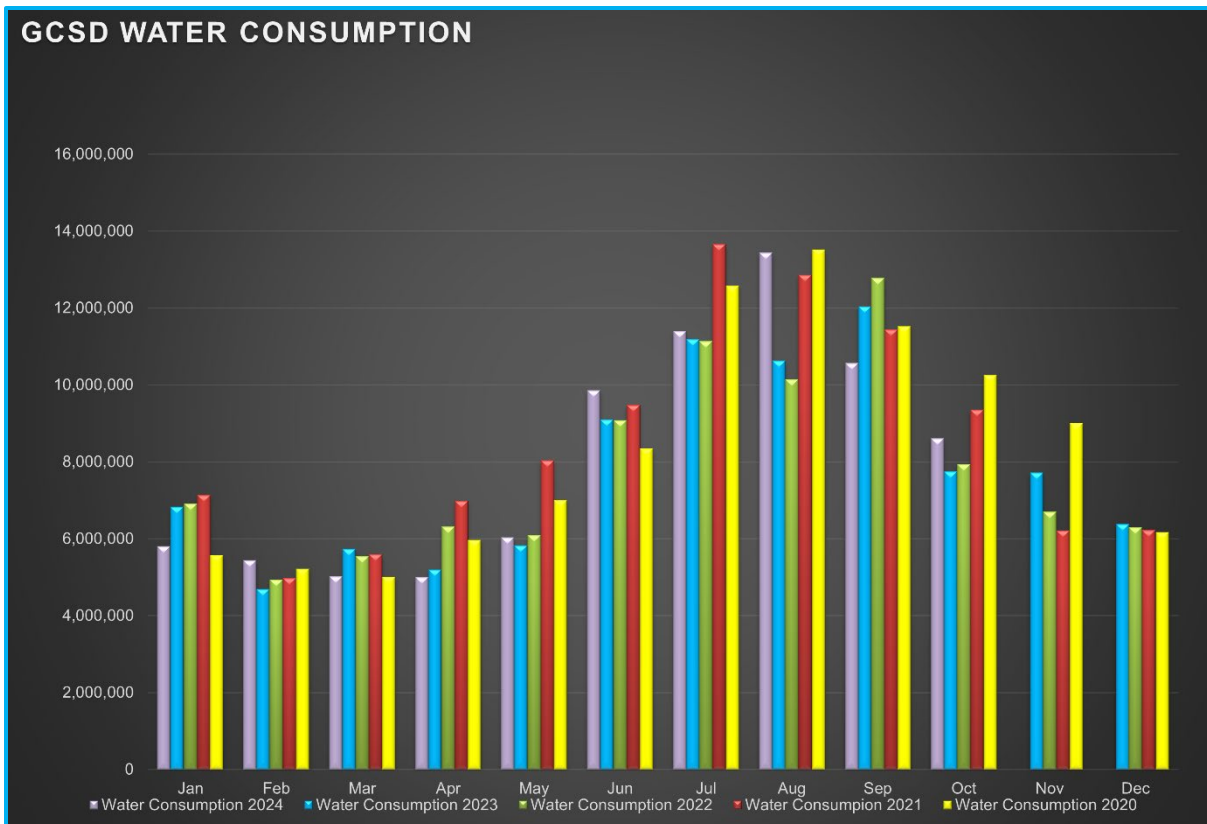
Water Distribution System Division

Meter Related Services	Total
Check / Repair Meters	4
Water Meters Installed	0
Monthly Meter Restrictions	0
Meter Lock offs	5
Meter Changeouts	1
Tenant Final Reads	3
Re-Reads	16
Unusual Consumption	21
Meter Turn-Offs	9
Meter Turn-Ons	5
Meter Tests	1
Winterize Meter	0
Color/Taste/Odor/PSI Complaints	2
Total Meter Related Issues	67

Billed Consumption (Gallons)	2024	2023	2022
Residential	8,021,495	7,189,892	7,462,514
Commercial	588,886	554,972	474,349
Total	8,610,381	7,744,864	7,936,863

Active Accounts	3272
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Charted Historical Monthly Water Consumption



Maintenance and Repair Data

Description	Total
Water Main Leaks / Repairs	0
Water Service Line Leaks / Repairs	3
Fire Hydrant Repairs / Replacements	0
Number of Hydrants Flushed	15
Number of Dead-Ends Flushed	7
Water Valves Exercised	0
GIS Points	0

Description	Gallons
Flushing for Water Quality	17,100
Water Loss Due to Leaks / Breaks	3,500

After-Hours Calls (Hours)				
Water	Sewer	Park	Other	Total
6	11	0	2	19

Maintenance and Repair

- **Routine Tasks**
 - Read all District Water Meters
 - Customer Service Calls (Low / High Pressures, No Water, Turn-Ons / Turn-Offs, Etc.)
 - Underground Service Alert (USA) Utility Marking Program
 - Weekly Pump Station Inspections at Tank 2, Tank 4, Tank 5 (Buildings, Tanks, Motors, Pumps, Drives, Communications, Generators, and Auxiliary Equipment)
 - Lock offs for non-payment.
 - Unusual Usage meter reads.

- **Tanks and Pump Stations**
 - Testing and inspections of generators and transfer switches at treatment plants, tanks, and pumping stations.
 - Service Tank 2 generator.

- **Distribution System**
 - Continue water service line survey to identify Lead and Copper water service lines.
 - Repair water service line at 19532 Elder Ln.
 - Repair water service line at 12475 Tannahill Dr.
 - Repair water service line at 20826 Point View Dr.
 - Replace broken water meter at U1/L210.

Pictures

Wastewater Collection System Division

Description	Total
Manholes Inspected	100
GIS Points	0
Customer Complaint	0
Odor Complaints	0

Description	Total
Flushing/Jetting (Feet)	3338
Video Inspection (Feet)	2296

Description	Total
Sanitary Sewer Spills (SSO)	0
SSO Gallons Spilled	0

Maintenance and Repair

- **Routine Tasks**
 - Weekly lift station site inspections (PMCS)
 - Added degreaser and odor control to lift stations.

- **Lift Stations**
 - Cleaned and Inspected: LS13, LS14 LS15, LS16.
 - Manhole Inspections LS12. And LS14
 - Remove roots and debris found during manhole inspections.
 - Maintain odor control chemical dosing pumps at LS6, LS8, LS11, LS13.
 - Repair LS10 generator block heater.
 - Testing and inspections of generators and transfer switches at all lift stations, treatment plants, tanks, and pumping stations.
 - R&R Pump 2 at LS5 for repair.

- **Collection System**
 - Flushed/Jetted gravity sewer line areas.
 - Deployed CCTV camera on flushing truck. Identified roots in mainline at U12/L161.
 - Groveland, Bass Pond, Twin Pines Easement monthly manhole inspections.
 - Dosed sanitary system with caustic soda for PH at WWTP.

Pictures

General Maintenance Division

Maintenance By Department

- **Operations Department**

- 2G Water Treatment Plant
- Big Creek Water Treatment Plant
 - R&R faulty lime mixer.
 - Cleaned septic tank and jetted waste line.
- Butler Bypass Pump Station
- AWS
- STP
 - Diagnose air system valving.
 - Repair OMAR.
 - Repaired wiring around plant.
 - Concrete crack sealing and vegetation management around flume.
 - Clean chlorine contact tank.
 - Removed influent pump for replacement.

- **Maintenance Department**

- Equipment
 - Shop maintenance and cleaning.
 - Monthly Inspect and run at operating temperatures...
 - Rain for Rent, Sullair, Vactron, Cement mixer, Light Tower, STP generator, Dunn Ct Generator, AWS Generator, Standby Generator, Highlands Generator.
- Vehicles
 - 42030: Lube service and tire rotation.
 - 42436: Decal installation and prepare for use.
 - 60523: 90-Day Inspection.
 - 60524: 90-Day Inspection.
 - 62333/12210: 90-Day Inspection.
 - 62330: 90-Day Inspection.
 - 70783: Diagnose A/C and ventilation, brake retarder not working, code 3 lights not working, R&R side and rear-view flood lights, repair hose holders. Transmission service.
- Buildings & Yard
 - General yard cleanliness.
 - Vegetation management.
 - Replaced GFI at fire house kitchen.
 - Ice Machine maintenance.

Pictures

Parks Division

Maintenance and Repair

- **Mary Laveroni Community Park**
 - Landscape Maintenance.
 - Remove shade netting over stage area.
 - Built park benches for ML Park.

- **Ballfield & Dog Park**
 - Mowing and bathroom maintenance

Contracted Work

- Njirich Construction
 - Mary Laveroni Park upgrades are continuing.
- SMCI
 - WWTP Headworks upgrades are continuing.

Workplace Safety and Training

- Routine Safety Meetings
 - Daily Tailgate Meetings
 - Weekly Safety Meetings
 - Weekly Security Checks
 - Weekly Vehicle Inspection

**SPECIAL MEETING OF THE BOARD OF
DIRECTORS GROVELAND COMMUNITY SERVICES
DISTRICT GROVELAND, CALIFORNIA
October 7, 2024
11:00 a.m.**

The Board of Directors of Groveland Community Services District met in special session on the above mentioned date with Directors Mora President, Director's Spencer Edwards and Robert Swan being present. Also present was Administrative Services Technician II Meghan Atkins, Finance Officer Michelle Ronning and General Manager Peter Kampa.

Call to Order

Director Mora called the meeting to order at 11:05am.

Directors Kwiatkowski and Armstrong absent.

Public Comment

None

Discussion and Action Items

The Board of Directors intends to consider each of the following items and may take action at this meeting. Public comment is allowed on each individual agenda item listed below, and such comment will be considered in advance of each Board action.

Adoption of a Resolution Authorizing the General Manager to Submit a Grant Application to the Department of the Interior, Bureau of Reclamation's WaterSMART Drought Resiliency Program for Fiscal Year 2025 for the Alternative Water Supply Water Treatment Facility Project

Motion

It was moved by Director Swan and seconded by Director Edwards and the motion passed authorizing the General Manager to submit a grant application to the Department of the Interior, Bureau of Reclamation's WaterSMART Drought Resiliency Program for Fiscal Year 2025 for the Alternative Water Supply Water Treatment Facility Project.

Ayes: Directors Mora, Edwards and Swan Absent:

Directors Kwiatkowski and Armstrong

Adjournment

The meeting adjourned at 11:16am.

APPROVED:

Janice Kwiatkowski, Board Vice President

ATTEST:

Rachel Pearlman, Board Secretary

**REGULAR MEETING OF THE BOARD OF
DIRECTORS GROVELAND COMMUNITY SERVICES
DISTRICT GROVELAND, CALIFORNIA
October 8, 2024
10:00 a.m.**

The Board of Directors of Groveland Community Services District met in regular session on the above mentioned date with Directors Mora President, Janice Kwiatkowski Vice President, Director's Spencer Edwards and Robert Swan being present. Also present was Board Secretary Rachel Pearlman, Administrative Services Technician II Meghan Atkins, Finance Officer Michelle Ronning, Operations Manager Luis Melchor and General Manager Peter Kampa.

Call to Order

Director Mora called the meeting to order at 10:00am.

Directors Kwiatkowski and Armstrong absent.

Approve Order of Agenda

Motion

It was moved by Director Swan and seconded by Director Edwards and the motion passed to approve the order of the Agenda.

Ayes: Directors Mora, Edwards, and Swan

Absent: Directors Kwiatkowski and Armstrong

Public Comment

None

Director Kwiatkowski arrived at the meeting at 10:04am.

Information Items

Brief reports may be provided by District staff and/or Board members as information on matters of general interest. No action will be taken by the Board during Reports, however items discussed may be recommended for discussion and action on a future agenda. Public comments will be taken after each report is provided.

Staff Reports

Fire Department Report

CERT Report

Operations Manager's Report

Administrative Services Manager's Report

General Manager's Report

Proclamations

Recognition of Matthew Dickens for his 17 Years of Service to the Groveland Community Services District

Recognition of Shane Sawyer for his 4 Years of Service to the Groveland Community Services District

Recognition of Amber Schone for her 2 Years of Service to the Groveland Community Services District

Consent Calendar

Consent Calendar items are considered routine and will be acted upon by one motion. There will be no separate discussion on these items unless a member of the Board, Staff or a member of the Public requests specific items be set aside for separate discussion.

Approve Minutes from the September 10, 2024, Regular Meeting

Accept September 2024 Payables

Adoption of a Resolution Authorizing the General Manager to Assign Staff Temporary Assignments and Pay Adjustments as Needed Within the Approved Salary Schedule, to Reflect the Modified Responsibilities

Waive Reading of Ordinances and Resolutions Except by Title

Old Business

(Items tabled or carried forward from a previous meeting to be considered on this agenda. The Board of Directors intends to consider each of the following items and may take action at this meeting. Public comment is allowed on each individual agenda item listed below, and such comment will be considered in advance of each Board action)

The District will Conduct a Public Hearing to Receive Public Comment and Input Regarding the Adoption of the District's Amended Water Ordinance 2-17 Article VIII ("Cross Connection Control")

Adoption of a Resolution Approving the Amendments to Article VIII ("Cross Connection Control") of Water Ordinance No. 2-17 Sections: 8.1.5.4, 8.1.6.3, 8.1.6.3 (c), 8.1.7.1, and Adding Sections: 8.1.8 Recordkeeping, 8.1.9 Backflow Incident Response, 8.1.10 Public Outreach and Education, 8.1.11 Local Entity

Discussion and Action Items

The Board of Directors intends to consider each of the following items and may take action at this meeting. Public comment is allowed on each individual agenda item listed below, and such comment will be considered in advance of each Board action.

TIMED ITEM: 11:15am.

Adoption of a Resolution Authorizing the General Manager to Enter into a Contract with Clear Gov to Provide Budgeting and Reporting Subscription Services and Approving Related Budget Adjustments

Motion

It was moved by Director Swan and seconded by Director Kwiatkowski and the motion passed to adopt resolution 30-2024 Authorizing the General Manager to Enter into a Contract with ClearGov to Provide Budgeting and Reporting Subscription Services and Approving Related Budget Adjustment.

Ayes: Directors Mora, Kwiatkowski, Edwards and Swan

Absent: Director Armstrong

Adoption of a Resolution Authorizing the General Manager to Submit an Application for Grant Funding through the Bureau of Reclamation for a WaterSMART Water and Energy Efficiency Grant for Fiscal Year 2025 for the Groveland Automated Metering Infrastructure Project

Motion

It was moved by Director Swan and seconded by Director Edwards and the motion passed Authorizing the General Manager to Submit an Application for Grant Funding through the Bureau of Reclamation for a WaterSMART Water and Energy Efficiency Grant Program for Fiscal Year 2025 for the Groveland Automated Metering Infrastructure Project.

Ayes: Directors Mora, Kwiatkowski, Edwards and Swan

Absent: Director Armstrong

Adoption of a Resolution Approving the Memorandum of Understand (MOU) between the District and Operating Engineer's Local No. 3 Effective October 18, 2024, through June 30, 2029, and Recognizing that the MOU Terms and Conditions Apply to Non-Represented Employees

Motion

It was moved by Director Edwards and seconded by Director Swan and the motion passed Approving the Memorandum of Understand (MOU) between the District and Operating Engineer's Local No. 3 Effective October 18, 2024, through June 30, 2029, and Recognizing that the MOU Terms and Conditions Apply to Non-Represented Employees.

Ayes: Directors Mora, Kwiatkowski, Edwards and Swan

Absent: Director Armstrong

Consideration of Amending the District Organizational Chart to Add Three Positions in Operations and Maintenance, and Directing the Evaluation of Separating the Water from the Wastewater Department

Motion

It was moved by Director Edwards and seconded by Director Mora and the motion passed to Direct Staff to Amend the District Organizational Chart to Add Three Positions in Operations and Maintenance and Directing the Evaluation of Separating the Water from the Wastewater Department.

Ayes: Directors Mora, Kwiatkowski, Edwards and Swan

Absent: Director Armstrong

Closed Session

(Public may comment on closed session item prior to Board convening into closed session)

Public Comment: None

Closed session Convened at 1:09pm.

Open session reconvened at 1:36pm.

Announcement of Action Taken in Closed Session:

No reportable action

Adjournment

The meeting adjourned at 1:36pm.

APPROVED:

Nancy Mora, Board Vice President

ATTEST:

Rachel Pearlman, Board Secretary



ACCOUNTS PAYABLE CHECK LISTING

October 2024
Fiscal Year 24/25
Board Approval Date _____

Accounts Payable Checks



User: mronning@gcsd.org
Printed: 11/1/2024 1:59:13 PM

Check	Vendor	Vendor Name	Check D	Void	Commit	Description	Amount	Reconcil	Clear Da
24267	ATT02	AT&T	10/2/2024	False	True	Monthly Cal Net phone service	\$689.99	True	10/16/2024
24268	ATT03	AT&T	10/2/2024	False	True	Monthly Internet Uverse	\$111.30	True	10/16/2024
24269	ATTL0	AT&T (Internet)	10/2/2024	False	True	Monthly Fiber Internet	\$599.50	True	10/16/2024
24270	UB*0338	Ballatore, Linda	10/2/2024	False	True	Refund Check 013430-003, 12547 Mt. Jefferson 5/62	\$241.65	False	
24271	UB*0337	Carpenter, Kym	10/2/2024	False	True	Refund Check 014695-001, 17470 Highway 120	\$18.41	False	
24272	UB*0337	Chavez, Michael & Charlene	10/2/2024	False	True	Refund Check 013033-000, 12696 EAGLE CT 4/482	\$109.15	True	10/31/2024
24273	Cle03	CleanSmith Solutions	10/2/2024	False	True	Disinfection/Janitorial Services Monthly	\$5,500.00	True	10/16/2024
24274	UB*0338	Department of Veterans Affairs	10/2/2024	False	True	Refund Check 017707-000, 13121 Mohrmann St 2/120	\$6.14	False	
24275	UB*0336	Enoch, Patricia	10/2/2024	False	True	Refund Check 011403-000, 19273 Salvador Court 5/29 MW 5/3	\$183.72	True	10/16/2024
24276	GCS01	GCS D Petty Cash	10/2/2024	False	True	September 2024 Petty Cash	\$54.48	True	10/16/2024
24277	Hun02	Hunt & Sons, Inc.	10/2/2024	False	True	Fuel & Oil	\$3,839.60	True	10/16/2024
24278	UB*0338	Johnson, Clyde	10/2/2024	False	True	Refund Check 015716-000, 20791 POINT VIEW 4/226	\$70.82	True	10/16/2024
24279	UB*0338	Klebanoff, Brian	10/2/2024	False	True	Refund Check 013360-000, 13064 Jackson Mill Drive 7/77	\$23.92	False	
24280	UB*0338	MacDonald, Brandon & Patricia	10/2/2024	False	True	Refund Check 016103-002, 19269 Ferretti Road 7/42	\$178.91	True	10/31/2024
24281	UB*0338	Nichols, Helen	10/2/2024	False	True	Refund Check 016530-000, 19820 Pleasant View 1/151	\$50.82	True	10/31/2024
24282	PGE01	PG&E	10/2/2024	False	True	Monthly Electric Charges	\$8.25	True	10/16/2024
24283	UB*0338	Ross, Charles	10/2/2024	False	True	Refund Check 007640-000, 19161 Highway 120	\$23.79	False	
24284	UB*0338	Schaberg, Trustee, Robert	10/2/2024	False	True	Refund Check 017052-000, 12725 Mt. Jefferson 5/82	\$2.68	True	10/31/2024
24285	STA08	Standard Insurance Co	10/2/2024	False	True	October Insurance	\$338.30	True	10/16/2024
24286	UB*0337	Sutch, Dave	10/2/2024	False	True	Refund Check 015394-000, 13275 WELLS FARGO 2/369	\$3.88	True	10/31/2024
24287	TUO04	Tuo. Co. Clerk & Auditor-Contr	10/2/2024	False	True	CERT Rental of Groveland CRC	\$224.00	True	10/16/2024
24288	UND01	Underground Service Alert of Northern California	10/2/2024	False	True	Annual membership fee	\$871.63	True	10/16/2024
24289	BEA02	Beam	10/9/2024	False	True	October Vision Insurance	\$328.81	True	10/31/2024
24290	UMP01	UMPQUA Bank Comm Card Ops	10/9/2024	False	True	Monthly Credit Card Purchases	\$15,190.86	True	10/31/2024
24291	Alp03	Alpha Analytical Labs, Inc.	10/14/2024	False	True	Operations Lab Testing for Water & Wastewater	\$2,555.00	True	10/31/2024
24292	Bus03	Business First	10/14/2024	False	True	CERT Shirts and Safety Vest	\$616.90	True	10/31/2024
24293	CAR06	Carbon Copy Inc.	10/14/2024	False	True	Monthly Copier Usage	\$45.27	True	10/31/2024
24294	CWEA	CWEA	10/14/2024	False	True	CWEA Membership - N. Moffitt	\$239.00	True	10/31/2024
24295	DRU01	Drugtech Toxicology Services, LLC	10/14/2024	False	True	Consortium DOT Tests	\$154.00	True	10/31/2024
24296	Far02	Farr Construction	10/14/2024	False	True	BC / 2G Clearwell Retention Release	\$35,000.00	True	10/31/2024
24297	Fas02	Fastenal	10/14/2024	False	True	Maintenance Supplies	\$1,677.01	True	10/31/2024
24298	GCS02	GCS D	10/14/2024	False	True	GCS D Water Bill	\$10,481.25	True	10/31/2024
24299	GEN01	General Plumbing Supply	10/14/2024	False	True	Wye strainer for chlorine generators	\$794.70	True	10/31/2024

Check	Vendor	Vendor Name	Check D	Void	Commit	Description	Amount	Reconcil	Clear Da
24300	gilb01	Gilbert Associates, Inc.	10/14/2024	False	True	Monthly CPA Services	\$3,800.00	True	10/31/2024
24301	HAC01	Hach	10/14/2024	False	True	Chemicals for Water Plants	\$2,294.69	True	10/31/2024
24302	ICAD01	Industrial Control and Design, Inc.	10/14/2024	False	True	Programming diagnosis and repair at 2G	\$1,665.00	True	10/31/2024
24303	JSW02	J.S. West Propane Gas	10/14/2024	False	True	Propane labor and parts	\$383.53	True	10/31/2024
24304	MOO01	Moore Bros. Scavenger Co., Inc.	10/14/2024	False	True	Monthly Garbage Service	\$1,463.87	True	10/31/2024
24305	MOT03	Mother Lode Answering Service	10/14/2024	False	True	Monthly Answering Service	\$326.67	True	10/31/2024
24306	MOU03	Mountain Oasis Water Systems	10/14/2024	False	True	Bottled Water	\$111.00	True	10/31/2024
24307	Moy02	Moyle Excavation Inc.	10/14/2024	False	True	Downtown / BOF Sewer Progress Payment	\$31,644.50	True	10/31/2024
24308	Nji01	Njirich & Son's, Inc.	10/14/2024	False	True	GARBP Progress payment #3	\$112,100.00	True	10/31/2024
24309	per04	Percoco, Ronald	10/14/2024	False	True	Monthly Park Janitorial Services - September 2024	\$3,025.00	True	10/31/2024
24310	PGE01	PG&E	10/14/2024	False	True	Monthly Electric Charges	\$1,090.46	False	
24311	Pin07	Pine Mountain Auto	10/14/2024	False	True	September Auto Parts	\$562.27	True	10/31/2024
24312	pml01	PML Hardware & Supply Inc.	10/14/2024	False	True	September Hardware	\$1,122.67	True	10/31/2024
24313	SUE01	Ray Suess Insurance & Invst	10/14/2024	False	True	Retired Members Medical	\$4,266.32	True	10/31/2024
24314	ROSS02	Ross Recreation Equipment, Inc	10/14/2024	False	True	Bike Racks and Park Benches	\$32,556.70	True	10/31/2024
24315	Ron01	Rudy, Roni Lynn	10/14/2024	False	True	Social Media Management	\$2,784.92	True	10/31/2024
24316	Sprbrk	Springbrook Holding Company LLC	10/14/2024	False	True	Civic Pay Sept 2024	\$1,478.90	True	10/31/2024
24317	SWR02	SWRCB	10/14/2024	False	True	WWTO cert for A Davis	\$95.00	True	10/31/2024
24318	SWR02	SWRCB	10/14/2024	False	True	Cert Renewal - P Kampa	\$203.00	True	10/31/2024
24319	TUO01	Tuo. Co. Public Power Agency	10/14/2024	False	True	Monthly Public Power Purchase	\$29,220.89	True	10/31/2024
24320	USA03	Usa Blue Book	10/14/2024	False	True	WWTP Supplies	\$3,111.16	True	10/31/2024
24321	Wells	Wells Fargo Vendor Financial Services, LLC	10/14/2024	False	True	Monthly Lease on Admin Copier	\$359.28	True	10/31/2024
24322	BLU01	Anthem Blue Cross	10/23/2024	False	True	Monthly Group Health Ins.	\$30,302.45	False	
24323	ATT02	AT&T	10/23/2024	False	True	Monthly Cal Net phone service	\$690.19	False	
24324	ATTL02	AT&T (Internet)	10/23/2024	False	True	Monthly Fiber Internet-Admin	\$599.50	False	
24325	AT&T M	AT&T Mobility (First Net)	10/23/2024	False	True	Monthly Field Cell Phone fee	\$1,282.92	False	
24326	UB*0339	Balk, Michael & Adrienne	10/23/2024	False	True	Refund Check 016176-000, 12873 Cresthaven Dr 3/449	\$335.08	False	
24327	UB*0339	Broad, Barbara Anne	10/23/2024	False	True	Refund Check 009431-000, 12856 Mueller Dr 2/17	\$67.32	False	
24328	UB*0339	Brown, Malcolm	10/23/2024	False	True	Refund Check 011182-000, 19952 RIDGECREST 13/341	\$119.89	False	
24329	UB*0339	Brown, Malcolm	10/23/2024	False	True	Refund Check 010887-005, 20748 Point View Drive 4/204	\$62.42	False	
24330	BRY01	Bryce HR Consulting	10/23/2024	False	True	Organizational & Comp Study	\$4,180.00	False	
24331	CA Dept	CA Dept of Tax/Fee Administration	10/23/2024	False	True	2024 Q3 Sales Tax Return	\$436.00	False	
24332	CA Dept	CA Dept of Tax/Fee Administration	10/23/2024	False	True	2024 Q3 Diesel Fuel Return	\$657.00	False	
24333	Cal20	California Debt & Investment Advisory Comm	10/23/2024	False	True	Installment Purchase Contract - GC8856	\$85.09	False	
24334	CWEA	CWEA	10/23/2024	False	True	M Dickens Technologist Grade 3, Membership Renewal	\$355.00	False	
24335	UB*0338	Deaton, David	10/23/2024	False	True	Refund Check 012272-002, 20560 Ferretti Road 3/25	\$51.31	False	
24336	DIS01	Dish Network	10/23/2024	False	True	Satellite TV for FD	\$89.61	False	
24337	EDIS01	E.D.I.S.	10/23/2024	False	True	Operations Supplemental Health Insurance	\$20,523.12	False	
24338	F&M01	F & M Bank	10/23/2024	False	True	Invoice# 4 Escrow Deposit	\$11,429.62	False	
24339	Fas02	Fastenal	10/23/2024	False	True	Maintenance Supplies	\$227.95	False	
24340	UNU01	First UNUM Life Insurance Co.	10/23/2024	False	True	November Coverage	\$126.00	False	
24341	FP Mail	FP Finance (Monthly pmt)	10/23/2024	False	True	Monthly Postage Machine Rental	\$107.24	False	
24342	UB*0338	Garber, Ety	10/23/2024	False	True	Refund Check 006192-000, 12699 Cresthaven 4/485	\$57.31	False	

Check	Vendor	Vendor Name	Check D	Void	Commit	Description	Amount	Reconcil	Clear Da
24343	GRA04	Grainger	10/23/2024	False	True	Respirator Masks & Cartridge Filters	\$1,209.29	False	
24344	GRI02	Griswold Industries	10/23/2024	False	True	Rebuild / Repair PRVs	\$35,777.39	False	
24345	Hum02	Humana Insurance Company	10/23/2024	False	True	October Dental Insurance	\$2,902.77	False	
24346	ITR01	Itron Electric Metering Co Inc	10/23/2024	False	True	Software Contract 11/1/24-01/31/25	\$649.85	False	
24347	UB*0330	Jacinto, John	10/23/2024	False	True	Refund Check 012976-000, 13046 MOKELUMNE 2/205	\$60.00	False	
24348	UB*0339	Lease, Nathaniel & Jennifer	10/23/2024	False	True	Refund Check 016343-000, 20534 NOB HILL CIR 3/76	\$52.68	False	
24349	Met03	Metro Presort	10/23/2024	False	True	Monthly UB Statement Processing	\$2,225.91	False	
24350	Moy02	Moyle Excavation Inc.	10/23/2024	False	True	Sewer Collection Progress Payment	\$665,992.62	False	
24351	UB*0339	Peterson, Curtis	10/23/2024	False	True	Refund Check 011065-000, 20464 Rock Canyon Way 3/180	\$359.31	False	
24352	SFPUC	San Francisco Public Utilities Commission	10/23/2024	False	True	Monthly Water Purchase	\$17,897.84	False	
24353	SMCI01	Sierra Mountain Construction, Inc.	10/23/2024	False	True	Headworks Project Progress Billing #4	\$217,162.88	False	
24354	SWR02	SWRCB	10/23/2024	False	True	S. Sawyer Water Distribution Renewal	\$60.00	False	
24355	SWR02	SWRCB	10/23/2024	False	True	L. Melchor WWTP renewal cert	\$149.00	False	
24356	Tuo14	Tuolumne County Recorder	10/23/2024	False	True	Monthly subscription to County Records	\$243.50	False	
24357	ULI01	ULINE, Attn AR	10/23/2024	False	True	Jugs for lift station odor control liquids/transport	\$235.96	False	
24358	USA03	Usa Blue Book	10/23/2024	False	True	Mono Chlor Pillow. Ammonia Reagent	\$5,125.40	False	
24359	VAC03	Vacker Inc	10/23/2024	False	True	Clean CA - Double Sided Park Sign, Trail Markers	\$3,283.00	False	
24360	WIZ01	WiZiX Technology Group, Inc	10/23/2024	False	True	Copier Ink	\$17.00	False	
24361	UB*0339	Woodland, John & Susan	10/23/2024	False	True	Refund Check 011701-000, 20069 Upper Skyridge Drive 15/16	\$261.72	False	
115947	OE3	Operating Engineers Local #3	10/7/2024	False	True	PR Batch 00001.10.2024 Oper Engin Union Dues	\$382.20	False	
115949	OE3	Operating Engineers Local #3	10/23/2024	False	True	PR Batch 00005.10.2024 Oper Engin Union Dues	\$350.35	False	
902807	CAL09	CalPers 457 Plan Administrator	10/7/2024	False	True	PR Batch 00001.10.2024 CalPers Def Comp	\$1,176.57	False	
902808	EDD01	EDD - Electronic	10/7/2024	False	True	PR Batch 00001.10.2024 SDI - Employee	\$4,345.37	False	
902809	FedEFTP:	Federal EFTPS	10/7/2024	False	True	PR Batch 00001.10.2024 FICA Employee Portion	\$21,320.97	False	
902810	Orion	Orion Portfolio Solutions	10/7/2024	False	True	PR Batch 00001.10.2024 Orion 457	\$2,675.00	False	
902811	PER01	Pers - Electronic	10/7/2024	False	True	PR Batch 00001.10.2024 PERS Employee Deduct	\$13,011.56	False	
902812	CAL09	CalPers 457 Plan Administrator	10/23/2024	False	True	PR Batch 00005.10.2024 CalPers Def Comp	\$1,176.57	False	
902813	EDD01	EDD - Electronic	10/23/2024	False	True	PR Batch 00005.10.2024 Employmt Training Tax	\$4,111.49	False	
902814	FedEFTP:	Federal EFTPS	10/23/2024	False	True	PR Batch 00005.10.2024 FICA Employer Portion	\$19,635.61	False	
902815	Orion	Orion Portfolio Solutions	10/23/2024	False	True	PR Batch 00005.10.2024 Orion 457	\$2,675.00	False	
902816	PER01	Pers - Electronic	10/23/2024	False	True	PR Batch 00005.10.2024 PERS Employer Exp. PEPRA	\$11,811.25	False	
						October Payroll	\$99,462.04		
						Total October Accounts Payable	\$1,422,022.65		

TO: GCSB Board of Directors

FROM: Michelle Ronning, Finance Officer

DATE: November 12, 2024

SUBJECT: Agenda Item 6A: Presentation of the District's Audited Financial Statements for Fiscal Year 2023/24 by Ryan Jolly of Byrant L. Jolley Certified Public Accountants

RECOMMENDED ACTION:

Staff recommends the following action:

Move to accept the 2023/24 Audited Financial Statements.

