



SAWPA

SANTA ANA WATERSHED PROJECT AUTHORITY
11615 Sterling Avenue, Riverside, California 92503 • (951) 354-4220

Meeting Access Via Computer (Zoom):	Meeting Access Via Telephone:
<ul style="list-style-type: none"> https://sawpa.zoom.us/j/89296190253 	<ul style="list-style-type: none"> 1 (669) 900-6833
<ul style="list-style-type: none"> Meeting ID: 892 9619 0253 	<ul style="list-style-type: none"> Meeting ID: 892 9619 0253

This meeting will be conducted in person at the address listed above. As a convenience, members of the public may also participate virtually using one of the options set forth above. Any member of the public may listen to the meeting or make comments to the Commission using the call-in number or Zoom link above. However, in the event there is a disruption of service which prevents the Authority from broadcasting the meeting to members of the public, the meeting will not be postponed or rescheduled but will continue without remote participation. The remote participation option is provided as a convenience to the public and is not required. Members of the public are welcome to attend the meeting in-person.

REGULAR COMMISSION MEETING TUESDAY, APRIL 2, 2024 – 9:30 A.M.

AGENDA

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE (Bruce Whitaker, Chair)

2. ROLL CALL

3. PUBLIC COMMENTS

Members of the public may address the Commission on items within the jurisdiction of the Commission; however, no action may be taken on an item not appearing on the agenda unless the action is otherwise authorized by Government Code §54954.2(b).

Members of the public may make comments in-person or electronically for the Commissions' consideration by sending them to publiccomment@sawpa.gov with the subject line "Public Comment". Submit your electronic comments by 5:00 p.m. on Monday, April 1, 2024. All public comments will be provided to the Chair and may be read into the record or compiled as part of the record. Individuals have a limit of three (3) minutes to make comments and will have the opportunity when called upon by the Commission.

4. ITEMS TO BE ADDED OR DELETED

Pursuant to Government Code §54954.2(b), items may be added on which there is a need to take immediate action and the need for action came to the attention of the SAWPA Commission subsequent to the posting of the agenda.

5. CONSENT CALENDAR

All matters listed on the Consent Calendar are considered routine and non-controversial and will be acted upon by the Commission by one motion as listed below.

A. APPROVAL OF MEETING MINUTES: MARCH 19, 20247

Recommendation: Approve as posted.

B. TREASURER'S REPORT: FEBRUARY 202413

Recommendation: Approve as posted.

6. WORKSHOP DISCUSSION AGENDA

A. LEGISLATIVE REPORT

Presenter: Michael Boccadoro and Beth Olhasso, West Coast Advisors

Recommendation: Receive and file.

7. NEW BUSINESS

- A. **CLASSIFICATION AND COMPENSATION STUDY (CM#2024.18)**19
Presenter: Jeff Mosher
Recommendation: To approve the recommended labor market survey agencies for the Classification and Compensation Study being conducted by Ralph Andersen & Associates.

8. INFORMATIONAL REPORTS

Recommendation: Receive for information.

- A. **GENERAL MANAGER REPORT**
Presenter: Jeff Mosher
- B. **COMMUNICATIONS REPORT**31
Presenter: Jeff Mosher
- C. **CHAIR’S COMMENTS/REPORT**
- D. **COMMISSIONERS’ COMMENTS**
- E. **COMMISSIONERS’ REQUEST FOR FUTURE AGENDA ITEMS**

9. CLOSED SESSION

There were no Closed Session items anticipated at the time of the posting of this agenda.

10. ADJOURNMENT

PLEASE NOTE:

Americans with Disabilities Act: If you require any special disability related accommodations to participate in this meeting, call (951) 354-4220 or email svilla@sawpa.gov. 48-hour notification prior to the meeting will enable staff to make reasonable arrangements to ensure accessibility for this meeting. Requests should specify the nature of the disability and the type of accommodation requested.

Materials related to an item on this agenda submitted to the Commission after distribution of the agenda packet are available for public inspection during normal business hours at the SAWPA office, 11615 Sterling Avenue, Riverside, and available at www.sawpa.gov, subject to staff's ability to post documents prior to the meeting.

Declaration of Posting

I, Sara Villa, Clerk of the Board of the Santa Ana Watershed Project Authority declare that on March 28, 2024, a copy of this agenda has been uploaded to the SAWPA website at www.sawpa.gov and posted at SAWPA's office at 11615 Sterling Avenue, Riverside, California.

2024 SAWPA Commission Meetings/Events

First and Third Tuesday of the Month

(NOTE: All meetings begin at 9:30 a.m., unless otherwise noticed, and are held at SAWPA.)

January		February	
1/2/24	Commission Workshop [cancelled]	2/6/24	Commission Workshop
1/16/24	Regular Commission Meeting	2/20/24	Regular Commission Meeting
March		April	
3/5/24	Commission Workshop [cancelled]	4/2/24	Commission Workshop
3/19/24	Regular Commission Meeting	4/16/24	Regular Commission Meeting
May		June	
5/7/24	Commission Workshop	6/4/24	Commission Workshop
5/21/24	Regular Commission Meeting	6/18/24	Regular Commission Meeting
5/7 – 5/9/24 ACWA Spring Conference, Sacramento, CA			
July		August	
7/2/24	Commission Workshop	8/6/24	Commission Workshop
7/16/24	Regular Commission Meeting	8/20/24	Regular Commission Meeting
September		October	
9/3/24	Commission Workshop	10/1/24	Commission Workshop
9/17/24	Regular Commission Meeting	10/15/24	Regular Commission Meeting
November		December	
11/5/24	Commission Workshop	12/3/24	Commission Workshop
11/19/24	Regular Commission Meeting	12/17/24	Regular Commission Meeting
		12/3 – 12/5/24 ACWA Fall Conference, Palm Springs, CA	

Page Intentionally Blank

SAWPA COMPENSABLE MEETINGS

In addition to Commission meetings, Commissioners and Alternate Commissioners will receive compensation for attending the meetings listed below, pursuant to the Commission Compensation, Expense Reimbursement, and Ethics Training Policy.

IMPORTANT NOTE: These meetings are subject to change. Prior to attending any meetings listed below, please confirm meeting details by viewing the website calendar using the following link:

<https://sawpa.gov/sawpa-calendar/>

MONTH OF: APRIL 2024

DATE	TIME	MEETING DESCRIPTION	LOCATION
4/2/24	8:30 AM	PA 23 Committee Mtg	CANCELLED
4/2/24	10:00 AM	PA 24 Committee Mtg	Hybrid (SAWPA & Virtual/Teleconference)
4/8/24	2:00 PM	Emerging Constituents Program Task Force	Virtual/Teleconference
4/18/24	4:00 PM	LESJWA Board of Directors Mtg	CANCELLED
4/22/24	1:30 PM	Basin Monitoring Program Task Force Mtg	Virtual/Teleconference

MONTH OF: MAY 2024

DATE	TIME	MEETING DESCRIPTION	LOCATION
5/6/24	9:00 AM	Joint Regional Water Quality Monitoring/MSAR TMDL Task Force Mtg	Hybrid (SAWPA & Virtual/Teleconference)
5/7/24	10:00 AM	PA 24 Committee Mtg	Hybrid (SAWPA & Virtual/Teleconference)
5/23/24	11:00 AM	OWOW Steering Committee Mtg	Hybrid (SAWPA & Virtual/Teleconference)

Please Note : We strive to ensure the list of Compensable Meetings set forth above is accurate and up-to-date; the list is compiled based on input from SAWPA staff and Department Managers regarding meeting purpose and content.

