

Public Utilities



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Description

The Public Utilities Department provides water for City of San Diego customers through the Water Utility Fund, wastewater collection for City of San Diego customers through the Municipal Wastewater Fund, and wastewater treatment and disposal services for City of San Diego customers and regional partners through the Metropolitan Wastewater Fund.

The Department is committed to the following in its management of Water and Wastewater services:

- Reliable Water and Wastewater Services
- Water Quality and Environmental Protection
- Customer Satisfaction and Community Engagement
- Organizational Excellence

The water system serves the City and certain surrounding areas, including retail, wholesale, reclaimed water customers and provides regional water security through its dams and reservoirs. The water system's service area covers 403 miles, including 342 miles in the City, and has approximately 1.4 million retail customers.

The wastewater system consists of two sub-systems: the Municipal Sub-System and the Metropolitan Sub-System. The Municipal system is a sewage collection and conveyance system for the City's residents, and the Metropolitan system treats and disposes of the wastewater generated by the City and 12 other cities and districts near the city. The Metropolitan system has sufficient capacity to accommodate a regional population in excess of 2.5 million. The entire wastewater system covers approximately 450 square miles and a population of over 2.3 million. The system can treat up to 255 million gallons of wastewater per day and includes: 82 pump stations; 3 wastewater treatment plants; a bio-solid processing plant; 2 ocean outfalls; and more than 3,000 miles of pipeline.

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The City is implementing a large-scale potable reuse project called Pure Water San Diego that uses proven water purification technology to produce a safe, sustainable, and high-quality water supply for San Diego. The Program is a cost-effective investment that will provide a reliable, locally controlled, and drought-proof drinking water supply.

The vision is:

A world-class water utility for a world-class city.

The mission is:

To provide reliable water utility services that protect the health of our communities and the environment.

Goals and Objectives

Goal 1: Reliable Water and Wastewater Services

- Asset Management
- Infrastructure Investment

Goal 2: Water Quality and Environmental Protection

- Water Quality and Compliance
- Environmental Protection

Goal 3: Customer Satisfaction and Community Engagement

- Customer Service
- Community Engagement

Goal 4: Organizational Excellence

- Rate Structure Optimization
- Workforce Planning & Development

Budget Equity Impact Statement

Equity Highlights

Examples from the current fiscal year.

- Approximately 1,000 customers have benefitted from the Low-Income Household Assistance Program helping them pay down their water and wastewater balances.
- Passed the 40% construction completion mark for Pure Water Phase I which will provide a sustainable water supply making the City less reliant on expensive imported water benefiting all communities.
- Implemented Amazon Connect software in our customer contact center to enhance operational efficiency, utilizing technology to streamline non-customer interaction touchpoints. This ensures our team members can concentrate on meeting the diverse needs of our customers, promoting an inclusive and responsive service environment.

Budget Equity Lens Summary

Ongoing Operations

Is there an opportunity to adjust the department's ongoing operations to address a disparity?

Yes

There is an opportunity to adjust the department's ongoing operations to address disparities, particularly in customer satisfaction, equitable service delivery, and asset management to ensure access to safe and affordable drinking water and wastewater services.

Budget Adjustment(s)

Do the Budget Adjustments address a disparity?

Yes

The proposed budget adjustments help address disparities by prioritizing equity in asset management, advancing the utilization of GIS data for data-driven decision-making and infrastructure equity, and ensuring all residents receive equitable, timely, and respectful service. These requests are within our existing rate model and continue our commitment to financial sustainability and affordability for all residents.

Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2024 Performance	Goal
Sewer system overflows	Number of sewer system overflows per 100 miles of pipe	1.28	1.34	2.00
Water system pipeline breakage ¹	Number of water system pipeline breaks per 100 miles of pipe	1.90	0.82	<1.25
Sewer mains maintenance ²	Number of miles sewer pipes contracted to be repaired	40.00	27.26	40.00
Water mains maintenance ²	Number of miles of water mains contracted to be repaired	34.70	7.81	35.00
Completion of high priority dam safety projects ³	Percentage of planned regulatory milestones completed for all high priority dam projects	54%	100%	100%
Meter replacements ⁴	Percentage of planned monthly replacements completed	100%	108%	100%
Treated drinking water	Percentage of drinking water samples that meet established safety and quality regulations	99.20%	99.34%	100%
Treated wastewater	Percentage of samples from treated wastewater that meets safety and quality regulations	99.90%	99.95%	100%
Water quality regulatory reports	Percentage of water quality regulatory reports submitted on time	100%	100%	100%
Locally sourced water	Percentage of local water supplies with a goal of 60% by 2040	~15%	24%	60%
Water main break response time (in minutes)	Average time to respond to water main breaks	30	29	30
Sewer overflow response time (in minutes)	Average time to respond to sewer pipe breaks	30	26	30
Customer Service Sentiment ⁵	Percentage of customer service surveys rated satisfied or very satisfied	80%	82%	90%
First call resolution ⁵	Percentage of calls resolved without escalation, transfer or return of call	83%	86%	85%
Billing accuracy rate ⁶	Percentage of customer billing statements issued accurately and on time	99%	99%	99%

Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2024 Performance	Goal
Debt Service Coverage Ratio - Water	Revenue can cover costs and related expenses	1.45	1.50	>1.50
Debt Service Coverage Ratio - Sewer	Revenue can cover costs and related expenses	1.45	1.42	>1.50

¹ Industry average in 2023 was 11.1 water main breaks per 100 miles of pipe. PUD has an aggressive internal goal of less than 1.25.

² Awarded Miles.

³ Complete regulatory milestones, mandated by the California Division of Safety of Dams, for three (3) high priority dam projects.

⁴ Based on an estimated 12,100 per year.

⁵ Data for this measure became available starting late September, upon the launch of Amazon Connect. It does not include data prior to Amazon Connect.

⁶ Based on correct meter reads.

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Department Summary

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
FTE Positions (Budgeted)	1,893.19	1,932.21	1,973.75	41.54
Personnel Expenditures	\$ 212,057,598	\$ 239,770,780	\$ 259,982,824	\$ 20,212,044
Non-Personnel Expenditures	812,534,038	862,297,184	961,024,092	98,726,908
Total Department Expenditures	\$ 1,024,591,636	\$ 1,102,067,964	\$ 1,221,006,916	\$ 118,938,952
Total Department Revenue	\$ 1,335,474,285	\$ 1,695,256,885	\$ 1,909,422,068	\$ 214,165,183

General Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Water Production	\$ 2,572,028	\$ 2,973,740	\$ 3,110,927	\$ 137,187
Total	\$ 2,572,028	\$ 2,973,740	\$ 3,110,927	\$ 137,187

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Reservoir Recreation Addition of non-personnel expenditures to support recreation staff charges.	0.00	\$ 194,683	\$ -
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	1,162	-
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	817	-
Reduction of Recreation Program Reduction of non-personnel expenditures for the reservoir recreation program.	0.00	(59,475)	-
Total	0.00	\$ 137,187	\$ -

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
NON-PERSONNEL				
Supplies	\$ 36,892	\$ 61,800	\$ 61,800	\$ -
Contracts & Services	2,440,783	2,853,455	2,993,257	139,802
<i>External Contracts & Services</i>	782,559	901,611	902,946	1,335
<i>Internal Contracts & Services</i>	1,658,224	1,951,844	2,090,311	138,467
Information Technology	8,742	6,410	7,572	1,162
Energy and Utilities	85,611	52,075	48,298	(3,777)
NON-PERSONNEL SUBTOTAL	2,572,028	2,973,740	3,110,927	137,187
Total	\$ 2,572,028	\$ 2,973,740	\$ 3,110,927	\$ 137,187

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Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 1,222,504	\$ 1,557,115	\$ 1,557,115	-
Other Revenue	900	-	-	-
Rev from Money and Prop	257,563	228,960	228,960	-
Total	\$ 1,480,967	\$ 1,786,075	\$ 1,786,075	-

Metropolitan Sewer Utility Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Customer Support Service	\$ -	\$ -	(5)	(5)
Employee Services & Quality Assurance	5,003,356	7,773,027	8,840,070	1,067,043
Engineering & Program Management	3,913,941	5,666,311	6,633,207	966,896
Environmental Monitoring & Technical Services	19,517,435	20,988,337	23,197,740	2,209,403
Finance & Budget	3,878,661	4,582,612	4,435,354	(147,258)
Innovation & Technology	4,313,240	6,220,514	6,347,650	127,136
Public Utilities	81,884,696	68,863,104	75,104,830	6,241,726
Pure Water Program Management	5,212,823	8,859,413	10,261,686	1,402,273
Wastewater Collection	2,643,353	28,109,662	33,075,949	4,966,287
Wastewater Treatment & Disposal	125,634,765	127,348,844	127,904,673	555,829
Water Distribution	3,018,523	3,184,006	3,047,011	(136,995)
Water Meter Services	1,212,421	2,118,569	1,627,809	(490,760)
Water Production	-	16,190	16,190	-
Total	\$ 256,233,212	\$ 283,730,589	\$ 300,492,164	\$ 16,761,575

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Customer Support Service	0.30	0.30	0.30	0.00
Employee Services & Quality Assurance	30.84	33.90	37.25	3.35
Engineering & Program Management	23.57	22.45	22.67	0.22
Environmental Monitoring & Technical Services	112.42	112.75	113.89	1.14
Finance & Budget	21.61	20.91	20.91	0.00
Innovation & Technology	11.80	13.15	13.15	0.00
Public Utilities	4.80	3.35	3.65	0.30
Pure Water Program Management	10.46	11.21	10.78	(0.43)
Wastewater Collection	0.00	1.00	52.98	51.98
Wastewater Treatment & Disposal	271.98	274.00	235.00	(39.00)
Water Distribution	14.00	11.00	10.00	(1.00)
Water Meter Services	10.14	9.26	9.26	-
Water Production	1.00	1.00	0.00	(1.00)
Total	512.92	514.28	529.84	15.56

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Significant Budget Adjustments

	FTE	Expenditures	Revenue
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.82 \$	5,592,112 \$	-
Water Treatment Chemicals Addition of non-personnel expenditures associated with increased water treatment chemical costs.	0.00	5,500,000	-
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	1,786,368	-
Pure Water Phase 2 Implementation Addition of non-personnel expenditures associated with the program management consultant for Pure Water Phase 2.	0.00	1,520,000	-
Equipment Upgrades and Replacements Addition of one-time non-personnel expenditures to fund equipment upgrades and replacements for the Metropolitan Biosolids Center, Point Loma Wastewater Treatment Plant, and South Bay Water Reclamation Plant.	0.00	1,220,000	-
Metro Pump Stations Support Addition of 9.00 FTE positions to operate power reliability facilities at the Metro and Municipal pump stations.	9.00	825,595	-
Pure Water Phase 1 Addition of 1.00 Environmental Scientist 2, and one-time non-personnel expenditures associated with Pure Water Phase 1 operations.	1.00	692,014	-
Equipment Maintenance Addition of non-personnel expenditures associated with equipment maintenance at the Point Loma Wastewater Treatment Plant and South Bay Water Reclamation Plant.	0.00	555,000	-
Metropolitan Wastewater Plan Support Addition of non-personnel expenditures for engineering and project management.	0.00	500,000	-
Geographic Information Systems (GIS) Support Addition of 1.00 Geographic Information Systems Analyst 3, 1.00 Geographic Information Systems Analyst 2, and associated non-personnel expenditures to support the editing and digitizing backlog, and the Integrated Master Plan Amendment.	0.44	340,181	-
Street Preservation Ordinance Support Addition of 11.00 FTE positions across multiple funds associated with Trench Restoration Program needs to comply with the Street Preservation Ordinance.	3.30	232,935	-

