



### 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.

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: Water Supply- To reduce the number of sewer spills.***

- Optimize the sewer cleaning schedule

***Goal 2: Organization Excellence - To prioritize the training and development of the workforce.***

- Training staff on SOP based on current industry standards

***Goal 3: Community Engagement- To improve customer service strategies and outreach.***

- Implement software to improve the effectiveness and efficiency of Customer Support Division employee training and allow team members ongoing access to training materials.
- Secure a contract with a language relay service so Customer Support Division can better assist customers who speak/write languages other than English and Spanish. Contract should include written materials translation services if possible.
- Develop an SAP-integrated Customer Self-Service Portal

***Goal 4: Infrastructure Management- For the average age of replacement pipes to be consistent Citywide***

- Perform planned maintenance at identified frequencies.

## Budget Equity Impact Statement

### Equity Highlights

*Examples from the current fiscal year.*

- Passed the 70% 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.
- Call wait times have been reduced by 89%, and unbilled accounts have decreased by 67%, enhancing community engagement and customer service by leveraging technology and operational efficiency. This allows our team members to focus on delivering inclusive and responsive customer service.

### Budget Equity Lens Summary

#### Ongoing Operations

*Is there an opportunity to adjust the department's ongoing operations to mitigate the impacts of existing or potential disparities?*

**Yes**

The department can adjust its ongoing operations to reduce existing and potential disparities particularly in customer satisfaction, equitable service delivery, and strategic asset management to ensure to safe, reliable, and affordable drinking water and wastewater services.

#### Budget Adjustment(s)

*Do the requests impact existing or potential disparities?*

**Yes**

The Draft Budget adjustments promote equity in asset management by leveraging GIS data for data-driven decision-making and infrastructure improvements to ensure all residents receive equitable, timely, and respectful service. These requests align with our existing and draft rate model, reinforcing our commitment to financial sustainability and affordability for all residents. While primarily water infrastructure assets, reservoirs also provide outdoor recreational spaces, and reducing access disproportionately impacts marginalized communities that have limited alternatives, exacerbating existing inequities.

## Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2025 Performance	Goal
Sewer system overflows	Number of sewer system overflows per 100 miles of pipe	1.28		2.00
Water system pipeline breakage <sup>1</sup>	Number of water system pipeline breaks per 100 miles of pipe	3.0	1.9	<3.0
Sewer mains maintenance <sup>2</sup>	Number of miles sewer pipes contracted to be repaired	40.00	22.00	40.00
Water mains maintenance <sup>3</sup>	Number of miles of water mains contracted to be repaired	34.70	11.00	35.00
Completion of high priority dam safety projects <sup>4</sup>	Percentage of planned regulatory milestones completed for all high priority dam projects	54%	86%	100%
Meter replacements <sup>5</sup>	Percentage of planned monthly replacements completed	100%	100%	100%
Treated drinking water	Percentage of drinking water samples that meet established safety and quality regulations	99.20%	99.74%	100.00%
Treated wastewater	Percentage of samples from treated wastewater that meets safety and quality regulations	99.90%	99.98%	100.00%
Water quality regulatory reports	Percentage of water quality regulatory reports submitted on time	100%	100%	100%
Locally sourced water <sup>6</sup>	Percentage of local water supplies with a goal of 60% by 2040	~15%	0.36	0.60
Water main break response time (in minutes) <sup>7</sup>	Average time to respond to water main breaks	30	30	30
Sewer overflow response time (in minutes)	Average time to respond to sewer pipe breaks	30		30
Customer Service Sentiment	Percentage of customer service surveys rated satisfied or very satisfied	82%	85%	90%
First call resolution	Percentage of customers who are reporting that their issue was resolved during their initial call to us through post call surveys.	86%	83%	85%

## Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2025 Performance	Goal
Billing accuracy rate	Percentage of customer billing statements issued accurately and on time	96%	97%	99%
Debt Service Coverage Ratio - Water	Revenue can cover costs and related expenses	1.45	1.33x	>1.50X
Debt Service Coverage Ratio - Sewer	Revenue can cover costs and related expenses	1.45	1.38x	>1.50X

1. The industry standard is less than 15.0 (AWWA, 2023). National Rate is 11.1 (Utah Study, 2023). AC Master Plan goal is 3.0 (PUD, 2024). Break Defined: Main break from a blown AC collar gasket, circumference break, hole/split/broken piece in pipe, rusted transmission man
2. PUD existing sewer pipeline performance currently exceeds industry standards and this KPI will be removed for future years starting in FY 2026. There is a need to focus resources on vertical facilities such as pump stations and treatment facilities. Pipeline goals will be re-evaluated in future fiscal years.
3. PUD existing water pipeline performance currently exceeds industry standards and this KPI will be removed for future years starting in FY 2026. There is a need to focus resources on vertical facilities such as pump stations and treatment facilities. Pipeline goals will be re-evaluated in future fiscal years.
4. While the goal of 100% was not met, significant progress was made on planning and assessments, capital projects and ongoing maintenance and operations to support dam safety.
5. Meter replacements for FY26 are estimated at 12,000 annually due to anticipated effective completion of the backlog so that resources can be reallocated to other priority projects
6. FY25 KPI Estimate Calculation: (estimated raw water + groundwater + recycled water + Pure Water) / total estimated water use. Using more local reservoir water in FY 25. With Pure Water implementation and production, percent of local water will greatly increase.
7. External influences can adversely impact response: time of day, day of the week, holiday schedules, high volume traffic or congestion, road detours, distances required for traveling, and incomplete information (such as a bad address).

## Department Summary

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
FTE Positions (Budgeted)	1,932.21	1,973.75	2,021.75	48.00
Personnel Expenditures	\$ 241,090,881	\$ 259,982,824	\$ 291,404,161	\$ 31,421,337
Non-Personnel Expenditures	851,212,186	961,024,092	1,002,055,628	41,031,536
<b>Total Department Expenditures</b>	<b>\$ 1,092,303,067</b>	<b>\$ 1,221,006,916</b>	<b>\$ 1,293,459,789</b>	<b>\$ 72,452,873</b>
<b>Total Department Revenue</b>	<b>\$ 1,616,569,069</b>	<b>\$ 1,909,422,068</b>	<b>\$ 1,599,268,238</b>	<b>\$ (310,153,830)</b>

## General Fund

### Department Expenditures

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Water Production	\$ 2,903,461	\$ 3,110,927	\$ 2,220,059	\$ (890,868)
<b>Total</b>	<b>\$ 2,903,461</b>	<b>\$ 3,110,927</b>	<b>\$ 2,220,059</b>	<b>\$ (890,868)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b>	0.00	\$ (309)	\$ -
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.			
<b>Support for Information Technology</b>	0.00	(1,479)	-
Adjustment to expenditure allocations according to an annual review of information technology funding requirements.			
<b>Reduction of Reservoir Program</b>	0.00	(889,080)	(266,895)
Reduction of non-personnel expenditures associated to the reservoir recreation program.			
<b>Lake Programs User Fees</b>	0.00	-	59,111
Adjustment to reflect revised Lake Programs user fee revenue projections associated with the Comprehensive User Fee Study.			
<b>Total</b>	<b>0.00</b>	<b>\$ (890,868)</b>	<b>\$ (207,784)</b>

### Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>NON-PERSONNEL</b>				
Supplies	\$ 54,298	\$ 61,800	\$ 61,800	\$ -
Contracts & Services	2,758,851	2,993,257	2,110,526	(882,731)
<i>External Contracts &amp; Services</i>	817,609	902,946	769,734	(133,212)
<i>Internal Contracts &amp; Services</i>	1,941,242	2,090,311	1,340,792	(749,519)
Information Technology	9,268	7,572	6,093	(1,479)
Energy and Utilities	81,044	48,298	41,640	(6,658)
<b>NON-PERSONNEL SUBTOTAL</b>	<b>2,903,461</b>	<b>3,110,927</b>	<b>2,220,059</b>	<b>(890,868)</b>
<b>Total</b>	<b>\$ 2,903,461</b>	<b>\$ 3,110,927</b>	<b>\$ 2,220,059</b>	<b>\$ (890,868)</b>

# Public Utilities

## Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Charges for Services	\$ 1,360,170	\$ 1,557,115	\$ 1,349,331	\$ (207,784)
Other Revenue	40	-	-	-
Rev from Money and Prop	265,101	228,960	228,960	-
<b>Total</b>	<b>\$ 1,625,310</b>	<b>\$ 1,786,075</b>	<b>\$ 1,578,291</b>	<b>\$ (207,784)</b>

## Metropolitan Sewer Utility Fund

### Department Expenditures

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Customer Support Service	\$ -	\$ (5)	\$ -	5
Employee Services & Quality Assurance	6,257,716	8,840,070	9,126,197	286,127
Finance & Budget	3,293,674	4,435,354	5,099,466	664,112
Innovation & Technology	5,899,320	6,347,650	6,817,008	469,358
Public Utilities	84,798,450	75,104,830	63,755,162	(11,349,668)
Pure Water Program Management	7,556,167	10,261,686	9,796,711	(464,975)
Wastewater Collection	21,181,820	33,075,949	31,731,557	(1,344,392)
Water Distribution	3,972,591	3,047,011	-	(3,047,011)
Water Meter Services	1,027,992	1,627,809	-	(1,627,809)
Water Production	3,624	16,190	16,190	-
Wastewater Treatment and Disposal	145,963,853	157,735,620	167,641,626	9,906,006
<b>Total</b>	<b>\$ 279,955,206</b>	<b>\$ 300,492,164</b>	<b>\$ 293,983,917</b>	<b>\$ (6,508,247)</b>

### Department Personnel

	FY2024 Budget	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Customer Support Service	0.30	0.30	0.00	(0.30)
Employee Services & Quality Assurance	33.90	37.25	39.30	2.05
Finance & Budget	20.91	20.91	20.56	(0.35)
Innovation & Technology	13.15	13.15	14.37	1.22
Public Utilities	3.35	3.65	3.98	0.33
Pure Water Program Management	11.21	10.78	10.66	(0.12)
Wastewater Collection	1.00	52.98	62.13	9.15
Water Distribution	11.00	10.00	0.00	(10.00)
Water Meter Services	9.26	9.26	1.00	(8.26)
Water Production	1.00	0.00	0.00	0.00
Wastewater Treatment and Disposal	409.20	371.56	377.46	5.90
<b>Total</b>	<b>514.28</b>	<b>529.84</b>	<b>529.46</b>	<b>(0.38)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Salary and Benefit Adjustments</b>	(15.70)	\$ 5,414,039	\$ -
Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.			