Page Intentionally Blank



**SAWPA COMMISSION
REGULAR MEETING MINUTES
MARCH 19, 2024**

COMMISSIONERS PRESENT

Bruce Whitaker, Chair, Orange County Water District
Mike Gardner, Vice Chair, Western Municipal Water District
T. Milford Harrison, Secretary-Treasurer, San Bernardino Valley
Municipal Water District
David J. Slawson, Eastern Municipal Water District
Jasmin A. Hall, Inland Empire Utilities Agency

COMMISSIONERS ABSENT

None

**ALTERNATE COMMISSIONERS
PRESENT; NON-VOTING**

Gil Botello, San Bernardino Valley Municipal Water District
Denis Bilodeau, Orange County Water District

STAFF PRESENT

Jeff Mosher, Karen Williams, David Ruhl, Rachel Gray, Rick
Whetsel, Ian Achimore, Marie Jauregui, Sara Villa, Zyanya Ramirez,
Melissa Bustamonte, John Leete, Pete Vitt

OTHERS PRESENT

Andrew Turner, Lagerlof, LLP; Nick Kanetis, Eastern Municipal
Water District; John Kennedy, Orange County Water District; Mallory
O'Connor, Western Municipal Water District; Craig Miller, Western
Municipal Water District; Gene Hernandez, Yorba Linda Water
District; Tess Dunham, Kahn Soares & Conway; Nilo Hamidzada

The Regular Meeting of the Santa Ana Watershed Project Authority Commission was called to order at 9:30 a.m. by Chair Bruce Whitaker on behalf of the Santa Ana Watershed Project Authority, 11615 Sterling Avenue, Riverside, California.

1. CALL TO ORDER

2. ROLL CALL

An oral roll call was duly noted and recorded by the Clerk of the Board.

3. PUBLIC COMMENTS

There were no public comments; there were no public comments received via email.

4. ITEMS TO BE ADDED OR DELETED

Jeff Mosher requested Agenda Item No. 6.C be removed from the agenda and deferring it to a future meeting due to it not being ready for consideration.

5. CONSENT CALENDAR

A. APPROVAL OF MEETING MINUTES: FEBRUARY 20, 2024

Recommendation: Approve as posted.

B. TREASURER'S REPORT: JANUARY 2024

Recommendation: Approve as posted.

MOVED, to approve the Consent Calendar as posted.

Result:	Adopted by Roll Call Vote
Motion/Second:	Gardner/Hall
Ayes:	Gardner, Hall, Harrison, Slawson, Whitaker
Nays:	None
Abstentions:	None
Absent:	None

6. NEW BUSINESS

A. BASIN MONITORING PROGRAM TASK FORCE AND THE DECLARATION OF CONFORMANCE WITH THE STATE'S RECYCLED WATER POLICY (CM#2024.12)

Ian Achimore introduced Tess Dunham of Kahn, Soares & Conway, LLP, and she provided a presentation on the Basin Monitoring Program (BMP) Task Force and the Declaration of Conformance with the State's Recycled Water Policy contained in the agenda packet on pages 19-37. SAWPA has served as the BMP Task Force administrator since August 2004. The Declaration of Conformance was drafted by Ms. Dunham with feedback and review done by the BMP Task Force members.

The purpose of the 2019 Recycled Water Policy (Policy) is to encourage the safe use of recycled water from wastewater sources in a manner that implements state and federal water quality laws and protects public health and the environment. The Policy also provides direction to regional water boards, proponents of recycled water projects, and the public on appropriate criteria that should be used by the State Water Resources Control Board (State Water Board) and regional water boards when issuing permits for recycled water projects. The Declaration of Conformance is intended to demonstrate that the existing Salt and Nutrient Management Plan for the Santa Ana Region, and subsequent Basin Monitoring Task Force actions, collectively fulfill the requirements of the Policy.

Ms. Dunham referenced the slides and provided a brief description of each of the five (5) requirements to comply with the Santa Ana Region's TDS/N Management Plan with the 2019 Recycled Water Policy Salt and Nutrient Management Plan. A presentation was provided to the Regional Board on behalf of the BMP Task Force on March 15, 2024. The Commission commended Ms. Dunham for her presentation, and all her efforts in collaboration with the member agencies to push forward and continue to have recycled water.

This item is to receive and file; no action was taken on agenda item no. 6.A.

B. INTEGRATED CLIMATE ADAPTATION AND RESILIENCY PROGRAM REGIONAL RESILIENCE PLANNING AND IMPLEMENTATION GRANT PROGRAM (CM#2024.13)

Rachel Gray provided a presentation on the Integrated Climate Adaptation and Resiliency Program (ICARP) Regional Resilience Planning and Implementation Grant Program (RRGP) contained in the agenda packet on pages 41-50. SAWPA staff applied for grant funding from the Governor's Office of Planning and Research (OPR) for the Integrated Climate Adaptation and Resiliency Program Regional Resilience Planning and Implementation Grant Program and was chosen to receive grant funding of \$644,190 to develop the Santa Ana River Watershed Climate Adaptation and Resilience Plan (Plan).

The Plan would advance multi-beneficial projects with a diverse range of stakeholders with a common goal to increase resilience in the watershed. The regional Plan would daylight the interconnectivity of individual and regional projects and demonstrate the upstream/downstream benefits while building on types of stakeholders engaged in the

plan development. The regional Plan would also consider affordability risks and underrepresented communities related to climate vulnerabilities and establish a clear connection between resilience initiatives and equitable outcomes. This effort would provide benefits to a wide array of stakeholders (member agencies, utilities, cities, communities) and provide a mechanism for future funding from a variety of funding sources for implementation of projects that advance watershed resilience.

The next steps are to adopt Resolution 2024-4 authorizing the General Manager, or designee to execute the funding agreement between SAWPA and OPR, release the issuance of Request for Proposals for a Consultant, Consultant proposal review and selection process, and the coordination of the Plan development. It was questioned if there is a match funding requirement from the member agencies. Ms. Gray noted there is no match funding requirement as part of this grant, it is all funding going to SAWPA.

MOVED, That the Commission adopt Resolution No. 2024-4 authorizing the General Manager, or designee:

1. The SAWPA General Manager, or designee, is hereby authorized and directed to execute the funding agreement with the Governor's Office of Planning and Research (OPR) and any amendments thereto.
2. The SAWPA General Manager, or designee, will serve the function of Authorized Signatory, as shown in the attached Authorized Signatory Form.
3. The SAWPA must keep Authorized Signatory Forms up to date. SAWPA shall notify OPR in writing of any change in Authorized Signatory within seven (7) working days.

Result:	Adopted by Roll Call Vote
Motion/Second:	Hall/Gardner
Ayes:	Gardner, Hall, Harrison, Slawson, Whitaker
Nays:	None
Abstentions:	None
Absent:	None

C. SARCCUP PROJECT MANAGEMENT SERVICES – CONSULTANT SUPPORT (CM#2024.14)

Agenda Item No. 6.C was removed by staff from the agenda.

7. INFORMATIONAL REPORTS

Recommendation: Receive for Information.