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Significant Budget Adjustments

	FTE	Expenditures	Revenue
Point Loma Water Treatment Plant Support Addition of 2.00 Senior Wastewater Plant Operators for 24-hour coverage at the Point Loma Wastewater Treatment Plant.	2.00	203,847	-
Laboratory Information Management Systems (LIMS) Addition of information technology expenditures for the reporting of regulatory data required by multiple compliance permits.	0.00	184,000	-
Support for Certifications and Regulatory Requirements Addition of 1.00 Environmental Scientist 2 in the Environmental Monitoring and Technical Services Division to support regulatory requirements from the ocean outfall permits.	1.00	92,014	-
Reallocation of Positions Reallocation of positions among various Public Utilities Funds to align with operational needs.	0.00	(50)	-
Supplemental Cost of Living Adjustment Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	0.00	(41,401)	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(2.00)	(78,651)	-
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	(175,014)	-
Capital Expenditures Reduction Reduction of non-personnel expenditures for capital costs.	0.00	(500,000)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2024.	0.00	(1,687,375)	(12,000,000)
Metropolitan System Revised Revenue Adjustment to reflect revised revenue projections associated with the contributions from the Metropolitan Joint Powers Authority members and debt proceeds.	0.00	-	71,575,000
Total	15.56	\$ 16,761,575	\$ 59,575,000

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
PERSONNEL				
Personnel Cost	\$ 38,224,134	\$ 42,951,726	\$ 48,369,589	\$ 5,417,863
Fringe Benefits	24,159,004	24,438,213	26,043,347	1,605,134
PERSONNEL SUBTOTAL	62,383,138	67,389,939	74,412,936	7,022,997
NON-PERSONNEL				

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Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Supplies	\$ 37,212,976	\$ 33,963,156	\$ 41,560,628	\$ 7,597,472
Contracts & Services	51,265,940	66,499,371	66,710,121	210,750
<i>External Contracts & Services</i>	<i>36,189,844</i>	<i>50,074,979</i>	<i>49,496,210</i>	<i>(578,769)</i>
<i>Internal Contracts & Services</i>	<i>15,076,096</i>	<i>16,424,392</i>	<i>17,213,911</i>	<i>789,519</i>
Information Technology	7,429,873	11,713,584	11,849,320	135,736
Energy and Utilities	27,093,275	43,547,446	37,541,367	(6,006,079)
Other	115,700	238,654	179,872	(58,782)
Transfers Out	67,945,077	56,916,640	63,293,164	6,376,524
Capital Expenditures	1,658,059	3,461,799	4,944,756	1,482,957
Debt	1,129,174	-	-	-
NON-PERSONNEL SUBTOTAL	193,850,074	216,340,650	226,079,228	9,738,578
Total	\$ 256,233,212	\$ 283,730,589	\$ 300,492,164	\$ 16,761,575

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 106,825,776	\$ 110,793,022	\$ 115,968,022	\$ 5,175,000
Other Revenue	40,016,964	20,000,000	74,400,000	54,400,000
Rev from Money and Prop	4,019,447	2,559,000	2,559,000	-
Transfers In	612,524	174,161,376	174,161,376	-
Total	\$ 151,474,712	\$ 307,513,398	\$ 367,088,398	\$ 59,575,000

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
20000007	Accountant 3	0.59	0.65	0.65	\$ 95,084 - 114,900	\$ 68,737
20000102	Accountant 4	0.30	0.30	0.35	117,041 - 142,233	40,261
20000011	Account Clerk	4.72	4.72	4.37	46,777 - 56,281	222,015
20000012	Administrative Aide 1	1.96	1.96	1.96	55,036 - 66,266	128,575
20000024	Administrative Aide 2	5.97	5.70	6.11	63,360 - 76,360	433,410
21000753	Asset Management Coordinator	0.00	0.00	0.95	106,642 - 129,102	114,785
20000057	Assistant Chemist	36.00	35.31	30.95	83,876 - 101,857	2,981,016
20001140	Assistant Department Director	1.10	1.40	2.00	96,395 - 365,173	490,224
20001081	Assistant Deputy Chief Operating Officer	0.30	0.30	0.30	96,395 - 365,173	81,774
20001202	Assistant Deputy Director	2.95	3.30	3.30	72,886 - 268,057	676,578
20000070	Assistant Engineer-Civil	11.99	11.13	11.70	94,516 - 113,852	1,239,291
20000071	Assistant Engineer-Civil	0.30	0.30	0.30	94,516 - 113,852	34,157
20000077	Assistant Engineer- Electrical	0.22	0.22	0.22	94,516 - 113,852	25,049
20000087	Assistant Engineer- Mechanical	0.22	0.22	0.22	94,516 - 113,852	20,796
20000080	Assistant Laboratory Technician	1.00	1.00	0.00	52,502 - 63,295	-
20001228	Assistant Metropolitan Wastewater Director	0.30	0.00	0.00	49,246 - 269,958	-
20001233	Assistant to the Director	0.30	0.00	0.00	72,886 - 268,057	-

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Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20001091	Assistant to the Water Department Director	0.00	0.30	0.30	36,814 - 182,980	52,117
20000140	Associate Chemist	9.89	10.94	9.04	96,679 - 117,063	1,040,400
20000311	Associate Department Human Resources Analyst	1.50	1.50	1.50	80,424 - 97,203	145,805
21000727	Associate Eng-Control Systems	0.00	0.00	0.35	108,826 - 131,374	38,093
20000143	Associate Engineer-Civil	14.37	13.92	13.76	108,826 - 131,374	1,764,464
20000145	Associate Engineer-Civil	1.20	1.20	1.20	108,826 - 131,374	156,281
20000150	Associate Engineer-Electrical	1.44	1.44	1.44	108,826 - 131,374	179,254
20000154	Associate Engineer-Mechanical	0.22	0.22	0.22	108,826 - 131,374	28,902
20000119	Associate Management Analyst	11.02	10.73	11.73	80,424 - 97,203	931,802
20000134	Associate Management Analyst	0.30	0.30	0.00	80,424 - 97,203	-
20000162	Associate Planner	1.32	1.32	1.32	88,486 - 106,904	132,607
20000655	Biologist 2	10.52	10.84	9.04	83,373 - 101,376	888,005
20000648	Biologist 3	3.27	3.07	2.79	96,220 - 116,495	320,060
20000195	Boat Operator	1.00	1.00	1.00	73,593 - 87,765	86,448
20000539	Clerical Assistant 2	2.28	4.28	4.22	44,505 - 53,638	196,140
20000829	Compliance and Metering Manager	0.36	0.36	0.36	101,595 - 122,897	44,238
20001168	Deputy Director	2.80	2.80	3.02	72,886 - 268,057	670,132
20000434	Electronics Technician	0.30	0.30	0.30	66,135 - 79,397	19,841
21000451	Environmental Biologist 3	0.44	0.44	0.44	96,679 - 117,063	47,021
21000839	Environmental Scientist 2	0.00	0.00	8.60	83,788 - 101,857	738,097
21000840	Environmental Scientist 3	0.00	0.00	1.90	96,679 - 117,063	183,686
20000430	Equipment Operator 2	0.00	0.00	0.30	62,115 - 74,284	20,332
20000436	Equipment Operator 3	0.00	0.00	0.30	64,824 - 77,583	21,276
20000438	Equipment Painter	2.00	2.00	2.00	63,841 - 76,557	151,966
20000418	Equipment Technician 1	0.00	0.00	1.00	50,557 - 60,585	60,585
20000924	Executive Assistant	0.30	0.30	0.30	63,557 - 76,906	23,072
20000184	Fleet Parts Buyer	0.60	0.60	0.00	60,236 - 72,952	-
21000432	Geographic Info Systems Analyst 2	0.22	0.22	0.44	81,997 - 99,082	41,601
21000433	Geographic Info Systems Analyst 3	0.22	0.22	0.44	90,015 - 108,805	45,738
20000501	Heavy Truck Driver 2	3.00	3.00	3.90	52,764 - 63,622	243,150
20000290	Information Systems Analyst 2	1.75	2.05	2.05	81,997 - 99,082	180,055
20000293	Information Systems Analyst 3	2.45	2.45	2.45	90,015 - 108,805	259,997
20000998	Information Systems Analyst 4	1.40	1.40	1.40	101,223 - 122,656	156,716
20000999	Information Systems Analyst 4	1.00	1.00	1.00	101,223 - 122,656	122,656
20000377	Information Systems Technician	0.35	0.70	0.70	64,584 - 77,846	49,849
20000514	Instrumentation and Control Supervisor	1.00	1.00	1.00	93,609 - 113,199	113,199

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Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000515	Instrumentation and Control Technician	10.30	10.30	10.30	85,280 - 102,385	920,581
20000590	Laboratory Technician	22.25	22.25	22.25	63,316 - 76,513	1,591,754
20000618	Machinist	4.00	4.00	4.00	66,397 - 79,506	318,024
90001073	Management Intern - Hourly	1.50	1.50	0.00	36,814 - 45,925	-
20000624	Marine Biologist 2	14.00	14.00	14.00	83,788 - 101,857	1,402,251
20000626	Marine Biologist 3	4.00	4.00	4.00	96,679 - 117,063	464,740
20000756	Office Support Specialist	8.51	6.06	5.06	45,969 - 55,342	251,859
20000634	Organization Effectiveness Specialist 2	0.30	0.00	0.00	72,952 - 88,158	-
20000627	Organization Effectiveness Specialist 3	0.60	0.30	0.30	80,096 - 96,832	29,053
20000639	Organization Effectiveness Supervisor	0.30	0.30	0.30	90,081 - 109,176	32,748
20000680	Payroll Specialist 2	3.00	3.00	3.00	54,075 - 65,305	186,710
20000173	Payroll Supervisor	0.60	0.60	0.60	62,027 - 75,071	43,775
21000725	Plant Maintenance Coordinator	0.00	0.00	6.70	91,348 - 110,465	719,344
20000701	Plant Process Control Electrician	20.00	20.00	20.00	85,280 - 102,385	1,877,378
20000703	Plant Process Control Supervisor	5.00	5.00	6.00	93,609 - 113,199	638,316
20000705	Plant Process Control Supervisor	6.70	6.70	0.00	93,609 - 113,199	-
20000687	Plant Technician 1	21.00	21.00	21.00	57,137 - 68,332	1,262,321
20000688	Plant Technician 2	29.00	29.00	29.00	62,622 - 74,757	2,063,541
20000689	Plant Technician 3	18.00	18.00	18.00	68,690 - 82,213	1,449,089
20000706	Plant Technician Supervisor	12.00	12.00	12.00	80,332 - 95,825	1,092,320
20000732	Power Plant Operator	8.00	8.00	14.00	81,676 - 97,527	1,264,227
20000755	Power Plant Superintendent	1.00	1.00	1.00	115,237 - 139,171	139,171
20000733	Power Plant Supervisor	2.00	2.00	4.00	91,504 - 110,490	412,140
21000789	Principal Backflow and Cross Connection Specialist Supervisor	0.00	0.36	0.36	79,504 - 96,296	31,358
21000184	Principal Backflow & Cross Connection Specialist	2.00	2.00	2.00	69,138 - 83,735	167,470
20000740	Principal Drafting Aide	0.66	0.66	0.66	67,468 - 81,713	44,529
20000743	Principal Engineering Aide	0.66	0.22	0.22	81,669 - 98,842	21,745
20000707	Principal Plant Technician Supervisor	0.98	0.00	0.98	109,819 - 132,499	129,853
21000790	Principal Water Resources Specialist	0.00	0.00	0.22	114,879 - 138,857	25,272
20000227	Procurement Specialist	0.30	0.30	0.30	66,266 - 80,271	24,079
20001234	Program Coordinator	0.70	1.40	1.75	36,814 - 214,004	239,377
20001222	Program Manager	4.25	4.20	3.25	72,886 - 268,057	549,968
20000760	Project Assistant	0.44	0.88	0.88	86,534 - 104,266	84,193
20000763	Project Officer 2	0.72	0.22	0.22	114,879 - 138,857	30,551
20000766	Project Officer 2	0.44	0.44	0.22	114,879 - 138,857	30,551
20001150	Public Utilities Director	0.30	0.30	0.30	96,395 - 365,173	87,917

