



**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**  
380 East Vanderbilt Way, San Bernardino CA 92408

**BOARD OF DIRECTORS' SPECIAL MEETING - GENERAL FUND BUDGET WORKSHOP**  
**10:00 AM Thursday, June 25, 2026**

**ZOOM INFORMATION**

Online: <https://sbvmwd.zoom.us/j/86950972136>

Telephone: (877) 853-5247 US Toll-free

Meeting ID: 869 5097 2136

PASSCODE: 3802026

If you are unable to participate online or by telephone, you may submit your comments and questions in writing for Board consideration by emailing [comments@sbvmwd.com](mailto:comments@sbvmwd.com) with the subject line Public Comment Item # (insert the agenda item number relevant to your comment) or Public Comment Non-Agenda Item. Submit your written comments no later than 6 p.m. the day prior to the meeting. All public comments will be provided to the Board President and may be read into the record or compiled as part of the record.

IMPORTANT PRIVACY NOTE: Online participants MUST log in with a Zoom account. The Zoom app is a free download. Please keep in mind: (1) This is a public meeting; as such, the virtual meeting information is published on the World Wide Web and available to everyone. (2) Should you participate remotely via telephone, your telephone number will be your identifier during the meeting and available to all meeting participants; there is no way to protect your privacy if you elect to call in to the meeting.

**CALL TO ORDER**

1) **INTRODUCTIONS**

2) **PUBLIC COMMENT**

Members of the public may address the Board regarding any item within the subject matter jurisdiction of the Board; however, no action may be taken on off-agenda items except as authorized by law. Each speaker is limited to a maximum of three (3) minutes.

3) **DISCUSSION AND POSSIBLE ACTION ITEMS**

- 3.1 Review Proposed General Fund Budget for Fiscal Year 2026-2027 (60 min) - Pg 3  
[Staff Memo - Review Proposed General Fund Budget for Fiscal Year 2026-2027](#)  
[1\) Proposed General Fund Budget for FY 2026-2027](#)

4) FUTURE BUSINESS

5) ADJOURNMENT



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**DATE:** June 25, 2026

**TO:** Board of Directors' Special Meeting – General Fund Budget Review

**FROM:** Heather Dyer, CEO / General Manager  
Wen Huang, COO / Assistant General Manager  
Cindy Saks, CFO / Deputy General Manager

**SUBJECT:** Review Proposed General Fund Budget for Fiscal Year 2026-2027

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**Staff Recommendation**

After discussion and review of the draft Fiscal Year 2026-2027 General Fund Budget, provide direction to staff to either:

- Recommend a final Budget to be brought to the Board for consideration at a future board meeting (July 7); or
- Approve the General Fund Budget and Agency Salary Schedule, including any modifications or adjustments made by the Board during the meeting, effective July 4, 2026.

**Background**

Each year, the Board adopts a General Fund Budget. Staff have prepared a draft budget for the Fiscal Year 2026-2027 (FY 26-27) for discussion at today's workshop. The budget incorporates direction from the Board to include a 2.0% cost of living adjustment (COLA) to the Agency salary schedule as discussed during the Wages, Benefits and Insurance workshop on May 26, 2026. Staff are prepared to discuss the attached draft budget in detail during the budget workshop.

The draft General Fund Budget for FY 26-27 includes total revenue in the amount of \$53,891,100 and expenditures in the amount of \$51,115,800. The proposed budget also includes a \$2,890,000 allocation to the Rate Stabilization Reserve Fund, as required by the WIFIA loan for the Enhanced Recharge 1B project.

Below are a few notable areas. However, as in previous years, staff will provide a presentation that gives an overview of the major budget categories for consideration and feedback during the workshop.

- Several proposed expenditures (line 62600 Vehicle Replacement) are in support of the upcoming transfer of the SCE Hydropower facilities and establishing a new Hydro Division within the Agency. Specifically, staff propose the purchase of three trucks for use by incoming Hydro personnel and a mini excavator, which will be used for hydropower facilities operations and maintenance (e.g. noxious weed management as required by FERC, diversion maintenance, etc.), water operations, and land management activities. Vehicle costs for the hydropower staff will be calculated and included in their fully burdened rate, which will be reimbursed by the SAWHA Joint Powers Authority (JPA) for hydropower operations. Costs for use of San Bernardino Valley heavy equipment in hydropower operations will be calculated by hour or day and included in a reimbursement agreement to be entered into between San Bernardino Valley and the SAWHA JPA once the transfer is complete. Funds to acquire the East End Administrative building are included in line 67600 Land Purchase which will support the Agency's entire Operations team.
  
- Another area of significant investment in the upcoming year is the SCADA upgrade proposed within line 62400 Pipeline Control System. Our existing system has not been replaced since the mid-1990s and requires both hardware and software upgrades. This initiative will take several years to complete and will eventually incorporate both water and hydropower operations into a unified system.
  
- Staff propose continuing to complement the local water retailer's conservation efforts through a modified Demand Management program (66400 Water Conservation and Education). With the implementation of *Conservation is a California Way of Life*, water retailers are refocusing their programs to target specific obligations outlined in regulations to achieve compliance with the law. The proposed adjustments to this year's budget are the result of discussions with local retail conservation staff and alignment with supporting the region's dynamic water supply reliability efforts.
  
- The proposed budget for the External Affairs and Strategic Communications program (line 66450) has been developed to support ongoing outreach and continued implementation of many initiatives. Staff believe the continued efforts to build positive and informative engagement with the public and enhance educational resources for projects and programs within the region support the priorities established in the Strategic Plan. Staff propose continuation of two State Water Project tours per year as there is high interest in the event and a waiting list. We have found this event in particular builds significant understanding

and support for the State Water Project efforts and investments made by San Bernardino Valley. Also included are continuation of events that promote greater understanding of our Agency's work such as the Santa Ana River Science Symposium and Trails Day at Sunrise Ranch.

Staff will give an overview presentation of the proposed expenditures for the major categories within the budget, answer questions, and receive recommendations for modifications to the budget during the meeting. Various department staff will be present to answer specific questions, if needed.

### **WIFIA Loan**

The draft FY 26-27 budget requests the Board consider a \$2 million interest expense for the Enhanced Recharge 1B WIFIA loan. One of the benefits of the WIFIA loan is the ability to make prepayment of interest or principal in \$1 million increments without penalty, thus reducing future interest obligations. San Bernardino Valley drew \$46,910,000 on the WIFIA loan in November 2025 to pay off the short-term notes issued for construction of Enhanced Recharge 1B project. The first required interest payment on the WIFIA loan is due on 07/01/2029 and first required principal payment is due on 01/01/2044, with final payment on 01/01/2061. Interest is being capitalized and added to the outstanding loan balance from the date we drew on the loan. For every \$1 million the Agency prepays toward capitalized interest, it will realize approximately \$2.1 million in gross savings on future payments. Therefore, by prepaying \$2 million in interest, as proposed in the FY 2026–2027 budget, the Agency will save approximately \$4.2 million in project costs over the life of the loan.

