AGENDA
IRVINE RANCH WATER DISTRICT
FINANCE AND PERSONNEL COMMITTEE MEETING
TUESDAY, OCTOBER 4, 2022

This meeting will be held in-person at the District's headquarters located at 15600 Sand Canyon Avenue, Irvine, California. The meeting will also be broadcasted via Webex for those wanting to observe the meeting virtually.

To observe this meeting virtually, please join online using the link and information below:

Via Web:
https://irwd.webex.com/irwd/j.php?MTID=mb2d9438f65d7d0254a5fff96a5cdf0f9
Meeting Number (Access Code): 2485 376 8075
Meeting Password: jhDx69SrcN3

As courtesy to the other participants, please mute your phone when you are not speaking.

PLEASE NOTE: Participants joining the meeting will be placed into the Webex lobby when the Committee enters closed session. Participants who remain in the "lobby" will automatically be returned to the open session of the Committee once the closed session has concluded. Participants who join the meeting while the Committee is in closed session will receive a notice that the meeting has been locked. They will be able to join the meeting once the closed session has concluded.

CALL TO ORDER 11:30 a.m.

ATTENDANCE	Chair: Peer Swan	_____	Member: Steve LaMar	_____
ALSO PRESENT	Paul Cook	_____	Cheryl Clary	_____
	Wendy Chambers	_____	Kevin Burton	_____
	Paul Weghorst	_____	Rob Jacobson	_____
	Lance Kaneshiro	_____	Tiffany Mitcham	_____
	Eileen Lin	_____	Jennifer Davis	_____
	Christopher Smithson	_____	Stephen Aryan	_____
	_____	_____	_____	_____
	_____	_____	_____	_____

PUBLIC COMMENT NOTICE

Public comments are limited to three minutes per speaker on each subject. If you wish to address the Committee on any item, you may attend the meeting in person and submit a "speaker slip." You may also submit a public comment in advance of the meeting by emailing comments@irwd.com before 7:30 a.m. on Tuesday, October 4, 2022.

COMMUNICATIONS

1. Notes: Clary
2. Public Comments
3. Determine the need to discuss and/or take action on item(s) introduced, which came to the attention of the District subsequent to the agenda being posted.
4. Determine which items may be approved without discussion.

INFORMATION

5. EMPLOYEE POPULATION AND RETENTION STATUS REPORT – SRADER / MITCHAM

   Recommendation: Receive and file.

6. PERFORMANCE RECOGNITION PROGRAM – HALL / MITCHAM

   Recommendation: Receive and file.

7. MONTHLY INVESTMENT AND DEBT REVIEW – MENDOZA / DAVIS / JACOBSON / CLARY

   Recommendation: Receive and file.

ACTION

8. 2022 IRWD TRIENNIAL SALARY SURVEY RESULTS – SRADER / MITCHAM

   Recommendation: That the Board approve the changes to the Salary Grade Schedule, by resolution.

OTHER BUSINESS

9. Directors' Comments

10. Adjourn

****

Availability of agenda materials: Agenda exhibits and other writings that are disclosable public records distributed to all or a majority of the members of the above-named Committee in connection with a matter subject to discussion or consideration at an open meeting of the Committee are available for public inspection in the District's office, 15600 Sand Canyon Avenue, Irvine, California ("District Office"). If such writings are distributed to members of the Committee less than 72 hours prior to the meeting, they will be available from the District Secretary of the District Office at the same time as they are distributed to Committee Members, except that if such writings are distributed one hour prior to, or during, the meeting, they will be available at the entrance of the meeting room at the District Office. The Irvine Ranch Water District Committee Room is wheelchair accessible. If you require any special disability-related accommodations (e.g., access to an amplified sound system, etc.), please contact the District Secretary at (949) 453-5300 during business hours at least seventy-two (72) hours prior to the scheduled meeting. This agenda can be obtained in an alternative format upon written request to the District Secretary at least seventy-two (72) hours prior to the scheduled meeting.

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October 4, 2022
Prepared by: L. Srader
Submitted by: T. Mitcham
Approved by: Paul A. Cook

FINANCE AND PERSONNEL COMMITTEE

EMPLOYEE POPULATION AND RETENTION STATUS REPORT

SUMMARY:

Staff has prepared various population status reports for the Committee's review.

FISCAL IMPACTS:

None.

ENVIRONMENTAL COMPLIANCE:

This item is not a project as defined in the California Environmental Quality Act Code of Regulations, Title 14, Chapter 3, Section 15378.

RECOMMENDATION:

Receive and file.

LIST OF EXHIBITS:

Exhibit "A" – Employee Population and Retention Status Report

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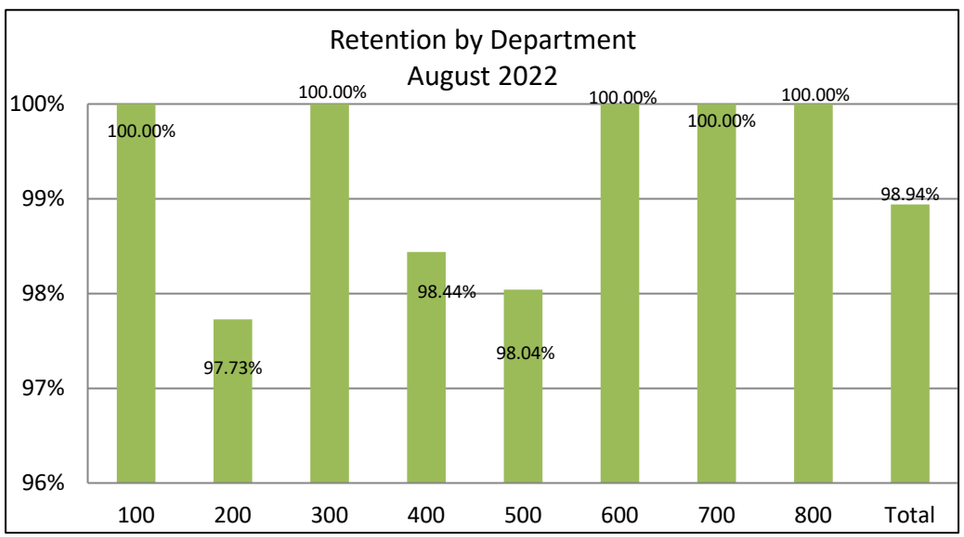
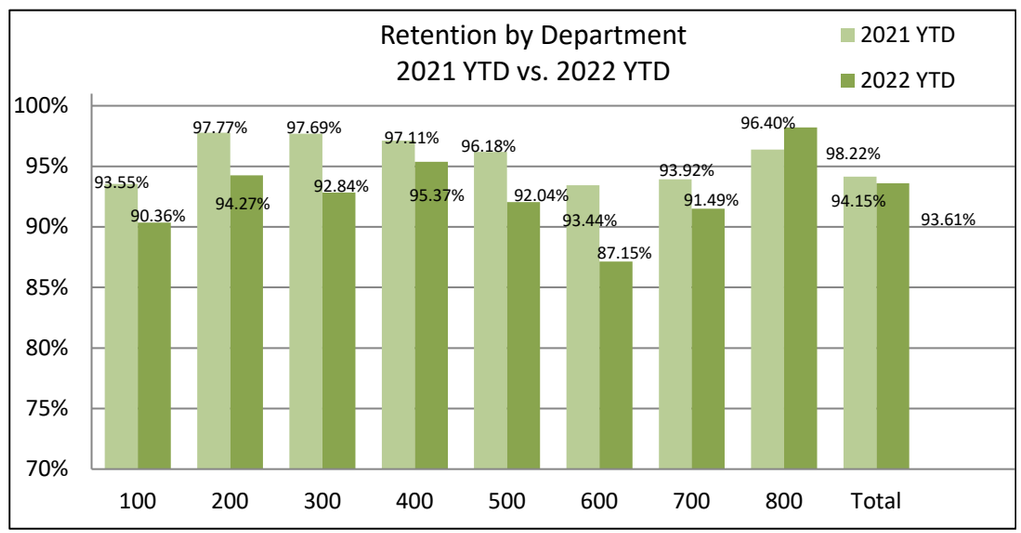
EXHIBIT "A"

IRVINE RANCH WATER DISTRICT
EMPLOYEE POPULATION STATUS REPORT
August 2022

	@08/01/22	Current Month Activity							@08/31/22		FY 22/23	Avg FYTD	Avg FYTD	Avg FYTD	Retention	
	Positions	New	Terms		Promo Trnsfr		Lateral Trnsfr		Positions	Positions	Budgeted	Filled Budget	Temp Emp	Total Filled	Current	2022
Dept	Filled	Hires	Vol	Invol	In	Out	In	Out	Filled	Unfilled	Positions	Positions	FTE	Positions	Period	YTD
100	**21.0**	2							**23.0**	3	**26.0**	19.0	0.69	**19.7**	100.00%	90.36%
200	**88.0**		2						**86.0**	5	**91.0**	88.4	0.19	**88.6**	97.73%	94.27%
300	**43.0**								**43.0**	2	**45.0**	42.0	4.28	**46.3**	100.00%	92.84%
400	**64.0**	1	1						**64.0**	9	**73.0**	65.9	0.00	**65.9**	98.44%	95.37%
500	**51.0**	1	1						**51.0**	11	**62.0**	50.7	0.87	**51.5**	98.04%	92.04%
600	**29.0**								**29.0**	5	**34.0**	31.3	6.56	**37.9**	100.00%	87.15%
700	**26.0**								**26.0**	2	**28.0**	26.7	4.47	**31.1**	100.00%	91.49%
800	**55.0**								**55.0**	5	**60.0**	55.3	0.54	**55.9**	100.00%	98.22%
Totals	**377**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**377.0**	**42**	**419.0**	**379.3**	**17.60**	**396.9**	**98.94%**	**93.61%**
8/21	**384**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**385**	**30**	**415.0**	**385.0**	**7.8**	**392.8**	**99.74%**	**94.15%**



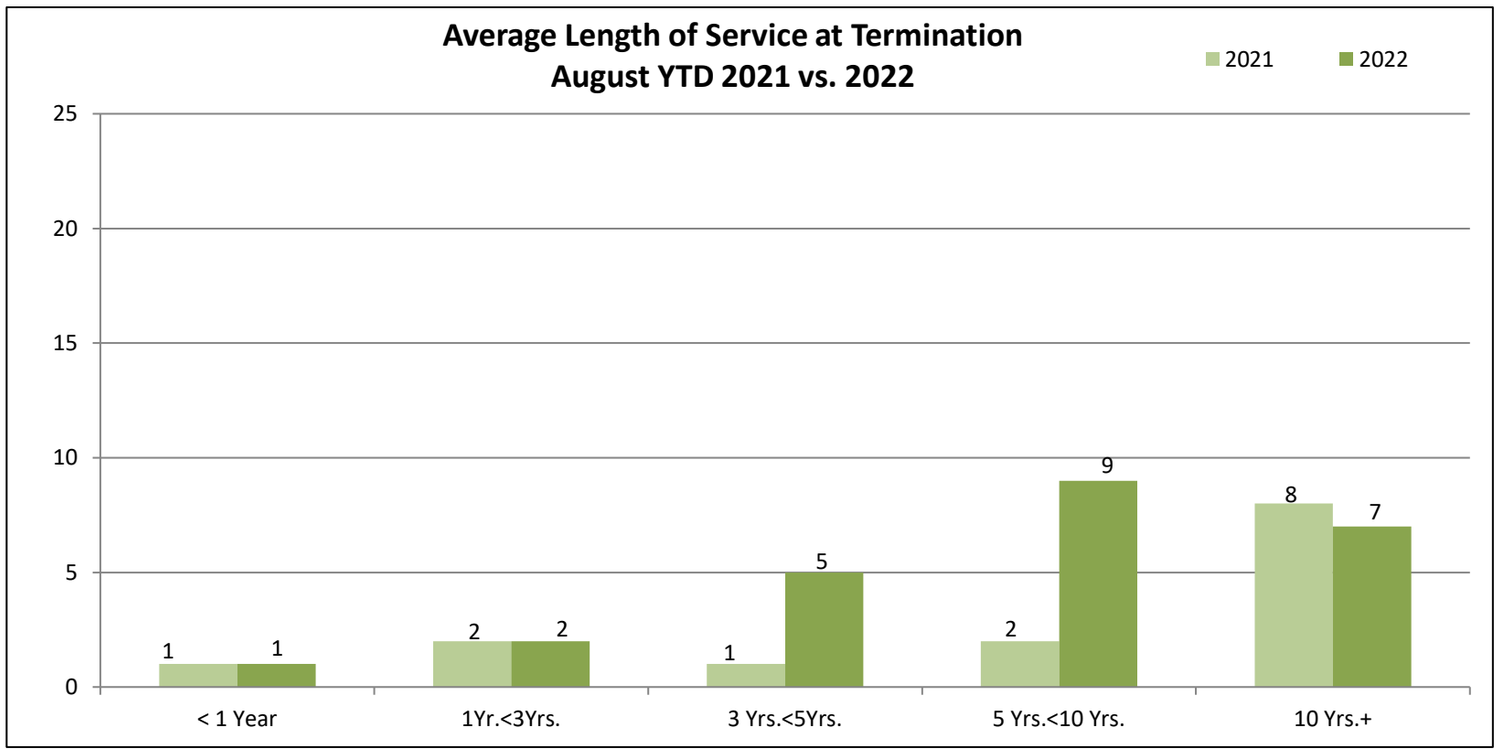


100-GM, HR, Safety, Commun; 200-Fin., Cust. Serv., IS, Purch.; 300-Eng.: 400-Water Ops; 500-Recycling Ops; 600-WQ&RC; 700-Water Res., Recyc. Water; 800-Adm. & Maint. Ops