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20001050	Public Works Superintendent	0.00	0.00	0.30	106,751 - 128,894	35,196
20001032	Public Works Supervisor	0.00	0.00	0.30	79,146 - 95,825	26,142
20000319	Pump Station Operator	10.00	10.00	10.00	64,081 - 76,513	735,362
20000320	Pump Station Operator Supervisor	2.00	2.00	2.00	70,942 - 84,619	169,238
21000762	Records Management Analyst	0.00	0.00	0.30	80,424 - 97,203	29,161
20000560	Recycling Program Manager	0.52	0.95	0.00	106,139 - 128,512	-
20001042	Safety and Training Manager	0.90	0.90	0.90	92,310 - 111,878	100,600
20000847	Safety Officer	0.60	0.60	0.60	80,086 - 96,743	58,042
20000854	Safety Representative 2	2.70	2.40	2.40	69,787 - 84,407	184,657
21000438	Security Officer	0.30	0.30	0.30	80,086 - 96,743	29,021
21000437	Security Representative 2	0.00	0.30	0.30	69,787 - 84,407	25,325
20000869	Senior Account Clerk	0.70	0.70	0.70	53,528 - 64,584	37,474
21000183	Senior Backflow & Cross Connection Specialist	5.00	5.00	5.00	61,436 - 74,242	331,307
20000828	Senior Biologist	0.50	0.50	0.50	111,361 - 134,171	67,086
20000196	Senior Boat Operator	1.00	1.00	1.00	80,959 - 96,676	96,676
20000883	Senior Chemist	2.32	2.17	1.22	111,863 - 134,848	164,510
20000885	Senior Civil Engineer	5.10	5.48	5.48	125,388 - 151,584	800,998
20000890	Senior Civil Engineer	0.30	0.30	0.30	125,388 - 151,584	44,796
20000927	Senior Clerk/Typist	1.00	1.00	1.00	52,633 - 63,469	52,633
20000312	Senior Department Human Resources Analyst	0.00	0.60	0.60	88,289 - 106,773	58,517
20000400	Senior Drafting Aide	2.10	2.10	2.10	59,952 - 72,449	145,685
20000904	Senior Electrical Engineer	0.22	0.22	0.22	125,388 - 151,584	33,354
20000905	Senior Electrical Engineer	1.00	1.00	1.00	125,388 - 151,584	151,584
21000837	Senior Environmental Scientist	0.00	0.00	0.95	111,885 - 134,848	115,814
20000015	Senior Management Analyst	7.51	7.28	7.28	88,289 - 106,773	717,788
20000880	Senior Marine Biologist	1.00	1.00	1.00	111,885 - 134,848	134,848
20000918	Senior Planner	1.10	1.32	1.32	101,901 - 123,225	159,076
20000920	Senior Planner	0.52	0.30	0.00	101,901 - 123,225	-
20000708	Senior Plant Technician Supervisor	6.35	6.35	6.00	99,654 - 120,274	719,840
20000968	Senior Power Plant Supervisor	1.00	1.00	2.00	105,162 - 126,834	242,295
20000938	Senior Wastewater Operations Supervisor	6.00	6.00	6.00	113,177 - 136,909	795,668
20000055	Senior Wastewater Plant Operator	9.00	11.00	11.00	93,922 - 112,349	1,183,844
21000785	Senior Water Plant Operator	0.00	0.00	2.00	93,766 - 112,102	204,816
20000950	Stock Clerk	1.50	1.50	1.50	40,550 - 48,962	63,355
20000955	Storekeeper 1	1.50	1.50	1.50	46,712 - 56,019	79,836
20000956	Storekeeper 2	1.20	1.20	1.20	51,060 - 61,722	70,237
20000954	Storekeeper 3	0.30	0.30	0.00	53,725 - 64,605	-
90000964	Student Engineer - Hourly	0.50	0.50	0.00	36,814 - 43,194	-

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000313	Supervising Department Human Resources Analyst	0.60	0.90	0.90	99,301 - 120,362	108,321
20000995	Supervising Economist	0.35	0.35	0.35	90,081 - 109,176	31,525
20000970	Supervising Management Analyst	4.28	4.16	4.16	94,669 - 114,682	468,448
21000177	Trainer	2.10	2.10	2.10	74,757 - 90,340	183,516
20001041	Training Supervisor	0.60	0.60	0.60	82,079 - 99,229	58,950
20001053	Utility Worker 2	0.00	0.00	1.20	47,935 - 57,070	62,652
21000781	Warehouse Manager	0.00	0.00	0.30	53,725 - 64,605	19,381
21000726	Wastewater Chief Plant Operator	1.00	1.00	1.00	154,293 - 186,628	146,890
20000937	Wastewater Operations Supervisor	23.00	23.00	22.00	104,535 - 124,954	2,701,486
20000941	Wastewater Plant Operator	43.00	43.00	43.00	89,176 - 106,662	4,252,809
20000931	Wastewater Treatment Superintendent	4.00	4.00	4.00	143,693 - 173,852	695,408
21000782	Water Resources Specialist	0.00	0.00	0.30	101,901 - 123,225	36,967
20000003	Water Systems Technician 3	7.00	7.00	6.00	62,622 - 74,757	365,075
20000004	Water Systems Technician 4	2.00	2.00	2.00	72,608 - 86,691	173,382
20000005	Water Systems Technician Supervisor	1.00	1.00	1.00	95,803 - 114,364	114,364
21000783	Water Utility Parts Buyer	0.00	0.00	0.60	60,236 - 72,952	42,018
20001058	Welder	2.00	2.00	2.00	63,841 - 76,557	153,114
	Bilingual - Regular					875
	Budgeted Personnel					(6,584,580)
	Expenditure Savings					
	Coast Guard License Pay					13,833
	Electrician Cert Pay					35,381
	Exceptional Performance Pay-Classified					927
	Exceptional Performance Pay-Unclassified					1,045
	Infrastructure In-Training Pay					90,439
	Infrastructure Registration Pay					300,924
	Night Shift Pay					88,044
	Overtime Budgeted					2,606,253
	Plant/Tank Vol Cert Pay					150,340
	Reg Pay For Engineers					282,164
	Sick Leave - Hourly					4,942
	Split Shift Pay					55,350
	Standby Pay					4,274
	Termination Pay Annual Leave					225,242
	Vacation Pay In Lieu					271,311
	Welding Certification					7,280
FTE, Salaries, and Wages Subtotal		512.92	514.28	529.84		\$ 48,369,589

Public Utilities

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Fringe Benefits				
Employee Offset Savings	\$ 1,641,328	\$ 105,759	\$ 115,295	\$ 9,536
Flexible Benefits	5,361,214	5,581,804	6,179,958	598,154
Long-Term Disability	164,756	137,559	162,278	24,719
Medicare	572,586	576,336	662,738	86,402
Other Post-Employment Benefits	2,354,039	2,428,474	1,897,215	(531,259)
Retiree Medical Trust	53,455	60,217	72,649	12,432
Retirement 401 Plan	188,488	213,873	272,460	58,587
Retirement ADC	11,120,727	12,716,475	13,748,685	1,032,210
Retirement DROP	117,514	134,672	126,775	(7,897)
Risk Management Administration	564,189	549,976	634,511	84,535
Supplemental Pension Savings Plan	1,180,165	1,161,259	1,145,516	(15,743)
Unemployment Insurance	42,757	44,569	46,033	1,464
Workers' Compensation	797,785	727,240	979,234	251,994
Fringe Benefits Subtotal	\$ 24,159,004	\$ 24,438,213	\$ 26,043,347	\$ 1,605,134
Total Personnel Expenditures			\$ 74,412,936	

Municipal Sewer Revenue Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Customer Support Service	\$ 6,044,743	\$ 9,293,046	\$ 9,407,557	\$ 114,511
Employee Services & Quality Assurance	3,209,844	4,291,242	5,156,936	865,694
Engineering & Program Management	6,065,347	8,820,967	8,789,821	(31,146)
Environmental Monitoring & Technical Services	6,334,176	7,330,508	8,272,045	941,537
Finance & Budget	4,762,776	6,697,300	6,111,499	(585,801)
Innovation & Technology	1,228,694	2,616,273	4,463,595	1,847,322
Public Utilities	56,162,923	54,975,745	64,611,342	9,635,597
Wastewater Collection	51,995,336	57,477,820	61,361,057	3,883,237
Wastewater Treatment & Disposal	11,128,819	2,832,409	2,648,940	(183,469)
Water Meter Services	1,438,821	2,049,237	2,464,601	415,364
Water Production	-	62,374	-	(62,374)
Total	\$ 148,371,479	\$ 156,446,921	\$ 173,287,393	\$ 16,840,472

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Customer Support Service	56.26	58.76	59.26	0.50
Employee Services & Quality Assurance	23.62	25.95	28.49	2.54
Engineering & Program Management	34.27	34.67	34.99	0.32
Environmental Monitoring & Technical Services	42.92	43.82	44.54	0.72
Finance & Budget	12.35	11.95	11.95	0.00
Innovation & Technology	6.10	6.30	6.30	0.00
Public Utilities	3.68	2.50	2.73	0.23
Wastewater Collection	229.00	236.00	233.02	(2.98)