### **Cash Reserves**

Cash reserves listed in the budget are a combination of several important categories designating funds that are set aside for specific purposes, including prepayment for water ordered by customers and the Basin Management Fund. The reserves also include specific amounts set aside to address emergencies within operations and/or repair and replacement of local water infrastructure.

In past decades, the Board has planned for, and intentionally built, the General Fund cash reserve in order to be well positioned to construct local water supply projects and to incentivize or partner on projects that increase the long-term water supply resilience of our service area. Examples of recent uses of the General Fund and its reserves include construction of the Weaver Basins and the Regional Recycled Water Pipeline, the LRIP incentive payments, which support local recycled water projects such as Sterling Natural Resource Center and San Bernardino MWD's Tertiary

Treatment System, and the substantial Demand Management Incentive Program, which gives funding to retail agencies for use in their water conservation programs. San Bernardino Valley has also financially assisted the City of Yucaipa with improvements to flood control basins to increase water supply and partnered with agencies such as the Conservation District and others to plan, design, and ultimately construct additional recharge facilities such as Devil Basins and the PERC projects.

This approach recognizes we can only ensure a reliable water supply for the people we serve, especially over future decades, by proactively building and managing a diverse, adaptable water supply portfolio. This strategy requires substantial reserves to either fund projects on a cash basis and/or maintain an excellent credit rating to secure acceptable terms for debt financing, when needed. San Bernardino Valley's credit rating remains AAA, the highest given by the rating agencies.

In summary, there is an estimated net income of \$2,775,300 for FY 26-27. However, of this amount, 25% of current budgeted water sales totaling \$2,890,000 will be allocated to the Rate Stabilization Reserve Fund, as required by the Enhanced Recharge project WIFIA loan. Therefore, \$114,700 will be drawn from the General Fund cash reserve designated for new infrastructure to balance the FY 2026–2027 budget. The proposed budget has been reviewed by legal counsel.

### **Agency Strategic Plan Application**

The General Fund Budget supports many strategies and priorities included in our Strategic Plan, including investment in projects that support future climate resilience and developing an adaptable local water supply portfolio (e.g. recycled water recharge and stormwater capture projects) to augment our imported water supplies. Many of the projects are results of collaborative, multi-agency partnerships that focus on working together effectively to develop regional solutions (e.g. Upper SARHCP, Headwaters Resilience Partnership, Basin Optimization Framework). The budget reflects a commitment to attracting and supporting staff through competitive salary and benefits, along with training and growth opportunities. It also reflects our commitment to increasing communication and engagement with the public and our partners. Finally, the Board's detailed review, discussion, and participation in the development of the budget demonstrate its commitment to effective governance.

### **Fiscal Impact**

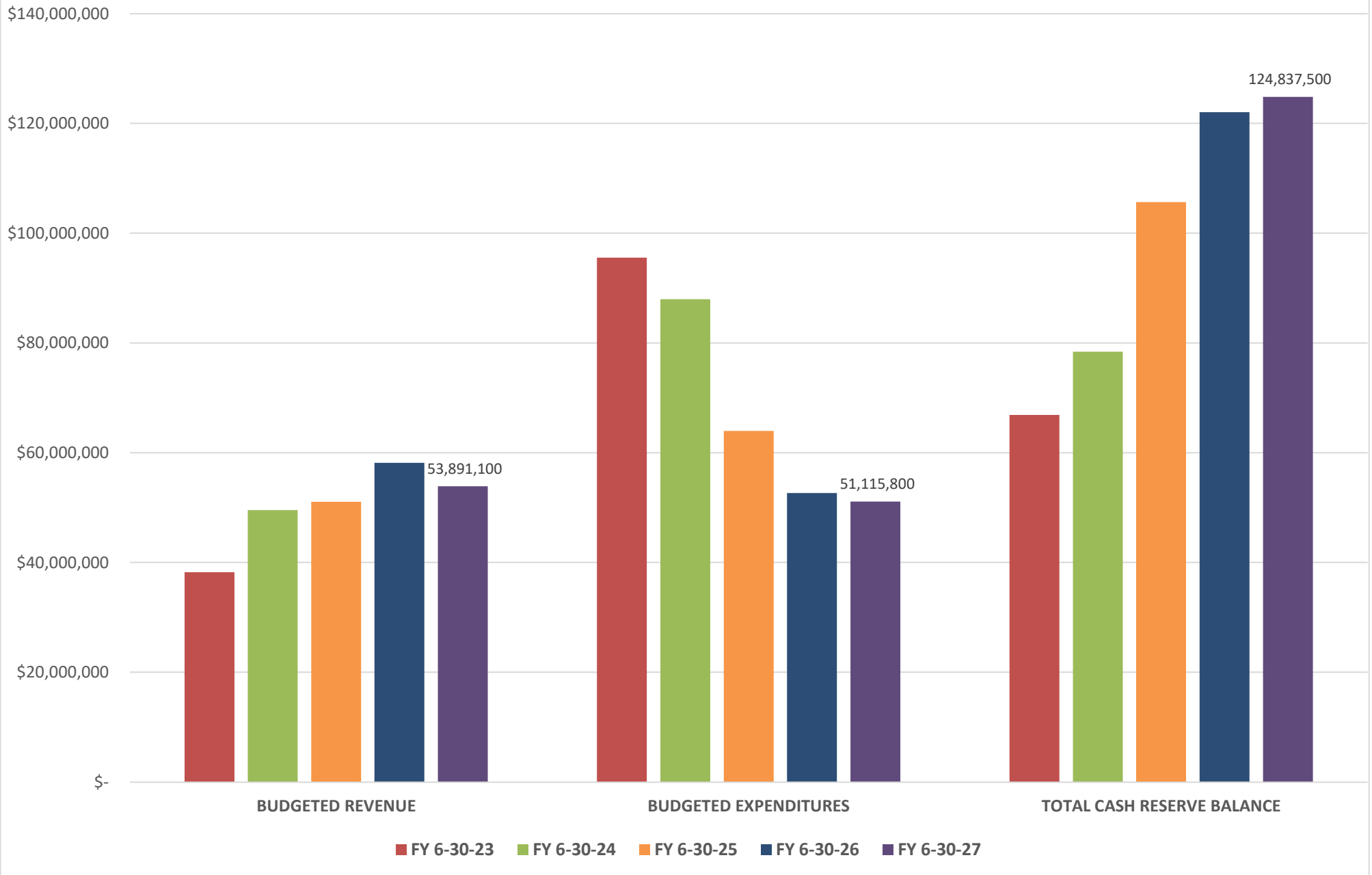
The draft General Fund Budget for fiscal year 2026-2027 includes total revenue in the amount of \$53,891,100, expenditures in the amount of \$51,115,800. Twenty-Five percent (25%) of current

budgeted water sales, which is calculated at \$2,890,000 based on water sales estimates, is being proposed to be allocated to the Rate Stabilization Reserve Fund as required under the WIFIA loan.