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>North City Expansion Readiness</b> Addition of 2.00 Plant Technician 2s to support San Diego's Pure Water Program that will provide nearly half of San Diego's water supply locally by the end of Fiscal Year 2035.	2.00	4,165,923	-
<b>Pure Water Readiness</b> Addition of 1.42 Environmental Scientist 2s and non-personnel expenditures associated with Pure Water operations.	1.42	793,392	-
<b>Morena Pump Station Support</b> Addition of 5.00 FTE Positions to operate power reliability facilities at the Morena pump station.	5.00	615,944	-
<b>Shop and Programming Upgrades</b> Addition of one-time non-personnel expenditures to support the Central Support Facility and Metropolitan Biosolids Center with equipment and facility upgrades.	0.00	329,500	-
<b>Street Preservation Ordinance Support</b> Addition of 10.00 FTE Positions across multiple funds associated with Trench Restoration Program needs to comply with the Street Preservation Ordinance.	3.00	294,977	-
<b>Regulatory Compliance</b> Addition of 5.00 FTE Positions across multiple funds associated with air quality regulatory compliance.	2.18	286,536	-
<b>Wastewater Pump Stations Operations</b> Addition of 0.50 Power Plant Superintendent and 0.67 Senior Power Plant Supervisor to oversee all pump station operations.	1.17	207,020	-
<b>Wastewater Equipment</b> Addition of one-time non-personnel expenditures for a new Equalization Basin at the North City Water Reclamation Plant and two odor control fans at the South Bay Water Reclamation Plant.	0.00	200,000	-
<b>Dual Port Charging Stations</b> Addition of non-personnel expenditures associated to Dual Port Charging Stations to support the charging of electric vehicles.	0.00	69,300	-
<b>Dams and Reservoir Assessments</b> Addition of 0.22 Associate Civil Engineer for the development intake and review process to support the comprehensive assessments of the Water System's Dam Infrastructure.	0.22	37,035	-
<b>Employ and Empower Program Support</b> Addition of 0.33 Management Intern - Hourly and associated revenue to support the Employ and Empower Program.	0.33	17,805	17,805
<b>Supplemental Cost of Living Adjustment</b> Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	0.00	4,000	-



# Public Utilities

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Support for Information Technology</b> Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	(244,280)	-
<b>Pure Water Phase 2 Program Management Consultant</b> Reduction of non-personnel expenditures associated with the program management consultant for Pure Water Phase 2.	0.00	(1,000,000)	-
<b>One-Time Additions and Annualizations</b> Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.	0.00	(1,820,000)	(74,400,000)
<b>Non-Discretionary Adjustment</b> 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	(15,879,438)	-
<b>Total</b>	<b>(0.38)</b>	<b>\$ (6,508,247)</b>	<b>\$ (74,382,195)</b>

## Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>PERSONNEL</b>				
Personnel Cost	\$ 43,811,169	\$ 48,369,589	\$ 52,813,205	\$ 4,443,616
Fringe Benefits	24,005,416	26,043,347	28,889,745	2,846,398
<b>PERSONNEL SUBTOTAL</b>	<b>67,816,585</b>	<b>74,412,936</b>	<b>81,702,950</b>	<b>7,290,014</b>
<b>NON-PERSONNEL</b>				
Supplies	\$ 58,162,157	\$ 41,560,628	\$ 42,161,255	\$ 600,627
Contracts & Services	60,202,146	66,710,121	70,148,415	3,438,294
<i>External Contracts &amp; Services</i>	<i>41,519,476</i>	<i>49,496,210</i>	<i>52,330,697</i>	<i>2,834,487</i>
<i>Internal Contracts &amp; Services</i>	<i>18,682,671</i>	<i>17,213,911</i>	<i>17,817,718</i>	<i>603,807</i>
Information Technology	7,419,339	11,849,320	11,495,095	(354,225)
Energy and Utilities	25,292,562	37,541,367	33,939,455	(3,601,912)
Other	105,996	179,872	181,208	1,336
Transfers Out	55,116,616	63,293,164	50,010,783	(13,282,381)
Capital Expenditures	4,426,805	4,944,756	4,344,756	(600,000)
Debt	1,413,000	-	-	-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>212,138,621</b>	<b>226,079,228</b>	<b>212,280,967</b>	<b>(13,798,261)</b>
<b>Total</b>	<b>\$ 279,955,206</b>	<b>\$ 300,492,164</b>	<b>\$ 293,983,917</b>	<b>\$ (6,508,247)</b>

## Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Charges for Services	\$ 123,785,352	\$ 115,968,022	\$ 115,985,827	\$ 17,805
Fines Forfeitures and Penalties	109,915	-	-	-
Other Revenue	161,941,556	74,400,000	-	(74,400,000)
Rev from Money and Prop	5,839,889	2,559,000	2,559,000	-
Transfers In	2,925,280	174,161,376	174,161,376	-
<b>Total</b>	<b>\$ 294,601,992</b>	<b>\$ 367,088,398</b>	<b>\$ 292,706,203</b>	<b>\$ (74,382,195)</b>

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
<b>FTE, Salaries, and Wages</b>						
20000007	Accountant 3	0.65	0.65	0.70	\$ 100,835 - 121,824	\$ 77,928
20000102	Accountant 4	0.30	0.35	0.35	124,095 - 150,805	46,164
20000011	Account Clerk	4.72	4.37	4.37	49,620 - 59,689	243,812
20000012	Administrative Aide 1	1.96	1.96	1.90	58,356 - 70,259	129,401
20000024	Administrative Aide 2	5.70	6.11	5.49	67,180 - 80,983	413,130
21000753	Asset Management Coordinator	0.00	0.95	0.95	113,088 - 136,893	128,544
20000057	Assistant Chemist (Terminal)	35.31	30.95	0.00	88,954 - 107,999	-
20001140	Assistant Department Director	1.40	2.00	1.70	98,302 - 372,372	446,429
20001081	Assistant Deputy Chief Operating Officer	0.30	0.30	0.30	98,302 - 372,372	86,711
20001202	Assistant Deputy Director	3.30	3.30	3.24	78,886 - 290,057	715,609
20000070	Assistant Engineer-Civil	11.13	11.70	9.98	100,224 - 120,710	1,127,612
20000071	Assistant Engineer-Civil	0.30	0.30	0.30	100,224 - 120,710	36,216
20000077	Assistant Engineer-Electrical	0.22	0.22	0.22	100,224 - 120,710	22,044
20000087	Assistant Engineer-Mechanical	0.22	0.22	0.22	100,224 - 120,710	22,044
20000080	Assistant Laboratory Technician	1.00	0.00	0.00	55,670 - 67,114	-
20001091	Assistant to the Water Department Director	0.30	0.30	0.30	35,880 - 187,890	55,259
20000140	Associate Chemist (Terminal)	10.94	9.04	0.00	97,636 - 118,222	-
20000311	Associate Department Human Resources Analyst	1.50	1.50	1.50	85,285 - 103,085	154,625
21000727	Associate Eng-Control Systems	0.00	0.35	0.35	115,403 - 139,317	40,392
20000143	Associate Engineer-Civil	13.92	13.76	13.42	115,403 - 139,317	1,784,498
20000145	Associate Engineer-Civil	1.20	1.20	1.20	115,403 - 139,317	165,295
20000150	Associate Engineer-Electrical	1.44	1.44	1.44	115,403 - 139,317	199,026
20000154	Associate Engineer-Mechanical	0.22	0.22	0.22	115,403 - 139,317	30,648
20000119	Associate Management Analyst	10.73	11.73	11.26	85,285 - 103,085	1,037,516
20000134	Associate Management Analyst (Terminal)	0.30	0.00	0.00	85,285 - 103,085	-
20000162	Associate Planner	1.32	1.32	1.32	93,825 - 113,371	137,394
20000655	Biologist 2 (Terminal)	10.84	9.04	0.00	84,199 - 102,380	-
20000648	Biologist 3 (Terminal)	3.07	2.79	0.00	97,173 - 117,649	-
20000195	Boat Operator	1.00	1.00	1.00	81,933 - 97,760	93,850
20000539	Clerical Assistant 2	4.28	4.22	4.22	47,174 - 56,871	237,441
20000829	Compliance and Metering Manager	0.36	0.36	0.00	107,737 - 130,319	-
20001168	Deputy Director	2.80	3.02	2.74	78,886 - 290,057	640,487
20000434	Electronics Technician	0.30	0.30	0.30	70,128 - 84,193	24,623
21000451	Environmental Biologist 3	0.44	0.44	0.44	102,517 - 124,117	47,791

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
21000839	Environmental Scientist 2	0.00	8.60	63.65	88,845 - 107,999	6,559,277
21000840	Environmental Scientist 3	0.00	1.90	19.00	102,517 - 124,117	2,283,061
20000430	Equipment Operator 2	0.00	0.30	0.90	65,869 - 78,777	62,890
20000436	Equipment Operator 3	0.00	0.30	0.30	68,752 - 82,271	20,629
20000438	Equipment Painter	2.00	2.00	2.00	67,704 - 81,179	161,140
20000418	Equipment Technician 1	0.00	1.00	0.00	53,617 - 64,253	-
20000924	Executive Assistant	0.30	0.30	0.30	67,398 - 81,551	20,218
20000184	Fleet Parts Buyer (Terminal)	0.60	0.00	0.00	63,860 - 77,357	-
21000432	Geographic Info Systems Analyst 2	0.22	0.44	0.44	86,945 - 105,050	42,241
21000433	Geographic Info Systems Analyst 3	0.22	0.44	0.79	95,463 - 115,381	79,791
20000501	Heavy Truck Driver 2	3.00	3.90	4.80	55,954 - 67,464	308,184
20000290	Information Systems Analyst 2	2.05	2.05	1.05	86,945 - 105,050	97,635
20000293	Information Systems Analyst 3	2.45	2.45	2.80	95,463 - 115,381	320,641
20000998	Information Systems Analyst 4	1.40	1.40	1.40	107,322 - 130,079	171,517
20000999	Information Systems Analyst 4	1.00	1.00	1.00	107,322 - 130,079	130,079
20000377	Information Systems Technician	0.70	0.70	0.70	68,468 - 82,555	55,417
20000514	Instrumentation and Control Supervisor	1.00	1.00	1.00	104,252 - 126,056	126,056
20000515	Instrumentation and Control Technician	10.30	10.30	9.30	94,961 - 114,034	954,105
20000590	Laboratory Technician	22.25	22.25	22.87	67,136 - 81,136	1,700,943
20000618	Machinist	4.00	4.00	4.00	70,412 - 84,324	334,766
90001073	Management Intern	1.50	0.00	0.33	38,548 - 49,686	16,396
20000624	Marine Biologist 2 (Terminal)	14.00	14.00	1.00	88,845 - 107,999	88,845
20000626	Marine Biologist 3 (Terminal)	4.00	4.00	0.00	97,636 - 118,222	-
20000756	Office Support Specialist	6.06	5.06	4.77	48,747 - 58,684	265,101
20000627	Organization Effectiveness Specialist 3	0.30	0.30	0.30	84,936 - 102,670	30,803
20000639	Organization Effectiveness Supervisor	0.30	0.30	0.30	95,528 - 115,774	34,728
20000172	Payroll Specialist 1	0.00	0.00	0.30	54,818 - 65,979	16,441
20000680	Payroll Specialist 2	3.00	3.00	3.00	57,330 - 69,255	194,538
20000173	Payroll Supervisor	0.60	0.60	0.60	65,782 - 79,585	47,281
21000725	Plant Maintenance Coordinator	0.00	6.70	7.68	96,860 - 117,128	866,871
20000701	Plant Process Control Electrician	20.00	20.00	24.00	94,961 - 114,034	2,583,090
20000703	Plant Process Control Supervisor	5.00	6.00	6.00	104,252 - 126,056	730,120
20000705	Plant Process Control Supervisor (Terminal)	6.70	0.00	0.00	104,252 - 126,056	-
20000687	Plant Technician 1	21.00	21.00	24.00	63,621 - 76,090	1,585,488