Public Utilities

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Wastewater Treatment & Disposal	6.02	0.00	0.00	0.00
Water Meter Services	18.46	17.82	18.42	0.60
Water Production	0.00	0.30	0.00	(0.30)
Total	432.68	438.07	439.70	1.63

Significant Budget Adjustments

	FTE	Expenditures	Revenue
<p>Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.</p>	0.00	\$ 13,104,156	\$ -
<p>Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.</p>	0.46	3,595,852	-
<p>Geographic Information Systems (GIS) Support Addition of 1.00 Geographic Information Systems Analyst 3, 1.00 Geographic Information Systems Analyst 2, and associated non-personnel expenditures to support the editing and digitizing backlog, and the Integrated Master Plan Amendment.</p>	0.64	482,995	-
<p>Laboratory Information Management Systems (LIMS) Addition of information technology expenditures for the reporting of regulatory data required by multiple compliance permits.</p>	0.00	98,500	-
<p>One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2024.</p>	0.00	96,650	(58,000,000)
<p>Reallocation of Positions Reallocation of positions among various Public Utilities Funds to align with operational needs.</p>	0.00	(25)	-
<p>Supplemental Cost of Living Adjustment Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.</p>	0.00	(36,241)	-
<p>Street Preservation Ordinance Support Addition of 11.00 FTE positions across multiple funds associated with Trench Restoration Program needs to comply with the Street Preservation Ordinance.</p>	2.53	(83,155)	-
<p>Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.</p>	(2.00)	(94,736)	-

Public Utilities

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Support for Information Technology	0.00	(323,524)	-
Adjustment to expenditure allocations according to an annual review of information technology funding requirements.			
Municipal System Revised Revenue	0.00	-	240,781,572
Adjustment to reflect revised revenue projections associated with rate increases and debt proceeds.			
Total	1.63 \$	16,840,472 \$	182,781,572

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
PERSONNEL				
Personnel Cost	\$ 26,269,978	\$ 31,264,616	\$ 34,460,736	\$ 3,196,120
Fringe Benefits	18,142,863	20,321,093	20,883,543	562,450
PERSONNEL SUBTOTAL	44,412,841	51,585,709	55,344,279	3,758,570
NON-PERSONNEL				
Supplies	\$ 5,948,079	\$ 5,834,002	\$ 5,600,752	\$ (233,250)
Contracts & Services	36,792,602	41,932,070	44,998,985	3,066,915
<i>External Contracts & Services</i>	<i>13,947,363</i>	<i>19,101,580</i>	<i>19,997,220</i>	<i>895,640</i>
<i>Internal Contracts & Services</i>	<i>22,845,239</i>	<i>22,830,490</i>	<i>25,001,765</i>	<i>2,171,275</i>
Information Technology	4,440,207	5,749,605	5,621,231	(128,374)
Energy and Utilities	7,486,931	7,824,595	7,467,387	(357,208)
Other	77,601	118,211	86,789	(31,422)
Transfers Out	48,847,707	42,286,772	53,085,713	10,798,941
Capital Expenditures	365,510	1,115,957	1,082,257	(33,700)
NON-PERSONNEL SUBTOTAL	103,958,637	104,861,212	117,943,114	13,081,902
Total	\$ 148,371,479	\$ 156,446,921	\$ 173,287,393	\$ 16,840,472

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 293,507,927	\$ 304,660,535	\$ 321,842,107	\$ 17,181,572
Fines Forfeitures and Penalties	11,492	-	-	-
Other Revenue	56,327,354	70,000,000	235,600,000	165,600,000
Rev from Federal Agencies	8,148,830	-	-	-
Rev from Money and Prop	1,461,247	2,104,000	2,104,000	-
Total	\$ 359,456,850	\$ 376,764,535	\$ 559,546,107	\$ 182,781,572

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
20000007	Accountant 3	0.36	0.43	0.43	\$ 95,084 - 114,900	\$ 44,856
20000102	Accountant 4	0.23	0.23	0.20	117,041 - 142,233	23,005
20000011	Account Clerk	2.63	2.63	2.43	46,777 - 56,281	123,733
20000012	Administrative Aide 1	0.77	0.77	0.77	55,036 - 66,266	49,818
20000024	Administrative Aide 2	7.38	7.60	7.88	63,360 - 76,360	556,070
21000753	Asset Management Coordinator	0.00	0.00	0.66	106,642 - 129,102	80,712

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000057	Assistant Chemist	2.83	3.33	3.13	83,876 - 101,857	295,325
20000058	Assistant Customer Services Supervisor	0.50	0.50	0.50	76,526 - 92,176	38,266
20001140	Assistant Department Director	0.46	0.69	1.15	96,395 - 365,173	280,884
20001081	Assistant Deputy Chief Operating Officer	0.23	0.23	0.23	96,395 - 365,173	62,693
20001202	Assistant Deputy Director	2.06	2.26	2.76	72,886 - 268,057	551,262
20000070	Assistant Engineer-Civil	11.53	12.92	12.92	94,516 - 113,852	1,378,176
20000071	Assistant Engineer-Civil	0.23	0.23	0.23	94,516 - 113,852	26,183
20000077	Assistant Engineer-Electrical	0.32	0.32	0.32	94,516 - 113,852	36,431
20000087	Assistant Engineer-Mechanical	0.32	0.32	0.32	94,516 - 113,852	30,242
20001228	Assistant Metropolitan Wastewater Director	0.23	0.00	0.00	49,246 - 269,958	-
20001233	Assistant to the Director	0.23	0.00	0.00	72,886 - 268,057	-
20001091	Assistant to the Water Department Director	0.00	0.23	0.23	36,814 - 182,980	39,949
20000140	Associate Chemist	2.29	2.40	2.30	96,679 - 117,063	268,625
20000311	Associate Department Human Resources Analyst	1.15	1.15	1.15	80,424 - 97,203	111,780
21000727	Associate Eng-Control Systems	0.00	0.00	0.20	108,826 - 131,374	21,756
20000143	Associate Engineer-Civil	10.05	10.70	11.16	108,826 - 131,374	1,443,376
20000145	Associate Engineer-Civil	0.92	0.92	0.92	108,826 - 131,374	119,813
20000150	Associate Engineer-Electrical	0.64	0.64	0.64	108,826 - 131,374	69,658
20000154	Associate Engineer-Mechanical	0.32	0.32	0.32	108,826 - 131,374	42,038
20000119	Associate Management Analyst	10.60	10.18	10.18	80,424 - 97,203	836,034
20000134	Associate Management Analyst	0.23	0.23	0.00	80,424 - 97,203	-
20000162	Associate Planner	1.92	1.92	1.92	88,486 - 106,904	192,909
20000655	Biologist 2	0.23	0.46	0.46	83,373 - 101,376	46,284
20000648	Biologist 3	0.23	0.27	0.50	96,220 - 116,495	57,779
20000266	Cashier	2.00	2.00	2.00	49,115 - 59,100	112,384
20000236	Cement Finisher	1.00	1.00	1.00	68,779 - 82,437	82,437
20000539	Clerical Assistant 2	4.40	4.40	4.32	44,505 - 53,638	201,393
20000829	Compliance and Metering Manager	0.30	0.30	0.30	101,595 - 122,897	36,870
20000801	Customer Information and Billing Manager	0.00	0.50	0.50	101,595 - 122,897	55,836
20000369	Customer Services Representative	24.25	24.25	24.25	50,264 - 60,697	1,406,976
20000366	Customer Services Supervisor	3.00	3.00	3.00	88,124 - 106,348	317,339
20001168	Deputy Director	2.76	2.76	2.76	72,886 - 268,057	610,914
20000434	Electronics Technician	0.23	0.23	0.23	66,135 - 79,397	15,210
21000451	Environmental Biologist 3	0.64	0.64	0.64	96,679 - 117,063	68,399
21000839	Environmental Scientist 2	0.00	0.00	0.66	83,788 - 101,857	55,299

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
21000840	Environmental Scientist 3	0.00	0.00	0.10	96,679 - 117,063	9,672
20000428	Equipment Operator 1	1.00	1.00	0.00	52,917 - 63,382	-
20000429	Equipment Operator 1	31.00	31.00	0.00	52,917 - 63,382	-
20000430	Equipment Operator 2	12.00	12.00	12.23	62,115 - 74,284	832,496
20000436	Equipment Operator 3	2.00	2.00	2.23	64,824 - 77,583	171,478
20000924	Executive Assistant	0.23	0.23	0.23	63,557 - 76,906	17,688
20000461	Field Representative	19.20	19.20	19.20	49,278 - 59,354	1,098,560
20000184	Fleet Parts Buyer	0.46	0.46	0.00	60,236 - 72,952	-
21000756	Food Establishment Wastewater Discharge Manager	0.00	0.00	1.00	98,208 - 119,008	119,008
20000483	General Water Utility Supervisor	4.00	4.00	3.30	98,445 - 119,088	392,988
21000432	Geographic Info Systems Analyst 2	0.32	0.32	0.64	81,997 - 99,082	60,513
21000433	Geographic Info Systems Analyst 3	0.32	0.32	0.64	90,015 - 108,805	66,524
20000502	Heavy Truck Driver 1	1.00	1.00	1.00	50,841 - 60,607	60,607
20000501	Heavy Truck Driver 2	1.00	1.00	1.69	52,764 - 63,622	103,708
20000290	Information Systems Analyst 2	1.00	0.60	0.60	81,997 - 99,082	56,026
20000293	Information Systems Analyst 3	1.90	1.90	1.90	90,015 - 108,805	202,955
20000998	Information Systems Analyst 4	0.80	0.80	0.80	101,223 - 122,656	89,554
20000377	Information Systems Technician	0.20	0.40	0.40	64,584 - 77,846	28,488
20000515	Instrumentation and Control Technician	0.23	0.23	0.23	85,280 - 102,385	19,615
20000497	Irrigation Specialist	2.00	2.00	2.00	54,446 - 65,130	128,430
20000590	Laboratory Technician	6.75	6.75	6.75	63,316 - 76,513	495,784
90000589	Laborer - Hourly	2.00	2.00	0.00	43,032 - 51,226	-
20000756	Office Support Specialist	6.15	5.92	5.92	45,969 - 55,342	306,165
20000634	Organization Effectiveness Specialist 2	0.23	0.00	0.00	72,952 - 88,158	-
20000627	Organization Effectiveness Specialist 3	0.46	0.23	0.23	80,096 - 96,832	22,267
20000639	Organization Effectiveness Supervisor	0.23	0.23	0.23	90,081 - 109,176	25,116
20000680	Payroll Specialist 2	2.30	2.26	2.30	54,075 - 65,305	143,170
20000173	Payroll Supervisor	0.46	0.46	0.46	62,027 - 75,071	33,572
21000725	Plant Maintenance Coordinator	0.00	0.00	5.70	91,348 - 110,465	606,008
20000701	Plant Process Control Electrician	8.00	8.00	8.00	85,280 - 102,385	814,106
20000703	Plant Process Control Supervisor	1.00	1.00	1.00	93,609 - 113,199	113,199
20000705	Plant Process Control Supervisor	5.40	5.40	0.00	93,609 - 113,199	-
20000687	Plant Technician 1	7.00	7.00	7.00	57,137 - 68,332	444,884
20000688	Plant Technician 2	8.00	8.00	8.00	62,622 - 74,757	586,950
20000689	Plant Technician 3	2.00	2.00	2.00	68,690 - 82,213	150,903