BACKGROUND:

California law requires that the District hire a qualified independent auditing firm to perform an annual audit, or test review of our financial statements to ensure that they are prepared in accordance with Generally Accepted Accounting Principles and various government auditing standards. As the Board cannot possibly be heavily involved in and fully understanding of the daily financial affairs of the District, the Board hires a Manager and authorizes other staff or consultant positions to handle the routine financial matters. The Board adopts policies to guide how budgets are developed, and how money is spent, accounted for and the results reported to the Board. The auditor, working with management and on behalf of the Board will also test portions of the financial transactions to determine compliance with current Board policy.

Bryant Jolley, CPA has been conducting the District's audit since 2019, and the final draft audit for 2023/24 is attached for your review and acceptance. Gilbert and Associates is an independent financial firm hired by and representing the District to provide an additional level of independent review and internal quality control on the financial statements. Ryan Jolly will be in attendance to discuss the audit and answer questions from the Board and public during this meeting.

One of the primary duties of the Board is their fiduciary responsibility with regard to District finances. The Board must establish policies and ensure that the procedures and practices of District management provide the highest level of protection of public funds, and that these funds are invested in appropriate activities and means to achieve the level of service desired by the community, through this Board. The best way for the Board to confirm that this is occurring is to receive accurate and timely financial reporting. As stated in the audit report, the auditor is not engaged to find every potential flaw in our financial system, but is required to report publicly to the Board if there are material

weaknesses or breaches in our financial systems where policy was not followed, or methods were discovered where a substantial risk of fraud, embezzlement or other financial crimes could occur without immediate notice by management and/or the Board. The auditor will also make findings and recommendations for changes to our financial systems if they feel that material weaknesses could occur, or if there are actions that put the District at financial risk.

The financial statements and the accompanying Management Discussion and Analysis (MD&A) are helpful to inform the Board and public of whether we are accomplishing our financial objectives. In this year's MD&A, the District realized an increase in net position for both Governmental and Business Type Activities due to grant reimbursements, the sale of fixed assets and through the investment of revenue from water and sewer rates in infrastructure assets and equipment.

The MD&A also clearly explains that we continue to have a downward trend in the financial health of the fire services, since the increase in expenses in those services have far outpaced any small increases in property tax revenue, their only source of funding. As with Fire services, the expense of delivering basic park services including building and facility maintenance and repair, cleaning, insurance, replacements and other necessary expenses exceed the amount of property tax funding available. There is not adequate reserve funding available to sustain Park services in perpetuity into the future.

This audit again has no negative findings, no material weaknesses or deficiencies in our financial reporting. All GCSD staff has a role in good budgeting, efficient spending and solid accounting practices, and should be commended for the excellent effort

FINANCIAL IMPACT

None

ATTACHMENTS:

1. Audited Financial Statements, Required Supplementary Information, and Report on Internal Controls
2. Auditors Management Report to the Board of Director

Groveland Community Services District



Tuolumne County
Groveland, California

Financial Statements with
Independent Auditor's Report

Year Ended June 30, 2024

**GROVELAND
COMMUNITY SERVICES DISTRICT**

**TUOLUMNE COUNTY
GROVELAND, CALIFORNIA**

**FINANCIAL STATEMENTS WITH
INDEPENDENT AUDITOR'S REPORT**

YEAR ENDED JUNE 30, 2024

GROVELAND COMMUNITY SERVICES DISTRICT

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GROVELAND COMMUNITY SERVICES DISTRICT

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FINANCIAL SECTION

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Groveland Community Services District
Groveland, California

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities, the business-type activities, and each major fund of the Groveland Community Services District (the District) as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, and each major fund of the District, as of June 30, 2024, and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government*

Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis, the Budgetary Comparison Schedules, the Schedule of Changes in the District's Net OPEB Liability and Related Ratios, the Schedule of the District's Proportionate Share of the Net Pension Liability and, the Schedule of Contributions on pages 4 – 20 and pages 52 – 56 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the *Governmental Accounting Standards* Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

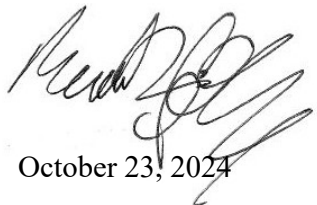
Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the District's basic financial statements. The accompanying schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing

procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 23, 2024, on our consideration of the District’s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District’s internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District’s internal control over financial reporting and compliance.



October 23, 2024

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

California law establishes the structure and process for governance, management and administration of the Groveland Community Services District (District or GCSD), and its financial affairs. A five member Board of Directors are elected at large from within the District boundaries, to serve four year staggered terms. The Board appoints a General Manager who is responsible for the day to day management of the District financial affairs, administered in accordance with policies adopted by the Board.

FINANCIAL POLICIES AND GUIDELINES

The financial integrity of GCSD is of utmost importance. Maintaining fiscal stability is a critical component of the overall financial plan. GCSD is accountable to its ratepayers and the public for the use of public funds. Resources should be used wisely to ensure adequate funding for services, public facilities and infrastructure necessary to meet present and future needs. GCSD's financial policies and guidelines provide the backbone for making financial decisions and a benchmark for monitoring financial activities.

General Financial Policy Guidelines

The GCSD Board has adopted financial policies to provide a framework to guide the District's decision-making with respect to operations, budgeting, debt issuance, and financial planning. These guidelines provide overview policy guidelines in the areas of general, revenue, budgeting and expenses, reserves, investments, debt management, capital improvements, purchasing and fixed assets.

These policies require that:

- The District will manage its financial assets in a sound and prudent manner.
- The District will maintain and further develop programs to assure its long-term ability to pay all the costs necessary to provide the level and quality of service required by its customers.

These policies are to promote sound financial management and to ensure that its finances are managed in a manner, which will:

- Support the continued delivery of quality services in compliance with legal and regulatory requirements and at a level meeting or exceeding industry standards,
- Ensure the District's stability, efficiency and effectiveness in accomplishing the Board of Director's goals and objectives for the long term,
- Maintain a balanced budget annually to ensure that the District is operating within its revenue constraints, even when faced with fluctuating service demands, and
- Maintain adequate reserves necessary to meet known and unknown future obligations.

The financial policies of the District are summarized below:

Investment Policy

The District's *Investment Policy* follows California Government Code objectives of safety, liquidity and yield (in that priority order). Annually during the budget development process of each year, the policy is reviewed and readopted by the Board of Directors to ensure GCSD's Investment Policy is up to date with current regulations. The General Manager also serves as the District's Treasurer who annually reviews the Investment Policy and as necessary, submits recommended revisions to the Board for their annual consideration and approval. The investment process is carefully monitored to ensure compliance with the Investment Policy and other applicable regulations.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

Budget Policy

The budget policy defines the budget process for both the operating and CIP budgets. This policy provides guidance to District personnel performing budgetary process functions. The policy requires balanced budgets, which will serve as a financial plan to promote financial stability while accomplishing the Board's goals and objectives.

Reserve Policy

The District's *Reserve Policy* is designed to distinguish between Legally Restricted Reserves and Board Designated Reserves, establish distinct purposes for each reserve category, set funding targets and accumulation levels for reserves, and identify events or conditions prompting use. The Reserve Policy provides guidance for establishing, funding and using reserves to meet known future obligations and unforeseen needs as deemed prudent and/or required by agreement. As available and deemed appropriate, Board Designated Reserves are funded to reserves in the following broad categories: operational and contingencies, capital facilities and equipment, and debt service.

Debt Management Policy

The policy is intended to provide guidance for debt structure, its justification and evaluation. The primary objective of the Debt Management Policy is to establish conditions for the use of debt and to create procedures and policies that minimize GCSD's debt service and issuance costs, retain the highest practical credit rating, and maintain full and complete financial disclosure and reporting.

Procurement Policy

The District's *Expense Authorization* policy provides the framework and guidelines for District purchases and contracts. This policy covers all District procurement activities (commodity and service purchases and public works contracts) and adheres to Government Code Section 54202 that requires local governmental agencies to adopt policies and procedures including "bidding regulations, governing purchases of supplies and equipment."

DISTRICT ADMINISTRATION AND RELATED EXPENSES

All GCSD administrative, or overhead expenses are budgeted annually in their own category for transparency and evaluation purposes. The salary and benefits of office staff, office expenses, insurance, board expenses and other basic costs incurred to administer the affairs of the District, regardless of the services provided, are accounted for in the administrative expense. As a standard practice in allocating District administrative expenses, costs are distributed to the various services provided, at an allocation percentage based on the level of administrative effort that goes into delivering the respective service.

Beginning in 2018/19, GCSD began allocating the administrative expenses to each of its service funds based on an appropriate percentage of benefit derived. Prior to 2018/19, GCSD distributed the administrative expense only to the water, sewer and fire services, with very little to nothing, charged to park service expenses. There is most obviously a benefit derived by the park service by sharing office administrative expenses with other services; since if these services were provided by a separate special district, there would be expenses for a separate office, staff and Board expenses in an amount that would certainly exceed the shared administrative expenses of a CSD.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

As management of the District, we offer readers of the District's financial statements this narrative overview and analysis of the financial activities of the District for the year ended June 30, 2024. We encourage the readers to consider the information presented here in conjunction with the District's basic financial statements, which immediately follow this section. We also encourage readers to attend GCSD Board meetings to become familiar with District governance and operations and to provide public input. The Board meets in regular session on the second Tuesday of each month. Regular meetings are held at 10:00 a.m. at the District Office, 18966 Ferretti Road, Groveland, California. Board meetings are open to the public to attend physically or virtually via technology platforms such as Zoom. All meeting agendas and supporting materials are available on the District website in advance of the Board meetings and archived at www.gcsd.org.

OVERVIEW OF THE FINANCIAL STATEMENTS

The discussion and analysis provided here are intended to serve as an introduction to the District's basic financial statements. The District's basic financial statements consist of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements. This report also includes required supplementary information intended to furnish additional detail to support the basic financial statements.

- **Government-wide financial statements**, which comprise the first two statements presented, provide both short-term and long-term information about the District's overall financial position. These statements are intended to provide the reader with a broad overview of the District's finances in a manner that is similar to that used by private-sector businesses.
 - The statement of net position presents financial information on all of the District's assets, deferred outflows of resources, liabilities, and deferred inflows of resources, with the difference reported as net position. Increases or decreases in the net position of the District over time are indicators of whether its financial position is improving or deteriorating, respectively.
 - The statement of activities presents information showing how the District's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses may be reported in the current period for some items that will only result in cash flows in future fiscal periods, or for which the cash flows have already occurred.
 - Both the statement of net position and the statement of activities distinguish between two types of activities carried out by the District: governmental activities, which are principally supported by property taxes, and business-type activities, which are intended to recover all or a significant portion of their costs through charges for services. The governmental activities of the District include fire protection and parks and recreation. The business-type activities of the District include water, sewer, and the Davis-Grunsky fund.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

- **Fund financial statements.** A fund is a grouping of related accounts that is used to maintain separate accountability for resources that have been segregated for specific activities or objectives. All of the funds of the District can be divided into three categories: governmental funds, proprietary funds, and the fiduciary fund.
 - **Governmental funds** are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental funds focus on near-term inflows and outflows of spendable resources. Such information may be useful in assessing a government's near-term financial requirements and legal compliance. Because this information does not encompass the additional long-term focus of the government-wide statements, a reconciliation to the governmental fund statements is provided to explain the differences (or relationships) between them.
 - **Proprietary funds** – The District's proprietary funds, which are enterprise funds, are used to report the same functions presented as business-type activities in the government-wide financial statements, only in more detail.
 - **Fiduciary fund** – The District is responsible for the administration of the Improvement Districts (Sewer Assessment Districts Nos. 3 and 4) formed under the Municipal Improvement Act of 1911. The District is not obligated to repay the special assessment debt of these special assessment districts. Tuolumne County (County) functions as an agent for the property owners by collecting assessments and forwarding collections to the special assessment debt holders. The County has sufficient funds on hand to pay off these debts.
- **Notes to the financial statements**, which are included in the financial statements, provide additional information that is necessary to acquire a full understanding of the data provided in the government-wide and fund financial statements.
- **Required supplementary information** provides further explanations and additional support for the financial statements. The District's budget to actual comparisons for the year are included for the Fire Protection Fund and the Parks and Recreation Fund (major special revenue funds).

GOVERNMENT-WIDE OVERALL FINANCIAL ANALYSIS

Net Position

Net position over time may serve as a useful indicator of a government's financial position. For the District as a whole, assets and deferred outflows of resources exceeded liabilities and deferred inflows of resources by \$26,463,650 as of June 30, 2024. This amount represents the District's net position.

The largest portion (67%) of the District's net position reflects its investment in capital assets (e.g., land, construction in progress, structures and improvements, furnishing and equipment, and vehicles) less any related outstanding debt that was used to acquire those assets. Although the District's investment in capital assets is reported net of related debt, it should be noted that the resources used to pay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities. Restricted net position of \$3,306,040 is restricted for the receipt of advanced funding or externally required to be held separately by grantors. The remaining balance of \$1,581,606 is unrestricted and may be used to meet the District's ongoing obligations. The District accounts for this unrestricted fund balance separately

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT’S DISCUSSION AND ANALYSIS JUNE 30, 2024

for Water, Sewer, (the Business Type Activities), and Fire and Park Services (the Government Type activities), based on amounts budgeted and spent each year in accordance with adopted fund balance and reserve policies.

	<u>Governmental Activities</u>		<u>Business-Type Activities</u>		<u>Total</u>	
	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>
Current assets and other assets	\$ 1,635,049	\$ 1,441,734	\$ 9,586,795	\$10,783,250	\$ 11,221,844	\$ 12,224,984
Capital assets	<u>2,528,048</u>	<u>2,078,710</u>	<u>23,503,082</u>	<u>20,592,444</u>	<u>26,031,130</u>	<u>22,671,154</u>
Total assets	<u>4,163,097</u>	<u>3,520,444</u>	<u>33,089,877</u>	<u>31,375,694</u>	<u>37,252,974</u>	<u>34,896,138</u>
 Total deferred outflows of resources	 <u>80,020</u>	 <u>76,767</u>	 <u>1,722,146</u>	 <u>1,607,943</u>	 <u>1,802,166</u>	 <u>1,684,710</u>
Long-term liabilities	530,896	544,027	8,063,161	8,662,917	8,594,057	9,206,944
Other liabilities	<u>391,689</u>	<u>339,787</u>	<u>3,048,080</u>	<u>3,235,914</u>	<u>3,439,769</u>	<u>3,575,701</u>
Total liabilities	<u>922,585</u>	<u>883,814</u>	<u>11,111,241</u>	<u>11,898,831</u>	<u>12,033,826</u>	<u>12,782,645</u>
 Total deferred inflows of resources	 <u>328,453</u>	 <u>371,326</u>	 <u>229,211</u>	 <u>520,234</u>	 <u>557,664</u>	 <u>891,560</u>
 Net position:						
Net investment in capital assets	2,497,841	2,068,008	19,078,163	13,203,821	21,576,004	15,271,829
Restricted	180,906	276,239	3,125,134	1,196,747	3,306,040	1,472,986
Unrestricted	<u>313,332</u>	<u>(2,176)</u>	<u>1,268,274</u>	<u>6,164,004</u>	<u>1,581,606</u>	<u>6,161,828</u>
 Total net position	 <u>\$ 2,992,079</u>	 <u>\$ 2,342,071</u>	 <u>\$23,471,571</u>	 <u>\$20,564,572</u>	 <u>\$ 26,463,650</u>	 <u>\$ 22,906,643</u>

Changes in Net Position

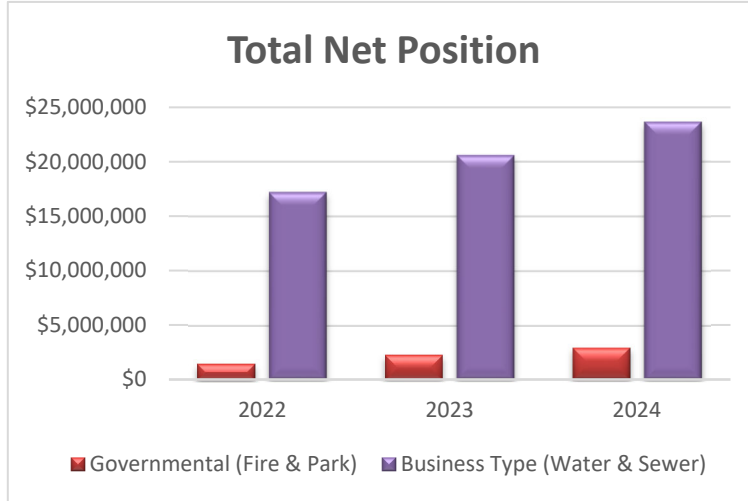
The net position of the District as a whole was \$26,463,650 as of June 30, 2024. This is an overall increase in net position of \$3,557,007 from the prior year. Total investment in capital assets of \$21,576,004 represents the net book value of capital assets, less bonds payable plus unspent bond proceeds. Total net position increased mainly due to the increase in net position for the Water Fund and Sewer Fund in which the reserves will be used for future capital projects as noted in the “Factors Bearing on the District’s Future” section of the MD&A.

Governmental activities – The net position for governmental activities as of June 30, 2024 was \$2,992,079. This is an overall increase in net position of \$650,008 from the prior year; primarily the result of state grant reimbursements and increased earned interest. Property tax revenue decreased by 1.62%, \$23,309 in FY2024 due to the timing of payments received from the county, with corresponding revenue expected to be recognized in the next fiscal year. Management has implemented several measures to reduce expenses and mitigate the impact of governmental activities. As a result, total revenue surpassed total expenses, leading to an increase in net position.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT’S DISCUSSION AND ANALYSIS JUNE 30, 2024

Business-type activities – For the District’s business-type activities the net position as of June 30, 2024, was \$23,471,571 as shown below. This is an overall increase in net position of \$2,906,999 from the prior year. Total revenues exceeded expenses, which accounts for the increase in net position. This is due to



receiving increased state grant reimbursements and other state and federal revenues throughout the year. Also contributing to the increase in net position was the sale of fixed assets. The net position was also positively impacted by changes in investments held by the District, generating \$116,346 in revenue over that earned in Fiscal Year ending June 30, 2023.

	Governmental Activities		Business-Type Activities		Total	
	2024	2023	2024	2023	2024	2023
Program revenues:						
Charges for services	\$ 2,805	\$ 2,660	\$ 6,031,235	\$ 6,106,999	\$ 6,034,040	\$ 6,109,659
Capital grants and contributions	325,653	41,336	2,745,831	2,467,767	3,071,484	2,509,103
Operating grants and contributions	42,398	45,001	-	-	42,398	45,001
General revenues:						
Property taxes	1,413,319	1,436,628	3	128	1,413,322	1,436,756
Interest income	64,360	38,883	278,698	162,352	343,058	201,235
State revenue	361,916	246,491	191,679	-	553,595	246,491
Federal revenue	-	257	28,605	-	28,605	257
Other revenues	124,675	84,158	140,915	8,355	265,590	92,513
Lease revenue	35,000	-	-	-	35,000	-
Loss on disposal of capital asset	(1,024)	(16,448)	(13,092)	(146,605)	(14,116)	(163,053)
Total revenues	2,369,102	1,878,966	9,403,874	8,598,996	11,772,976	10,477,962
Expenses:						
Public safety	1,455,822	894,675	-	-	1,455,822	894,675
Parks and recreation	263,272	172,649	-	-	263,272	172,649
Water	-	-	3,625,212	2,892,556	3,625,212	2,892,556
Davis-Grunsky	-	-	-	-	-	-
Sewer	-	-	2,871,663	2,513,357	2,871,663	2,513,357
Total expenses	1,719,094	1,067,324	6,496,875	5,405,913	8,215,969	6,473,237
Change in net position	650,008	811,642	2,906,999	3,193,083	3,557,007	4,004,725
Net position - beginning of year	2,342,071	1,530,429	20,564,572	17,371,489	22,906,643	18,901,918
Net position - ending	\$ 2,992,079	\$ 2,342,071	\$23,471,571	\$20,564,572	\$26,463,650	\$22,906,643

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT’S DISCUSSION AND ANALYSIS JUNE 30, 2024

Designated Reserves - Also funded by the water and sewer rate increases were water and sewer infrastructure and equipment replacement reserves established beginning in fiscal year 2015/16 for the water fund and in 2018/19 for the sewer fund. The designated reserves were created specifically to fund annually budgeted equipment and infrastructure expenses, with any remaining amount of the annual allocations set aside to accumulate to fund future important projects. In addition to any budgeted capital outlay, the designated sewer reserves established a \$100,000 set aside specifically to fund infrastructure replacement or improvements required. A summary of the designated reserves is shown below:

Infrastructure and Equipment Reserves

<u>Fiscal Year</u>	<u>Water (Annual Capital Outlay & Reserved)</u>	<u>Sewer (Annual Capital Outlay)</u>	<u>Sewer (Reserve)</u>
2015/16	\$ 450,000	\$ -	\$ -
2016/17	\$ 463,500	\$ -	\$ -
2017/18	\$ 477,405	\$ -	\$ -
2018/19	\$ 491,727	\$ 300,000	\$ 100,000
2019/20	\$ 506,479	\$ 300,000	\$ 100,000
2020/21	\$ 506,479	\$ 300,000	\$ 100,000
2021/22	\$ 506,479	\$ 300,000	\$ 100,000
2022/23	\$ 506,479	\$ 300,000	\$ 100,000
2023/24	\$ 506,479	\$ 300,000	\$ 100,000
Total	\$ 4,415,027	\$ 1,800,000	\$ 600,000
Capital Expenditures*	\$ 11,029,156	\$ 9,871,073	\$ -
Grants Received**	\$ (5,831,940)	\$ (5,749,731)	\$ -
Reserve Balance	\$ (782,189)	\$ (2,321,342)	\$ 600,000

* Infrastructure and Equipment Expenditures from Date Reserves Established in FY 2015/16 (water) and 2018/19 (sewer)

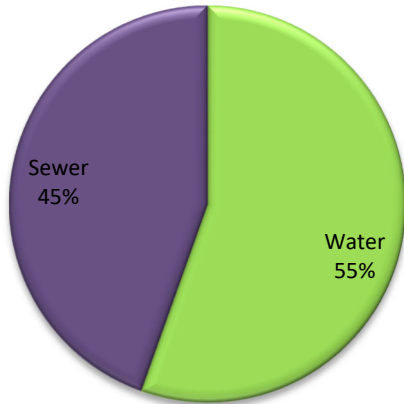
** Grants Received for Infrastructure and Equipment from Date Reserves Established in FY 2015/16 (water) and 2018/19 (sewer)

Since established, the water and sewer rate increases, state and federal grants and reserve funds have provided cash for the upgrade and replacement of \$20,900,229 in equipment, facility renovations and infrastructure replacements. State and federal grants totaling \$11,581,671 have been leveraged since the inception of the rate increases. Water fund capital expenditures of \$2,057,087 in Fiscal Year 2023/24 resulted in the depletion of water capital reserve funds by \$782,189 requiring fund balance to be spent, while the Sewer fund capital expenditures in the same year totaled \$2,810,379 resulting in the sewer reserve being depleted and \$2,321,342 of sewer fund balance being spent through June 30, 2024.

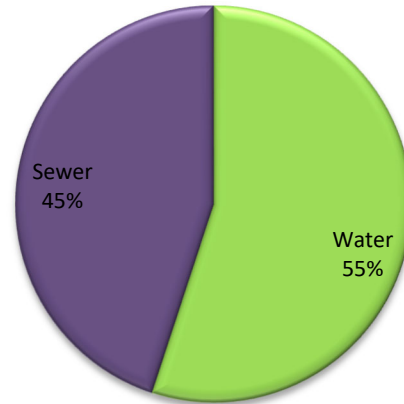
GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

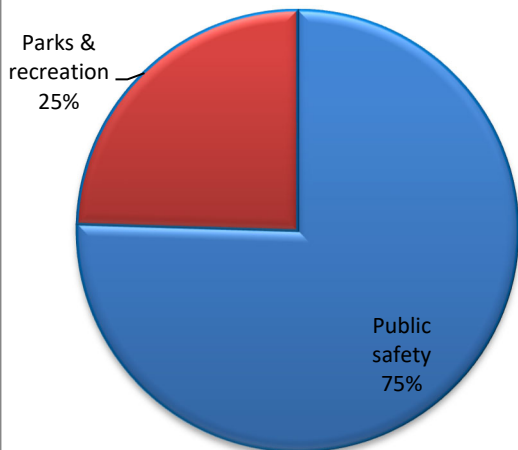
FY 24 Charges for Services for Business-type Activities



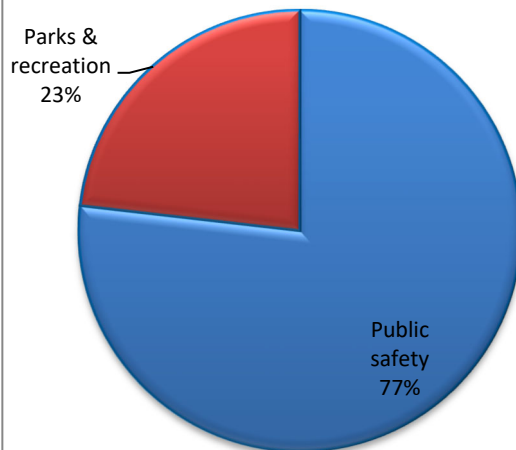
FY 23 Charges for Services for Business-type Activities



FY 24 Revenue for Governmental Activities



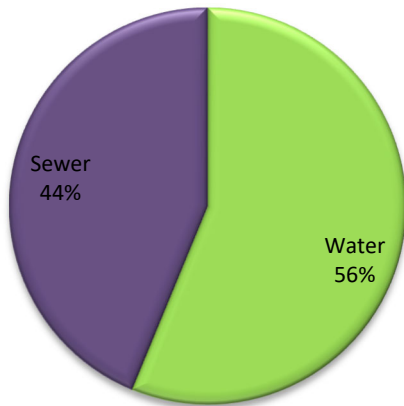
FY 23 Revenue for Governmental Activities



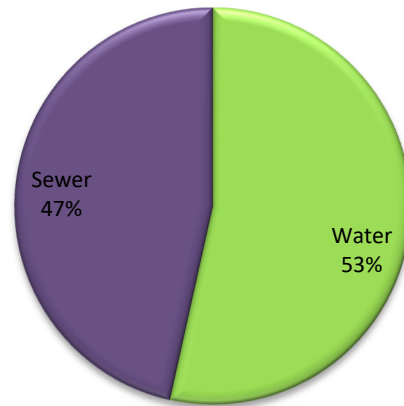
GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

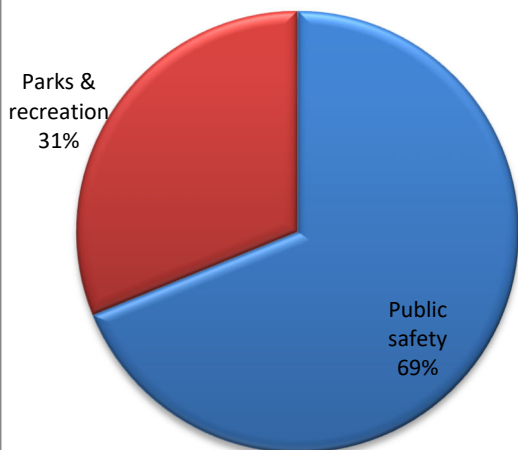
FY 24 Operating Expenses for Business-type Activities



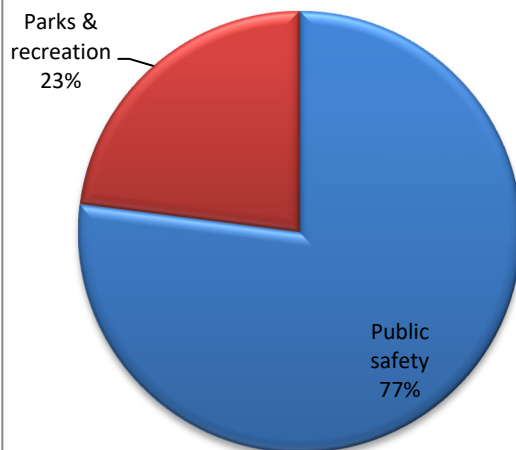
FY 23 Operating Expenses for Business-type Activities



FY 24 Expenses for Governmental Activities



FY 23 Expenses for Governmental Activities



GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

FINANCIAL ANALYSIS OF THE DISTRICT'S FUNDS

Changes in Net Fund Balance/Net Position

Governmental fund balances

Fire Fund –

A special benefit assessment for the fire department expired in June 2012, resulting in a reduced funding level for the fire department. The District subsequently eliminated its fire department staff positions and entered into a contractual agreement (Schedule A Contract) with CAL FIRE for the operation of the fire department, that began April 1, 2013. This contractual arrangement initially reduced expenses but was quickly determined to not provide adequate staffing to achieve industry standard services year-round. Therefore, to maintain adequate firefighting resources, the District entered into agreement in 2014 with CAL FIRE to provide year-round staffing at their Merrell Road station (Amador Contract).