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20000688	Plant Technician 2	29.00	29.00	32.00	69,732 - 83,254	2,562,442
20000689	Plant Technician 3	18.00	18.00	19.00	76,515 - 91,559	1,666,311
20000706	Plant Technician Supervisor	12.00	12.00	13.00	89,477 - 106,714	1,329,501
20000732	Power Plant Operator	8.00	14.00	14.00	90,977 - 108,617	1,439,318
20000755	Power Plant Superintendent	1.00	1.00	1.50	128,339 - 155,001	225,528
20000733	Power Plant Supervisor	2.00	4.00	4.00	101,901 - 123,056	449,914
21000789	Principal Backflow and Cross Connection Specialist Supervisor	0.36	0.36	0.00	88,537 - 107,229	-
21000184	Principal Backflow & Cross Connection Specialist	2.00	2.00	0.00	77,008 - 93,260	-
20000740	Principal Drafting Aide	0.66	0.66	0.66	71,548 - 86,661	54,590
20000743	Principal Engineering Aide	0.22	0.22	0.22	86,617 - 104,810	23,053
20000707	Principal Plant Technician Supervisor	0.00	0.98	0.98	122,295 - 147,569	144,616
21000790	Principal Water Resources Specialist	0.00	0.22	0.22	121,847 - 147,278	32,400
20000227	Procurement Specialist	0.30	0.30	0.30	70,259 - 85,110	21,072
20001234	Program Coordinator	1.40	1.75	1.75	36,364 - 218,225	259,459
20001222	Program Manager	4.20	3.25	3.89	78,886 - 290,057	706,486
20000760	Project Assistant	0.88	0.88	0.66	96,372 - 116,116	76,193
20000763	Project Officer 2	0.22	0.22	0.22	127,936 - 154,642	34,020
20000766	Project Officer 2	0.44	0.22	0.22	127,936 - 154,642	28,147
20001150	Public Utilities Director	0.30	0.30	0.30	98,302 - 372,372	93,227
20001050	Public Works Superintendent	0.00	0.30	0.30	118,892 - 143,539	35,670
20001032	Public Works Supervisor	0.00	0.30	0.60	88,156 - 106,714	55,560
20000319	Pump Station Operator	10.00	10.00	10.00	67,944 - 81,136	778,203
20000320	Pump Station Operator Supervisor	2.00	2.00	2.00	75,239 - 89,741	179,482
21000762	Records Management Analyst	0.00	0.30	0.30	85,285 - 103,085	30,925
20000560	Recycling Program Manager (Terminal)	0.95	0.00	0.00	112,542 - 136,260	-
20001042	Safety and Training Manager	0.90	0.90	0.90	102,819 - 124,600	112,137
20000847	Safety Officer	0.60	0.60	0.60	89,186 - 107,744	64,642
20000854	Safety Representative 2	2.40	2.40	1.80	77,724 - 93,999	164,965
21000438	Security Officer	0.30	0.30	0.30	89,186 - 107,744	32,321
21000437	Security Representative 2	0.30	0.30	0.90	77,724 - 93,999	81,471
20000869	Senior Account Clerk	0.70	0.70	0.70	56,762 - 68,468	39,722
21000183	Senior Backflow & Cross Connection Specialist	5.00	5.00	0.00	68,434 - 82,694	-
20000828	Senior Biologist (Terminal)	0.50	0.50	0.00	112,463 - 135,499	-
20000196	Senior Boat Operator	1.00	1.00	1.00	90,171 - 107,677	107,677
20000883	Senior Chemist (Terminal)	2.17	1.22	0.00	112,971 - 136,183	-
20000885	Senior Civil Engineer	5.48	5.48	5.48	132,962 - 160,742	868,946
20000890	Senior Civil Engineer	0.30	0.30	0.30	132,962 - 160,742	48,217
20000927	Senior Clerk/Typist	1.00	1.00	1.00	55,801 - 67,289	66,280
21000728	Senior Control Systems Engineer	0.00	0.00	0.70	132,962 - 160,742	102,794

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20000312	Senior Department Human Resources Analyst	0.60	0.60	0.60	93,628 - 113,219	62,053
20000400	Senior Drafting Aide	2.10	2.10	2.10	63,576 - 76,833	151,740
20000904	Senior Electrical Engineer	0.22	0.22	0.22	132,962 - 160,742	35,364
20000905	Senior Electrical Engineer	1.00	1.00	1.00	132,962 - 160,742	160,742
21000837	Senior Environmental Scientist	0.00	0.95	3.87	118,657 - 142,986	517,628
20000015	Senior Management Analyst	7.28	7.28	6.98	93,628 - 113,219	756,565
20000880	Senior Marine Biologist (Terminal)	1.00	1.00	0.00	112,993 - 136,183	-
20000918	Senior Planner	1.32	1.32	1.32	108,064 - 130,669	170,495
20000920	Senior Planner (Terminal)	0.30	0.00	0.00	108,064 - 130,669	-
20000708	Senior Plant Technician Supervisor	6.35	6.00	6.00	110,990 - 133,958	801,739
20000968	Senior Power Plant Supervisor	1.00	2.00	2.67	117,124 - 141,278	344,554
20000938	Senior Wastewater Operations Supervisor	6.00	6.00	6.00	126,033 - 152,471	883,814
20000055	Senior Wastewater Plant Operator	11.00	11.00	13.00	104,610 - 125,115	1,520,831
21000785	Senior Water Plant Operator	0.00	2.00	0.00	104,431 - 124,847	-
20000950	Stock Clerk	1.50	1.50	1.50	43,003 - 51,936	75,805
20000955	Storekeeper 1	1.50	1.50	1.50	49,533 - 59,405	80,207
20000956	Storekeeper 2	1.20	1.20	1.20	54,141 - 65,454	75,897
20000954	Storekeeper 3 (Terminal)	0.30	0.00	0.00	56,959 - 68,512	-
90000964	Student Engineer	0.50	0.00	0.00	38,220 - 45,798	-
20000313	Supervising Department Human Resources Analyst	0.90	0.90	0.90	105,312 - 127,633	114,876
20000995	Supervising Economist	0.35	0.35	0.35	95,528 - 115,774	33,431
20000970	Supervising Management Analyst	4.16	4.16	4.44	100,377 - 121,605	532,499
21000177	Trainer	2.10	2.10	1.80	83,254 - 100,603	163,656
20001041	Training Supervisor	0.60	0.60	0.60	91,402 - 110,497	64,205
20001053	Utility Worker 2	0.00	1.20	2.40	53,413 - 63,554	133,888
21000781	Warehouse Manager	0.00	0.30	0.30	56,959 - 68,512	17,087
21000726	Wastewater Chief Plant Operator	1.00	1.00	1.00	171,793 - 207,808	207,808
20000937	Wastewater Operations Supervisor	23.00	22.00	22.00	116,430 - 139,151	3,025,373
20000941	Wastewater Plant Operator	43.00	43.00	43.00	99,304 - 118,803	4,544,853
20000931	Wastewater Treatment Superintendent	4.00	4.00	4.00	160,038 - 193,639	774,556
21000782	Water Resources Specialist	0.00	0.30	0.30	108,064 - 130,669	39,204
20000003	Water Systems Technician 3	7.00	6.00	0.00	69,732 - 83,254	-
20000004	Water Systems Technician 4	2.00	2.00	0.00	80,858 - 96,551	-
20000005	Water Systems Technician Supervisor	1.00	1.00	0.00	106,692 - 127,354	-
21000783	Water Utility Parts Buyer	0.00	0.60	0.60	63,860 - 77,357	46,071

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20001058	Welder	2.00	2.00	2.00	67,704 - 81,179	161,140
	Bilingual - Regular					875
	Budgeted Personnel					(6,978,441)
	Expenditure Savings					
	Coast Guard License Pay					15,408
	Electrician Cert Pay					58,211
	Exceptional Performance					927
	Pay-Classified					
	Exceptional Performance					1,045
	Pay-Unclassified					
	Geographic Info Cert Pay					2,727
	Infrastructure In-Training					73,603
	Pay					
	Infrastructure Registration					345,708
	Pay					
	Night Shift Pay					53,494
	Overtime Budgeted					2,606,253
	Plant/Tank Vol Cert Pay					206,123
	Reg Pay For Engineers					324,137
	Sick Leave - Hourly					4,942
	Split Shift Pay					50,903
	Standby Pay					38,149
	Termination Pay Annual					203,964
	Leave					
	Vacation Pay In Lieu					353,746
	Welding Certification					7,280
<b>FTE, Salaries, and Wages Subtotal</b>		<b>514.28</b>	<b>529.84</b>	<b>529.46</b>		<b>\$ 52,813,205</b>

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>Fringe Benefits</b>				
Employee Offset Savings	\$ 106,152	\$ 115,295	\$ 121,705	\$ 6,410
Flexible Benefits	5,528,087	6,179,958	6,301,515	121,557
Long-Term Disability	153,792	162,278	245,551	83,273
Medicare	637,353	662,738	764,582	101,844
Other Post-Employment Benefits	1,845,838	1,897,215	1,850,807	(46,408)
Retiree Medical Trust	66,708	72,649	83,712	11,063
Retirement 401 Plan	246,176	272,460	320,008	47,548
Retirement ADC	12,617,725	13,748,685	16,001,770	2,253,085
Retirement DROP	109,038	126,775	104,055	(22,720)
Risk Management Administration	548,671	634,511	746,608	112,097
Supplemental Pension Savings Plan	1,111,619	1,145,516	1,077,503	(68,013)
Unemployment Insurance	42,272	46,033	45,795	(238)
Workers' Compensation	991,984	979,234	1,226,134	246,900
<b>Fringe Benefits Subtotal</b>	<b>\$ 24,005,416</b>	<b>\$ 26,043,347</b>	<b>\$ 28,889,745</b>	<b>\$ 2,846,398</b>
<b>Total Personnel Expenditures</b>			<b>\$ 81,702,950</b>	

## Municipal Sewer Revenue Fund

### Department Expenditures

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Customer Support Service	\$ 8,686,614	\$ 9,407,557	\$ 10,837,644	\$ 1,430,087
Employee Services & Quality Assurance	3,721,782	5,156,936	5,534,019	377,083
Finance & Budget	4,406,287	6,111,499	6,492,078	380,579
Innovation & Technology	2,405,154	4,463,595	4,489,051	25,456
Public Utilities	55,089,703	64,611,342	61,066,290	(3,545,052)
Wastewater Collection	60,842,210	61,361,057	66,801,854	5,440,797
Water Meter Services	2,153,784	2,464,601	2,794,828	330,227
Wastewater Treatment and Disposal	16,935,615	19,710,806	19,088,944	(621,862)
<b>Total</b>	<b>\$ 154,241,149</b>	<b>\$ 173,287,393</b>	<b>\$ 177,104,708</b>	<b>\$ 3,817,315</b>

### Department Personnel

	FY2024 Budget	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Customer Support Service	58.76	59.26	60.50	1.24
Employee Services & Quality Assurance	25.95	28.49	30.13	1.64
Finance & Budget	11.95	11.95	11.75	(0.20)
Innovation & Technology	6.30	6.30	7.03	0.73
Public Utilities	2.50	2.73	3.07	0.34
Wastewater Collection	236.00	233.02	231.87	(1.15)
Water Meter Services	17.82	18.42	18.50	0.08
Water Production	0.30	0.00	0.00	0.00
Wastewater Treatment and Disposal	78.49	79.53	80.54	1.01
<b>Total</b>	<b>438.07</b>	<b>439.70</b>	<b>443.39</b>	<b>3.69</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Salary and Benefit Adjustments</b>	(1.63)	\$ 4,314,158	\$ -
Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.			
<b>Strategic Assessments and Upgrades</b>	0.00	840,000	-
Addition of ongoing non-personnel expenditures to support master planning, condition assessments and energy for the Municipal Sewer System.			
<b>Blueworx Upgrade for Service Notifications</b>	0.00	250,000	-
Addition of non-personnel expenditures associated with the automation of service investigations for customer support.			
<b>Wastewater Pump Stations Operations</b>	0.83	149,038	-
Addition of 0.33 Power Plant Superintendent and 0.50 Senior Power Plant Supervisor to oversee all pump station operations.			