A. CASH TRANSACTIONS REPORT – DECEMBER 2023

B. INTER-FUND BORROWING – DECEMBER 2023 (CM#2024.10)

C. PERFORMANCE INDICATORS/FINANCIAL REPORTING – DECEMBER 2023 (CM#2024.11)

D. PROJECT AGREEMENT 25 – OWOW FUND – FINANCIAL REPORT, DECEMBER 2023

E. PROJECT AGREEMENT 25 – OWOW FUND – FINANCIAL REPORT, JANUARY 2024

F. PROJECT AGREEMENT 26 – ROUNDTABLE FUND – FINANCIAL REPORT, DECEMBER 2023

G. PROJECT AGREEMENT 26 – ROUNDTABLE FUND – FINANCIAL REPORT, JANUARY 2024

H. SECOND QUARTER FYE 2024 EXPENSE REPORT

I. BUDGET VS ACTUAL VARIANCE REPORT – FYE 2024 SECOND QUARTER – DECEMBER 31, 2023 (CM#2024.17)

J. FINANCIAL REPORT FOR THE SECOND QUARTER ENDING DECEMBER 31, 2023

K. GENERAL MANAGER REPORT

Jeff Mosher informed the Commission that the Administrative Services Manager, Edina Goode retired, and Karen Williams is the acting Manager. SAWPA staff are currently recruiting to fill the position.

The weather modification is proceeding, and we are getting a lot of inquiries through emails and phone calls. SAWPA's Communications Specialist, Melissa Bustamonte is responding within 24-48 hours. Commissioner Harrison suggested changing the name from weather modification to cloud seeding to avoid misleading people.

The OWOW Steering Committee is scheduled for March 28th and an agenda will be distributed this week.

L. COMMUNICATIONS REPORT

Jeff Mosher referenced the Communications Report contained in the agenda packet on pages 169-171. Staff is updating the Brine Line Marketing Plan, as well as new and improved outreach materials for the Inland Empire Brine Line.

M. STATE LEGISLATIVE REPORT

N. CHAIR'S COMMENTS/REPORT

Chair Bruce Whitaker noted he attended the Urban Water Conference and was impressed by the excellent panel of branding and commends SAWPA for the new concepts.

O. COMMISSIONERS' COMMENTS

Commissioner Hall requested information on the following: the Santa Ana River clean-up, what is the effect and cost for displacing the people that are homeless and the impact its causing? Also, with all the big storms that have taken place how much stormwater has been captured and can that information be shared.

P. COMMISSIONERS' REQUEST FOR FUTURE AGENDA ITEMS

Commissioner Hall requested an update on the Integrated Regional Water Management (IRWM) efforts.

8. CLOSED SESSION

There was no Closed Session.

9. ADJOURNMENT

There being no further business for review, Chair Bruce Whitaker adjourned the meeting at 10:20 a.m.

Approved at a Regular Meeting of the Santa Ana Watershed Project Authority Commission on Tuesday, April 2, 2024.

Bruce Whitaker, Chair

Attest:

Sara Villa, Clerk of the Board

Page Intentionally Blank

*Santa Ana Watershed
Project Authority*



Finance Department

Santa Ana Watershed Project Authority
TREASURER'S REPORT

February 2024

During the month of February 2024, the Agency's actively managed temporary idle cash earned a return of 3.379%, representing interest earnings of \$40,324. Additionally, the Agency's position in overnight funds L.A.I.F. generated \$170,529 in interest, resulting in \$210,852 of interest income from all sources. Please note that this data represents monthly earnings only and does not indicate actual interest received. There were zero (0) investment positions purchased, zero (0) positions sold, zero (0) position matured, and zero (0) positions were called.

This Treasurer's Report is in compliance with SAWPA's Statement of Investment Policy. Based upon the liquidity of the Agency's investments, this report demonstrates the ability to meet customary expenditures during the next six months.

March 12, 2024

Prepared and submitted by:

A handwritten signature in black ink that reads 'Karen Williams'.

Karen L. Williams, Deputy GM/Chief Financial Officer

Santa Ana Watershed Project Authority

INVESTMENT PORTFOLIO - MARKED TO MARKET - UNREALIZED GAINS & LOSSES

February 29, 2024

SAWPA primarily maintains a "Buy and Hold" investment philosophy, with all investments held by US Bank via a third-party safekeeping contract.