IRVINE RANCH WATER DISTRICT
RETENTION LONGEVITY RATIO
August 2022

Dept.	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD	YTD Retention Longevity Ratio				
														< 1 Year	1Yr<.3Yrs.	3 Yrs.<5Yrs.	5 Yrs.<10 Yrs.	10 Yrs.+
100		1	1										2			2		
200			1	1		1		2					5		1		3	2
300	1		1				1						3				2	1
400		1	1					1					3			1	1	1
500		1	1	1				1					4	1			2	1
600	1			1		1	1						4			1	1	1
700		1		1									2		1			1
800					1								1			1		
2022 Total	**2**	**4**	**5**	**4**	**1**	**2**	**2**	**4**	**0**	**0**	**0**	**0**	**24**	**1**	**2**	**5**	**9**	**7**
2021 Data	**1**	**1**	**1**	**0**	**1**	**7**	**2**	**1**	**3**	**6**	**4**	**4**	**31**					
Percentage of Total Retention														**95.83%**	**91.67%**	**79.17%**	**62.50%**	**70.83%**

2022 Average YTD Length of Service at Termination	**9.80**	**Years**
2021 Average YTD Length of Service at Termination	**10.21**	**Years**
2020 Average YTD Length of Service at Termination	**16.33**	**Years**
2019 Average YTD Length of Service at Termination	**9.21**	**Years**
2018 Average YTD Length of Service at Termination	**13.85**	**Years**



IRVINE RANCH WATER DISTRICT
EMPLOYEE POPULATION AND RETENTION REPORT
AUGUST 2022

NEW HIRES

Date	Dept	Employee Name	Position	Prior Company/Agency
08/02/22	100	April Chase-Cabrera	Safety Manager	County of Orange
08/15/22	500	Michael Martinez	Collection Systems CCTV Technician	Pro Pipe
08/29/22	100	Michael Van Dyke	Community Relations Manager	Proxy, LLC
08/29/22	400	Carlos Argueta	Water Maintenance Technician I	Burbank Water and Power

TERMINATIONS

Date	Dept	Employee Name	Position	Reason	Comments
08/12/22	400			VOL	
08/12/22	500			VOL	
08/13/22	200			VOL	
08/18/22	200			VOL	

RETIREMENTS

Date	Dept	Employee Name	Position	Reason	Comments

PROMOTIONS

Date	Departing Dept	Employee Name	Departing Position	New Dept	New Position
08/20/22	300	Alexander Murphy	Engineer	300	Senior Engineer
08/20/22	300	Mitchell Robinson	Engineer	300	Senior Engineer
08/20/22	800	Jason Manning	Reliability Engineer	800	Director of Maintenance Operations

TRANSFERS

Effective Date	Departing Dept	Employee Name	Departing Position	New Dept	New Position

CROSS TRAINING

Effective Date	Departing Dept	Employee Name	Departing Position	New Dept	New Position

IRVINE RANCH WATER DISTRICT
EMPLOYEE POPULATION AND RETENTION REPORT
AUGUST 2022

UNFILLED POSITIONS			
Dept	**Position**	**Salary Grade**	**Comments**
100	Digital Communications Specialist	U10.E	Recruiting
100	Senior Human Resources Analyst	U13.E	
100	Safety Specialist	U26.N	
200	Customer Service Field Technician	16.E	
200	Accountant	27.N	Recruiting
200	Accountant	27.N	Recruiting
200	Senior Accounting Clerk	20.N	Recruiting
200	Accounting Supervisor	U14.E	Recruiting
300	Engineer	U17.E	Recruiting
300	Senior Engineer	U20.E	
400	Operator II	27.N	
400	Operator II	27.N	
400	Metering Systems Technician I	16.N	
400	Water Maintenance Technician II	22.N	
400	Water Maintenance Technician II	22.N	
400	Water Maintenance Technician I	16.N	
400	Water Maintenance Technician I	16.N	
400	Water Maintenance Technician I	16.N	
400	Water Maintenance Technician I	16.N	
500	Process Specialist	32.N	
500	Cybersecurity Analyst	U18.E	
500	Collection Systems Supervisor	S32.N	Recruiting
500	Operator III	29.N	Recruiting
500	Operations Supervisor	U35.N	Recruiting
500	Operator II	27.N	
500	Sr. Coll Systems CCTV Tech	25.N	Recruiting
500	Collection Systems CCTV Tech	21.N	Recruiting
500	Collection Systems Technician II	20.N	Recruiting
500	Collection Systems Technician II	20.N	
500	Collection Systems Technician I	15.N	
600	Laboratory Supervisor	U15.E	Recruiting
600	Senior Scientist	32.N	Recruiting
600	Scientist	28.N	
600	Scientist	28.N	
600	Scientist	28.N	
700	Water Efficiency Analyst	33.N	Recruiting
700	Environmental Compliance Analyst	U12.E	
800	Reliability Engineer	U20.E	
800	Electrical Supervisor	U24.N	
800	Electrical Technician	28.N	Recruiting
800	Instrumentation Technician	30.N	
800	Instrumentation Technician	28.N	

IRVINE RANCH WATER DISTRICT
EMPLOYEE POPULATION STATUS REPORT
August 2022

LEAVE OF ABSENCE						
Type of Leave	**Pay Status**	**Date Leave Began**	**Anticipated Return Date**	**Current Length (wks)**	**Comments**	
WC	WC/TTD	4/12/2022	9/30/2022	24.43		
FMLA/CFRA	PFL	6/8/2022	9/26/2022	15.71		
WC	WC/TTD	7/27/2022	9/30/2022	9.29		
FMLA/CFRA	ACCRUALS	7/25/2022	11/28/2022	18.00		
Paid Admin Leave	PAL	7/25/2022	9/30/2022	9.57		
FMLA/CFRA	ACCRUALS	8/1/2022	12/1/2022	17.43		
FMLA/CFRA	ACCRUALS	8/2/2022	12/1/2022	17.29		

Leave	**Original Status**	**Date Leave Began**	**Anticipated Return Date**	**Length (wks)**	**Actual Return Date**	**Comments**
FMLA/CFRA	SDI	9/30/2021	10/18/2021	2.57	10/18/2021	Returned
FMLA/CFRA	SDI	9/16/2021	11/1/2021	6.57	11/1/2021	Returned
FMLA/CFRA	SDI	9/7/2021	10/5/2021	4.00	10/5/2021	Returned
FMLA/CFRA	SDI	10/11/2021	11/30/2021	7.14	11/30/2021	Returned
FMLA/CFRA	SDI	6/29/2021	10/25/2021	16.86	10/25/2021	Returned
FMLA/CFRA	SDI	5/20/2021	10/21/2021	22.00	10/21/2021	Returned
FMLA/CFRA	SDI	10/4/2021	12/30/2021	12.43	12/30/21	Returned
FMLA/CFRA	SDI	11/1/2021	12/20/2021	7.00	12/20/21	Returned
FMLA/CFRA	SDI	10/5/2021	11/15/2021	5.86	11/15/21	Returned
FMLA/CFRA	SDI	12/23/2021	2/24/2022	9.00	02/07/22	Returned
FMLA/CFRA	SDI	1/17/2022	1/27/2022	1.43	01/31/22	Returned
FMLA/CFRA	SDI	1/24/2022	2/24/2022	4.43	02/22/22	Returned
FMLA/CFRA	WC/TTD	1/27/2022	2/16/2022	2.86	02/16/22	Returned
FMLA/CFRA	SDI	10/12/2021	3/7/2022	20.86	03/08/22	Returned
FMLA/CFRA	SDI	9/24/2021	3/17/2022	24.86	03/10/22	Returned
FMLA/CFRA	SDI	9/6/2021	3/7/2022	26.00	03/07/22	Returned
FMLA/CFRA	ACCRUALS	2/28/2022	3/17/2022	2.43	03/17/22	Returned
FMLA/CFRA	SDI	12/13/2021	4/1/2022	15.57	03/31/22	Separation

IRVINE RANCH WATER DISTRICT
EMPLOYEE POPULATION STATUS REPORT FOR 2022
AUGUST

Month	Length of Employment	Termination		Comments
		Vol	Invol	
January	14 years, 3 months		X	
	20 years, 2 months	X		CS
February	32 years, 1 month	X		RET
	2 years. 3 months	X		REL
	4 years, 10 months	X		City of Santa Monica
	6 years	X		Inland Empire Utilities Agency
March	4 years, 8 months	X		Yorba Linda Water District
	10 months	X		City of San Diego
	9 years, 3 months	X		NRG
	3 years, 8 months		X	
	26 years, 3 months	X		RET
April	6 years, 2 months	X		NRG
	12 years, 9 months	X		NRG
	4 years, 10 months	X		NRG
	21 years, 8 months	X		RET
May	3 years, 2 months	X		RET
June	19 years, 3 months	X		RET
	1 year, 5 months	X		Santa Margarita Water District
July	6 years, 2 months	X		P/F
	7 years, 6 months	X		South Orange County Wastewater Authority
August	6 years, 4 months	X		REL
	6 years, 6 months	X		Orange County Transportation Authority
	8 years, 2 months	X		Yorba Linda Water District
	8 years	X		Inland Empire Utilities Agency
September				
October				
November				
December				

Change in status = CS
Retirement = RET
Relocation = REL
No reason given = NRG
Personal/Family = P/F

