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-systems. 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: ***To ensure equitable opportunity for career advancement at PUD by relieving a potentially inequitable financial burden for employee development***

- Some training required for career advancement at PUD is only reimbursed if and when the employee successfully passes the certification exam. This means they must front the cost of training and absorb the cost of any failed attempts. PUD will study this policy to consider more equitable alternatives that may include PUD paying the up-front cost and/or absorbing the expense of failed attempts.

Goal 2: ***Reduce barriers to necessary communication between our underserved communities and the Public Utilities Department***

- Set up service request forms on the online portal. This will allow customers to submit service requests 24/7, in whatever language is most comfortable for them. We will also revamp the "Contact Us" forms based on customer feedback.

Goal 3: ***Increased promotion of payment plans***

- Because PUD is not allowed to provide low-income assistance, our best approach to serving our community equitably is through an increased promotion of payment plans. Our biggest barrier to getting lapsed payments back on track is a lack of awareness of payment plan opportunities.

Budget Equity Impact Statement

Equity Highlights

Examples from the current fiscal year.

- PUD is evaluating equitable career advancement pathways by reducing financial barriers to required training and certifications, including covering upfront costs and mitigating financial risk associated with examination outcomes
- PUD has expanded equitable access to services by introducing online service request options, ensuring customers can engage through multiple channels beyond traditional call-based support
- PUD has enhanced equitable billing practices by increasing awareness and availability of flexible payment plans, enabling customers to manage service costs in ways that align with their financial circumstances

Budget Equity Lens Summary

Ongoing Operations

Is there an opportunity to adjust the department's ongoing operations to mitigate the impacts of identified disparities, gaps, and deficiencies?

YES

Budget Adjustment(s)

Do the adjustments impact any department disparities, gaps, and deficiencies?

YES

The addition of one-time non-personnel expenditure to support water production, raw water engineering, and operational maintenance of dams to support operational safety, water supply stability, and regulatory compliance with FEMA standards and the California Division of Safety of Dams. Maintenance of a dam is important as it not only maintains a reliable and more affordable water supply to residents but also mitigates a risk of catastrophic infrastructure failure that may disproportionately impact communities with limited access to emergency resources and those most vulnerable to environmental risk. The Department has identified over $3 billion in dam safety and long-term projects that need to be addressed over the next several decades, which will result in additional capital and operating budget allocations over the course of several budget cycles.

Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2026 Performance	Goal
Billing accuracy rate	Percentage of customer billing statements issued accurately and on time	96.00%	98.30%	99.00%
Completion of high priority dam safety projects[1]	Percentage of planned regulatory milestones completed for all high priority dam projects	54.00%	82.00%	100.00%
Customer Service Sentiment	Percentage of customer service surveys rated satisfied or very satisfied	82.00%	85.00%	90.00%
Debt Service Coverage Ratio - Sewer[2]	Revenue can cover costs and related expenses	1.45	1.30	1.50

Key Performance Indicators

Performance Indicator	Definition	Baseline	FY2026 Performance	Goal
Debt Service Coverage Ratio - Water[3]	Revenue can cover costs and related expenses	1.45	1.41	1.50
First call resolution	Percentage of customers who are reporting that their issue was resolved during their initial call to us through post call surveys.	86.00%	84.00%	85.00%
Locally sourced water	Percentage of local water supplies with a goal of 60% by 2040	15.00%	30.00%	60.00%
Meter replacements[4]	Percentage of planned monthly replacements completed	100.00%	95.00%	100.00%
Sewer overflow response time (in minutes)	Average time to respond to sewer pipe breaks	30.00	32.00	30.00
Sewer system overflows	Number of sewer system overflows per 100 miles of pipe	1.28	1.21	2.00
Treated drinking water[5]	Percentage of drinking water samples that meet established safety and quality regulations	99.49%	99.61%	100.00%
Treated wastewater[6]	Percentage of samples from treated wastewater that meets safety and quality regulations	99.85%	99.55%	100.00%
Water main break response time (in minutes)	Average time to respond to water main breaks	30.00	37.00	30.00
Water quality regulatory reports[7]	Percentage of water quality regulatory reports submitted on time	100.00%	100.00%	100.00%
Water system pipeline breakage	Number of water system pipeline breaks per 100 miles of pipe	3.00	0.86	3.00

1 Nine of eleven regulatory milestones completed per mandated deadlines.
2 Item is preliminary until the completion of the 2026 ACFR and subject to change.
3 Item is preliminary until the completion of the 2026 ACFR and subject to change.
4 PUD shifted focus to larger, more complex meters (which take more time and resources to complete) at the beginning of FY 2026 to complete the remaining broken water meter backlog. This, along with unfilled vacancies and several employees on medical/industrial leave, caused us to fall short of our FY 2026 goal.
5 Compliance with regulatory levels for treated drinking water samples are based off of 1) exceedances of Maximum Contaminant Levels and Fluoride Control Range specified by the California State Water Resources Control Board, Division of Drinking Water (DDW), and 2) exceedances of microbiological analyses under the California State Revised Total Coliform Rule limits and Surface Water Treatment Rule enforced by DDW.
6 Compliance with regulatory levels for treated wastewater are based off of effluent limits specified in 1) the City's ocean discharge permit for the South Bay Water Reclamation Plant (SBWRP) and South Bay Ocean Outfall, 2) the City's ocean discharge permit for the Point Loma Wastewater Treatment Plant (PLWTP) and Point Loma Ocean Outfall, 3) the City's discharge permit for the North City Water Reclamation Plant. Includes Effluent Limitation and Deficient Monitoring violations.
7 Regulatory reports considered include those required by the City's SBWRP and PLWTP ocean discharge permits for treated wastewater quality results, ocean monitoring results, and associated monitoring requirements.

Department Summary

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
FTE Positions (Budgeted)	1,973.75	2,021.75	2,034.49	12.74
Personnel Expenditures	$269,713,438	$291,475,291	$300,045,896	$8,570,605
Non-Personnel Expenditures	975,352,277	1,030,139,804	1,167,897,965	137,758,161
Total Department Expenditures	**$1,245,065,714**	**$1,321,615,095**	**$1,467,943,861**	**$146,328,766**
Total Department Revenue	**$1,930,831,464**	**$1,599,535,133**	**$1,783,424,051**	**$183,888,918**

General Fund

Department Expenditures

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Wastewater Treatment	$59	$ -	$ -	$ -
Water Production	2,143,293	3,125,836	3,126,918	1,082
Total	**$2,143,352**	**$3,125,836**	**$3,126,918**	**$1,082**

Budget Adjustments

	FTE	Expenditures	Revenue
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.	-	$2,937	$ -
Joint Partnership Agreement Revenue Addition of revenue associated with a cost sharing Joint Partnership Agreement supporting operations of select reservoirs.	-	-	600,000
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	-	(1,855)	-
Total	**0.00**	**$1,082**	**$600,000**

Expenditures by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
NON-PERSONNEL EXPENDITURES				
Supplies	46,011	61,800	30,300	(31,500)
Contracts & Services	2,007,810	3,015,984	3,010,007	(5,977)
External Contracts & Services	*840,633*	*926,547*	*922,719*	*(3,828)*
Internal Contracts & Services	*1,167,178*	*2,089,437*	*2,087,288*	*(2,149)*

Expenditures by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Information Technology	13,711	6,412	4,557	(1,855)
Energy and Utilities	75,821	41,640	82,054	40,414
NON-PERSONNEL SUBTOTAL	**2,143,352**	**3,125,836**	**3,126,918**	**1,082**
Total	**$2,143,352**	**$3,125,836**	**$3,126,918**	**$1,082**

Revenues by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Charges for Current Services	$1,571,870	$1,616,226	$1,616,226	$ -
Revenue from Other Agencies	67,997	-	600,000	600,000
Revenue from Use of Money and Property	217,015	228,960	228,960	-
Total	**$1,856,882**	**$1,845,186**	**$2,445,186**	**$600,000**

Metropolitan Sewer Utility Fund

Department Expenditures

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Customer Support	$ -	$ -	$9,963	$9,963
Employee Services & Quality Assurance	7,542,315	9,128,174	8,931,538	(196,636)
Engineering & Program Management	5,574,540	6,716,896	6,366,564	(350,332)
Environmental Monitoring & Technical Services	23,917,217	25,732,511	30,537,872	4,805,361
External Affairs	-	-	644,138	644,138
Finance & Budget	3,573,796	5,100,748	4,673,667	(427,081)
Innovation & Technology	6,581,440	6,872,616	6,517,830	(354,786)
Public Utilities	105,457,750	63,533,006	73,950,199	10,417,193
Pure Water Program Management	6,465,694	9,799,380	9,153,331	(646,049)
Wastewater Collection	22,790,137	31,732,174	33,431,409	1,699,235
Wastewater Treatment	126,878,204	135,203,356	148,742,437	13,539,081
Water Distribution	(20,548)	-	-	-
Water Meter Services	-	-	6,351	6,351
Water Production	-	16,190	-	(16,190)
Total	**$308,760,546**	**$293,835,051**	**$322,965,299**	**$29,130,248**

Department Personnel

	FY2025 Budget	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Customer Support	0.30	-	-	-
Employee Services & Quality Assurance	37.25	39.30	34.20	(5.10)
Engineering & Program Management	22.67	22.44	22.44	-
Environmental Monitoring & Technical Services	113.89	118.02	146.61	28.59
External Affairs	-	-	2.70	2.70
Finance & Budget	20.91	20.56	20.21	(0.35)
Innovation & Technology	13.15	14.37	13.20	(1.17)
Public Utilities	3.65	3.98	3.22	(0.76)
Pure Water Program Management	10.78	10.66	9.78	(0.88)
Wastewater Collection	52.98	62.13	61.13	(1.00)
Wastewater Treatment	235.00	237.00	237.00	-
Water Distribution	10.00	-	-	-
Water Meter Services	9.26	1.00	-	(1.00)
Total	**529.84**	**529.46**	**550.49**	**21.03**

Budget Adjustments

	FTE	Expenditures	Revenue
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.	-	$23,888,344	$ -
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.	19.23	5,335,167	-
Public Liability Loan Repayment Addition of non-personnel expenditures to begin repayment of Public Liability interfund loan in support of the Industrial Wastewater Control Program (IWCP).	-	2,307,195	-
Laboratory Information Management System (LIMS) Addition of non-personnel expenditures to replace current LIMS and provide efficient reporting to fulfill regulatory requirements.	-	780,000	-
Reallocation of Non-Personnel Expenditures Reallocation of non-personnel expenditures among various Public Utilities Funds to align with operational needs.	-	591,612	-