The budgeted cost of the Schedule A and Amador contract has exceeded available property tax revenue each year, however the actual amount billed by CAL FIRE has historically been well under budget. In addition, due to serious drought conditions from 2014 through 2017 which resulted in an extended state fire season, no Amador Contract expenses were incurred in those years and therefore revenue and expenses were in balance. In 2018/19 and again in the 2019/20 fiscal year, the Amador contract expense was billed by CAL FIRE and the Schedule A billing began increasing by over 5% per year which approached the amount budgeted, causing the fund balance to be drawn down to balance revenue and expenses for the year. In the 2019/20 fiscal year, the fire department fund balance was depleted by \$204,905 and then recovered by only \$53,762 in fiscal year 2020/21. Once again, the fire department fund balance was reduced by \$2,515 in fiscal year 2021/22 and \$282,348 in fiscal year 2022/23 due to expenses exceeding revenue. In fiscal year 2023/24, the fund balance increased by \$251,884. The increase in fund balance was primarily due to the reimbursement of a CalFire grant and fire house maintenance projects that remain incomplete at year end resulting in unspent cash resources. Despite the increase in fund balance, property tax revenue received declined, and public safety expenses rose. The District estimates that without additional revenue, the remaining fire department cash will be depleted by December 2025 or sooner if major equipment failure were to occur.

Considering the fire department budget deficit, inability to replace critical equipment and inability to reduce expenses further and continue to provide required staffing, the District completed an update of its fire department master plan to identify required immediate and long-term expenses to meet established fire protection and emergency response standards and evaluate department revenue options. Concurrently in 2019/20 fiscal year, the District hired professional consultants to determine, develop and place before the voters a revenue measure to ensure that fire services are adequately funded into the future. Due to the COVID-19 Pandemic and its negative economic impact locally, the fire revenue measure planned for 2020 was placed on hold. In January 2021 the District entered into a joint powers agreement with Tuolumne County and the other county fire departments for the purpose of placing a special tax revenue measure on the June 8, 2021 special election ballot. If approved, the special tax measure would have provided over \$500,000 annually to the District fire department to replace equipment and develop a contingency and reserve fund. The measure was defeated by the voters and the JPA dissolved.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS

JUNE 30, 2024

In fiscal year 2025, the District intends to present the previously postponed tax measure to voters. Should this measure receive voter approval, the additional revenue will be allocated to extend the contract with CalFire, enhancing our ability to maintain services. This strategic investment is designed to foster long-term benefits for the community.

Conversely, if the measure does not pass, the District will face limitations in its financial commitments, restricting contracts to a maximum duration of two years due to funding constraints. This will also impact project continuity and planning, ultimately affecting the quality and scope of services provided. The outcome of this vote will be pivotal in determining our operational capacity and the long-term vision for the community's needs. Additionally, a stakeholder group has been established to discuss various staffing scenarios and levels of service regardless of whether the vote passes or is declined by the voters. This proactive approach will help prepare the District for the different outcomes. The group will evaluate how to maintain service quality under various funding conditions.

In addition, as recommended in the updated 2020 Fire Master Plan, the District has been negotiating with the County of Tuolumne for funding assistance to offset the expense and impact of providing fire protection and emergency response services for an increasing 911 call volume occurring outside the District boundaries, predominantly in the county's responsibility area, as a result of the District's via its automatic/mutual aid agreement. As a result, the County assumed the cost of the Amador Contract which funds the non-fire season staffing at the CAL FIRE Merrell Rd fire station at an estimated cost of \$260,000 annually. The County also entered into an agreement with the District in August 2022 to co-locate a fully staffed Tuolumne County Fire Department engine in the Groveland fire station for a period of one year and has since been extended by another year. This action by the county increases the level of staffing and services provided consistently, year-round, and helps to offset some costs, but does not balance the fire department revenues and expenses. This agreement is also executed on a short term, year to year basis so the additional staffing provided by the county cannot be counted on for the long term.

To address the cost of expanding fire department staffing in the future with the growth of the community, the District has adopted development policies requiring the formation of Community Facilities Districts which authorizes the levy of a special tax as well as the charging of Development Impact Fees on newly developing properties, with the revenue being set aside for staff and equipment expansion when emergency call volume warrants.

Park Fund – The park services benefit from the administrative services of the District, which include shared Board, management and office expenses. Since the 2018/19 fiscal year, the District has allocated approximately 5% of the majority of administrative expenses to the park services, to accurately reflect the benefit received in accordance with law. In fiscal year 2023/24 the Park fund had a decrease in fund balance of \$110,471 due to expenses exceeding revenue. This is primarily the result of grant reimbursement funds for the Clean California Local Grant Program - Groveland Asset and Rehabilitation Project expected to be received in the following fiscal year.

Business Type Activity Funds

The **Water Fund** generated an operating loss of \$194,054, a net increase from nonoperating activities of \$354,154 and a net increase in capital activity of \$497,027 for a total increase in net position of \$657,127. The primary capital activity item was grant revenue of \$497,027 and primary nonoperating items were state revenue of \$191,679 and interest earnings of \$145,901 on investments.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT’S DISCUSSION AND ANALYSIS JUNE 30, 2024

The **Sewer Fund** generated an operating loss of \$75,456, a net increase from nonoperating activities of \$75,927, and a net increase in capital activity of \$2,248,804 for a total increase in net position of \$2,249,275. The primary capital activity items was federal grant revenue of \$2,223,525 and primary nonoperating items were interest earnings of \$132,203 on investments and interest expense of \$100,961 on long-term debt.

Change in Fund Balance/Net Position

	<u>2024</u>	<u>2023</u>	<u>Increase (Decrease)</u>
Governmental Fund Balance:			
Fire protection	\$ 918,268	\$ 666,384	\$ 251,884
Parks and recreation	325,092	435,563	(110,471)
Enterprise Net Position:			
Water	12,348,491	11,691,364	657,127
Davis-Grunsky	19,685	19,088	597
Sewer	11,103,395	8,854,120	2,249,275

CAPITAL ASSETS

At June 30, 2024 the District’s investment in capital assets totaled \$26,031,130. This amount represents a net increase of \$3,359,976 from last year. The increase in capital assets was primarily a result of \$1,070,417 related to the annual depreciation expense offset by capital asset additions of \$4,430,393. The most significant additions to the capital assets during this fiscal year are detailed below:

Assets Shared by Multiple Services

- Truck #7 Replacement
- Truck #8 Replacement
- Administration Parking Lot Repair – Concrete Paving, Sealing and Rolling Gate Installation

Water Service

- Big Creek-2G Clearwell, Butler Way Bypass – Engineering, Replacement of Tank#5 Steel Flooring and Corrosion Repair
- Completion of Generator Installations
- Big Creek Water Treatment Plant Asphalt Rehabilitation
- New On-site Chlorine Generators (OSG) at Big Creek and Second Garrotte Treatment Locations
- New Programmable Logic Controllers at Big Creek Treatment Location
- Water Fill Station Engineering
- Water Pump Replacement & Repair – Big Creek turbine pump
- 2022 Groveland Drought Resiliency Project Engineering
- Chlorine analyzers for WTP (Four)

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT’S DISCUSSION AND ANALYSIS JUNE 30, 2024

Sewer Service

- Downtown Groveland/BOF Sewer Collection Rehabilitation Project
- Excavation Wand for Vac-Con Truck
- Asphalt Rehabilitation – Demolition, AC Dike, Pavement, Sealing and Striping, and Concrete Valley Gutter Improvements
- Road Maintenance – Seal Coating and Replacement leading to Lift Stations
- Wastewater Pump Replacements – Various Meters at Several Locations
- Completion of Generator Installations
- Hetch Hetchy Railroad Project – Land Acquisition Boundary and Topographic Surveys

Fire

- GCSD Infrastructure Fuel Reduction Project
- Asphalt Repair to Driveway and Parking Lot
- Hetch Hetchy Railroad Project – Land Acquisition Boundary and Topographic Surveys

Park

- Groveland Asset Rehabilitation and Beautification Project – Downtown Beautification Project Completed – Construction in Process for Park Rehabilitation and Bathroom Replacement
- Park Parking Lot Repair
- Hetch Hetchy Railroad Project – Land Acquisition Boundary and Topographic Surveys

Total Funds Invested in Capital Assets

	<u>2024</u>	<u>2023</u>	Increase (Decrease)
Land	\$ 612,081	\$ 612,081	\$ -
Structures and improvements	34,326,292	34,025,951	300,341
Furniture and equipment	4,489,958	4,060,094	429,864
Vehicles	2,653,665	2,742,041	(88,376)
Right-to-use asset	350,000	350,000	-
Construction in progress	12,731,835	8,943,271	3,788,564
Accumulated depreciation	<u>(29,132,701)</u>	<u>(28,062,284)</u>	<u>(1,070,417)</u>
Total	<u>\$ 26,031,130</u>	<u>\$ 22,671,154</u>	<u>\$ 3,359,976</u>

LONG-TERM DEBT

At June 30, 2024, the District has \$8,594,057 in long-term debt, including the net pension liability. The changes to long-term debt are primarily attributable to scheduled principal payments and the change in the net pension liability, net OPEB liability (asset), the finance purchase and lease liability.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT’S DISCUSSION AND ANALYSIS JUNE 30, 2024

The District provides pension benefits to its employees through the Groveland Community Services District Miscellaneous Plan, a cost-sharing multiple-employer defined benefit pension plan maintained by CalPERS, an agency of the State of California. Qualified employees are covered under the Miscellaneous 2.7% at 55 for classic employees and 2% at 62 for PEPRA employees in the Risk Pool (the Plan). CalPERS acts as a common investment and administrative agent for participating public entities within the State of California. As of June 30, 2024, the District’s proportionate share of the Plan’s net pension liability was \$3,345,993, which is determined by an actuary annually. The District is evaluating refinancing methods to further reduce its CalPERS Unfunded Accrued Liability.

	<u>2023</u>	<u>2022</u>	<u>Increase (Decrease)</u>
Bonds, net	\$ 1,520,347	\$ 1,990,298	\$ (469,951)
Net OPEB obligation	273,146	91,323	181,823
Compensated absences	233,439	241,064	(7,625)
Net pension liability	3,345,993	3,135,806	210,187
Finance purchase	915,940	1,081,056	(165,116)
Lease liability	320,983	350,000	(29,017)
Other long-term debt	<u>1,984,209</u>	<u>2,317,397</u>	<u>(333,188)</u>
 Total	 <u>\$ 8,594,057</u>	 <u>\$ 9,206,944</u>	 <u>\$ (612,887)</u>

FACTORS BEARING ON THE DISTRICT’S FUTURE

At the time these financial statements were prepared, factors affecting the District’s future included:

Fire Services – The District continued its contract with CAL FIRE for the operation of the Fire Department, and for the fourth consecutive year as predicted, the expenses associated with the Schedule A contract, building improvements and operating costs exceeded the available annual property tax allocation. If the district had not received grant fund reimbursements from the previous year, the fund balance would have needed to be further reduced to cover operating expenses. An increase in Fire fund revenue is needed prior to June 30, 2025, and the District is planning to secure voter approval of a revenue measure in 2025.

The cost associated with the CAL FIRE Schedule A Contract increased by 4.4%, \$45,662.35 in FYE 2024 and 30%, \$379,203 in FYE 2025. It is also estimated that Fire Department expenses will increase by approximately 5%-8% annually during this same period, resulting in further reductions in net position and cash unless additional revenue is secured to balance the budget. The District’s Government (Fire) Fund balances could be depleted by December 2025 or earlier if any catastrophic failure occurs to the main fire engines.

In addition, GCSD maintains over \$4.7 million in Fire Department capital assets, including fire engines, buildings, tools and safety equipment. Recent past budgets have not included adequate revenue for the short- and long-term replacement of fire department equipment. In January 2020 the Board adopted the Fire Department capital asset replacement schedule which revealed that a \$274,000 expense or reserve is required annually to replace critical department equipment and facilities as they wear out. The amount of funding available to the District for its Fire Department

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS

JUNE 30, 2024

is inadequate to fund replacement of the capital assets. The Board subsequently adopted the updated Fire Master Plan in March 2020 which recommended a number of actions related to department finances, as listed in italics below:

1. *Pursue a cost reimbursement or direct funding assistance from Tuolumne County for the expense associated with providing fire services outside the District boundaries, including the Amador Contract costs.*

The County has entered into an agreement with the District to co-locate a fully staffed fire engine in the Groveland station, for one year, to provide fire and emergency services in the region, responding to emergency calls outside the District boundaries, thus reducing the time impact on the GCSO fire engine and staff. This contract has since been extended another year and a utility cost sharing agreement was put into place to offset the expenses.

2. *Pursue a fire special tax or assessment to fund the structural fire department deficit and to cover the cost of CAL FIRE contracts and equipment replacement.*

The District actively worked with Tuolumne County and the other fire districts in the county in formation of a Joint Powers Authority and placed a special parcel tax on the ballot countywide in June 2021. The measure failed and the JPA was dissolved. Other funding options are currently being pursued by the District including formation of community facilities districts and implementation of development impact fees for new development projects. As discussed previously, the District is also developing a revenue/ballot measure for consideration by the local voters in 2025.

3. *Evaluate cost sharing agreements with Tuolumne County regarding services provided to new land development projects.*

District management is working with the county in preparation of a Fire Services Standards of Coverage evaluation, and to assist in identifying appropriate fire station locations based on call volume and locations, and to establish desired response service levels and cost. The evaluation will also identify the impact of new land development in terms of call volume increases. As discussed above, the County added a fire engine and crew staffed 24x7x365, co-located at the District fire station beginning August 1, 2022. The County is considering the implementation of a funding mechanism to apply to new land development projects for the purpose of funding fire and emergency response services. The District will continue to work with the County to ensure that the funding is implemented and applied to continue and increase fire department staffing in the District's response areas.

It is management's estimation that achieving success in all three actions listed above will result in a balanced Fire Department budget and the ability to fully fund the necessary equipment replacement schedule.

Park Services – As with Fire services, the expense of delivering basic park services including building and facility maintenance and repair, cleaning, insurance, replacements and other necessary expenses exceed the amount of property tax funding available. There is not adequate reserve funding available to sustain Park services in perpetuity into the future. The District is currently evaluating various revenue producing options to fund park services into the future including upgrading facilities to reduce maintenance costs, adding park features to increase facility rentals

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS JUNE 30, 2024

and donations. The Park Improvements Plan was completed in the 2021/22 fiscal year and the District received \$1,027,145 in grant funding commitments from the Clean California Local Grant Program, paid on a reimbursement basis and \$350,000 loan to complete park improvements and restroom replacement. This project is in progress and will be completed by December 2024. In addition, the first phase of a new trail system, Hetch Hetchy Railroad Trail Project, has been approved for funding through the Caltrans Active Transportation Program in the amount of \$6,323,000, to be planned, designed and constructed in the 2023/24 through 2027/28 fiscal years. This project is intended to increase tourism and community mobility, increase donations and volunteerism. The District continues to actively pursue grant funding to offset expenses to ensure that the park services remain accessible to our community.

Water Services – The District has completed the planning and design process for a large-scale Water System Replacement Project which will improve the water distribution lines in the Groveland- Big Oak Flat area. The planning was funded by a \$405,000 state grant. The planning process resulted in engineered plans and specifications, state permits and environmental approvals necessary to construct the project should adequate grant and/or loan funding be awarded. The District applied for \$6 million in project funding to the Drinking Water State Revolving Fund and to the Community Development Block Grant (CDBG) program as a subrecipient to the County of Tuolumne. The CDBG grant was approved, and the project will be going to bid by December 2024. In addition, the Clearwell Project was completed, a state grant funded contract was received for \$3.9 million for the rehabilitation of two, two-million-gallon clear well water storage tanks, upgrade of a water booster pump station and replacement of a failing tank floor. \$4,415,027 in cash generated from water rate increases beginning in 2015 were used to leverage grant funds, make loan and debt service payments, ultimately providing for an investment of \$11,029,156 in capital assets between July 1, 2015, and June 30, 2024. The District Water System Master Plan was completed in 2023 which contains a long- and short-term Capital Improvement/Replacement Plan, for which the District will develop a financial plan to include establishing appropriate customer fees and charges to continue leveraging state and federal grants, loans and other financing.

Sewer Services – In 2018, the District completed the planning process for a large-scale sewer system replacement and rehabilitation project. This planning was funded through a state grant in the amount of \$399,000. The planning process resulted in preliminary engineering, state permits and environmental approvals necessary to support an application for state funding for project construction, which resulted in a \$5.8 million state grant and loan funding agreement in 2021. Construction on this project was started in June 2022 and was still in progress as of June 30, 2024. With the remaining grant funds available, additional upgrades will be made to this project. The District also secured a \$1,511,053 low interest loan as discussed in the Long-Term Debt section above, for the purpose of constructing improvements to the wastewater treatment plant to increase operating efficiency and reduce the production of odors. Construction on Phase 1 of the Project was completed in the 2023 fiscal year and construction of Phase 2 was nearing completion on June 30, 2024.

Between July 1, 2018, and June 30, 2024, \$1,800,000 in cash generated from increases to customer sewer rates beginning in the 2018/19 fiscal year were used to leverage grant funds, make loan and debt service payments, and generate reserve funds for \$9,363,200 in capital projects completed. The District Water System Master Plan was completed in 2023 which contains a long- and short-term Capital Improvement/Replacement Plan, for which the District will develop a financial plan to include establishing appropriate customer fees and charges to continue leveraging state and federal grants, loans and other financing.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT'S DISCUSSION AND ANALYSIS

JUNE 30, 2024

District Wide Services -The District experienced a shortage of staff and key position turnover throughout fiscal year 2023/24 and are not adequately staffed to complete preventative maintenance to the level required to maximize the life of equipment and infrastructure. The District must increase staffing to ensure system reliability, regulatory compliance, efficiency in Operation and Maintenance in accordance with industry standards and the unique needs of our aging infrastructure.

Considering these challenges, it is additionally crucial to evaluate the District's facilities comprehensively. A detailed assessment is needed to create a strategic plan that addresses both the maintenance and potential replacement of infrastructure. Understanding the true costs associated with upkeep and necessary upgrades will enable the District to allocate resources more effectively and prioritize projects that are vital to maintaining the integrity and functionality of facilities. This evaluation will not only inform the budgeting process but also help to identify opportunities for improvements that can enhance service delivery for the community. By taking these steps, the District can ensure to be better equipped to meet current demands and prepare for future needs.

CONTACTING THE DISTRICT'S FINANCIAL MANAGEMENT

This financial report is designed to provide our citizens, ratepayers, taxpayers, investors, and creditors with a general overview of the District's finances and to show the District's accountability for the money it receives. If you have questions regarding this report or need additional financial information, contact Peter Kampa, General Manager, Groveland Community Services District, 18966 Ferretti Rd., Groveland, CA 95321.

GROVELAND COMMUNITY SERVICES DISTRICT

STATEMENT OF NET POSITION JUNE 30, 2024

	Governmental Activities	Business-type Activities	Totals
ASSETS:			
Cash and equivalents	\$ 1,676,935	\$ 2,624,276	\$ 4,301,211
Restricted cash and equivalents	180,906	5,182,602	5,363,508
Accounts receivable	160,150	1,396,975	1,557,125
Internal balances	(382,942)	382,942	
Depreciable/amortizable capital assets (net)	1,076,019	11,611,195	12,687,214
Nondepreciable capital assets	1,452,029	11,891,887	13,343,916
Total assets	4,163,097	33,089,877	37,252,974
DEFERRED OUTFLOW OF RESOURCES:			
Deferred outflow of resources related to pensions	80,020	1,363,359	1,443,379
Deferred outflow of resources related to OPEB		346,291	346,291
Deferred amount on debt refunding		12,496	12,496
Total deferred outflow of resources	80,020	1,722,146	1,802,166
LIABILITIES:			
Accounts payable and accrued liabilities	391,489	935,280	1,326,769
Interest payable		46,630	46,630
Deposits payable	200	8,702	8,902
Unearned revenue		2,057,468	2,057,468
Long-term liabilities, due within one year	49,281	1,254,105	1,303,386
Long-term liabilities, due in more than one year	296,116	3,375,416	3,671,532
Net OPEB liability		273,146	273,146
Net pension liability, due in more than one year	185,499	3,160,494	3,345,993
Total liabilities	922,585	11,111,241	12,033,826
DEFERRED INFLOW OF RESOURCES:			
Deferred inflow of resources related to pensions	13,453	229,211	242,664
Deferred inflow of resources - lease asset	315,000		315,000
Total deferred inflow of resources	328,453	229,211	557,664
NET POSITION:			
Net investment in capital assets	2,497,841	19,078,163	21,576,004
Net position - restricted	180,906	3,125,134	3,306,040
Unrestricted	313,332	1,268,274	1,581,606
Total net position	\$ 2,992,079	\$ 23,471,571	\$ 26,463,650

The accompanying notes are an integral part of these financial statements.

GROVELAND COMMUNITY SERVICES DISTRICT

STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2024

Functions/Programs	Expenses	Program Revenues			Net (Expenses) Revenues and Changes in Net Position		
		Charges for Services	Operating Grants and Contributions	Capital Grants & Contributions	Governmental Activities	Business-type Activities	Totals
Governmental Activities:							
Public safety	\$ 1,455,822		\$ 35,398	\$ 325,653	\$ (1,094,771)		\$ (1,094,771)
Parks and recreation	263,272	\$ 2,805	7,000		(253,467)		(253,467)
Total Governmental Activities	<u>1,719,094</u>	<u>2,805</u>	<u>42,398</u>	<u>325,653</u>	<u>(1,348,238)</u>		<u>(1,348,238)</u>
Business-type Activities:							
Water	3,625,212	3,348,749		497,027		\$ 220,564	220,564
Davis-Grunsky							
Sewer	2,871,663	2,682,486		2,248,804		2,059,627	2,059,627
Total Business-type Activities	<u>6,496,875</u>	<u>6,031,235</u>		<u>2,745,831</u>		<u>2,280,191</u>	<u>2,280,191</u>
Total Primary Government	<u>\$ 8,215,969</u>	<u>\$ 6,034,040</u>	<u>\$ 42,398</u>	<u>\$ 3,071,484</u>	<u>(1,348,238)</u>	<u>2,280,191</u>	<u>931,953</u>
General Revenues (Expenses):							
Property taxes					1,413,319	3	1,413,322
Interest earnings					64,360	278,698	343,058
State Revenue					361,916	191,679	553,595
Federal Revenue						28,605	28,605
Lease Revenue					35,000		35,000
Other revenue					124,675	140,915	265,590
Loss on disposal of capital asset					(1,024)	(13,092)	(14,116)
Total general revenues					<u>1,998,246</u>	<u>626,808</u>	<u>2,625,054</u>
Change in net position					650,008	2,906,999	3,557,007
Net position - beginning of year					<u>2,342,071</u>	<u>20,564,572</u>	<u>22,906,643</u>
Net position - ending					<u>\$ 2,992,079</u>	<u>\$ 23,471,571</u>	<u>\$ 26,463,650</u>

The accompanying notes are an integral part of these financial statements.

GROVELAND COMMUNITY SERVICES DISTRICT

BALANCE SHEETS GOVERNMENTAL FUNDS JUNE 30, 2024

	Fire Protection	Parks and Recreation	Total Governmental Funds
ASSETS:			
Cash and equivalents	\$ 1,356,414	\$ 320,521	\$ 1,676,935
Restricted cash and equivalents		180,906	180,906
Accounts receivable	8,003	152,147	160,150
Total assets	\$ 1,364,417	\$ 653,574	\$ 2,017,991
LIABILITIES AND FUND BALANCES			
Liabilities:			
Accounts payable and accrued liabilities	\$ 268,918	\$ 122,571	\$ 391,489
Deposits payable		200	200
Due to other funds	177,231	205,711	382,942
Total liabilities	446,149	328,482	774,631
Fund balances:			
Restricted		180,906	180,906
Committed:			
Fire protection	918,268		918,268
Parks and recreation		144,186	144,186
Total fund balances	918,268	325,092	1,243,360
Total liabilities and fund balances	\$ 1,364,417	\$ 653,574	\$ 2,017,991

GROVELAND COMMUNITY SERVICES DISTRICT

RECONCILIATION OF THE GOVERNMENTAL FUNDS BALANCE SHEETS TO THE STATEMENT OF NET POSITION JUNE 30, 2024

Total fund balance, governmental funds \$ 1,243,360

Amounts reported for governmental activities in the statement of net position are different because:

Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the funds. This is the amount, net of accumulated depreciation, included in the statement of net position. 2,528,048

In the governmental funds, deferred outflows and inflows of resources relating to pensions and OPEB are not reported because they are applicable to future periods. In the governmental activities statement of net position, deferred outflow and inflows of resources are reported as follows:

Deferred outflow of resources related to pensions 80,020
Deferred inflow of resources related to pensions (13,453)

Lease assets used in governmental activities are not financial resources and, therefore, are not reported in the funds. This is the amount, related to deferred inflow of resources, included in the statement of net position. (315,000)

Compensated absences, net OPEB liability (assets) and the net pension liability are not due, payable, and available in the current period and, therefore, are not reported as liabilities or assets in the governmental funds; however, are included in the governmental activities in the statement of net position. (530,896)

Total net position, governmental activities \$ 2,992,079

GROVELAND COMMUNITY SERVICES DISTRICT

STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES GOVERNMENTAL FUNDS YEAR ENDED JUNE 30, 2024

	Fire Protection	Parks and Recreation	Total Governmental Funds
REVENUES:			
Property taxes	\$ 1,299,566	\$ 113,753	\$ 1,413,319
Interest earnings	39,156	25,204	64,360
Charges for services		2,805	2,805
Federal revenue		7,000	7,000
State revenue	361,051	361,916	722,967
Use of money and property		58,491	58,491
Other revenues	62,575	3,609	66,184
Total revenues	1,762,348	572,778	2,335,126
EXPENDITURES:			
Public safety	1,376,509		1,376,509
Parks and recreation		184,699	184,699
Capital outlay	131,270	454,677	585,947
Debt service			
Principal	2,212	29,434	31,646
Interest	473	14,439	14,912
Total expenditures	1,510,464	683,249	2,193,713
Excess (deficiency) of revenues over expenditures	251,884	(110,471)	141,413
Fund balances - beginning of year	666,384	435,563	1,101,947
Fund balances - end of year	\$ 918,268	\$ 325,092	\$ 1,243,360

The accompanying notes are an integral part of these financial statements.

GROVELAND COMMUNITY SERVICES DISTRICT

**RECONCILIATION OF THE GOVERNMENTAL FUNDS STATEMENT OF REVENUES,
EXPENDITURES, AND CHANGES IN FUND BALANCES
TO THE STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2024**

Net change in fund balances - total governmental funds \$ 141,413

Amounts reported for governmental activities and in the statement of activities are different because:

Governmental funds report capital outlays as expenditures. However, in the statement of activities, the costs of these assets are allocated over their estimated useful lives and reported as depreciation expense:

Capital outlay expenditures are added back to fund balances	\$ 585,947	
Depreciation and amortization expense not reported in governmental	<u>(131,843)</u>	454,104

In governmental funds, the entire proceeds from disposal of assets are reported as revenues. In the statements of activities, only the resulting gain or loss is reported. This is the difference between the proceeds from disposal of capital assets and the resulting gain or loss. (1,024)

In governmental funds, deferred inflows of resources related to lease revenue are not recorded. In the statements of activities, deferred inflows of resources are recognized annually as required. The lease revenue recognized for the lease asset revenue is: 35,000

In governmental funds, pension costs are recognized when employer contributions are made. In the statement of activities, pension costs are recognized on an accrual basis. The difference between accrual basis pension costs and employer contributions was: (11,670)

Increases/decreases in long-term debt are not recorded as expenditures in governmental funds because they are not expected to be liquidated with current financial resources. In the statement of activities, additions of long-term debt are recognized as liabilities and income is reduced. 31,646

Increases/decreases in compensated absences are not recorded as expenditures in governmental funds because they are not expected to be liquidated with current financial resources. In the statement of activities, changes in compensated absences are recognized as expenses. 539

Change in net position of governmental activities \$ 650,008

The accompanying notes are an integral part of these financial statements.