IRVINE RANCH WATER DISTRICT
SUMMARY
AGENCY & DISTRICT TEMPORARY EMPLOYEES

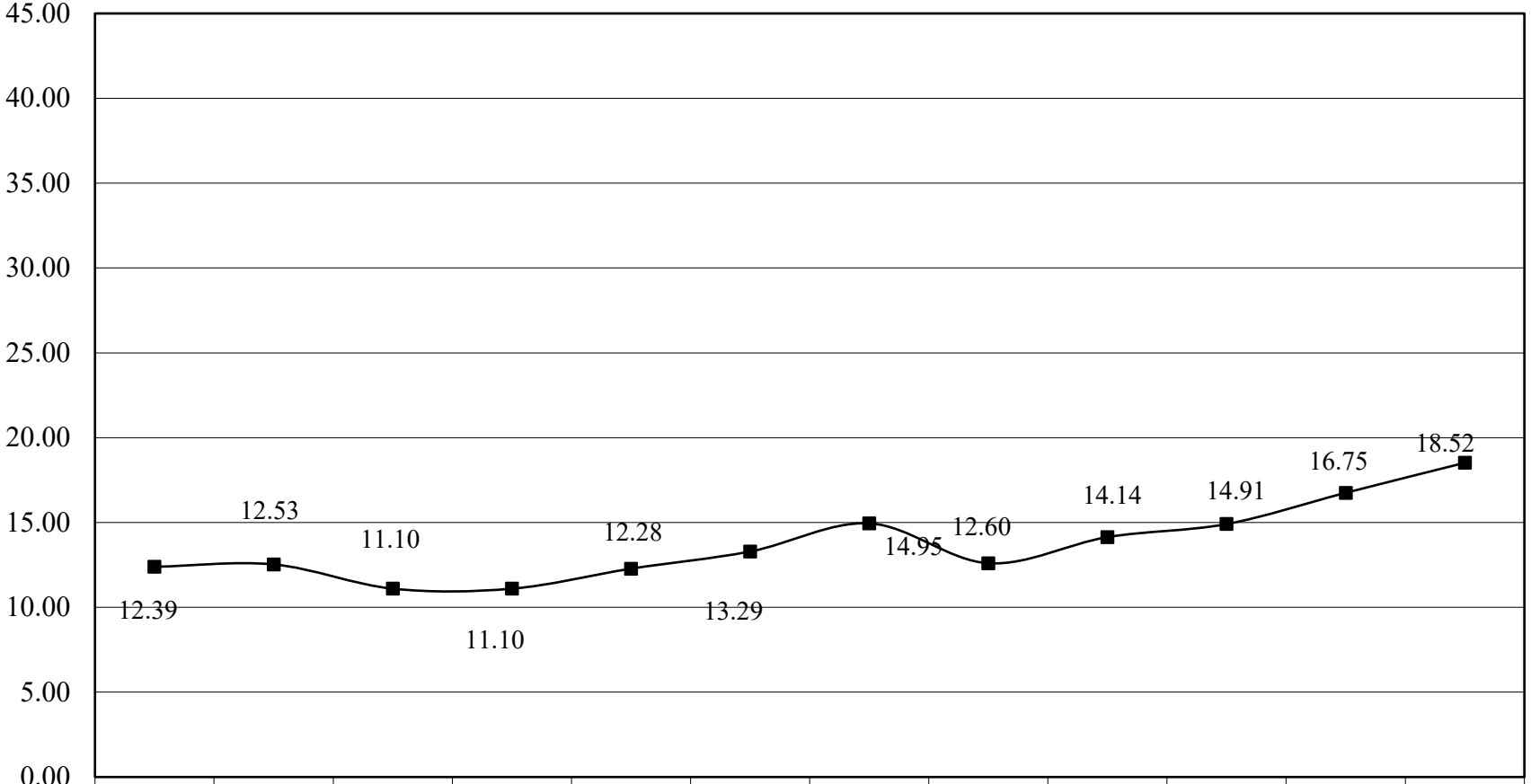
ACTIVE											
Current Month FTE	FYTD Ave Hours Worked FTE	PERS Enroll-ment	Agency	Dept	Hourly Rate	Est Hours per Month	Est Cost Per Month	Expected Duration (Months)	Actual Worked (Months)	Projected Cost FY' YTD	Actual Cost FY 'YTD
0.83	0.69	Yes		100	50.00	84	4,200.00	8	2	8,400.00	11,925.00
0.83	**0.69**			**100**							
0.12	0.06	No	X	200	39.50	168	6,636.00	4	1	6,636.00	829.50
0.27	0.13	No		200	19.00	84	1,596.00	11	1	1,596.00	874.00
0.12	**0.06**			**200**							
1.00	0.87	No		300	18.00	84	1,512.00	12	2	3,024.00	5,436.00
1.00	0.84	No		300	19.00	84	1,596.00	12	2	3,192.00	5,529.00
1.00	0.80	No		300	19.00	84	1,596.00	12	2	3,192.00	5,282.00
0.93	0.92	No		300	19.00	84	1,596.00	12	2	3,192.00	6,080.00
0.99	0.85	Yes		300	31.65	168	5,317.20	5	2	10,634.40	9,305.10
4.92	**4.28**			**300**							
0.00	**0.00**			**400**							
1.00	0.87	Yes		500	24.21	168	4,067.28	12	2	8,134.56	7,626.15
1.00	**0.87**			**500**							
0.46	0.17	No		600	15.00	84	1,260.00	12	2	12,600.00	5,325.00
0.37	0.39	No		600	15.00	84	1,260.00	7	2	2,520.00	2,002.50
1.00	0.77	No		600	17.00	84	1,428.00	12	2	2,856.00	4,522.00
0.32	0.25	No	X	600	45.72	168	7,680.96	6	2	15,361.92	4,023.36
1.00	0.97	Yes		600	28.72	168	4,824.96	12	2	9,649.92	9,644.18
1.00	0.84	No	X	600	45.72	168	7,680.96	7	2	15,361.92	13,327.38
0.92	0.58	No	X	600	45.72	168	7,680.96	2	2	15,361.92	9,212.58
0.92	0.62	No	X	600	45.72	168	7,680.96	4	2	15,361.92	9,988.61
0.96	0.92	No		600	15.00	84	1,260.00	12	2	2,520.00	4,785.00
6.96	**5.50**			**600**							
0.83	0.85	No		700	15.00	84	1,260.00	12	2	2,520.00	4,395.00
0.92	0.58	No	X	700	30.28	168	5,087.04	5	2	10,174.08	6,056.00
1.00	0.96	Yes		700	32.04	168	5,382.72	7	2	10,765.44	10,869.57
0.00	0.00	No	X	700	34.57	168	5,807.76	4	1	5,807.76	0.00
0.44	0.22	No	X	700	34.57	168	5,807.76	4	1	5,807.76	2,627.32
0.50	0.45	Yes		700	42.95	84	3,607.80	7	2	7,215.60	6,743.15
1.00	0.87	No		700	15.00	84	1,260.00	3	2	2,520.00	4,545.00
4.69	**3.93**			**700**	.						
0.00	**0.00**			**800**							
18.52	**15.33**										

IRVINE RANCH WATER DISTRICT
SUMMARY
AGENCY & DISTRICT TEMPORARY EMPLOYEES

TERMINATED											
Current Month FTE	**Avg FYTD Temp Emp FTE**	**Active PERS Y/N ***	**Agency**	**Dept**	**Hourly Rate**	**Est Hours per Month**	**Est Cost Per Month**	**Expected Duration (Months)**	**Actual Worked (Months)**	**Projected Cost FYTD**	**Actual Cost FYTD**
0.00	**0.00**			**100**							
0.00	**0.00**			**200**							
0.00	**0.00**			**300**							
0.00	**0.00**			**400**							
0.00	**0.00**			**500**							
0.46 **0.46**	0.34 **0.34**	No		600 **600**	15.00	84	1,260.00	10	10	12,600.00	10,755.00
0.21 **0.21**	0.54 **0.54**	Yes		700 **700**	32.04	168	5,382.72	12	1	5,382.72	5,991.48
0.00	**0.00**			**800**							
0.67	0.88									202,387.92	167,699.87

EXC = Exclude from PERS enrollment
Yes= Temporary employee enrolled in PERS Membership
No=Temporary Agency employee

Temporary Employees
Full Time Equivalency
District Totals as of August 31, 2022



	9/21	10/21	11/21	12/21	1/22	2/22	3/22	4/22	5/22	6/22	7/22	8/22
District	12.39	12.53	11.10	11.10	12.28	13.29	14.95	12.60	14.14	14.91	16.75	18.52

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October 4, 2022
Prepared by: A. Hall
Submitted by: T. Mitcham
Approved by: Paul A. Cook

FINANCE AND PERSONNEL COMMITTEE

PERFORMANCE RECOGNITION PROGRAM QUARTERLY UPDATE

SUMMARY:

IRWD's Performance Recognition Program recognizes employees who exhibit outstanding performance which depicts initiative, creativity and/or enthusiasm above and beyond the performance requirements of their positions. Below is an update of activities within the program through the first quarter of Fiscal Year 2022-23.

BACKGROUND:

During the first quarter of the FY 2022-23, there were 30 Performance Recognition Award nominations totaling $2,010 and involving 43 IRWD employees. As described in Exhibit "A", the awards include employees from the Technical Services, Water Resources and Policy, Operations, Water Quality and Regulatory Compliance, and the Finance and Administration Departments.

As of September 30, 2022, the fiscal year overall Performance Recognition Awards totaled $2,010.

FISCAL IMPACTS:

The District's annual budget for FY 2022-23 is $190,000 for this program, of which $2,010 was distributed for performance recognition as of September 30, 2022.

RECOMMENDATION:

Receive and file.

LISTS OF EXHIBITS:

Exhibit "A" – Quarterly Update for First Quarter of FY 2022-23

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Exhibit "A"

PERFORMANCE RECOGNITION PROGRAM
QUARTERLY UPDATE
Fiscal Year 2022-2023
Q1 July - September 2022

QTR.	DATE	EMPLOYEE	PERFORMANCE RECOGNIZED	AWARD	GROSS AMOUNT	NET AMOUNT
1st Qtr.	7/1/2022	Husai Magana	Recognized for his outstanding customer service, which he has been complimented on by multiple customers who have called the District to express their appreciation.	3 Gift Cards	$30.00	$30.00
	7/1/2022	Adam Stontz	Recognized for his quick action and notifying the Water Operations Department of an overflow occurring at the DATS location in Santa Ana. This mitigated a potential overflow, thereby saving the District from regulatory violations.	3 Gift Cards	$30.00	$30.00
	7/6/2022	Joseph Sciabica	Recognized for his innovative thinking, as he worked with the Meter Shop team to address a shortage on vehicles needed for each employee. Joe found a workaround, and although temporary, he worked with each employee, and made sure that the necessary equipment/tools needed were in each of the trucks, which helped maintain productivity.	3 Gift Cards	$30.00	$30.00
	7/10/2022	Angel Cervantes	Recognized for taking on extra assignments during a time when Customer Service was experiencing a staffing shortage. Angel volunteered to take on forty-three (43) Field Activities (FA's) all the while managing his mailroom duties. As it turned out, this was the busiest day in the history of IRWD.	3 Gift Cards	$30.00	$30.00
	7/14/2022	Jacob Carlos	Recognized for his coverage of various tests for both Process Control and Daily Potables. In addition, Jacob was assigned to train the new temporary employees with respect to the QA/QC side of things. He also took on the challenge of training and completing SEAL IDCs and completing the goal within a few weeks.	3 Gift Cards	$30.00	$30.00
	7/14/2022	Jacob Broderick	Recognized for his teamwork; he was extremely helpful with daily Process Control coverage, specifically when temporary employees required training. In addition, Jacob helped with troubleshooting for SEAL.	3 Gift Cards	$30.00	$30.00
	7/14/2022	Romuel-Dave "RD"Chavez	Recognized for his efforts completing his IDC's on 200.8 analysis training within two weeks. As a result, "RD" has become the primary go to person for ICP-MS. He has also assisted with the implementation of an electronic based workflow for both 200.7 and 200.8. His proactive nature makes him a valuable member of the team.	3 Gift Cards	$30.00	$30.00
	7/21/2022	Ryan Matuska	Recognized for taking on a lead role on the non-payment system configuration project in the absence of the manager and project lead. As the District plans on resuming customer disconnects due to non-payments, it was important to maintain the agreed upon timeline and without hesitation, Ryan took the lead, reviewed the process and performed the necessary analysis testing, allowing the process to continue without delay.	3 Gift Cards	$30.00	$30.00
	7/25/2022	Bradley Jackson	Recognized for enhancing the project tracking system by enduring the meticulous task of stepping through each active project at a time. This narrowed the focus to projects that met a certain set of criteria, a process that took many hours, which translated into a new enhanced spread-sheet with actionable items that can be assigned to the inspections team with the objective of closing out active projects ready for closure.	3 Gift Cards	$30.00	$30.00
	7/28/2022	Tera Rice	Recognized for her immediate address of the Payment Processor issue. Tera diagnosed and effectively communicated the problem to her supervisor, which allowed for the issue to be escalated to the appropriate individuals. She also continued with her own research on how to resolve the issue and shared any new findings. Her collaboration and free sharing of information allowed the team to look at the problem from different perspectives.	3 Gift Cards	$30.00	$30.00
	7/28/2022	Brittany Pizanie	Recognized for her efforts and timely turnaround in reviewing and editing the Customer Service webpages for accuracy prior to going live with the applied changes.	3 Gift Cards	$30.00	$30.00
	8/2/2022	Wyatt Berry	Recognized for his efforts troubleshooting a plugged injector issue at Lake Forest Zone 5 East reservoir, affecting the water quality. Wyatt went above-and-beyond, ensuring he provided updates on the progress and made great recommendations that would prevent a similar issue from recurring in the future.	3 Gift Cards	$30.00	$30.00
	8/8/2022	Jay Eggers	Recognized for their courtesy and professionalism, assisting the Communications Department with moving numerous boxes of heavy outreach	3 Gift Cards	$30.00	$30.00
	"	Steve Tolerico	materials, and loading them into a van for offsite storage. Both employees displayed a good sense of humor as they worked in the intense heat.	"	$30.00	$30.00
	8/12/2022	Owen O'Neill	Recognized for their efforts on the Biosolid's Flare repair work on July 17 - July 19. They demonstrated teamwork and accountability.	Payroll Check	$250.00	$243.62
	"	Corey Grier		"	$250.00	$243.63
	"	Brandon Joseph		"	$100.00	$97.45
	"	Raymond Drenner		"	$100.00	$97.45
	"	James Dowling		"	$100.00	$97.45
	"	Pablo Saldana		"	$100.00	$97.45