Budget Adjustments

	FTE	Expenditures	Revenue
Trench Restoration Program Addition of 10.00 FTE positions and non-personnel expenditures, across multiple funds, to perform repairs in coordination with the Transportation Department to comply with the Street Preservation Ordinance.	3.00	333,170	-
Effective Utility Management Framework Addition of non-personnel expenditures supporting continuous improvement through planning, performance measurement, and course correction.	-	178,286	-
Employ and Empower Program Support Addition of 1.00 Intern - Hourly and associated revenue, across multiple funds, to support the Employ and Empower Program.	0.33	16,786	16,788
Revised Metropolitan System Revenue Adjustments to reflect revised revenue projections associated with the contributions from the Metropolitan Joint Powers Authority members and debt proceeds.	-	-	41,342,000
Supplemental Cost of Living Adjustment Addition of non-personnel expenditures associated with the Supplemental Cost of Living Adjustment.	-	(4,000)	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(0.33)	(17,796)	-
Enterprise Asset Management (EAM) Support Reduction of 1.00 Program Manager, across multiple funds, supporting governance, optimization, and integration of the EAM system.	(0.35)	(84,954)	-
IT Infrastructure Support Reduction of 1.00 Program Manager, across multiple funds, supporting the development of a unified technology strategy across enterprise IT systems.	(0.35)	(84,954)	-
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	-	(145,940)	-
Pure Water Program Support Reduction of 1.00 Assistant Department Director, across multiple funds, supporting the commission, operations, and planning for Phase 1 and Phase 2.	(0.50)	(152,111)	-
One-time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in the prior Fiscal Year.	-	(3,810,557)	(17,805)
Total	**21.03**	**$29,130,248**	**$41,340,983**

Expenditures by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
PERSONNEL EXPENDITURES				
Personnel Cost	49,065,354	52,818,800	56,786,383	3,967,583
Fringe Benefits	24,830,896	28,907,061	30,335,018	1,427,957
PERSONNEL SUBTOTAL	**73,896,251**	**81,725,861**	**87,121,401**	**5,395,540**
NON-PERSONNEL EXPENDITURES				
Supplies	62,153,769	42,161,255	42,789,380	628,125
Contracts & Services	67,110,503	69,895,183	69,608,580	(286,603)
External Contracts & Services	*50,261,587*	*52,339,092*	*49,875,874*	*(2,463,218)*
Internal Contracts & Services	*16,848,916*	*17,556,091*	*19,732,706*	*2,176,615*
Information Technology	6,319,923	11,565,635	13,384,425	1,818,790
Energy and Utilities	30,083,629	33,950,370	48,717,095	14,766,725
Other Expenses	101,954	181,208	184,908	3,700
Transfers Out	62,482,347	50,010,783	57,367,054	7,356,271
Capital Expenses	5,095,863	4,344,756	3,792,456	(552,300)
Debt Expenses	1,516,307	-	-	-
NON-PERSONNEL SUBTOTAL	**234,864,295**	**212,109,190**	**235,843,898**	**23,734,708**
Total	**$308,760,546**	**$293,835,051**	**$322,965,299**	**$29,130,248**

Revenues by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Charges for Current Services	$121,301,086	$115,985,827	$139,976,810	$23,990,983
Fines Forfeitures and Penalties	1,737	-	-	-
Other Revenue	192,033,026	-	-	-
Revenue from Other Agencies	919,912	-	1,000,000	1,000,000
Revenue from Use of Money and Property	11,590,649	2,559,000	8,909,000	6,350,000
Transfers In	2,669,285	174,161,376	184,161,376	10,000,000
Total	**$328,515,696**	**$292,706,203**	**$334,047,186**	**$41,340,983**

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
FTE, Salaries and Wages						
20000011	Account Clerk	4.37	4.37	4.37	49,629 - 59,696	$241,005
20000007	Accountant 3	0.65	0.70	0.70	100,838 - 121,826	77,932
20000102	Accountant 4	0.35	0.35	0.35	124,093 - 150,800	51,914
20000012	Administrative Aide 1	1.96	1.90	1.90	58,365 - 70,262	118,032
20000024	Administrative Aide 2	6.11	5.49	6.10	67,184 - 80,974	478,443
21000753	Asset Management Coordinator	0.95	0.95	0.95	113,090 - 136,885	122,902

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000057	Assistant Chemist	30.95	0.00	0.00	84,718 - 102,856	-
20001140	Assistant Department Director	2.00	1.70	1.20	99,237 - 375,918	307,613
20001202	Assistant Deputy Director	3.30	3.24	3.24	79,643 - 292,822	686,652
20000070	Assistant Engineer-Civil	11.70	9.98	9.98	100,214 - 120,702	1,143,787
20000071	Assistant Engineer-Civil	0.30	0.30	0.30	100,214 - 120,702	36,211
20000077	Assistant Engineer-Electrical	0.22	0.22	0.22	100,214 - 120,702	22,047
20000087	Assistant Engineer-Mechanical	0.22	0.22	0.22	100,214 - 120,702	22,047
20001091	Assistant to the Water Department Director	0.30	0.30	0.30	36,920 - 189,675	33,353
20000140	Associate Chemist	9.04	0.00	0.00	97,636 - 118,222	-
20000311	Associate Department Human Resources Analyst	1.50	1.50	1.50	85,280 - 103,085	147,992
21000727	Associate Eng-Control Systems	0.35	0.35	0.70	115,398 - 139,318	80,778
20000143	Associate Engineer-Civil	13.76	13.42	12.42	115,398 - 139,318	1,677,572
20000145	Associate Engineer-Civil	1.20	1.20	1.20	115,398 - 139,318	167,184
20000150	Associate Engineer-Electrical	1.44	1.44	1.44	115,398 - 139,318	200,618
20000154	Associate Engineer-Mechanical	0.22	0.22	0.22	115,398 - 139,318	30,650
20000119	Associate Management Analyst	11.73	11.26	10.91	85,280 - 103,085	1,073,924
20000162	Associate Planner	1.32	1.32	1.32	93,829 - 113,381	143,024
20000655	Biologist 2	9.04	0.00	0.00	84,199 - 102,380	-
20000648	Biologist 3	2.79	0.00	0.00	97,173 - 117,649	-
20000195	Boat Operator	1.00	1.00	1.00	83,928 - 100,131	100,131
20000236	Cement Finisher	0.00	0.00	1.20	78,478 - 94,037	102,960
20001118	Chief Officer	0.00	0.00	0.19	99,237 - 375,918	66,129
20000539	Clerical Assistant 2	4.22	4.22	5.26	47,174 - 56,867	282,255
20000829	Compliance and Metering Manager	0.36	0.00	0.00	107,744 - 130,312	-
20001168	Deputy Director	3.02	2.74	3.04	79,643 - 292,822	693,339
20000434	Electronics Technician	0.30	0.30	0.30	70,138 - 84,198	25,260
21000451	Environmental Biologist 3	0.44	0.44	0.44	102,523 - 124,114	49,406
21000839	Environmental Scientist 2	8.60	63.65	62.91	88,837 - 107,994	6,507,186
21000840	Environmental Scientist 3	1.90	19.00	19.75	102,523 - 124,114	2,415,325

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000430	Equipment Operator 2	0.30	0.90	0.30	65,874 - 78,770	21,565
20000436	Equipment Operator 3	0.30	0.30	0.00	68,744 - 82,264	-
20000438	Equipment Painter	2.00	2.00	2.00	67,704 - 81,182	148,886
20000418	Equipment Technician 1	1.00	0.00	0.00	53,622 - 64,251	-
20000924	Executive Assistant	0.30	0.30	0.30	67,392 - 81,557	20,218
21000875	Executive Assistant Director	0.30	0.30	0.30	99,237 - 375,918	86,717
20000461	Field Representative	0.00	0.00	1.82	56,243 - 67,725	123,260
21000432	Geographic Info Systems Analyst 2	0.44	0.44	0.44	86,944 - 105,061	42,241
21000433	Geographic Info Systems Analyst 3	0.44	0.79	0.79	95,472 - 115,378	79,802
20000501	Heavy Truck Driver 2	3.90	4.80	3.60	55,952 - 67,454	239,316
20000290	Information Systems Analyst 2	2.05	1.05	1.05	86,944 - 105,061	97,631
20000293	Information Systems Analyst 3	2.45	2.80	2.80	95,472 - 115,378	315,550
20000998	Information Systems Analyst 4	1.40	1.40	1.05	107,328 - 130,083	136,072
20000999	Information Systems Analyst 4	1.00	1.00	1.00	107,328 - 130,083	130,083
20000377	Information Systems Technician	0.70	0.70	0.70	68,474 - 82,555	56,756
20000514	Instrumentation and Control Supervisor	1.00	1.00	1.00	106,808 - 129,147	129,147
20000515	Instrumentation and Control Technician	10.30	9.30	9.30	97,282 - 116,813	979,469
91001000	Intern - Hourly	0.00	0.00	0.33	36,920 - 47,320	15,616
20000590	Laboratory Technician	22.25	22.87	27.79	67,142 - 81,141	2,133,261
20000618	Machinist	4.00	4.00	4.00	70,408 - 84,323	323,377
90001073	Management Intern - Hourly	0.00	0.33	0.00	36,920 - 47,320	-
20000624	Marine Biologist 2	14.00	1.00	0.00	84,618 - 102,865	-
20000626	Marine Biologist 3	4.00	0.00	0.00	97,636 - 118,222	-
20000756	Office Support Specialist	5.06	4.77	5.28	48,755 - 58,677	289,476
20000627	Organization Effectiveness Specialist 3	0.30	0.30	0.30	84,926 - 102,669	30,801
20000639	Organization Effectiveness Supervisor	0.30	0.30	0.30	95,534 - 115,773	34,732
20000172	Payroll Specialist 1	0.00	0.30	0.30	54,829 - 65,978	19,793
20000680	Payroll Specialist 2	3.00	3.00	3.00	57,325 - 69,264	205,099
20000173	Payroll Supervisor	0.60	0.60	0.60	65,790 - 79,581	47,748
21000725	Plant Maintenance Coordinator	6.70	7.68	7.68	96,866 - 117,125	896,646