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000706	Plant Technician Supervisor	2.00	2.00	2.00	80,332 - 95,825	187,884
20000737	Principal Customer Services Representative	1.50	1.50	1.50	66,361 - 80,175	105,139
20000740	Principal Drafting Aide	0.96	0.96	0.96	67,468 - 81,713	64,764
20000743	Principal Engineering Aide	7.96	6.32	6.32	81,669 - 98,842	600,770
20000707	Principal Plant Technician Supervisor	0.02	1.00	0.02	109,819 - 132,499	2,646
21000790	Principal Water Resources Specialist	0.00	0.00	0.32	114,879 - 138,857	36,758
20000750	Principal Water Utility Supervisor	2.00	2.00	2.00	79,325 - 95,825	190,213
20000227	Procurement Specialist	0.23	0.23	0.23	66,266 - 80,271	18,463
20001234	Program Coordinator	1.93	4.33	4.53	36,814 - 214,004	607,965
20001222	Program Manager	6.10	6.13	5.65	72,886 - 268,057	936,242
20000760	Project Assistant	0.64	1.28	1.28	86,534 - 104,266	122,477
20000763	Project Officer 2	0.32	0.32	0.32	114,879 - 138,857	44,431
20000766	Project Officer 2	0.64	0.64	0.32	114,879 - 138,857	44,431
20000783	Public Information Clerk	0.50	0.50	0.50	46,777 - 56,281	23,392
20001150	Public Utilities Director	0.23	0.23	0.23	96,395 - 365,173	67,404
20001050	Public Works Superintendent	0.00	0.00	0.23	106,751 - 128,894	26,983
20001032	Public Works Supervisor	0.00	0.00	0.23	79,146 - 95,825	20,042
20000319	Pump Station Operator	5.00	5.00	5.00	64,081 - 76,513	375,381
20000320	Pump Station Operator Supervisor	1.00	1.00	1.00	70,942 - 84,619	84,619
21000762	Records Management Analyst	0.00	0.00	0.23	80,424 - 97,203	22,356
20000560	Recycling Program Manager	0.55	0.66	0.00	106,139 - 128,512	-
20001042	Safety and Training Manager	0.69	0.69	0.69	92,310 - 111,878	77,143
20000847	Safety Officer	0.46	0.46	0.46	80,086 - 96,743	44,510
20000854	Safety Representative 2	2.07	1.84	1.84	69,787 - 84,407	141,573
21000438	Security Officer	0.23	0.23	0.23	80,086 - 96,743	22,255
21000437	Security Representative 2	0.00	0.23	0.23	69,787 - 84,407	19,410
20000869	Senior Account Clerk	0.40	0.40	0.40	53,528 - 64,584	21,406
20000864	Senior Cashier	0.50	0.50	0.50	53,528 - 64,584	32,298
20000883	Senior Chemist	0.53	0.55	0.50	111,863 - 134,848	67,428
20000885	Senior Civil Engineer	2.60	2.60	2.60	125,388 - 151,584	394,063
20000890	Senior Civil Engineer	0.23	0.23	0.23	125,388 - 151,584	34,338
20000898	Senior Customer Services Representative	4.00	4.00	4.00	57,697 - 69,787	259,415
20000312	Senior Department Human Resources Analyst	0.00	0.46	0.46	88,289 - 106,773	44,868
20000400	Senior Drafting Aide	1.60	1.60	1.60	59,952 - 72,449	106,539
20000904	Senior Electrical Engineer	0.32	0.32	0.32	125,388 - 151,584	48,504
20000900	Senior Engineering Aide	10.00	10.00	10.00	72,536 - 87,699	811,435
21000837	Senior Environmental Scientist	0.00	0.00	0.05	111,885 - 134,848	6,096
20000015	Senior Management Analyst	5.56	5.21	5.21	88,289 - 106,773	514,833
20000918	Senior Planner	1.60	1.92	1.92	101,901 - 123,225	231,419

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000920	Senior Planner	0.55	0.23	0.00	101,901 - 123,225	-
20000708	Senior Plant Technician Supervisor	0.20	0.20	0.00	99,654 - 120,274	-
20000914	Senior Water Utility Supervisor	12.50	12.30	12.30	71,981 - 87,094	1,066,905
21000777	Sewer Maintenance Equipment Operator	0.00	0.00	32.00	52,938 - 63,382	1,927,029
20000950	Stock Clerk	1.15	1.15	1.15	40,550 - 48,962	48,553
20000955	Storekeeper 1	1.15	1.15	1.15	46,712 - 56,019	61,216
20000956	Storekeeper 2	0.92	0.92	0.92	51,060 - 61,722	53,851
20000954	Storekeeper 3	0.23	0.23	0.00	53,725 - 64,605	-
20000313	Supervising Department Human Resources Analyst	0.46	0.69	0.69	99,301 - 120,362	83,049
20000995	Supervising Economist	0.20	0.20	0.20	90,081 - 109,176	18,024
20000990	Supervising Field Representative	0.60	0.60	0.60	56,689 - 68,197	40,922
20000970	Supervising Management Analyst	4.47	4.62	4.62	94,669 - 114,682	524,821
20000997	Supervising Meter Reader	0.90	0.90	0.90	56,779 - 68,175	60,550
20000333	Supervising Wastewater Pretreatment Inspector	5.00	5.00	5.00	107,953 - 130,959	631,083
21000177	Trainer	1.61	1.61	1.61	74,757 - 90,340	140,691
20001041	Training Supervisor	0.46	0.46	0.46	82,079 - 99,229	45,177
20001051	Utility Worker 1	45.00	45.00	45.00	43,905 - 52,211	2,250,722
20001053	Utility Worker 2	0.00	0.00	0.92	47,935 - 57,070	48,036
21000781	Warehouse Manager	0.00	0.00	0.23	53,725 - 64,605	14,863
20000323	Wastewater Pretreatment Inspector 2	9.00	9.00	9.00	89,163 - 108,105	769,422
20000325	Wastewater Pretreatment Inspector 3	6.00	6.00	6.00	98,208 - 119,008	672,838
20000326	Wastewater Pretreatment Inspector 3	1.00	1.00	0.00	98,208 - 119,008	-
20000523	Wastewater Pretreatment Program Manager	1.00	1.00	1.00	118,199 - 143,347	143,347
21000782	Water Resources Specialist	0.00	0.00	0.23	101,901 - 123,225	28,344
21000783	Water Utility Parts Buyer	0.00	0.00	0.46	60,236 - 72,952	32,202
20001063	Water Utility Supervisor	15.30	15.30	15.30	66,272 - 79,280	1,150,663
20001065	Water Utility Worker Bilingual - Regular Budgeted Personnel	36.50	36.50	36.50	50,331 - 59,891	2,028,683
	Expenditure Savings					46,928
	Electrician Cert Pay					(4,690,308)
	Exceptional Performance Pay-Classified					20,327
	Exceptional Performance Pay-Unclassified					7,275
	Infrastructure In-Training Pay					570
	Infrastructure Registration Pay					102,370
	Night Shift Pay					164,048
	Overtime Budgeted					41,797
						2,936,720

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
	Plant/Tank Vol Cert Pay					66,083
	Reg Pay For Engineers					153,748
	Sick Leave - Hourly					6,917
	Split Shift Pay					6,995
	Standby Pay					15,539
	Termination Pay Annual Leave					138,593
	Vacation Pay In Lieu					151,102
FTE, Salaries, and Wages Subtotal		432.68	438.07	439.70		\$ 34,460,736

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Fringe Benefits				
Employee Offset Savings	\$ 722,834	\$ 87,651	\$ 92,876	\$ 5,225
Flexible Benefits	4,158,086	4,609,434	4,994,052	384,618
Long-Term Disability	109,557	97,641	111,457	13,816
Medicare	394,199	405,277	450,710	45,433
Other	15	-	-	-
Other Post-Employment Benefits	1,879,786	2,077,590	1,551,224	(526,366)
Retiree Medical Trust	30,004	36,065	42,976	6,911
Retirement 401 Plan	111,468	133,427	165,275	31,848
Retirement ADC	8,361,505	10,511,410	11,018,284	506,874
Retirement DROP	91,242	102,346	98,295	(4,051)
Risk Management Administration	452,859	470,143	520,820	50,677
Supplemental Pension Savings Plan	898,638	893,462	877,725	(15,737)
Unemployment Insurance	28,252	31,798	32,431	633
Workers' Compensation	904,419	864,849	927,418	62,569
Fringe Benefits Subtotal	\$ 18,142,863	\$ 20,321,093	\$ 20,883,543	\$ 562,450
Total Personnel Expenditures			\$ 55,344,279	

Sewer Utility - AB 1600 Fund

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 26,137,397	\$ 22,500,000	\$ 22,500,000	-
Rev from Money and Prop	284,922	40,000	40,000	-
Total	\$ 26,422,319	\$ 22,540,000	\$ 22,540,000	-

Water Utility - AB 1600 Fund

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 18,025,251	\$ 15,900,000	\$ 15,900,000	-
Rev from Money and Prop	216,308	50,000	50,000	-
Total	\$ 18,241,559	\$ 15,950,000	\$ 15,950,000	-

Public Utilities

Water Utility Operating Fund

Department Expenditures

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Customer Support Service	\$ 5,565,508	\$ 9,136,583	\$ 9,199,386	\$ 62,803
Employee Services & Quality Assurance	8,681,203	10,182,063	12,120,431	1,938,368
Engineering & Program Management	17,595,366	25,556,273	24,918,785	(637,488)
Environmental Monitoring & Technical Services	8,994,068	10,934,486	11,872,374	937,888
Finance & Budget	4,513,176	5,358,339	5,167,854	(190,485)
Innovation & Technology	5,696,058	7,793,596	8,133,853	340,257
Public Utilities	126,921,532	133,165,470	142,811,574	9,646,104
Pure Water Operations	2,226,778	5,445,205	8,368,699	2,923,494
Pure Water Program Management	9,292,591	11,734,713	13,044,223	1,309,510
Wastewater Treatment & Disposal	33,995	920,000	922,316	2,316
Water Distribution	63,008,332	68,011,218	71,913,549	3,902,331
Water Meter Services	20,856,258	27,359,908	30,659,396	3,299,488
Water Production	344,030,052	343,318,860	404,983,992	61,665,132
Total	\$ 617,414,917	\$ 658,916,714	\$ 744,116,432	\$ 85,199,718

Department Personnel

	FY2023 Budget	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Customer Support Service	56.44	58.94	58.44	(0.50)
Employee Services & Quality Assurance	48.04	53.11	58.26	5.15
Engineering & Program Management	53.10	61.88	67.34	5.46
Environmental Monitoring & Technical Services	57.66	61.43	63.57	2.14
Finance & Budget	27.79	26.89	26.89	0.00
Innovation & Technology	14.10	15.55	15.55	0.00
Public Utilities	7.52	5.15	5.62	0.47
Pure Water Operations	31.50	36.00	47.00	11.00
Pure Water Program Management	11.54	12.79	12.22	(0.57)
Water Distribution	274.00	277.00	273.00	(4.00)
Water Meter Services	165.90	168.42	169.32	0.90
Water Production	200.00	202.70	207.00	4.30
Total	947.59	979.86	1,004.21	24.35

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Water Purchases	0.00	\$ 53,112,771	\$ -
Addition of non-personnel expenditures associated with changes in the wholesale rate to purchase water.			
Non-Discretionary Adjustment	0.00	11,203,965	-
Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.			