PERFORMANCE RECOGNITION PROGRAM
QUARTERLY UPDATE
Fiscal Year 2022-2023
Q1 July - September 2022

QTR.	DATE	EMPLOYEE	PERFORMANCE RECOGNIZED	AWARD	GROSS AMOUNT	NET AMOUNT
1st Qtr.	8/21/2022	Sheryl Parsons	Recognized for her efforts putting together a PowerPoint presentation and field visit for the LA County Public Works tour on July 8. The	3 Gift Cards	$30.00	$30.00
			group was very thankful that the SCCAEPA/AEC association president issued a letter of appreciation for Sheryl.			
	8/29/2022	Cresta "Chrissy" Teyechea	Recognized for her role working with IS and testing for accounts that would be impacted with disconnection of service due to non-payment.	3 Gift Cards	$30.00	$30.00
			Chrissy worked with her supervisor and was instrumental in successfully putting together a PowerPoint presentation that gave a timeline of			
			events, and facilitated a Q&A session for the department.			
	8/31/2022	Justine "Tina" Fehser	Recognized for their efforts completing the "Temporary COVID Variances" project, which required analyzing hundreds of accounts. They	3 Gift Cards	$30.00	$30.00
	"	Monica Sangster	worked independently with little supervision and delivered exceptional customer service throughout the process. As a result of their efforts,	"	$30.00	$30.00
	"	Renee Gonzales	equitable billing was made possible for all impacted customers.	"	$30.00	$30.00
	8/31/2022	Raymond Drenner	Recognized for his efforts in assisting a fellow co-worker obtain information required to fulfill a records request on various regulatory programs.	3 Gift Cards	$30.00	$30.00
			He ensured that the data was correct, and is constantly thinking outside the box and of better ways to make improvements, such as transitioning			
			the maintaining of records to an electronic platform.			
	8/31/2022	Jenny Pan	Recognized for her efforts reviewing inconsistencies on monthly consultant invoices. Despite the Finance Department being very busy, Jenny	3 Gift Cards	$30.00	$30.00
			made time to assist with resolving the issues and getting the invoices processed timely for payment.			
	9/7/2022	Kendra Brennan	Recognized for assisting a customer who wanted to make a payment after hours. As Kendra and Angela were leaving for the day, the customer	3 Gift Cards	$30.00	$30.00
	"	Angela Del Rio	was attempting to make entry into the building to remit her payment. Since this wasn't possible, the ladies explained to her that they would	"	$30.00	$30.00
			accept her payment for safekeeping, and apply it to her account on the next business day. The customer was very grateful to both Kendra and			
			Angela for their customer service.			
	9/7/2022	Justine "Tina" Fehser	Recognized for demonstrating teamwork and accountability as trainers and mentors to a new employee. They were available to answer questions	3 Gift Cards	$30.00	$30.00
	"	Megan Reed	regarding District policies, and specifically to those related to the Customer Service Specialist duties.	"	$30.00	$30.00
	9/8/2022	Stephen Aryan	Recognized for his role expediting a new agreement to meet a critical project deadline. Stephen went above-and-beyond in responding to staff	3 Gift Cards	$30.00	$30.00
			requests and resolved consultant questions so that the necessary Professional Service Agreement could be executed. Although under			
			significant pressure, Stephen responded with true professionalism.			
	9/8/2022	Brittany Pizanie	Recognized for volunteering to work in the upgraded version of the 8 X 8 Phone System, which affects the functionality of how Customer	3 Gift Cards	$30.00	$30.00
			Service Specialists navigate the system. Brittany spent a week identifying challenges and potential issues that might arise and provided			
			feedback on her experience. She gave recommendations on how to execute the updates, and created a job aid to assist the team.			
	9/8/2022	David Asman	Recognized for his teamwork during staffing shortages due to emergencies and illnesses. He volunteered for multiple standby assignments as	3 Gift Cards	$30.00	$30.00
			well as primary and secondary backup rotations at a moments notice.			
	9/8/2022	Jerry Whittaker	Recognized for volunteering and assuming the Supervisory duties during scheduled and unscheduled time off. Jerry has gone above-and-beyond	3 Gift Cards	$30.00	$30.00
			on multiple occasions and did an exceptional job.			
	9/9/2022	Richard Mori	Recognized for volunteering to take the Engineering Interns; John de Koeyer, August Vu, Kimiko Stafford, Rena Li, Jared Dawson from	3 Gift Cards	$30.00	$30.00
	"	Jacob Moeder	Regulatory Compliance and Abigail Kuan, Assistant Engineer on a guided tour of IRWD Facilities. The tour included the Baker Water	"	$30.00	$30.00
	"	Nang Mwe	Treatment Plant, Michelson Lift Station, LAWRP and Portola reservoirs, some IRWD service areas from the coast to the hills, canyons and	"	$30.00	$30.00
	"	Bradley Jackson	wellfield. The tour helps in enhancing their educational experience and future professional roles.	"	$30.00	$30.00
	9/9/2022	James W. Reed	Recognized for assisting with customer shut-offs due to non-compliance with backflow testing. James encountered several challenging	3 Gift Cards	$30.00	$30.00
			customers, but, he was able to calm them down and helped them meet the requirements for being in compliance. He executed the process			
			professionally and maintained the integrity of the program.			
	9/19/2022	Cody Cariker	Recognized for assisting a customer who had a leak at her home. Cody overheard the frustrated customer narrating her situation while at the	3 Gift Cards	$30.00	$30.00
			counter and offered to take a further look as the issue by going to her home to determined if the leak required action from the District, a			
			response that quickly calmed the customer. He notified his supervisor of the situation before proceeding to the customers home. His actions			
			went above-and-beyond and in-line with the District's values.			

PERFORMANCE RECOGNITION PROGRAM
QUARTERLY UPDATE
Fiscal Year 2022-2023
Q1 July - September 2022

QTR.	DATE	EMPLOYEE	PERFORMANCE RECOGNIZED	AWARD	GROSS AMOUNT	NET AMOUNT
1st Qtr.	9/19/2022	Lina Santos	Recognized for her work analyzing over six hundred customer accounts that could be eligible for monetary assistance. This was a high priority	3 Gift Cards	$30.00	$30.00
			project as the District looks to resume disconnections for non-payment. Lina worked tirelessly to get the project completed and still managed			
			her daily workload.			
	9/22/2022	Danielle Drake	Recognized for her efforts researching InSAR technology, which utilizes satellite technology to remotely monitor movement at IRWD's dams.	3 Gift Cards	$30.00	$30.00
			InSAR was presented to her a month ago as an idea and she fully pursued the opportunity researching the technology, understood the key			
			vendors and created a Request for Proposal for vendors that provide InSAR service. Her proactive approach demonstrates her desire to take			
			full advantage of opportunities to grow as a professional and assist with new ways to improve the safety of IRWD dams.			
	Awards	**Recipients**	***First Quarter Total Awards***		$2,010.00	$1,987.05
	30	43				
			FISCAL YEAR TO DATE TOTAL		$2,010.00	$1,987.05

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October 4, 2022
Prepared by: O. Mendoza / J. Davis
Submitted by: R. Jacobson / C. Clary
Approved by: Paul A. Cook

FINANCE AND PERSONNEL COMMITTEE

MONTHLY INVESTMENT AND DEBT REVIEW

SUMMARY:

The following items are submitted for the Committee's review and consideration:

- The Investment Portfolio Summary Report as of September 23, 2022, as outlined in Exhibit "A";
- The U.S. Treasury Yield Curve as of September 23, 2022, as shown in Exhibit "B";
- The Summary of Fixed and Variable Debt as of September 23, 2022, as outlined in Exhibit "C"; and
- The Summary of Variable Rate Debt Rates as of September 23, 2022, as outlined in Exhibit "D".

BACKGROUND:

Investment Portfolio:

Due to the timing of the Committee meeting, the rate of return for September 2022 is not complete at this time. Preliminary calculations indicate a rate of return for the fixed income investment portfolio was 1.22%, which was a 0.21% increase from August's rate of 1.01%. Including real estate investments, the weighted average rate of return for IRWD's investment portfolio for September 2022 was 3.69%, which was a 0.19% increase from August's rate of 3.50%. The increases were due to the average balance in the fixed income portfolio invested at higher interest rates.

Debt Portfolio:

As of September 23, 2022, IRWD's weighted average all-in variable rate was 1.45%, which was a 0.33% decrease from August's rate of 1.78%. Including IRWD's weighted average fixed rate bond issues of 3.71% and the negative cash accruals from fixed payer interest rate swaps, which hedge a portion of the District's variable rate debt, the total average debt rate was 3.13%, a 0.20% decrease from August's rate of 3.33%. The decrease was due to both the lower average rates for the District's variable rate debt and the change in the negative cash accrual from $182,264 to $142,281 for the District's fixed payer swaps.

FISCAL IMPACTS:

Fiscal impacts are outlined above and included in the exhibits provided.

ENVIRONMENTAL COMPLIANCE:

This item is not a project as defined in the California Environmental Quality Act Code of Regulations, Title 14, Chapter 3, Section 15378.

RECOMMENDATION:

Receive and file.

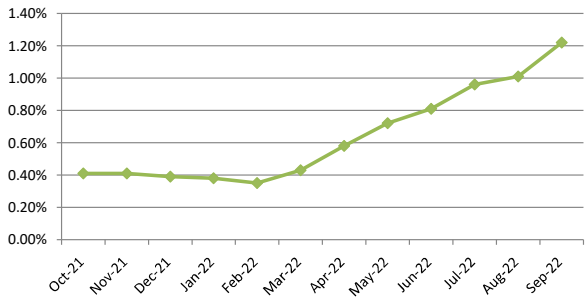
LIST OF EXHIBITS:

Exhibit "A" – Investment Portfolio Summary as of September 23, 2022
Exhibit "B" – Yield Curve as of September 23, 2022
Exhibit "C" – Summary of Fixed and Variable Debt as of September 23, 2022
Exhibit "D" – Summary of Variable Rate Debt Rates as of September 23, 2022

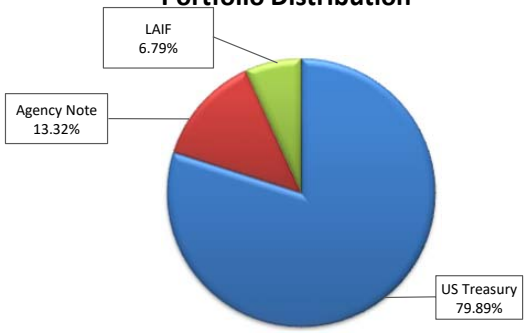
Exhibit "A"