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000701	Plant Process Control Electrician	20.00	24.00	24.00	97,282 - 116,813	2,651,339
20000703	Plant Process Control Supervisor	6.00	6.00	6.00	106,808 - 129,147	751,897
20000687	Plant Technician 1	21.00	24.00	24.00	65,166 - 77,938	1,713,995
20000688	Plant Technician 2	29.00	32.00	32.00	71,448 - 85,280	2,623,297
20000689	Plant Technician 3	18.00	19.00	19.00	78,374 - 93,808	1,746,748
20000706	Plant Technician Supervisor	12.00	13.00	13.00	91,666 - 109,304	1,366,037
20000732	Power Plant Operator	14.00	14.00	14.00	93,184 - 111,280	1,467,817
20000755	Power Plant Superintendent	1.00	1.50	1.00	131,477 - 158,787	158,787
20000733	Power Plant Supervisor	4.00	4.00	4.00	104,395 - 126,069	474,714
21000184	Principal Backflow & Cross Connection Specialist	2.00	0.00	0.00	78,894 - 95,534	-
21000789	Principal Backflow and Cross Connection Specialist Supvr	0.36	0.00	0.00	90,709 - 109,866	-
20000740	Principal Drafting Aide	0.66	0.66	0.66	71,552 - 86,653	56,688
20000743	Principal Engineering Aide	0.22	0.22	0.22	86,611 - 104,811	19,054
21000901	Principal Planner	0.00	0.00	0.22	131,040 - 158,434	32,789
20000707	Principal Plant Technician Supervisor	0.98	0.98	0.98	125,278 - 151,174	148,151
21000790	Principal Water Resources Specialist	0.22	0.22	0.22	118,872 - 143,686	31,611
20000227	Procurement Specialist	0.30	0.30	0.30	70,262 - 85,114	21,079
20001234	Program Coordinator	1.75	1.75	1.35	36,920 - 220,314	199,732
20001222	Program Manager	3.25	3.89	3.98	79,643 - 292,822	714,382
20000760	Project Assistant	0.88	0.66	0.66	98,717 - 118,934	78,498
20000763	Project Officer 2	0.22	0.22	0.22	131,061 - 158,413	28,833
20000766	Project Officer 2	0.22	0.22	0.00	131,061 - 158,413	-
20001150	Public Utilities Director	0.30	0.30	0.30	99,237 - 375,918	93,226
20001050	Public Works Superintendent	0.30	0.30	0.00	121,805 - 147,056	-
20001032	Public Works Supervisor	0.30	0.60	0.30	90,314 - 109,304	29,827
21000926	Pump Station Operations Superintendent	0.00	0.00	0.50	99,507 - 118,685	49,754
20000319	Pump Station Operator	10.00	10.00	10.00	67,954 - 81,141	771,849
20000320	Pump Station Operator Supervisor	2.00	2.00	2.00	75,234 - 89,731	179,462
21000762	Records Management Analyst	0.30	0.30	0.30	85,280 - 103,085	25,584

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20001042	Safety and Training Manager	0.90	0.90	0.90	105,331 - 127,629	114,867
20000847	Safety Officer	0.60	0.60	0.60	91,354 - 110,386	60,522
20000854	Safety Representative 2	2.40	1.80	1.80	79,622 - 96,283	173,310
21000438	Security Officer	0.30	0.30	0.30	91,354 - 110,386	33,116
21000437	Security Representative 2	0.30	0.90	0.90	79,622 - 96,283	86,117
20000869	Senior Account Clerk	0.70	0.70	0.70	56,763 - 68,474	39,734
21000183	Senior Backflow & Cross Connection Specialist	5.00	0.00	0.00	70,117 - 84,718	-
20000828	Senior Biologist	0.50	0.00	0.00	112,463 - 135,499	-
20000196	Senior Boat Operator	1.00	1.00	1.00	92,352 - 110,323	110,323
20000883	Senior Chemist	1.22	0.00	0.00	112,971 - 136,183	-
20000885	Senior Civil Engineer	5.48	5.48	4.48	132,954 - 160,742	720,123
20000890	Senior Civil Engineer	0.30	0.30	0.30	132,954 - 160,742	48,223
20000927	Senior Clerk/Typist	1.00	1.00	1.00	55,806 - 67,288	67,288
21000728	Senior Control Systems Engineer	0.00	0.70	1.70	132,954 - 160,742	235,748
20000312	Senior Department Human Resources Analyst	0.60	0.60	0.60	93,621 - 113,214	67,928
20000400	Senior Drafting Aide	2.10	2.10	2.10	63,586 - 76,835	154,985
20000904	Senior Electrical Engineer	0.22	0.22	0.22	132,954 - 160,742	35,363
20000905	Senior Electrical Engineer	1.00	1.00	0.00	132,954 - 160,742	-
21000837	Senior Environmental Scientist	0.95	3.87	3.85	118,664 - 142,979	546,860
20000015	Senior Management Analyst	7.28	6.98	6.98	93,621 - 113,214	751,084
20000880	Senior Marine Biologist	1.00	0.00	0.00	112,993 - 136,183	-
20000918	Senior Planner	1.32	1.32	1.32	108,056 - 130,666	157,554
20000708	Senior Plant Technician Supervisor	6.00	6.00	6.00	113,693 - 137,218	799,783
20000968	Senior Power Plant Supervisor	2.00	2.67	2.00	119,995 - 144,726	287,225
21000925	Senior Pump Station Operations Supervisor	0.00	0.00	0.67	86,528 - 103,189	57,974
20000938	Senior Wastewater Operations Supervisor	6.00	6.00	6.00	129,126 - 156,208	910,166
20000055	Senior Wastewater Plant Operator	11.00	13.00	13.00	107,162 - 128,149	1,581,989
21000785	Senior Water Plant Operator	2.00	0.00	0.00	106,974 - 127,899	-
20000950	Stock Clerk	1.50	1.50	1.50	42,994 - 51,938	69,856

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000955	Storekeeper 1	1.50	1.50	1.50	49,525 - 59,405	82,191
20000956	Storekeeper 2	1.20	1.20	1.20	54,142 - 65,458	74,894
20000313	Supervising Department Human Resources Analyst	0.90	0.90	0.90	105,310 - 127,629	114,867
20000995	Supervising Economist	0.35	0.35	0.35	95,534 - 115,773	33,437
20000970	Supervising Management Analyst	4.16	4.44	4.44	100,381 - 121,597	520,371
20000333	Supervising Wastewater Pretreatment Inspector	0.00	0.00	4.55	114,483 - 138,882	631,795
21000177	Trainer	2.10	1.80	1.80	85,280 - 103,064	178,296
20001041	Training Supervisor	0.60	0.60	0.60	93,621 - 113,194	67,916
20001053	Utility Worker 2	1.20	2.40	0.60	54,704 - 65,104	35,742
21000781	Warehouse Manager	0.30	0.30	0.30	56,950 - 68,515	17,085
21000726	Wastewater Chief Plant Operator	1.00	1.00	1.00	180,378 - 218,213	218,213
20000937	Wastewater Operations Supervisor	22.00	22.00	22.00	119,267 - 142,542	3,121,472
20000941	Wastewater Plant Operator	43.00	43.00	43.00	101,733 - 121,701	4,892,872
20000323	Wastewater Pretreatment Inspector 2	0.00	0.00	8.19	94,536 - 114,629	819,814
20000325	Wastewater Pretreatment Inspector 3	0.00	0.00	5.46	104,146 - 126,194	648,888
20000523	Wastewater Pretreatment Program Manager	0.00	0.00	0.91	125,341 - 151,986	114,060
20000931	Wastewater Treatment Superintendent	4.00	4.00	4.00	163,925 - 198,370	793,480
21000782	Water Resources Specialist	0.30	0.30	0.30	108,056 - 130,666	39,200
20000003	Water Systems Technician 3	6.00	0.00	0.00	71,448 - 85,280	-
20000004	Water Systems Technician 4	2.00	0.00	0.00	82,846 - 98,904	-
20000005	Water Systems Technician Supervisor	1.00	0.00	0.00	109,283 - 130,458	-
21000783	Water Utility Parts Buyer	0.60	0.60	0.60	63,856 - 77,355	46,414
20001058	Welder	2.00	2.00	2.00	67,704 - 81,182	162,364
	Bilingual - Regular					3,786
	Budgeted Personnel Expenditure Savings					(6,219,781)
	Coast Guard License Pay					15,784
	Electrician Cert Pay					53,548

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
	Exceptional Performance Pay-Classified					927
	Exceptional Performance Pay-Unclassified					1,045
	Geographic Info Cert Pay					2,834
	Infrastructure In-Training Pay					76,968
	Infrastructure Registration Pay					298,162
	Night Shift Pay					97,235
	Overtime Budgeted					2,656,485
	Plant/Tank Vol Cert Pay					258,584
	Reg Pay For Engineers					279,527
	Salary Savings					(326,248)
	Sick Leave - Hourly					4,942
	Split Shift Pay					71,392
	Standby Pay					110,355
	Termination Pay Annual Leave					172,220
	Vacation Pay In Lieu					353,746
	Welding Certification					7,280
FTE, Salaries and Wages Subtotal		**529.84**	**529.46**	**550.49**		**$56,786,383**

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Fringe Benefits				
Employee Offset Savings	112,035	121,705	111,092	(10,613)
Flexible Benefits	5,880,096	6,301,515	6,730,790	429,275
Long-Term Disability	150,618	245,577	228,133	(17,444)
Medicare	710,763	764,663	820,754	56,091
Other Post-Employment Benefits	1,796,012	1,837,321	1,512,672	(324,649)
Retiree Medical Trust	81,161	83,726	96,927	13,201
Retirement 401 Plan	302,456	320,064	368,402	48,338
Retirement ADC	13,078,149	16,031,198	17,451,272	1,420,074
Retirement DROP	95,130	104,055	98,922	(5,133)
Risk Management Administration	592,660	752,310	759,124	6,814
Supplemental Pension Savings Plan	1,079,247	1,077,503	1,049,513	(27,990)

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Unemployment Insurance	4,154	45,800	45,539	(261)
Workers' Compensation	948,417	1,221,624	1,061,878	(159,746)
Fringe Benefits Subtotal	**$24,830,896**	**$28,907,061**	**$30,335,018**	**$1,427,957**
Total Personnel Expenditures			**$87,121,401**	

Municipal Sewer Revenue Fund

Department Expenditures

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Customer Support	$9,256,090	$10,608,709	$10,616,272	$7,563
Employee Services & Quality Assurance	4,642,715	5,535,603	5,847,042	311,439
Engineering & Program Management	7,135,052	9,773,292	9,343,696	(429,596)
Environmental Monitoring & Technical Services	8,016,277	8,974,222	4,170,950	(4,803,272)
External Affairs	-	-	343,618	343,618
Finance & Budget	4,970,026	6,491,792	6,247,994	(243,798)
Innovation & Technology	5,592,097	4,513,857	4,266,997	(246,860)
Public Utilities	70,993,475	60,960,280	68,316,995	7,356,715
Wastewater Collection	63,938,582	66,866,973	69,790,598	2,923,625
Wastewater Treatment	220,606	357,622	353,133	(4,489)
Water Meter Services	2,513,514	2,803,374	2,854,392	51,018
Total	**$177,278,433**	**$176,885,724**	**$182,151,687**	**$5,265,963**

Department Personnel

	FY2025 Budget	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Customer Support	59.26	60.50	60.50	-
Employee Services & Quality Assurance	28.49	30.13	31.72	1.59
Engineering & Program Management	34.99	34.64	34.64	-
Environmental Monitoring & Technical Services	44.54	45.90	14.57	(31.33)
External Affairs	-	-	2.07	2.07
Finance & Budget	11.95	11.75	11.55	(0.20)
Innovation & Technology	6.30	7.03	6.40	(0.63)
Public Utilities	2.73	3.07	2.53	(0.54)
Wastewater Collection	233.02	231.87	232.87	1.00
Water Meter Services	18.42	18.50	18.50	-
Total	**439.70**	**443.39**	**415.35**	**(28.04)**