**Attachment**

- 1) Proposed General Fund Budget for FY 2026-2027

San Bernardino Valley Municipal Water District  
**General Fund**  
 Budgeted Revenue, Expenditures and Total Cash Reserves  
 Fiscal Years Ending June 30, 2023 ~ 2027



**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**

**GENERAL FUND**

**FISCAL YEAR BUDGET 2026 / 2027**

**REVENUES AND EXPENDITURES**

**Draft**

			5/31/2026	CURRENT YEAR	
		2025-2026	ACTUAL	FY 2025-2026	FY 2026-2027
		BUDGET	YTD	PROJECTED	BUDGET
<b>REVENUE</b>					
	<b>WATER SALES</b>	10,548,000	17,499,148	17,699,148	11,554,500
	<b>GENERAL PROPERTY TAXES</b>	15,026,000	16,045,350	16,045,350	16,530,000
	<b>INVESTMENT INCOME</b>	5,050,000	3,709,843	4,009,843	4,270,000
	<b>PASS-THRU PAYMENTS FROM SUCCESSOR AGENCIES</b>	10,070,000	9,836,845	9,836,845	10,180,000
	<b>REIMBURSEMENT FROM OTHER AGENCIES (COST SHARE, LOAN PMTS, ETC)</b>	15,071,000	8,223,552	8,723,552	7,529,500
	<b>GRANT FUNDS</b>	2,267,000	4,192,830	4,192,830	3,700,000
	<b>LEASE RENTAL</b>	122,600	106,167	122,000	127,100
	<b>TOTAL REVENUE</b>	<b>58,154,600</b>	<b>59,613,735</b>	<b>60,629,568</b>	<b>53,891,100</b>
<b>EXPENDITURES</b>					
<b>PAYROLL / DIRECTORS FEES</b>					
61000	SALARIES - (INCLUDES 2 % COLA AT 7/1/26)	6,910,000	6,164,665	6,725,089	8,000,000
61100	OVERTIME	150,000	37,359	40,755	75,000
61140	ON-CALL PAY	50,000	5,270	5,749	25,000
61200	DIRECTOR'S FEES	179,400	143,819	156,893	179,400
61300	PERS RETIREMENT	2,015,000	1,791,314	1,954,161	2,140,000
61370	DEFERRED COMPENSATION EXPENSE	31,000	31,000	31,000	31,000
61400	PAYROLL TAXES	501,000	425,129	463,777	575,000
		<b>9,836,400</b>	<b>8,598,556</b>	<b>9,377,425</b>	<b>11,025,400</b>
<b>MEDICAL BENEFITS</b>					
61500	HEALTH INSURANCE - (5% INCREASE IN PREMIUMS IN JAN 2027)	1,266,000	1,084,483	1,162,983	1,420,000
61600	DENTAL (2% INCREASE IN PREMIUMS IN JAN 2027)	89,000	77,967	85,055	100,000
61700	VISION, DISABILITY AND LIFE INSURANCE	60,000	47,523	51,843	63,000
	ANNUAL OTHER POSTEMPLOYMENT BENEFIT COST (OPEB)	-	-	-	-
61800	WORKERS COMPENSATION	110,000	80,711	110,000	130,000
62000	HEALTH REIMBURSEMENT PLAN	85,000	80,990	85,000	85,000
		<b>1,610,000</b>	<b>1,371,674</b>	<b>1,494,881</b>	<b>1,798,000</b>

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**  
**GENERAL FUND**  
**FISCAL YEAR BUDGET 2026 / 2027**  
**REVENUES AND EXPENDITURES**

Draft

			5/31/2026	CURRENT YEAR	
		2025-2026	ACTUAL	FY 2025-2026	FY 2026-2027
		BUDGET	YTD	PROJECTED	BUDGET
<b>LONG TERM DEBT REPAYMENT (CURRENT PORTION)</b>					
62300	2023B REFUNDING NOTE CAPITAL PAYMENTS - (BASELINE FEEDER )	220,000	-		230,000
62320	WIFIA DEBT SERVICE PAYMENTS	-	-		-
62350	INTEREST - (BASELINE FEEDER AND SHORT TERM NOTES )	1,433,500	1,498,583	1,498,583	249,750
62350	INTEREST - (WIFIA LOAN )	-			2,000,000
		1,653,500	1,498,583	1,498,583	2,479,750
<b>FIXED ASSET IMPROVEMENTS</b>					
62400	PIPELINE CONTROL SYSTEM	320,000	81,146	88,523	520,000
62500	OFFICE EQUIPMENT	394,000	299,874	327,135	394,600
62600	VEHICLE/OPERATIONS EQUIPMENT REPLACEMENT	160,000	176,170	176,170	590,000
62800	FIELD IMPROVEMENTS	1,695,000	150,898	150,898	1,085,000
62850	LAND PURCHASE	4,200,000	200	200	3,350,000
		6,769,000	708,288	742,926	5,939,600
<b>SPECIAL SERVICES</b>					
63200	HOUSE COUNSEL	350,000	289,549	315,872	350,000
63300	SPECIAL COUNSEL	350,000	487,986	532,348	1,000,000
63400	WATERMASTER	27,000	8,302	9,057	132,000
63600	CONSULTANTS	4,847,750	2,710,910	2,957,356	3,688,500
63800	DISTRICT AUDIT	45,000	35,500	35,500	40,000
66400	WATER CONSERVATION AND EDUCATION	2,635,000	732,238	798,805	5,335,000
66420	SPONSORSHIPS	158,350	142,350	142,350	173,500
66450	EXTERNAL AFFAIRS / STRATEGIC COMMUNICATIONS	453,000	217,926	237,737	608,000
67800	ENVIRONMENTAL/PERMIT COMPLIANCE AND / HCP IMPLEMENTATION	2,016,000	2,478,804	2,704,150	2,480,000
67850	HEADWATER RESILIENCE PROGRAM	295,000	105,775	115,391	307,000
		11,177,100	7,209,340	7,848,566	14,114,000