GROVELAND COMMUNITY SERVICES DISTRICT

STATEMENT OF NET POSITION PROPRIETARY FUNDS JUNE 30, 2024

	Business-type Activities			Totals
	Enterprise Funds			
	Water Fund	Davis-Grunsky Fund	Sewer Fund	
ASSETS:				
Cash and equivalents	\$ 1,583,001	\$ 16,200	\$ 1,025,075	\$ 2,624,276
Restricted cash and equivalents	3,002,982		2,179,620	5,182,602
Due from other funds	413,145	3,485		416,630
Accounts receivable	500,961		896,014	1,396,975
Depreciable capital assets (net)	6,913,335		4,697,860	11,611,195
Nondepreciable capital assets	5,192,475		6,699,412	11,891,887
Total assets	17,605,899	19,685	15,497,981	33,123,565
DEFERRED OUTFLOW OF RESOURCES:				
Deferred outflow of resources related to pensions	791,733		571,626	1,363,359
Deferred outflow of resources related to OPEB	247,445		98,846	346,291
Deferred amount on debt refunding	636		11,860	12,496
Total deferred outflow of resources	1,039,814		682,332	1,722,146
LIABILITIES:				
Accounts payable and accrued liabilities	119,407		815,873	935,280
Due to other funds			33,688	33,688
Interest payable	16,467		30,163	46,630
Deposits payable	8,702			8,702
Unearned revenue	2,057,468			2,057,468
Long-term liabilities, due within one year	638,306		615,799	1,254,105
Long-term liabilities, due in more than one year	1,293,216		2,082,200	3,375,416
Net OPEB liability	195,179		77,967	273,146
Net pension liability, due in more than one year	1,835,369		1,325,125	3,160,494
Total liabilities	6,164,114		4,980,815	11,144,929
DEFERRED INFLOW OF RESOURCES:				
Deferred inflow of resources related to pensions	133,108		96,103	229,211
NET POSITION:				
Net investment in capital assets	10,290,528		8,787,635	19,078,163
Net position - restricted	945,514		2,179,620	3,125,134
Unrestricted	1,112,449	19,685	136,140	1,268,274
Total net position	\$ 12,348,491	\$ 19,685	\$ 11,103,395	\$ 23,471,571

The accompanying notes are an integral part of these financial statements.

GROVELAND COMMUNITY SERVICES DISTRICT

STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION PROPRIETARY FUNDS YEAR ENDED JUNE 30, 2024

	Business-type Activities			Totals
	Enterprise Funds			
	Water Fund	Davis-Grunsky Fund	Sewer Fund	
OPERATING REVENUES:				
Charges for services	\$ 3,306,783		\$ 2,657,813	\$ 5,964,596
Other	41,966		24,673	66,639
Total operating revenues	<u>3,348,749</u>		<u>2,682,486</u>	<u>6,031,235</u>
OPERATING EXPENSES:				
Salaries and wages	1,021,838		827,979	1,849,817
Payroll expenses	599,914		445,151	1,045,065
Utilities	302,103		164,181	466,284
Supplies, equipment, and materials	215,533		123,642	339,175
Repairs and maintenance	267,805		113,719	381,524
Professional services	165,968		113,970	279,938
Licenses and permits	11,573		43,622	55,195
Insurance	140,527		95,358	235,885
Miscellaneous	44,759		20,925	65,684
Communications	11,322		5,341	16,663
Employee development	41,187		40,693	81,880
Janitorial	34,072		19,554	53,626
Rents and leases	7,670			7,670
Memberships, dues, and subscriptions	49,414			49,414
Depreciation	629,118		743,807	1,372,925
Total operating expenses	<u>3,542,803</u>		<u>2,757,942</u>	<u>6,300,745</u>
Operating loss	<u>(194,054)</u>		<u>(75,456)</u>	<u>(269,510)</u>
NONOPERATING REVENUES (EXPENSES):				
Property taxes		\$ 3		3
Federal revenue	18,322		10,283	28,605
State grant revenue	191,679			191,679
Interest earnings	145,901	594	132,203	278,698
Interest expense	(46,821)		(100,961)	(147,782)
Amortization	(29,315)		(5,083)	(34,398)
Other expenses	(6,273)		(7,677)	(13,950)
Loss on disposal of capital assets	(6,784)		(6,308)	(13,092)
Other income	87,445		53,470	140,915
Total nonoperating revenues (expenses)	<u>354,154</u>	<u>597</u>	<u>75,927</u>	<u>430,678</u>
INCOME BEFORE CAPITAL ACTIVITY	<u>160,100</u>	<u>597</u>	<u>471</u>	<u>161,168</u>
CAPITAL ACTIVITY:				
Federal revenue			2,223,525	2,223,525
State grant revenue	497,027		25,279	522,306
Total capital activity	<u>497,027</u>		<u>2,248,804</u>	<u>2,745,831</u>
Change in net position	<u>657,127</u>	<u>597</u>	<u>2,249,275</u>	<u>2,906,999</u>
Net position - beginning of year	<u>11,691,364</u>	<u>19,088</u>	<u>8,854,120</u>	<u>20,564,572</u>
Net position - ending	<u>\$ 12,348,491</u>	<u>\$ 19,685</u>	<u>\$ 11,103,395</u>	<u>\$ 23,471,571</u>

The accompanying notes are an integral part of these financial statements.

GROVELAND COMMUNITY SERVICES DISTRICT

STATEMENT OF CASH FLOWS PROPRIETARY FUNDS YEAR ENDED JUNE 30, 2024

	Business-type Activities			Totals
	Enterprise Funds			
	Water Fund	Davis-Grunsky Fund	Sewer Fund	
CASH FLOWS FROM OPERATING ACTIVITIES:				
Cash received from customers	\$ 3,201,745		\$ 3,039,347	\$ 6,241,092
Cash payments to suppliers for goods and services	(1,716,993)		(421,847)	(2,138,840)
Cash payments to/on behalf of employees	<u>(1,714,927)</u>		<u>(1,332,003)</u>	<u>(3,046,930)</u>
Net cash provided (used) by operating activities	<u>(230,175)</u>		<u>1,285,497</u>	<u>1,055,322</u>
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES:				
Cash received from grants	191,679		2,223,525	2,415,204
Cash received from taxes and assessments		\$ 3		3
Cash received from other nonoperating	105,767		63,753	169,520
Cash payments for other nonoperating	<u>(6,273)</u>		<u>(7,677)</u>	<u>(13,950)</u>
Net cash provided by non-capital and related financing activities	<u>291,173</u>	<u>3</u>	<u>2,279,601</u>	<u>2,570,777</u>
CASH FLOW FROM CAPITAL AND RELATED FINANCING ACTIVITIES:				
Cash received from grants	497,027		25,279	522,306
Purchase of capital assets	(1,515,162)		(2,781,493)	(4,296,655)
Interest paid on long-term debt	(52,376)		(105,882)	(158,258)
Principal paid on long-term debt	(469,951)		(333,188)	(803,139)
Proceeds from financing debt	<u>(9,341)</u>		<u>(153,146)</u>	<u>(162,487)</u>
Net cash used by capital and related financing activities	<u>(1,549,803)</u>		<u>(3,348,430)</u>	<u>(4,898,233)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:				
Interest on investments	<u>145,901</u>	<u>594</u>	<u>132,203</u>	<u>278,698</u>
Net increase (decrease) in cash and cash equivalents	(1,342,904)	597	348,871	(993,436)
Cash and cash equivalents - beginning of year	<u>5,928,887</u>	<u>15,603</u>	<u>2,855,824</u>	<u>8,800,314</u>
Cash and cash equivalents - end of year	<u>\$ 4,585,983</u>	<u>\$ 16,200</u>	<u>\$ 3,204,695</u>	<u>\$ 7,806,878</u>
Cash and equivalents	\$ 1,583,001	\$ 16,200	\$ 1,025,075	\$ 2,624,276
Restricted cash and equivalents	<u>3,002,982</u>		<u>2,179,620</u>	<u>5,182,602</u>
Cash and cash equivalents - end of year	<u>\$ 4,585,983</u>	<u>\$ 16,200</u>	<u>\$ 3,204,695</u>	<u>\$ 7,806,878</u>

(Continued)

GROVELAND COMMUNITY SERVICES DISTRICT

STATEMENT OF CASH FLOWS PROPRIETARY FUNDS YEAR ENDED JUNE 30, 2024 (Continued)

	Business-type Activities Enterprise Funds			Totals
	Water Fund	Davis-Grunsky Fund	Sewer Fund	
CASH FLOWS FROM OPERATING ACTIVITIES:				
Operating deficit	\$ (194,054)		\$ (75,456)	\$ (269,510)
Reconciliation of operating income to net cash provided (used) by operating activities				
Depreciation expense	629,118		743,807	1,372,925
(Increase) decrease in:				
Accounts receivable and deposits	(147,184)		356,861	209,677
Due from other funds	(1,371)			(1,371)
Deferred outflows of resources	(117,637)		(35,925)	(153,562)
Increase (decrease) in:				
Accounts payable and accrued liabilities	(468,038)		290,500	(177,538)
Due to other funds			(5,287)	(5,287)
Deposits payable	180			180
Compensated absences	(3,799)		(3,290)	(7,089)
Net pension liability	122,493		68,643	191,136
Net OPEB obligation	132,466		49,357	181,823
Deferred inflows of resources	(182,349)		(103,713)	(286,062)
Net cash provided (used) by operating activities	<u>\$ (230,175)</u>	<u>\$</u>	<u>\$ 1,285,497</u>	<u>\$ 1,055,322</u>

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

1. SIGNIFICANT ACCOUNTING POLICIES

A. ACCOUNTING POLICIES

The basic financial statements of the Groveland Community Services District (District) have been prepared in conformity with accounting principles generally accepted in the United States of America as prescribed by the Governmental Accounting Standards Board (GASB) and the American Institute of Certified Public Accountants. The GASB is the accepted standard-setting body for establishing governmental accounting and financial reporting principles.

B. REPORTING ENTITY

The District was formed in 1953, pursuant to the Community Services District Law of the State of California (Division 2 of Title 6 of the Government Code, Section 61600). The District provides water, sewer, fire, and park services throughout the District. The District's financial and administrative functions are governed by a Board of Directors (the Board) elected by the voting population within the District. The District is a separate legal reporting entity in Tuolumne County.

The District has reviewed criteria to determine whether other entities with activities that benefit the District should be included within its financial reporting entity. The criteria include, but are not limited to, whether the entity exercises oversight responsibility (which includes financial interdependency, selection of governing authority, designation of management, ability to significantly influence operations, and accountability for fiscal matters), the scope of public service, and a special financing relationship.

The District has determined that no other outside entity meets the above criteria, and therefore, no agency has been included as a component unit in the District's financial statements. In addition, the District is not aware of any entity that would exercise such oversight responsibility that would result in the District being considered a component unit of that entity.

C. BASIS OF PRESENTATION

Government-wide financial statements – The statement of net position and the statement of activities display information about the District as a whole. These statements include the financial activities of the primary government.

The government-wide statements are prepared using the economic resources measurement focus. This is the same approach used in the preparation of proprietary fund financial statements, but differs from the manner in which the governmental fund financial statements are prepared. Governmental fund financial statements, therefore, include a reconciliation with brief explanations to better identify the relationship between the government-wide statements and the statements for governmental funds.

The government-wide statement of activities presents a comparison between direct expenses and program revenues for each function or program of the District's governmental activities. Direct expenses are those that are specifically associated with a service, program, or department and are, therefore, clearly identifiable to a particular function. Certain indirect expenses are allocated to the funds based on relative percentages. Program revenues include charges paid by the recipients of goods or services offered by a program, as well as grants and contributions that are restricted to meeting the operational requirements of a particular program. Revenues which are not classified as

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

program revenues are presented as general revenues of the District, with certain limited exceptions. The comparison of direct expenses with program revenues identifies the extent to which each governmental function is self-financing or draws from the general revenues of the District.

Fund financial statements – Fund financial statements report more detailed information about the District. The focus of governmental fund financial statements is on major funds rather than reporting funds by type. Each major fund is presented in a separate column.

The accounting and financial reporting treatment applied to a fund is determined by its measurement focus. All governmental fund types are accounted for using a flow of current financial resources measurement focus. The financial statements for governmental funds include a balance sheet, which generally includes only current assets and current liabilities, and a statement of revenues, expenditures, and changes in fund balances, which reports on the sources (i.e. revenues and other financing sources) and uses (i.e. expenditures and other financing uses) of current financial resources.

All proprietary fund types are accounted for on a flow of economic resources measurement focus. With this measurement focus, all assets and all liabilities associated with the operation of these funds are included on the statement of net position. The statement of revenues, expenses, and changes in fund net position presents increases (i.e. revenues) and decreases (i.e. expenses) in net position. The statement of cash flows provides information about how the District finances and meets the cash flow needs of its proprietary activities.

Proprietary funds distinguish operating revenues and expenses from non-operating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with a proprietary fund's principal ongoing operations.

Restricted net position is related to grant funding received in advance or externally required to be held separately by grantors.

D. BASIS OF PRESENTATION

Basis of accounting refers to when transactions are recorded in the financial records and reported in the financial statements. Government-wide financial statements are prepared using the accrual basis of accounting. Governmental fund financial statements use the modified accrual basis of accounting. Proprietary fund financial statements use the accrual basis of accounting.

Expenses/Expenditures – Under the accrual basis of accounting, expenses are recognized at the time they are incurred. However, the measurement focus of governmental fund accounting is on decreases in the net financial resources (expenditures) rather than expenses. Expenditures are generally recognized in the accounting period in which the related fund liability is incurred, if measurable. Allocations of cost, such as depreciation and amortization, are not recognized on governmental fund financial statements.

When expenditures are incurred for purposes for which both restricted and unrestricted fund balance is available for use, it is the District's policy to first apply the expenditure toward restricted fund balance and then to other, less restrictive classifications - committed amounts should be reduced first, followed by assigned amounts and then unassigned amounts.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

E. FUND ACCOUNTING

The accounts of the District are organized on the basis of funds, each of which is considered to be a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, deferred outflows of resources, liabilities, deferred inflows of resources, fund equity, revenues, and expenditures or expenses, as appropriate. District resources are allocated to and accounted for in individual funds based upon the purpose for which they are to be spent and the means by which spending activities are controlled. The District's accounts are organized into major funds as follows:

Major Governmental Funds

Special Revenue Funds are used to account for the proceeds of specific revenue sources that are legally restricted or committed to expenditures for specific purposes. The District maintains the following major special revenue funds:

The **Fire Protection Fund** is used to account primarily for property taxes allocated for fire protection services throughout the District.

The **Parks and Recreation Fund** is used to account primarily for property taxes allocated for recreation services throughout the District.

Major Proprietary Funds

Proprietary Funds – Enterprise Funds are used to account for a government's ongoing operation and activities that are similar to businesses found in the private sector. These funds are considered self-supporting in that the services rendered by them are generally financed through user charges. The District maintains the following major proprietary funds:

The **Water Fund** is used to account for all activity associated with water services throughout the District.

The **Davis-Grunsky Fund** is used to account for all activity associated with the Davis-Grunsky loans.

The **Sewer Fund** is used to account for all activity associated with wastewater services throughout the District.

F. BUDGET AND BUDGETARY ACCOUNTING

Annual budgets are adopted on a basis consistent with accounting principles generally accepted in the United States of America for all of the District's governmental funds. By State Law, the Board must approve a tentative budget no later than June 30 and adopt a final budget no later than August 31. A public hearing must be conducted to receive comments prior to adoption.

These budgets are revised by the Board during the fiscal year to give consideration to unanticipated income and expenditures. The original and final revised budgets for the Fire Protection and Parks and Recreation funds are presented as required supplementary information in these financial statements.

Formal budgetary integration was employed as a management control device during the year for all budgeted funds. The District employs budget control by minor object and by individual appropriation accounts. Expenditures cannot legally exceed appropriations by major object account.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

G. USE OF ESTIMATES

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, deferred outflow of resources, liabilities and deferred inflows of resources and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual amounts could differ from those estimates.

H. CASH AND EQUIVALENTS

The District considers all highly liquid investments with a maturity of three months or less at the time of purchase to be cash equivalents.

I. CAPITAL ASSETS

Purchased capital assets are stated at historical cost or estimated historical cost when original cost is not available. Donated capital assets are recorded at their estimated fair value at the date of donation. The District's policy is to capitalize all capital assets with costs exceeding a minimum threshold of \$2,500 and lease assets exceeding the threshold of \$25,000. As of June 30, 2024, the District had no lease assets exceeding the \$25,000 threshold.

Depreciation is recorded using the straight-line method over the estimated useful lives of the capital assets. The estimated useful lives are as follows:

Structures and Buildings	20-50 years
Improvements	10-50 years
Furnishings and Equipment	3-10 years
Vehicles	5-20 years

J. DEFERRED OUTFLOW/INFLOWS OF RESOURCES

In addition to assets, liabilities and net position, the statement of net position reports separate sections for deferred outflows of resources and deferred inflows of resources. Deferred outflows of resources represent a consumption of resources that applies to a future period(s) and will not be recognized as an outflow of resources (expense) until then. Conversely, deferred inflows of resources represent an acquisition of resources that applies to a future period(s) and will not be recognized as an inflow of resources (revenue) until that time.

The District's deferred amount on debt refunding, resulting from the difference in the carrying value and reacquisition price of the refunded debt, is reported as deferred outflows of resources and is amortized over the shorter of the life of the refunded debt or refunding bond.

Contributions made to the District's pension and OPEB plan(s) after the measurement date but before the fiscal year end are recorded as a deferred outflow of resources and will reduce the net pension liability and total OPEB liability in the next fiscal year.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Additional factors involved in the calculation of the District’s pension and OPEB expenses and liabilities include the differences between expected and actual experience, changes in assumptions, differences between projected and actual investment earnings, changes in proportion, and differences between the District’s contributions and proportionate share of contributions. These factors are recorded as deferred outflows and inflows of resources and amortized over various periods. See Notes 5 and 6 for further details related to these pension and OPEB deferred outflows and inflows.

K. PENSIONS

For purposes of measuring the net pension liability, deferred outflows/inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the District’s portion of the California Public Employees’ Retirement System (CalPERS) Miscellaneous plan and additions to/deductions from the Plan’s fiduciary net position have been determined on the same basis as they are reported by CalPERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

L. OTHER POSTEMPLOYMENT BENEFITS (OPEB)

For purposes of measuring the net OPEB liability (asset), deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the District’s (OPEB Plan) and additions to/deductions from OPEB Plan’s fiduciary net position have been determined on the same basis. For this purpose, benefit payments are recognized when currently due and payable in accordance with the benefit terms. Investments are reported at fair value.

Generally accepted accounting principles require that the reported results must pertain to liability and asset information within certain defined timeframes. For this report, the following timeframes are used:

Valuation Date	June 30, 2023
Measurement Date	June 30, 2023
Measurement Period	July 1, 2022 to June 30, 2023

M. COMPENSATED ABSENCES

An employee accumulates vacation and sick leave time in accordance with the personnel policies handbook. Vacation and sick time vested and accrued depends on years of service and date of hire by the District. Vacation may be accumulated up to 8 weeks and is paid in full upon termination or retirement. Employee can accumulate up to 300 hours of sick leave, but unused sick leave is compensable at one half the total sick time accrued upon termination or retirement.

N. FUND BALANCES

Committed fund balances are set aside for specific purposes by the District’s highest level of decision-making authority (the Board) pursuant to formal actions taken, such as a majority vote or resolution. These committed amounts cannot be used for any other purpose unless the Board removes or changes the specific use through the same type of formal action taken to establish the commitment.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

O. PROPERTY TAXES

The District receives property taxes from the County of Tuolumne (County), which has been assigned the responsibility for assessment, collection, and apportionment of property taxes for all taxing jurisdictions within the County. Secured property taxes are levied on January 1 for the following fiscal year and on which date it becomes a lien on real property. Secured property taxes are due in two installments, on November 1 and February 1, and are delinquent after December 10 and April 10. Property taxes on the unsecured roll are due on the January 1 lien date and become delinquent if unpaid by August 31. Property tax revenues are recognized in the fiscal year they are received.

Based on a policy by the County called the Teeter Plan, 100% of the allocated taxes are transmitted by the County to the District, eliminating the need for an allowance for uncollectible accounts. The County, in return, receives all penalties and interest on the related delinquent taxes.

P. LONG-TERM OBLIGATIONS

The District reports long-term obligations of governmental funds at face value in the government-wide financial statements. Long-term obligations payable from proprietary funds are reported on the proprietary fund financial statements and the government-wide financial statements.

2. CASH AND EQUIVALENTS

The District's cash and cash equivalents as of June 30, 2024 are classified in the accompanying financial statements as follows:

Cash and equivalents	\$ 4,301,211
Restricted cash and equivalents	<u>5,363,508</u>
Total cash and equivalents	<u>\$ 9,664,719</u>

Cash and equivalents as of June 30, 2024, consist of the following:

Cash with financial institutions	\$ 9,622,420
Cash on hand	500
Cash and equivalents with LAIF	<u>41,799</u>
Total cash and equivalents	<u>\$ 9,664,719</u>

Local Agency Investment Fund

The District is a voluntary participant in the Local Agency Investment Fund (LAIF) that is regulated by the California Government Code under the oversight of the Treasurer of the State of California. Separate complete financial statements are available at P.O. Box 942809, Sacramento, CA 94209-0001.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Investments Authorized by the California Government Code and the District's Investment Policy

The table below identifies the investment types that are authorized per the District's investment policy and allowed per the California Government Code. The table also identifies certain provisions of the California Government Code that address interest rate risk, credit risk, and concentration of credit risk. This table does not address investments of debt proceeds held by bond trustees that are governed by the provisions of debt agreements of the District, rather than the general provisions of the California Government Code.

<u>Authorized Investment Type</u>	<u>Maximum Maturity</u>	<u>Maximum Percentage of Portfolio</u>	<u>Maximum Investment in One Issuer</u>
Reverse Repurchase Agreements & Securities Lending Agreements	92 days	20 % of the base value of the portfolio	None
Medium-Term Notes	5 years	30%	None
Mutual Funds	N/A	20%	10%
Money Market Mutual Funds	N/A	20%	None
Collateralized Bank Deposits	5 years	None	None
Mortgage Pass-Through Securities	5 years	20%	None
Time Deposits	5 years	None	None
County Pooled Investment Funds	N/A	None	None
Local Agency Investment Fund (LAIF)	N/A	None	\$50 Million

Investments Authorized by Debt Agreements

Investments held by trustees are governed by provisions of the debt agreements, rather than the general provisions of the California Government Code or the District's investment policy. The table below identifies the investment types that are authorized for investments held by trustees. The table also identifies certain provisions of the debt agreements that address interest rate risk, credit risk, and concentration of credit risk.

<u>Authorized Investment Type</u>	<u>Maximum Maturity</u>	<u>Maximum Percentage of Portfolio</u>	<u>Maximum Investment in One Issuer</u>
Investment pools authorized under CA Statutes governed by Government Code	N/A	None	\$50 million
U.S. Treasury Obligations/Bills	5 years	None	None
Bank Savings Account	N/A	25%	None
Federal Agencies	5 years	75%	None
Commercial Paper	180 days	20%	None
Negotiable Certificates of Deposit	180 days	20%	None
Re-purchase Agreements	180 days	20%	None
Corporate Debt	5 years	25%	None
Money Market Accounts	N/A	None	None

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Disclosures Relating to Interest Rate Risk

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater the sensitivity of its fair value to changes in market interest rates. The District has no investments that are highly sensitive to interest rate fluctuations.

Derivative Investments

The District did not directly enter into any derivative investments. Information regarding the amount invested in derivatives by the County Treasury was not available.

Disclosures Relating to Credit Risk

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. This is measured by the assignment of a rating by a nationally recognized statistical rating organization.

Concentration of Credit Risk

The investment policy of the District contains limitations on the amount that can be invested in any one issuer. There are no investments (other than U.S. Treasury securities, mutual funds, and external investment pools) in any one issuer that represents 5% or more of total District investments.

Custodial Credit Risk

Custodial credit risk for *deposits* is the risk that, in the event of the failure of a depository financial institution, a government will not be able to recover its deposits or will not be able to recover collateral securities that are in the possession of an outside party. The District's investment policy does not contain legal or policy requirements that would limit the exposure to custodial credit risk for deposits, other than the following provision for deposits: The California Government Code requires that a financial institution secure deposits that are made by state or local governmental units by pledging securities in an undivided collateral pool held by a depository regulated under state law (unless so waived by the governmental unit). The market value of the pledged securities in the collateral pool must equal at least 110% of the total amounts deposited by the public agencies.

District deposits held with financial institutions and with fiscal agents in excess of federal depository insurance limits are in accounts collateralized by securities held by the pledging financial institution that total \$4,732,920.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

3. CAPITAL ASSETS

Governmental Activities:

Capital asset activity for the year ended June 30, 2024 was as follows:

	<u>Balance July 1, 2023</u>	<u>Additions</u>	<u>Deductions</u>	<u>Balance June 30, 2024</u>
Capital assets, not being depreciated:				
Land	\$ 224,976			\$ 224,976
Construction in Progress	<u>818,274</u>	\$ 462,652	\$ (53,873)	<u>1,227,053</u>
Total capital assets, not being depreciated	<u>1,043,250</u>	<u>462,652</u>	<u>(53,843)</u>	<u>1,452,029</u>
Capital assets, being depreciated/amortized:				
Structures and improvements	1,229,718	168,895	(8,011)	1,390,602
Furnishings & Equipment	297,754		(33,855)	263,899
Vehicles	712,121	4,531	(77,910)	638,742
Right-to-use asset – park lease	<u>350,000</u>			<u>350,000</u>
Total capital assets, being depreciated/amortized	<u>2,589,593</u>	<u>173,426</u>	<u>(119,776)</u>	<u>2,643,243</u>
Total accumulated depreciation	<u>(1,554,133)</u>	<u>(131,843)</u>	<u>118,752</u>	<u>(1,567,224)</u>
Total capital assets, being depreciated/amortized, net	<u>1,035,460</u>	<u>41,583</u>	<u>(1,024)</u>	<u>1,076,019</u>
Governmental activities capital assets, net	<u>\$ 2,078,710</u>	<u>\$ 504,235</u>	<u>\$ (54,897)</u>	<u>\$ 2,528,048</u>

For the year ended June 30, 2024, depreciation and amortization expense was charged to functions as follows:

Governmental activities:	
Public safety	\$ 73,987
Parks and recreation	<u>57,856</u>
Total depreciation expense	<u>\$ 131,843</u>

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Business-Type Activities:

Capital asset activity for the year ended June 30, 2024 was as follows:

	<u>Balance July 1, 2023</u>	<u>Additions/ Transfers</u>	<u>Deductions/ Transfers</u>	<u>Balance June 30, 2024</u>
Capital assets, not being depreciated:				
Land	\$ 387,105			\$ 387,105
Construction in progress	8,124,997	\$ 3,639,470	\$ (259,685)	11,504,782
Total capital assets, not being depreciated	<u>8,512,102</u>	<u>3,639,470</u>	<u>(259,685)</u>	<u>11,891,887</u>
Capital assets, being depreciated:				
Structures and improvements	32,796,233	260,670	(121,213)	32,935,690
Equipment	3,762,340	565,222	(101,503)	4,226,059
Vehicles	2,029,920	114,583	(129,580)	2,014,923
Total capital assets, being depreciated	38,588,493	940,475	(352,296)	39,176,672
Total accumulated depreciation	<u>(26,508,151)</u>	<u>(1,372,925)</u>	<u>315,599</u>	<u>(27,565,477)</u>
Total capital assets, being depreciated, net	<u>12,080,342</u>	<u>(432,450)</u>	<u>(36,697)</u>	<u>11,611,195</u>
Business-type activities capital assets, net	<u>\$ 20,592,444</u>	<u>\$ 3,207,020</u>	<u>\$ (296,382)</u>	<u>\$ 23,503,082</u>

4. LONG-TERM DEBT

Long-term liability activity for the governmental activities the year ended June 30, 2024 was as follows:

<u>Governmental Activities</u>	<u>Balance at June 30, 2023</u>	<u>Additions</u>	<u>Retirements</u>	<u>Balance at June 30, 2024</u>	<u>Due within one year</u>
Compensated absences	\$ 16,877		\$ 536	\$ 16,341	\$ 16,341
Finance purchase	10,702		2,629	8,073	2,733
Lease liability – park	350,000		29,017	320,983	30,207
Net pension liability	166,448	\$ 19,051		185,499	
Total	<u>\$ 544,027</u>	<u>\$ 19,051</u>	<u>\$ (32,182)</u>	<u>\$ 530,896</u>	<u>\$ 49,281</u>

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Long-term liability activity for the business-type activities the year ended June 30, 2024 was as follows:

<u>Business-type Activities</u>	<u>Balance at June 30, 2023</u>	<u>Additions</u>	<u>Retirements</u>	<u>Balance at June 30, 2024</u>	<u>Due within one year</u>
2019 Wastewater Installment Sale	\$ 1,333,223		\$ (61,687)	\$ 1,271,536	\$ 63,771
2019 Wastewater Refunding	984,174		(271,501)	712,673	277,950
2021 Water Refunding	1,990,298		(469,951)	1,520,347	481,059
Net pension liability	2,969,358	\$ 191,136		3,160,494	
Net OPEB obligation	91,323	181,823		273,146	
Finance purchase	1,070,354	43,598	(206,085)	907,867	214,227
Compensated absences	224,187		(7,089)	217,098	217,098
Total	<u>\$ 8,662,917</u>	<u>\$ 416,557</u>	<u>\$ (1,016,313)</u>	<u>\$ 8,063,161</u>	<u>\$ 1,254,105</u>

The District issued the 2019 Wastewater Revenue Refunding Bonds (2019 Wastewater Refunding) dated December 10, 2019 in the amount of \$1,906,811 with an interest rate of 2.840% to current refund the Wastewater Revenue Refunding Bonds, Series 2014 bonds (2014 Wastewater Revenue Refunding). Payments are due semiannually on July 10 and January 10. Final maturity is on July 20, 2026.