Budget Adjustments

	FTE	Expenditures	Revenue
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.	-	$10,379,292	$ -
Trench Restoration Program Addition of 10.00 FTE positions and non-personnel expenditures, across multiple funds, to perform repairs in coordination with the Transportation Department to comply with the Street Preservation Ordinance.	2.30	378,995	-
Laboratory Information Management System (LIMS) Addition of non-personnel expenditures to replace current LIMS and provide efficient reporting to fulfill regulatory requirements.	-	345,000	-
Effective Utility Management Framework Addition of non-personnel expenditures supporting continuous improvement through planning, performance measurement, and course correction.	-	107,326	-
Employ and Empower Program Support Addition of 1.00 Intern - Hourly and associated revenue, across multiple funds, to support the Employ and Empower Program.	0.34	17,293	17,296
Revised Municipal Sewer Revenue Adjustments to reflect revised revenue projections associated with rate increases and debt proceeds.	-	-	76,000,000
Supplemental Cost of Living Adjustment Adjustment to reflect revised non-personnel expenditures for the funding of the Supplemental Cost of Living Adjustment.	-	(3,000)	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(0.34)	(18,334)	-
Enterprise Asset Management (EAM) Support Reduction of 1.00 Program Manager, across multiple funds, supporting governance, optimization, and integration of the EAM system.	(0.20)	(48,544)	-
IT Infrastructure Support Reduction of 1.00 Program Manager, across multiple funds, supporting the development of a unified technology strategy across enterprise IT systems.	(0.20)	(48,544)	-
One-time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in the prior Fiscal Year.	-	(105,800)	(18,344)

Budget Adjustments

	FTE	Expenditures	Revenue
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	-	(158,958)	-
Call Center and Billing Support Reduction of 2.00 Program Coordinators, across multiple funds, supporting the development of strategies and efficiencies to streamline processes.	(1.00)	(173,052)	-
Reallocation of Non-Personnel Expenditures Reallocation of non-personnel expenditures among various Public Utilities Funds to align with operational needs.	-	(571,248)	-
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.	(28.94)	(4,834,463)	-
Total	**(28.04)**	**$5,265,963**	**$75,998,952**

Expenditures by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
PERSONNEL EXPENDITURES				
Personnel Cost	33,585,299	37,558,950	34,389,892	(3,169,058)
Fringe Benefits	19,679,422	22,856,608	21,125,425	(1,731,183)
PERSONNEL SUBTOTAL	**53,264,721**	**60,415,558**	**55,515,317**	**(4,900,241)**
NON-PERSONNEL EXPENDITURES				
Supplies	5,660,675	6,396,307	6,136,854	(259,453)
Contracts & Services	51,060,466	47,187,762	52,117,827	4,930,065
External Contracts & Services	*24,867,342*	*21,244,465*	*21,830,167*	*585,702*
Internal Contracts & Services	*26,193,125*	*25,943,297*	*30,287,660*	*4,344,363*
Information Technology	6,358,926	5,624,046	5,149,986	(474,060)
Energy and Utilities	7,050,235	8,009,579	7,796,619	(212,960)
Other Expenses	191,912	88,789	81,789	(7,000)
Transfers Out	52,522,812	48,167,330	54,398,942	6,231,612
Capital Expenses	1,168,685	996,353	954,353	(42,000)
NON-PERSONNEL SUBTOTAL	**124,013,712**	**116,470,166**	**126,636,370**	**10,166,204**
Total	**$177,278,433**	**$176,885,724**	**$182,151,687**	**$5,265,963**

Revenues by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Charges for Current Services	$318,344,188	$321,860,451	$348,859,403	$26,998,952
Fines Forfeitures and Penalties	905	-	-	-
Other Revenue	194,620,242	-	50,000,000	50,000,000
Revenue from Use of Money and Property	396,018	2,104,000	1,104,000	(1,000,000)
Total	**$513,361,353**	**$323,964,451**	**$399,963,403**	**$75,998,952**

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
FTE, Salaries and Wages						
20000011	Account Clerk	2.43	2.43	2.43	49,629 - 59,696	$133,746
20000007	Accountant 3	0.43	0.40	0.40	100,838 - 121,826	44,533
20000102	Accountant 4	0.20	0.20	0.20	124,093 - 150,800	29,665
20000012	Administrative Aide 1	0.77	0.77	0.77	58,365 - 70,262	51,365
20000024	Administrative Aide 2	7.88	7.88	6.99	67,184 - 80,974	538,355
21000753	Asset Management Coordinator	0.66	0.66	0.66	113,090 - 136,885	84,872
20000057	Assistant Chemist	3.13	0.00	0.00	84,718 - 102,856	-
20000058	Assistant Customer Services Supervisor	0.50	0.50	0.50	87,298 - 105,165	43,649
20001140	Assistant Department Director	1.15	0.92	0.92	99,237 - 375,918	235,837
20001202	Assistant Deputy Director	2.76	2.76	2.76	79,643 - 292,822	602,308
20000070	Assistant Engineer-Civil	12.92	13.60	13.60	100,214 - 120,702	1,558,023
20000071	Assistant Engineer-Civil	0.23	0.23	0.23	100,214 - 120,702	27,762
20000077	Assistant Engineer-Electrical	0.32	0.32	0.32	100,214 - 120,702	32,069
20000087	Assistant Engineer-Mechanical	0.32	0.32	0.32	100,214 - 120,702	32,069
20001091	Assistant to the Water Department Director	0.23	0.23	0.23	36,920 - 189,675	25,570
20000140	Associate Chemist	2.30	0.00	0.00	97,636 - 118,222	-
20000311	Associate Department Human Resources Analyst	1.15	1.15	1.15	85,280 - 103,085	113,464
21000727	Associate Eng-Control Systems	0.20	0.20	0.40	115,398 - 139,318	46,160
20000143	Associate Engineer-Civil	11.16	12.48	12.48	115,398 - 139,318	1,688,675
20000145	Associate Engineer-Civil	0.92	0.92	0.92	115,398 - 139,318	128,172
20000150	Associate Engineer-Electrical	0.64	0.64	0.64	115,398 - 139,318	89,164

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000154	Associate Engineer-Mechanical	0.32	0.32	0.32	115,398 - 139,318	44,582
20000119	Associate Management Analyst	10.18	10.98	11.28	85,280 - 103,085	1,073,480
20000162	Associate Planner	1.92	1.92	1.92	93,829 - 113,381	208,034
20000655	Biologist 2	0.46	0.00	0.00	84,199 - 102,380	-
20000648	Biologist 3	0.50	0.00	0.00	97,173 - 117,649	-
20000266	Cashier	2.00	2.00	2.00	52,083 - 62,650	120,017
20000236	Cement Finisher	1.00	1.00	1.92	78,478 - 94,037	172,973
20001118	Chief Officer	0.00	0.00	0.12	99,237 - 375,918	41,766
20000539	Clerical Assistant 2	4.32	4.32	2.78	47,174 - 56,867	142,066
20000829	Compliance and Metering Manager	0.30	0.30	0.30	107,744 - 130,312	39,094
20000801	Customer Information and Billing Manager	0.50	0.50	0.50	107,744 - 130,312	65,156
20000369	Customer Services Representative	24.25	25.00	25.00	57,346 - 69,243	1,650,269
20000366	Customer Services Supervisor	3.00	3.00	3.00	100,526 - 121,347	358,582
20001168	Deputy Director	2.76	2.76	2.99	79,643 - 292,822	690,260
20000434	Electronics Technician	0.23	0.23	0.23	70,138 - 84,198	19,366
21000451	Environmental Biologist 3	0.64	0.64	0.64	102,523 - 124,114	71,863
21000839	Environmental Scientist 2	0.66	5.13	5.25	88,837 - 107,994	535,954
21000840	Environmental Scientist 3	0.10	3.01	2.26	102,523 - 124,114	272,278
20000430	Equipment Operator 2	12.23	12.69	12.98	65,874 - 78,770	952,233
20000436	Equipment Operator 3	2.23	2.23	2.25	68,744 - 82,264	181,714
20000924	Executive Assistant	0.23	0.23	0.23	67,392 - 81,557	15,500
21000875	Executive Assistant Director	0.23	0.23	0.23	99,237 - 375,918	66,483
20000461	Field Representative	19.20	19.20	17.38	56,243 - 67,725	1,157,704
21000756	Food Establishment Wastewater Discharge Manager	1.00	1.00	1.00	104,146 - 126,194	126,194
20000483	General Water Utility Supervisor	3.30	3.30	3.30	112,299 - 135,866	417,721
21000432	Geographic Info Systems Analyst 2	0.64	0.64	0.64	86,944 - 105,061	61,441
21000433	Geographic Info Systems Analyst 3	0.64	0.84	0.84	95,472 - 115,378	86,566
20000502	Heavy Truck Driver 1	1.00	1.00	1.00	53,893 - 64,272	53,893
20000501	Heavy Truck Driver 2	1.69	2.38	2.96	55,952 - 67,454	187,797

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000290	Information Systems Analyst 2	0.60	0.60	0.60	86,944 - 105,061	55,790
20000293	Information Systems Analyst 3	1.90	1.60	1.60	95,472 - 115,378	180,317
20000998	Information Systems Analyst 4	0.80	0.80	0.60	107,328 - 130,083	77,756
20000377	Information Systems Technician	0.40	0.40	0.40	68,474 - 82,555	32,432
20000515	Instrumentation and Control Technician	0.23	1.23	1.23	97,282 - 116,813	121,752
91001000	Intern - Hourly	0.00	0.00	0.34	36,920 - 47,320	16,089
20000497	Irrigation Specialist	2.00	2.00	2.00	57,741 - 69,056	138,112
20000590	Laboratory Technician	6.75	7.13	1.59	67,142 - 81,141	123,996
90001073	Management Intern - Hourly	0.00	0.34	0.00	36,920 - 47,320	-
20000756	Office Support Specialist	5.92	5.60	4.71	48,755 - 58,677	251,248
20000627	Organization Effectiveness Specialist 3	0.23	0.23	0.23	84,926 - 102,669	23,614
20000639	Organization Effectiveness Supervisor	0.23	0.23	0.23	95,534 - 115,773	26,628
20000172	Payroll Specialist 1	0.00	0.23	0.23	54,829 - 65,978	15,175
20000680	Payroll Specialist 2	2.30	2.30	2.30	57,325 - 69,264	157,247
20000173	Payroll Supervisor	0.46	0.46	0.46	65,790 - 79,581	36,608
21000725	Plant Maintenance Coordinator	5.70	4.72	4.72	96,866 - 117,125	552,646
20000701	Plant Process Control Electrician	8.00	5.00	5.00	97,282 - 116,813	584,065
20000703	Plant Process Control Supervisor	1.00	1.00	1.00	106,808 - 129,147	128,211
20000687	Plant Technician 1	7.00	5.00	5.00	65,166 - 77,938	357,656
20000688	Plant Technician 2	8.00	8.00	8.00	71,448 - 85,280	668,408
20000689	Plant Technician 3	2.00	2.00	2.00	78,374 - 93,808	187,616
20000706	Plant Technician Supervisor	2.00	2.00	2.00	91,666 - 109,304	218,608
20000755	Power Plant Superintendent	0.00	0.50	0.00	131,477 - 158,787	-
20000737	Principal Customer Services Representative	1.50	1.50	1.50	75,712 - 91,437	121,430
20000740	Principal Drafting Aide	0.96	0.96	0.96	71,552 - 86,653	82,454
20000743	Principal Engineering Aide	6.32	6.32	6.32	86,611 - 104,811	638,382
21000901	Principal Planner	0.00	0.00	0.32	131,040 - 158,434	47,693
20000707	Principal Plant Technician Supervisor	0.02	0.02	0.02	125,278 - 151,174	3,023