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**

**GENERAL FUND**

**FISCAL YEAR BUDGET 2026 / 2027**

**REVENUES AND EXPENDITURES**

*Draft*

			5/31/2026	CURRENT YEAR	
		2025-2026	ACTUAL	FY 2025-2026	FY 2026-2027
		BUDGET	YTD	PROJECTED	BUDGET
<b>GENERAL OFFICE EXPENSES</b>					
64300	LIABILITY INSURANCE	390,000	455,055	455,055	515,000
<b>64800</b>	OFFICE EXPENSE	87,000	80,051	87,328	80,500
65300	BANK CHARGES / TRUSTEE FEES	10,000	19,410	21,175	25,000
<b>66000</b>	TAXES / LICENSES / PERMITS	134,500	53,568	58,438	93,500
66500	PUBLIC NOTICES	5,000	5,799	6,300	7,500
65000	EDUCATION & TRAINING	155,000	31,172	34,006	140,000
65200	ELECTION EXPENSE	-	-	-	160,000
<b>65800</b>	DUES & SUBSCRIPTIONS	698,475	479,290	522,862	944,050
		<b>1,479,975</b>	<b>1,124,345</b>	<b>1,185,163</b>	<b>1,965,550</b>
<b>TRAVEL, MEALS AND LODGING</b>					
64000	VEHICLE EXPENSE	125,000	77,880	84,960	122,000
64100	TRAVEL	60,000	38,100	41,564	75,000
64200	MEALS AND LODGING	55,000	51,519	56,203	65,000
		<b>240,000</b>	<b>167,499</b>	<b>182,726</b>	<b>262,000</b>
<b>SPECIAL PROGRAMS</b>					
<b>63500</b>	UNITED STATES GEOLOGICAL SURVEY	2,523,000	1,100,744	1,200,812	2,590,000
<b>63900</b>	SAWPA	2,588,000	2,112,241	2,408,241	2,953,000
64500	WATER STOCK ASSESSMENTS	7,800	7,159	7,800	8,000
66900	EMERGENCY PREPAREDNESS	7,500	-	-	10,000
68000	SB LAFCO FUNDING SHARE	30,000	30,000	30,000	30,000
		<b>5,156,300</b>	<b>3,250,144</b>	<b>3,646,853</b>	<b>5,591,000</b>

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**  
**GENERAL FUND**  
**FISCAL YEAR BUDGET 2026 / 2027**  
**REVENUES AND EXPENDITURES**

Draft

			5/31/2026	CURRENT YEAR	
		2025-2026	ACTUAL	FY 2025-2026	FY 2026-2027
		BUDGET	YTD	PROJECTED	BUDGET
	<b>OPERATIONS AND MAINTENANCE EXPENSE</b>				
62950	PURCHASED WATER	2,356,250	1,476,025	1,610,209	2,870,500
62970	LOCAL RESOURCES INVESTMENT PROGRAM (LRIP)	1,200,000	1,210,497	1,210,497	1,525,000
<b>64600</b>	UTILITIES, COMMUNICATIONS	1,827,000	987,058	1,076,791	1,485,000
<b>64700</b>	MAINTENANCE AND REPAIRS	1,180,000	1,314,315	1,433,798	1,335,000
64900	FIELD SUPPLIES	42,000	32,533	35,491	40,000
64950	SAFETY TRAINING AND EQUIPMENT	10,000	5,064	5,524	60,000
<b>65400</b>	YUCAIPA LAKES	60,000	33,825	36,900	55,000
<b>66100</b>	SPREADING GROUNDS MAINTENANCE	537,000	510,178	510,178	570,000
		7,212,250	5,569,495	5,919,388	7,940,500
	<b>TOTAL EXPENDITURES</b>	<b>45,134,525</b>	<b>29,497,924</b>	<b>31,896,511</b>	<b>51,115,800</b>
	AMOUNT ALLOCATED TO RATE STABILIZATION RESERVE FUND (AS REQUIRED BY WIFIA LOAN)	2,640,000			2,890,000
	AMOUNT FROM RESERVE FOR NEW INFRASTRUCTURE				(114,700)
	<b>NET GENERAL FUND NET (LOSS)</b>	<b>10,380,075</b>	<b>30,115,811</b>	<b>28,733,057</b>	<b>-</b>
	<i>(NET LOSS TO BE COVERED BY CASH RESERVES )</i>				

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
 GENERAL FUND  
 FISCAL YEAR BUDGET 2026 / 2027  
 REVENUES AND EXPENDITURES**

Draft

			5/31/2026	CURRENT YEAR	
		2025-2026	ACTUAL	FY 2025-2026	FY 2026-2027
		BUDGET	YTD	PROJECTED	BUDGET
<b>62800</b>	FIELD IMPROVEMENTS - PAY-GO PROJECTS				
	PAY-GO PROJECTS				
	HCP TRIBUTARIES RESTORATION	7,500,000	6,435,750	6,435,750	-
		<u>7,500,000</u>	<u>6,435,750</u>	<u>6,435,750</u>	<u>-</u>
	ESTIMATED PROJECT REIMBURSEMENTS FROM OTHER AGENCIES				
	GRANT PROCEEDS - HCP TRIBUTARIES RESTORATION	5,000,000			
		<u>5,000,000</u>			

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**  
**GENERAL FUND**  
**FISCAL YEAR BUDGET 2026 / 2027**  
**REVENUES AND EXPENDITURES**

Draft

			5/31/2026	CURRENT YEAR	
		2025-2026	ACTUAL	FY 2025-2026	FY 2026-2027
		BUDGET	YTD	PROJECTED	BUDGET
<b>SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT</b>					
<b>SUMMARY OF CASH RESERVE BALANCES</b>					
			<i>ESTIMATED</i>	<i>ESTIMATED</i>	
		<i>6/30/25</i>	<i>6/30/26</i>	<i>6/30/27</i>	
		END OF	END OF	END OF	
		THE YEAR	THE YEAR	THE YEAR	
		BALANCE	BALANCE	BALANCE	
<b>GENERAL FUND</b>					
	RESERVE FOR OPERATIONS	8,500,000	10,000,000	10,000,000	
	RESERVE FOR NEW INFRASTRUCTURE	57,800,000	64,700,000	64,600,000	
	<i>(RRWS PHASE II, DEVIL BASINS, ENHANCED RECHARGE 1B DEBT SERVICE)</i>				
	RESERVE FOR WATER RATE STABILIZATION	5,500,000	7,500,000	10,400,000	
	RESERVE FOR REPAIRS AND REPLACEMENT	10,000,000	15,000,000	15,000,000	
		81,800,000	97,200,000	100,000,000	
	RESTRICTED FOR CUSTOMER DEPOSITS, ETC	18,872,000	16,100,000	16,100,000	
	BASIN MANAGEMENT FUND	5,000,000	8,737,500	8,737,500	
	<b>TOTAL GENERAL FUND CASH</b>	<b>105,672,000</b>	<b>122,037,500</b>	<b>124,837,500</b>	