The District issued the 2019 Wastewater Revenue Installment Sale Agreement (2019 Wastewater Installment Sale) dated December 10, 2019 in the amount of \$1,511,053, with an interest rate of 3.350% for the immediate replacement and improvement of the Wastewater Treatment Plant Headworks, recycled wastewater irrigation system and wastewater collection system lift station #2. Payments are due semiannually on July 10 and January 10. Final maturity is on July 10, 2039.

The District issued the 2021 Water Refunding Bonds (2021 Water Refunding) dated January 4, 2021 in the amount of \$3,128,540 with an interest rate of 2.350% to current refund the 2013 Installment Sale Agreement and Water Revenue Refunding Bonds, Series 2014. Payments are due semiannually on July 10 and January 10. Final maturity is on July 10, 2027.

Annual debt service requirements for the business-type activities are as follows:

<u>Fiscal Year Ending June 30,</u>	<u>Principal</u>	<u>Interest</u>	<u>Totals</u>
2025	\$ 822,780	\$ 93,262	\$ 916,042
2026	953,013	71,799	1,024,812
2027	506,811	48,423	555,234
2028	218,718	37,125	255,843
2029	72,834	33,003	105,837
2030-2034	402,783	126,406	529,189
2035-2039	475,567	53,622	529,189
2040	52,050	872	52,922
Total	<u>\$ 3,504,556</u>	<u>\$ 464,512</u>	<u>\$ 3,936,068</u>

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Lease liability

In July 2022, the District entered into a lease-purchase agreement with Municipal Finance Corporation (the Corporation) to finance the acquisition, construction and equipping of certain capital improvements at the District. The District leased property to the Corporation in exchange for an advance rental. The Corporation then leased back the property to the District which is then obligated to make payments to the Corporation. An initial lease liability was recorded in the amount of \$350,000 during the fiscal year ended June 30, 2023. As of June 30, 2024, the value of the lease liability was \$320,983. The lease term is 9 years with a \$43,367 monthly payment. For purposes of discounting future payments on the lease, the District used a discount rate of 4.10%. The right-to-use asset as of the year ended June 30, 2024 was \$311,108 and is being amortized over the remaining term of the lease. As the Corporation advanced the District the full \$350,000, a deferred inflow of resources was recorded as this amount will be reduced as payments are made on the liability. As of June 30, 2024, the deferred inflow of resources was \$315,000. The future minimum principal and interest lease payments as of June 20, 2024, are as follows:

<u>Year Ending June 30,</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2025	\$ 30,207	\$ 13,160	\$ 43,367
2026	31,445	11,922	43,367
2027	32,734	10,633	43,367
2028	34,077	9,290	43,367
2029	35,474	7,893	43,367
2030-2032	<u>157,046</u>	<u>16,420</u>	<u>173,466</u>
Totals	<u>\$ 320,983</u>	<u>\$ 69,318</u>	<u>\$ 390,301</u>

Finance Purchase

In February 2023, the District entered into a lease-purchase agreement with Municipal Finance Corporation (the Corporation) to finance property to be purchased and leased back to the District. The property purchased and leased to the District will transfer ownership at the end of the lease. The finance purchase agreement has a gross amount of \$1,129,341 for the assets financed. As of June 30, 2024, the District utilized \$1,118,654 of the proceeds to purchase vehicles and anticipates using the remaining \$4,687 of the proceeds in fiscal year 2025. Future minimum principal and interest lease payments as of June 30, 2024, are as follows:

<u>Year Ending June 30,</u>	<u>Total</u>
2025	\$ 253,325
2026	253,325
2027	253,324
2028	<u>253,324</u>
Total	1,013,298
Less amount representing interest	<u>(92,672)</u>
Present value of net minimum payments	<u>\$ 920,626</u>

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

5. DEFINED BENEFIT PENSION PLAN

The District provides pension benefits to its employees through the California Public Employees' Retirement System (CalPERS) Miscellaneous Plan, a public agency cost-sharing multiple-employer defined benefit pension plan. CalPERS is an agency of the State of California. Qualified employees are covered under the Miscellaneous 2.7% at 55 for classic employees and 2% at 62 for PEPRA employees in the Risk Pool (the Plan). CalPERS acts as a common investment and administrative agent for participating public entities within the State of California. CalPERS issues a publicly available financial report that includes financial statements and required supplementary information for the Plan. This report is available online at www.calpers.ca.gov.

Benefits Provided

The benefits for the Plan are established by contract with CalPERS, in accordance with the provisions of the California Public Employees' Retirement Law (PERL). The benefits are based on members' years of service, age, final compensation, and benefit formula. Benefits are provided for disability, death, and survivors of eligible members or beneficiaries. To be eligible for service retirement, members must be at least 50 and a minimum of five years of CalPERS-credited service. Members after January 1, 2013 must be at least 52.

Contributions

Section 20814(c) of the PERL requires employer contribution rates for all public employers be determined on an annual basis by the actuary and are effective on the July 1 following notice of a change in the rate. The contributions are determined through the CalPERS' annual actuarial valuation process. The actuarially determined rate is based on the estimated amount necessary to pay the Plans allocated share of the risk pool's costs of benefits earned by employees during the year, and any unfunded accrued liability. The District is required to contribute the difference between the actuarially determined rate and the contribution rate of employees. The District's required contribution rate on covered payroll for the period ended June 30, 2024 for the PEPRA and miscellaneous plan were 7.68% and 15.95% of annual pay, respectively. Employer contributions rates may change if the Plan contract is amended.

Pension Liabilities, Pension Expense and Deferred Outflows/Inflows of Resources Related to Pensions

The District's Net Pension Liability (NPL) for the Plan is measured as the proportionate share of the NPL. The NPL of the Plan is measured as of June 30, 2023 for the year ended June 30, 2024. The total pension liability (TPL) used to calculate the NPL was determined by an actuarial valuation as of June 30, 2022 rolled forward to June 30, 2023 using standard update procedures. As of June 30, 2024, the District's proportionate share of the Plan's net pension liability (NPL) was \$3,345,993.

Using the District's individual employer rate plan's share of the risk pool TPL and Fiduciary Net Position (FNP), the proportionate shares of the TPL and FNP at the measurement date are determined for the District by the actuary. The District's employer allocation factor for the Plan as of June 30, 2023 measurement date was as follows:

	<u>Plan</u>
Proportion - June 30, 2023	0.066914%
Proportion - June 30, 2022	<u>0.067015%</u>
Change - increase (decrease)	<u>(0.000101%)</u>

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

For the year ended June 30, 2024, the District recognized pension expense of \$452,723. At June 30, 2024, the District reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 170,931	\$ (26,516)
Change in assumptions	202,013	
Net differences between projected and actual investment earnings of pension plan investments	541,746	
Change in proportions	7,397	(216,148)
Change in proportionate share of contributions	122,496	
Pension contributions subsequent to measurement date	398,797	
Total	\$ 1,443,379	\$ (242,664)

The \$398,797 reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the NPL in the year ending June 30, 2025. Other amounts reported as deferred outflows/inflows of resources related to pensions will be recognized as pension expense as follows:

Year Ended June 30		
2025	\$	206,540
2026		147,664
2027		432,170
2028		15,544

Actuarial Assumptions

For the measurement period ended June 30, 2023 (the measurement date), the TPL was determined by rolling forward the June 30, 2022 TPL, with update procedures used to roll forward the total pension liability to June 30, 2023. The June 30, 2022 TPL amounts were based on the following actuarial methods and assumptions:

Actuarial Cost Method	Entry-Age Normal
Actuarial Assumptions:	
Discount Rate	6.90%
Inflation	2.30%
Salary Increases	Varies by Entry Age and Service
Mortality Rate Table ⁽¹⁾	Derived using CalPERS' Membership data for all Funds
Post Retirement Benefit Increase	Contract COLA up to 2.30% until Purchasing Power Protection Allowance Floor on Purchasing Power applies

⁽¹⁾ The mortality table used was developed based on CalPERS' specific data. The rates incorporate Generational Mortality to capture ongoing mortality improvement using 80% of Scale MP 2020 published by the Society of Actuaries.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Discount Rate

The discount rate used to measure the TPL was 6.90%. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current member contribution rates and that contributions from employers will be made at statutorily required rates, actuarially determined. Based on those assumptions, the Plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class.

In determining the long-term expected rate of return, CalPERS took into account both short-term and long-term market return expectations as well as the expected pension fund cash flows. Using historical returns of all the funds’ asset classes, expected compound returns were calculated over the short-term (first 10 years) and the long-term (11+ years) using a building-block approach. Using the expected nominal returns for both short-term and long-term, the present value of benefits was calculated for each fund. The expected rate of return was set by calculating the single equivalent expected return that arrived at the same present value of benefits for cash flows as the one calculated using both short-term and long-term returns. The expected rate of return was then set equivalent to the single equivalent rate calculated above and adjusted to account for assumed administrative expenses.

The expected real rates of return by asset class are as followed:

<u>Asset Class⁽¹⁾</u>	<u>Assumed Asset Allocation</u>	<u>Real Return Years 1 – 10^(1,2)</u>
Global Equity- cap-weighted	30.00%	4.54%
Global Equity non-cap-weighted	12.00%	3.84%
Private Equity	13.00%	7.28%
Treasury	5.00%	0.27%
Mortgage-backed securities	5.00%	0.50%
Investment Grade Corporates	10.00%	1.56%
High Yield	5.00%	2.27%
Emerging Market Debt	5.00%	2.48%
Private Debt	5.00%	3.57%
Real Assets	15.00%	3.21%
Leverage	(5.00%)	(0.59%)
Total	<u>100.00%</u>	

⁽¹⁾ An expected inflation of 2.30% was used for this period.

⁽²⁾ Figures are based on the 2021-22 Asset Liability management study.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Sensitivity of the District’s Proportional Share of the NPL to Changes in the Discount Rate

The following presents the District’s Proportional Share of the NPL of the Plan as of the measurement date, calculated using the discount rate of 6.90%, as well as what the District’s Proportional Share of the NPL would be if it were calculated using a discount rate that is 1 percentage-point lower (5.90%) or 1 percentage-point higher (7.90%) than the current rate:

	Discount Rate – 1%	Current Discount Rate	Discount Rate + 1%
District’s Proportionate Share of Plan’s NPL	\$ 4,720,983	\$ 3,345,993	\$ 2,214,258

Recognition of Gains and Losses

Under GASB Statement No. 68, gains and losses related to changes in total pension liability and fiduciary net position are recognized in pension expense systematically over time.

The first amortized amounts are recognized in pension expense for the year the gain or loss occurs. The remaining amounts are categorized as deferred outflows and deferred inflows of resources related to pensions and are to be recognized in future pension expense.

The amortization period differs depending on the source of the gain or loss:

Difference between projected and actual earnings	5 year straight-line amortization
All other amounts	Straight-line amortization over the average expected remaining service lives of all members that are provided with benefits (active, inactive and retired) as of the beginning of the measurement period

6. OTHER POSTEMPLOYMENT BENEFITS

Plan Description

The District has established a retiree healthcare plan that provides other postemployment health, dental, and vision care benefits for eligible retired employees and their dependents through the retiree healthcare plan (the Plan). The District, through the authorization of their Board of Directors, elected to establish an irrevocable trust for the Plan through the California Employers’ Retiree Trust (CERBT) fund, an agent multiple-employer plan, administered by CalPERS. The CERBT has pooled administrative and investment functions, while separate employer accounts are maintained to prefund and pay for health care or other postemployment benefits in accordance with the terms of the participating employers’ plans. The CERBT offers three investment strategies for employers to choose from depending on their expected levels of return and volatility. Benefit provisions are established by the District.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Benefits Provided

Employees who, 1) retire from the District after at least the minimum number of years of service, as specified by their contract with the District, and 2) who continue health insurance through a District-sponsored health insurance plan, will continue to pay their health insurance premium, at the same level of benefits as the retiree had at the time of retirement. The District will also continue contributing to the retirees Health Savings Account, until the retiree reaches the age of 65, after which, the retiree shall receive the Medicare Supplement insurance coverage.

Employees Covered

As of the June 30, 2023 actuarial valuation, the following inactive and active employees were covered by the benefit terms under the OPEB Plan:

Inactive employees receiving benefits	14
Inactive employees entitled to but not receiving benefits	0
Participating active employees	<u>6</u>
Total	<u>20</u>

Contributions

The District provides benefits on a pay-as-you-go basis. The District's policy is to prefund their benefits from time to time at the sole discretion of the Board by accumulating assets in the CERBT. The District's employees are not required to contribute to the plan.

Net OPEB Liability

The District's net OPEB liability was measured as of June 30, 2023, and the total OPEB liability used to calculate the net OPEB liability was determined using the Alternative Measurement Method with a valuation date of June 30, 2023. Standard actuarial update procedures were used to project/discount from valuation to measurement dates.

Actuarial Assumptions

The total OPEB liability was determined using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Actuarial Assumptions:	
Salary increases	3.00%
Inflation rate	2.50%
Investment rate of return	5.25%, net of OPEB plan investment expense
Health care cost trend rates	6.00% for 2023 decreasing to 5.50 percent for 2024, 5.25 percent for 2025-2029, 5.00 percent for 2030-2039, 4.75 percent for 2040-2049, 4.5 percent for 2050-2069 and 4.00 percent for 2070 and later years; Medicare ages: 4.50 percent for 2023-2029 and 4.00 percent for 2030 and later years.

Pre-retirement mortality rates from CalPERS Experience Study (2000-2019). Post-retirement mortality rates for Healthy Recipients from CalPERS Experience Study (2015-2018).

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Changes in assumptions

Effective with the June 30, 2023 valuation date, the inflation rate was reduced from 2.75% to 2.50% and the investment rate of return was reduced from 6.00% to 5.25%.

Actuarial assumptions used in the June 30, 2023 valuation were based on a review of plan experience during the period July 1, 2021 to June 30, 2023.

The long-term expected rate of return on OPEB plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of investment expense and inflation) are developed for each major asset class. The calculated investment rate of return was set equal to the expected ten-year compound (geometric) real return plus inflation (rounded to the nearest 25 basis points, where appropriate). The table below provides the long-term expected real rates of return by asset class (based on published capital market assumptions).

The CERBT offers three diversified allocation strategies. The District has elected to participate in CERBT's Strategy 3 which has the lowest long-term expected rate of return and return volatility. The following table shows the target asset allocation for employers participating in CERBT Strategy 3:

Asset Class	Assumed Asset Allocation	Real Rate of Return
Global ex-U.S. Equity	23%	4.8%
U.S Fixed	51%	1.8%
TIPS	9%	1.6%
Real Estate	14%	3.7%
Commodities	3%	1.9%
Total	<u>100%</u>	

For the June 30, 2023 measurement date, the annual money-weighted rate of return on investments, net of investment expense, was 1.58%. The money-weighted rate of return expenses investment performance, net of investment expense, adjusted for the changing amounts invested.

Discount Rate

Accounting standards for OPEB require a discount rate that reflects the following:

- a) The long-term expected rate of return on OPEB plan investments – to the extent that the OPEB plan's fiduciary net position (if any) is projected to be enough to make projected benefit payments and assets are expected to be invested using a strategy to achieve that return;
- b) A yield or index rate for 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher – to the extent that the conditions in (a) are not met.

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

To determine a resulting single (blended) rate, the amount of the plan’s projected fiduciary net position (if any) and the amount of projected benefit payments is compared in each period of projected benefit payments. The discount rate used to measure the District’s total OPEB liability at June 30, 2024 is based on these requirements and the following information:

Measurement Date	Long-Term Expected Return on Plan Investments (if any)	Municipal Bond 20-Year High Grade Rate Index	Discount Rate
June 30, 2023	5.25%	3.86%	5.25%

Changes in the Net OPEB Liability

The changes in the Net OPEB liability for the OPEB Plan are as follows:

	Increase (Decrease)		
	Total OPEB Liability (TOL) (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (a)-(b)
Balance at June 30, 2023 (Measurement date June 30, 2023)	\$ 1,242,385	\$ 1,151,062	\$ 91,323
Changes recognized for the measurement period:			
Service cost	22,157		22,157
Interest on TOL	73,879		73,879
Difference between expected and actual experience	45,523		45,523
Changes in assumptions or other inputs	125,528		125,528
Contributions—employer		67,449	(67,449)
Actual investment income		18,142	(18,142)
Benefit payments	(67,449)	(67,449)	
Administrative expense		(327)	327
Net changes	199,638	17,815	181,823
Balance at June 30, 2024 (Measurement date June 30, 2023)	\$ 1,442,023	\$ 1,168,877	\$ 273,146

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

Sensitivity of the District’s Net OPEB Liability to Changes in the Discount Rate

The following presents the net OPEB liability of the District, as well as what the net OPEB liability would be if it were calculated using a discount rate that is 1 percentage-point lower or 1 percentage-point higher than the current rate:

	Discount Rate -1% (4.25%)	Current Discount Rate (5.25%)	Discount Rate +1% (6.25%)
Net OPEB liability	\$ 467,404	\$ 273,146	\$ 109,908

Sensitivity of the District’s Net OPEB Liability to Changes in the Healthcare Cost Trend Rates

The following presents the net OPEB liability of the District, as well as what the net OPEB liability would be if it were calculated using a healthcare cost trend rate that is 1 percentage-point lower or 1 percentage-point higher than the current rate:

	Health Care Trend Rate -1% (5.00%)	Health Care Trend Rate (6.00%)	Health Care Trend Rate +1% (7.00%)
Net OPEB liability	\$ 85,231	\$ 273,146	\$ 505,615

OPEB plan fiduciary net position

Detailed information about the Plan’s fiduciary net position is available on CalPER’s website in an annual report titled “California Employers’ Retiree Benefit Trust, Agent Multiple-Employer Other Postemployment Benefits Plan, Schedule of Changes in Fiduciary Net Position by Employer”. Additionally, CalPERS annually issues an Annual Comprehensive Financial Report which includes the CERBT fund’s financial statements.

Recognition of Deferred Outflows and Deferred Inflows of Resources

Gains and losses related to changes in total OPEB liability and fiduciary net position are recognized in OPEB expense systematically over time.

Amounts are first recognized in OPEB expense for the year the gain or loss occurs. The remaining amounts are categorized as deferred outflows and deferred inflows of resources related to OPEB and are to be recognized in future OPEB expense.

The recognition period differs depending on the source of the gain or loss:

Net differences between projected and actual earnings on OPEB Trust investments	5 years
All other amounts	3.9 years, Expected average remaining service lives (EARSL) of plan participants

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO THE FINANCIAL STATEMENTS JUNE 30, 2024

OPEB Expense and Deferred Outflows/Inflows Related to OPEB

For the year ended June 30, 2024, the District recognized OPEB expense of (\$32,357). At June 30, 2024, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
OPEB contributions subsequent to measurement date	\$ 80,310	
Change in assumptions	95,640	
Differences between expected and actual experience	34,684	
Net difference between projected and actual return on investments	135,657	
Total	\$ 346,291	\$

The \$80,310 reported as deferred outflows of resources related to contributions subsequent to the June 30, 2023 measurement date will be recognized as a reduction of the net OPEB liability (asset) during the fiscal year ending June 30, 2025. Other amounts reported as deferred outflows/inflows of resources related to pensions will be recognized as pension expense as follows:

Year Ended June 30	
2025	\$ 76,455
2026	77,050
2027	94,149
2028	18,327

7. RISK MANAGEMENT

The District is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; and natural disasters for which the District carries insurance. The District is a member of the Special District Risk Management Authority (SDRMA), an intergovernmental risk sharing joint powers authority, created pursuant to California Government Code Sections 6500 et. seq., effective July 1, 2006. During its membership, the general and auto liability, employee dishonesty coverage, property loss, boiler and machinery, public officials' personal liability, workers' compensation coverage and employer's liability policies were in effect, with excess coverage for general and auto liability, and errors and changes of \$10 million. Following is SDRMA's summary financial information as of June 30, 2023:

Total Assets	\$ 146,574,993		
Total Deferred Outflows of Resources	1,664,198	Total Operating Revenues	\$ 98,018,472
Total Liabilities	(76,343,471)	Total Operating Expenses	(96,560,830)
Total Deferred Inflows of Resources	(374,517)	Total Nonoperating income	2,720,432
Total Net Position	\$ 71,521,203	Change in Net Position	\$ 4,178,074

REQUIRED SUPPLEMENTARY INFORMATION

GROVELAND COMMUNITY SERVICES DISTRICT

BUDGETARY COMPARISON SCHEDULE FIRE PROTECTION FUND YEAR ENDED JUNE 30, 2024

	Budgeted Amounts		Actual Amounts	Variance with Final Budget Positive (Negative)
	Original	Final		
REVENUES:				
Property taxes	\$ 1,280,616	\$ 1,280,616	\$ 1,299,566	\$ 18,950
Interest earnings	25,350	25,350	39,156	13,806
State revenue	415,462	415,462	361,051	(54,411)
Other revenue	19,578	19,578	62,575	42,997
Total revenues	1,741,006	1,741,006	1,762,348	21,342
EXPENDITURES:				
Public safety	1,652,262	1,654,128	1,376,509	277,619
Capital outlay	507,829	505,535	131,270	374,265
Debt service:				
Principal			2,212	(2,212)
Interest			473	(473)
Total expenditures	2,160,091	2,159,663	1,510,464	649,199
Excess (deficiency) of revenues over expenditures	(419,085)	(418,657)	251,884	670,541
Fund balances - beginning	666,384	666,384	666,384	
Fund balances - ending	\$ 247,299	\$ 247,727	\$ 918,268	\$ 670,541

GROVELAND COMMUNITY SERVICES DISTRICT

BUDGETARY COMPARISON SCHEDULE PARKS AND RECREATION FUND YEAR ENDED JUNE 30, 2024

	<u>Budgeted Amounts</u>		<u>Actual Amounts</u>	Variance with Final Budget Positive (Negative)
	<u>Original</u>	<u>Final</u>		<u>(Negative)</u>
REVENUES:				
Property taxes	\$ 111,359	\$ 111,359	\$ 113,753	\$ 2,394
Interest earnings	10,100	10,100	25,204	15,104
Charges for services	3,250	3,250	2,805	(445)
Federal revenue			7,000	7,000
State revenue	553,185	555,101	361,916	(193,185)
Use of money and property	57,000	57,000	58,491	1,491
Other revenue	<u>3,000</u>	<u>3,000</u>	<u>3,609</u>	<u>609</u>
Total revenues	<u>737,894</u>	<u>739,810</u>	<u>572,778</u>	<u>(167,032)</u>
EXPENDITURES:				
Parks and recreation	198,064	198,132	184,699	13,433
Capital outlay	725,354	724,896	454,677	270,219
Debt service:				
Principal			29,434	(29,434)
Interest			<u>14,439</u>	<u>(14,439)</u>
Total expenditures	<u>923,418</u>	<u>923,028</u>	<u>683,249</u>	<u>239,779</u>
Excess (deficiency) of revenues over expenditures	(185,524)	(183,218)	(110,471)	72,747
Fund balances - beginning	<u>435,563</u>	<u>435,563</u>	<u>435,563</u>	<u> </u>
Fund balances - ending	<u>\$ 250,039</u>	<u>\$ 252,345</u>	<u>\$ 325,092</u>	<u>\$ 72,747</u>

GROVELAND COMMUNITY SERVICES DISTRICT

SCHEDULE OF CHANGES IN THE DISTRICT'S NET OPEB LIABILITY (ASSET) AND RELATED RATIOS FOR THE MEASUREMENT PERIOD ENDED JUNE 30, LAST 10 YEARS*

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
TOTAL OPEB LIABILITY							
Service cost	\$ 22,157	\$ 16,992	\$ 17,182	\$ 31,442	\$ 32,296	\$ 122,616	\$ 119,046
Interest	73,879	72,237	88,436	88,057	173,050	160,907	151,247
Differences between expected and actual experience	45,523		(308,722)		(1,423,388)		
Changes of assumptions and other inputs	125,528		13,401		(88,448)		
Benefit payments	<u>(67,449)</u>	<u>(66,644)</u>	<u>(93,124)</u>	<u>(104,561)</u>	<u>(113,741)</u>	<u>(113,141)</u>	<u>(105,560)</u>
NET CHANGE IN TOTAL OPEB LIABILITY	<u>199,638</u>	<u>22,585</u>	<u>(282,827)</u>	<u>14,938</u>	<u>(1,420,231)</u>	<u>170,382</u>	<u>164,733</u>
TOTAL OPEB LIABILITY, Beginning	<u>1,242,385</u>	<u>1,219,800</u>	<u>1,502,627</u>	<u>1,487,689</u>	<u>2,907,920</u>	<u>2,737,538</u>	<u>2,572,805</u>
TOTAL OPEB LIABILITY, Ending (a)	1,442,023	1,242,385	1,219,800	1,502,627	1,487,689	2,907,920	2,737,538
PLAN FIDUCIARY NET POSITION							
Contributions—employer	67,449	66,644	93,124	104,561	298,741	295,909	286,010
Contributions—employee							
Net investment income	18,142	(138,799)	154,079	67,685	59,152	28,892	15,864
Benefit payments	(67,449)	(66,644)	(93,124)	(104,561)	(113,741)	(113,141)	(105,560)
Trustee fees						(814)	
Administrative expense	<u>(327)</u>	<u>(328)</u>	<u>(401)</u>	<u>(531)</u>	<u>(179)</u>	<u>(319)</u>	<u>(218)</u>
NET CHANGE IN PLAN FIDUCIARY NET POSITION	<u>17,815</u>	<u>(139,127)</u>	<u>153,678</u>	<u>67,154</u>	<u>243,973</u>	<u>210,527</u>	<u>196,096</u>
PLAN FIDUCIARY NET POSITION, Beginning	<u>1,151,062</u>	<u>1,290,189</u>	<u>1,136,511</u>	<u>1,069,357</u>	<u>825,384</u>	<u>614,857</u>	<u>418,761</u>
PLAN FIDUCIARY NET POSITION, Ending (b)	<u>1,168,877</u>	<u>1,151,062</u>	<u>1,290,189</u>	<u>1,136,511</u>	<u>1,069,357</u>	<u>825,384</u>	<u>614,857</u>
DISTRICT'S NET OPEB LIABILITY (ASSET), Ending (a) - (b)	<u>\$ 273,146</u>	<u>\$ 91,323</u>	<u>\$ (70,389)</u>	<u>\$ 366,116</u>	<u>\$ 418,332</u>	<u>\$ 2,082,536</u>	<u>\$ 2,122,681</u>
Plan fiduciary net position as a percentage of the total OPEB liability	81.06%	92.65%	105.77%	75.63%	71.88%	28.38%	22.46%
Covered-employee payroll	\$ 572,184	\$ 533,072	\$ 479,466	\$ 473,494	\$ 469,796	\$ 595,041	\$ 677,904
District's net OPEB liability as a percentage of covered-employee payroll	47.74%	17.13%	-14.68%	77.32%	89.05%	349.98%	313.12%

Notes to Schedule:

There were no changes to benefit terms or assumptions during the measurement period ending June 30, 2022, 2020, 2018 or 2017. For the measurement date ended June 30, 2019, the healthcare cost trend rate changed from 5% for 2018 and later years to 6.00% for 2019 decreasing 0.10 percent each year to an ultimate rate of 5.00 percent for 2029 and later years. For the measurement date ended June 30, 2021, the inflation rate decreased from 3.00% to 2.75%. For the measurement date ended June 30, 2023, the inflation rate decreased from 2.75% to 2.5% and the investment rate of return was reduced from 6.00% to 5.25%.

* Fiscal year 2018 was the 1st year of implementation, therefore only seven years are presented.

GROVELAND COMMUNITY SERVICES DISTRICT

SCHEDULE OF THE DISTRICT'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY AS OF JUNE 30, LAST 10 YEARS

	Measurement Date									
	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
District's proportion of the net pension liability	0.066914%	0.067015%	0.101074%	0.065284%	0.064348%	0.063390%	0.061405%	0.061035%	0.059813%	0.048550%
District's proportionate share of the net pension liability	\$ 3,345,993	\$ 3,135,806	\$ 1,919,204	\$ 2,753,741	\$ 2,576,825	\$ 2,388,940	\$ 2,420,627	\$ 2,120,274	\$ 1,640,950	\$ 1,199,800
District's covered-employee payroll	\$ 1,679,024	\$ 1,596,175	\$ 1,272,283	\$ 1,097,703	\$ 758,439	\$ 819,134	\$ 832,387	\$ 704,247	\$ 909,010	\$ 898,662
District's proportionate share of the net pension liability as a percentage of its covered-employee payroll	199.28%	196.46%	150.85%	250.86%	339.75%	291.64%	290.81%	301.07%	180.52%	133.51%
Plan fiduciary net position as a percentage of the total pension liability	76.21%	76.68%	88.28%	75.10%	75.26%	75.26%	73.31%	74.06%	78.40%	81.15%

Notes to Schedule:

Change of benefit terms – There have been no changes to the benefit terms.

Changes in assumptions – GASB 68 states that the long-term expected rate of return should be determined net pension plan investment expenses, but without reduction for pension plan administrative expense. The discount rate changed from 7.50% (net of administrative expenses in 2014) to 7.65% as of the June 30, 2015 measurement date to correct the adjustment, which previously reduced the discount rate for administrative expenses. For the measurement period ended June 30, 2021, 2020, 2019, 2018, 2016 and 2014, there were no changes in assumptions. As of June 2017 measurement date the financial reporting discount rate for the PERF C was lowered from 7.65% to 7.15%. As of June 30, 2022 measurement date, the discount rate for PERF C was lowered from 7.15% to 6.90%.