Irvine Ranch Water District
Investment Portfolio Summary
September 2022

Monthly Fixed Income Yield



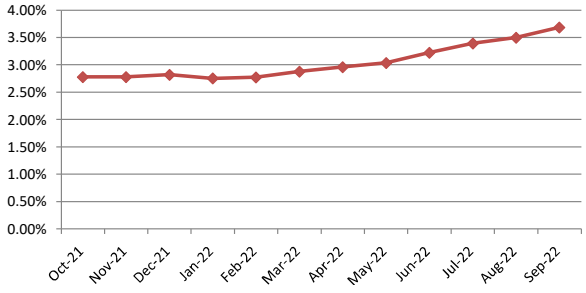
Portfolio Distribution



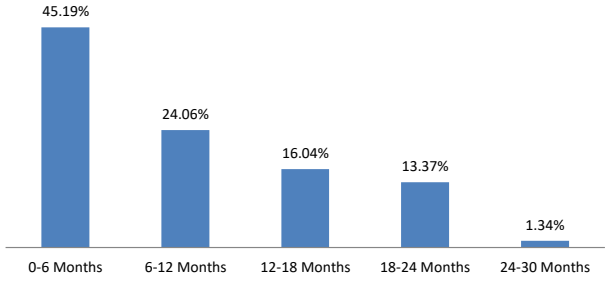
Investment Summary

Type	PAR	Book Value	Market Value
US Treasury	300,000,000	298,819,042	295,063,350
Agency Note	50,000,000	49,889,643	49,425,650
LAIF	25,500,000	25,500,000	25,171,698
Grand Total	375,500,000	374,208,685	369,660,698

Weighted Average Return Including Real Estate Portfolio



Maturity Distribution



Top Issuers

Issuer	PAR	% Portfolio
US Treasury	300,000,000	79.89%
Fed Home Loan Bank	30,000,000	7.99%
State of California Tsy.	25,500,000	6.79%
Fed Farm Credit Bank	15,000,000	3.99%
Fed Home Loan Mortgage Corp	5,000,000	1.34%
Grand Total	375,500,000	100.00%

IRVINE RANCH WATER DISTRICT
INVESTMENT SUMMARY REPORT

09/23/22

	SETTLMT	Call Schedule	Initial Call	Maturity Date	Rating	INVESTMENT TYPE	INSTITUTION / ISSUER	PAR Amount	COUPON DISCOUNT	YIELD	ORIGINAL COST	CARRY VALUE	MARKET VALUE[1] 9/23/2022	UNREALIZED[2] GAIN/(LOSS)
	09/16/22			09/26/22		LAIF	State of California Tsy.	$25,500,000		1.445%	$25,500,000.00	$25,500,000.00	25,171,698.06	(328,301.94)
	12/03/21	NA	NA	09/30/22	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.210%	4,996,484.38	5,000,000.00	4,991,500.00	(8,500.00)
	01/10/22	NA	NA	09/30/22	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.332%	4,992,578.13	5,000,000.00	4,991,500.00	(8,500.00)
	02/28/22	NA	NA	09/30/22	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.742%	4,982,031.25	5,000,000.00	4,991,500.00	(8,500.00)
	03/23/22	NA	NA	09/30/22	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.937%	9,957,812.50	10,000,000.00	9,983,000.00	(17,000.00)
	06/14/22	NA	NA	10/15/22	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	1.375%	1.845%	9,983,984.38	9,998,177.08	9,987,400.00	(10,777.08)
	04/22/21	NA	NA	10/31/22	Aaa/NR/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.110%	10,002,343.75	10,002,860.61	9,958,300.00	(44,560.61)
	12/23/21	NA	NA	10/31/22	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.253%	9,989,062.50	9,998,948.32	9,958,300.00	(40,648.32)
	04/11/22	NA	NA	10/31/22	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	1.235%	9,939,062.50	9,990,994.46	9,958,300.00	(32,694.46)
	05/20/21	NA	NA	11/30/22	Aaa/NR/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.103%	5,001,647.15	5,000,176.80	4,967,000.00	(33,176.80)
	12/20/21	NA	NA	11/30/22	Aaa/NR/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.266%	9,986,718.75	9,997,690.22	9,934,000.00	(63,690.22)
	01/07/22	NA	NA	11/30/22	Aaa/NR/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.401%	4,987,695.31	4,997,742.26	4,967,000.00	(30,742.26)
	10/15/21	NA	NA	12/15/22	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	1.625%	0.140%	10,173,046.88	10,030,466.00	9,966,000.00	(64,466.00)
	11/30/21	NA	NA	12/31/22	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.216%	9,990,234.38	9,997,755.88	9,904,300.00	(93,455.88)
	09/30/21	NA	NA	01/31/23	Aaa/NR/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.143%	4,998,828.13	4,999,707.03	4,937,900.00	(61,807.03)
	12/30/21	NA	NA	01/31/23	Aaa/NR/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.417%	9,968,359.38	9,990,276.69	9,875,800.00	(114,476.69)
	02/28/22	NA	NA	01/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	1.070%	4,956,640.63	4,984,303.14	4,937,900.00	(46,403.14)
	11/18/21	NA	NA	02/10/23	Aaa/AA+/AAA	FFCB - Note	Fed Farm Credit Bank	10,000,000	0.160%	0.285%	9,984,690.00	9,995,499.06	9,861,600.00	(133,899.06)
	10/07/21	NA	NA	02/28/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.181%	9,992,187.50	9,997,697.69	9,848,400.00	(149,297.69)
	09/09/21	NA	NA	03/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.153%	9,995,703.13	9,998,630.75	9,822,300.00	(176,330.75)
	11/02/21	NA	NA	03/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.308%	4,987,109.38	4,995,460.70	4,911,150.00	(84,310.70)
	09/30/21	NA	NA	04/30/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.202%	9,987,890.63	9,995,571.79	9,790,600.00	(204,971.79)
	10/19/21	NA	NA	04/30/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.307%	9,972,265.63	9,989,512.63	9,790,600.00	(198,912.63)
	08/31/22	NA	NA	05/05/23	Aaa/AA+/AAA	FHLMC - Note	Fed Home Loan Mortgage Corp	5,000,000	0.375%	3.321%	4,902,050.00	4,914,343.32	4,902,050.00	(12,293.32)
	11/16/21	NA	NA	05/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.385%	9,960,156.25	9,982,812.50	9,762,500.00	(220,312.50)
	12/29/21	NA	NA	06/30/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.563%	4,967,187.50	4,983,713.50	4,866,200.00	(117,513.50)
	04/21/22	NA	NA	06/30/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	1.375%	2.107%	9,914,062.50	9,946,264.37	9,834,800.00	(111,464.37)
	01/11/22	NA	NA	07/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	0.710%	4,954,882.81	4,975,847.16	4,850,400.00	(125,447.16)
	02/28/22	NA	NA	07/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	1.408%	4,909,960.94	4,947,332.36	4,850,400.00	(96,932.36)
	01/13/22	NA	NA	08/15/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.125%	0.769%	9,898,437.50	9,944,219.56	9,686,300.00	(257,919.56)
	02/15/22	NA	NA	08/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	1.473%	4,898,046.88	4,939,408.64	4,835,750.00	(103,658.64)
	08/23/22	NA	NA	09/15/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	3.154%	4,842,968.75	4,858,752.82	4,830,300.00	(28,452.82)
	11/26/21	NA	NA	09/30/23	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	0.250%	0.572%	9,941,015.63	9,968,097.61	9,663,300.00	(304,797.61)
	03/31/22	NA	NA	10/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	1.625%	2.155%	4,958,984.38	4,972,018.70	4,897,250.00	(74,768.70)
	04/21/22	NA	NA	10/31/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	1.625%	2.380%	4,943,750.00	4,960,181.45	4,897,250.00	(62,931.45)
	03/31/22	NA	NA	11/30/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.500%	2.210%	4,860,742.19	4,902,816.80	4,821,900.00	(80,916.80)
	04/21/22	NA	NA	11/30/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.500%	2.462%	4,846,093.75	4,888,758.24	4,821,900.00	(66,858.24)
	08/31/22	NA	NA	12/08/23	Aaa/AA+/NR	FHLB - Note	Fed Home Loan Bank	5,000,000	3.375%	3.576%	4,987,445.00	4,988,283.80	4,986,050.00	(2,233.80)
	04/14/22	NA	NA	12/15/23	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.125%	2.213%	4,829,687.50	4,877,151.64	4,793,350.00	(83,801.64)
	03/22/22	NA	NA	01/31/24	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	0.875%	2.013%	4,896,484.38	4,925,864.55	4,821,500.00	(104,364.55)
	08/31/22	NA	NA	01/31/24	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	2.500%	3.445%	4,935,156.25	4,939,036.86	4,933,600.00	(5,436.86)
	03/22/22	NA	NA	02/29/24	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	1.500%	2.020%	4,950,781.25	4,964,179.30	4,858,800.00	(105,379.30)
	03/10/22	NA	NA	03/08/24	Aaa/AA+/NR	FHLB - Note	Fed Home Loan Bank	10,000,000	1.875%	1.680%	10,038,080.00	10,027,371.63	9,760,000.00	(267,371.63)
	04/21/22	NA	NA	04/30/24	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	2.000%	2.600%	9,882,421.88	9,908,320.84	9,768,000.00	(140,320.84)
	05/31/22	NA	NA	05/31/24	Aaa/AA/AAA	Treasury - Note	US Treasury	10,000,000	2.500%	2.560%	9,988,281.25	9,990,253.08	9,838,700.00	(151,553.08)
	08/17/22	NA	NA	06/14/24	Aaa/AA+/AAA	FHLB - Note	Fed Home Loan Bank	5,000,000	3.125%	3.315%	4,983,200.00	4,984,333.42	4,960,150.00	(24,183.42)
	08/17/22	NA	NA	07/31/24	Aaa/AA/AAA	Treasury - Note	US Treasury	5,000,000	3.000%	3.249%	4,976,562.50	4,978,039.65	4,958,400.00	(19,639.65)
	08/31/22	NA	NA	08/26/24	Aaa/AA+/NR	FFCB - Note	Fed Farm Credit Bank	5,000,000	3.375%	3.500%	4,988,050.00	4,988,560.26	4,988,050.00	(510.26)
S	09/09/22	One Time	11/28/2022	08/28/24	Aaa/AA+/NR	FHLB - Note	Fed Home Loan Bank	5,000,000	3.000%	3.950%	4,995,000.00	4,995,152.99	4,995,000.00	(152.99)
	08/31/22	NA	NA	09/13/24	Aaa/AA+/NR	FHLB - Note	Fed Home Loan Bank	5,000,000	3.250%	3.530%	4,972,750.00	4,996,098.79	4,972,750.00	(23,348.79)
	SUB-TOTAL							$375,500,000			$373,548,615.36	$374,208,684.97	$369,660,698.06	($4,547,986.91)

IRVINE RANCH WATER DISTRICT
INVESTMENT SUMMARY REPORT

09/23/22

SETTLMT	Call Schedule	Initial Call	Maturity Date	Rating	INVESTMENT TYPE	INSTITUTION / ISSUER	PAR Amount	COUPON DISCOUNT	YIELD	ORIGINAL COST	CARRY VALUE	MARKET VALUE[1] 9/23/2022	UNREALIZED[2] GAIN/(LOSS)
TOTAL INVESTMENTS							$375,500,000			$373,548,615.36	$374,208,684.97	$369,660,698.06	($4,547,986.91)
					Petty Cash					3,400.00			
					Ck Balance	Bank of America	ECR	0.79%		1,422,238.85			
					Ck Balance	Wells Fargo	ECR	0.45%		1,857,795.57			
										$376,832,049.78			

[1] LAIF market value is as of the most recent quarter-end as reported by LAIF.
Security market values are determined using Bank of New York ("Trading Prices"), Bloomberg and/or broker dealer pricing.
[2] Gain (loss) calculated against carry value using the trading value provided by Bank of New York/or Brokers
[3] Real estate rate of return is based on most recent quarter end return

Outstanding Variable Rate Debt	$235,300,000
Net Outstanding Variable Rate Debt (Less $60 million fixed-payer swaps)	$175,300,000
Investment Balance:	$376,832,050
Investment to Variable Rate Debt Ratio:	215%
Portfolio - Average Number of Days To Maturity	250

	Investment Portfolio	Real Estate[3] Portfolio	Weighted Avg. Return
September	**1.22%**	**13.08%**	**3.69%**
August	**1.01%**	**13.08%**	**3.50%**
Change	**0.21%**		**0.19%**

This Investment Summary Report is in conformity with the 2022 Investment Policy and provides sufficient liquidity to meet the next six months estimated expenditures.