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
GENERAL FUND INCOME RECAP  
FISCAL YEAR BUDGET 2026 / 2027**

Draft

				CURRENT YEAR	
				FY 6/30/26	FY 2026 - 2027
				BUDGET	BUDGET
<b>WATER REVENUE</b>					
	BIG BEAR MWD			2,303,000	2,388,900
	SWP GROUNDWATER RECHARGE	6,000	AF	1,788,000	710,400
	SWP DIRECT DELIVERIES	33,550	AF	4,086,000	5,490,800
	YUCAIPA REGIONAL PARK	100	AF	15,000	14,800
	CLAWA	150	AF	-	79,100
	ENCANTO BOOSTER - BASELINE FEEDER	1,250	AF	406,000	758,000
	WVWD / RIALTO / RIVERSIDE HIGHLAND - BLF	6,500	AF	1,950,000	2,112,500
<b>GENERAL PROPERTY TAXES</b>					
	INCREASED BY 3% OF CURRENT YEAR ACTUAL			15,026,000	16,530,000
<b>OTHER INCOME</b>					
<b>INVESTMENT INCOME</b>					
				5,050,000	4,270,000
<b>PASS-THRU PAYMENTS FROM SUCCESSOR AGENCIES</b>					
				10,070,000	10,180,000
<b>REIMBURSEMENT FROM OTHER AGENCIES (COST SHARING, LOAN PAYMENTS, ETC)</b>					
	BASELINE FEEDER CAP PMTS	RIALTO, WVWD, RIVERSIDE HIGHLAND		482,000	482,000
	WEST VALLEY WATER DISTRICT	HYDROELECTRIC LOAN PAYMENT		330,000	330,000
	BRINE LINE TREATMENT CHARGES			2,024,000	2,389,000
	EAST VALLEY WATER DISTRICT	STERLING NATURAL RESOURCE CENTER		277,500	220,000
	GROUNDWATER COUNCILS			83,000	188,000
	HABITAT CONSERVATION PLAN PARTNERS			1,000,000	1,000,000
	MISCELLANEOUS OTHER AGENCY PROJECT REIMBURSEMENTS			4,119,500	484,500
	SAN GORGONIO PASS WATER AGENCY	EBX OPERATIONS FOR PUMPING		410,000	350,000
	SAN GORGONIO PASS WATER AGENCY	SHARE OF EBX EXPENSES		250,000	250,000
	SCE HYDRO JPA - (TRANSFER PAYMENT)			3,645,000	-
	SHARED USGS COSTS	IEUA, OCWD, WMWD		282,000	295,000
	WEST VALLEY WATER DISTRICT	BLF WELLS		1,200,000	1,000,000
	WESTERN MUNICIPAL WATER	ENHANCED RECHARGE /ACTIVE RECHARGE		968,000	541,000
<b>LEASE RENTAL</b>					
				122,600	127,100
<b>GRANT FUNDS</b>					
				2,267,000	3,700,000
				<b>58,154,600</b>	<b>53,891,100</b>

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
 DETAIL EXPENDITURE WORKPAPER  
 BUDGET FOR THE FISCAL YEAR 2026-2027**

Draft

			<b>FY 2025 - 2026 BUDGET</b>	<b>FY 2026 - 2027 BUDGET</b>
<b>FIXED ASSET IMPROVEMENTS</b>				
	<b>62400</b>	<b>PIPELINE CONTROL SYSTEM</b>		
		COMMUNICATIONS & CONTROL UPGRADES	200,000	225,000
		SCADA CONTROL AND COMMUNICATION DESIGN	50,000	225,000
		GENERAL REPAIR AND MAINTENANCE	60,000	60,000
		SCADA TRAINING	10,000	10,000
			<b>320,000</b>	<b>520,000</b>
	<b>62500</b>	<b>OFFICE EQUIPMENT</b>		
		ADMINISTRATION OFFICE SPACE FURNITURE REPLACEMENT	60,000	60,000
		EAST END ADMIN FURNITURE REPLACEMENT	-	75,000
		BOARD ROOM AND CONFERENCE ROOM A/V AND WIFI	4,500	5,000
		COMPUTER HARDWARE (DESKTOP, SERVERS, PRINTERS, MONITORS, EVENTS EQUIP)	112,000	149,600
		APC UPS BATTERY BACKUP SYSTEM	12,500	25,000
		CYBER SECURITY TESTING AND UPGRADES	65,000	40,000
		GIS CLOUD MIGRATION	-	25,000
		MISCELLANEOUS OFFICE/FIELD EQUIPMENT	15,000	15,000
		FORTINET REFRESH AT REMOTE LOCATIONS	10,000	-
		NEW RADIO CONNECTIONS	5,000	-
		SECURITY UPGRADES	60,000	-
		DIGITAL ARCHIVE TRANSITION	50,000	-
			<b>394,000</b>	<b>394,600</b>
	<b>62600</b>	<b>VEHICLE REPLACEMENT</b>		
		TRUCKS - WATER OPERATIONS	160,000	140,000
		TRUCKS - HYDRO OPERATIONS	-	225,000
		HEAVY EQUIPMENT (MINI EXCAVATOR AND ATTACHMENTS)	-	225,000
			<b>160,000</b>	<b>590,000</b>





**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
 DETAIL EXPENDITURE WORKPAPER  
 BUDGET FOR THE FISCAL YEAR 2026-2027**

Draft

			FY 2025 - 2026 BUDGET	FY 2026 - 2027 BUDGET
		<b>63600 CONSULTANTS (CONTINUED)</b>		
		UMBRELLA PROGRAMMATIC EIR	-	30,000
		WATER MANAGEMENT PLANS (REGIONAL/URBAN)	433,000	25,000
		WATERMAN TURNOUT HYDRO	10,000	-
		WATERSHED CONNECT WIFIA LOAN PROGRAM MANAGEMENT	50,000	25,000
		WEBSITE REDESIGN	100,000	-
		YUCAIPA BASIN GROUNDWATER MODELING (WESTERN HEIGHTS)	-	185,000
		YUCAIPA SGMA ANNUAL SUPPORT SERVICES, ANNUAL REPORT & GSP UPDATE	90,000	210,000
			4,847,750	3,688,500
		<b>66400 WATER CONSERVATION AND EDUCATION</b>		
		DEMAND MANAGEMENT	500,000	625,000
		DIRECT INSTALLATION PROGRAM	2,000,000	4,700,000
		REGIONAL EDUCATION, SCHOOL OUTREACH & LANDSCAPE INDUSTRY OUTREACH	25,000	-
		REGIONAL OUTREACH, MARKETING & WHOLESALE PROGRAM SUPPORT	100,000	-
		WATER CONSERVATION SPONSORSHIPS	10,000	10,000
			2,635,000	5,335,000
		<b>66420 SPONSORSHIPS</b>		
		BUILDING INDUSTRY ASSOCIATION (BIA) WATER CONFERENCE	7,500	7,500
		CLIMATE CENTER	10,000	10,000
		GIRLS ON THE RUN	1,000	1,000
		INFRASTRUCTURE FUNDING ALLIANCE	3,000	3,000
		SO CAL STEAM (INLAND SOLAR CHALLENGE)	15,000	15,000
		INSTITUTE FOR WATERSHED RESILIENCY - FELLOWSHIPS (5)	91,350	101,500
		MAVEN'S NOTEBOOK	10,000	10,000
		NATIONAL HCP COALITION ANNUAL MEETING	2,500	5,000
		PUBLIC POLICY INSTITUTE OF CALIFORNIA (PPIC)	3,000	3,000
		WATER INFRASTRUCTURE NETWORKING SUMMIT (WINS) 2025	5,000	-
		SOUTHERN CALIFORNIA WATER COALITION EVENT	-	2,500
		MISC WATER RELATED SPONSORSHIPS	10,000	15,000
			158,350	173,500

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
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Draft