Investment	Security	Purchase	Maturity	Call Date	Yield To	Investment	Market Value	Unrealized	Coupon	Interest			
Type	Type	CUSIP	Dealer	Date	Date	(if appl)	Par Value	Maturity	Cost	Current Month	Gain/(Loss)	Rate	Earned
Agency	FHLB	3130A3GE8	MBS	02-04-20	12-13-24	No Call	\$ 500,000.00	1.414%	\$ 531,250.00	\$ 490,537.36	\$ (40,713)	2.750%	\$ 561.77
Agency	FHLB	3130ASDS5	MBS	06-21-22	06-28-24	No Call	\$ 1,000,000.00	3.204%	\$ 991,130.00	\$ 991,631.53	\$ 502	2.750%	\$ 2,545.53
Agency	FHLB	3130ASWP0	MBS	08-30-22	11-27-24	No Call	\$ 1,000,000.00	3.652%	\$ 1,000,000.00	\$ 988,919.37	\$ (11,081)	3.650%	\$ 2,901.59
Agency	FHLB	3130ATT31	MBS	10-28-22	10-03-24	No Call	\$ 1,000,000.00	4.500%	\$ 998,910.00	\$ 995,749.90	\$ (3,160)	4.500%	\$ 3,575.34
Agency	FHLB	3130ATHWO	WMS	11-04-22	09-10-27	No Call	\$ 1,000,000.00	4.125%	\$ 991,965.00	\$ 988,256.43	\$ (3,709)	4.125%	\$ 3,277.40
Agency	FHLB	3130ATUR6	MBS	06-06-23	12-13-24	No Call	\$ 500,000.00	4.629%	\$ 499,966.50	\$ 497,279.76	\$ (2,687)	4.625%	\$ 1,838.92
Agency	FHLB	3130AWC24	MBS	06-06-23	06-09-28	No Call	\$ 500,000.00	3.889%	\$ 502,505.00	\$ 493,682.62	\$ (8,822)	4.000%	\$ 1,278.58
Agency	FHLB	3130AWN63	WMS	01-25-24	06-30-28	No Call	\$ 1,000,000.00	4.020%	\$ 999,170.00	\$ 989,153.76	\$ (10,016)	4.000%	\$ 1,278.58
Agency	FNMA	3135G0X24	MBS	02-04-20	01-07-25	No Call	\$ 500,000.00	1.398%	\$ 505,380.00	\$ 485,524.87	\$ (19,855)	1.625%	\$ 555.41
Agency	FNMA	3135G05X7	WMS	10-30-20	08-25-25	No Call	\$ 1,000,000.00	0.460%	\$ 995,952.00	\$ 936,531.89	\$ (59,420)	0.375%	\$ 365.48
Agency	USTN	91282CAZ4	WMS	04-19-21	11-30-25	No Call	\$ 1,000,000.00	0.761%	\$ 982,500.00	\$ 927,304.69	\$ (55,195)	0.375%	\$ 604.36
Agency	USTN	91282ZT0	WMS	09-15-21	05-31-25	No Call	\$ 1,000,000.00	0.530%	\$ 989,726.56	\$ 943,828.12	\$ (45,898)	0.250%	\$ 421.24
CD	American Express Natl Bank	02589ADS8	MBS	08-17-22	08-19-24	No Call	\$ 245,000.00	3.350%	\$ 245,000.00	\$ 242,885.76	\$ (2,114)	3.350%	\$ 652.10
CD	Beal Bank USA	07371DEV5	MBS	08-17-22	08-12-26	No Call	\$ 245,000.00	3.200%	\$ 245,000.00	\$ 237,743.36	\$ (7,257)	3.200%	\$ 622.90
CD	Synchrony Bank	87164XP34	MBS	08-12-22	08-12-25	No Call	\$ 245,000.00	3.350%	\$ 245,000.00	\$ 239,815.80	\$ (5,184)	3.350%	\$ 74.44
CD	Capital One Bank USANA	14042TGJ0	MBS	05-25-22	05-25-27	No Call	\$ 246,000.00	3.200%	\$ 246,000.00	\$ 238,491.86	\$ (7,508)	3.200%	\$ 625.45
CD	Morgan Stanley Private Bank	61768UAT4	MBS	11-15-22	11-15-27	11-15-23	\$ 248,000.00	5.000%	\$ 248,000.00	\$ 248,366.53	\$ 367	5.000%	\$ 985.21
CD	Prime Alliance Bank	74160NJF8	MBS	11-17-22	11-17-27	05-17-23	\$ 248,000.00	4.950%	\$ 248,000.00	\$ 248,134.28	\$ 134	4.950%	\$ 975.35
CD	Cooperative Center FSU	21686MAA6	MBS	12-29-22	12-29-25	No Call	\$ 249,000.00	4.650%	\$ 249,000.00	\$ 248,715.57	\$ (284)	4.650%	\$ 919.94
CD	Affinity Bank	00833JQA4	MBS	03-17-23	03-17-28	No Call	\$ 248,000.00	4.900%	\$ 248,000.00	\$ 255,508.97	\$ 7,509	4.900%	\$ 965.50
CD	Discover Bank	2546732V7	MBS	03-22-23	03-23-27	No Call	\$ 243,000.00	5.050%	\$ 243,000.00	\$ 248,587.60	\$ 5,588	5.050%	\$ 975.00
CD	Global Fed CR UN Alaska	37892MAF1	MBS	05-12-23	05-12-27	No Call	\$ 249,000.00	4.600%	\$ 249,000.00	\$ 251,897.45	\$ 2,897	4.600%	\$ 910.04
CD	UBS Bank USA	90355GDJ2	MBS	05-17-23	05-17-27	No Call	\$ 249,000.00	4.550%	\$ 249,000.00	\$ 251,550.48	\$ 2,550	4.550%	\$ 900.15
CD	BMW Bank of North Americ	05580A2G8	MBS	06-16-23	06-16-26	No Call	\$ 244,000.00	4.600%	\$ 244,000.00	\$ 244,171.73	\$ 172	4.600%	\$ 891.77
CD	Barclays Bank Delaware	06740KRW9	MBS	07-26-23	07-28-25	No Call	\$ 243,000.00	5.100%	\$ 243,000.00	\$ 243,721.76	\$ 722	5.100%	\$ 984.65
CD	Farmers Insurance Group	30960QAS6	MBS	07-26-23	07-27-26	No Call	\$ 248,000.00	5.100%	\$ 248,000.00	\$ 251,437.14	\$ 3,437	5.100%	\$ 1,004.91
CD	Chartway Federal Credit Union	16141BAQ4	MBS	09-08-23	09-08-27	No Call	\$ 248,000.00	5.000%	\$ 248,000.00	\$ 254,807.00	\$ 6,807	5.000%	\$ 985.21
CD	Greentate Credit Union	39573LEM6	MBS	09-26-23	09-26-28	No Call	\$ 248,000.00	5.000%	\$ 248,000.00	\$ 257,737.34	\$ 9,737	5.000%	\$ 985.21
CD	Empower Fed Credit Union	291916AA2	MBS	09-29-23	09-29-27	No Call	\$ 248,000.00	5.100%	\$ 248,000.00	\$ 255,809.43	\$ 7,809	5.100%	\$ 1,004.91
CD	US Alliance Fed Credit Union	90352RDF9	MBS	09-29-23	09-29-28	No Call	\$ 248,000.00	5.100%	\$ 248,000.00	\$ 258,794.42	\$ 10,794	5.100%	\$ 1,004.91
CD	Numerica Credit Union	67054NBN2	MBS	11-10-23	11-10-26	No Call	\$ 248,000.00	5.550%	\$ 248,000.00	\$ 255,444.41	\$ 7,444	5.550%	\$ 1,093.58
CD	Heritage Community Cr Un	42728MAB0	MBS	11-15-23	11-16-26	No Call	\$ 248,000.00	5.450%	\$ 248,000.00	\$ 254,931.90	\$ 6,932	5.450%	\$ 1,073.87
CD	Members Trust of SW FCU	585899AG2	MBS	01-19-24	01-19-29	No Call	\$ 249,000.00	4.000%	\$ 249,000.00	\$ 248,543.97	\$ (456)	4.000%	\$ 791.34
CD	Hughes FCU	444425AL6	MBS	01-29-24	01-29-27	No Call	\$ 249,000.00	4.400%	\$ 249,000.00	\$ 249,841.83	\$ 842	4.400%	\$ 870.48
CD	Farmers & Merchants TR	308693BG4	MBS	01-30-24	02-01-27	No Call	\$ 248,000.00	4.150%	\$ 248,000.00	\$ 248,159.15	\$ 159	4.150%	\$ 817.72
CD	Alliant Credit Union	01882MAD4	MBS	12-30-22	12-30-25	No Call	\$ 248,000.00	5.100%	\$ 248,000.00	\$ 249,619.98	\$ 1,620	5.100%	\$ 1,004.91

Total Actively Invested Funds		\$	15,932,000.00	\$	15,920,455.06	\$	15,713,118.02	\$	(207,337)	3.379%	\$	40,323.73
--------------------------------------	--	----	----------------------	----	----------------------	----	----------------------	----	------------------	---------------	----	------------------

Total Local Agency Investment Fund				\$	52,069,627.96					4.122%	\$	170,528.74
---	--	--	--	----	---------------	--	--	--	--	--------	----	------------

Total Invested Cash		\$	15,932,000.00	\$	67,990,083.02					3.948%	\$	210,852.48
----------------------------	--	----	----------------------	----	----------------------	--	--	--	--	---------------	----	-------------------