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Regulatory Compliance</b> Addition of 5.00 FTE Positions across multiple funds associated with air quality regulatory compliance.	1.07	137,970	-
<b>Dual Port Charging Stations</b> Addition of non-personnel expenditures associated to Dual Port Charging Stations to support the charging of electric vehicles.	0.00	102,300	-
<b>Salary and Benefit Adjustments</b> Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00	92,867	-
<b>Pure Water Readiness</b> Addition of 0.46 Environmental Scientist 2 and non-personnel expenditures associated with Pure Water operations.	0.46	62,646	-
<b>Dams and Reservoir Assessments</b> Addition of a0.32 Associate Civil Engineer for the development intake and review process to support the comprehensive assessments of the Water System's Dam Infrastructure.	0.32	53,868	-
<b>Employ and Empower Program Support</b> Addition of 0.34 Management Intern - Hourly and associated revenue to support the Employ and Empower Program.	0.34	18,344	18,344
<b>Shop and Programming Upgrades</b> Addition of one-time expenditures to support the Central Support Facility and Metropolitan Biosolids Center with equipment and facility upgrades.	0.00	3,500	-
<b>Supplemental Cost of Living Adjustment</b> Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	0.00	2,000	-
<b>Street Preservation Ordinance Support</b> Addition of 10.00 FTE Positions across multiple funds associated with Trench Restoration Program needs to comply with the Street Preservation Ordinance.	2.30	(10,058)	-
<b>Support for Information Technology</b> Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	(210,309)	-
<b>Non-Discretionary Adjustment</b> 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	(1,989,009)	-



# Public Utilities

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>One-Time Additions and Annualizations</b>	0.00	-	(235,600,000)
Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.			
<b>Total</b>	<b>3.69</b>	<b>\$ 3,817,315</b>	<b>\$ (235,581,656)</b>

## Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>PERSONNEL</b>				
Personnel Cost	\$ 30,393,544	\$ 34,460,736	\$ 37,558,950	\$ 3,098,214
Fringe Benefits	19,211,433	20,883,543	22,840,362	1,956,819
<b>PERSONNEL SUBTOTAL</b>	<b>49,604,977</b>	<b>55,344,279</b>	<b>60,399,312</b>	<b>5,055,033</b>
<b>NON-PERSONNEL</b>				
Supplies	\$ 6,037,930	\$ 5,600,752	\$ 6,396,307	\$ 795,555
Contracts & Services	39,861,440	44,998,985	47,481,273	2,482,288
<i>External Contracts &amp; Services</i>	<i>17,676,434</i>	<i>19,997,220</i>	<i>21,480,033</i>	<i>1,482,813</i>
<i>Internal Contracts &amp; Services</i>	<i>22,185,006</i>	<i>25,001,765</i>	<i>26,001,240</i>	<i>999,475</i>
Information Technology	7,087,905	5,621,231	5,577,554	(43,677)
Energy and Utilities	8,397,268	7,467,387	7,997,790	530,403
Other	151,683	86,789	88,789	2,000
Transfers Out	42,371,538	53,085,713	48,167,330	(4,918,383)
Capital Expenditures	728,407	1,082,257	996,353	(85,904)
<b>NON-PERSONNEL SUBTOTAL</b>	<b>104,636,172</b>	<b>117,943,114</b>	<b>116,705,396</b>	<b>(1,237,718)</b>
<b>Total</b>	<b>\$ 154,241,149</b>	<b>\$ 173,287,393</b>	<b>\$ 177,104,708</b>	<b>\$ 3,817,315</b>

## Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Charges for Services	\$ 300,117,127	\$ 321,842,107	\$ 321,860,451	\$ 18,344
Fines Forfeitures and Penalties	10,639	-	-	-
Other Revenue	3,457,961	235,600,000	-	(235,600,000)
Rev from Federal Agencies	14,741,487	-	-	-
Rev from Money and Prop	113,533	2,104,000	2,104,000	-
<b>Total</b>	<b>\$ 318,440,748</b>	<b>\$ 559,546,107</b>	<b>\$ 323,964,451</b>	<b>\$ (235,581,656)</b>

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
<b>FTE, Salaries, and Wages</b>						
20000007	Accountant 3	0.43	0.43	0.40	\$ 100,835 - 121,824	\$ 44,543
20000102	Accountant 4	0.23	0.20	0.20	124,095 - 150,805	26,377
20000011	Account Clerk	2.63	2.43	2.43	49,620 - 59,689	135,807
20000012	Administrative Aide 1	0.77	0.77	0.77	58,356 - 70,259	50,769
20000024	Administrative Aide 2	7.60	7.88	7.88	67,180 - 80,983	607,903
21000753	Asset Management Coordinator	0.00	0.66	0.66	113,088 - 136,893	89,492
20000057	Assistant Chemist (Terminal)	3.33	3.13	0.00	88,954 - 107,999	-

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20000058	Assistant Customer Services Supervisor	0.50	0.50	0.50	85,224 - 102,662	42,618
20001140	Assistant Department Director	0.69	1.15	0.92	98,302 - 372,372	241,588
20001081	Assistant Deputy Chief Operating Officer	0.23	0.23	0.23	98,302 - 372,372	66,480
20001202	Assistant Deputy Director	2.26	2.76	2.76	78,886 - 290,057	593,070
20000070	Assistant Engineer-Civil	12.92	12.92	13.60	100,224 - 120,710	1,521,534
20000071	Assistant Engineer-Civil	0.23	0.23	0.23	100,224 - 120,710	27,757
20000077	Assistant Engineer-Electrical	0.32	0.32	0.32	100,224 - 120,710	32,076
20000087	Assistant Engineer-Mechanical	0.32	0.32	0.32	100,224 - 120,710	32,076
20001091	Assistant to the Water Department Director	0.23	0.23	0.23	35,880 - 187,890	42,370
20000140	Associate Chemist (Terminal)	2.40	2.30	0.00	97,636 - 118,222	-
20000311	Associate Department Human Resources Analyst	1.15	1.15	1.15	85,285 - 103,085	118,565
21000727	Associate Eng-Control Systems	0.00	0.20	0.20	115,403 - 139,317	23,076
20000143	Associate Engineer-Civil	10.70	11.16	12.48	115,403 - 139,317	1,681,769
20000145	Associate Engineer-Civil	0.92	0.92	0.92	115,403 - 139,317	126,719
20000150	Associate Engineer-Electrical	0.64	0.64	0.64	115,403 - 139,317	86,834
20000154	Associate Engineer-Mechanical	0.32	0.32	0.32	115,403 - 139,317	44,579
20000119	Associate Management Analyst	10.18	10.18	10.98	85,285 - 103,085	1,012,700
20000134	Associate Management Analyst (Terminal)	0.23	0.00	0.00	85,285 - 103,085	-
20000162	Associate Planner	1.92	1.92	1.92	93,825 - 113,371	199,787
20000655	Biologist 2 (Terminal)	0.46	0.46	0.00	84,199 - 102,380	-
20000648	Biologist 3 (Terminal)	0.27	0.50	0.00	97,173 - 117,649	-
20000266	Cashier	2.00	2.00	2.00	52,088 - 62,659	120,040
20000236	Cement Finisher	1.00	1.00	1.00	76,605 - 91,805	89,969
20000539	Clerical Assistant 2	4.40	4.32	4.32	47,174 - 56,871	216,587
20000829	Compliance and Metering Manager	0.30	0.30	0.30	107,737 - 130,319	39,096
20000801	Customer Information and Billing Manager	0.50	0.50	0.50	107,737 - 130,319	62,486
20000369	Customer Services Representative	24.25	24.25	25.00	55,987 - 67,583	1,588,777
20000366	Customer Services Supervisor	3.00	3.00	3.00	98,140 - 118,444	345,198
20001168	Deputy Director	2.76	2.76	2.76	78,886 - 290,057	649,763
20000434	Electronics Technician	0.23	0.23	0.23	70,128 - 84,193	18,876
21000451	Environmental Biologist 3	0.64	0.64	0.64	102,517 - 124,117	69,537
21000839	Environmental Scientist 2	0.00	0.66	5.13	88,845 - 107,999	522,786
21000840	Environmental Scientist 3	0.00	0.10	3.01	102,517 - 124,117	358,071
20000428	Equipment Operator 1	1.00	0.00	0.00	56,107 - 67,202	-
20000429	Equipment Operator 1	31.00	0.00	0.00	56,107 - 67,202	-

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20000430	Equipment Operator 2	12.00	12.23	12.69	65,869 - 78,777	910,044
20000436	Equipment Operator 3	2.00	2.23	2.23	68,752 - 82,271	180,347
20000924	Executive Assistant	0.23	0.23	0.23	67,398 - 81,551	15,503
20000461	Field Representative	19.20	19.20	19.20	54,890 - 66,106	1,241,539
20000184	Fleet Parts Buyer (Terminal)	0.46	0.00	0.00	63,860 - 77,357	-
21000756	Food Establishment Wastewater Discharge Manager	0.00	1.00	1.00	104,155 - 126,192	126,192
20000483	General Water Utility Supervisor	4.00	3.30	3.30	109,624 - 132,637	437,703
21000432	Geographic Info Systems Analyst 2	0.32	0.64	0.64	86,945 - 105,050	61,431
21000433	Geographic Info Systems Analyst 3	0.32	0.64	0.84	95,463 - 115,381	86,569
20000502	Heavy Truck Driver 1	1.00	1.00	1.00	53,901 - 64,275	64,275
20000501	Heavy Truck Driver 2	1.00	1.69	2.38	55,954 - 67,464	148,551
20000290	Information Systems Analyst 2	0.60	0.60	0.60	86,945 - 105,050	55,792
20000293	Information Systems Analyst 3	1.90	1.90	1.60	95,463 - 115,381	183,230
20000998	Information Systems Analyst 4	0.80	0.80	0.80	107,322 - 130,079	98,014
20000377	Information Systems Technician	0.40	0.40	0.40	68,468 - 82,555	31,665
20000515	Instrumentation and Control Technician	0.23	0.23	1.23	94,961 - 114,034	112,216
20000497	Irrigation Specialist	2.00	2.00	2.00	57,745 - 69,058	137,701
20000590	Laboratory Technician	6.75	6.75	7.13	67,136 - 81,136	560,323
90000589	Laborer	2.00	0.00	0.00	47,928 - 57,062	-
90001073	Management Intern	0.00	0.00	0.34	38,548 - 49,686	16,893
20000756	Office Support Specialist	5.92	5.92	5.60	48,747 - 58,684	304,896
20000627	Organization Effectiveness Specialist 3	0.23	0.23	0.23	84,936 - 102,670	23,616
20000639	Organization Effectiveness Supervisor	0.23	0.23	0.23	95,528 - 115,774	26,627
20000172	Payroll Specialist 1	0.00	0.00	0.23	54,818 - 65,979	12,612
20000680	Payroll Specialist 2	2.26	2.30	2.30	57,330 - 69,255	149,262
20000173	Payroll Supervisor	0.46	0.46	0.46	65,782 - 79,585	36,241
21000725	Plant Maintenance Coordinator	0.00	5.70	4.72	96,860 - 117,128	549,563
20000701	Plant Process Control Electrician	8.00	8.00	5.00	94,961 - 114,034	570,170
20000703	Plant Process Control Supervisor	1.00	1.00	1.00	104,252 - 126,056	126,056
20000705	Plant Process Control Supervisor (Terminal)	5.40	0.00	0.00	104,252 - 126,056	-
20000687	Plant Technician 1	7.00	7.00	5.00	63,621 - 76,090	345,434
20000688	Plant Technician 2	8.00	8.00	8.00	69,732 - 83,254	655,904
20000689	Plant Technician 3	2.00	2.00	2.00	76,515 - 91,559	178,564
20000706	Plant Technician Supervisor	2.00	2.00	2.00	89,477 - 106,714	211,294