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
21000790	Principal Water Resources Specialist	0.32	0.32	0.32	118,872 - 143,686	45,980
20000750	Principal Water Utility Supervisor	2.00	2.00	2.00	90,501 - 109,304	218,608
20000227	Procurement Specialist	0.23	0.23	0.23	70,262 - 85,114	16,160
20001234	Program Coordinator	4.53	4.00	3.33	36,920 - 220,314	505,421
20001222	Program Manager	5.65	5.91	4.57	79,643 - 292,822	810,105
20000760	Project Assistant	1.28	0.96	0.96	98,717 - 118,934	114,177
20000763	Project Officer 2	0.32	0.32	0.32	131,061 - 158,413	41,939
20000766	Project Officer 2	0.32	0.32	0.00	131,061 - 158,413	-
20000783	Public Information Clerk	0.50	0.50	0.50	49,629 - 59,696	29,848
20001150	Public Utilities Director	0.23	0.23	0.23	99,237 - 375,918	71,473
20001050	Public Works Superintendent	0.23	0.23	0.25	121,805 - 147,056	33,462
20001032	Public Works Supervisor	0.23	0.46	0.73	90,314 - 109,304	71,372
21000926	Pump Station Operations Superintendent	0.00	0.00	0.50	99,507 - 118,685	49,754
20000319	Pump Station Operator	5.00	5.00	5.00	67,954 - 81,141	405,324
20000320	Pump Station Operator Supervisor	1.00	1.00	1.00	75,234 - 89,731	89,731
21000762	Records Management Analyst	0.23	0.23	0.23	85,280 - 103,085	19,614
20001042	Safety and Training Manager	0.69	0.69	0.69	105,331 - 127,629	88,065
20000847	Safety Officer	0.46	0.46	0.46	91,354 - 110,386	46,400
20000854	Safety Representative 2	1.84	1.38	1.38	79,622 - 96,283	132,870
21000438	Security Officer	0.23	0.23	0.23	91,354 - 110,386	25,389
21000437	Security Representative 2	0.23	0.69	0.69	79,622 - 96,283	66,022
20000869	Senior Account Clerk	0.40	0.40	0.40	56,763 - 68,474	22,706
20000864	Senior Cashier	0.50	0.50	0.50	56,763 - 68,474	34,237
20000883	Senior Chemist	0.50	0.00	0.00	112,971 - 136,183	-
20000885	Senior Civil Engineer	2.60	2.60	3.60	132,954 - 160,742	550,886
20000890	Senior Civil Engineer	0.23	0.23	0.23	132,954 - 160,742	36,971
21000728	Senior Control Systems Engineer	0.00	0.40	0.40	132,954 - 160,742	58,739
20000898	Senior Customer Services Representative	4.00	4.00	4.00	65,853 - 79,622	311,603
20000312	Senior Department Human Resources Analyst	0.46	0.46	0.46	93,621 - 113,214	52,078
20000400	Senior Drafting Aide	1.60	1.60	1.60	63,586 - 76,835	113,672

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000904	Senior Electrical Engineer	0.32	0.32	0.32	132,954 - 160,742	51,438
20000900	Senior Engineering Aide	10.00	10.00	10.00	76,918 - 93,018	858,077
21000837	Senior Environmental Scientist	0.05	0.51	0.53	118,664 - 142,979	75,586
20000015	Senior Management Analyst	5.21	5.73	5.73	93,621 - 113,214	624,989
20000918	Senior Planner	1.92	1.92	1.92	108,056 - 130,666	229,173
20000968	Senior Power Plant Supervisor	0.00	0.33	0.00	119,995 - 144,726	-
21000925	Senior Pump Station Operations Supervisor	0.00	0.00	0.33	86,528 - 103,189	28,554
20000914	Senior Water Utility Supervisor	12.30	12.30	12.30	82,139 - 99,382	1,205,156
21000777	Sewer Maintenance Equipment Operator	32.00	32.00	32.00	56,139 - 67,205	2,060,786
20000950	Stock Clerk	1.15	1.15	1.15	42,994 - 51,938	53,559
20000955	Storekeeper 1	1.15	1.15	1.15	49,525 - 59,405	63,015
20000956	Storekeeper 2	0.92	0.92	0.92	54,142 - 65,458	57,418
20000313	Supervising Department Human Resources Analyst	0.69	0.69	0.69	105,310 - 127,629	88,065
20000995	Supervising Economist	0.20	0.20	0.20	95,534 - 115,773	19,107
20000990	Supervising Field Representative	0.60	0.60	0.60	64,667 - 77,813	46,688
20000970	Supervising Management Analyst	4.62	4.79	4.79	100,381 - 121,597	556,562
20000997	Supervising Meter Reader	0.90	0.90	0.90	64,771 - 77,792	70,014
20000333	Supervising Wastewater Pretreatment Inspector	5.00	5.00	0.45	114,483 - 138,882	62,484
21000177	Trainer	1.61	1.88	1.88	85,280 - 103,064	179,334
20001041	Training Supervisor	0.46	0.46	0.46	93,621 - 113,194	52,070
20001051	Utility Worker 1	45.00	45.00	45.00	50,086 - 59,571	2,488,628
20001053	Utility Worker 2	0.92	1.84	2.46	54,704 - 65,104	139,181
21000781	Warehouse Manager	0.23	0.23	0.23	56,950 - 68,515	13,099
20000323	Wastewater Pretreatment Inspector 2	9.00	9.00	0.81	94,536 - 114,629	81,080
20000325	Wastewater Pretreatment Inspector 3	6.00	6.00	0.54	104,146 - 126,194	64,174
20000523	Wastewater Pretreatment Program Manager	1.00	1.00	0.09	125,341 - 151,986	11,281

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
21000782	Water Resources Specialist	0.23	0.23	0.23	108,056 - 130,666	30,053
21000783	Water Utility Parts Buyer	0.46	0.46	0.46	63,856 - 77,355	35,584
20001063	Water Utility Supervisor	15.30	15.30	15.30	75,608 - 90,459	1,337,456
20001065	Water Utility Worker	36.50	36.50	36.50	57,408 - 68,328	2,379,481
	Bilingual - Regular					120,354
	Budgeted Personnel Expenditure Savings					(5,648,416)
	Electrician Cert Pay					11,682
	Exceptional Performance Pay-Classified					7,275
	Exceptional Performance Pay-Unclassified					570
	Geographic Info Cert Pay					4,122
	Infrastructure In-Training Pay					138,227
	Infrastructure Registration Pay					166,224
	Night Shift Pay					49,164
	Overtime Budgeted					2,886,488
	Plant/Tank Vol Cert Pay					43,512
	Reg Pay For Engineers					155,837
	Salary Savings					(131,779)
	Sick Leave - Hourly					7,130
	Split Shift Pay					19,004
	Standby Pay					49,076
	Termination Pay Annual Leave					128,374
	Vacation Pay In Lieu					192,950
FTE, Salaries and Wages Subtotal		**439.70**	**443.39**	**415.35**		**$34,389,892**

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Fringe Benefits				
Employee Offset Savings	88,580	95,177	78,433	(16,744)
Flexible Benefits	4,583,879	5,049,051	4,660,485	(388,566)
Long-Term Disability	104,022	170,857	132,609	(38,248)
Medicare	480,252	543,914	498,276	(45,638)
Other Post-Employment Benefits	1,457,981	1,509,487	1,076,343	(433,144)
Retiree Medical Trust	46,127	49,955	48,844	(1,111)

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Retirement 401 Plan	175,646	192,523	190,581	(1,942)
Retirement ADC	10,332,822	12,572,399	12,171,948	(400,451)
Retirement DROP	94,304	104,059	77,069	(26,990)
Risk Management Administration	480,439	617,446	540,166	(77,280)
Supplemental Pension Savings Plan	912,625	901,985	720,314	(181,671)
Unemployment Insurance	1,252	32,865	26,467	(6,398)
Workers' Compensation	921,493	1,016,890	903,890	(113,000)
Fringe Benefits Subtotal	**$19,679,422**	**$22,856,608**	**$21,125,425**	**($1,731,183)**
Total Personnel Expenditures			**$55,515,317**	

Sewer Utility - AB 1600 Fund

Revenues by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Charges for Current Services	$28,376,954	$22,500,000	$22,500,000	$ -
Revenue from Use of Money and Property	568,253	40,000	40,000	-
Total	**$28,945,207**	**$22,540,000**	**$22,540,000**	**$ -**

Water Utility - AB 1600 Fund

Revenues by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Charges for Current Services	$16,102,082	$15,900,000	$15,900,000	$ -
Revenue from Use of Money and Property	336,070	50,000	50,000	-
Total	**$16,438,152**	**$15,950,000**	**$15,950,000**	**$ -**

Water Utility Operating Fund

Department Expenditures

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Customer Support	$10,252,258	$9,862,228	$10,496,449	$634,221
Employee Services & Quality Assurance	12,869,573	12,886,395	13,724,227	837,832
Engineering & Program Management	23,249,170	33,166,382	33,117,435	(48,947)
Environmental Monitoring & Technical Services	10,972,303	12,938,681	13,814,450	875,769
External Affairs	-	-	1,692,603	1,692,603

Department Expenditures

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Finance & Budget	4,842,216	6,024,079	5,474,533	(549,546)
Innovation & Technology	8,907,217	9,509,731	8,014,648	(1,495,083)
Public Utilities	159,447,437	158,464,332	188,892,926	30,428,594
Pure Water Operations	7,295,733	15,578,220	50,384,931	34,806,711
Pure Water Program Management	18,858,020	14,727,392	14,296,732	(430,660)
Wastewater Treatment	31,976	924,751	920,000	(4,751)
Water Distribution	83,490,816	83,587,854	84,139,414	551,560
Water Meter Services	30,348,240	34,530,768	36,685,132	2,154,364
Water Production	386,318,424	455,567,671	498,046,477	42,478,806
Total	**$756,883,383**	**$847,768,484**	**$959,699,957**	**$111,931,473**

Department Personnel

	FY2025 Budget	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Customer Support	58.44	59.50	58.50	(1.00)
Employee Services & Quality Assurance	58.26	61.57	70.08	8.51
Engineering & Program Management	67.34	67.92	68.92	1.00
Environmental Monitoring & Technical Services	63.57	66.08	68.82	2.74
External Affairs	-	-	4.23	4.23
Finance & Budget	26.89	26.44	25.99	(0.45)
Innovation & Technology	15.55	15.60	14.40	(1.20)
Public Utilities	5.62	5.95	4.99	(0.96)
Pure Water Operations	47.00	48.00	49.00	1.00
Pure Water Program Management	12.22	12.34	12.22	(0.12)
Water Distribution	273.00	305.00	308.00	3.00
Water Meter Services	169.32	180.50	183.50	3.00
Water Production	207.00	200.00	200.00	-
Total	**1,004.21**	**1,048.90**	**1,068.65**	**19.75**