			<b>FY 2025 - 2026 BUDGET</b>	<b>FY 2026 - 2027 BUDGET</b>
		<b>66450 EXTERNAL AFFAIRS / STRATEGIC COMMUNICATIONS</b>		
		ASBCSD HOSTING	6,000	6,000
		AWARD SUBMISSIONS	1,000	1,000
		BRANDED APPAREL	12,000	25,000
		CONTRACT DRONE VIDEO	-	5,000
		DISTRICT EDUCATIONAL TOURS (LOCAL)	20,000	20,000
		DISTRICT EDUCATIONAL TOURS (STATE WATER PROJECT TOUR)	85,000	180,000
		DISTRICT FACILITIES UPDATED PHOTOS	8,000	5,000
		DISTRICT VIDEOS PRODUCTION	50,000	25,000
		GIVEAWAYS / EVENT ITEMS	50,000	50,000
		ON CALL GRAPHIC DESIGN SERVICES	25,000	30,000
		PODCAST SERIES PRODUCTION	5,000	5,000
		PRINT ADVERTISING	20,000	20,000
		PRINT MATERIAL/LEAVE BEHINDS	50,000	60,000
		SAR SCIENCE SYMPOSIUM	35,000	35,000
		SOCIAL MEDIA ADVERTISING (BOOSTING)	1,000	6,000
		SPECIAL EVENT COORDINATION (TRAILS DAY, HYDRO, ETC. )	75,000	100,000
		UPPER SAR DIVISION FORUMS/ ROAD SHOW	10,000	-
		WEBSITE (ADA, GENERAL SUPPORT)	-	35,000
			<b>453,000</b>	<b>608,000</b>

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Draft

			<b>FY 2025 - 2026 BUDGET</b>		<b>FY 2026 - 2027 BUDGET</b>
		<b>67800 ENVIRONMENTAL/PERMIT COMPLIANCE AND HCP IMPLEMENTATION</b>			
		COVERED SPECIES SURVEYS	300,000		300,000
		FIELD EQUIPMENT/SUPPLIES	6,000		30,000
		HCP TRIBUTARIES RESTORATION (SARCCUP)	-		150,000
		LAND MANAGEMENT AND PROTECTION	150,000		150,000
		MITIGATION CREDIT ACCOUNT	100,000		300,000
		NONNATIVE WEED MANAGEMENT (NON-SNRC)	50,000		50,000
		RCRCD FISH RACEWAY	20,000		20,000
		RCRCD/SRMA NATIVE FISHES SURVEY PERMIT/STAFF/EQUIPMENT	75,000		75,000
		RIV CO PARKS RANGERS AND OPS POSITIONS	725,000		1,000,000
		SAR HCP (ICF, NEPA)	50,000		35,000
		SAR HCP PROGRAM LONG TERM MONITORING AND ADAPTIVE MANAGEMENT PLAN	25,000		25,000
		SBKR HABITAT MANAGEMENT	50,000		50,000
		SNRC AQUATIC PREDATOR CONTROL PROGRAM IMPLEMENTATION	15,000		20,000
		SNRC WEED MANAGEMENT PLAN IMPLEMENTATION	150,000		150,000
		SUNNYSLOPE CREEK LOUIS RUBIDOUX NATURE CENTER	200,000		25,000
		TRIBUTARIES PURPLE PIPE PLANNING, PERMITTING AND CEQA +	100,000		100,000
			<b>2,016,000</b>		<b>2,480,000</b>
		<b>67850 HEADWATERS RESILIENCE PROGRAM</b>			
		COMMUNICATION, MARKETING AND OUTREACH PLAN	40,000		5,000
		HEADWATERS MONITORING PROGRAM	50,000		50,000
		MOUNTAIN LAB	-		50,000
		PARTNERSHIP ADMIN & MANAGEMENT	5,000		2,000
		FUELS MANAGEMENT/POST-FIRE RESTORATION	200,000		200,000
			<b>295,000</b>		<b>307,000</b>

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
 DETAIL EXPENDITURE WORKPAPER  
 BUDGET FOR THE FISCAL YEAR 2026-2027**

Draft

			<b>FY 2025 - 2026 BUDGET</b>	<b>FY 2026 - 2027 BUDGET</b>
<b>GENERAL OFFICE EXPENSES</b>				
	<u>64800</u>	<u>OFFICE EXPENSE</u>		
		COPIER MAINTENANCE	5,000	8,000
		LETTERHEAD / BUSINESS CARDS	3,500	3,500
		MEETING EXPENSES	20,500	15,000
		OFFICE SUPPLIES	44,000	45,000
		OTHER SUPPLIES	5,000	3,000
		PAYROLL PROCESSING	1,000	1,500
		POSTAGE	4,000	3,500
		PRINTING / PHOTOS	4,000	1,000
			<b>87,000</b>	<b>80,500</b>
	<u>66000</u>	<u>TAXES / LICENSES / PERMITS</u>		
		CA DEPARTMENT OF TAX & FEE ADMIN - WATER RIGHTS FEE	26,000	30,000
		CALIFORNIA FISH AND WILDLIFE	10,000	6,000
		COUNTY CLERK OF THE BOARD	5,000	1,000
		ENCROACHMENT PERMITS	30,000	24,500
		FEDERAL PERMIT FEES (USACE & USFWS)	1,000	1,000
		MISCELLANEOUS - DIVISION OF DRINKING WATER, FINANCING CORP FEES	1,000	2,000
		SAN BERNARDINO COUNTY FLOOD CONTROL	10,000	7,500
		SANTA ANA REGIONAL WATER QUALITY BOARD	50,000	20,000
		SOUTH COAST AQMD	1,500	1,500
			<b>134,500</b>	<b>93,500</b>

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
 DETAIL EXPENDITURE WORKPAPER  
 BUDGET FOR THE FISCAL YEAR 2026-2027**