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20000755	Power Plant Superintendent	0.00	0.00	0.50	128,339 - 155,001	70,527
20000737	Principal Customer Services Representative	1.50	1.50	1.50	73,919 - 89,275	118,561
20000740	Principal Drafting Aide	0.96	0.96	0.96	71,548 - 86,661	79,406
20000743	Principal Engineering Aide	6.32	6.32	6.32	86,617 - 104,810	641,168
20000707	Principal Plant Technician Supervisor	1.00	0.02	0.02	122,295 - 147,569	2,952
21000790	Principal Water Resources Specialist	0.00	0.32	0.32	121,847 - 147,278	47,131
20000750	Principal Water Utility Supervisor	2.00	2.00	2.00	88,358 - 106,714	211,294
20000227	Procurement Specialist	0.23	0.23	0.23	70,259 - 85,110	16,164
20001234	Program Coordinator	4.33	4.53	4.00	36,364 - 218,225	608,816
20001222	Program Manager	6.13	5.65	5.91	78,886 - 290,057	1,050,814
20000760	Project Assistant	1.28	1.28	0.96	96,372 - 116,116	110,807
20000763	Project Officer 2	0.32	0.32	0.32	127,936 - 154,642	49,487
20000766	Project Officer 2	0.64	0.32	0.32	127,936 - 154,642	40,939
20000783	Public Information Clerk	0.50	0.50	0.50	49,620 - 59,689	29,845
20001150	Public Utilities Director	0.23	0.23	0.23	98,302 - 372,372	71,472
20001050	Public Works Superintendent	0.00	0.23	0.23	118,892 - 143,539	27,343
20001032	Public Works Supervisor	0.00	0.23	0.46	88,156 - 106,714	42,599
20000319	Pump Station Operator	5.00	5.00	5.00	67,944 - 81,136	400,092
20000320	Pump Station Operator Supervisor	1.00	1.00	1.00	75,239 - 89,741	89,741
21000762	Records Management Analyst	0.00	0.23	0.23	85,285 - 103,085	23,713
20000560	Recycling Program Manager (Terminal)	0.66	0.00	0.00	112,542 - 136,260	-
20001042	Safety and Training Manager	0.69	0.69	0.69	102,819 - 124,600	85,986
20000847	Safety Officer	0.46	0.46	0.46	89,186 - 107,744	49,570
20000854	Safety Representative 2	1.84	1.84	1.38	77,724 - 93,999	126,511
21000438	Security Officer	0.23	0.23	0.23	89,186 - 107,744	24,785
21000437	Security Representative 2	0.23	0.23	0.69	77,724 - 93,999	62,469
20000869	Senior Account Clerk	0.40	0.40	0.40	56,762 - 68,468	22,728
20000864	Senior Cashier	0.50	0.50	0.50	56,762 - 68,468	34,234
20000883	Senior Chemist (Terminal)	0.55	0.50	0.00	112,971 - 136,183	-
20000885	Senior Civil Engineer	2.60	2.60	2.60	132,962 - 160,742	415,772
20000890	Senior Civil Engineer	0.23	0.23	0.23	132,962 - 160,742	36,972
21000728	Senior Control Systems Engineer	0.00	0.00	0.40	132,962 - 160,742	58,740
20000898	Senior Customer Services Representative	4.00	4.00	4.00	64,270 - 77,724	305,341
20000312	Senior Department Human Resources Analyst	0.46	0.46	0.46	93,628 - 113,219	47,580
20000400	Senior Drafting Aide	1.60	1.60	1.60	63,576 - 76,833	108,911
20000904	Senior Electrical Engineer	0.32	0.32	0.32	132,962 - 160,742	51,433
20000900	Senior Engineering Aide	10.00	10.00	10.00	76,920 - 93,017	828,696
21000837	Senior Environmental Scientist	0.00	0.05	0.51	118,657 - 142,986	70,220

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20000015	Senior Management Analyst	5.21	5.21	5.73	93,628 - 113,219	624,396
20000918	Senior Planner	1.92	1.92	1.92	108,064 - 130,669	247,937
20000920	Senior Planner (Terminal)	0.23	0.00	0.00	108,064 - 130,669	-
20000708	Senior Plant Technician Supervisor	0.20	0.00	0.00	110,990 - 133,958	-
20000968	Senior Power Plant Supervisor	0.00	0.00	0.33	117,124 - 141,278	42,433
20000914	Senior Water Utility Supervisor	12.30	12.30	12.30	80,187 - 96,999	1,169,972
21000777	Sewer Maintenance Equipment Operator	0.00	32.00	32.00	56,129 - 67,202	2,091,286
20000950	Stock Clerk	1.15	1.15	1.15	43,003 - 51,936	58,165
20000955	Storekeeper 1	1.15	1.15	1.15	49,533 - 59,405	61,535
20000956	Storekeeper 2	0.92	0.92	0.92	54,141 - 65,454	58,195
20000954	Storekeeper 3 (Terminal)	0.23	0.00	0.00	56,959 - 68,512	-
20000313	Supervising Department Human Resources Analyst	0.69	0.69	0.69	105,312 - 127,633	88,059
20000995	Supervising Economist	0.20	0.20	0.20	95,528 - 115,774	19,114
20000990	Supervising Field Representative	0.60	0.60	0.60	63,129 - 75,956	45,576
20000970	Supervising Management Analyst	4.62	4.62	4.79	100,377 - 121,605	578,263
20000997	Supervising Meter Reader	0.90	0.90	0.90	63,240 - 75,933	67,893
20000333	Supervising Wastewater Pretreatment Inspector	5.00	5.00	5.00	114,485 - 138,881	689,544
21000177	Trainer	1.61	1.61	1.88	83,254 - 100,603	167,132
20001041	Training Supervisor	0.46	0.46	0.46	91,402 - 110,497	49,234
20001051	Utility Worker 1	45.00	45.00	45.00	48,891 - 58,159	2,362,532
20001053	Utility Worker 2	0.00	0.92	1.84	53,413 - 63,554	102,656
21000781	Warehouse Manager	0.00	0.23	0.23	56,959 - 68,512	13,102
20000323	Wastewater Pretreatment Inspector 2	9.00	9.00	9.00	94,545 - 114,638	817,336
20000325	Wastewater Pretreatment Inspector 3	6.00	6.00	6.00	104,155 - 126,192	729,832
20000326	Wastewater Pretreatment Inspector 3 (Terminal)	1.00	0.00	0.00	104,155 - 126,192	-
20000523	Wastewater Pretreatment Program Manager	1.00	1.00	1.00	125,340 - 151,985	151,985
21000782	Water Resources Specialist	0.00	0.23	0.23	108,064 - 130,669	30,049
21000783	Water Utility Parts Buyer	0.00	0.46	0.46	63,860 - 77,357	35,309
20001063	Water Utility Supervisor	15.30	15.30	15.30	73,807 - 88,313	1,303,021
20001065	Water Utility Worker	36.50	36.50	36.50	56,055 - 66,710	2,279,836
	Bilingual - Regular					84,089
	Budgeted Personnel					(4,971,278)
	Expenditure Savings					
	Electrician Cert Pay					17,106
	Exceptional Performance Pay-Classified					7,275
	Exceptional Performance Pay-Unclassified					570
	Geographic Info Cert Pay					3,969

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
	Infrastructure In-Training Pay					133,155
	Infrastructure Registration Pay					160,489
	Night Shift Pay					42,736
	Overtime Budgeted					2,936,720
	Plant/Tank Vol Cert Pay					73,519
	Reg Pay For Engineers					150,463
	Sick Leave - Hourly					6,917
	Split Shift Pay					15,387
	Standby Pay					23,870
	Termination Pay Annual Leave					145,900
	Vacation Pay In Lieu					192,950
<b>FTE, Salaries, and Wages Subtotal</b>		<b>438.07</b>	<b>439.70</b>	<b>443.39</b>	<b>\$</b>	<b>37,558,950</b>

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>Fringe Benefits</b>				
Employee Offset Savings	\$ 82,587	\$ 92,876	\$ 95,177	\$ 2,301
Flexible Benefits	4,360,377	4,994,052	5,049,051	54,999
Long-Term Disability	105,330	111,457	170,857	59,400
Medicare	441,618	450,710	543,914	93,204
Other Post-Employment Benefits	1,480,626	1,551,224	1,521,049	(30,175)
Retiree Medical Trust	37,871	42,976	49,955	6,979
Retirement 401 Plan	145,536	165,275	192,523	27,248
Retirement ADC	10,169,225	11,018,284	12,544,474	1,526,190
Retirement DROP	89,227	98,295	104,059	5,764
Risk Management Administration	439,045	520,820	615,983	95,163
Supplemental Pension Savings Plan	921,581	877,725	901,985	24,260
Unemployment Insurance	28,884	32,431	32,865	434
Workers' Compensation	909,527	927,418	1,018,470	91,052
<b>Fringe Benefits Subtotal</b>	<b>\$ 19,211,433</b>	<b>\$ 20,883,543</b>	<b>\$ 22,840,362</b>	<b>\$ 1,956,819</b>
<b>Total Personnel Expenditures</b>			<b>\$ 60,399,312</b>	

## Sewer Utility - AB 1600 Fund

### Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Charges for Services	\$ 32,505,687	\$ 22,500,000	\$ 22,500,000	-
Rev from Money and Prop	639,888	40,000	40,000	-
<b>Total</b>	<b>\$ 33,145,575</b>	<b>\$ 22,540,000</b>	<b>\$ 22,540,000</b>	<b>-</b>

## Water Utility - AB 1600 Fund

### Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Charges for Services	\$ 19,727,960	\$ 15,900,000	\$ 15,900,000	-
Rev from Money and Prop	388,388	50,000	50,000	-
<b>Total</b>	<b>\$ 20,116,348</b>	<b>\$ 15,950,000</b>	<b>\$ 15,950,000</b>	<b>-</b>

## Water Utility Operating Fund

### Department Expenditures

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Customer Support Service	\$ 9,566,182	\$ 9,199,386	\$ 9,931,773	732,387
Employee Services & Quality Assurance	10,492,246	12,120,431	12,885,517	765,086
Finance & Budget	3,712,577	5,167,854	6,022,429	854,575
Innovation & Technology	7,284,613	8,133,853	9,437,604	1,303,751
Public Utilities	149,447,082	142,811,574	159,039,381	16,227,807
Pure Water Operations	4,424,073	8,368,699	15,574,753	7,206,054
Pure Water Program Management	15,345,604	13,044,223	14,724,987	1,680,764
Water Distribution	64,031,007	71,913,549	83,592,882	11,679,333
Water Meter Services	25,148,542	30,659,396	34,443,667	3,784,271
Water Production	337,466,454	404,983,992	427,492,716	22,508,724
Wastewater Treatment and Disposal	28,284,871	37,713,475	47,005,396	9,291,921
<b>Total</b>	<b>\$ 655,203,251</b>	<b>\$ 744,116,432</b>	<b>\$ 820,151,105</b>	<b>\$ 76,034,673</b>

### Department Personnel

	FY2024 Budget	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Customer Support Service	58.94	58.44	59.50	1.06
Employee Services & Quality Assurance	53.11	58.26	61.57	3.31
Finance & Budget	26.89	26.89	26.44	(0.45)
Innovation & Technology	15.55	15.55	15.60	0.05
Public Utilities	5.15	5.62	5.95	0.33
Pure Water Operations	36.00	47.00	48.00	1.00
Pure Water Program Management	12.79	12.22	12.34	0.12
Water Distribution	277.00	273.00	305.00	32.00
Water Meter Services	168.42	169.32	180.50	11.18
Water Production	202.70	207.00	200.00	(7.00)
Wastewater Treatment and Disposal	123.31	130.91	134.00	3.09
<b>Total</b>	<b>979.86</b>	<b>1,004.21</b>	<b>1,048.90</b>	<b>44.69</b>