GROVELAND COMMUNITY SERVICES DISTRICT

SCHEDULE OF THE DISTRICT'S CONTRIBUTIONS

**AS OF JUNE 30,
LAST 10 YEARS**

	<u>Fiscal Year</u>									
	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Contractually required contribution (actuarially determined)	\$ 398,797	\$ 383,290	\$ 406,900	\$ 352,913	\$ 296,831	\$ 231,810	\$ 199,766	\$ 184,529	\$ 157,772	\$ 96,691
Contributions in relation to the contractually required contributions	<u>(398,797)</u>	<u>(383,290)</u>	<u>(406,900)</u>	<u>(352,913)</u>	<u>(296,831)</u>	<u>(231,810)</u>	<u>(199,766)</u>	<u>(184,529)</u>	<u>(157,772)</u>	<u>(96,691)</u>
Contribution deficiency (excess)	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>
District's covered-employee payroll	\$ 1,821,936	\$ 1,679,024	\$ 1,596,175	\$ 1,272,283	\$ 1,097,703	\$ 758,439	\$ 819,134	\$ 832,387	\$ 704,247	\$ 909,010
Contributions as a percentage of covered-employee payroll	21.89%	22.83%	25.49%	27.74%	27.04%	30.56%	24.39%	22.17%	22.40%	10.64%

SUPPLEMENTARY INFORMATION

GROVELAND COMMUNITY SERVICES DISTRICT

**SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
YEAR ENDED JUNE 30, 2024**

<u>Federal Grantor/Pass-Through Grantor/ Program or Cluster Title</u>	<u>Assistance Listing Number</u>	<u>Pass- Through Identifying Number</u>	<u>Passed Through to Subrecipients</u>	<u>Federal Expenditures</u>
Environmental Protection Agency				
Clean Water State Revolving Fund (CWSRF) Cluster:				
Passed through State Water Resources Control Board				
Capitalization Grants for Clean Water State Revolving Funds	66.458	C-06-8109-210	N/A	\$ 2,223,525
U.S. Department of Homeland Security/Federal Emergency Management Agency				
Passed through California Governor's Office of Emergency Services				
Public Assistance Grants	97.036	FEMA-4683-DR-CA	N/A	<u>35,605</u>
Total Expenditures of Federal Awards				<u><u>\$ 2,259,130</u></u>

GROVELAND COMMUNITY SERVICES DISTRICT

NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS JUNE 30, 2024

1. PURPOSE OF SCHEDULES

Schedule of Expenditures of Federal Awards

The audit of the District for the year ended June 30, 2024, was conducted in accordance with Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), which requires disclosure of the financial activities of all federally funded programs. To comply with Uniform Guidance, the Schedule of Expenditures of Federal Awards was prepared by the District.

- General – The accompanying Schedule of Expenditures of Federal Awards presents the activity of all federal award programs of the District. The District reporting entity is defined in Note 1 to the District’s basic financial statements.
- Basis of Accounting – The accompanying Schedule of Expenditures of Federal Awards is presented using the accrual basis of accounting, which is described in Note 1 to the District’s basic financial statements.
- Indirect Cost Rate – The District has elected not to use the 10-percent de minimis indirect cost rate allowed under the Uniform Guidance.
- Subrecipients – The District did not provide federal awards to subrecipients during the year ended June 30, 2024.

OTHER INDEPENDENT AUDITOR'S REPORTS

**INDEPENDENT AUDITOR’S REPORT ON INTERNAL
CONTROL OVER FINANCIAL REPORTING AND ON
COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT
OF FINANCIAL STATEMENTS PERFORMED IN
ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Directors
Groveland Community Services District
Groveland, California

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, the business-type activities, and each major fund of the Groveland Community Services District (the District), as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the District’s basic financial statements, and have issued our report thereon dated October 23, 2024.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the District’s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District’s internal control. Accordingly, we do not express an opinion on the effectiveness of the District’s internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity’s financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink, appearing to be 'Meredith J. [unclear]', written in a cursive style.

October 23, 2024

**INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE FOR EACH MAJOR PROGRAM
AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY
THE UNIFORM GUIDANCE**

To the Board of Directors
Groveland Community Services District
Groveland, California

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Groveland Community Service District (the District)'s compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the District's major federal programs for the year ended June 30, 2024. The District's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the District complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2024.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the District's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the District's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the District's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the District's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the District's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the District's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

A handwritten signature in black ink, appearing to be "Kevin J. [unclear]", written in a cursive style.

October 23, 2024

FINDINGS AND QUESTIONED COSTS SECTION

GROVELAND COMMUNITY SERVICES DISTRICT

SCHEDULE OF FINDINGS AND QUESTIONED COSTS YEAR ENDED JUNE 30, 2024

A. SUMMARY OF AUDITOR'S RESULTS

Financial Statements

Type of auditor's report issued Unmodified

Internal control over financial reporting:
Material weakness(es) identified? Yes X No
Significant deficiency(ies) identified? Yes X None Reported

Noncompliance material to financial statements noted? Yes X No

Federal Awards

Internal control over major programs:
Material weakness(es) identified? Yes X No
Significant deficiency(ies) identified? Yes X None Reported

Type of auditor's report issued on compliance for major programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)? Yes X No

Identification of major programs

<u>Assistance Listing Number</u>	<u>Name of Federal Programs or Cluster</u>
66.458	Clean Water State Revolving Fund (CWSRF) Cluster

Dollar threshold used to distinguish between Type A and Type B programs: \$750,000

Auditee qualified as low-risk auditee? Yes X No

B. FINANCIAL STATEMENT FINDINGS

None noted.

C. FINDINGS AND QUESTIONED COSTS – MAJOR FEDERAL AWARD PROGRAMS AUDIT

None noted.

GROVELAND COMMUNITY SERVICES DISTRICT

**SUMMARY SCHEDULE OF PRIOR YEAR AUDIT FINDINGS
YEAR ENDED JUNE 30, 2024**

None.

GROVELAND COMMUNITY SERVICES DISTRICT

MANAGEMENT REPORT

FOR THE YEAR ENDED JUNE 30, 2024

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Board of Directors
Groveland Community Services District
Groveland, California

We have audited the financial statements of the Groveland Community Services District (District), for the year ended June 30, 2024. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our engagement letter dated September 13, 2022. Professional standards require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the District are described in Note 1 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2024. We noted no transaction entered into by the District during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Accounting estimates are used in determining the depreciable lives and methods used for capital assets, compensated absences, OPEB liability and funding progress of CalPERS pension liability. We evaluated the key factors and assumptions used to develop these estimates in determining that they are reasonable in relation to the financial statements taken as a whole.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the financial statements were the disclosures about the employee retirement plan and other postemployment benefits plan disclosed in Notes 5 and 6 to the financial statements.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements. We did not identify any significant audit adjustments.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

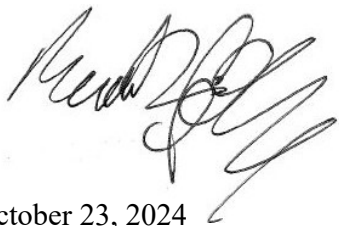
We have requested certain representations from management that are included in the management representation letter dated October 23, 2024.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the District's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings and Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the District's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

A handwritten signature in black ink, appearing to be "M. J. [unclear]", written in a cursive style.

October 23, 2024

TO: GCSB Board of Directors

FROM: Peter Kampa, General Manager

DATE: November 12, 2024

SUBJECT: Agenda Item 6B: Presentation and Discussion Regarding the Employee Compensation and Benefits Study Prepared by Bryce Consulting Inc.

RECOMMENDED ACTION:

Staff recommends the following action:

I move to Accept the Compensation and Benefit Study Prepared by Bryce Consulting Inc. and Directing the Development of an Implementation Plan for Revised Salaries.

BACKGROUND:

On June 11, 2024, the Board approved the issuance of a Request for Proposal (RFP) for the completion of an Employee Compensation and Benefit Study. Staff issued the RFP to Professional Consultants via email and on the CSDA listserv on June 12, 2024. To determine the adequacy of our salary and benefits package; on July 12, 2024, following a request for proposals process, staff received five (5) proposals and entered into an agreement with Bryce Consulting Inc., a human resources firm specializing in classification and compensation studies for public agencies.

Evaluation of the classifications and compensation of employees is only one aspect of determining why GCSB has had difficulty in attracting and retaining employees. The District currently has most vacant positions filled with solid employees who either meet, or are actively in the process of meeting their position requirements. Due to an extremely high level of competition for employees in the public water and wastewater industry, it is important that we consider the retention of these employees as we have invested much time and tens of thousands of dollars in training and certification expenses. Considering the cost, effort and lost efficiencies of a high employee turnover rate, the Board placed the establishment of a workplace that allows for the recruitment and retention of excellent employees as the highest management priority in 2018.

The 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 the District to recruit and retain a high-quality staff;

- The desire to have a compensation plan that can meet the needs of the District; and
- The desire to ensure that internal relationships of salaries are based upon objective, nonquantitative evaluation factors, resulting in equity across the District.

Bryce Consulting Inc. has now completed the draft Total Compensation Study Draft Report which is included herein for consideration.

The results of the total compensation study showed:

- The District's base salaries, overall, in comparison to the market median are 7.96% below the market.
- The District's total compensation, overall, in comparison to the market mean is 12.24% below the market.
- The District's benefits package puts the District in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.

In comparison with the last total compensation and benefit study conducted in early 2019, the District has done a good job at remaining competitive within the market and its comparator agencies. The 2019 study showed that the District's base salaries overall were 26.9% below the median and 15.2% below in total compensation. In addition, the 2019 study reflected that all District positions were below the median, whereas this study reflects that many positions are at or slightly above the median. The actions taken by the Board over the last several years of providing a COLA that reflected the true average CPI number has no doubt been the main contributing factor to the District's total compensation not falling far below the competitor market.

We believe that the Compensation Report prepared by Bryce Consulting Inc. accurately reflects the expected scope of work and the data evaluated and presented is relevant and accurate. It is also management's strong recommendation that the following actions be directed, as included in the attached draft resolution:

1. Accept the Draft Total Compensation Report as presented
2. Accept and approve the Salary Schedule subject to an implementation plan
3. Approve establishing salary ranges for District positions at the Total Compensation Study Median
4. Prepare an implementation plan to move existing employees into the revised salary schedule and classification ranges

ATTACHMENTS:

1. Bryce Consulting Inc. Compensation Study Report

BRYCE
CONSULTING

GROVELAND COMMUNITY SERVICES DISTRICT
2024 COMPENSATION STUDY REPORT

Prepared By
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November 2024

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the Groveland Community Services District to conduct a comprehensive compensation study of District classifications. This report presents the compensation study and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Salary Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Review and confirm the survey parameters including survey agencies, survey classifications, and data elements.
- Collect and analyze base salary and benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology, results, and recommendations.

The data presented in this report provides an analysis of the maximum of the salary range, total cash, (maximum base salary and additional cash benefits), and total compensation (the elements of total cash plus health and welfare benefits). The analysis is presented for the three data points to assist in determining which benefits are influencing the results should the District's position, when compared to the market, changes from base salary to total compensation.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market." A labor market consists of those employers with whom the District might compete with for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.

LABOR MARKET

Table 1 displays the 12 survey agencies identified by the District. All of the agencies surveyed participated in the study.

TABLE 1 SURVEY AGENCIES
Amador Water Agency
Calaveras County Water District
Clear Creek Community Services District
Hidden Valley Lake Community Services District
Humboldt Community Services District
Northstar Community Services District
Rancho Murieta Community Services District
San Francisco Public Utility Commission
South Tahoe Public Utility District
Tuolumne Utilities District
Turlock Irrigation District
Twain Harte Community Services District

SURVEY CLASSES

Survey classes, as displayed in **Table 2**, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.
- Where there is a series, the journey level serves as the benchmark as it will result in the best data, with the entry and advanced journey set a percentage below and above the journey.

TABLE 2 SURVEY CLASSIFICATIONS
Administrative Services Manager
Administrative Services Technician II
Chief Plant Operator
Collections and Distribution Operator II
Collections and Distribution Supervisor
District Property, Easement, and Asset Technician
Executive Assistant - Board Secretary
Finance Officer
General Manager
Information-Instrumentation System Administrator
Maintenance Mechanic II
Operations Manager
Wastewater-Water Treatment Plant Operator II

SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected for each survey class included:

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/education incentive pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement (PEPRA)
- Date and amount of next cost of living/salary range increase
- Retirement information (plan, benefit, formula, employer contribution)

- Retiree health benefits
- Leave benefits (vacation, sick, holiday, administrative/management leave)
- Auto allowance

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies' websites were utilized to collect salary and benefit data and to compare job descriptions, where available.
- The consultant followed up the survey agencies to collect additional information and seek clarification.

In addition to the collection of base salary and benefit information, careful efforts were made to analyze the full range of duties and requirements of the job classes determined to be comparable to the District's classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the District's position was compared to the labor market median and mean to determine the percentage the District is above or below the labor market. Given that the District does not have a compensation philosophy, both statistics were calculated; however, the median is the preferred statistic as it is less likely to be skewed by outliers. Therefore, the recommendations are based on the median. The data is effective October 2024.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, leave benefits, and other benefit policies. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Survey Classification	Number of Comparable Classes
Administrative Services Manager	8
Administrative Services Technician II	9
Chief Plant Operator	7
Collections and Distribution Operator II	12
Collections and Distribution Supervisor	7
District Property, Easement, and Asset Technician	2*
Executive Assistant - Board Secretary	9
Finance Officer	5
General Manager	12
Information-Instrumentation System Administrator	7
Maintenance Mechanic II	7
Operations Manager	9
Wastewater-Water Treatment Plant Operator II	10

****Insufficient Data – Fewer than 3 matches***

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the District’s relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes for each classification how the District’s base salaries compare to the labor market. The following data is presented:

- Title of the District’s classification
- The District’s current maximum monthly base salary for each classification
- The labor market for median and mean for maximum monthly base salary
- Percentage the District’s maximum base salary is above or below the labor market median and mean

TABLE 4 SUMMARY OF BASE SALARY					
Survey Classification	GCSD Maximum Base Salary	Labor Market Median Base Salary	% GCSD Is Above or Below Labor Market Median	Labor Market Mean Base Salary	% GCSD Is Above or Below Labor Market Mean
Administrative Services Manager	\$13,521	\$16,597	-22.75%	\$17,237	-27.49%
Administrative Services Technician II	\$5,558	\$5,927	-6.63%	\$5,893	-6.02%
Chief Plant Operator	\$9,108	\$10,017	-9.98%	\$10,730	-17.81%
Collections and Distribution Operator II	\$6,135	\$6,295	-2.61%	\$6,868	-11.95%
Collections and Distribution Supervisor	\$9,108	\$10,017	-9.98%	\$9,976	-9.53%
District Property, Easement, and Asset Technician	\$9,108	Insuff Data	---	Insuff Data	---
Executive Assistant - Board Secretary	Market Check	\$7,397	Market Check	\$7,591	Market Check
Finance Officer	\$12,555	\$11,762	6.31%	\$11,784	6.14%
General Manager	\$17,602	\$17,285	1.80%	\$18,580	-5.56%
Information-Instrumentation System Administrator	\$11,097	\$11,592	-4.46%	\$12,734	-14.75%
Maintenance Mechanic II	\$7,115	\$7,761	-9.08%	\$7,899	-11.02%
Operations Manager	\$11,950	\$15,013	-25.63%	\$14,614	-22.29%
Wastewater-Water Treatment Plant Operator II	\$6,772	\$7,077	-4.51%	\$7,744	-14.36%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies’ contribution towards deferred compensation, longevity pay, up to and including year 10, certification/education incentive pay, and uniform/boot/shoe allowance. **Table 5** displays how the District compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the District’s classification
- The District’s current total cash for each classification
- The labor market for median and mean for total cash
- Percentage the District’s total cash is above or below the labor market median and mean

TABLE 5 SUMMARY OF TOTAL CASH					
Survey Classification	GCSD Total Cash	Labor Market Median Total Cash	% GCSD Is Above or Below Labor Market Median	Labor Market Mean Total Cash	% GCSD Is Above or Below Labor Market Mean
Administrative Services Manager	\$13,859	\$16,597	-19.76%	\$17,483	-26.15%
Administrative Services Technician II	\$5,697	\$6,112	-7.28%	\$6,011	-5.52%
Chief Plant Operator	\$9,336	\$10,017	-7.30%	\$10,790	-15.57%
Collections and Distribution Operator II	\$6,288	\$6,505	-3.45%	\$7,088	-12.72%
Collections and Distribution Supervisor	\$9,336	\$10,017	-7.30%	\$10,005	-7.17%
District Property, Easement, and Asset Technician	\$9,336	Insuff Data	---	Insuff Data	---
Executive Assistant - Board Secretary	Market Check	\$7,503	Market Check	\$7,684	Market Check
Finance Officer	\$12,869	\$12,350	4.03%	\$11,902	7.52%
General Manager	\$18,042	\$17,452	3.27%	\$18,865	-4.56%
Information-Instrumentation System Administrator	\$11,374	\$11,925	-4.84%	\$12,855	-13.01%
Maintenance Mechanic II	\$7,293	\$7,844	-7.56%	\$7,929	-8.72%
Operations Manager	\$12,249	\$15,346	-25.29%	\$14,818	-20.98%
Wastewater-Water Treatment Plant Operator II	\$6,941	\$7,265	-4.67%	\$7,990	-15.11%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agencies’ contribution towards cafeteria plan, health, dental, vision, life insurance, long-term disability, retiree health savings plan, and Social Security/Medicare, minus the employers’ share of retirement paid by the employee. **Table 6** displays how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District’s classification
- The District’s current total compensation for each classification
- The labor market for median and mean for total compensation
- Percentage the District’s total compensation is above or below the labor market median and mean

TABLE 6 SUMMARY OF TOTAL COMPENSATION					
Survey Classification	GCS D Total Compensation	Labor Market Median Total Compensation	% GCS D Is Above or Below Labor Market Median	Labor Market Mean Total Compensation	% GCS D Is Above or Below Labor Market Mean
Administrative Services Manager	\$18,580	\$20,454	-10.08%	\$21,385	-15.10%
Administrative Services Technician II	\$9,805	\$9,293	5.22%	\$9,304	5.11%
Chief Plant Operator	\$13,719	\$13,924	-1.49%	\$14,260	-3.94%
Collections and Distribution Operator II	\$10,442	\$9,859	5.58%	\$10,405	0.35%
Collections and Distribution Supervisor	\$13,719	\$13,924	-1.49%	\$13,417	2.21%
District Property, Easement, and Asset Technician	\$13,719	Insuff Data	---	Insuff Data	---
Executive Assistant - Board Secretary	Market Check	\$10,854	Market Check	\$11,206	Market Check
Finance Officer	\$17,516	\$15,259	12.88%	\$15,447	11.81%
General Manager	\$22,855	\$21,246	7.04%	\$22,741	0.50%
Information-Instrumentation System Administrator	\$15,910	\$16,182	-1.70%	\$16,492	-3.66%

TABLE 6 SUMMARY OF TOTAL COMPENSATION					
Survey Classification	GCSD Total Compensation	Labor Market Median Total Compensation	% GCSD Is Above or Below Labor Market Median	Labor Market Mean Total Compensation	% GCSD Is Above or Below Labor Market Mean
Maintenance Mechanic II	\$11,523	\$11,568	-0.38%	\$11,260	2.28%
Operations Manager	\$16,850	\$19,063	-13.13%	\$18,545	-10.06%
Wastewater-Water Treatment Plant Operator II	\$11,145	\$10,596	4.92%	\$11,254	-0.98%

RELATIONSHIP TO THE MARKET

On average, for all of the classifications surveyed, the District is **7.96% below** market for base salary, **7.29% below** market for total cash, and **0.67% above** the market for total compensation when compared to the median. When compared to the mean, the District is **12.24%** below market for base salary, **11.09% below** market for total cash, and **1.04% below** market for total compensation. The District gains on the market when health insurance is taken into consideration as the labor market average contribution is \$2,708 and the District contributes \$3,437.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, leave benefits, retiree health benefits, and other policies.

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

The District has a cost of living increase scheduled for July 2025 based on the CPI, which is common for public agencies.

One agency has an increase scheduled for later in 2024 and 10 have an increase scheduled for 2025 ranging from 1.5% to 6%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The District has a CalPERS retirement plan with a benefit of 2% @ 62 and a formula of Highest Three Years for PEPRA tier employees.

Of the responding agencies, 10 have a CalPERS retirement plan, one is a 1937 Act agency, and one has its own plan. All but one has a benefit of 2% @ 62 with a formula of Highest Three Years, consistent with the District. San Francisco PUC has a benefit of 1% @ 53 with 20 years of service, 1.756% @ 60 with 10 years of service, and 2.3% @ 65 with any number of years.

EDUCATION/CERTIFICATION INCENTIVE PAY – APPENDIX B - TABLE 3

The District does not provide education/certification pay. Five of the survey agencies provide some level of education and/or certification pay with the details varying by agency, bargaining unit, and classification as provided in Table 3 of Appendix B.

It is not uncommon for agencies to provide additional compensation to incentivize employees to obtain certifications that benefit the agency, but are not required, such as for possessing a commercial driver’s license or a state issued certification related to collections or water distribution that is above what is minimally required. Certification pay can assist with succession planning in that, should a supervisor who requires a higher level of certification than staff suddenly leave the organization, there is another employee who possesses the certification required of the supervisor.

EMPLOYER/EMPLOYEE SPLIT OF MEDICAL INSURANCE – APPENDIX B – TABLE 4

For the District, the employer pays 100% of the medical insurance premium and \$785 per month towards out of pocket expenses.

The details regarding employer/employee split of medical insurance varies by agency provided in Table 4 of Appendix B. Only four of the agencies pay 100% of the medical insurance premium and for one of those agencies, it is for management only.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 5

The District does not contribute to a Retiree Health Savings Plan and does not provide post-employment retiree health.

Four agencies contribute to a retiree health savings account, ranging from \$80 per month up to 2% of salary. Nine agencies contribute to post employment retiree health benefits ranging from the PEMCHA minimum to 100% based on years of service for retiree only. Four agencies contribute towards retiree plus one and retiree plus two, ranging from 50% up to 100%, depending on years of service.

The District is inconsistent with the market by not contributing to either a Retiree Health Savings Account of post-employment retiree health benefits.

LEAVE BENEFITS – APPENDIX B – TABLE 6

The District offers 80 hours of vacation leave at year 1; 120 hours at year 6; 160 hours at year 11; and 152 hours at year 16. In addition, the District provides 12 days of sick leave with an unlimited accrual, 13 holidays, and 40 hours of administrative/management leave for exempt classifications.

One survey agency has annual leave whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 84 hours at year 1, 122 – 127 hours at year 6; 153 hours at year 11; and 181 – 183 hours at year 16, depending on unit. The majority of the agencies provide 12 days of sick leave with an unlimited accrual. The labor market average for holidays is 13 with eight of the agencies providing administrative/management leave, depending on group, ranging from 16 to 104 hours.

The District is slightly below the market average for vacation accrual at year 1, year 6, at year 16. The District is above the market average at year 11. With respect to sick leave, holidays, and administrative/management leave, the District is consistent with the market.

AUTO ALLOWANCE – APPENDIX B – TABLE 7

The District does not provide auto allowance

Of the responding agencies, four provide auto allowance ranging from \$175 to \$700 per month, depending on classification and four agencies provide a vehicle. Eight of the agencies provide the General Manager with either a vehicle allowance or a vehicle, leaving the District inconsistent with the market.

HOUSING BENEFITS – APPENDIX B – TABLE 7

The District does not currently provide housing benefits.

Northstar Community Services District has an employee housing benefit through an arrangement with a local apartment and they are prioritized on a waitlist and if they receive an apartment, they are taxed on the lease amount but do not pay rent. Some employees at the San Francisco PUC are allowed to rent rooms for a minimal amount, depending on location, with the details provide in Appendix B. Turlock Irrigation District provides housing for those employees that are required to be on call at one of the District's remote plants

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary setting methodology and salary recommendation guidelines for District classes.

SALARY SETTING METHODOLOGY

In setting salaries for the District, Bryce Consulting has applied consistent compensation principles and practices typically utilized in the public sector as outlined below:

1. The median maximum labor market salary adjusted for benefits is used to set the maximum of the range for the District’s benchmark classification salary if the classification is behind market. No change has been made to classifications that are above market.
2. The adjusted labor market median is placed on the closest salary range of the District’s salary matrix.
3. Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines typically utilized by local government agencies:
 - Approximately 10% between entry and journey level classes in a series.
 - Approximately 10% between journey and advanced journey level classes in a series.
 - A minimum of 15% between manager and highest level supervised.

As a practical matter, there could be occasions when market data will skew internal alignments. In those cases, internal alignments may take precedence over market data.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting prepared salary recommendations for all District classes which has been provided in Appendix C. Currently the District has inconsistencies in the internal alignment. For instance, with respect to the Water/Wastewater Operator, Collection and Distribution System Operator, and Maintenance Mechanic series, there is 10% between the classification levels with the exception of the entry level. The entry level is 16% below the journey level. It is recommended that the relationship be changed to 10%. For the Administrative Services Technician series, there is 10% between the entry and journey level but 16% between the journey and advanced journey level. It is recommended that the relationship be 10% throughout the series.

APPENDIX A

DETAILED MARKET DATASHEETS

	Median									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Groveland CSD Maximum Base Salary	Labor Market Median Base Salary	% Groveland CSD Is Above or Below Labor Market Median	Groveland CSD Total Cash	Labor Market Median Total Cash	% Groveland CSD Is Above or Below Labor Market Median	Groveland CSD Total Compensation	Labor Market Median Total Compensation	% Groveland CSD Is Above or Below Labor Market Median	Comparability
Administrative Services Manager	\$13,521	\$16,597	-22.75%	\$13,859	\$16,597	-19.76%	\$18,580	\$20,454	-10.08%	8
Administrative Services Technician II	\$5,558	\$5,927	-6.63%	\$5,697	\$6,112	-7.28%	\$9,805	\$9,293	5.22%	9
Chief Plant Operator	\$9,108	\$10,017	-9.98%	\$9,336	\$10,017	-7.30%	\$13,719	\$13,924	-1.49%	7
Collections and Distribution Operator II	\$6,135	\$6,295	-2.61%	\$6,288	\$6,505	-3.45%	\$10,442	\$9,859	5.58%	12
Collections and Distribution Supervisor	\$9,108	\$10,017	-9.98%	\$9,336	\$10,017	-7.30%	\$13,719	\$13,924	-1.49%	7
District Property, Easement, and Asset Technician	\$9,108	Insuff Data	---	\$9,336	Insuff Data	---	\$13,719	Insuff Data	---	2
Executive Assistant - Board Secretary	Market Check	\$7,397	Market Check	Market Check	\$7,503	Market Check	Market Check	\$10,854	Market Check	9
Finance Officer	\$12,555	\$11,762	6.31%	\$12,869	\$12,350	4.03%	\$17,516	\$15,259	12.88%	5
General Manager	\$17,602	\$17,285	1.80%	\$18,042	\$17,452	3.27%	\$22,855	\$21,246	7.04%	12
Information-Instrumentation System Administrator	\$11,097	\$11,592	-4.46%	\$11,374	\$11,925	-4.84%	\$15,910	\$16,182	-1.70%	7
Maintenance Mechanic II	\$7,115	\$7,761	-9.08%	\$7,293	\$7,844	-7.56%	\$11,523	\$11,568	-0.38%	7
Operations Manager	\$11,950	\$15,013	-25.63%	\$12,249	\$15,346	-25.29%	\$16,850	\$19,063	-13.13%	9
Wastewater-Water Treatment Plant Operator II	\$6,772	\$7,077	-4.51%	\$6,941	\$7,265	-4.67%	\$11,145	\$10,596	4.92%	10
		Average	-7.96%		Average	-7.29%		Average	0.67%	

	Mean									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Groveland CSD Maximum Base Salary	Labor Market Mean Base Salary	% Groveland CSD Is Above or Below Labor Market Mean	Groveland CSD Total Cash	Labor Market Mean Total Cash	% Groveland CSD Is Above or Below Labor Market Mean	Groveland CSD Total Compensation	Labor Market Mean Total Compensation	% Groveland CSD Is Above or Below Labor Market Mean	Comparability
Administrative Services Manager	\$13,521	\$17,237	-27.49%	\$13,859	\$17,483	-26.15%	\$18,580	\$21,385	-15.10%	8
Administrative Services Technician II	\$5,558	\$5,893	-6.02%	\$5,697	\$6,011	-5.52%	\$9,805	\$9,304	5.11%	9
Chief Plant Operator	\$9,108	\$10,730	-17.81%	\$9,336	\$10,790	-15.57%	\$13,719	\$14,260	-3.94%	7
Collections and Distribution Operator II	\$6,135	\$6,868	-11.95%	\$6,288	\$7,088	-12.72%	\$10,442	\$10,405	0.35%	12
Collections and Distribution Supervisor	\$9,108	\$9,976	-9.53%	\$9,336	\$10,005	-7.17%	\$13,719	\$13,417	2.21%	7
District Property, Easement, and Asset Technician	\$9,108	Insuff Data	---	\$9,336	Insuff Data	---	\$13,719	Insuff Data	---	2
Executive Assistant - Board Secretary	Market Check	\$7,591	Market Check	Market Check	\$7,684	Market Check	Market Check	\$11,206	Market Check	9
Finance Officer	\$12,555	\$11,784	6.14%	\$12,869	\$11,902	7.52%	\$17,516	\$15,447	11.81%	5
General Manager	\$17,602	\$18,580	-5.56%	\$18,042	\$18,865	-4.56%	\$22,855	\$22,741	0.50%	12
Information-Instrumentation System Administrator	\$11,097	\$12,734	-14.75%	\$11,374	\$12,855	-13.01%	\$15,910	\$16,492	-3.66%	7
Maintenance Mechanic II	\$7,115	\$7,899	-11.02%	\$7,293	\$7,929	-8.72%	\$11,523	\$11,260	2.28%	7
Operations Manager	\$11,950	\$14,614	-22.29%	\$12,249	\$14,818	-20.98%	\$16,850	\$18,545	-10.06%	9
Wastewater-Water Treatment Plant Operator II	\$6,772	\$7,744	-14.36%	\$6,941	\$7,990	-15.11%	\$11,145	\$11,254	-0.98%	10
		Average	-12.24%		Average	-11.09%		Average	-1.04%	