Draft

		FY 2025 - 2026	FY 2026 - 2027
		BUDGET	BUDGET
65800	<b>DUES AND SUBSCRIPTIONS</b>		
	ASSN OF CALIFORNIA WATER AGENCIES (ACWA)	37,500	40,000
	CALIFORNIA DATA COLLABORATIVE	11,000	11,000
	CALIFORNIA GROUNDWATER COALITION	10,800	10,800
	CALIFORNIA MUNICIPAL UTILITIES ASSOCIATION	4,000	4,000
	CALIFORNIA NATURAL DIVERSITY DATABASE SUBSCRIPTION	400	500
	CALIFORNIA SPECIAL DISTRICT ASSOCIATION (CSDA)	8,500	12,000
	CALIFORNIA WATER EFFICIENCY PARTNERSHIP (CalWEP)	4,500	5,000
	CENTER FOR WESTERN WEATHER AND WATER EXTREMES WATER AFFILIATES GROUP	10,000	10,000
	INLAND ACTION	4,000	4,250
	MISCELLANEOUS - NEWSPAPERS, ENR, ETC	3,000	2,500
	MISCELLANEOUS WATER RELATED ASSOCIATIONS	9,500	9,500
	NATIONAL AND CALIFORNIA HCP COALITION DUES	7,500	7,500
	NATIONAL WATER SUPPLY ALLIANCE	5,000	5,000
	PROFESSIONAL LICENSES AND MEMBERSHIPS	8,000	5,000
	SCIENTIFIC SOCIETY MEMBERSHIPS AND SUBSCRIPTIONS	2,500	2,500
	SOFTWARE, MAINTENANCE / SUPPORT, LICENSING - BUS INFO SYSTEMS DEPT	557,625	799,500
	SOUTHERN CALIFORNIA SALINITY COALITION	10,000	10,000
	SOUTHERN CALIFORNIA WATER COALITION	5,000	5,000
		698,825	944,050
	<b>SPECIAL SERVICES</b>		
63500	<b>UNITED STATES GEOLOGICAL SURVEY</b>		
	SANTA ANA RIVER NATIVE FISH STUDY	165,000	165,000
	SAR HCP BIOLOGICAL STUDIES (SAS GENETICS, MYLF TRANSLOCATION, E-DNA STUDY)	128,000	75,000
	STREAM GAGING AND WELL WATER LEVEL AND QUALITY MONITORING	1,550,000	1,630,000
	COOPERATIVE STUDY (HYDROLOGY & WATER QUALITY)	680,000	720,000
		2,523,000	2,590,000
63900	<b>SAWPA</b>		
	BRINE LINE CHARGES	2,109,000	2,479,000
	MEMBER CONTRIBUTION - PLANNING & ADMIN	357,000	350,000
	OTHER WATER QUALITY EFFORTS (REGIONAL PFAS STUDY)	98,000	100,000
	BASIN MONITORING PROGRAM TASK FORCE	24,000	24,000
		2,588,000	2,953,000

**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT  
 DETAIL EXPENDITURE WORKPAPER  
 BUDGET FOR THE FISCAL YEAR 2026-2027**

Draft

			FY 2025 - 2026 BUDGET	FY 2026 - 2027 BUDGET
<b>OPERATIONS AND MAINTENANCE EXPENSE</b>				
	<u>64600</u>	<u>UTILITIES, COMMUNICATIONS</u>		
		CITY OF SAN BDNO/REDLANDS/COLTON/EAST VALLEY/SOLID WASTE	22,500	14,000
		GAS	2,500	2,000
		EDISON	400,000	273,000
		EDISON - BLF WELLS	1,200,000	1,000,000
		UNDERGROUND DIG ALERTS	3,000	3,000
		INTERNET - PRIMARY AND BACKUP INTERNET, STARLINK	51,000	97,000
		TELEPHONE	89,000	41,000
		WIRELESS/CELLULAR - MIFI JET PACK AND WIRELESS AIRLINK	12,000	10,000
		VANDERBILT ASSOC DUES	47,000	45,000
			1,827,000	1,485,000
	<u>64700</u>	<u>MAINTENANCE AND REPAIRS</u>		
		ANNUAL FACILITIES MAINTENANCE PROGRAM (WATER FACILITIES)	500,000	500,000
		CATHODIC PROTECTION (V&A ENGINEERING)	75,000	125,000
		CITRUS GROVE	10,000	10,000
		EAST END ADMIN BUILDING IMPROVEMENTS	-	125,000
		EQUIPMENT RENTAL	30,000	125,000
		GENERAL SITE MAINTENANCE (BUILDINGS AND VACANT LOTS)	525,000	300,000
		HANDHELD TOOLS	40,000	50,000
		IN STOCK VALVE REPLACEMENT INVENTORY	-	100,000
			1,180,000	1,335,000
	<u>65400</u>	<u>YUCAIPA LAKES</u>		
		MAINTENANCE, INSPECTION AND FEES	60,000	55,000
			60,000	55,000



**SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT**

**MONTHLY SALARY SCHEDULE**

(DOLLARS PER MONTH)

2.0 % INCREASE FOR FY 2026-2027 EFFECTIVE JULY 4, 2026

Board of Director Per Diem Rate is \$299.00 per day for each days attendance Effective September 6, 2016.