IRVINE RANCH WATER DISTRICT
SUMMARY OF MATURITIES

09/23/22

DATE	TOTAL	%	LAIF	Agency Notes	Agency Discount Notes	Municipal Bonds	US Treasury
09/22	50,500,000	13.45%	$25,500,000				25,000,000
10/22	40,000,000	10.65%					40,000,000
11/22	20,000,000	5.33%					20,000,000
12/22	20,000,000	5.33%					20,000,000
1/23	20,000,000	5.33%					20,000,000
2/23	20,000,000	5.33%		10,000,000			10,000,000
3/23	15,000,000	3.99%					15,000,000
4/23	20,000,000	5.33%					20,000,000
5/23	15,000,000	3.99%		5,000,000			10,000,000
6/23	15,000,000	3.99%					15,000,000
7/23	10,000,000	2.66%					10,000,000
8/23	15,000,000	3.99%					15,000,000
SUB-TOTAL	$260,500,000	69.37%	$25,500,000	$15,000,000			$220,000,000
13 Months - 3 YEARS							
09/01/2023 - 11/30/2023	$35,000,000	9.32%					35,000,000
12/01/2023 - 2/29/2024	$25,000,000	6.66%		5,000,000			20,000,000
3/01/2024 - 05/31/2024	$30,000,000	7.99%		10,000,000			20,000,000
06/01/2024 - 08/31/2024	$20,000,000	5.33%		15,000,000			5,000,000
9/01/2024 +	$5,000,000	1.33%		5,000,000			
TOTALS	$375,500,000	100.00%	$25,500,000	50,000,000	-		300,000,000
% OF PORTFOLIO			6.79%	13.32%			79.89%

Irvine Ranch Water District
Summary of Real Estate - Income Producing Investments
6/30/2022

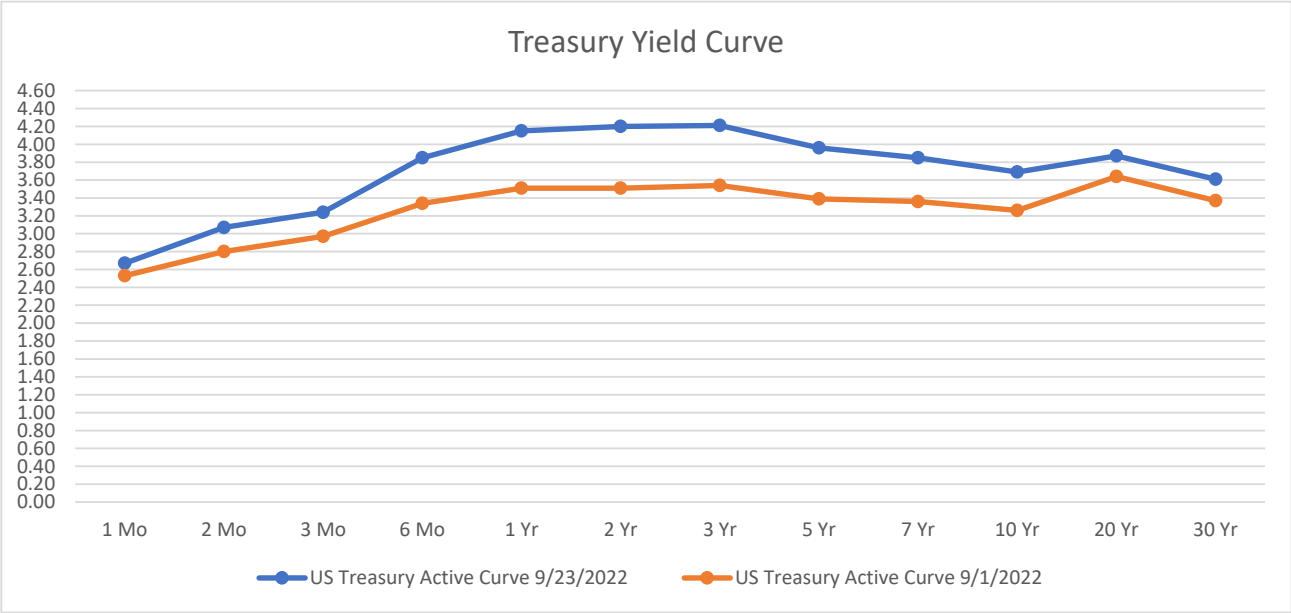
	ACQUISITION DATE	PROPERTY TYPE	OWNERSHIP INTEREST	ORIGINAL COST	MARKET VALUE 6/30/2022	ANNUALIZED RATE OF RETURN QUARTER ENDED 6/30/2022
Sycamore Canyon	Dec-92	Apartments	Fee Simple	$ 43,550,810	$ 174,250,000	21.75%
Wood Canyon Villas	Jun-91	Apartments	Limited Partner	$ 6,000,000	$ 34,194,459	8.52%
ITC (230 Commerce)	Jul-03	Office Building	Fee Simple	$ 5,739,845	$ 12,240,000	11.30%
Waterworks Business Pk.	Nov-08	Research & Dev.	Fee Simple	$ 8,630,577	$ 11,832,000	8.04%
Sand Canyon Professional Center - Medical Office	Jul-12	Medical Office	Fee Simple	$ 8,648,594	$ 12,138,000	8.75%
Sand Canyon Professional Center - General Office	Sep-20	Office Building	Fee Simple	$ 25,985,968	$ 33,915,000	3.12%
Total - Income Properties				$ 98,555,794	$ 278,569,459	13.08%

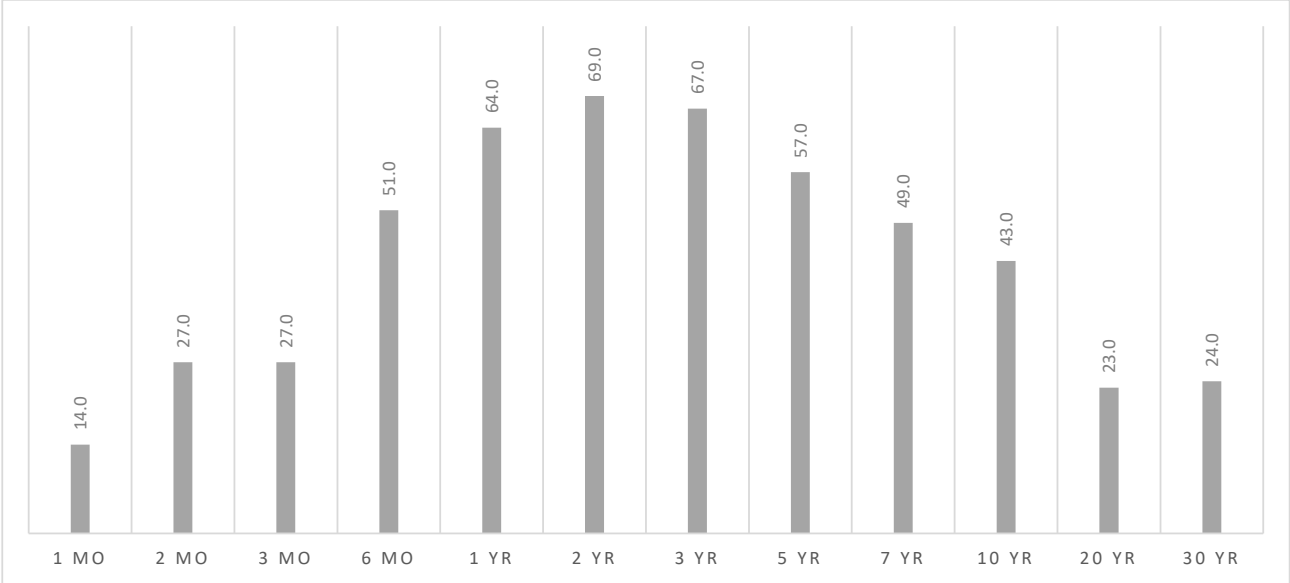
IRVINE RANCH WATER DISTRICT INVESTMENT SUMMARY REPORT
INVESTMENT ACTIVITY
Sep-22

MATURITIES/SALES/CALLS				PURCHASES				
DATE	SECURITY TYPE	PAR	YIELD	Settlement Date	Maturity Date	SECURITY TYPE	PAR	YIELD TO MATURITY
9/9/2022	FHLB - Note	$5,000,000	0.11%	9/9/2022	8/28/2024	FHLB - Note	$5,000,000	3.95%
9/30/2022	*US Treasury*	*$5,000,000*	*0.21%*					
9/30/2022	*US Treasury*	*$5,000,000*	*0.33%*					
9/30/2022	*US Treasury*	*$5,000,000*	*0.74%*					
9/30/2022	*US Treasury*	*$10,000,000*	*0.94%*					

(1) There may be additional investment purchases based on the pending maturities for the month.

Exhibit "B"





Tenor	US Treasury Active Curve 9/23/2022	US Treasury Active Curve 9/1/2022	Change
1 Mo	2.67	2.53	14.0
2 Mo	3.07	2.80	27.0
3 Mo	3.24	2.97	27.0
6 Mo	3.85	3.34	51.0
1 Yr	4.15	3.51	64.0
2 Yr	4.20	3.51	69.0
3 Yr	4.21	3.54	67.0
5 Yr	3.96	3.39	57.0
7 Yr	3.85	3.36	49.0
10 Yr	3.69	3.26	43.0
20 Yr	3.87	3.64	23.0
30 Yr	3.61	3.37	24.0

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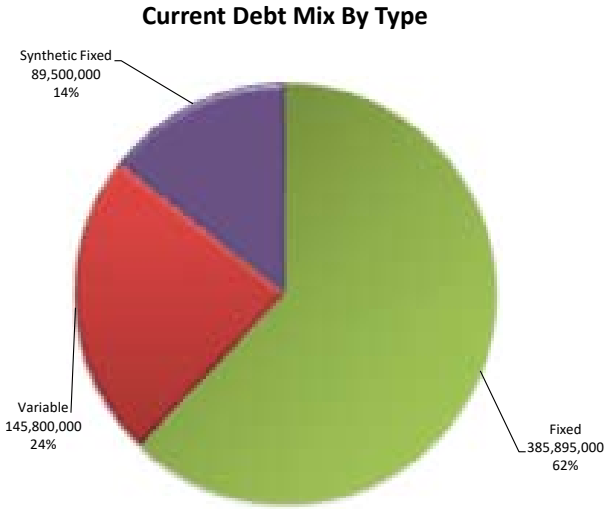
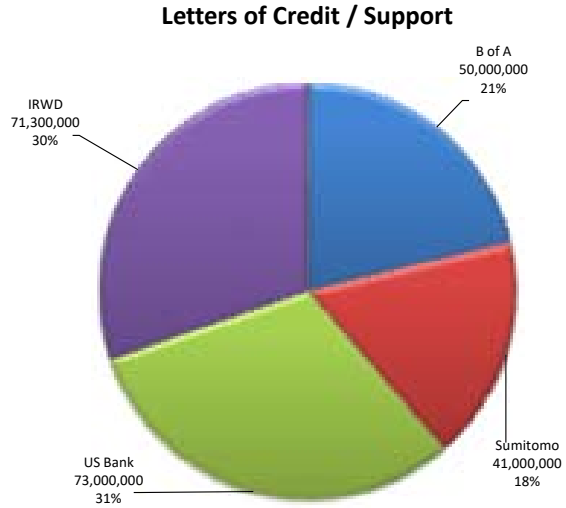
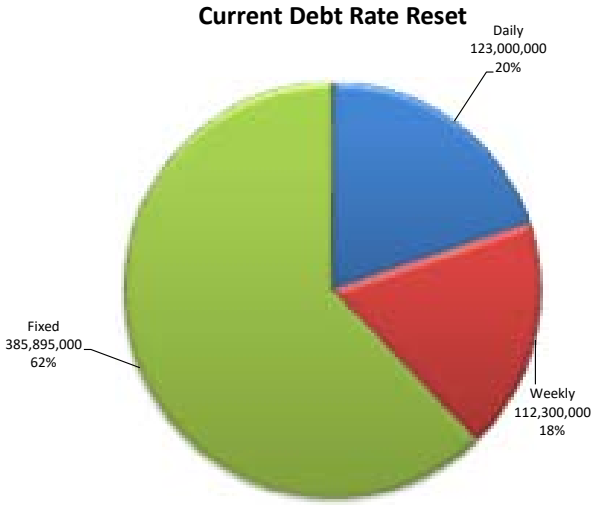
Exhibit "C"