Budget Adjustments

	FTE	Expenditures	Revenue
Water Purchases Addition of non-personnel expenditures associated with changes in water volumes and the wholesale rate to purchase water.	-	$51,000,000	$ -
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.	-	31,903,201	-

Budget Adjustments

	FTE	Expenditures	Revenue
Recycled Water Transfer Addition of non-personnel expenditures associated with the sale of recycled water.	-	14,000,000	-
North City Pure Water Facility Addition of 1.00 Senior Environmental Scientist and non-personnel expenditures supporting effective operations and maintenance.	1.00	12,873,344	-
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.	10.45	7,126,344	-
Dam Safety Projects Addition of one-time non-personnel expenditures supporting water production, raw water engineering, and operational maintenance of dams.	-	6,500,000	-
Distribution System Water Quality Addition of 4.00 FTE positions and non-personnel expenditures supporting water quality through maintaining distribution system valves.	4.00	922,556	-
Trench Restoration Program Addition of 10.00 FTE positions and non-personnel expenditures, across multiple funds, to perform repairs in coordination with the Transportation Department to comply with the Street Preservation Ordinance.	4.70	836,449	-
Effective Utility Management Framework Addition of non-personnel expenditures supporting continuous improvement through planning, performance measurement, and course correction.	-	514,388	-
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	-	379,639	-
Laboratory Information Management System (LIMS) Addition of non-personnel expenditures to replace current LIMS and provide efficient reporting to fulfill regulatory requirements.	-	375,000	-
Pure Water Readiness Addition of 1.00 Environmental Scientist 3 supporting National Pollutant Discharge Elimination System permit analysis and reporting requirements.	1.00	152,531	-
Regulatory Compliance Addition of 1.00 Water Systems Technician 4 supporting annual testing and maintenance of backflows to ensure compliance with regulation mandates.	1.00	131,134	-

Budget Adjustments

	FTE	Expenditures	Revenue
Employ and Empower Program Support Addition of 1.00 Intern - Hourly and associated revenue, across multiple funds, to support the Employ and Empower Program.	0.33	16,786	16,788
Revised Water System Revenue Adjustments to reflect revised revenue projections associated with rate increases and debt proceeds.	-	-	65,950,000
Supplemental Cost of Living Adjustment Adjustment to reflect revised non-personnel expenditures associated with the Supplemental Cost of Living Adjustment.	-	(2,000)	-
Reallocation of Non-Personnel Expenditures Reallocation of non-personnel expenditures among various Public Utilities Funds to align with operational needs.	-	(20,364)	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(0.33)	(25,520)	-
Enterprise Asset Management (EAM) Support Reduction of 1.00 Program Manager, across multiple funds, supporting governance, optimization, and integration of the EAM system.	(0.45)	(109,226)	-
IT Infrastructure Support Reduction of 1.00 Program Manager, across multiple funds, supporting the development of a unified technology strategy across enterprise IT systems.	(0.45)	(109,226)	-
Pure Water Program Support Reduction of 1.00 Assistant Department Director, across multiple funds, supporting the commission, operations, and planning for Phase 1 and Phase 2.	(0.50)	(152,111)	-
Call Center and Billing Support Reduction of 2.00 Program Coordinators, across multiple funds, supporting the development of strategies and efficiencies to streamline processes.	(1.00)	(173,052)	-
One-time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in the prior Fiscal Year.	-	(14,208,400)	(17,805)
Total	**19.75**	**$111,931,473**	**$65,948,983**

Expenditures by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
PERSONNEL EXPENDITURES				
Personnel Cost	92,107,173	93,301,065	99,459,015	6,157,950
Fringe Benefits	50,445,293	56,032,807	57,950,163	1,917,356
PERSONNEL SUBTOTAL	**142,552,466**	**149,333,872**	**157,409,178**	**8,075,306**
NON-PERSONNEL EXPENDITURES				
Supplies	267,522,611	320,566,571	339,658,591	19,092,020
Contracts & Services	196,016,130	188,639,036	237,417,839	48,778,803
External Contracts & Services	*147,338,605*	*146,899,804*	*189,929,762*	*43,029,958*
Internal Contracts & Services	*48,677,525*	*41,739,232*	*47,488,077*	*5,748,845*
Information Technology	12,300,947	20,995,426	21,473,105	477,679
Energy and Utilities	15,503,731	29,891,192	41,004,563	11,113,371
Other Expenses	14,702,366	20,001,665	19,214,488	(787,177)
Transfers Out	105,856,786	113,912,115	141,099,486	27,187,371
Capital Expenses	2,428,347	4,428,607	2,422,707	(2,005,900)
NON-PERSONNEL SUBTOTAL	**614,330,917**	**698,434,612**	**802,290,779**	**103,856,167**
Total	**$756,883,383**	**$847,768,484**	**$959,699,957**	**$111,931,473**

Revenues by Category

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Charges for Current Services	$717,591,900	$609,477,315	$738,476,298	$128,998,983
Fines Forfeitures and Penalties	53,185	-	-	-
Other Revenue	280,805,725	271,374,795	211,374,795	(60,000,000)
Revenue from Federal Agencies	-	259,484	259,484	-
Revenue from Other Agencies	4,051,596	703,559	703,559	-
Revenue from Use of Money and Property	11,980,413	11,530,178	8,480,178	(3,050,000)
Transfers In	27,231,357	49,183,962	49,183,962	-
Total	**$1,041,714,176**	**$942,529,293**	**$1,008,478,276**	**$65,948,983**

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
FTE, Salaries and Wages						
20000011	Account Clerk	5.20	5.20	5.20	49,629 - 59,696	$285,115
20000007	Accountant 3	0.92	0.90	0.90	100,838 - 121,826	100,199
20000102	Accountant 4	0.45	0.45	0.45	124,093 - 150,800	66,746
20000012	Administrative Aide 1	5.27	5.33	5.33	58,365 - 70,262	368,286
20000024	Administrative Aide 2	16.01	16.63	16.91	67,184 - 80,974	1,322,424
21000753	Asset Management Coordinator	1.39	1.39	1.39	113,090 - 136,885	179,086

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000057	Assistant Chemist	16.92	0.00	0.00	84,718 - 102,856	-
20000058	Assistant Customer Services Supervisor	0.50	0.50	0.50	87,298 - 105,165	43,649
20001140	Assistant Department Director	2.85	2.38	1.88	99,237 - 375,918	481,927
20001202	Assistant Deputy Director	6.94	7.00	7.00	79,643 - 292,822	1,523,553
20000070	Assistant Engineer-Civil	31.38	31.42	31.42	100,214 - 120,702	3,561,898
20000071	Assistant Engineer-Civil	0.47	0.47	0.47	100,214 - 120,702	56,730
21000176	Assistant Engineer-Corrosion	3.00	3.00	3.00	100,214 - 120,702	321,130
20000077	Assistant Engineer-Electrical	0.46	1.46	1.46	100,214 - 120,702	146,313
20000087	Assistant Engineer-Mechanical	0.46	0.46	0.46	100,214 - 120,702	46,099
20000109	Assistant Reservoir Keeper	8.00	8.00	8.00	55,619 - 66,352	496,766
20001091	Assistant to the Water Department Director	0.47	0.47	0.47	36,920 - 189,675	52,253
20000140	Associate Chemist	7.66	0.00	0.00	97,636 - 118,222	-
20000311	Associate Department Human Resources Analyst	2.35	2.35	2.35	85,280 - 103,085	231,858
21000727	Associate Eng-Control Systems	0.45	0.45	0.90	115,398 - 139,318	103,858
20000143	Associate Engineer-Civil	30.08	31.10	33.10	115,398 - 139,318	4,451,393
20000145	Associate Engineer-Civil	1.88	1.88	1.88	115,398 - 139,318	261,920
20000350	Associate Engineer-Corrosion	3.00	3.00	3.00	115,398 - 139,318	417,954
20000150	Associate Engineer-Electrical	1.92	1.92	1.92	115,398 - 139,318	267,490
20000154	Associate Engineer-Mechanical	0.46	0.46	0.46	115,398 - 139,318	64,086
20000119	Associate Management Analyst	21.09	20.76	20.81	85,280 - 103,085	2,025,923
20000162	Associate Planner	3.76	3.76	3.76	93,829 - 113,381	380,202
20000655	Biologist 2	7.50	0.00	0.00	84,199 - 102,380	-
20000648	Biologist 3	2.71	0.00	0.00	97,173 - 117,649	-
20000234	Carpenter	1.00	0.00	0.00	67,933 - 81,266	-
20000266	Cashier	2.00	2.00	2.00	52,083 - 62,650	120,017
20000236	Cement Finisher	2.00	3.00	4.88	78,478 - 94,037	419,619
20001118	Chief Officer	0.00	0.00	0.43	99,237 - 375,918	149,660
20000539	Clerical Assistant 2	6.46	6.46	6.96	47,174 - 56,867	388,913
20000306	Code Compliance Officer	4.00	4.00	4.00	63,461 - 76,482	301,698

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000307	Code Compliance Supervisor	1.00	1.00	1.00	73,174 - 87,589	73,174
20000829	Compliance and Metering Manager	1.34	1.70	1.70	107,744 - 130,312	198,962
20000801	Customer Information and Billing Manager	0.50	0.50	0.50	107,744 - 130,312	65,156
20000369	Customer Services Representative	25.75	25.00	25.00	57,346 - 69,243	1,650,269
20000366	Customer Services Supervisor	3.00	3.00	3.00	100,526 - 121,347	358,582
20001168	Deputy Director	6.22	6.50	6.97	79,643 - 292,822	1,619,167
20000434	Electronics Technician	0.47	0.47	0.47	70,138 - 84,198	39,573
21000451	Environmental Biologist 3	1.92	1.92	1.92	102,523 - 124,114	205,827
21000839	Environmental Scientist 2	7.74	35.22	36.84	88,837 - 107,994	3,785,392
21000840	Environmental Scientist 3	1.00	10.99	11.99	102,523 - 124,114	1,435,212
20000430	Equipment Operator 2	13.47	15.41	16.72	65,874 - 78,770	1,274,631
20000436	Equipment Operator 3	1.47	1.47	1.75	68,744 - 82,264	133,822
20000418	Equipment Technician 1	3.00	3.00	3.00	53,622 - 64,251	171,495
20000924	Executive Assistant	0.47	0.47	0.47	67,392 - 81,557	31,674
21000875	Executive Assistant Director	0.47	0.47	0.47	99,237 - 375,918	135,857
20000461	Field Representative	34.80	34.80	34.80	56,243 - 67,725	2,311,694
20000483	General Water Utility Supervisor	0.70	0.70	0.70	112,299 - 135,866	78,609
21000432	Geographic Info Systems Analyst 2	2.92	2.92	2.92	86,944 - 105,061	280,327
21000433	Geographic Info Systems Analyst 3	1.92	1.37	1.37	95,472 - 115,378	139,953
20000501	Heavy Truck Driver 2	2.41	3.82	6.44	55,952 - 67,454	389,883
20000290	Information Systems Analyst 2	2.35	1.35	1.35	86,944 - 105,061	125,527
20000293	Information Systems Analyst 3	3.65	3.60	3.60	95,472 - 115,378	405,708
20000998	Information Systems Analyst 4	1.80	1.80	1.35	107,328 - 130,083	174,949
20000377	Information Systems Technician	0.90	0.90	0.90	68,474 - 82,555	72,972
20000514	Instrumentation and Control Supervisor	6.00	6.00	6.00	106,808 - 129,147	759,496
20000515	Instrumentation and Control Technician	18.47	18.47	18.47	97,282 - 116,813	1,888,737
91001000	Intern - Hourly	0.00	0.00	2.83	36,920 - 47,320	133,916
20000497	Irrigation Specialist	2.00	2.00	2.00	57,741 - 69,056	138,112