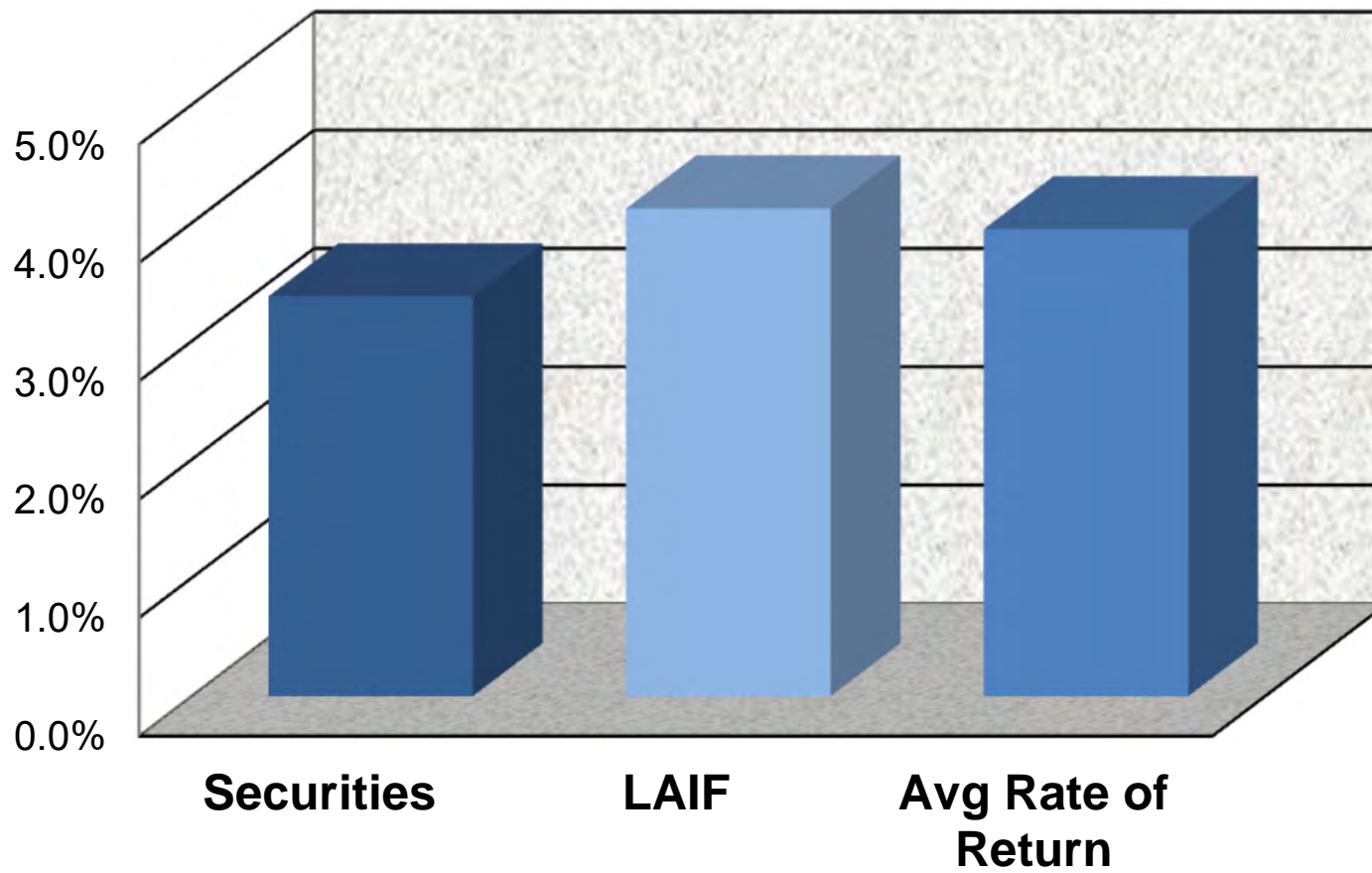
Key to Security Type:

FHLB	= Federal Home Loan Bank
FHLMC	= Federal Home Loan Mortgage Corporation
FNMA	= Federal National Mortgage Association
USTN	= US Treasury Note
CORP	= Corporate Note
CD	= Certificate of Deposit
GDB	= Goldman Sachs Bank
AEC	= American Express Centurion

Key to Dealers:

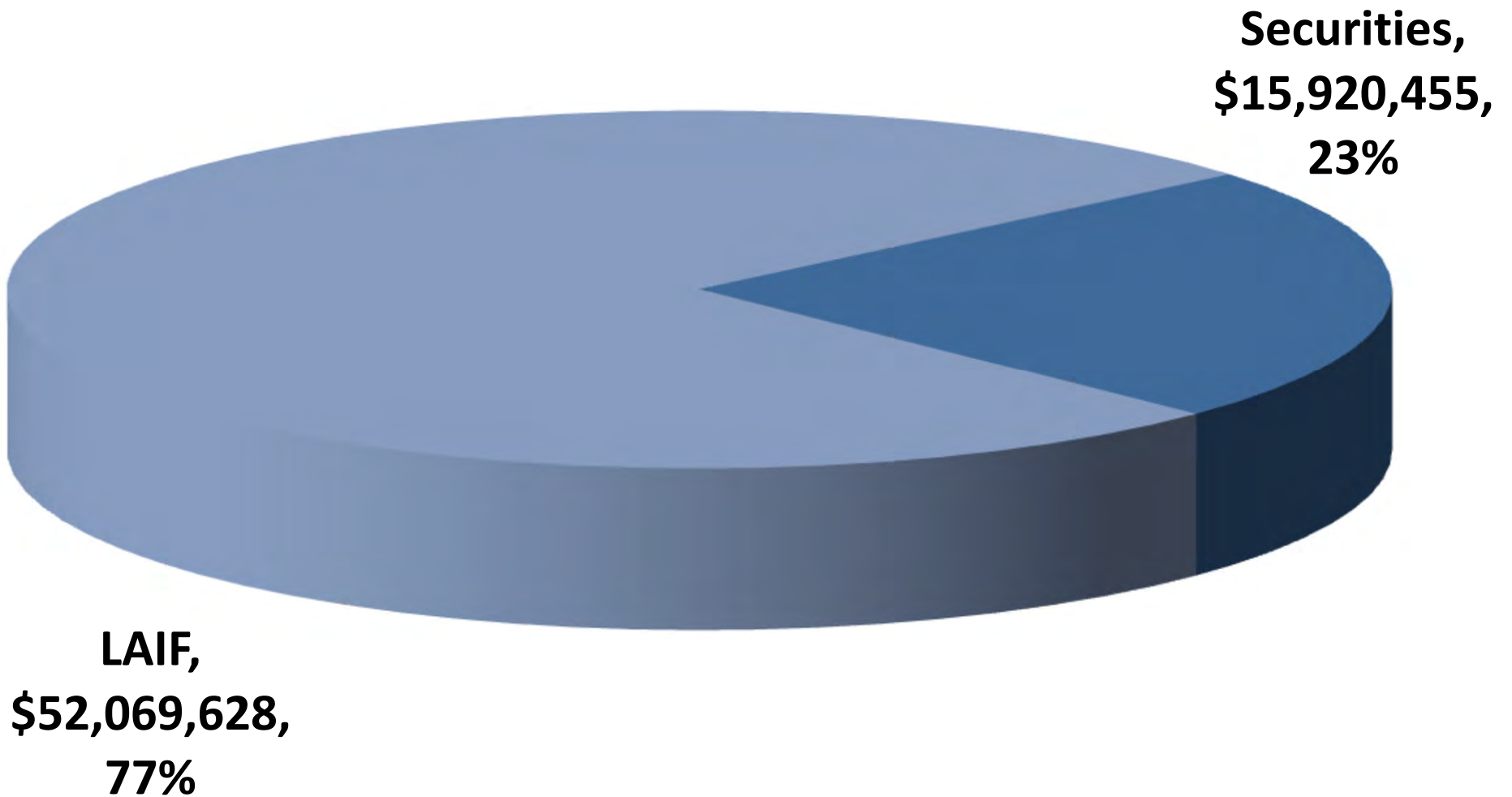
FCS	= FinaCorp Securities
MBS	= Multi-Bank Securities
MS	= Mutual Securities
RCB	= RBC Dain Rauscher
SA	= Securities America
TVI	= Time Value Investments
WMS	= Wedbush Morgan Securities