Irvine Ranch Water District
Summary of Fixed and Variable Rate Debt
September 2022







Outstanding Par by Series

Series	Issue Date	Maturity Date	Remaining Principal	Percent	Letter of Credit/Support	Rmkt Agent	Mode	Reset
Series 1993	05/19/93	04/01/33	$23,000,000	3.70%	US Bank	BAML	Variable	Daily
Series 2008-A Refunding	04/24/08	07/01/35	$41,000,000	6.60%	Sumitomo	BAML	Variable	Weekly
Series 2011-A-1 Refunding	04/15/11	10/01/37	$42,780,000	6.89%	IRWD	Goldman	Variable	Weekly
Series 2011-A-2 Refunding	04/15/11	10/01/37	$28,520,000	4.59%	IRWD	Goldman	Variable	Weekly
Series 2009 - A	06/04/09	10/01/41	$50,000,000	8.05%	US Bank	US Bank	Variable	Daily
Series 2009 - B	06/04/09	10/01/41	$50,000,000	8.05%	B of A	Goldman	Variable	Daily
2016 COPS	09/01/16	03/01/46	$109,650,000	17.65%	N/A	N/A	Fixed	Fixed
2010 Build America Taxable Bond	12/16/10	05/01/40	$175,000,000	28.17%	N/A	N/A	Fixed	Fixed
Series 2016	10/12/16	02/01/46	$101,245,000	16.30%	N/A	N/A	Fixed	Fixed
Total			$621,195,000	100.00%				

IRVINE RANCH WATER DISTRICT

SUMMARY OF FIXED & VARIABLE RATE DEBT

September-22

ITN
Daily
Weekly

GENERAL BOND INFORMATION							LETTER OF CREDIT INFORMATION										TRUSTEE INFORMATION				
VARIABLE RATE ISSUES	Issue Date	Maturity Date	Principal Payment Date	Payment Date	Original Par Amount	Remaining Principal	Letter of Credit	Reimbursment Agreement Date	L/C Exp. Date	MOODYS	S&P	FITCH	LOC Stated Amount	LOC Fee	Annual LOC Cost	Rmkt Agent	Reset	Rmkt Fees	Annual Cost	Trustee
SERIES 1993	05/19/93	04/01/33	Apr 1	5th Bus. Day	$38,300,000	$23,000,000	US BANK	05/07/15	05/01/25	Aa3/VMIG1	AA-/A-1+	N/R	$23,310,027	0.3000%	$69,930	BAML	DAILY	0.10%	$23,000	BANK OF NY
SERIES 2008-A Refunding	04/24/08	07/01/35	Jul 1	5th Bus. Day	$60,215,000	$41,000,000	SUMITOMO	04/01/11	05/28/25	A1/P-1	A/A-1	A/F1	$41,606,575	0.3150%	$131,061	BAML	WED	0.07%	$28,700	BANK OF NY
SERIES 2011-A-1 Refunding	04/15/11	10/01/37	Oct 1	1st Bus. Day	$60,545,000	$42,780,000	N/A	N/A	N/A	Aa1/VMIG1	A-1+	AAA/F1+	N/A	N/A	N/A	Goldman	**WED**	0.13%	$53,475	BANK OF NY
SERIES 2011-A-2 Refunding	04/15/11	10/01/37	Oct 1	1st Bus. Day	$40,370,000	$28,520,000	N/A	N/A	N/A	Aa1/VMIG1	A-1+	AAA/F1+	N/A	N/A	N/A	Goldman	**WED**	0.13%	$35,650	BANK OF NY
SERIES 2009 - A	06/04/09	10/01/41	Oct 1	1st Bus. Day	$75,000,000	$50,000,000	US BANK	04/01/11	05/01/25	Aa2/VMIG 1	AA-/A-1+	AA/F1+	$50,558,904	0.3000%	$151,677	US Bank	DAILY	0.07%	$35,000	US BANK
SERIES 2009 - B	06/04/09	10/01/41	Oct 1	1st Bus. Day	$75,000,000	$50,000,000	B of A	04/01/11	04/21/25	Aa2/VMIG 1	A/A-1	A1/F1+	$50,558,904	0.2800%	$141,565	Goldman	DAILY	0.10%	$50,000	US BANK
					$349,430,000	**$235,300,000**	**SUB-TOTAL VARIABLE RATE DEBT**						**$166,034,411**	**0.2977%**	**$494,232**			**0.10%**	**$225,825**	
														(Wt. Avg)				(Wt. Avg)		
FIXED RATE ISSUES																				
2010 GO Build America Taxable Bonds	12/16/10	05/01/40	May (2025)	May/Nov	$175,000,000	$175,000,000	N/A	N/A	N/A	Aa1	AAA	NR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	US BANK
2016 COPS	09/01/16	03/01/46	Mar 1	Mar/Sept	$116,745,000	$109,650,000	N/A	N/A	N/A	NR	AAA	AAA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	US BANK
SERIES 2016	10/12/16	02/01/46	Feb 1	Feb/Aug	$103,400,000	$101,245,000	N/A	N/A	N/A	NR	AAA	AAA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	BANK OF NY
					$395,145,000	**$385,895,000**	**SUB-TOTAL FIXED RATE DEBT**													
					$744,575,000	**$621,195,000**	**TOTAL- FIXED & VARIABLE RATE DEBT**													

Remarketing Agents			**GO VS COP's**		
Goldman	121,300,000	52%	GO:	511,545,000	82%
BAML	64,000,000	27%	COPS:	109,650,000	18%
US Bank	50,000,000	21%	Total	**621,195,000**	
	235,300,000				

LOC Banks		**Breakdown Between Variable & Fixed Rate Mode**		
SUMITOMO	41,000,000	Daily Issues	123,000,000	20%
BANK OF AMERICA	50,000,000	Weekly Issues	41,000,000	7%
US BANK	73,000,000	ITN Issues	71,300,000	11%
	164,000,000	Sub-Total	**235,300,000**	
		Fixed Rate Issues	$385,895,000	62%
		Sub-Total - Fixed	**385,895,000**	
		TOTAL DEBT FIXED & VAR.	**621,195,000**	100%

vrdsum.xlsx
9/26/2022

Exhibit "D"

SUMMARY OF DEBT RATES
Sep-22

Rmkt Agent	GOLDMAN	GOLDMAN	GOLDMAN	MERRILL LYNCH		US BANK
Mode	DAILY	WEEKLY	WEEKLY	DAILY	WEEKLY	DAILY
Bond Issue	2009 - B	2011 A-1	2011 A-2	1993	2008-A	2009-A
Par Amount	50,000,000	42,780,000	28,520,000	23,000,000	41,000,000	50,000,000
LOC Bank	BOFA	(SIFMA + 6)	(SIFMA + 6)	US BANK	Sumitomo	US BANK
Reset		Wednesday	Wednesday		Wednesday	
9/1/2022	0.68%	1.56%	1.56%	0.71%	1.21%	0.85%
9/2/2022	0.56%	1.56%	1.56%	0.68%	1.21%	0.80%
9/3/2022	0.56%	1.56%	1.56%	0.68%	1.21%	0.80%
9/4/2022	0.56%	1.56%	1.56%	0.68%	1.21%	0.80%
9/5/2022	0.56%	1.56%	1.56%	0.68%	1.21%	0.80%
9/6/2022	0.52%	1.56%	1.56%	0.63%	1.21%	0.75%
9/7/2022	0.52%	1.56%	1.56%	0.57%	1.21%	0.65%
9/8/2022	0.52%	1.45%	1.45%	0.57%	1.12%	0.60%
9/9/2022	0.55%	1.45%	1.45%	0.62%	1.12%	0.75%
9/10/2022	0.55%	1.45%	1.45%	0.62%	1.12%	0.75%
9/11/2022	0.55%	1.45%	1.45%	0.62%	1.12%	0.75%
9/12/2022	0.60%	1.45%	1.45%	0.68%	1.12%	0.70%
9/13/2022	0.65%	1.45%	1.45%	0.74%	1.12%	0.70%
9/14/2022	0.67%	1.45%	1.45%	0.81%	1.12%	0.85%
9/15/2022	0.85%	1.50%	1.50%	0.90%	1.16%	0.95%
9/16/2022	0.90%	1.50%	1.50%	0.99%	1.16%	1.15%
9/17/2022	0.90%	1.50%	1.50%	0.99%	1.16%	1.15%
9/18/2022	0.90%	1.50%	1.50%	0.99%	1.16%	1.15%
9/19/2022	1.20%	1.50%	1.50%	1.22%	1.16%	1.20%
9/20/2022	1.30%	1.50%	1.50%	1.25%	1.16%	1.28%
9/21/2022	1.45%	1.50%	1.50%	1.32%	1.16%	1.35%
9/22/2022	1.47%	2.02%	2.02%	1.52%	1.70%	1.55%
9/23/2022	1.65%	2.02%	2.02%	1.71%	1.70%	1.70%
Avg Interest Rates	0.81%	1.55%	1.55%	0.88%	1.21%	0.96%
Rmkt Fee	0.10%	0.13%	0.13%	0.10%	0.07%	0.07%
LOC Fee	0.28%			0.30%	0.32%	0.30%
All-In Rate	**1.19%**	**1.67%**	**1.67%**	**1.28%**	**1.60%**	**1.33%**
Par Amount	92,780,000		28,520,000	64,000,000		50,000,000

Interest Rate Mode	Percent of Total Variable Rate Debt	Par Outstanding	Weighted All-In Average Rate	Base Rate Average
Daily	52.27%	123,000,000	1.26%	0.88%
Weekly	47.73%	112,300,000	1.64%	1.42%
	100.00%	$ **235,300,000**	1.45%	1.14%
Fixed				
COPS 2016	28.41%	109,650,000	2.90%	
BABS 2010	45.35%	175,000,000	4.44% (1)	
SERIES 2016	26.24%	101,245,000	3.32%	
	100.00%	$ **385,895,000**	3.71%	
All-In Debt Rate Including $60 Million Notional Amount of Swaps				**3.13%**

(1) Rate adjusted up from 4.35% as a result of sequestration reducing BAB's subsidy by 5.7%

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October 4, 2022
Prepared by: L. Srader
Submitted by: T. Mitcham
Approved by: Paul A. Cook

FINANCE AND PERSONNEL COMMITTEE

2022 IRWD TRIENNIAL SALARY SURVEY RESULTS

SUMMARY:

Staff has summarized data collected from IRWD's 2022 triennial benchmark salary survey conducted by Ralph Andersen & Associates. The results are presented in this write-up, along with a description of the survey methodology and recommendations to adjust salary ranges for specific job classifications.

BACKGROUND:

A competitive compensation plan is foundational to delivering quality services because it is through the District's ability to attract and retain a capable and talented workforce that services are provided efficiently and effectively. A salary survey of comparable agencies, coupled with an assessment of external and internal job content and complexity, provides current and objective compensation data necessary to assist us in making decisions addressing administrative decisions related to the workforce.

In June 2021, IRWD retained Ralph Andersen & Associates to conduct a comprehensive salary survey. Ralph Andersen & Associates is a public-sector management consulting firm with extensive experience in classification and compensation work. The salary survey was conducted to ensure the salary range assignment is internally equitable and competitive within our employment markets.

The objectives of the benchmark salary survey were to:

- Provide understanding and anticipation of market conditions by conducting a salary survey with like organizations;
- Provide a data-driven process for allocating salaries;
- Maintain an objective method to compare internal equity, compaction, FLSA rules, and external competitiveness of District job classifications; and
- Ensure public accountability for employee compensation.

The methodology used for the 2022 survey included:

- Comparison to similarly situated public sector agencies with common job matches;
- All job classifications were tied to a survey benchmark based on job family, similarity of duties and organizational unit;
- Salary range control point top of range as industry best-practice;
- Market data comparison to median of market as a stable statistical measure;

- Internal equity, and compaction between classifications; and
- Periodic time frame of at least every three years.