Public Utilities

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	(1.24)	7,258,332	-
Water Treatment Chemicals Addition of non-personnel expenditures associated with increased water treatment chemical costs.	0.00	6,000,000	-
Pure Water Phase 2 Implementation Addition of non-personnel expenditures associated with specialized parts and equipment, and management consultant costs for Phase 2.	0.00	5,105,000	-
Dam Repairs and Replacement Addition of 4.00 FTE positions and one-time non-personnel expenditures to support dam safety and reservoir crews.	4.00	3,612,875	-
Water Treatment Plant Maintenance Addition of non-personnel expenditures to support the Filter Media replacement for the Otay Water Treatment Plant.	0.00	2,500,000	-
Pure Water Phase 1 Operations Addition of 13.00 FTE positions to support facilities and pump stations related to Pure Water Phase 1 operations, and non-personnel expenditures to support infrastructure investments and programs.	13.00	1,570,225	-
Chollas Yard Parking Expansion Addition of non-expenditures associated with expanding parking at the Chollas Operations Yard.	0.00	257,722	-
Geographic Information Systems (GIS) Support Addition of 1.00 Geographic Information Systems Analyst 3, 1.00 Geographic Information Systems Analyst 2, and associated non-personnel expenditures to support the editing and digitizing backlog, and the Integrated Master Plan Amendment.	0.92	100,889	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	2.00	92,453	-
Laboratory Information Management Systems (LIMS) Addition of information technology expenditures for the reporting of regulatory data required by multiple compliance permits.	0.00	88,000	-
Water Meter Services Addition of 0.50 Customer Services Representative to support Water Meter Services.	0.50	30,711	-
Reallocation of Positions Reallocation of positions among various Public Utilities Funds to align with operational needs.	0.00	75	-

Public Utilities

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	(7,164)	-
Supplemental Cost of Living Adjustment Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	0.00	(57,609)	-
Support for Street Preservation Ordinance Addition of 11.00 FTE positions across multiple funds associated with the Trench Restoration Program to comply with the Street Preservation Ordinance.	5.17	(308,127)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2024.	0.00	(5,360,400)	-
Water System Revised Revenue Adjustment to reflect revised revenue projections associated with rate increases and debt proceeds.	0.00	-	(28,191,389)
Total	24.35 \$	85,199,718 \$	(28,191,389)

Expenditures by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
PERSONNEL				
Personnel Cost	\$ 62,375,636	\$ 73,669,971	\$ 81,649,898	\$ 7,979,927
Fringe Benefits	42,885,983	47,125,161	48,575,711	1,450,550
PERSONNEL SUBTOTAL	105,261,619	120,795,132	130,225,609	9,430,477
NON-PERSONNEL				
Supplies	\$ 241,072,430	\$ 231,153,413	\$ 282,498,707	\$ 51,345,294
Contracts & Services	134,811,136	151,999,577	164,323,295	12,323,718
<i>External Contracts & Services</i>	<i>89,290,930</i>	<i>113,030,995</i>	<i>124,297,365</i>	<i>11,266,370</i>
<i>Internal Contracts & Services</i>	<i>45,520,206</i>	<i>38,968,582</i>	<i>40,025,930</i>	<i>1,057,348</i>
Information Technology	12,053,554	21,483,390	21,793,826	310,436
Energy and Utilities	18,956,721	19,703,679	18,940,188	(763,491)
Other	13,381,645	10,307,623	11,903,632	1,596,009
Transfers Out	90,521,581	100,578,240	108,064,868	7,486,628
Capital Expenditures	1,356,231	2,895,660	6,366,307	3,470,647
NON-PERSONNEL SUBTOTAL	512,153,298	538,121,582	613,890,823	75,769,241
Total	\$ 617,414,917	\$ 658,916,714	\$ 744,116,432	\$ 85,199,718

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Charges for Services	\$ 581,983,873	\$ 579,459,510	\$ 609,459,510	\$ 30,000,000
Fines Forfeitures and Penalties	43,264	-	-	-
Other Revenue	174,470,472	329,566,184	271,374,795	(58,191,389)
Rev from Federal Agencies	530,155	259,484	259,484	-
Rev from Money and Prop	11,444,029	11,530,178	11,530,178	-
Rev from Other Agencies	9,622,300	703,559	703,559	-

Public Utilities

Revenues by Category

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Transfers In	303,786	49,183,962	49,183,962	-
Total	\$ 778,397,879	\$ 970,702,877	\$ 942,511,488	\$ (28,191,389)

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
FTE, Salaries, and Wages						
20000007	Accountant 3	0.55	0.92	0.92	\$ 95,084 - 114,900	\$ 96,391
20000102	Accountant 4	0.47	0.47	0.45	117,041 - 142,233	51,758
20000011	Account Clerk	5.65	5.65	5.20	46,777 - 56,281	265,909
20000012	Administrative Aide 1	4.27	4.27	5.27	55,036 - 66,266	323,935
20000024	Administrative Aide 2	13.65	14.70	16.01	63,360 - 76,360	1,128,093
21000753	Asset Management Coordinator	0.00	0.00	1.39	106,642 - 129,102	169,349
20000057	Assistant Chemist	21.17	21.36	16.92	83,876 - 101,857	1,675,338
20000058	Assistant Customer Services Supervisor	0.50	0.50	0.50	76,526 - 92,176	38,260
20001140	Assistant Department Director	1.44	1.91	2.85	96,395 - 365,173	697,836
20001081	Assistant Deputy Chief Operating Officer	0.47	0.47	0.47	96,395 - 365,173	128,112
20001202	Assistant Deputy Director	4.99	5.44	6.94	72,886 - 268,057	1,382,652
20000070	Assistant Engineer-Civil	28.42	29.95	31.38	94,516 - 113,852	3,293,177
20000071	Assistant Engineer-Civil	0.47	0.47	0.47	94,516 - 113,852	53,512
21000176	Assistant Engineer- Corrosion	2.00	3.00	3.00	94,516 - 113,852	322,220
20000077	Assistant Engineer- Electrical	0.46	0.46	0.46	94,516 - 113,852	52,372
20000087	Assistant Engineer- Mechanical	0.46	0.46	0.46	94,516 - 113,852	43,478
20001228	Assistant Metropolitan Wastewater Director	0.47	0.00	0.00	49,246 - 269,958	-
20000109	Assistant Reservoir Keeper	8.00	8.00	8.00	52,458 - 62,552	477,434
20001233	Assistant to the Director	0.47	0.00	0.00	72,886 - 268,057	-
20001091	Assistant to the Water Department Director	0.00	0.47	0.47	36,814 - 182,980	81,644
20000140	Associate Chemist	6.82	7.66	7.66	96,679 - 117,063	845,616
20000311	Associate Department Human Resources Analyst	2.35	2.35	2.35	80,424 - 97,203	228,430
21000727	Associate Eng-Control Systems	0.00	0.00	0.45	108,826 - 131,374	48,977
20000143	Associate Engineer-Civil	22.58	28.38	30.08	108,826 - 131,374	3,730,161
20000145	Associate Engineer-Civil	1.88	1.88	1.88	108,826 - 131,374	244,804
20000350	Associate Engineer- Corrosion	3.00	3.00	3.00	108,826 - 131,374	394,122
20000150	Associate Engineer- Electrical	1.92	1.92	1.92	108,826 - 131,374	231,488
20000154	Associate Engineer- Mechanical	0.46	0.46	0.46	108,826 - 131,374	60,434
20000119	Associate Management Analyst	20.38	21.09	21.09	80,424 - 97,203	1,716,531

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000134	Associate Management Analyst	0.47	0.47	0.00	80,424 - 97,203	-
20000162	Associate Planner	2.76	3.76	3.76	88,486 - 106,904	365,790
20000655	Biologist 2	7.25	8.70	7.50	83,373 - 101,376	743,231
20000648	Biologist 3	2.50	3.66	2.71	96,220 - 116,495	307,434
20000234	Carpenter	1.00	1.00	1.00	64,059 - 76,644	64,059
20000266	Cashier	2.00	2.00	2.00	49,115 - 59,100	112,376
20000236	Cement Finisher	2.00	2.00	2.00	68,779 - 82,437	144,941
20000539	Clerical Assistant 2	8.32	8.32	6.46	44,505 - 53,638	314,902
20000306	Code Compliance Officer	4.00	4.00	4.00	58,436 - 70,391	268,018
20000307	Code Compliance Supervisor	1.00	1.00	1.00	67,324 - 80,601	75,655
20000829	Compliance and Metering Manager	1.34	1.34	1.34	101,595 - 122,897	164,686
20000801	Customer Information and Billing Manager	0.00	0.50	0.50	101,595 - 122,897	55,831
20000369	Customer Services Representative	25.25	25.25	25.75	50,264 - 60,697	1,489,095
20000366	Customer Services Supervisor	3.00	3.00	3.00	88,124 - 106,348	317,305
20001168	Deputy Director	6.44	6.44	6.22	72,886 - 268,057	1,330,131
20000434	Electronics Technician	0.47	0.47	0.47	66,135 - 79,397	31,084
21000451	Environmental Biologist 3	0.92	0.92	1.92	96,679 - 117,063	204,898
21000839	Environmental Scientist 2	0.00	0.00	7.74	83,788 - 101,857	666,048
21000840	Environmental Scientist 3	0.00	0.00	1.00	96,679 - 117,063	96,679
20000430	Equipment Operator 2	13.00	13.00	13.47	62,115 - 74,284	945,340
20000436	Equipment Operator 3	0.00	1.00	1.47	64,824 - 77,583	110,915
20000418	Equipment Technician 1	5.00	5.00	3.00	50,557 - 60,585	171,727
20000924	Executive Assistant	0.47	0.47	0.47	63,557 - 76,906	36,146
20000461	Field Representative	34.80	34.80	34.80	49,278 - 59,354	1,970,798
20000184	Fleet Parts Buyer	0.94	0.94	0.00	60,236 - 72,952	-
20000483	General Water Utility Supervisor	0.00	0.00	0.70	98,445 - 119,088	83,364
21000431	Geographic Info Systems Analyst 1	2.00	0.00	0.00	67,468 - 81,997	-
21000432	Geographic Info Systems Analyst 2	0.46	2.46	2.92	81,997 - 99,082	268,062
21000433	Geographic Info Systems Analyst 3	0.46	0.46	1.92	90,015 - 108,805	185,640
20000822	Golf Course Manager	2.00	2.00	0.00	80,271 - 96,832	-
20000501	Heavy Truck Driver 2	1.00	1.00	2.41	52,764 - 63,622	145,537
20000290	Information Systems Analyst 2	2.25	2.35	2.35	81,997 - 99,082	208,074
20000293	Information Systems Analyst 3	3.65	3.65	3.65	90,015 - 108,805	388,698
20000998	Information Systems Analyst 4	1.80	1.80	1.80	101,223 - 122,656	201,488
20000999	Information Systems Analyst 4	1.00	1.00	0.00	101,223 - 122,656	-
20000377	Information Systems Technician	0.45	0.90	0.90	64,584 - 77,846	64,093