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000590	Laboratory Technician	12.00	12.00	12.62	67,142 - 81,141	974,398
20000564	Lake Aide 2	12.00	12.00	12.00	41,454 - 49,109	587,643
20000616	Lakes Program Manager	1.00	1.00	1.00	110,406 - 133,640	133,640
20000618	Machinist	0.00	1.00	1.00	70,408 - 84,323	70,408
90001073	Management Intern - Hourly	2.50	2.83	0.00	36,920 - 47,320	-
20000622	Marine Mechanic	1.00	1.00	1.00	69,326 - 83,138	83,138
20000756	Office Support Specialist	8.02	7.63	7.01	48,755 - 58,677	387,116
20000627	Organization Effectiveness Specialist 3	0.47	0.47	0.47	84,926 - 102,669	48,254
20000639	Organization Effectiveness Supervisor	0.47	0.47	0.47	95,534 - 115,773	54,413
20000172	Payroll Specialist 1	0.00	0.47	0.47	54,829 - 65,978	31,009
20000680	Payroll Specialist 2	4.70	4.70	4.70	57,325 - 69,264	321,323
20000173	Payroll Supervisor	0.94	0.94	0.94	65,790 - 79,581	74,806
21000725	Plant Maintenance Coordinator	12.60	13.60	13.60	96,866 - 117,125	1,549,670
20000701	Plant Process Control Electrician	12.00	12.00	12.00	97,282 - 116,813	1,331,914
20000703	Plant Process Control Supervisor	3.00	3.00	3.00	106,808 - 129,147	387,441
20000687	Plant Technician 1	9.00	9.00	9.00	65,166 - 77,938	597,958
20000688	Plant Technician 2	9.50	9.50	9.50	71,448 - 85,280	756,361
20000689	Plant Technician 3	6.00	6.00	6.00	78,374 - 93,808	559,665
20000706	Plant Technician Supervisor	3.00	3.00	3.00	91,666 - 109,304	327,912
21000184	Principal Backflow & Cross Connection Specialist	3.00	5.00	5.00	78,894 - 95,534	477,670
21000789	Principal Backflow and Cross Connection Specialist Supvr	0.64	2.00	2.00	90,709 - 109,866	200,575
20000737	Principal Customer Services Representative	1.50	1.50	1.50	75,712 - 91,437	121,430
20000740	Principal Drafting Aide	1.38	1.38	1.38	71,552 - 86,653	118,528
20000743	Principal Engineering Aide	1.46	0.46	0.46	86,611 - 104,811	39,841
21000901	Principal Planner	0.00	0.00	0.46	131,040 - 158,434	68,558
21000790	Principal Water Resources Specialist	0.46	0.46	0.46	118,872 - 143,686	66,096
21000350	Principle Corrosion Engineering Aide	3.00	3.00	3.00	86,611 - 104,811	311,752
20000227	Procurement Specialist	0.47	0.47	0.47	70,262 - 85,114	33,023
20001234	Program Coordinator	5.72	6.25	4.32	36,920 - 220,314	651,392

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20001222	Program Manager	8.10	8.20	7.45	79,643 - 292,822	1,353,998
20000760	Project Assistant	1.84	1.38	1.38	98,717 - 118,934	164,130
20000763	Project Officer 2	1.46	1.46	1.46	131,061 - 158,413	191,349
20000766	Project Officer 2	1.46	1.46	1.00	131,061 - 158,413	158,413
20000783	Public Information Clerk	0.50	0.50	0.50	49,629 - 59,696	29,848
20001150	Public Utilities Director	0.47	0.47	0.47	99,237 - 375,918	146,053
20001050	Public Works Superintendent	0.47	0.47	0.75	121,805 - 147,056	100,386
20001032	Public Works Supervisor	0.47	0.94	1.97	90,314 - 109,304	192,241
21000630	Pure Water Plant Operations Supervisor	3.00	3.00	3.00	122,034 - 148,387	418,808
21000627	Pure Water Plant Operator	10.00	10.00	10.00	105,144 - 127,774	1,119,330
21000632	Pure Water Treatment Superintendent	1.00	1.00	1.00	171,330 - 208,250	208,250
20000373	Ranger/Diver 1	3.00	2.00	2.00	65,083 - 78,624	157,248
20000375	Ranger/Diver 2	2.00	2.00	2.00	71,448 - 86,382	157,830
20000376	Ranger/Diver Supervisor	1.00	1.00	1.00	78,416 - 94,848	94,848
21000762	Records Management Analyst	0.47	0.47	0.47	85,280 - 103,085	40,082
20000840	Reservoir Keeper	8.00	8.00	8.00	63,710 - 76,128	596,193
21000784	Reservoir Maintenance Supervisor	2.00	2.00	2.00	85,114 - 102,669	205,338
20001042	Safety and Training Manager	1.41	1.41	1.41	105,331 - 127,629	179,958
20000847	Safety Officer	0.94	0.94	0.94	91,354 - 110,386	94,817
20000854	Safety Representative 2	3.76	2.82	2.82	79,622 - 96,283	271,518
21000438	Security Officer	0.47	0.47	0.47	91,354 - 110,386	51,881
21000437	Security Representative 2	0.47	1.41	1.41	79,622 - 96,283	134,915
20000869	Senior Account Clerk	0.90	0.90	0.90	56,763 - 68,474	51,086
21000183	Senior Backflow & Cross Connection Specialist	14.00	20.00	20.00	70,117 - 84,718	1,620,206
20000828	Senior Biologist	1.50	0.00	0.00	112,463 - 135,499	-
20000864	Senior Cashier	0.50	0.50	0.50	56,763 - 68,474	34,237
20000883	Senior Chemist	1.28	0.00	0.00	112,971 - 136,183	-
20000885	Senior Civil Engineer	9.92	10.92	10.92	132,954 - 160,742	1,724,412
20000890	Senior Civil Engineer	0.47	0.47	0.47	132,954 - 160,742	75,549
21000728	Senior Control Systems Engineer	0.00	0.90	0.90	132,954 - 160,742	132,163
21000185	Senior Corrosion Specialist	1.00	1.00	1.00	132,954 - 160,742	160,742
20000898	Senior Customer Services Representative	4.00	4.00	4.00	65,853 - 79,622	311,603

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000312	Senior Department Human Resources Analyst	0.94	0.94	0.94	93,621 - 113,214	106,422
20000400	Senior Drafting Aide	2.30	2.30	2.30	63,586 - 76,835	163,403
20000904	Senior Electrical Engineer	0.46	0.46	0.46	132,954 - 160,742	73,942
21000837	Senior Environmental Scientist	1.00	3.62	4.62	118,664 - 142,979	633,479
20000015	Senior Management Analyst	12.26	12.04	12.04	93,621 - 113,214	1,310,917
20000918	Senior Planner	3.76	3.76	3.76	108,056 - 130,666	460,102
20000708	Senior Plant Technician Supervisor	5.00	5.00	5.00	113,693 - 137,218	662,565
21000631	Senior Pure Water Plant Operations Supervisor	1.00	1.00	1.00	134,202 - 163,218	163,218
21000629	Senior Pure Water Plant Operator	6.00	6.00	6.00	110,406 - 134,181	781,311
21000178	Senior Water Distribution Operations Supervisor	2.00	2.00	2.00	134,493 - 162,635	325,270
20001060	Senior Water Operations Supervisor	3.00	3.00	3.00	134,493 - 162,635	459,763
21000785	Senior Water Plant Operator	6.00	6.00	6.00	106,974 - 127,899	767,394
20000914	Senior Water Utility Supervisor	0.70	0.70	0.70	82,139 - 99,382	69,568
20000950	Stock Clerk	2.35	2.35	2.35	42,994 - 51,938	109,443
20000955	Storekeeper 1	2.35	2.35	2.35	49,525 - 59,405	128,769
20000956	Storekeeper 2	1.88	1.88	1.88	54,142 - 65,458	117,334
90000964	Student Engineer - Hourly	0.50	0.50	0.50	38,230 - 45,802	22,901
20000313	Supervising Department Human Resources Analyst	1.41	1.41	1.41	105,310 - 127,629	179,958
20000995	Supervising Economist	0.45	0.45	0.45	95,534 - 115,773	42,990
20000990	Supervising Field Representative	1.40	1.40	1.40	64,667 - 77,813	108,938
20000970	Supervising Management Analyst	10.22	9.77	9.77	100,381 - 121,597	1,148,538
20000997	Supervising Meter Reader	2.10	2.10	2.10	64,771 - 77,792	163,362
21000177	Trainer	3.29	3.32	3.32	85,280 - 103,064	321,971
20001041	Training Supervisor	0.94	0.94	0.94	93,621 - 113,194	106,402
20001053	Utility Worker 2	1.88	3.76	6.94	54,704 - 65,104	391,332
21000781	Warehouse Manager	0.47	0.47	0.47	56,950 - 68,515	26,767

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
20000937	Wastewater Operations Supervisor	0.50	0.50	0.50	119,267 - 142,542	59,634
20000317	Water Distribution Operations Supervisor	2.00	2.00	2.00	109,283 - 130,458	260,916
20000316	Water Distribution Operator	12.00	12.00	12.00	98,446 - 117,520	1,372,092
20001059	Water Operations Supervisor	6.00	6.00	6.00	118,373 - 141,419	848,514
20001061	Water Plant Operator	30.00	30.00	30.00	101,899 - 121,805	3,335,816
20000932	Water Production Superintendent	5.00	5.00	5.00	148,678 - 179,982	899,910
21000782	Water Resources Specialist	1.47	2.47	2.47	108,056 - 130,666	310,681
20000006	Water Systems District Manager	4.00	4.00	4.00	130,437 - 156,832	624,556
20000003	Water Systems Technician 3	235.00	254.00	256.00	71,448 - 85,280	18,916,120
20000004	Water Systems Technician 4	59.00	62.00	64.00	82,846 - 98,904	6,185,675
20000005	Water Systems Technician Supervisor	21.00	23.00	24.00	109,283 - 130,458	3,017,124
21000783	Water Utility Parts Buyer	0.94	0.94	0.94	63,856 - 77,355	72,714
20001063	Water Utility Supervisor	0.70	0.70	0.70	75,608 - 90,459	63,321
20001065	Water Utility Worker	3.50	3.50	3.50	57,408 - 68,328	239,150
20001058	Welder	3.00	3.00	3.00	67,704 - 81,182	243,546
	AWWA WDP Cert Pay					279,218
	Backflow Cert					49,920
	Bilingual - Regular					199,093
	Budgeted Personnel Expenditure Savings					(10,204,772)
	Confined Space Pay					4,319
	Electrician Cert Pay					29,821
	Emergency Medical Tech					40,992
	Exceptional Performance Pay-Classified					18,949
	Exceptional Performance Pay-Unclassified					1,832
	Geographic Info Cert Pay					5,927
	Infrastructure In-Training Pay					254,649
	Infrastructure Registration Pay					746,772
	Night Shift Pay					48,776