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Administrative Services Manager	\$11,124	\$13,521	\$0	\$338	\$0		\$13,859	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$1,034	\$18,580	0%	\$0	\$18,580	Serves in capacity of AGM
Amador Water Agency	No Comparable Class																				Finance Manager is not approved
Calaveras County Water District	Director of Administrative Services	\$10,682	\$14,578	\$333	\$0	\$0		\$14,911	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$1,082	\$19,363	0%	\$0	\$19,363	Accounting, Finance, Risk, IT, Assets; No Assistant General Manager level
Clear Creek Community Services District	No Comparable Class																				No Assistant General Manager; Accountant/Bookkeeper
Hidden Valley Lake Community Services District	No Comparable Class																				Accounting Supervisor is highest level; no AGM
Humboldt Community Services District	Finance Manager	\$8,196	\$9,962	\$0	\$498	\$0		\$10,460	\$0	\$3,680	\$106	\$16	\$44	\$38	\$0	\$762	\$15,106	0%	\$0	\$15,106	No Assistant General Manager
Northstar Community Services District	Assistant General Manager	\$22,681	\$22,681	\$0	\$1,134	\$0		\$23,815	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$329	\$26,882	0%	\$0	\$26,882	The AGM is used as a transitional/succession planning position
Rancho Murieta Community Services District	Director of Finance and Administration	\$10,171	\$14,126	\$0	\$0	\$0		\$14,126	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$205	\$17,161	0%	\$0	\$17,161	
San Francisco Public Utility Commission	Manager IV	\$13,468	\$17,184	\$0	\$0	\$0		\$17,184	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,120	\$20,958	2%	\$344	\$20,614	Broad management class
South Tahoe Public Utility District	Chief Financial Officer	\$14,948	\$19,078	\$0	\$0	\$0		\$19,078	\$0	\$2,389	\$154	\$24	\$46	\$57	\$382	\$1,148	\$23,277	0%	\$0	\$23,277	Not using AGM
Tuolumne Utilities District	Finance Director	\$13,170	\$16,011	\$0	\$0	\$0		\$16,011	\$0	\$2,905	\$123	\$17	\$69	\$66	\$0	\$1,103	\$20,293	0%	\$0	\$20,293	Administrative Services Director is over HR, Public Relations, Safety and Risk and is lower paid. No Assistant General Manager
Turlock Irrigation District	Chief Financial Officer/Assistant General Manager	\$19,024	\$24,280	\$0	\$0	\$0		\$24,280	\$42	\$2,624	\$133	\$26	\$28	\$28	\$0	\$1,223	\$28,384	0%	\$0	\$28,384	
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$16,597					\$16,597												\$20,454	
		% Groveland CSD is Above or Below Median	-22.75%					-19.76%												-10.08%	
		Labor Market Mean	\$17,237					\$17,483												\$21,385	
		% Groveland CSD is Above or Below Mean	-27.49%					-26.15%												-15.10%	
		# Of Comparable Matches	8																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Groveland Community Services District	Administrative Services Technician II	\$4,573	\$5,558	\$0	\$139	\$0		\$5,697	\$0	\$3,437	\$198	\$30	\$6	\$12	\$0	\$425	\$9,805	0%	\$0	\$9,805	AA	
Amador Water Agency	Customer Service Representative II	\$4,753	\$5,941	\$125	\$0	\$0		\$6,066	\$0	\$2,465	\$123	\$24	\$34	\$15	\$100	\$454	\$9,281	0%	\$0	\$9,281	AA preferred	
Calaveras County Water District	Customer Service Representative III	\$5,568	\$6,769	\$83	\$0	\$0		\$6,852	\$0	\$3,103	\$96	\$2	\$31	\$25	\$80	\$518	\$10,707	0%	\$0	\$10,707	Journey; AA preferred	
Clear Creek Community Services District	No Comparable Class																				Clerical	
Hidden Valley Lake Community Services District	No Comparable Class																				Clerical	
Humboldt Community Services District	Customer Service Representative II	\$4,474	\$5,437	\$0	\$272	\$0		\$5,709	\$0	\$3,680	\$106	\$16	\$25	\$21	\$0	\$416	\$9,973	0%	\$0	\$9,973		
Northstar Community Services District	Administrative/Customer Services Specialist	\$4,756	\$5,927	\$0	\$296	\$0		\$6,223	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$86	\$9,048	0%	\$0	\$9,048	AA or Business certificate	
Rancho Murieta Community Services District	Accounting Technician	\$4,808	\$6,138	\$0	\$0	\$0		\$6,138	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$89	\$8,495	0%	\$0	\$8,495		
San Francisco Public Utility Commission	No Comparable Class																				Clerical	
South Tahoe Public Utility District	Customer Service Representative II	\$5,112	\$6,524	\$0	\$0	\$0		\$6,524	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$499	\$9,751	0%	\$0	\$9,751		
Tuolumne Utilities District	Customer Service Representative II	\$4,787	\$5,822	\$0	\$0	\$0		\$5,822	\$0	\$2,905	\$123	\$17	\$32	\$24	\$0	\$445	\$9,368	0%	\$0	\$9,368	No AA	
Turlock Irrigation District	Customer Service Representative II	\$3,829	\$4,654	\$0	\$0	\$0		\$4,654	\$0	\$2,624	\$133	\$26	\$16	\$11	\$0	\$356	\$7,820	0%	\$0	\$7,820	Salary is for a new hire	
Twain Harte Community Services District	Customer Service Representative	\$4,789	\$5,822	\$0	\$289	\$0		\$6,112	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$445	\$9,293	0%	\$0	\$9,293	Step 5 is max base salary	
<i>Labor Market Median</i>		\$5,927						\$6,112													\$9,293	
<i>% Groveland CSD is Above or Below Median</i>		-6.63%						-7.28%													5.22%	
<i>Labor Market Mean</i>		\$5,893						\$6,011													\$9,304	
<i>% Groveland CSD is Above or Below Mean</i>		-6.02%						-5.52%													5.11%	
<i># Of Comparable Matches</i>		9																				

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Chief Plant Operator	\$7,493	\$9,108	\$0	\$228	\$0		\$9,336	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$697	\$13,719	0%	\$0	\$13,719	WWT3, T2, D3
Amador Water Agency	Wastewater Supervisor	\$8,424	\$10,529	\$208	\$0	\$0		\$10,738	\$0	\$2,465	\$123	\$24	\$61	\$26	\$100	\$806	\$14,341	0%	\$0	\$14,341	Supervises collection and treatment; WWT3; Collections 2
Calaveras County Water District	No Comparable Class																				Operators and maintenance staff report to Plant Operations Manager
Clear Creek Community Services District	Water Treatment Chief Plant Operator	\$8,185	\$9,119	\$0	\$0	\$0		\$9,119	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$132	\$12,099	0%	\$0	\$12,099	T5; D3; Does not require Wastewater Treatment certification.
Hidden Valley Lake Community Services District	Utility Supervisor	\$7,472	\$9,227	\$0	\$0	\$0		\$9,227	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$134	\$12,925	0%	\$0	\$12,925	T2; D2; Collections 3; WWT3
Humboldt Community Services District	No Comparable Class																				No water or wastewater treatment
Northstar Community Services District	No Comparable Class																				
Rancho Murieta Community Services District	Chief Plant Operator	\$7,888	\$9,739	\$0	\$0	\$0		\$9,739	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$141	\$12,711	0%	\$0	\$12,711	WWT3; T3, Lab 1, D2
San Francisco Public Utility Commission	Chief Stationary Engineer, Sewage Plant	\$13,930	\$13,930	\$0	\$0	\$209	1.5% for one grade higher	\$14,138	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,066	\$17,858	2%	\$279	\$17,579	Operations and maintenance; WWT4; water plays the same
South Tahoe Public Utility District	Chief Plant Operator	\$9,833	\$12,550	\$0	\$0	\$0		\$12,550	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$960	\$16,238	0%	\$0	\$16,238	WWT5
Tuolumne Utilities District	Wastewater Treatment Superintendent	\$8,240	\$10,017	\$0	\$0	\$0		\$10,017	\$0	\$2,905	\$123	\$17	\$55	\$41	\$0	\$766	\$13,924	0%	\$0	\$13,924	WWT4; water pays the same
Turlock Irrigation District	No Comparable Class																				
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$10,017					\$10,017												\$13,924	
		% Groveland CSD is Above or Below Median	-9.98%					-7.30%												-1.49%	
		Labor Market Mean	\$10,730					\$10,790												\$14,260	
		% Groveland CSD is Above or Below Mean	-17.81%					-15.57%												-3.94%	
		# Of Comparable Matches	7																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Collections and Distribution Operator II	\$5,048	\$6,135	\$0	\$153	\$0		\$6,288	\$0	\$3,437	\$198	\$30	\$6	\$13	\$0	\$469	\$10,442	0%	\$0	\$10,442	Journey; D2, Collections 1, Class A
Amador Water Agency	Distribution II	\$5,247	\$6,559	\$125	\$0	\$0		\$6,684	\$0	\$2,465	\$123	\$24	\$38	\$16	\$100	\$502	\$9,951	0%	\$0	\$9,951	D2
Calaveras County Water District	Collection System Worker III	\$5,680	\$6,905	\$83	\$0	\$276	2% Class A; 2% Backhoe Certificate	\$7,265	\$0	\$3,103	\$96	\$2	\$31	\$25	\$80	\$528	\$11,130	0%	\$0	\$11,130	Collections 3, D2, Class A; backhoe certificate; Distribution pays less
Clear Creek Community Services District	Distribution Operator II	\$5,075	\$5,654	\$0	\$0	\$0		\$5,654	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$82	\$8,584	0%	\$0	\$8,584	Class A may be required; D2; T1; No collections
Hidden Valley Lake Community Services District	Utility Operator II	\$5,439	\$6,677	\$0	\$0	\$0		\$6,677	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$97	\$10,338	0%	\$0	\$10,338	Utility Operator requires T2, D2, WWT2, Collections 2
Humboldt Community Services District	Utility Worker II	\$4,323	\$5,255	\$0	\$263	\$0		\$5,518	\$0	\$3,680	\$106	\$16	\$24	\$20	\$0	\$402	\$9,766	0%	\$0	\$9,766	D2; Class A; no collections cert
Northstar Community Services District	Utilities Service Worker	\$7,118	\$8,652	\$0	\$433	\$865	10% max	\$9,950	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$125	\$12,814	0%	\$0	\$12,814	T2, D2, Class B, Collection I
Rancho Murieta Community Services District	Utility Worker II	\$4,722	\$5,904	\$0	\$0	\$295	5% max	\$6,199	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$86	\$8,553	0%	\$0	\$8,553	D1
San Francisco Public Utility Commission	Utility Plumber	\$12,010	\$12,010	\$0	\$0	\$0		\$12,010	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$919	\$15,582	2%	\$240	\$15,342	Appointments are made at Step 5
South Tahoe Public Utility District	Underground Service Repairer II	\$5,689	\$7,261	\$0	\$0	\$0		\$7,261	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$555	\$10,544	0%	\$0	\$10,544	
Tuolumne Utilities District	Utility Worker II	\$4,812	\$5,848	\$0	\$0	\$0		\$5,848	\$0	\$2,905	\$123	\$17	\$32	\$24	\$0	\$447	\$9,397	0%	\$0	\$9,397	Collections 2, Class A or B
Turlock Irrigation District	Maintenance Worker II	\$5,659	\$5,659	\$0	\$0	\$0		\$5,659	\$0	\$2,624	\$133	\$26	\$19	\$13	\$0	\$433	\$8,908	0%	\$0	\$8,908	Irrigation; Salary is for a new hire
Twain Harte Community Services District	Operator II	\$4,963	\$6,032	\$0	\$302	\$0		\$6,334	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$461	\$9,531	0%	\$0	\$9,531	Step 5 is max base salary; water treatment, water distribution, collection and parks and recreation; T2, D2, Collections I
Labor Market Median		\$6,295						\$6,505		\$2,703	\$154	\$17								\$9,859	
% Groveland CSD is Above or Below Median		-2.61%						-3.45%												5.58%	
Labor Market Mean		\$6,868						\$7,088												\$10,405	
% Groveland CSD is Above or Below Mean		-11.95%						-12.72%												0.35%	
# Of Comparable Matches		12																			

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Collections and Distribution Supervisor	\$7,493	\$9,108	\$0	\$228	\$0		\$9,336	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$697	\$13,719	0%	\$0	\$13,719	Class A; D3; Collections 3; Backflow Prevention Tester Certification within 12 months; Cross Connection Control Specialist Certification within 18 months
Amador Water Agency	Distribution Supervisor	\$8,424	\$10,529	\$208	\$0	\$0		\$10,738	\$0	\$2,465	\$123	\$24	\$61	\$26	\$100	\$806	\$14,341	0%	\$0	\$14,341	D4; Cross Connection; Backflow; Construction Supervisor has same salary
Calaveras County Water District	No Comparable Class																				Collections and Distribution report to Construction/Maintenance Manager
Clear Creek Community Services District	Distribution Supervisor	\$6,549	\$7,294	\$0	\$0	\$0		\$7,294	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$106	\$10,247	0%	\$0	\$10,247	Class A may be required; D3; T2; No Collections
Hidden Valley Lake Community Services District	No Comparable Class																				Utility Supervisor also over water and wastewater treatment
Humboldt Community Services District	No Comparable Class																				Foreman does not supervise
Northstar Community Services District	No Comparable Class																				Utility Field Operations Supervisor requires T3
Rancho Murieta Community Services District	Utilities Supervisor	\$6,584	\$9,145	\$0	\$0	\$0		\$9,145	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$133	\$12,108	0%	\$0	\$12,108	D2, Backflow Prevention Tester
San Francisco Public Utility Commission	Plumber Supervisor I	\$13,503	\$13,503	\$0	\$0	\$0		\$13,503	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,033	\$17,189	2%	\$270	\$16,919	Appointments are made at Step 5
South Tahoe Public Utility District	Underground Water Repair Supervisor	\$8,734	\$11,146	\$0	\$0	\$0		\$11,146	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$853	\$14,726	0%	\$0	\$14,726	D4, Class A. T2 desired; pays more than sewer
Tuolumne Utilities District	Collections Superintendent	\$8,240	\$10,017	\$0	\$0	\$0		\$10,017	\$0	\$2,905	\$123	\$17	\$55	\$41	\$0	\$766	\$13,924	0%	\$0	\$13,924	Collections 4; Class B
Turlock Irrigation District	Crew Supervisor	\$7,807	\$8,195	\$0	\$0	\$0		\$8,195	\$0	\$2,624	\$133	\$26	\$28	\$19	\$0	\$627	\$11,652	0%	\$0	\$11,652	Irrigation
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$10,017					\$10,017													\$13,924
		% Groveland CSD is Above or Below Median	-9.98%					-7.30%													-1.49%
		Labor Market Mean	\$9,976					\$10,005													\$13,417
		% Groveland CSD is Above or Below Mean	-9.53%					-7.17%													2.21%
		# Of Comparable Matches	7																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	District Property, Easement, and Asset Technician	\$7,493	\$9,108	\$0	\$228	\$0		\$9,336	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$697	\$13,719	0%	\$0	\$13,719	Salary listed is for District Property, Easements, and Assets Manager
Amador Water Agency	Asset Management Analyst II	\$8,010	\$10,012	\$125	\$0	\$0		\$10,137	\$0	\$2,465	\$123	\$24	\$58	\$25	\$100	\$766	\$13,697	0%	\$0	\$13,697	
Calaveras County Water District	No Comparable Class																				
Clear Creek Community Services District	No Comparable Class																				
Hidden Valley Lake Community Services District	No Comparable Class																				
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	No Comparable Class																				
Rancho Murieta Community Services District	No Comparable Class																				
San Francisco Public Utility Commission	No Comparable Class																				
South Tahoe Public Utility District	Asset Management Analyst II	\$7,858	\$10,029	\$0	\$0	\$0		\$10,029	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$767	\$13,524	0%	\$0	\$13,524	
Tuolumne Utilities District	No Comparable Class																				
Turlock Irrigation District	No Comparable Class																				
Twain Harte Community Services District	No Comparable Class																				
Labor Market Median		Insuff Data						Insuff Data												Insuff Data	
% Groveland CSD is Above or Below Median		---						---												---	
Labor Market Mean		Insuff Data						Insuff Data												Insuff Data	
% Groveland CSD is Above or Below Mean		---						---												---	
# Of Comparable Matches		2																			

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Executive Assistant - Board Secretary	Market Check	Market Check					Market Check									Market Check			Market Check	BA desired; Notary desired
Amador Water Agency	Executive/Human Resources Assistant	\$5,836	\$7,295	\$208	\$0	\$0		\$7,503	\$0	\$2,465	\$123	\$24	\$63	\$18	\$100	\$558	\$10,854	0%	\$0	\$10,854	Serves as Deputy Clerk to the Board; HR/Risk Management Manager is Board Clerk
Calaveras County Water District	Executive Assistant-Clerk to the Board	\$5,790	\$7,772	\$333	\$0	\$0		\$8,105	\$0	\$3,103	\$96	\$2	\$35	\$28	\$80	\$595	\$12,045	0%	\$0	\$12,045	
Clear Creek Community Services District	Administrative Assistant	\$5,427	\$6,046	\$0	\$0	\$0		\$6,046	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$88	\$8,981	0%	\$0	\$8,981	Supports General Manager but does not perform Board functions
Hidden Valley Lake Community Services District	Administrative Services Manager	\$5,569	\$6,835	\$0	\$0	\$0		\$6,835	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$99	\$10,498	0%	\$0	\$10,498	Supports General Manager and Board; does not manage staff
Humboldt Community Services District	Administrative Assistant/Board Secretary	\$4,879	\$5,931	\$0	\$297	\$0		\$6,228	\$0	\$3,680	\$106	\$16	\$27	\$23	\$0	\$454	\$10,533	0%	\$0	\$10,533	
Northstar Community Services District	No Comparable Class																				Human Resources Administrator services as Board Secretary
Rancho Murieta Community Services District	District Secretary	\$5,326	\$7,397	\$0	\$0	\$0		\$7,397	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$107	\$10,335	0%	\$0	\$10,335	
San Francisco Public Utility Commission	Executive Secretary III	\$8,515	\$10,348	\$0	\$0	\$0		\$10,348	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$792	\$13,793	1.5%	\$155	\$13,638	Supports executives
South Tahoe Public Utility District	No Comparable Class																				Executive Services Manager serves as Board Clerk
Tuolumne Utilities District	Executive Secretary-Board Clerk	\$6,575	\$7,987	\$0	\$0	\$0		\$7,987	\$0	\$2,905	\$123	\$17	\$44	\$33	\$0	\$611	\$11,720	0%	\$0	\$11,720	
Turlock Irrigation District	Executive Secretary to the Board	\$6,827	\$8,711	\$0	\$0	\$0		\$8,711	\$42	\$2,624	\$133	\$26	\$28	\$20	\$0	\$666	\$12,251	0%	\$0	\$12,251	
Twain Harte Community Services District	No Comparable Class																				Administrative Coordinator/Board Secretary is part time
<i>Labor Market Median</i>		<i>\$7,397</i>						<i>\$7,503</i>												<i>\$10,854</i>	
<i>% Groveland CSD is Above or Below Median</i>		<i>Market Check</i>						<i>Market Check</i>												<i>Market Check</i>	
<i>Labor Market Mean</i>		<i>\$7,591</i>						<i>\$7,684</i>												<i>\$11,206</i>	
<i>% Groveland CSD is Above or Below Mean</i>		<i>Market Check</i>						<i>Market Check</i>												<i>Market Check</i>	
<i># Of Comparable Matches</i>		<i>9</i>																			

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Finance Officer	\$10,329	\$12,555	\$0	\$314	\$0		\$12,869	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$960	\$17,516	0%	\$0	\$17,516	
Amador Water Agency	No Comparable Class																				Accountant level
Calaveras County Water District	No Comparable Class																				Accountant level
Clear Creek Community Services District	No Comparable Class																				Accountant/Bookkeeper does not require degree
Hidden Valley Lake Community Services District	Accounting Supervisor	\$6,949	\$8,531	\$0	\$0	\$0		\$8,531	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$124	\$12,220	0%	\$0	\$12,220	
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	Accounting Manager	\$9,287	\$11,762	\$0	\$588	\$0		\$12,350	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$171	\$15,259	0%	\$0	\$15,259	
Rancho Murieta Community Services District	No Comparable Class																				Accountant level
San Francisco Public Utility Commission	Manager I	\$10,831	\$13,830	\$0	\$0	\$0		\$13,830	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,058	\$17,541	2%	\$277	\$17,265	Broad management class
South Tahoe Public Utility District	Accounting Manager	\$11,261	\$14,373	\$0	\$0	\$0		\$14,373	\$0	\$2,389	\$154	\$24	\$40	\$47	\$287	\$1,080	\$18,393	0%	\$0	\$18,393	Accounting Supervisor does not have budget responsibilities
Tuolumne Utilities District	No Comparable Class																				
Turlock Irrigation District	Accounting Division Manager	\$8,163	\$10,423	\$0	\$0	\$0		\$10,423	\$42	\$2,624	\$133	\$26	\$28	\$24	\$0	\$797	\$14,098	0%	\$0	\$14,098	
Twain Harte Community Services District	No Comparable Class																				Finance Officer is part time
<i>Labor Market Median</i>		\$11,762						\$12,350													\$15,259
<i>% Groveland CSD is Above or Below Median</i>		6.31%						4.03%													12.88%
<i>Labor Market Mean</i>		\$11,784						\$11,902													\$15,447
<i>% Groveland CSD is Above or Below Mean</i>		6.14%						7.52%													11.81%
<i># Of Comparable Matches</i>		5																			

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Groveland Community Services District	General Manager	\$17,602	\$17,602	\$0	\$440	\$0		\$18,042	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$1,126	\$22,855	0%	\$0	\$22,855		
Amador Water Agency	General Manager	\$14,303	\$17,879	\$0	\$0	\$0		\$17,879	\$0	\$2,465	\$123	\$24	\$144	\$31	\$100	\$1,130	\$21,896	0%	\$0	\$21,896		
Calaveras County Water District	General Manager	\$17,500	\$17,500	\$333	\$0	\$0		\$17,833	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$1,125	\$22,328	0%	\$0	\$22,328		
Clear Creek Community Services District	General Manager	\$11,673	\$11,673	\$0	\$0	\$0		\$11,673	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$169	\$14,690	0%	\$0	\$14,690		
Hidden Valley Lake Community Services District	General Manager	\$11,042	\$11,042	\$0	\$0	\$0		\$11,042	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$160	\$14,766	0%	\$0	\$14,766	Salary may increase at October Board meeting	
Humboldt Community Services District	General Manager	\$12,026	\$14,617	\$150	\$731	\$0		\$15,498	\$0	\$3,680	\$106	\$16	\$55	\$56	\$0	\$1,083	\$20,493	0%	\$0	\$20,493		
Northstar Community Services District	General Manager	\$25,424	\$25,424	\$0	\$1,271	\$0		\$26,695	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$369	\$29,802	0%	\$0	\$29,802		
Rancho Murieta Community Services District	General Manager	\$12,932	\$17,070	\$0	\$0	\$0		\$17,070	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$248	\$20,148	0%	\$0	\$20,148		
San Francisco Public Utility Commission	Deputy Director V	\$18,900	\$24,115	\$0	\$0	\$0		\$24,115	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,221	\$27,989	2%	\$482	\$27,507	Highest level at Hetch Hetchy	
South Tahoe Public Utility District	General Manager	\$20,644	\$26,348	\$0	\$0	\$0		\$26,348	\$0	\$2,389	\$154	\$24	\$46	\$57	\$527	\$1,253	\$30,798	0%	\$0	\$30,798		
Tuolumne Utilities District	General Manager	\$16,309	\$16,309	\$0	\$0	\$0		\$16,309	\$0	\$2,905	\$123	\$17	\$69	\$67	\$0	\$1,108	\$20,597	0%	\$0	\$20,597		
Turlock Irrigation District	General Manager	\$26,709	\$26,709	\$0	\$0	\$0		\$26,709	\$42	\$2,624	\$133	\$26	\$28	\$28	\$0	\$1,258	\$30,848	0%	\$0	\$30,848		
Twain Harte Community Services District	General Manager	\$14,279	\$14,279	\$931	\$0	\$0		\$15,210	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$1,078	\$19,024	0%	\$0	\$19,024		
<i>Labor Market Median</i>		\$17,285						\$17,452													\$21,246	
<i>% Groveland CSD is Above or Below Median</i>		1.80%						3.27%													7.04%	
<i>Labor Market Mean</i>		\$18,580						\$18,865													\$22,741	
<i>% Groveland CSD is Above or Below Mean</i>		-5.56%						-4.56%													0.50%	
<i># Of Comparable Matches</i>		12																				

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Information-Instrumentation System Administrator	\$9,130	\$11,097	\$0	\$277	\$0		\$11,374	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$849	\$15,910	0%	\$0	\$15,910	AA; Electrical/Instrumentation Technology Grade III or ISA Certified Control Systems Technician Grade II within 2 years; Certified IS Security Professional designation is desired
Amador Water Agency	No Comparable Class																				
Calaveras County Water District	Information Systems Administrator	\$8,637	\$11,592	\$333	\$0	\$0		\$11,925	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$887	\$16,182	0%	\$0	\$16,182	Plan, configure, install, manage and maintain the District's information systems, computer hardware and software systems, local area and wide area networks, telecommunications and voice-mail systems ; BA
Clear Creek Community Services District	No Comparable Class																				
Hidden Valley Lake Community Services District	No Comparable Class																				
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	Information Technology and GIS Coordinator	\$8,225	\$10,284	\$0	\$514	\$0		\$10,798	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$149	\$13,686	0%	\$0	\$13,686	
Rancho Murieta Community Services District	Information Technology Manager	\$7,993	\$10,000	\$0	\$0	\$0		\$10,000	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$145	\$12,975	0%	\$0	\$12,975	
San Francisco Public Utility Commission	IS Project Director	\$13,308	\$16,738	\$0	\$0	\$0		\$16,738	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,114	\$20,505	2%	\$335	\$20,170	AA; last 5 steps are performance, recruitment/retention
South Tahoe Public Utility District	Information Technology Manager	\$12,236	\$15,616	\$0	\$0	\$0		\$15,616	\$0	\$2,389	\$154	\$24	\$43	\$51	\$312	\$1,098	\$19,687	0%	\$0	\$19,687	
Tuolumne Utilities District	Information Technology and Systems Administrator	\$7,842	\$9,532	\$0	\$0	\$0		\$9,532	\$0	\$2,905	\$123	\$17	\$53	\$39	\$0	\$729	\$13,397	0%	\$0	\$13,397	BA desirable
Turlock Irrigation District	Information Technology Information Security Manager	\$12,045	\$15,374	\$0	\$0	\$0		\$15,374	\$42	\$2,624	\$133	\$26	\$28	\$28	\$0	\$1,094	\$19,349	0%	\$0	\$19,349	
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$11,592					\$11,925												\$16,182	
		% Groveland CSD is Above or Below Median	-4.46%					-4.84%												-1.70%	
		Labor Market Mean	\$12,734					\$12,855												\$16,492	
		% Groveland CSD is Above or Below Mean	-14.75%					-13.01%												-3.66%	
		# Of Comparable Matches	7																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Maintenance Mechanic II	\$5,854	\$7,115	\$0	\$178	\$0		\$7,293	\$0	\$3,437	\$198	\$30	\$6	\$15	\$0	\$544	\$11,523	0%	\$0	\$11,523	Class A; Master Automobile Trainer certification within 12 months; Plant Maintenance Technologist 1 within 18 months
Amador Water Agency	Mechanical Technician	\$6,509	\$8,136	\$125	\$0	\$0		\$8,261	\$0	\$2,465	\$123	\$24	\$47	\$20	\$100	\$622	\$11,662	0%	\$0	\$11,662	
Calaveras County Water District	Mechanic II	\$6,384	\$7,761	\$83	\$0	\$0		\$7,844	\$0	\$3,103	\$96	\$2	\$35	\$28	\$80	\$594	\$11,783	0%	\$0	\$11,783	D2, CWEA Plant Maintenance Mechanical Technologist 2, Backflow Tester, Class B
Clear Creek Community Services District	No Comparable Class																				Operators also do maintenance
Hidden Valley Lake Community Services District	No Comparable Class																				Operators also do maintenance
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	No Comparable Class																				
Rancho Murieta Community Services District	Equipment Mechanic	\$5,805	\$7,256	\$0	\$0	\$0		\$7,256	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$105	\$9,630	0%	\$0	\$9,630	
San Francisco Public Utility Commission	General Utility Mechanic	\$10,872	\$10,872	\$0	\$0	\$0		\$10,872	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$832	\$14,358	1.5%	\$163	\$14,194	
South Tahoe Public Utility District	Maintenance Mechanical Technologist II	\$6,434	\$8,212	\$0	\$0	\$0		\$8,212	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$628	\$11,568	0%	\$0	\$11,568	Mechanical Technologist 2; Class B
Tuolumne Utilities District	Equipment Mechanic II	\$5,552	\$6,748	\$0	\$0	\$0		\$6,748	\$0	\$2,905	\$123	\$17	\$37	\$28	\$0	\$516	\$10,374	0%	\$0	\$10,374	Operators maintain plant
Turlock Irrigation District	Fleet Equipment Technician	\$6,011	\$6,311	\$0	\$0	\$0		\$6,311	\$0	\$2,624	\$133	\$26	\$21	\$15	\$0	\$483	\$9,613	0%	\$0	\$9,613	No plant; Master Technician certificate
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$7,761					\$7,844												\$11,568	
		% Groveland CSD is Above or Below Median	-9.08%					-7.56%												-0.38%	
		Labor Market Mean	\$7,899					\$7,929												\$11,260	
		% Groveland CSD is Above or Below Mean	-11.02%					-8.72%												2.28%	
		# Of Comparable Matches	7																		