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000514	Instrumentation and Control Supervisor	6.00	6.00	6.00	93,609 - 113,199	636,052
20000515	Instrumentation and Control Technician	15.97	16.47	18.47	85,280 - 102,385	1,634,127
20000497	Irrigation Specialist	2.00	2.00	2.00	54,446 - 65,130	128,401
20000590	Laboratory Technician	12.00	12.00	12.00	63,316 - 76,513	856,930
20000589	Laborer	0.00	1.00	0.00	43,032 - 51,226	-
90000589	Laborer - Hourly	11.00	0.00	0.00	43,032 - 51,226	-
20000564	Lake Aide 2	12.00	12.00	12.00	38,173 - 45,204	535,079
20000616	Lakes Program Manager	1.00	1.00	1.00	101,602 - 123,006	123,006
90001073	Management Intern - Hourly	1.00	1.00	2.50	36,814 - 45,925	101,925
20000622	Marine Mechanic	1.00	1.00	1.00	60,764 - 72,877	72,877
20000756	Office Support Specialist	8.34	8.02	8.02	45,969 - 55,342	423,081
20000634	Organization Effectiveness Specialist 2	0.47	0.00	0.00	72,952 - 88,158	-
20000627	Organization Effectiveness Specialist 3	0.94	0.47	0.47	80,096 - 96,832	45,512
20000639	Organization Effectiveness Supervisor	0.47	0.47	0.47	90,081 - 109,176	51,312
20000680	Payroll Specialist 2	4.70	4.70	4.70	54,075 - 65,305	292,476
20000173	Payroll Supervisor	0.94	0.94	0.94	62,027 - 75,071	68,585
21000725	Plant Maintenance Coordinator	0.00	2.00	12.60	91,348 - 110,465	1,351,148
20000701	Plant Process Control Electrician	11.00	11.00	12.00	85,280 - 102,385	1,178,955
20000703	Plant Process Control Supervisor	3.00	3.00	3.00	93,609 - 113,199	320,007
20000705	Plant Process Control Supervisor	12.90	10.90	0.00	93,609 - 113,199	-
20000687	Plant Technician 1	7.00	7.00	9.00	57,137 - 68,332	554,362
20000688	Plant Technician 2	8.50	8.50	9.50	62,622 - 74,757	632,170
20000689	Plant Technician 3	6.00	6.00	6.00	68,690 - 82,213	467,261
20000706	Plant Technician Supervisor	3.00	3.00	3.00	80,332 - 95,825	284,365
21000789	Principal Backflow and Cross Connection Specialist Supervisor	0.00	0.64	0.64	79,504 - 96,296	55,750
21000184	Principal Backflow & Cross Connection Specialist	3.00	3.00	3.00	69,138 - 83,735	248,449
20000737	Principal Customer Services Representative	1.50	1.50	1.50	66,361 - 80,175	105,105
20000740	Principal Drafting Aide	1.38	1.38	1.38	67,468 - 81,713	93,111
20000743	Principal Engineering Aide	2.38	1.46	1.46	81,669 - 98,842	127,133
20001187	Principal Planner	1.00	1.00	0.00	72,886 - 268,057	-
21000790	Principal Water Resources Specialist	0.00	0.00	0.46	114,879 - 138,857	52,849
21000350	Principle Corrosion Engineering Aide	2.00	3.00	3.00	81,669 - 98,842	279,353
20000227	Procurement Specialist	0.47	0.47	0.47	66,266 - 80,271	37,729
20001234	Program Coordinator	3.37	6.27	5.72	36,814 - 214,004	770,252
20001222	Program Manager	8.65	9.67	8.10	72,886 - 268,057	1,373,463
20000760	Project Assistant	0.92	1.84	1.84	86,534 - 104,266	176,046

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
20000763	Project Officer 2	1.96	1.46	1.46	114,879 - 138,857	178,754
20000766	Project Officer 2	2.92	2.92	1.46	114,879 - 138,857	202,732
20000783	Public Information Clerk	0.50	0.50	0.50	46,777 - 56,281	23,385
20001150	Public Utilities Director	0.47	0.47	0.47	96,395 - 365,173	137,741
20001050	Public Works Superintendent	0.00	0.00	0.47	106,751 - 128,894	55,140
20001032	Public Works Supervisor	0.00	0.00	0.47	79,146 - 95,825	40,955
21000630	Pure Water Plant Operations Supervisor	0.50	3.00	3.00	106,998 - 130,058	372,599
21000627	Pure Water Plant Operator	0.00	6.00	10.00	92,154 - 111,990	959,240
21000632	Pure Water Treatment Superintendent	1.00	1.00	1.00	150,164 - 182,539	174,826
20000373	Ranger/Diver 1	3.00	3.00	3.00	61,394 - 74,131	205,764
20000375	Ranger/Diver 2	2.00	2.00	2.00	67,380 - 81,451	148,831
20000376	Ranger/Diver Supervisor	1.00	1.00	1.00	73,957 - 89,447	89,447
21000762	Records Management Analyst	0.00	0.00	0.47	80,424 - 97,203	45,686
20000560	Recycling Program Manager	0.93	1.39	0.00	106,139 - 128,512	-
20000840	Reservoir Keeper	8.00	8.00	8.00	60,083 - 71,815	562,017
21000784	Reservoir Maintenance Supervisor	0.00	0.00	2.00	80,271 - 96,832	190,275
20001042	Safety and Training Manager	1.41	1.41	1.41	92,310 - 111,878	157,634
20000847	Safety Officer	0.94	0.94	0.94	80,086 - 96,743	90,934
20000854	Safety Representative 2	4.23	3.76	3.76	69,787 - 84,407	289,298
21000438	Security Officer	0.47	0.47	0.47	80,086 - 96,743	45,467
21000437	Security Representative 2	0.00	0.47	0.47	69,787 - 84,407	39,672
20000869	Senior Account Clerk	0.90	0.90	0.90	53,528 - 64,584	48,176
21000183	Senior Backflow & Cross Connection Specialist	11.00	14.00	14.00	61,436 - 74,242	957,191
20000828	Senior Biologist	1.50	1.50	1.50	111,361 - 134,171	201,256
20000864	Senior Cashier	0.50	0.50	0.50	53,528 - 64,584	32,286
20000883	Senior Chemist	2.15	2.28	1.28	111,863 - 134,848	172,606
20000885	Senior Civil Engineer	6.30	9.92	9.92	125,388 - 151,584	1,439,481
20000890	Senior Civil Engineer	0.47	0.47	0.47	125,388 - 151,584	70,176
21000185	Senior Corrosion Specialist	1.00	1.00	1.00	125,388 - 151,584	151,584
20000898	Senior Customer Services Representative	4.00	4.00	4.00	57,697 - 69,787	259,357
20000312	Senior Department Human Resources Analyst	0.00	0.94	0.94	88,289 - 106,773	91,677
20000400	Senior Drafting Aide	2.30	2.30	2.30	59,952 - 72,449	153,162
20000904	Senior Electrical Engineer	0.46	0.46	0.46	125,388 - 151,584	69,726
21000837	Senior Environmental Scientist	0.00	0.00	1.00	111,885 - 134,848	111,885
20000015	Senior Management Analyst	12.68	12.26	12.26	88,289 - 106,773	1,216,958
20000918	Senior Planner	2.30	3.76	3.76	101,901 - 123,225	434,535
20000920	Senior Planner	0.93	0.47	0.00	101,901 - 123,225	-
20000708	Senior Plant Technician Supervisor	5.45	5.45	5.00	99,654 - 120,274	591,747

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
21000631	Senior Pure Water Plant Operations Supervisor	1.00	1.00	1.00	117,632 - 143,044	143,044
21000629	Senior Pure Water Plant Operator	1.00	6.00	6.00	96,766 - 117,610	580,596
20000055	Senior Wastewater Plant Operator	10.50	0.00	0.00	93,922 - 112,349	-
21000178	Senior Water Distribution Operations Supervisor	2.00	2.00	2.00	117,879 - 142,552	285,104
20001060	Senior Water Operations Supervisor	3.00	3.00	3.00	117,879 - 142,552	397,409
21000785	Senior Water Plant Operator	0.00	6.00	6.00	93,766 - 112,102	672,612
20000914	Senior Water Utility Supervisor	0.50	0.70	0.70	71,981 - 87,094	60,963
20000950	Stock Clerk	2.35	2.35	2.35	40,550 - 48,962	99,254
20000955	Storekeeper 1	2.35	2.35	2.35	46,712 - 56,019	125,096
20000956	Storekeeper 2	1.88	1.88	1.88	51,060 - 61,722	110,043
20000954	Storekeeper 3	0.47	0.47	0.00	53,725 - 64,605	-
90000964	Student Engineer - Hourly	0.00	0.00	0.50	36,814 - 43,194	19,707
20000313	Supervising Department Human Resources Analyst	0.94	1.41	1.41	99,301 - 120,362	169,716
20000995	Supervising Economist	0.45	0.45	0.45	90,081 - 109,176	40,532
20000990	Supervising Field Representative	1.40	1.40	1.40	56,689 - 68,197	95,472
20000970	Supervising Management Analyst	9.25	10.22	10.22	94,669 - 114,682	1,160,820
20000997	Supervising Meter Reader	2.10	2.10	2.10	56,779 - 68,175	141,248
21000177	Trainer	3.29	3.29	3.29	74,757 - 90,340	287,546
20001041	Training Supervisor	0.94	0.94	0.94	82,079 - 99,229	92,346
20001053	Utility Worker 2	0.00	0.00	1.88	47,935 - 57,070	98,156
21000781	Warehouse Manager	0.00	0.00	0.47	53,725 - 64,605	30,362
20000937	Wastewater Operations Supervisor	2.50	0.50	0.50	104,535 - 124,954	52,267
20000941	Wastewater Plant Operator	6.00	0.00	0.00	89,176 - 106,662	-
20000317	Water Distribution Operations Supervisor	2.00	2.00	2.00	95,803 - 114,364	221,555
20000316	Water Distribution Operator	12.00	12.00	12.00	86,310 - 103,012	1,168,080
20001059	Water Operations Supervisor	6.00	6.00	6.00	103,774 - 123,969	738,211
20001061	Water Plant Operator	30.00	30.00	30.00	89,310 - 106,751	2,658,807
20000932	Water Production Superintendent	5.00	5.00	5.00	130,327 - 157,754	781,810
21000782	Water Resources Specialist	0.00	0.00	1.47	101,901 - 123,225	159,815
20000006	Water Systems District Manager	4.00	4.00	4.00	114,341 - 137,447	549,044
20000003	Water Systems Technician 3	226.00	232.00	235.00	62,622 - 74,757	14,605,485
20000004	Water Systems Technician 4	57.00	59.00	59.00	72,608 - 86,691	4,959,985
20000005	Water Systems Technician Supervisor	20.00	21.00	21.00	95,803 - 114,364	2,305,705