Personnel Expenditures

Job Number	Job Title/Wages	FY2025 Budget	FY2026 Budget	FY2027 Adopted	Salary Range	Total
	Overtime Budgeted					3,277,118
	Plant/Tank Vol Cert Pay					429,829
	Reg Pay For Engineers					700,096
	Salary Savings					(525,794)
	Sick Leave - Hourly					17,438
	Split Shift Pay					265,147
	Standby Pay					78,264
	Termination Pay Annual Leave					211,847
	Vacation Pay In Lieu					971,299
	Welding Certification					3,640
FTE, Salaries and Wages Subtotal		**1,004.21**	**1,048.90**	**1,068.65**		**$99,459,015**

	FY2025 Actual	FY2026 Budget	FY2027 Adopted	FY2026-2027 Change
Fringe Benefits				
Employee Offset Savings	210,682	224,110	185,271	(38,839)
Flexible Benefits	11,866,563	12,333,628	13,171,923	838,295
Long-Term Disability	275,740	435,767	400,367	(35,400)
Medicare	1,322,781	1,353,501	1,439,565	86,064
Other Post-Employment Benefits	3,724,035	3,681,479	3,000,482	(680,997)
Retiree Medical Trust	150,132	146,962	167,774	20,812
Retirement 401 Plan	578,494	576,102	662,136	86,034
Retirement ADC	26,122,419	30,781,854	32,368,372	1,586,518
Retirement DROP	149,195	152,097	193,688	41,591
Risk Management Administration	1,228,101	1,505,754	1,505,938	184
Supplemental Pension Savings Plan	1,930,872	1,873,838	1,706,760	(167,078)
Unemployment Insurance	6,346	81,001	79,862	(1,139)
Workers' Compensation	2,879,935	2,886,714	3,068,025	181,311
Fringe Benefits Subtotal	**$50,445,293**	**$56,032,807**	**$57,950,163**	**$1,917,356**
Total Personnel Expenditures			**$157,409,178**	

Revenue and Expense Statement (Non-General Fund)

Sewer Funds	FY 2025 ACTUAL	FY 2026* BUDGET	FY 2027** ADOPTED
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	$ -	$ 45,913,991	$ 215,264,817
Pay-Go or Financing To Be Identified in Current/Future Fiscal Year(s)	-	274,000,000	7,833,203
Continuing Appropriation - CIP	187,217,822	252,843,630	213,847,908
Encumbrances	346,341,306	296,056,016	171,402,659
Rate Stabilization Reserve	95,250,000	79,250,000	79,250,000
Capital Reserve	10,000,000	10,000,000	10,000,000
Operating Reserve	65,391,348	65,391,348	71,446,538
TOTAL BALANCE AND RESERVES	**$ 704,200,476**	**$ 1,023,454,986**	**$ 769,045,124**
REVENUE			
Charges for Services	$ 468,022,228	$ 460,346,278	$ 511,336,213
Fines Forfeitures and Penalties	2,642	-	-
Other Revenue	386,653,268	-	50,000,000
Revenue from Other Agencies	919,912	-	1,000,000
Revenue from Use of Money and Property	12,554,919	4,703,000	10,053,000
Transfers In	2,669,285	174,161,376	184,161,376
TOTAL REVENUE	**$ 870,822,255**	**$ 639,210,654**	**$ 756,550,589**
TOTAL BALANCE, RESERVES, AND REVENUE	**$ 1,575,022,731**	**$ 1,662,665,640**	**$ 1,525,595,713**
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	$ 246,888,459	$ 270,441,323	$ 306,253,127
TOTAL CIP EXPENSE	**$ 246,888,459**	**$ 270,441,323**	**$ 306,253,127**
OPERATING EXPENSE			
Personnel Expenses	$ 82,650,653	$ 90,377,750	$ 91,176,275
Fringe Benefits	44,510,319	51,763,669	51,460,443
Supplies	67,814,444	48,557,562	48,926,234
Contracts & Services	123,477,840	117,082,945	121,726,407
Information Technology	12,678,850	17,189,681	18,534,411
Energy and Utilities	37,133,863	41,959,949	56,513,714
Other Expenses	293,866	269,997	266,697
Transfers Out	115,005,160	98,178,113	111,765,996
Capital Expenditures	6,264,548	5,341,109	4,746,809
Debt Expenses	1,516,307	-	-
TOTAL OPERATING EXPENSE	**$ 491,345,850**	**$ 470,720,775**	**$ 505,116,986**
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	$ 87,333,437	$ -	$ -
TOTAL EXPENDITURE OF PRIOR YEAR FUNDS	**$ 87,333,437**	**$ -**	**$ -**
TOTAL EXPENSE	**$ 825,567,746**	**$ 741,162,098**	**$ 811,370,113**
RESERVES			
Continuing Appropriation - CIP	$ 252,843,630	$ 252,843,630	$ 213,847,908
Continuing Appropriation - Operating	-	-	-
Encumbrances	296,056,016	296,056,016	171,402,659
Rate Stabilization Reserve	79,250,000	21,276,240	73,707,409
Capital Reserve	10,000,000	10,000,000	10,000,000
Operating Reserve	65,391,348	71,446,538	75,437,176
Pension Stability Reserve	-	-	-
TOTAL RESERVES	**$ 703,540,994**	**$ 651,622,424**	**$ 544,395,152**
BALANCE	**$ 45,913,991**	**$ 269,881,118**	**$ 169,830,448**
TOTAL BALANCE, RESERVES, AND EXPENSE	**$ 1,575,022,731**	**$ 1,662,665,640**	**$ 1,525,595,713**

*At the time of publication, audited financial statements for Fiscal Year 2026 were not available. Therefore, the Fiscal Year 2026 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2026 Adopted Budget, while the beginning Fiscal Year 2026 balance amount reflects the audited Fiscal Year 2025 ending balance.

**Fiscal Year 2027 Beginning Fund Balance reflects the projected Fiscal Year 2026 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2026.

Revenue and Expense Statement (Non-General Fund)

Water Utility Operating Fund	FY 2025 ACTUAL	FY 2026* BUDGET	FY 2027** ADOPTED
BEGINNING BALANCE AND RESERVES			
Balance from Prior Year	$ -	$ -	$ 187,921,745
Pay-Go or Financing To Be Identified in Current/Future Fiscal Year(s)	108,783,340	309,000,000	68,654,469
Continuing Appropriation - CIP	279,312,591	374,893,218	423,749,460
Encumbrances	431,052,738	435,958,181	187,588,575
Rate Stabilization Reserve	45,717,000	15,717,000	84,717,000
Capital Reserve	5,000,000	5,000,000	5,000,000
Secondary Purchase Reserve	16,628,190	16,628,190	21,685,550
Operating Reserve	55,775,552	55,775,552	70,267,339
TOTAL BALANCE AND RESERVES	**$ 942,269,410**	**$ 1,212,972,141**	**$ 1,049,584,137**
REVENUE			
Charges for Services	$ 733,693,982	$ 625,377,315	$ 754,376,298
Fines Forfeitures and Penalties	53,185	-	-
Other Revenue	280,805,725	271,374,795	211,374,795
Revenue from Federal Agencies	-	259,484	259,484
Revenue from Other Agencies	4,051,596	703,559	703,559
Revenue from Use of Money and Property	12,316,483	11,580,178	8,530,178
Transfers In	27,231,357	49,183,962	49,183,962
TOTAL REVENUE	**$ 1,058,152,327**	**$ 958,479,293**	**$ 1,024,428,276**
TOTAL BALANCE, RESERVES, AND REVENUE	**$ 2,000,421,737**	**$ 2,171,451,434**	**$ 2,074,012,413**
CAPITAL IMPROVEMENTS PROGRAM (CIP) EXPENSE			
CIP Expenditures	$ 315,637,253	$ 380,027,138	$ 283,713,764
TOTAL CIP EXPENSE	**$ 315,637,253**	**$ 380,027,138**	**$ 283,713,764**
OPERATING EXPENSE			
Personnel Expenses	$ 92,107,173	$ 93,301,065	$ 99,459,015
Fringe Benefits	50,445,293	56,032,807	57,950,163
Supplies	267,522,611	320,566,571	339,658,591
Contracts & Services	206,303,963	188,639,036	237,417,839
Information Technology	12,300,947	20,995,426	21,473,105
Energy and Utilities	15,503,731	29,891,192	41,004,563
Other Expenses	14,702,366	20,001,665	19,214,488
Transfers Out	105,856,786	113,912,115	141,099,486
Capital Expenditures	2,428,347	4,428,607	2,422,707
TOTAL OPERATING EXPENSE	**$ 767,171,216**	**$ 847,768,484**	**$ 959,699,957**
EXPENDITURE OF PRIOR YEAR FUNDS			
CIP Expenditures	$ 13,641,127	$ -	$ -
TOTAL EXPENDITURE OF PRIOR YEAR FUNDS	**$ 13,641,127**	**$ -**	**$ -**
TOTAL EXPENSE	**$ 1,096,449,596**	**$ 1,227,795,622**	**$ 1,243,413,721**
RESERVES			
Continuing Appropriation - CIP	$ 374,893,218	$ 374,893,218	$ 423,749,460
Encumbrances	435,958,181	435,958,181	187,588,575
Rate Stabilization Reserve	15,717,000	35,189,463	45,717,000
Capital Reserve	5,000,000	5,000,000	5,000,000
Secondary Purchase Reserve	16,628,190	21,069,893	24,129,893
Operating Reserve	55,775,552	70,842,150	80,148,002
TOTAL RESERVES	**$ 903,972,141**	**$ 942,952,905**	**$ 766,332,930**
BALANCE	**$ -**	**$ 702,907**	**$ 64,265,762**
TOTAL BALANCE, RESERVES, AND EXPENSE	**$ 2,000,421,737**	**$ 2,171,451,434**	**$ 2,074,012,413**

*At the time of publication, audited financial statements for Fiscal Year 2026 were not available. Therefore, the Fiscal Year 2026 column reflects final budgeted revenue and expense amounts from the Fiscal Year 2026 Adopted Budget, while the beginning Fiscal Year 2026 balance amount reflects the audited Fiscal Year 2025 ending balance.

**Fiscal Year 2027 Beginning Fund Balance reflects the projected Fiscal Year 2026 Ending Fund Balance based on updated Revenue and Expenditures projections for Fiscal Year 2026.