

**SAN GORGONIO PASS WATER AGENCY**  
**1210 Beaumont Avenue, Beaumont, CA**  
**Board of Directors**  
**Employee Guide Workshop**  
**Agenda**  
**October 3, 2013 at 1:30 p.m.**

- 1. Call to Order, Flag Salute and Roll Call**
- 2. Public Comment :** Members of the public may address the Board at this time concerning items not on the agenda. To comment on specific agenda items, please complete a speaker's request form and hand it to the Board secretary.
- 3. Consideration of Cost of Living Adjustment for Agency Staff for FY 2013-2014\* (Page 2)**
- 4. Consideration of Life Insurance for Agency Staff**
- 5. Announcements**
  - A. Regular Board Meeting, October 7, 2013 at 1:30 p.m.
  - B. San Gorgonio Pass Water Task Force Joint Workshop, October 8, 2013 at 1:30 p.m.
  - C. Engineering Workshop, October 14, 2013 at 1:30 p.m.
  - D. San Gorgonio Pass Water Task Force, October 14, 2013 at 6:00 p.m., Banning City Hall Council Chambers
  - E. Regular Board Meeting, October 21, 2013 at 1:30 p.m.
- 6 Adjournment**

\*Information included in Agenda Packet

(1) Materials related to an item on this Agenda submitted to the Board of Directors after distribution of the agenda packet are available for public inspection in the Agency's office at 1210 Beaumont Avenue, Beaumont during normal business hours. (2) Pursuant to Government Code section 54957.5, non-exempt public records that relate to open session agenda items and are distributed to a majority of the Board less than seventy-two (72) hours prior to the meeting will be available for public inspection at the Agency's office, located at 1210 Beaumont Avenue, Beaumont, California 92223, during regular business hours. When practical, these public records will also be made available on the Agency's Internet Web site, accessible at: [www.sgpwa.com](http://www.sgpwa.com) (3) Any person with a disability who requires accommodation in order to participate in this meeting should telephone the Agency (951 845-2577) at least 48 hours prior to the meeting in order to make a request for a disability-related modification or accommodation.



**MEMORANDUM**  
From: Thomas W. Todd, Jr.  
Finance Manager

Date: June 18, 2013

To: Jeff Davis

RE: Consumer Price Index change combined for 2008 - 2013

Jeff,

This memo reviews CPI changes from 2008 to the present, May of 2013.

For 2009, the CPI actually decreased, so the Board did not enact a COLA increase for 2009.

There was a slight increase for 2010, but when it was combined with the decrease from 2009, the increase was very small. The Board chose to take no action.

There was an increase for 2011 and the Board chose to take no action for that year as well.

There was an increase for 2012. The Board chose to grant a 3.0% cost-of-living increase effective July 1, 2012. In February 2013, the Board also passed a resolution that effectively stated that the Board would not take a bigger annual increase than had been granted to the staff.

There has also been about a 1% increase for 2013. The following information is for the combined 5 years, between May of 2008 and May of 2013.

<u>Index Point Change</u>	U.S. City Average	L.A., Riverside, Orange County
CPI in May, 2013:	232.9	239.3
Less: CPI in May, 2008:	213.9	226.7
Index Point Change	19.0	12.6
 <u>Percentage Change</u>		
Index Point Change	19.0	12.6
Divided by CPI in May, 2008	213.9	226.7
Percentage Increase	8.9 %	5.6%

We typically use the L.A., Riverside, and Orange County figures.

As a result of Board action, staff are also contributing to retirement at a rate of 1% of gross salary for 2013. Overall, staff are currently experiencing a 3.6% decline in wages since 2008 (5.6% CPI + 1% retirement decrease, offset by 3% COLA increase on July 1, 2012). They will contribute 2% starting January 1, 2014, for an estimated effective decline of between 4.5% and 5.5%, depending on CPI changes in the next 6 months.