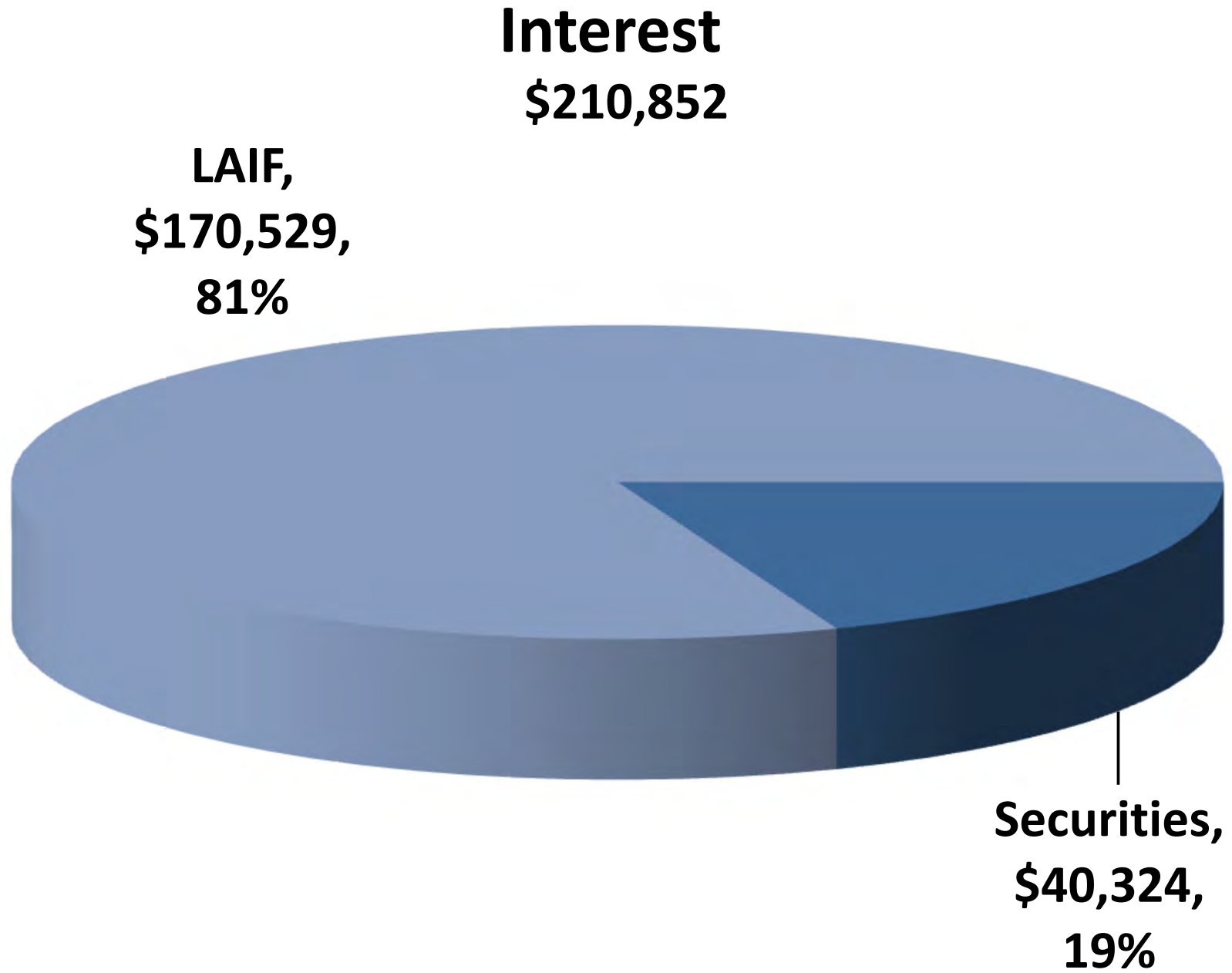
Interest Rate Analysis



Investments

\$67,990,083





Page Intentionally Blank

COMMISSION MEMORANDUM NO. 2024.18

DATE: April 2, 2024
TO: SAWPA Commission
SUBJECT: Classification and Compensation Study
PREPARED BY: Jeff Mosher, General Manager

RECOMMENDATION

It is recommended that the Commission approve the recommended labor market survey agencies for the Classification and Compensation Study being conducted by Ralph Andersen & Associates.

DISCUSSION

On February 6, 2024, the SAWPA Commission authorized Ralph Andersen & Associates to perform a Classification and Compensation Study.

Ralph Andersen & Associates has analyzed labor market agencies based on their established compensation methods and the typical policy objectives of special districts and public agencies to achieve recruitment and retention objectives (Reference attachment 1- Memo of Recommended Survey Agencies). A total of twelve (12) agencies were identified as survey agencies. This list was shared with SAWPA member agencies' General Managers, and their Finance and Human Resources departments. Comments were received and addressed.

Doug Johnson, Vice President of Ralph Andersen & Associates, will provide a PowerPoint presentation detailing the labor market selection parameters and application of factors.

CRITICAL SUCCESS FACTORS

- Compensation and benefits will be compared to the market to create a competitive compensation structure to empower SAWPA to successfully recruit new talent and retain existing talent.

RESOURCE IMPACTS

Funding is available in the FY 2023/24 budget.

Attachments:

1. Ralph Andersen & Associates Memo of Recommended Survey Agencies
2. PowerPoint Presentation

Page Intentionally Blank

March 25, 2024

To: Karen Williams, Deputy GM/CFO
Santa Ana Watershed Project Authority

From: Doug Johnson, Vice President
Ralph Andersen & Associates

Subject: Recommended Survey Agencies

The purpose of this memo is to recommend survey agencies for the Classification & Compensation Study being conducted by Ralph Andersen & Associates. Our analysis is based on established compensation methods and the typical policy objectives of special districts and public agencies to achieve recruitment and retention objectives.

LABOR MARKET SELECTION PARAMETERS

Establishing a defined group of survey employers is a fundamental policy component of any compensation plan. The use of specific survey employers will typically evolve as a policy by executive managers and the governing body (and through the collective bargaining process where applicable). The selection of market agencies involves the evaluation of several criteria:

- **Historical Practices** — Over time, an employer may develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. In some instances, survey agencies can be more formally defined by policy documents or memorandums of understanding. Survey agencies can be specifically identified, or they can be defined by characteristics such as size or proximity. Historical practices are an important consideration if for no other reason than deviating from historical practices typically requires an explanation for the deviation.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the Santa Ana Watershed Project Authority. Employers who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers. The optimal agencies to use in this survey will be special districts and other public agencies that provide wastewater services.
- **Geographic Proximity** — Geographic proximity of potential employers is arguably the **most important factor utilized in identifying an organization's labor market. This factor** is important because it identifies those employers that directly compete with the Santa Ana Watershed Project Authority to recruit and retain personnel. If enough comparable agencies exist within close proximity to the Authority, the defined geographic area may be confined to an area among surrounding counties or within a reasonable driving distance. If limited employers exist locally, a broader survey market may be required.

A Tradition of Excellence Since 1972

- **Employer Size** — The more similar employers are in size, the greater the likelihood that comparable positions exist within both organizations. The size of the survey agencies can most easily be measured expenditures, and revenues (this factor will be less relevant for agencies that provide broader services).
- **Economic Similarity** — While there are a number of economic factors that can be compared among cities, two of the most important are relative cost of living and relative labor costs. In some regions, living and labor costs can vary significantly and have an important impact on how potential candidates evaluate compensation. These factors are important when potential labor market agencies are considered beyond a reasonable commuting distance.

An additional factor for this survey is that the Santa Ana Watershed Project Authority has five member agencies. It is common for member agencies to be a consideration when selecting market survey agencies.

Since there is often no perfect group of agencies that meet all of these criteria, establishing a universe of comparable employers involves a balancing of these factors. Thus, an ideal market will include both larger and smaller employers, agencies located in higher and lower cost of living areas, and both local and regional employers.