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b> 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	\$ 27,196,629	\$ -
<b>Salary and Benefit Adjustments</b> Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	17.33	15,868,265	-
<b>Dams and Reservoir Water Production</b> Addition of one-time non-personnel expenditure to support water production, raw water engineering operational and maintenance of dams.	0.00	10,000,000	-
<b>Water Purchases</b> Addition of one-time non-personnel expenditures associated with changes in the wholesale rate to purchase water to support water production and maintenance of dams.	0.00	9,000,000	-
<b>Pure Water Phase 1 Operations</b> Addition of non-personnel expenditures needed for Phase I Operations for preventative/corrective maintenance.	0.00	7,735,000	-
<b>Dams and Reservoir Assessments</b> Addition of 0.46 Associate Civil Engineer and associated non-personnel expenditures to support the development intake and review process to support the comprehensive assessments of the Water System's Dam Infrastructure.	0.46	7,077,435	-
<b>Maintain Distribution System Water Quality</b> Addition of 17.00 FTE Positions and non-personnel expenditures to maintain desired water quality.	17.00	2,985,349	-
<b>Dams and Reservoir Maintenance</b> Addition of one-time non-personnel expenditure to support the operations, maintenance, and compliance mandated by the State for Raw Water Projects.	0.00	1,500,000	-
<b>Pure Water Phase 2 Program Management Consultant</b> Addition of non-personnel expenditures associated with the program management consultant for Pure Water Phase 2.	0.00	1,000,000	-
<b>Blueworx Upgrade for Service Notifications</b> Addition of non-personnel expenditures associated with the automation of service investigations for customer support.	0.00	250,000	-
<b>Regulatory Compliance</b> Addition of 5.00 FTE Positions across multiple funds associated with air quality regulatory compliance.	1.75	242,281	-



# Public Utilities

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Regulatory Compliance Maintenance</b> Addition of 1.00 Principal Backflow & Cross Connection Specialist Supervisor and 1.00 Senior Cross Connection and Backflow Specialist to ensure compliance and regulation mandates for annual testing and maintenance of all City maintained backflows.	2.00	241,919	-
<b>Dual Port Charging Stations</b> Addition of non-personnel expenditures associated to Dual Port Charging Stations to support the charging of electric vehicles.	0.00	158,400	-
<b>Pure Water Readiness</b> Addition of 1.12 Environmental Scientists 2s and non-personnel expenditures associate with Pure Water operations.	1.12	152,532	-
<b>Employ and Empower Program Support</b> Addition of 0.33 Management Intern - Hourly and associated revenue to support the Employ and Empower Program.	0.33	17,805	17,805
<b>Supplemental Cost of Living Adjustment</b> Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	0.00	5,000	-
<b>Non-Standard Hour Personnel Funding</b> Funding allocated according to a zero-based annual review of hourly funding requirements.	0.00	28,586	-
<b>Street Preservation Ordinance Support</b> Addition of 10.00 FTE Positions across multiple funds associated with Trench Restoration Program needs to comply with the Street Preservation Ordinance.	4.70	(168,806)	-
<b>Support for Information Technology</b> Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	(398,000)	-
<b>One-Time Additions and Annualizations</b> Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.	0.00	(6,857,722)	-
<b>Total</b>	<b>44.69</b>	<b>\$ 76,034,673</b>	<b>\$ 17,805</b>

## Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>PERSONNEL</b>				
Personnel Cost	\$ 77,567,610	\$ 81,649,898	\$ 93,301,065	\$ 11,651,167
Fringe Benefits	46,101,709	48,575,711	56,000,834	7,425,123
<b>PERSONNEL SUBTOTAL</b>	<b>123,669,319</b>	<b>130,225,609</b>	<b>149,301,899</b>	<b>19,076,290</b>
<b>NON-PERSONNEL</b>				
Supplies	\$ 231,191,190	\$ 282,498,707	\$ 297,450,544	\$ 14,951,837
Contracts & Services	165,586,690	164,323,295	184,558,386	20,235,091
External Contracts & Services	123,318,016	124,297,365	142,264,260	17,966,895

# Public Utilities

## Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<i>Internal Contracts &amp; Services</i>	42,268,674	40,025,930	42,294,126	2,268,196
Information Technology	12,531,714	21,793,826	20,890,076	(903,750)
Energy and Utilities	16,850,702	18,940,188	29,900,415	10,960,227
Other	6,302,912	11,903,632	15,709,063	3,805,431
Transfers Out	96,718,905	108,064,868	117,912,115	9,847,247
Capital Expenditures	2,351,818	6,366,307	4,428,607	(1,937,700)
<b>NON-PERSONNEL SUBTOTAL</b>	531,533,932	613,890,823	670,849,206	56,958,383
<b>Total</b>	<b>\$ 655,203,251</b>	<b>\$ 744,116,432</b>	<b>\$ 820,151,105</b>	<b>\$ 76,034,673</b>

## Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
Charges for Services	\$ 594,193,416	\$ 609,459,510	\$ 609,477,315	\$ 17,805
Fines Forfeitures and Penalties	44,890	-	-	-
Other Revenue	306,870,119	271,374,795	271,374,795	-
Rev from Federal Agencies	31,363,006	259,484	259,484	-
Rev from Money and Prop	10,911,552	11,530,178	11,530,178	-
Rev from Other Agencies	3,616,760	703,559	703,559	-
Transfers In	1,639,352	49,183,962	49,183,962	-
<b>Total</b>	<b>\$ 948,639,095</b>	<b>\$ 942,511,488</b>	<b>\$ 942,529,293</b>	<b>\$ 17,805</b>

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
<b>FTE, Salaries, and Wages</b>						
20000007	Accountant 3	0.92	0.92	0.90	\$ 100,835 - 121,824	\$ 100,188
20000102	Accountant 4	0.47	0.45	0.45	124,095 - 150,805	59,352
20000011	Account Clerk	5.65	5.20	5.20	49,620 - 59,689	291,157
20000012	Administrative Aide 1	4.27	5.27	5.33	58,356 - 70,259	349,535
20000024	Administrative Aide 2	14.70	16.01	16.63	67,180 - 80,983	1,255,844
21000753	Asset Management Coordinator	0.00	1.39	1.39	113,088 - 136,893	188,362
20000057	Assistant Chemist (Terminal)	21.36	16.92	0.00	88,954 - 107,999	-
20000058	Assistant Customer Services Supervisor	0.50	0.50	0.50	85,224 - 102,662	42,606
20001140	Assistant Department Director	1.91	2.85	2.38	98,302 - 372,372	624,978
20001081	Assistant Deputy Chief Operating Officer	0.47	0.47	0.47	98,302 - 372,372	135,850
20001202	Assistant Deputy Director	5.44	6.94	7.00	78,886 - 290,057	1,540,429
20000070	Assistant Engineer-Civil	29.95	31.38	31.42	100,224 - 120,710	3,489,509
20000071	Assistant Engineer-Civil	0.47	0.47	0.47	100,224 - 120,710	56,737
21000176	Assistant Engineer- Corrosion	3.00	3.00	3.00	100,224 - 120,710	319,347
20000077	Assistant Engineer- Electrical	0.46	0.46	1.46	100,224 - 120,710	146,328
20000087	Assistant Engineer- Mechanical	0.46	0.46	0.46	100,224 - 120,710	46,104
20000109	Assistant Reservoir Keeper	8.00	8.00	8.00	55,626 - 66,350	520,420

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20001091	Assistant to the Water Department Director	0.47	0.47	0.47	35,880 - 187,890	86,578
20000140	Associate Chemist (Terminal)	7.66	7.66	0.00	97,636 - 118,222	-
20000311	Associate Department Human Resources Analyst	2.35	2.35	2.35	85,285 - 103,085	242,235
21000727	Associate Eng-Control Systems	0.00	0.45	0.45	115,403 - 139,317	51,935
20000143	Associate Engineer-Civil	28.38	30.08	31.10	115,403 - 139,317	4,189,432
20000145	Associate Engineer-Civil	1.88	1.88	1.88	115,403 - 139,317	258,985
20000350	Associate Engineer-Corrosion	3.00	3.00	3.00	115,403 - 139,317	415,165
20000150	Associate Engineer-Electrical	1.92	1.92	1.92	115,403 - 139,317	264,161
20000154	Associate Engineer-Mechanical	0.46	0.46	0.46	115,403 - 139,317	64,090
20000119	Associate Management Analyst	21.09	21.09	20.76	85,285 - 103,085	1,924,215
20000134	Associate Management Analyst (Terminal)	0.47	0.00	0.00	85,285 - 103,085	-
20000162	Associate Planner	3.76	3.76	3.76	93,825 - 113,371	364,566
20000655	Biologist 2 (Terminal)	8.70	7.50	0.00	84,199 - 102,380	-
20000648	Biologist 3 (Terminal)	3.66	2.71	0.00	97,173 - 117,649	-
20000234	Carpenter	1.00	1.00	0.00	67,922 - 81,267	-
20000266	Cashier	2.00	2.00	2.00	52,088 - 62,659	120,025
20000236	Cement Finisher	2.00	2.00	3.00	76,605 - 91,805	243,638
20000539	Clerical Assistant 2	8.32	6.46	6.46	47,174 - 56,871	336,306
20000306	Code Compliance Officer	4.00	4.00	4.00	63,467 - 76,484	296,240
20000307	Code Compliance Supervisor	1.00	1.00	1.00	73,164 - 87,578	85,781
20000829	Compliance and Metering Manager	1.34	1.34	1.70	107,737 - 130,319	221,542
20000801	Customer Information and Billing Manager	0.50	0.50	0.50	107,737 - 130,319	62,476
20000369	Customer Services Representative	25.25	25.75	25.00	55,987 - 67,583	1,588,325
20000366	Customer Services Supervisor	3.00	3.00	3.00	98,140 - 118,444	345,162
20001168	Deputy Director	6.44	6.22	6.50	78,886 - 290,057	1,482,250
20000434	Electronics Technician	0.47	0.47	0.47	70,128 - 84,193	38,589
21000451	Environmental Biologist 3	0.92	1.92	1.92	102,517 - 124,117	202,462
21000839	Environmental Scientist 2	0.00	7.74	35.22	88,845 - 107,999	3,572,344
21000840	Environmental Scientist 3	0.00	1.00	10.99	102,517 - 124,117	1,322,794
20000430	Equipment Operator 2	13.00	13.47	15.41	65,869 - 78,777	1,181,337
20000436	Equipment Operator 3	1.00	1.47	1.47	68,752 - 82,271	114,589
20000418	Equipment Technician 1	5.00	3.00	3.00	53,617 - 64,253	182,123
20000924	Executive Assistant	0.47	0.47	0.47	67,398 - 81,551	31,677
20000461	Field Representative	34.80	34.80	34.80	54,890 - 66,106	2,235,677
20000184	Fleet Parts Buyer (Terminal)	0.94	0.00	0.00	63,860 - 77,357	-
20000483	General Water Utility Supervisor	0.00	0.70	0.70	109,624 - 132,637	92,845