Public Utilities

Personnel Expenditures

Job Number	Job Title / Wages	FY2023 Budget	FY2024 Budget	FY2025 Adopted	Salary Range	Total
21000783	Water Utility Parts Buyer	0.00	0.00	0.94	60,236 - 72,952	65,829
20001063	Water Utility Supervisor	0.70	0.70	0.70	66,272 - 79,280	52,644
20001065	Water Utility Worker	3.50	3.50	3.50	50,331 - 59,891	204,315
20001058	Welder	3.00	3.00	3.00	63,841 - 76,557	216,955
	AWWA WDP Cert Pay					193,282
	Backflow Cert					24,960
	Bilingual - Regular					89,061
	Budgeted Personnel					(10,822,229)
	Expenditure Savings					
	Electrician Cert Pay					20,882
	Emergency Medical Tech					44,405
	Exceptional Performance					18,949
	Pay-Classified					
	Exceptional Performance					1,832
	Pay-Unclassified					
	Infrastructure In-Training					183,086
	Pay					
	Infrastructure Registration					575,520
	Pay					
	Night Shift Pay					47,704
	Overtime Budgeted					3,277,118
	Plant/Tank Vol Cert Pay					212,487
	Reg Pay For Engineers					577,172
	Sick Leave - Hourly					17,651
	Split Shift Pay					166,597
	Standby Pay					65,434
	Termination Pay Annual					226,770
	Leave					
	Vacation Pay In Lieu					968,255
	Welding Certification					7,280
FTE, Salaries, and Wages Subtotal		947.59	979.86	1,004.21		\$ 81,649,898

	FY2023 Actual	FY2024 Budget	FY2025 Adopted	FY2024-2025 Change
Fringe Benefits				
Employee Offset Savings	\$ 3,146,880	\$ 206,787	\$ 208,742	\$ 1,955
Flexible Benefits	9,177,804	10,475,727	11,708,117	1,232,390
Long-Term Disability	253,233	237,748	273,828	36,080
Medicare	932,944	995,662	1,121,244	125,582
Other Post-Employment Benefits	4,154,697	4,803,628	3,652,375	(1,151,253)
Retiree Medical Trust	84,522	105,154	123,963	18,809
Retirement 401 Plan	318,497	401,809	487,347	85,538
Retirement ADC	19,649,364	24,561,742	25,377,834	816,092
Retirement DROP	128,018	150,012	141,336	(8,676)
Risk Management Administration	995,834	1,086,250	1,223,040	136,790
Supplemental Pension Savings Plan	1,794,862	1,760,400	1,735,017	(25,383)
Unemployment Insurance	65,681	76,970	77,308	338
Workers' Compensation	2,183,647	2,263,272	2,445,560	182,288
Fringe Benefits Subtotal	\$ 42,885,983	\$ 47,125,161	\$ 48,575,711	\$ 1,450,550
Total Personnel Expenditures			\$ 130,225,609	

Public Utilities

Revenue and Expense Statement (Non-General Fund)

Sewer Revenue Funds	FY2023 Actual	FY2024* Budget	FY2025** Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ -	\$ -	\$ -
Pay-Go or Financing To Be Identified in Current / Future Fiscal Year(s)	90,390,897	-	-
Continuing Appropriation - CIP	625,297,642	664,231,331	548,021,156
Rate Stabilization Reserve	98,250,000	89,250,000	69,250,000
Capital Reserve	10,000,000	10,000,000	10,000,000
Operating Reserve	54,083,232	54,083,232	65,391,348
Pension Stability Reserve	945,545	-	-
TOTAL BALANCE AND RESERVES	\$ 878,967,315	\$ 817,564,563	\$ 692,662,504
REVENUE			
Charges for Services	\$ 426,471,100	\$ 437,953,557	\$ 460,310,129
Fines Forfeitures and Penalties	11,492	-	-
Other Revenue	98,216,353	90,000,000	310,000,000
Revenue from Federal Agencies	8,148,830	-	-
Revenue from Use of Money and Property	5,765,616	4,703,000	4,703,000
Transfers In	612,524	174,161,376	174,161,376
TOTAL REVENUE	\$ 539,225,914	\$ 706,817,933	\$ 949,174,505
TOTAL BALANCE, RESERVES, AND REVENUE	\$ 1,418,193,230	\$ 1,524,382,496	\$ 1,641,837,009
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	\$ 182,955,211	\$ 136,411,094	\$ 266,811,590
TOTAL CIP EXPENSE	\$ 182,955,211	\$ 136,411,094	\$ 266,811,590
OPERATING EXPENSE			
Personnel Expenses	\$ 64,494,112	\$ 74,216,342	\$ 82,830,325
Fringe Benefits	42,301,867	44,759,306	46,926,890
Supplies	43,161,055	39,797,158	47,161,380
Contracts & Services	88,058,542	108,431,441	111,709,106
Information Technology	11,870,080	17,463,189	17,470,551
Energy and Utilities	34,580,206	51,372,041	45,008,754
Other Expenses	193,301	356,865	266,661
Transfers Out	116,792,784	99,203,412	116,378,877
Capital Expenditures	2,023,569	4,577,756	6,027,013
Debt Expenses	1,129,174	-	-
TOTAL OPERATING EXPENSE	\$ 404,604,691	\$ 440,177,510	\$ 473,779,557
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	\$ 13,068,765	\$ 293,088,906	\$ 99,188,410
TOTAL EXPENDITURE OF PRIOR YEAR FUNDS	\$ 13,068,765	\$ 293,088,906	\$ 99,188,410
TOTAL EXPENSE	\$ 600,628,667	\$ 869,677,510	\$ 839,779,557
RESERVES			
Continuing Appropriation - CIP	\$ 664,231,331	\$ 371,142,425	\$ 448,832,746
Rate Stabilization Reserve	89,250,000	79,300,000	63,300,000
Capital Reserve	10,000,000	10,000,000	10,000,000

Public Utilities

Sewer Revenue Funds	FY2023 Actual	FY2024* Budget	FY2025** Adopted
Operating Reserve	54,083,232	65,392,293	68,542,596
TOTAL RESERVES	\$ 817,564,563	\$ 525,834,718	\$ 590,675,342
BALANCE	\$ -	\$ 128,870,268	\$ 211,382,110
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ 1,418,193,230	\$ 1,524,382,496	\$ 1,641,837,009

* At the time of publication, audited financial statements for Fiscal Year 2024 were not available. Therefore, the Fiscal Year 2024 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2024 Adopted Budget, while the beginning Fiscal Year 2024 balance amount reflects the audited Fiscal Year 2023 ending balance.

** Fiscal Year 2025 Beginning Fund Balance reflects the projected Fiscal Year 2024 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2024.

Public Utilities

Revenue and Expense Statement (Non-General Fund)

Water Utility Operating Fund	FY2023 Actual	FY2024* Budget	FY2025** Adopted
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ -	\$ -	\$ 12,832,136
Pay-Go or Financing To Be Identified in Current / Future Fiscal Year(s)	218,882,249	-	145,182,869
Continuing Appropriation - CIP	663,967,481	794,924,743	731,298,880
Capital Reserve	5,000,000	5,000,000	5,000,000
Operating Reserve	44,859,527	44,859,527	55,775,552
Rate Stabilization Reserve	114,117,000	105,117,000	78,117,000
Secondary Purchase Reserve	16,628,190	16,628,190	16,628,190
Pension Stability Reserve	836,196	-	-
TOTAL BALANCE AND RESERVES	\$ 1,064,290,644	\$ 966,529,460	\$ 1,044,834,627
REVENUE			
Charges for Services	\$ 600,009,124	\$ 595,359,510	\$ 625,359,510
Fines Forfeitures and Penalties	43,264	-	-
Other Revenue	174,488,037	329,566,184	271,374,795
Revenue from Federal Agencies	530,155	259,484	259,484
Revenue from Other Agencies	9,622,300	703,559	703,559
Revenue from Use of Money and Property	11,660,337	11,580,178	11,580,178
Transfers In	303,786	49,183,962	49,183,962
TOTAL REVENUE	\$ 796,657,003	\$ 986,652,877	\$ 958,461,488
TOTAL BALANCE, RESERVES, AND REVENUE			
	\$ 1,860,947,647	\$ 1,953,182,337	\$ 2,003,296,115
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	\$ 267,970,395	\$ 280,753,141	\$ 374,719,415
TOTAL CIP EXPENSE	\$ 267,970,395	\$ 280,753,141	\$ 374,719,415
OPERATING EXPENSE			
Personnel Expenses	\$ 62,375,636	\$ 73,669,971	\$ 81,649,898
Fringe Benefits	42,885,983	47,125,161	48,575,711
Supplies	241,072,430	231,153,413	282,498,707
Contracts & Services	134,811,136	151,999,577	164,323,295
Information Technology	12,053,554	21,483,390	21,793,826
Energy and Utilities	18,956,721	19,703,679	18,940,188
Other Expenses	17,353,693	14,807,623	11,903,632
Transfers Out	86,549,533	96,078,240	108,064,868
Capital Expenditures	1,356,231	2,895,660	6,366,307
TOTAL OPERATING EXPENSE	\$ 617,414,917	\$ 658,916,714	\$ 744,116,432
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	\$ 9,032,875	\$ 198,546,859	\$ 100,000,000
TOTAL EXPENDITURE OF PRIOR YEAR FUNDS	\$ 9,032,875	\$ 198,546,859	\$ 100,000,000
TOTAL EXPENSE	\$ 894,418,187	\$ 1,138,216,714	\$ 1,218,835,847
RESERVES			
Continuing Appropriation - CIP	\$ 794,924,743	\$ 596,377,884	\$ 631,298,880
Capital Reserve	5,000,000	5,000,000	5,000,000

Public Utilities

Water Utility Operating Fund	FY2023 Actual	FY2024* Budget	FY2025** Adopted
Operating Reserve	44,859,527	55,775,329	60,226,623
Rate Stabilization Reserve	105,117,000	96,100,000	69,100,000
Secondary Purchase Reserve	16,628,190	15,647,998	18,834,765
TOTAL RESERVES	\$ 966,529,460	\$ 768,901,211	\$ 784,460,268
BALANCE	\$ -	\$ 46,064,412	\$ -
TOTAL BALANCE, RESERVES, AND EXPENSE	\$ 1,860,947,647	\$ 1,953,182,337	\$ 2,003,296,115

* At the time of publication, audited financial statements for Fiscal Year 2024 were not available. Therefore, the Fiscal Year 2024 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2024 Adopted Budget, while the beginning Fiscal Year 2024 balance amount reflects the audited Fiscal Year 2023 ending balance.

** Fiscal Year 2025 Beginning Fund Balance reflects the projected Fiscal Year 2024 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2024.



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