APPLICATION OF FACTORS

Using the criteria outlined previously, Ralph Andersen & Associates has analyzed labor market agencies using the following specific criteria:

- **Historical Agencies** –The Authority has used 12 survey agencies in a prior classification and compensation study.
- **Nature of Services** –Recognizing the services provided by the Authority, the best type of public agencies to survey are special special, cities, and counties that provide wastewater collection and/or treatment services.
- **Geographic Area** – The geographic region for survey agencies is typically defined by surrounding counties or a reasonable driving/commuting distance (such as 45-60 miles).
- **Employer Size** – While employer size is important for some jobs, employer size needs to be balanced against geographic area and economic similarity. Our analysis includes total revenues, and total expenditures (2022-23 figures provided by the CA State controller). Budget figures will vary based on the breadth of services provided by each agency.
- **Economic Similarity** – Ideally, the selection of survey agencies should have a balance of economically similar agencies with a mix of equal, lower, and higher living and labor cost areas. For economic similarity, Ralph Andersen & Associates relies on indexes published by the Economic Research Institute (ERI). Using these indexes, Authority locations with an index higher than 100 are in a higher cost of living/labor cost area while cities below 100 are in a lower cost of living/labor area. While living costs can vary significantly, labor costs will generally be similar over a wide geographic region. Overall differences of less than five percent are not significant. Economic indexes are less relevant if the survey agencies are within reasonable commuting distance.

After a thorough review of potential survey agencies, we have identified 12 survey agencies (10 special districts, 1 city, 1 county). The following table provides the recommended list of survey agencies for the Authority's consideration.

Survey Agency	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
Santa Ana Watershed Project Authority	0	\$33.3 Mil	\$28.2 Mil	100.0	100.0	Riverside	X		X
Local Cities/County									
Riverside	0	\$1.1 Bil	\$970.6 Mil	100.0	100.0	Riverside	X		X
Riverside County	0	\$67.2 Bil	\$67.7 Bil	100.0	100.0	Riverside County	X		X
Special Districts									
Western Municipal Water District	0	\$153.7 Mil	\$155.1 Mil	100.0	100.0	Riverside	X	X	X
San Bernardino Valley Municipal Water District	13	\$120.0 Mil	\$75.7 Mil	91.1	100.0	San Bernardino		X	X
Eastern Municipal Water District	18	\$422.7 Mil	\$382.4 Mil	94.8	100.0	Riverside	X	X	X
Cucamonga Valley Water District	22	\$105.3 Mil	\$91.9 Mil	99.2	100.0	San Bernardino	X		X
Yucaipa Valley Water District	24	\$32.8 Mil	\$35.1 Mil	92.4	100.0	San Bernardino	X		
Inland Empire Utilities Agency	30	\$246.7 Mil	\$199.8 Mil	101.5	100.4	San Bernardino	X	X	X
Yorba Linda Water District	32	\$45.5 Mil	\$47.1 Mil	100.2	103.5	Orange	X		
Elsinore Valley Municipal Water District	34	\$104.7 Mil	\$102.3 Mil	89.1	100.4	Riverside	X		
Irvine Ranch Water District	39	\$271.9 Mil	\$280.5 Mil	126.4	103.6	Orange	X		X
Orange County Water District	48	\$170.5 Mil	\$158.9 Mil	123.3	103.6	Orange		X	X

Distance - Google Maps

Cost of Living/Wage Index - Economic Research Institute; Jan 2024

Revenues/Expenditures - CA State Controller; 2022

The recommended survey agencies include the historical survey agencies and the addition of three special districts that are in close geographic proximity to the Authority. While most of the agencies are larger given their broader missions/services, all agencies are within reasonable commuting distance and significant cost-of-living differences are not a factor.

Given the mission, location, and job classifications for the Authority, there are considerable choices in terms of selecting survey agencies. Recognizing this, we welcome further input from Authority stakeholders.

These recommended survey agencies will provide the data necessary for the consultants to conduct the Compensation study being conducted by Ralph Andersen & Associates. Once Authority stakeholders have provided input to the above recommendations, the consultants will consider this feedback and provide a written response and/or revisions.

Page Intentionally Blank

SAWPA

Survey Agencies for Compensation Study

Doug Johnson, Vice President
Ralph Andersen & Associates

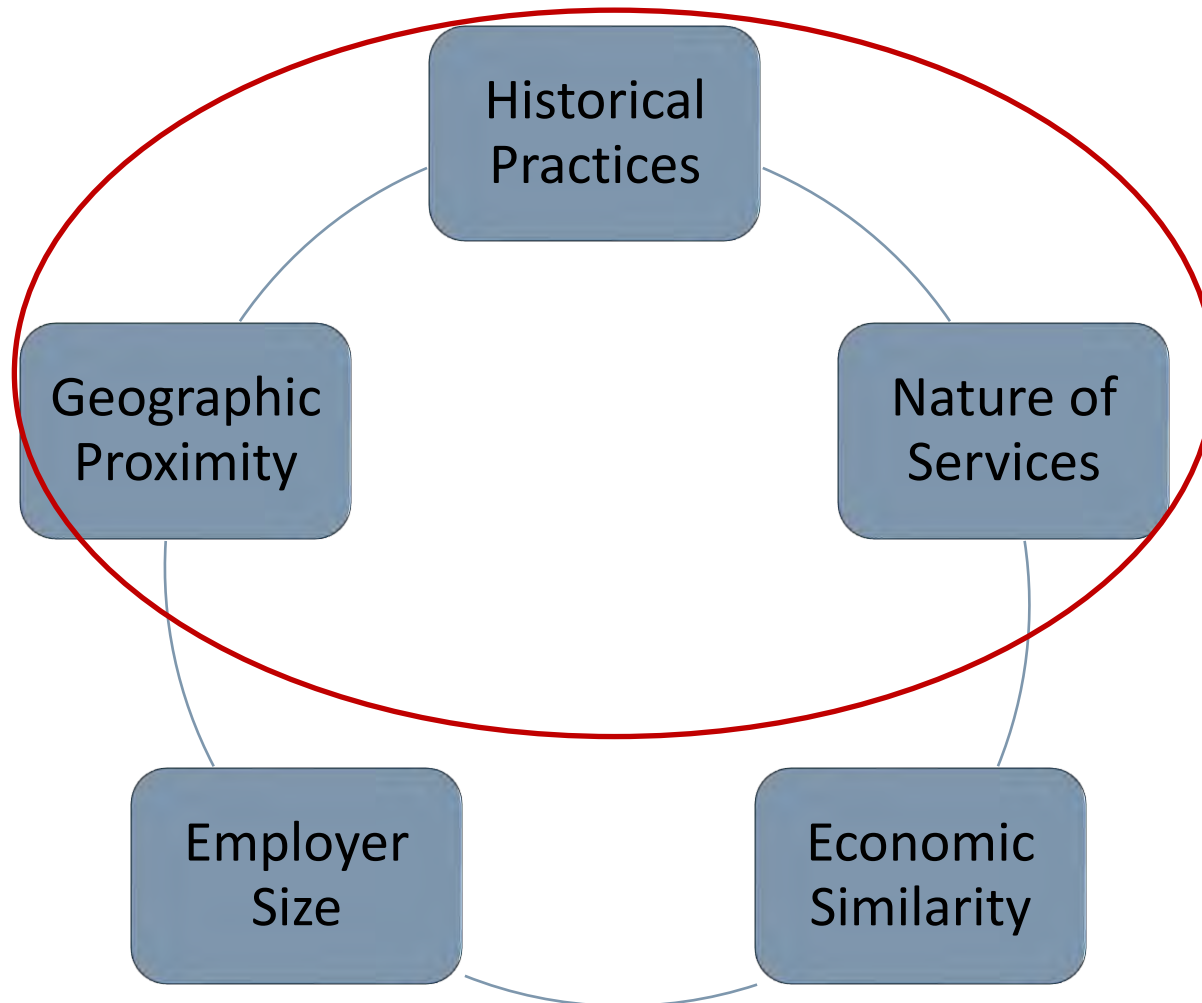
Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what the labor market is doing
- Survey data **informs decision makers** and provides data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability for employee compensation
- Labor dispute resolution processes (fact-finding) are data-driven
- **Optimize the Authority's ability to recruit and retain employees**

Public and Private employers both use market data to assess compensation; just a difference in accessibility and transparency of data.