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
21000432	Geographic Info Systems Analyst 2	2.46	2.92	2.92	86,945 - 105,050	289,348
21000433	Geographic Info Systems Analyst 3	0.46	1.92	1.37	95,463 - 115,381	139,947
20000822	Golf Course Manager (Terminal)	2.00	0.00	0.00	85,110 - 102,670	-
20000501	Heavy Truck Driver 2	1.00	2.41	3.82	55,954 - 67,464	233,214
20000290	Information Systems Analyst 2	2.35	2.35	1.35	86,945 - 105,050	125,513
20000293	Information Systems Analyst 3	3.65	3.65	3.60	95,463 - 115,381	412,289
20000998	Information Systems Analyst 4	1.80	1.80	1.80	107,322 - 130,079	220,515
20000999	Information Systems Analyst 4	1.00	0.00	0.00	107,322 - 130,079	-
20000377	Information Systems Technician	0.90	0.90	0.90	68,468 - 82,555	71,255
20000514	Instrumentation and Control Supervisor	6.00	6.00	6.00	104,252 - 126,056	705,795
20000515	Instrumentation and Control Technician	16.47	18.47	18.47	94,961 - 114,034	1,795,835
20000497	Irrigation Specialist	2.00	2.00	2.00	57,745 - 69,058	137,654
20000590	Laboratory Technician	12.00	12.00	12.00	67,136 - 81,136	908,027
20000589	Laborer	1.00	0.00	0.00	47,928 - 57,062	-
20000564	Lake Aide 2	12.00	12.00	12.00	41,452 - 49,118	584,257
20000616	Lakes Program Manager	1.00	1.00	1.00	110,401 - 133,639	133,639
20000618	Machinist	0.00	0.00	1.00	70,412 - 84,324	70,412
90001073	Management Intern	1.00	2.50	2.83	38,548 - 49,686	140,611
20000622	Marine Mechanic	1.00	1.00	1.00	67,673 - 81,172	81,172
20000756	Office Support Specialist	8.02	8.02	7.63	48,747 - 58,684	426,110
20000627	Organization Effectiveness Specialist 3	0.47	0.47	0.47	84,936 - 102,670	48,251
20000639	Organization Effectiveness Supervisor	0.47	0.47	0.47	95,528 - 115,774	54,419
20000172	Payroll Specialist 1	0.00	0.00	0.47	54,818 - 65,979	25,765
20000680	Payroll Specialist 2	4.70	4.70	4.70	57,330 - 69,255	304,841
20000173	Payroll Supervisor	0.94	0.94	0.94	65,782 - 79,585	74,056
21000725	Plant Maintenance Coordinator	2.00	12.60	13.60	96,860 - 117,128	1,535,011
20000701	Plant Process Control Electrician	11.00	12.00	12.00	94,961 - 114,034	1,307,197
20000703	Plant Process Control Supervisor	3.00	3.00	3.00	104,252 - 126,056	356,364
20000705	Plant Process Control Supervisor (Terminal)	10.90	0.00	0.00	104,252 - 126,056	-
20000687	Plant Technician 1	7.00	9.00	9.00	63,621 - 76,090	552,912
20000688	Plant Technician 2	8.50	9.50	9.50	69,732 - 83,254	727,692
20000689	Plant Technician 3	6.00	6.00	6.00	76,515 - 91,559	543,362
20000706	Plant Technician Supervisor	3.00	3.00	3.00	89,477 - 106,714	316,689
21000789	Principal Backflow and Cross Connection Specialist Superviso	0.64	0.64	2.00	88,537 - 107,229	204,832

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
21000184	Principal Backflow & Cross Connection Specialist	3.00	3.00	5.00	77,008 - 93,260	463,036
20000737	Principal Customer Services Representative	1.50	1.50	1.50	73,919 - 89,275	118,552
20000740	Principal Drafting Aide	1.38	1.38	1.38	71,548 - 86,661	114,141
20000743	Principal Engineering Aide	1.46	1.46	0.46	86,617 - 104,810	48,217
20001187	Principal Planner (Terminal)	1.00	0.00	0.00	78,886 - 290,057	-
21000790	Principal Water Resources Specialist	0.00	0.46	0.46	121,847 - 147,278	67,746
21000350	Principle Corrosion Engineering Aide	3.00	3.00	3.00	86,617 - 104,810	304,958
20000227	Procurement Specialist	0.47	0.47	0.47	70,259 - 85,110	33,023
20001234	Program Coordinator	6.27	5.72	6.25	36,364 - 218,225	895,193
20001222	Program Manager	9.67	8.10	8.20	78,886 - 290,057	1,484,810
20000760	Project Assistant	1.84	1.84	1.38	96,372 - 116,116	159,302
20000763	Project Officer 2	1.46	1.46	1.46	127,936 - 154,642	199,071
20000766	Project Officer 2	2.92	1.46	1.46	127,936 - 154,642	213,492
20000783	Public Information Clerk	0.50	0.50	0.50	49,620 - 59,689	29,844
20001150	Public Utilities Director	0.47	0.47	0.47	98,302 - 372,372	146,062
20001050	Public Works Superintendent	0.00	0.47	0.47	118,892 - 143,539	55,879
20001032	Public Works Supervisor	0.00	0.47	0.94	88,156 - 106,714	87,040
21000630	Pure Water Plant Operations Supervisor	3.00	3.00	3.00	119,138 - 144,837	408,812
21000627	Pure Water Plant Operator	6.00	10.00	10.00	102,640 - 124,712	1,092,616
21000632	Pure Water Treatment Superintendent	1.00	1.00	1.00	167,246 - 203,287	195,155
20000373	Ranger/Diver 1	3.00	3.00	2.00	65,083 - 78,624	154,064
20000375	Ranger/Diver 2	2.00	2.00	2.00	71,439 - 86,377	170,526
20000376	Ranger/Diver Supervisor	1.00	1.00	1.00	78,406 - 94,851	94,851
21000762	Records Management Analyst	0.00	0.47	0.47	85,285 - 103,085	48,447
20000560	Recycling Program Manager (Terminal)	1.39	0.00	0.00	112,542 - 136,260	-
20000840	Reservoir Keeper	8.00	8.00	8.00	63,707 - 76,134	602,414
21000784	Reservoir Maintenance Supervisor	0.00	2.00	2.00	85,110 - 102,670	202,260
20001042	Safety and Training Manager	1.41	1.41	1.41	102,819 - 124,600	175,677
20000847	Safety Officer	0.94	0.94	0.94	89,186 - 107,744	101,276
20000854	Safety Representative 2	3.76	3.76	2.82	77,724 - 93,999	258,455
21000438	Security Officer	0.47	0.47	0.47	89,186 - 107,744	50,638
21000437	Security Representative 2	0.47	0.47	1.41	77,724 - 93,999	127,647
20000869	Senior Account Clerk	0.90	0.90	0.90	56,762 - 68,468	51,074
21000183	Senior Backflow & Cross Connection Specialist	14.00	14.00	20.00	68,434 - 82,694	1,471,934
20000828	Senior Biologist (Terminal)	1.50	1.50	0.00	112,463 - 135,499	-
20000864	Senior Cashier	0.50	0.50	0.50	56,762 - 68,468	34,234
20000883	Senior Chemist (Terminal)	2.28	1.28	0.00	112,971 - 136,183	-
20000885	Senior Civil Engineer	9.92	9.92	10.92	132,962 - 160,742	1,684,284
20000890	Senior Civil Engineer	0.47	0.47	0.47	132,962 - 160,742	75,553

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
21000728	Senior Control Systems Engineer	0.00	0.00	0.90	132,962 - 160,742	132,170
21000185	Senior Corrosion Specialist	1.00	1.00	1.00	132,962 - 160,742	160,742
20000898	Senior Customer Services Representative	4.00	4.00	4.00	64,270 - 77,724	305,258
20000312	Senior Department Human Resources Analyst	0.94	0.94	0.94	93,628 - 113,219	97,214
20000400	Senior Drafting Aide	2.30	2.30	2.30	63,576 - 76,833	156,569
20000904	Senior Electrical Engineer	0.46	0.46	0.46	132,962 - 160,742	73,945
21000837	Senior Environmental Scientist	0.00	1.00	3.62	118,657 - 142,986	476,583
20000015	Senior Management Analyst	12.26	12.26	12.04	93,628 - 113,219	1,309,544
20000918	Senior Planner	3.76	3.76	3.76	108,064 - 130,669	464,499
20000920	Senior Planner (Terminal)	0.47	0.00	0.00	108,064 - 130,669	-
20000708	Senior Plant Technician Supervisor	5.45	5.00	5.00	110,990 - 133,958	659,074
21000631	Senior Pure Water Plant Operations Supervisor	1.00	1.00	1.00	131,003 - 159,321	159,321
21000629	Senior Pure Water Plant Operator	6.00	6.00	6.00	107,766 - 130,980	746,948
21000178	Senior Water Distribution Operations Supervisor	2.00	2.00	2.00	131,294 - 158,762	317,522
20001060	Senior Water Operations Supervisor	3.00	3.00	3.00	131,294 - 158,762	476,283
21000785	Senior Water Plant Operator	6.00	6.00	6.00	104,431 - 124,847	749,082
20000914	Senior Water Utility Supervisor	0.70	0.70	0.70	80,187 - 96,999	67,898
20000950	Stock Clerk	2.35	2.35	2.35	43,003 - 51,936	118,786
20000955	Storekeeper 1	2.35	2.35	2.35	49,533 - 59,405	125,667
20000956	Storekeeper 2	1.88	1.88	1.88	54,141 - 65,454	118,903
20000954	Storekeeper 3 (Terminal)	0.47	0.00	0.00	56,959 - 68,512	-
90000964	Student Engineer	0.00	0.50	0.50	38,220 - 45,798	22,899
20000313	Supervising Department Human Resources Analyst	1.41	1.41	1.41	105,312 - 127,633	179,964
20000995	Supervising Economist	0.45	0.45	0.45	95,528 - 115,774	42,983
20000990	Supervising Field Representative	1.40	1.40	1.40	63,129 - 75,956	106,336
20000970	Supervising Management Analyst	10.22	10.22	9.77	100,377 - 121,605	1,178,505
20000997	Supervising Meter Reader	2.10	2.10	2.10	63,240 - 75,933	158,387
21000177	Trainer	3.29	3.29	3.32	83,254 - 100,603	298,001
20001041	Training Supervisor	0.94	0.94	0.94	91,402 - 110,497	100,590
20001053	Utility Worker 2	0.00	1.88	3.76	53,413 - 63,554	209,748
21000781	Warehouse Manager	0.00	0.47	0.47	56,959 - 68,512	26,770
20000937	Wastewater Operations Supervisor	0.50	0.50	0.50	116,430 - 139,151	58,215
20000317	Water Distribution Operations Supervisor	2.00	2.00	2.00	106,692 - 127,354	249,592
20000316	Water Distribution Operator	12.00	12.00	12.00	96,103 - 114,728	1,329,319