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If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Groveland Community Services District	Operations Manager	\$9,832	\$11,950	\$0	\$299	\$0		\$12,249	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$914	\$16,850	0%	\$0	\$16,850	WWT certificate; Water Treatment Plant Operator certificate; Water Distribution Operator certificate (No Grades listed in job description)	
Amador Water Agency	Operations and Engineering Manager	\$13,252	\$16,565	\$208	\$0	\$0		\$16,773	\$0	\$2,465	\$123	\$24	\$143	\$31	\$100	\$1,111	\$20,770	0%	\$0	\$20,770	BA; T3; WWT3; D3; Collections Certificate; Cross Connection Certificate or combination of the above; higher grade certifications are highly desirable.	
Calaveras County Water District	Director of Operations	\$11,186	\$15,013	\$333	\$0	\$0		\$15,346	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$1,089	\$19,805	0%	\$0	\$19,805	D3; T3; WWT4; Collections cert desired; over water treatment, wastewater treatment, collections and water distribution	
Clear Creek Community Services District	No Comparable Class																					
Hidden Valley Lake Community Services District	No Comparable Class																				Utility Supervisor reports to GM	
Humboldt Community Services District	No Comparable Class																				No water or wastewater treatment	
Northstar Community Services District	Utility Operations Manager	\$12,327	\$15,335	\$0	\$767	\$0		\$16,102	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$222	\$19,063	0%	\$0	\$19,063	Water, wastewater collection, road maintenance, snow removal, multiuse trails, and solid waste; T3, D2, Collection 2, Cross Connection Tester and/or Specialist	
Rancho Murieta Community Services District	Director of Operations	\$10,171	\$14,126	\$0	\$0	\$0		\$14,126	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$205	\$17,161	0%	\$0	\$17,161	WWT4, T3, Collection 1	
San Francisco Public Utility Commission	Manager III	\$12,545	\$16,012	\$0	\$0	\$0		\$16,012	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,103	\$19,768	2%	\$320	\$19,448	Broad management class	
South Tahoe Public Utility District	Director of Operations	\$15,624	\$19,941	\$0	\$0	\$0		\$19,941	\$0	\$2,389	\$154	\$24	\$46	\$57	\$399	\$1,160	\$24,170	0%	\$0	\$24,170	No certs	
Tuolumne Utilities District	Operations Director	\$11,081	\$13,468	\$0	\$0	\$0		\$13,468	\$0	\$2,905	\$123	\$17	\$69	\$55	\$0	\$1,030	\$17,667	0%	\$0	\$17,667	WW1 certification, Water certification, and Distribution certification (no grades listed in job descriptions)	
Turlock Irrigation District	Water Operations Manager	\$8,163	\$10,423	\$0	\$0	\$0		\$10,423	\$42	\$2,624	\$133	\$26	\$28	\$24	\$0	\$797	\$14,098	0%	\$0	\$14,098	Over irrigation	
Twain Harte Community Services District	Operations Manager/Assistant General Manager	\$8,753	\$10,639	\$0	\$532	\$0		\$11,171	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$814	\$14,721	0%	\$0	\$14,721	Step 5 is max base salary; T3, D3, Collections I	
Labor Market Median		\$15,013						\$15,346													\$19,063	
% Groveland CSD is Above or Below Median		-25.63%						-25.29%													-13.13%	
Labor Market Mean		\$14,614						\$14,818													\$18,545	
% Groveland CSD is Above or Below Mean		-22.29%						-20.98%													-10.06%	
# Of Comparable Matches		9																				

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Wastewater-Water Treatment Plant Operator II	\$5,572	\$6,772	\$0	\$169	\$0		\$6,941	\$0	\$3,437	\$198	\$30	\$6	\$14	\$0	\$518	\$11,145	0%	\$0	\$11,145	WWT2; T2; D1; D2 within 12 months
Amador Water Agency	Wastewater Operator II	\$6,014	\$7,518	\$125	\$0	\$0		\$7,643	\$0	\$2,465	\$123	\$24	\$43	\$18	\$100	\$575	\$10,991	0%	\$0	\$10,991	Collections 2; WWT2; Plant Operator requires T2 and D2 and is lower paid
Calaveras County Water District	Treatment Plant Operator II	\$5,680	\$6,905	\$83	\$0	\$0		\$6,988	\$0	\$3,103	\$96	\$2	\$31	\$25	\$80	\$528	\$10,854	0%	\$0	\$10,854	If assigned to Water Treatment- T2; D1; WWT1; If assigned to Wastewater Treatment- WWT2; T1; D1
Clear Creek Community Services District	Treatment and Distribution Operator III	\$6,257	\$6,971	\$0	\$0	\$0		\$6,971	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$101	\$9,920	0%	\$0	\$9,920	T3; D3
Hidden Valley Lake Community Services District	Utility Operator II	\$5,439	\$6,677	\$0	\$0	\$0		\$6,677	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$97	\$10,338	0%	\$0	\$10,338	T2; D2; WWT2; Collections 2-all within 18 months
Humboldt Community Services District	No Comparable Class																				No water or wastewater treatment
Northstar Community Services District	Utility Services Specialist	\$7,830	\$9,518	\$0	\$476	\$952	10% max	\$10,945	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$138	\$13,822	0%	\$0	\$13,822	T3; D2; Collections 2
Rancho Murieta Community Services District	Plant Operator II	\$5,748	\$7,183	\$0	\$0	\$359	5% max	\$7,542	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$104	\$9,915	0%	\$0	\$9,915	WWT2, T2
San Francisco Public Utility Commission	Stationary Engineer, Sewage Plant	\$10,985	\$10,985	\$0	\$0	\$165	1.5% for one grade higher	\$11,150	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$840	\$14,644	1.5%	\$165	\$14,479	Operates and maintains; WWT1 or higher, pays same as water
South Tahoe Public Utility District	Operator III	\$7,041	\$8,986	\$0	\$0	\$0		\$8,986	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$687	\$12,401	0%	\$0	\$12,401	No II; WWT3
Tuolumne Utilities District	Wastewater Operator II	\$5,486	\$6,668	\$0	\$0	\$0		\$6,668	\$0	\$2,905	\$123	\$17	\$37	\$27	\$0	\$510	\$10,287	0%	\$0	\$10,287	WWT2; Collections 2; higher paid than Water Operator II
Turlock Irrigation District	No Comparable Class																				No treatment
Twain Harte Community Services District	Operator II	\$4,963	\$6,032	\$0	\$302	\$0		\$6,334	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$461	\$9,531	0%	\$0	\$9,531	Step 5 is max base salary; water treatment, water distribution, collection and parks and recreation; T2, D2, Collections I
		Labor Market Median	\$7,077					\$7,265											\$10,596		
		% Groveland CSD is Above or Below Median	-4.51%					-4.67%											4.92%		
		Labor Market Mean	\$7,744					\$7,990											\$11,254		
		% Groveland CSD is Above or Below Mean	-14.36%					-15.11%											-0.98%		
		# Of Comparable Matches	10																		

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

APPENDIX B

MISCELLANEOUS BENEFITS

**Appendix B - Table 1
MOU/Resolution Expiration Date and Future COLA/Salary Range Increase Information**

Agency	MOU/Resolution Expiration Date	Date of Future COLA/Salary Increase(s)-Amount(s)
<i>Groveland Community Services District</i>	<i>NA</i>	<i>7/2025- TBD- Will be 12-month average of Western Region CPI-U. We use the month of March for FY budgeting purposes</i>
Amador Water Agency	General/Supervisory 6/2025 Unrepresented NA	General/Supervisor None Scheduled Unrepresented None Scheduled
Calaveras County Water District	SEIU 6/2026 Management/Confidential 6/2026 General Manager NA	SEIU 7/2025-2% Management/Confidential 7/2025-2% General Manager 2/2025-4%
Clear Creek Community Services District	UPEC 12/2026 General Manager NA	UPEC 7/2025-2% to 4%- CPI based General Manager 11/2024- TBD by review in October
Hidden Valley Lake Community Services District	NA	Staff 12/2024- salary may increase based on salary study results 7/2025- TBD General Manager 10/2024- TBD at October Board Meeting
Humboldt Community Services District	DNA	7/2025-TBD

**Appendix B - Table 1
MOU/Resolution Expiration Date and Future COLA/Salary Range Increase Information**

Agency	MOU/Resolution Expiration Date	Date of Future COLA/Salary Increase(s)-Amount(s)
Northstar Community Services District	Utilities Represented 6/2029	Utilities Represented 7/2025- 1.5% - 4.5%-CPI
	Unrepresented NA	Unrepresented None Scheduled
Rancho Murieta Community Services District	OE3 12/2026	OE3 1/2025-2.5%
	Unrepresented NA	Unrepresented None Scheduled
San Francisco Public Utility Commission	MEA 6/2027	MEA 1/2025-1.5%
	Local 39 6/2027	Local 39 1/2025-1.5%
	Plumbers 6/2027	Plumbers 1/2025-1.5%
	Professional/Technical-21 6/2027	Professional/Technical-21 1/2025-1.5%
	Auto Machinist 6/2027	Auto Machinist 1/2025-1.5%
South Tahoe Public Utility District	Union 6/2029	Union 6/2025- 2.5% - 4.5%-CPI
	Management 6/2029	Management 6/2025- 2.5% - 4.5%-CPI
Tuolumne Utilities District	Local 1130 6/2026	Local 1130 7/2025-3% - 6%- CPI

**Appendix B - Table 1
MOU/Resolution Expiration Date and Future COLA/Salary Range Increase Information**

Agency	MOU/Resolution Expiration Date	Date of Future COLA/Salary Increase(s)-Amount(s)
	<p align="center">Unrepresented NA</p>	<p align="center">Unrepresented 7/2025-3% - 6%- CPI (General Manager is based on Performance Evaluation- currently under review)</p>
<p align="center">Turlock Irrigation District</p>	<p align="center">TIDEA 12/2026</p> <p align="center">MSPC/GM 12/2024</p>	<p align="center">TIDEA 1/2025-4%</p> <p align="center">MSPC/GM None Scheduled</p>
<p align="center">Twain Harte Community Services District</p>	<p align="center">Union 6/2027</p> <p align="center">General Manager NA</p>	<p align="center">Union 7/2025-2% (3% if CPI is equal to or greater than 3%)</p> <p align="center">General Manager 7/2025-2% (3% if CPI is equal to or greater than 3%) and per performance evaluation</p>

**Appendix B - Table 2
Retirement Practices
PEPRA Employees**

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	Member Rate (24/25)	Employer's Normal Cost Rate (24/25)
<i>Groveland Community Services District</i>	<i>CalPERS</i>	<i>2% @ 62</i>	<i>Highest 3 Years</i>	<i>7.75%</i>	<i>7.87%</i>
Amador Water Agency	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Calaveras County Water District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Clear Creek Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Hidden Valley Lake Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Humboldt Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Northstar Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Rancho Murieta Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
San Francisco Public Utility Commission	SFERS	1% @ 53 with 20 years 1.756% @ 60 with 10 years 2.3% @ 65 with any years	Highest 3 Years	7.5%	11.36%
South Tahoe Public Utility District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%

**Appendix B - Table 2
Retirement Practices
PEPRA Employees**

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	Member Rate (24/25)	Employer's Normal Cost Rate (24/25)
Tuolumne Utilities District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Turlock Irrigation District	Own Plan	2% @ 62	Highest 3 Years	6.75%	0%
Twain Harte Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
Groveland Community Services District	None (Looking to implement in the future)
Amador Water Agency	<p align="center">General/Supervisory None (it's a 1x lump sum)</p> <p align="center">Unrepresented None</p>
Calaveras County Water District	<p align="center">SEIU 2%- if required to maintain Backhoe cert 2%- if required to maintain Commercial Driver's License</p> <p align="center">Management/Confidential None</p>
Clear Creek Community Services District	None
Hidden Valley Lake Community Services District	None
Humboldt Community Services District	None (1x payment only)
Northstar Community Services District	<p align="center">Utilities Represented Certs vary by class and certification- max is 10%</p> <p align="center">Unrepresented None</p>
Rancho Murieta Community Services District	<p align="center">OE3 Utility Workers and Plant Operator- 5% max</p> <p align="center">Unrepresented None</p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
San Francisco Public Utility Commission	<p align="center">MEA None</p> <p align="center">Local 39 1.5% for higher grade</p> <p align="center">Plumber None</p> <p align="center">Professional/Technical-21 None</p> <p align="center">Auto Machinist None</p>
South Tahoe Public Utility District	<p align="center">Union Plant Operator I with grade II- 5%</p> <p align="center">Management None</p>
Tuolumne Utilities District	None
Turlock Irrigation District	None
Twain Harte Community Services District	None

Appendix B - Table 4

Employer/Employee Split of Medical Insurance-Family Level

Agency	% Split of Medical Insurance-Family level
Groveland Community Services District	Employer pays 100% of medical insurance premium; then District pays up to \$9420/year (\$785/month) for out of pocket expenses. Max employee out of pocket is \$3980/year (\$332/month)
Amador Water Agency	Employer pays 80% of medical insurance premium; EE pays 20% (Dependent coverage premium shall be twenty percent (20%). The formula is determined as follows: Dependent Premium minus the Employee Only premium for the selected plan, times 20%, plus any difference in the Employee Only rate between the chosen plan and base plan, times 12 months, divided by 24 payrolls for the cost per paycheck.)
Calaveras County Water District	Employer pays up to 90.8% of Region 1 Platinum Plan; EE pays 9.2% of Region 1 Platinum Plan
Clear Creek Community Services District	Effective March 1, 2024, the District will contribute to a Section 125 Plan for each eligible employee as follows: Up to \$1,400 per month per employee for the medical insurance premium plus seventy percent (70%) of any remaining premium, based on the premium of the CalPERS Plan selected. Employees are responsible for paying the remaining thirty percent (30%) through pre-tax payroll withholding.
Hidden Valley Lake Community Services District	Employer pays 100%; EE pays \$0
Humboldt Community Services District	EE pays \$20/month; ER pays remainder
Northstar Community Services District	ER pays up to 100% of PERS Gold Plan; EE pays \$0 if Gold Plan selected.
Rancho Murieta Community Services District	OE3 Employer pays up to 80% of Kaiser PERS plan; EE plan 20% Unrepresented Employer pays up to 100% of Kaiser PERS plan; EE pays \$0
San Francisco Public Utility Commission	City shall contribute 83% of the total health insurance premium, provided however, that the City's contribution shall be capped at eighty-three percent (83%) of the Employee Plus Two or More premium of the second-highest-cost plan; EE pays remainder
South Tahoe Public Utility District	Employer pays 100%; EE pays \$0

**Appendix B - Table 4
Employer/Employee Split of Medical Insurance-Family Level**

Agency	% Split of Medical Insurance-Family level
	ACWA-JPIA Prudent Buyer Classic Plan or the ACWA-JPIA Consumer Driven Health Plan for medical and prescription coverage, with the District fully funding the premium for the Employee and their dependent(s).
Tuolumne Utilities District	Employer pays up to 85% of PERS Platinum premium; EE pays 15% of PERS Platinum premium
Turlock Irrigation District	Employer pays up to 85% of PPO Base; EE pays 15% of PPO Base
Twain Harte Community Services District	Employer pays 90%; EE pays 10%

**Appendix B – Table 5
Retiree Health Benefits
(New Hires)**

Agency	Retiree Health Savings Account (Employer Contribution during active employment)	Employer Contribution towards Retiree Only Health Insurance (Post-employment)	Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)	Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)	Vesting
<i>Groveland Community Services District</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>NA</i>
Amador Water Agency	\$100/month	\$0	\$0	\$0	NA
Calaveras County Water District	\$80/month	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Clear Creek Community Services District	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Hidden Valley Lake Community Services District	\$0	50% with 5 years and age 55	50% with 5 years and age 55	50% with 5 years and age 55	5 years and age 55
Humboldt Community Services District	\$0	10 years = 50%; + 5% for each additional year; to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year; to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year; to max of 100% of active rate with 20 years	10 years
Northstar Community Services District	\$100/ppp	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Rancho Murieta Community Services District	\$0	PERS Vesting Schedule 10 years = 50%; + 5% for each additional	PERS Vesting Schedule 10 years = 50%; + 5% for each additional year; to	PERS Vesting Schedule 10 years = 50%; + 5% for each additional year; to	10 years

**Appendix B – Table 5
Retiree Health Benefits
(New Hires)**

Agency	Retiree Health Savings Account (Employer Contribution during active employment)	Employer Contribution towards Retiree Only Health Insurance (Post-employment)	Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)	Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)	Vesting
		year; to max of 100% of active rate with 20 years	max of 100% of active rate with 20 years	max of 100% of active rate with 20 years	
San Francisco Public Utility Commission	\$0	10-15 years- 50% 15-20 years- 75% 20+ years- 100%	10-15 years- 50% 15-20 years- 75% 20+ years- 100%	10-15 years- 50% 15-20 years- 75% 20+ years- 100%	10 years
South Tahoe Public Utility District	Union \$133.57/month Management 2%	\$0	\$0	\$0	NA
Tuolumne Utilities District	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Turlock Irrigation District	\$0	5-10 years = 50% 10-15 years = 75% 15+ years = 100%	No Additional Contribution	No Additional Contribution	5 years
Twain Harte Community Services District	\$0	\$0	\$0	\$0	NA

Appendix B – Table 6

Paid Leave

Agency	Annual Vacation Leave				Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 6	Year 11	Year 16					
Groveland Community Services District	80	120	160	200	2x	12	Unlimited	12 + 1 = 13	40 hours- if exempt
Amador Water Agency ¹	80	120	144	200	1.5x – 2x (varies)	12	Unlimited	12 + 1 = 13	64 – 104 hours- varies by class for exempt
Calaveras County Water District ²	176	216	256	256	380	Included in vacation	NA	12 + 1 = 13	56 hours- Management
Clear Creek Community Services District ³	80	104	160	208	240	13	Unlimited	11 + 0 = 11	General Manager-80 hours
Hidden Valley Lake Community Services District ⁴	80	120	136	160	320	12	Unlimited	11 + 2 = 13	0
Humboldt Community Services District	92	128	144	168	336	12	Unlimited	13 + 0 = 13	Management 40 hours Others 0

¹ General Manager receives 120 hours for vacation leave and 15 days/year for sick leave

² Have Paid Time Off

³ General Manager receives 80 hours at Year 1; 120 hours at Year 6; 160 hours at Year 11 and 200 hours at Year 16; with unlimited carryover

⁴ General Manager receives 160 hours with max carryover of 440 hours

Appendix B – Table 6

Paid Leave

Agency	Annual Vacation Leave				Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 6	Year 11	Year 16					
Northstar Community Services District	96	120	160	200	2x	12	960 hours	12 + 0 = 12	0
Rancho Murieta Community Services District	96	152	176	200	400	12	Unlimited	8 + 4 = 12	80 hours- some classes
San Francisco Public Utility Commission	80	120	120	160	400	13	Unlimited	12 + 5 = 17	MEA 40 hours Others 0
South Tahoe Public Utility District	80	120	160	160	2x	12	Unlimited	Union 12 + 1 = 13 Mngt 10 + 3 = 13	0
Tuolumne Utilities District	80	120	160	160	360	12	Unlimited	13 + 1 = 14	General Manager-40 hours Exempt 40 hours
Turlock Irrigation District	80	120 – 168 Varies by group	160 – 168 Varies by group	176 – 200 Varies by group	2x	12	Unlimited	TIDEA 12 + 0 = 12 MSPC/GM 12 + 1 = 13	0

**Appendix B – Table 6
Paid Leave**

Agency	Annual Vacation Leave				Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 6	Year 11	Year 16					
Twain Harte Community Services District ⁵	80	120	160	200	2x	12	664 hours	14 + 1 = 15	Exempt 16 hours General Manager 80 hours

⁵ General Manager receives 160 hours per year

**Appendix B - Table 7
Auto Allowance**

Agency	Auto Allowance
Groveland Community Services District	None
Amador Water Agency	General Manager-\$300/month
Calaveras County Water District	General Manager-\$500/month
Clear Creek Community Services District	General Manager-\$175/month
Hidden Valley Lake Community Services District	General Manager is provided with District vehicle.
Humboldt Community Services District	None
Northstar Community Services District	General Manager and Assistant General Manager-\$8400/year (\$700/month) Utilities Operations Manager, Director of Public Works and District Engineer- \$6850/year (\$571/month)
Rancho Murieta Community Services District	Data Not Available
San Francisco Public Utility Commission	Data Not Available
South Tahoe Public Utility District	General Manager is provided with District vehicle. Director of Operations is provided with District vehicle. Manager of Plant Operations and Manager of Field Operations- may be provided with District vehicle.
Tuolumne Utilities District	General Manager is provided with District vehicle.
Turlock Irrigation District	No auto allowance. No vehicle provided.
Twain Harte Community Services District	General Manager is provided with District vehicle.

**Appendix B - Table 8
Housing Benefits**

Agency	Housing Benefits
Groveland Community Services District	<i>To be determined</i>
Amador Water Agency	None
Calaveras County Water District	None
Clear Creek Community Services District	None
Hidden Valley Lake Community Services District	None
Humboldt Community Services District	None
Northstar Community Services District	We do not own any housing/properties that staff lives in or rent. We do have an Employee Housing Benefit through an arrangement with a local apartment community at the entrance of Northstar. It's fairly limited. We are prioritized on a waitlist for one unit (whatever is available) that an employee can lease for one year as a benefit. In this scenario they are just taxed on the lease amount and do not pay rent. We've had a handful of employees take advantage of this, but most of the time, we don't have anyone in need of the benefit.
Rancho Murieta Community Services District	Data Not Available
San Francisco Public Utility Commission	<p align="center">For those under SEIU bargaining unit (which are not matches)</p> <p align="center">V. PUC HOUSING</p> <p>230. The parties agree, subject to the approval of the PUC to the following provisions:</p> <p>231. Bargaining Unit members in classes 7470 (Watershed Keeper) and 7270 (Watershed Keeper Supervisor) occupying PUC housing presently reserved for employees deemed essential by the PUC shall be subject to the following:</p> <p>232. a. Rental rates at Hetch Hetchy shall remain at "\$50 per room" (i.e., \$50 per bedroom plus two rooms).</p> <p>233. b. Effective July 1, 2000, Bay Area Housing rental rates shall be "\$100 per room." Beginning on July 1, 2001, and annually for the duration of the contract, the rents shall be adjusted for changes to the cost of living as reflected in the S.F./Oakland CPI-U Annual Average.</p> <p>234. c. For Hetch Hetchy housing, all utilities shall be billed at \$60 per month. For Bay Area housing,</p>

**Appendix B - Table 8
Housing Benefits**

Agency	Housing Benefits
	<p>payment of all utilities shall be the responsibility of the employee. Provided however, that electricity shall only be billed where meters are in place. Employees will not be billed for heating costs in facilities that are not insulated. Water shall only be billed where meters are in place and water is potable.</p> <p>235. d. Payment of all taxes associated with occupancy are the responsibility of the employee.</p> <p>236. e. All bargaining unit members renting PUC housing shall be subject to signed leases, in the form presently utilized by the PUC. Such leases are not subject to the grievance procedure, but are subject to any applicable law.</p> <p>237. f. No bargaining unit member currently residing in PUC housing shall be displaced during the life of this collective bargaining agreement while employed in the 7470 or 7270 classification at that location. Vacancies shall be offered on the basis of departmental seniority and the required special needs of each location. All things being equal, seniority shall be the determining factor.</p> <p>238. A joint labor-management committee shall be established, with two (2) representatives from the Union and two (2) from the PUC. The purpose of the Committee shall be to discuss and make recommendations regarding assignments and maintenance of PUC housing. No recommendation will be considered or made by the Committee that conflicts with the paragraph above.</p>
South Tahoe Public Utility District	None
Tuolumne Utilities District	None
Turlock Irrigation District	There are positions at our Don Pedro Power Plant that come with TID required housing, due to on call status. Free to employee.
Twain Harte Community Services District	None

APPENDIX C

SALARY RECOMMENDATIONS

Groveland Community Services District
Salary Recommendations

Classification	Current Max Monthly Rate	% Above or Below Market Median (Total Compensation)	Raw Recommended Max	Recommended Range	Recommended Max Monthly	\$ Difference	% Difference	Recommended Internal Relationship
General Manager	\$17,602	7.04%	\$17,602	Contract	\$17,602	\$0	0.00%	No change - based on contract
Administrative Services Manager	\$13,521	-10.08%	\$15,291	48	\$15,298	\$1,777	13.14%	Set to market
Finance Officer	\$12,555	12.88%	\$10,506	40	\$12,555	\$0	0.00%	No change; over market
Executive Assistant-Board Secretary	Market Check	Market Check	\$6,508	14	\$6,607	New	New	Set to market
District Property, Easements, and Assets Technician	\$9,108	ID	---	27	\$9,108	\$0	0.00%	Same as current; while there was insufficient data, the current salary is in line with the two matches
Operations and Maintenance Manager	\$11,950	-13.13%	\$13,960	45	\$14,205	\$2,255	18.87%	Set to market
Information/Instrumentation Systems Manager	\$11,097	-1.70%	\$11,343	36	\$11,375	\$278	2.51%	Set to market
Chief Plant Operator	\$9,108	-1.49%	\$9,294	28	\$9,336	\$228	2.50%	Set to market
Water/Wastewater Operator III	\$7,475	---	---	19	\$7,475	\$0	0.00%	10% above Water/Wastewater Operator II
Water/Wastewater Operator II	\$6,772	4.92%	\$6,275	15	\$6,772	\$0	0.00%	No change; over market
Water/Wastewater Operator I	\$5,840	---	---	11	\$6,135	\$295	5.05%	10% below Water/Wastewater Operator II
Collections and Distribution Supervisor	\$9,108	-1.49%	\$9,294	28	\$9,336	\$228	2.50%	Set to market
Collections and Distribution Lead	\$7,475	---	--	19	\$7,475	\$0	0.00%	10% above Collection and Distribution System Operator III
Collection and Distribution System Operator III	\$6,772	---	--	15	\$6,772	\$0	0.00%	10% above Collection and Distribution System Operator II
Collection and Distribution System Operator II	\$6,135	5.58%	\$5,607	11	\$6,135	\$0	0.00%	No change; over market
Collection and Distribution System Operator I	\$5,291	---	--	7	\$5,558	\$267	5.05%	10% below Collection and Distribution System Operator II
Maintenance Mechanic III	\$7,854	---	--	22	\$8,050	\$196	2.50%	10% above Maintenance Mechanic II
Maintenance Mechanic II	\$7,115	-0.38%	\$7,155	18	\$7,293	\$178	2.50%	Set to market
Maintenance Mechanic I	\$6,135	---	--	14	\$6,607	\$472	7.69%	10% below Maintenance Mechanic II
Administrative Services Technician III	\$6,446	---	--	11	\$6,135	-\$311	-4.82%	10% above Administrative Services Technician II
Administrative Services Technician II	\$5,558	5.22%	\$5,094	7	\$5,558	\$0	0.00%	No change; over market
Administrative Services Technician I	\$5,036	---	--	3	\$5,036	\$0	0.00%	10% below Administrative Services Technician II



BOARD MEETING AGENDA SUBMITTAL

TO: GCSB Board of Directors

FROM: Michelle Ronning, Finance Officer

DATE: November 12, 2024

SUBJECT: Agenda Item 6C: Adoption of a Resolution Authorizing the District and the Unrepresented Employees Relating to Government Code 20516 Cost Share Contributions

RECOMMENDED ACTION:

Staff recommends the following action:

I move to adopt Resolution 34-2024 authorizing the District and the Unrepresented Employees Relating to Government Code 20516 Cost Share Contributions.

BACKGROUND:

On October 8, 2024, the Board approved Resolution 32-2024, authorizing the Memorandum of Understanding (MOU) between the District and Operating Engineers Local No. 3, effective from October 18, 2024, through June 30, 2029. The updated MOU includes an amendment to the cost-sharing agreement with CalPERS for Classic Local Miscellaneous members, reducing the cost share for these members from 2.5% of the employer's contribution to 0%. The District currently has six Classic Miscellaneous members, five of whom are represented by a union and one who is unrepresented.

Staff is working with the Retirement Contract Services Unit at CalPERS to amend the current contract, which requires the adoption of a resolution that specifically identifies the unrepresented employee pursuant to Government Code 20516 cost share. Once the resolution is executed and returned to CalPERS, the contract amendment process will begin. This will require two additional board actions: first, a resolution of intention will be presented at the next board meeting. Once executed and returned to CalPERS, the District will receive the final resolution and contract for board approval. If all steps proceed as planned, the amended contract should be in place by February.

ATTACHMENTS:

1. Resolution 34-2024

RESOLUTION 34-2024

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE GROVELAND COMMUNITY SERVICES DISTRICT AND THE UNREPRESENTED EMPLOYEES RELATING TO GOVERNMENT CODE 20516 COST SHARE CONTRIBUTIONS

WHEREAS, the Groveland Community Services District (herein referred to as District) is a local government agency formed and operating in accordance with Section §61000 et seq. of the California Government Code; and

WHEREAS, the Unrepresented Employees Group of Groveland Community Services District who are covered by a Memorandum of Understanding; and

WHEREAS, CalPERS requires that Groveland Community Services District adopt a resolution that specifically identifies the information for unrepresented employees in order to amend the contract with CalPERS to include cost share for the following employees;

- Classic Local Miscellaneous Members
- Shall pay 0% towards the employer rate per GC 20516.
- Effective October 18, 2024, or as administratively possible by CalPERS

WHEREAS, this resolution is an agreement between the Groveland Community Services District and it's unrepresented employees to include cost share pursuant to GC 20516.

NOW THEREFORE BE IT RESOLVED THAT THE BOARD OF DIRECTORS OF THE GROVELAND COMMUNITY SERVICES DISTRICT DOES hereby approve Resolution 34-2024 authorizing of the District and the Unrepresented Employees Relating to Government Code 20516 Cost Share Contributions.

WHEREFORE, this Resolution is passed and adopted by the Board of Directors of the Groveland Community Services District on November 12, 2024, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

APPROVE:

Nancy Mora, Board President

ATTEST:

Rachel Pearlman, Board secretary

CERTIFICATE OF SECRETARY

I, Rachel Pearlman, the duly appointed and acting Secretary of the Board of Directors of the Groveland Community Services District, do hereby declare that the foregoing Resolution was duly passed and adopted at a Regular Meeting of the Board of Directors of the Groveland Community Services District, duly called and held on November 12, 2023.

DATED: _____