Labor Market Selection Criteria



Starting List

- Historical agencies (12 – 3 cities/county, 9 special districts)
- Local agencies (city of Riverside, Riverside County)
- Special Districts within 100 driving miles (55 agencies)
- Reducing list to 10-12 survey agencies
 - Higher priority on closer proximity agencies
 - Consideration of historical agencies
 - Most agencies will be larger in size (this is a less relevant factor)
- Further input from Authority important
 - Several options available
 - Authority may prefer to emphasize certain types or specific agencies

Recommended Survey Agencies

Survey Agency	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
Santa Ana Watershed Project Authority	0	\$33.3 Mil	\$28.2 Mil	100.0	100.0	Riverside	X		X
Local Cities/County									
Riverside	0	\$1.1 Bil	\$970.6 Mil	100.0	100.0	Riverside	X		X
Riverside County	0	\$67.2 Bil	\$67.7 Bil	100.0	100.0	Riverside County	X		X
Special Districts									
Western Municipal Water District	0	\$153.7 Mil	\$155.1 Mil	100.0	100.0	Riverside	X	X	X
San Bernardino Valley Municipal Water District	13	\$120.0 Mil	\$75.7 Mil	91.1	100.0	San Bernardino		X	X
Eastern Municipal Water District	18	\$422.7 Mil	\$382.4 Mil	94.8	100.0	Riverside	X	X	X
Cucamonga Valley Water District	22	\$105.3 Mil	\$91.9 Mil	99.2	100.0	San Bernardino	X		X
Yucaipa Valley Water District	24	\$32.8 Mil	\$35.1 Mil	92.4	100.0	San Bernardino	X		
Inland Empire Utilities Agency	30	\$246.7 Mil	\$199.8 Mil	101.5	100.4	San Bernardino	X	X	X
Yorba Linda Water District	32	\$45.5 Mil	\$47.1 Mil	100.2	103.5	Orange	X		
Elsinore Valley Municipal Water District	34	\$104.7 Mil	\$102.3 Mil	89.1	100.4	Riverside	X		
Irvine Ranch Water District	39	\$271.9 Mil	\$280.5 Mil	126.4	103.6	Orange	X		X
Orange County Water District	48	\$170.5 Mil	\$158.9 Mil	123.3	103.6	Orange		X	X

Distance - Google Maps

Cost of Living/Wage Index - Economic Research Institute; Jan 2024

Revenues/Expenditures - CA State Controller; 2022

Other/Historical Agencies Considered	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
Ontario	18	\$720.5 Mil	\$586.7 Mil	95.9	100.0	San Bernardino	X		X
Water Replenishment District of Southern California	51	\$93.9 Mil	\$84.6 Mil	100.8	104.9	Los Angeles			X
San Diego County Water Authority	99	\$805.9 Mil	\$811.4 Mil	131.2	102.3	San Diego			X
Rancho California Water District	42	\$109.4 Mil	\$108.7 Mil	104.2	100.0	Riverside	X		

3/25/2024

Market Selection

5

Further Considerations

- Data can be analyzed in subsets
 - All agencies
 - Member agencies
 - Other
- Better to include an agency initially with the ability to remove it later (if there are doubts/uncertainties)
- No less than 10 survey agencies
- Impacts of large differences in span of control for management jobs can be controlled in the survey as needed
- If significant cost-of-living/economic differences exist, this can be controlled when reporting the data

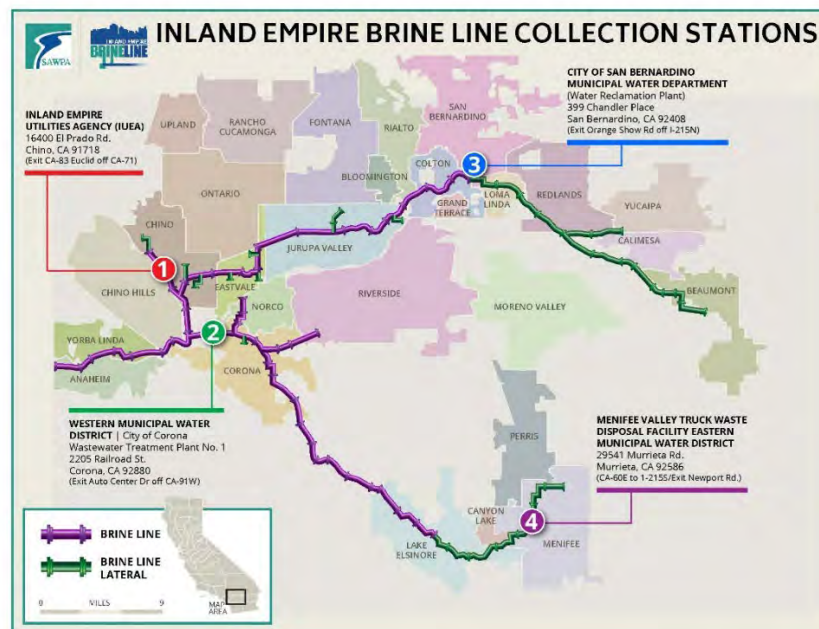


SAWPA Communications Report

Date: April 2, 2024
To: Commission
From: Melissa Bustamonte
Subject: Communications Highlights – March 1, 2024 – March 31, 2024

Communications

- SAWPA was featured in the following press articles:
Project – Weather Modification Pilot Program
News Article
 - [GZERO Media](#)Background Article
 - [Pennsylvania Capital Star](#)
- SAWPA will be featured in a two-page spread in the CA Water Inland Empire publication this spring.
- Staff is working on new and improved Inland Empire Brine Line marketing material, including a new collection station map:





- Staff has compiled SAWPA’s quarterly social media metrics. See below for


details.

Quarterly Update - Social Media

From December - March

+33.5% Net followers 

+5.7% Net followers 

+8.2% Net followers 

“+” indicates a percentage increase from December to March compared to the previous period.

- Staff hosted a SAWPA booth at EVMWD’s Splash into Spring Event on Saturday, March 23.



- The spring edition of SAWPA’s Watershed Watch, the agency’s digital newsletter, is currently in production. For those involved in projects associated with SAWPA and are interested in being featured, please contact Melissa Bustamonte at mbustamonte@sawpa.gov.
- Updates were posted to the Authority’s social media channels. Follow SAWPA on social media:
 - X: https://twitter.com/SAWPA_Water
 - Instagram: https://www.instagram.com/sawpa_water/
 - LinkedIn: <http://www.linkedin.com/company/santa-ana-watershed-project-authority>
 - YouTube: <https://www.youtube.com/@SAWPATUBE>