# Public Utilities

## Personnel Expenditures

Job Number	Job Title / Wages	FY2024 Budget	FY2025 Budget	FY2026 Draft	Salary Range	Total
20001059	Water Operations Supervisor	6.00	6.00	6.00	115,557 - 138,054	820,408
20001061	Water Plant Operator	30.00	30.00	30.00	99,483 - 118,892	3,095,507
20000932	Water Production Superintendent	5.00	5.00	5.00	145,151 - 175,708	871,512
21000782	Water Resources Specialist	0.00	1.47	2.47	108,064 - 130,669	291,848
20000006	Water Systems District Manager	4.00	4.00	4.00	127,332 - 153,098	580,344
20000003	Water Systems Technician 3	232.00	235.00	254.00	69,732 - 83,254	17,680,791
20000004	Water Systems Technician 4	59.00	59.00	62.00	80,858 - 96,551	5,861,814
20000005	Water Systems Technician Supervisor	21.00	21.00	23.00	106,692 - 127,354	2,856,402
21000783	Water Utility Parts Buyer	0.00	0.94	0.94	63,860 - 77,357	72,174
20001063	Water Utility Supervisor	0.70	0.70	0.70	73,807 - 88,313	61,454
20001065	Water Utility Worker	3.50	3.50	3.50	56,055 - 66,710	229,727
20001058	Welder	3.00	3.00	3.00	67,704 - 81,179	243,408
	AWWA WDP Cert Pay					239,395
	Backflow Cert					41,600
	Bilingual - Regular					162,556
	Budgeted Personnel					(12,018,416)
	Expenditure Savings					
	Electrician Cert Pay					29,111
	Emergency Medical Tech					41,944
	Exceptional Performance					18,949
	Pay-Classified					
	Exceptional Performance					1,832
	Pay-Unclassified					
	Geographic Info Cert Pay					5,711
	Infrastructure In-Training					220,757
	Pay					
	Infrastructure Registration					700,369
	Pay					
	Night Shift Pay					51,158
	Overtime Budgeted					3,277,118
	Plant/Tank Vol Cert Pay					339,827
	Reg Pay For Engineers					656,549
	Sick Leave - Hourly					17,651
	Split Shift Pay					244,412
	Standby Pay					85,843
	Termination Pay Annual					174,574
	Leave					
	Vacation Pay In Lieu					932,222
	Welding Certification					3,640
<b>FTE, Salaries, and Wages Subtotal</b>		<b>979.86</b>	<b>1,004.21</b>	<b>1,048.90</b>	<b>\$</b>	<b>93,301,065</b>

# Public Utilities

	FY2024 Actual	FY2025 Budget	FY2026 Draft	FY2025-2026 Change
<b>Fringe Benefits</b>				
Employee Offset Savings	\$ 202,675	\$ 208,742	\$ 224,110	\$ 15,368
Flexible Benefits	10,424,862	11,708,117	12,333,628	625,511
Long-Term Disability	260,854	273,828	435,767	161,939
Medicare	1,122,467	1,121,244	1,353,501	232,257
Other Post-Employment Benefits	3,553,612	3,652,375	3,709,939	57,564
Retiree Medical Trust	116,760	123,963	146,962	22,999
Retirement 401 Plan	451,445	487,347	576,102	88,755
Retirement ADC	24,214,869	25,377,834	30,723,223	5,345,389
Retirement DROP	127,198	141,336	152,097	10,761
Risk Management Administration	1,054,546	1,223,040	1,499,101	276,061
Supplemental Pension Savings Plan	1,831,571	1,735,017	1,873,838	138,821
Unemployment Insurance	71,554	77,308	81,001	3,693
Workers' Compensation	2,669,296	2,445,560	2,891,565	446,005
<b>Fringe Benefits Subtotal</b>	<b>\$ 46,101,709</b>	<b>\$ 48,575,711</b>	<b>\$ 56,000,834</b>	<b>\$ 7,425,123</b>
<b>Total Personnel Expenditures</b>			<b>\$ 149,301,899</b>	



# Public Utilities

## Revenue and Expense Statement (Non-General Fund)

Sewer Funds***	FY2024 Actual	FY2025* Budget	FY2026** Draft
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ -	\$ 15,044,912	\$ 70,629,127
Continuing Appropriation - CIP	323,157,793	187,217,822	265,388,527
Encumbrances	341,068,612	346,341,306	325,000,000
Rate Stabilization Reserve	89,250,000	95,250,000	-
Capital Reserve	10,000,000	10,000,000	10,000,000
Operating Reserve	54,083,232	65,391,348	68,459,748
<b>TOTAL BALANCE AND RESERVES</b>	<b>\$ 817,559,638</b>	<b>\$ 719,245,389</b>	<b>\$ 739,477,402</b>
REVENUE			
Charges for Services	\$ 456,408,166	\$ 460,310,129	\$ 460,346,278
Fines Forfeitures and Penalties	120,554	-	-
Other Revenue	165,399,517	310,000,000	-
Revenue from Federal Agencies	14,741,487	-	-
Revenue from Use of Money and Property	6,593,311	4,703,000	4,703,000
Transfers In	2,925,280	174,161,376	174,161,376
<b>TOTAL REVENUE</b>	<b>\$ 646,188,315</b>	<b>\$ 949,174,505</b>	<b>\$ 639,210,654</b>
<b>TOTAL BALANCE, RESERVES, AND REVENUE</b>	<b>\$ 1,463,747,953</b>	<b>\$ 1,668,419,894</b>	<b>\$ 1,378,688,056</b>
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	\$ 138,348,332	\$ 266,811,590	\$ 286,387,476
<b>TOTAL CIP EXPENSE</b>	<b>\$ 138,348,332</b>	<b>\$ 266,811,590</b>	<b>\$ 286,387,476</b>
OPERATING EXPENSE			
Personnel Expenses	\$ 74,204,713	\$ 82,830,325	\$ 90,372,155
Fringe Benefits	43,216,849	46,926,890	51,730,107
Supplies	64,200,087	47,161,380	48,557,562
Contracts & Services	101,228,242	111,709,106	117,629,688
Information Technology	14,507,244	17,470,551	17,072,649
Energy and Utilities	33,689,830	45,008,754	41,937,245
Other Expenses	257,680	266,661	269,997
Transfers Out	97,488,153	116,378,877	98,178,113
Capital Expenditures	5,155,212	6,027,013	5,341,109
Debt Expenses	1,413,000	-	-
<b>TOTAL OPERATING EXPENSE</b>	<b>\$ 435,361,011</b>	<b>\$ 473,779,557</b>	<b>\$ 471,088,625</b>
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	\$ 170,793,221	\$ -	\$ -
<b>TOTAL EXPENDITURE OF PRIOR YEAR FUNDS</b>	<b>\$ 170,793,221</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL EXPENSE</b>	<b>\$ 744,502,564</b>	<b>\$ 740,591,147</b>	<b>\$ 757,476,101</b>
RESERVES			
Continuing Appropriation - CIP	\$ 187,217,822	\$ 187,217,822	\$ 265,388,527
Encumbrances	346,341,306	346,341,306	-
Rate Stabilization Reserve	95,250,000	95,250,000	-
Capital Reserve	10,000,000	10,000,000	-

# Public Utilities

Sewer Funds***	FY2024 Actual	FY2025* Budget	FY2026** Draft
Operating Reserve	65,391,348	68,459,748	68,459,748
<b>TOTAL RESERVES</b>	<b>\$ 704,200,477</b>	<b>\$ 707,268,876</b>	<b>\$ 333,848,275</b>
<b>BALANCE</b>	<b>\$ 15,044,912</b>	<b>\$ 220,559,871</b>	<b>\$ 287,363,680</b>
<b>TOTAL BALANCE, RESERVES, AND EXPENSE</b>	<b>\$ 1,463,747,953</b>	<b>\$ 1,668,419,894</b>	<b>\$ 1,378,688,056</b>

\* At the time of publication, audited financial statements for Fiscal Year 2025 were not available. Therefore, the Fiscal Year 2025 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2025 Adopted Budget, while the beginning Fiscal Year 2025 balance amount reflects the audited Fiscal Year 2024 ending balance.

\*\* Fiscal Year 2026 Beginning Fund Balance reflects the projected Fiscal Year 2025 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2025.

\*\*\* This statement reflects information known at the time the department submitted budget requests in the winter of 2025, which did not included rates approved in late FY 2025 or proposed rates for FY 2026. The Public Utilities Cost of Service Study is expected to be finalized by the end of Fiscal year 2025 and should be used to judge the expected financial position of the utility. Updated R&E statements will be used for the published Adopted budget reflecting all known information at that time.

# Public Utilities

## Revenue and Expense Statement (Non-General Fund)

Water Utility Operating Fund***	FY2024 Actual	FY2025* Budget	FY2026** Draft
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	\$ -	\$ 89,156,521	\$ 18,658,309
Pay-Go or Financing To Be Identified in Current/Future Fiscal Year(s)	-	78,341,854	-
Encumbrances	398,304,396	431,052,738	400,000,000
Continuing Appropriation - CIP	396,621,509	279,312,381	446,345,675
Capital Reserve	5,000,000	5,000,000	5,000,000
Operating Reserve	44,859,527	55,775,552	60,692,993
Rate Stabilization Reserve	105,117,000	45,717,000	-
Secondary Purchase Reserve	16,628,190	16,628,190	-
<b>TOTAL BALANCE AND RESERVES</b>	<b>\$ 966,530,623</b>	<b>\$ 1,000,984,236</b>	<b>\$ 930,696,977</b>
REVENUE			
Charges for Services	\$ 613,921,376	\$ 625,359,510	\$ 625,377,315
Fines Forfeitures and Penalties	537,390	-	-
Other Revenue	306,872,619	271,374,795	271,374,795
Revenue from Federal Agencies	31,363,006	259,484	259,484
Revenue from Other Agencies	3,616,760	703,559	703,559
Revenue from Use of Money and Property	11,299,940	11,580,178	11,580,178
Transfers In	1,639,352	49,183,962	49,183,962
<b>TOTAL REVENUE</b>	<b>\$ 969,250,443</b>	<b>\$ 958,461,488</b>	<b>\$ 958,479,293</b>
<b>TOTAL BALANCE, RESERVES, AND REVENUE</b>	<b>\$ 1,935,781,066</b>	<b>\$ 1,959,445,724</b>	<b>\$ 1,889,176,270</b>
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	\$ 256,880,621	\$ 374,719,415	\$ 384,632,138
<b>TOTAL CIP EXPENSE</b>	<b>\$ 256,880,621</b>	<b>\$ 374,719,415</b>	<b>\$ 384,632,138</b>
OPERATING EXPENSE			
Personnel Expenses	\$ 77,567,610	\$ 81,649,898	\$ 93,301,065
Fringe Benefits	46,101,709	48,575,711	56,000,834
Supplies	231,191,190	282,498,707	297,450,544
Contracts & Services	182,080,715	164,323,295	184,558,386
Information Technology	12,531,714	21,793,826	20,890,076
Energy and Utilities	16,850,702	18,940,188	29,900,415
Other Expenses	7,721,172	16,903,632	15,709,063
Transfers Out	95,300,646	103,064,868	117,912,115
Capital Expenditures	2,351,818	6,366,307	4,428,607
<b>TOTAL OPERATING EXPENSE</b>	<b>\$ 671,697,276</b>	<b>\$ 744,116,432</b>	<b>\$ 820,151,105</b>
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	\$ 84,560,786	\$ -	\$ -
<b>TOTAL EXPENDITURE OF PRIOR YEAR FUNDS</b>	<b>\$ 84,560,786</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL EXPENSE</b>	<b>\$ 1,013,138,683</b>	<b>\$ 1,118,835,847</b>	<b>\$ 1,204,783,243</b>
RESERVES			
Continuing Appropriation - CIP	\$ 279,312,381	\$ 279,312,381	\$ 446,345,675
Encumbrances	431,052,738	431,052,738	-

# Public Utilities

Water Utility Operating Fund***	FY2024 Actual	FY2025* Budget	FY2026** Draft
Capital Reserve	5,000,000	5,000,000	-
Operating Reserve	55,775,552	60,692,993	60,692,993
Rate Stabilization Reserve	45,717,000	45,717,000	-
Secondary Purchase Reserve	16,628,190	18,834,765	-
<b>TOTAL RESERVES</b>	<b>\$ 833,485,861</b>	<b>\$ 840,609,877</b>	<b>\$ 507,038,668</b>
<b>BALANCE</b>	<b>\$ 89,156,521</b>	<b>\$ -</b>	<b>\$ 177,354,359</b>
<b>TOTAL BALANCE, RESERVES, AND EXPENSE</b>	<b>\$ 1,935,781,066</b>	<b>\$ 1,959,445,724</b>	<b>\$ 1,889,176,270</b>

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