Included in the 2022 salary survey were 15 public agencies and 55 benchmark positions. A list of the agencies surveyed is provided in Exhibit "A". Results of the 2022 salary survey have been compiled, analyzed, and summarized by Ralph Andersen & Associates, and were further evaluated by Human Resources and the Executive Management Team.

Findings, Conclusions, and Salary Grade Changes:

The benchmark classifications that were surveyed as part of the 2022 salary survey and where each benchmark falls in relation to the survey median is provided in Exhibit "B".

Recommendations for changes to benchmark and other positions were developed based on a review of the external market data collected, an analysis of positions qualified for exemption under the Fair Labor Standards Act (FLSA), as well as an internal equity and compaction analysis of job classification placement within the District's salary grade schedule. The salary survey review included benchmark positions that fell 2.5% or more below the survey median, a review of positions within each salary grade, salary differences between classifications, and FLSA exemption tests. As a result of this analysis, 49 separate job classifications are being recommended for salary grade changes. These job classifications represent approximately 140 employees, as shown in Exhibit "C".

The survey conclusions represent an analysis of the District's current compensation plan, the salary grade placement of positions, and the salary difference between the entry, journey, supervisor, and management levels within job families. The survey represents collaborative work among Ralph Andersen & Associates, Human Resources staff, and the Executive Management Team. The recommendations resulting from the survey data is the result of due diligence, careful analysis, and dedicated work representing a focus on talent management, recruitment, and retention initiatives.

FISCAL IMPACTS:

There is no immediate fiscal impact associated with the recommendation, as only the salary ranges will be adjusted. As a result of the salary survey, no employee's current salary will need to be adjusted by adopting the new salary ranges.

ENVIRONMENTAL COMPLIANCE:

This item is not a project as defined in the California Environmental Quality Act Code of Regulations, Title 14, Chapter 3 Section 15378.

RECOMMENDATION:

That the Board approve the changes to the Salary Grade Schedule, by resolution.

LIST OF EXHIBITS:

Exhibit "A" – List of Surveyed Agencies
Exhibit "B" – Summary of Benchmark Positions
Exhibit "C" – Proposed Salary Grade Changes

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IRWD
2022 SALARY SURVEY AGENCIES

City of Anaheim
City of Corona
City of Irvine
City of Long Beach
City of Riverside
Eastern Water District
Elsinore Valley Municipal Water District
Inland Empire Utility Agency
Mesa Consolidated Water District
Moulton Niguel Water District
Orange County Sanitation District
Orange County Water District
Santa Margarita Water District
South Coast Water District
Western Municipal Water District

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Irvine Ranch Water District
Labor Market Benchmark Summary

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Market 75th P	% +/- 75th P	Percentile
Accountant	8,132	14	7,942	2.3%	7,930	2.5%	8,626	-6.1%	62
Accounting Supervisor	10,589	13	10,558	0.3%	10,816	-2.1%	12,436	-17.4%	50
Applications Analyst	10,986	13	9,993	9.0%	10,018	8.8%	11,073	-0.8%	67
Automation Manager	13,196	5	13,711	-3.9%	13,649	-3.4%	13,744	-4.2%	39
Buyer	7,444	13	7,822	-5.1%	7,786	-4.6%	8,577	-15.2%	41
Collection Systems Technician II	6,591	12	6,863	-4.1%	6,661	-1.1%	7,241	-9.9%	40
Collections Systems Supervisor	9,428	10	9,819	-4.1%	9,908	-5.1%	10,627	-12.7%	35
Construction Inspection Manager	11,820	8	10,367	12.3%	10,589	10.4%	11,894	-0.6%	71
Construction Inspector	8,374	14	8,730	-4.3%	8,395	-0.3%	9,254	-10.5%	43
Cross Connection Specialist	7,901	9	7,821	1.0%	7,910	-0.1%	8,124	-2.8%	63
Customer Service Field Technician	5,919	10	6,259	-5.7%	6,276	-6.0%	6,631	-12.0%	32
Customer Service Manager	11,820	9	11,766	0.5%	12,006	-1.6%	13,712	-16.0%	50
Customer Service Specialist II	6,065	11	6,315	-4.1%	5,940	2.1%	6,514	-7.4%	47
Director of Human Resources	17,588	15	17,499	0.5%	17,005	3.3%	18,826	-7.0%	52
Director of Information Services	17,588	13	16,114	8.4%	16,666	5.2%	19,010	-8.1%	66
Director of Recycling Operations(water)	17,588	8	17,213	2.1%	17,341	1.4%	18,184	-3.4%	66
Electrical Supervisor	9,970	9	11,457	-14.9%	11,188	-12.2%	11,873	-19.1%	17
Engineer	11,820	15	11,873	-0.4%	11,644	1.5%	12,261	-3.7%	49
Engineering Manager	15,286	13	15,704	-2.7%	15,741	-3.0%	17,564	-14.9%	32
Environmental Compliance Analyst	9,840	7	10,254	-4.2%	10,101	-2.7%	10,302	-4.7%	25
Executive Assistant	7,916	15	7,920	0.0%	8,200	-3.6%	8,992	-13.6%	50
Executive Director of Finance & Administration	20,529	15	19,453	5.2%	19,270	6.1%	20,132	1.9%	85
Executive Director of Technical Services	20,529	13	19,958	2.8%	20,076	2.2%	20,573	-0.2%	73
Facilities Supervisor	9,157	8	9,053	1.1%	9,763	-6.6%	11,159	-21.9%	57
Fleet Supervisor	9,157	11	9,714	-6.1%	9,551	-4.3%	10,544	-15.1%	43
GIS Technician II	7,672	9	7,790	-1.5%	7,798	-1.6%	8,532	-11.2%	45
Graphic Design Specialist	8,872	8	8,101	8.7%	8,187	7.7%	8,555	3.6%	100
Human Resources Analyst	9,157	14	8,820	3.7%	8,591	6.2%	9,115	0.5%	78
Instrumentation Technician	8,374	13	8,227	1.8%	8,348	0.3%	9,017	-7.7%	53
Laboratory Supervisor	10,986	7	11,766	-7.1%	11,706	-6.5%	12,580	-14.5%	27
Maintenance Mechanic	7,005	13	7,516	-7.3%	7,483	-6.8%	8,124	-16.0%	23
Manager of Risks and Contract Administration	12,723	10	12,443	2.2%	12,634	0.7%	13,427	-5.5%	57
Material Control Clerk II	6,229	12	5,681	8.8%	5,866	5.8%	6,243	-0.2%	74
Mechanical Services Supervisor	9,428	10	10,566	-12.1%	10,408	-10.4%	11,326	-20.1%	23
Network & Cybersecurity Manager	14,180	4	12,631	10.9%	12,635	10.9%	13,286	6.3%	100
Network Administrator	9,702	13	10,774	-11.0%	10,246	-5.6%	11,073	-14.1%	24
Operations Manager (Recycling)	13,196	9	14,116	-7.0%	14,755	-11.8%	16,928	-28.3%	20
Operations Supervisor Water Ops	10,270	9	10,813	-5.3%	10,895	-6.1%	11,873	-15.6%	31
Operator II (Water)	8,132	12	8,188	-0.7%	8,039	1.1%	8,490	-4.4%	42
Operator III (Recycling)	8,618	9	8,438	2.1%	8,562	0.7%	8,958	-3.9%	59
Public Affairs Manager	12,270	13	12,354	-0.7%	12,893	-5.1%	13,610	-10.9%	39
Purchasing Manager	11,820	11	12,241	-3.6%	12,601	-6.6%	13,551	-14.6%	43
Recycled Water Development Manager	12,723	1	I.D.	--	I.D.	--	I.D.	--	--
Regulatory Compliance Administrator	9,840	9	10,254	-4.2%	10,044	-2.1%	11,102	-12.8%	35
Regulatory Compliance Manager	12,270	3	12,853	-4.8%	12,572	-2.5%	12,913	-5.2%	20
Scientist	8,374	7	8,646	-3.2%	8,703	-3.9%	8,781	-4.9%	28
Senior Office Specialist	6,387	14	5,551	13.1%	5,294	17.1%	5,859	8.3%	98
Senior SCADA Network Administrator	10,986	6	10,876	1.0%	10,981	0.0%	11,408	-3.8%	60
Treasury Manager	12,723	12	13,932	-9.5%	14,222	-11.8%	15,357	-20.7%	27
User Support Manager	13,196	8	13,073	0.9%	11,997	9.1%	13,354	-1.2%	60
Water Maintenance Tech II	7,005	12	7,019	-0.2%	7,014	-0.1%	7,436	-6.2%	49
Water Efficiency Manager	12,270	5	13,610	-10.9%	12,947	-5.5%	13,711	-11.7%	26
Water Efficiency Specialist	7,901	10	8,011	-1.4%	7,846	0.7%	8,868	-12.2%	46
Water Maintenance Supervisor	9,702	10	10,115	-4.3%	10,018	-3.3%	10,931	-12.7%	40
Water Resources Manager	12,723	4	14,662	-15.2%	14,460	-13.7%	15,756	-23.8%	18
Average		**10**		**-1.3%**		**-1.0%**		**-9.1%**	**48**

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Exhibit "C"

IRVINE RANCH WATER DISTRICT

2022 SALARY SURVEY

Job Title	Current Range	Proposed Range	% Change
Automation Manager	U20.E	U22.E	7.46
Automation Specialist	32.N	34.N	5.77
Automation Supervisor	S34.N	S36.N	6.22
Buyer	24.N	25.N	3.05
Collection Systems CCTV Technician	21.N	23.N	6.28
Collection Systems Supervisor	S32.N	S33.N	2.90
Collection Systems Technician II	20.N	21.N	3.02
Construction Inspector	28.N	29.N	2.92
Construction Services Manager	U18.E	U19.E	3.69
Customer Service Field Technician	16.N	17.N	2.46
Customer Service Manager	U17.E	U18.E	3.81
Customer Service Specialist II	17.N	18.N	2.72
Customer Service Supervisor	U10.E	U11.E	3.69
Development Services Specialist	19.N	20.N	3.20
Electrical & Instrumentation Manager	U18.E	U19.E	3.69
Electrical & Instrumentation Supervisor	S34.N	S36.N	6.10
Environmental Compliance Analyst	U12.E	U13.E	3.62
Facilities Services Supervisor	S31.N	S32.N	2.95
Facilities Services Technician	22.N	23.N	3.04
Financial Analyst	U12.E	U13.E	3.62
Fleet Supervisor	S31.N	S32.N	2.95
Human Resources Analyst	U31.N	U11.E	3.47
Lab Supervisory	U15.E	U16.E	3.77
Mail Coordinator	6.N	7.N	2.77
Maintenance Mechanic	22.N	23.N	3.04
Mechanical Services Supervisor	S32.N	S34.N	5.75
Natural Resources Manager	U18.E	U19.E	3.69
Network Administrator	U33.N	U35.N	5.86
Operations Manager	U20.E	U21.E	3.61
Operations Supervisor	S35.N	S36.N	3.00
Operator I	20.N	22.N	6.26
Operator III	29.N	30.N	2.94
Purchasing Coordinator	19.N	20.N	3.20
Purchasing Manager	U17.E	U18.E	3.81
Regulatory Compliance Administrator	U12.E	U13.E	3.62
Regulatory Compliance Manager	U18.E	U19.E	3.69
Risk Analyst	30.N	U10.E	3.01
Scientist	28.N	29.N	2.92
Senior Electrical & Instrumentation Technician	30.N	31.N	3.03
Senior Vehicle/Equipment Mechanic	27.N	28.N	2.96
Senior Water Efficiency Analyst	U12.E	U13.E	3.62
Sr. Facilities Services Technician	27.N	28.N	2.96
User Support Administrator	U33.N	U35.N	5.86
Vehicle/Equipment Mechanic	22.N	23.N	3.04
Water Efficiency Supervisor	U12.E	U14.E	7.61
Water Maintenance Supervisor	S33.N	S34.N	2.77
Water Monitoring Supervisor	S34.N	S35.N	3.01
Water Quality Manager	U18.E	U19.E	3.69
Water Resources Manager	U19.E	U20.E	3.72

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