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit Step A	Merit Step B	Merit Step C
		One year After Step 1	Three Years After Step 1	Five Years After Step 1	Seven Years After Step 1	Ten Years After Step 1			
1	3,857.64	4,054.50	4,266.66	4,477.80	4,707.30	4,934.76	5,058.18	5,184.66	5,314.20
1A	3,891.30	4,087.14	4,297.26	4,511.46	4,738.92	4,982.70	5,106.12	5,234.64	5,366.22
2	4,003.50	4,218.72	4,430.88	4,641.00	4,883.76	5,111.22	5,238.72	5,370.30	5,504.94
2A	4,038.18	4,250.34	4,460.46	4,686.90	4,915.38	5,163.24	5,291.76	5,424.36	5,560.02
3	4,184.04	4,396.20	4,623.66	4,851.12	5,097.96	5,356.02	5,489.64	5,627.34	5,767.08
3A	4,280.94	4,511.46	4,722.60	4,965.36	5,209.14	5,469.24	5,606.94	5,747.70	5,891.52
4	4,363.56	4,591.02	4,818.48	5,064.30	5,308.08	5,583.48	5,724.24	5,867.04	6,011.88
4A	4,477.80	4,707.30	4,951.08	5,193.84	5,458.02	5,715.06	5,857.86	6,005.76	6,154.68
5	4,673.64	4,915.38	5,163.24	5,422.32	5,683.44	5,975.16	6,123.06	6,277.08	6,434.16
5A	4,707.30	4,951.08	5,193.84	5,458.02	5,731.38	6,009.84	6,161.82	6,313.80	6,472.92
6	4,789.92	5,030.64	5,289.72	5,551.86	5,831.34	6,121.02	6,275.04	6,431.10	6,591.24
6A	4,870.50	5,111.22	5,372.34	5,649.78	5,924.16	6,219.96	6,376.02	6,535.14	6,697.32
7	5,047.98	5,308.08	5,569.20	5,843.58	6,139.38	6,448.44	6,608.58	6,773.82	6,945.18
7A	5,163.24	5,422.32	5,698.74	5,975.16	6,285.24	6,590.22	6,755.46	6,924.78	7,098.18
8	5,277.48	5,551.86	5,831.34	6,121.02	6,414.78	6,729.96	6,897.24	7,068.60	7,245.06
8A	5,390.70	5,666.10	5,942.52	6,252.60	6,559.62	6,865.62	7,038.00	7,214.46	7,395.00
9	5,469.24	5,747.70	6,041.46	6,332.16	6,650.40	6,954.36	7,128.78	7,308.30	7,490.88
9A	5,636.52	5,924.16	6,219.96	6,526.98	6,836.04	7,152.24	7,330.74	7,514.34	7,701.00
10	5,731.38	6,024.12	6,332.16	6,636.12	6,942.12	7,274.64	7,455.18	7,641.84	7,833.60
10A	5,942.52	6,252.60	6,559.62	6,865.62	7,182.84	7,514.34	7,702.02	7,894.80	8,091.66
11	6,024.12	6,332.16	6,636.12	6,954.36	7,274.64	7,618.38	7,810.14	8,005.98	8,205.90
11A	6,105.72	6,414.78	6,729.96	7,048.20	7,364.40	7,711.20	7,902.96	8,101.86	8,303.82
12	6,367.86	6,685.08	7,004.34	7,318.50	7,668.36	8,028.42	8,229.36	8,435.40	8,645.52
12A	6,430.08	6,746.28	7,062.48	7,393.98	7,742.82	8,102.88	8,305.86	8,514.96	8,726.10
13	6,636.12	6,954.36	7,274.64	7,618.38	7,969.26	8,344.62	8,552.70	8,768.94	8,986.20
13A	6,790.14	7,107.36	7,439.88	7,787.70	8,164.08	8,539.44	8,752.62	8,972.94	9,195.30
14	6,865.62	7,199.16	7,530.66	7,876.44	8,253.84	8,630.22	8,846.46	9,066.78	9,294.24
14A	7,031.88	7,364.40	7,711.20	8,073.30	8,448.66	8,842.38	9,062.70	9,290.16	9,522.72
15	7,243.02	7,590.84	7,937.64	8,314.02	8,706.72	9,113.70	9,340.14	9,574.74	9,812.40
15A	7,393.98	7,742.82	8,102.88	8,495.58	8,888.28	9,307.50	9,540.06	9,778.74	10,022.52
16	7,514.34	7,876.44	8,240.58	8,630.22	9,039.24	9,460.50	9,698.16	9,939.90	10,188.78
16A	7,694.88	8,058.00	8,433.36	8,842.38	9,262.62	9,702.24	9,943.98	10,191.84	10,447.86
17	7,800.96	8,178.36	8,554.74	8,962.74	9,384.00	9,823.62	10,069.44	10,320.36	10,577.40
17A	8,042.70	8,433.36	8,826.06	9,233.04	9,670.62	10,138.80	10,389.72	10,650.84	10,917.06
18	8,208.96	8,600.64	9,009.66	9,428.88	9,880.74	10,350.96	10,609.02	10,874.22	11,147.58
18A	8,433.36	8,842.38	9,262.62	9,702.24	10,152.06	10,634.52	10,901.76	11,174.10	11,453.58
19	8,600.64	9,009.66	9,446.22	9,880.74	10,350.96	10,845.66	11,116.98	11,395.44	11,680.02
19A	8,767.92	9,187.14	9,626.76	10,077.60	10,559.04	11,073.12	11,350.56	11,634.12	11,924.82
20	9,009.66	9,446.22	9,880.74	10,365.24	10,845.66	11,376.06	11,659.62	11,950.32	12,248.16
20A	9,221.82	9,653.28	10,124.52	10,606.98	11,104.74	11,631.06	11,920.74	12,219.60	12,524.58
21	9,384.00	9,836.88	10,305.06	10,783.44	11,312.82	11,858.52	12,154.32	12,459.30	12,769.38
21A	9,626.76	10,091.88	10,576.38	11,073.12	11,599.44	12,157.38	12,462.36	12,773.46	13,092.72
22	9,898.08	10,379.52	10,859.94	11,386.26	11,930.94	12,506.22	12,818.34	13,137.60	13,468.08
22A	9,956.22	10,441.74	10,938.48	11,448.48	12,008.46	12,581.70	12,894.84	13,217.16	13,547.64
23	10,167.36	10,668.18	11,164.92	11,706.54	12,264.48	12,849.96	13,171.26	13,501.74	13,840.38
23A	10,516.20	11,029.26	11,556.60	12,101.28	12,685.74	13,290.60	13,622.10	13,962.78	14,312.64

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24	10,711.02	11,223.06	11,765.70	12,324.66	12,927.48	13,543.56	13,883.22	14,231.04	14,586.00
24A	10,966.02	11,494.38	12,051.30	12,623.52	13,228.38	13,875.06	14,221.86	14,577.84	14,941.98
25	11,284.26	11,826.90	12,399.12	12,986.64	13,621.08	14,267.76	14,624.76	14,990.94	15,365.28
25A	11,568.84	12,125.76	12,714.30	13,321.20	13,966.86	14,645.16	15,010.32	15,384.66	15,771.24
26	11,706.54	12,278.76	12,866.28	13,485.42	14,135.16	14,812.44	15,183.72	15,562.14	15,950.76
26A	12,008.46	12,595.98	13,199.82	13,830.18	14,495.22	15,203.10	15,583.56	15,974.22	16,373.04
27	12,278.76	12,882.60	13,500.72	14,146.38	14,825.70	15,551.94	15,941.58	16,339.38	16,748.40
27A	12,581.70	13,199.82	13,830.18	14,495.22	15,188.82	15,927.30	16,328.16	16,734.12	17,151.30
28	12,882.60	13,516.02	14,161.68	14,842.02	15,565.20	16,318.98	16,729.02	17,146.20	17,575.62
28A	13,199.82	13,846.50	14,508.48	15,203.10	15,941.58	16,709.64	17,127.84	17,555.22	17,995.86
29	13,500.72	14,161.68	14,842.02	15,565.20	16,303.68	17,103.36	17,530.74	17,968.32	18,418.14
29A	13,815.90	14,495.22	15,188.82	15,927.30	16,697.40	17,509.32	17,946.90	18,395.70	18,855.72
30	14,179.02	14,875.68	15,594.78	16,349.58	17,134.98	17,962.20	18,412.02	18,872.04	19,344.30
30A	14,508.48	15,217.38	15,957.90	16,725.96	17,539.92	18,385.50	18,844.50	19,315.74	19,797.18
31	14,842.02	15,565.20	16,318.98	17,119.68	17,946.90	18,821.04	19,290.24	19,772.70	20,267.40
31A	15,143.94	15,881.40	16,650.48	17,464.44	18,307.98	19,197.42	19,676.82	20,168.46	20,674.38
32	15,551.94	16,303.68	17,103.36	17,934.66	18,805.74	19,725.78	20,219.46	20,725.38	21,244.56
32A	15,972.18	16,757.58	17,571.54	18,414.06	19,319.82	20,252.10	20,758.02	21,278.22	21,810.66
33	16,275.12	17,073.78	17,904.06	18,776.16	19,682.94	20,645.82	21,161.94	21,690.30	22,231.92
33A	16,665.78	17,477.70	18,324.30	19,231.08	20,163.36	21,142.56	21,669.90	22,212.54	22,767.42
34	16,967.70	17,797.98	18,671.10	19,576.86	20,524.44	21,523.02	22,059.54	22,611.36	23,176.44
34A	17,420.58	18,278.40	19,166.82	20,102.16	21,083.40	22,109.52	22,661.34	23,228.46	23,808.84
35	17,886.72	18,760.86	19,682.94	20,630.52	21,640.32	22,695.00	23,263.14	23,844.54	24,440.22
35A	18,248.82	19,137.24	20,074.62	21,053.82	22,076.88	23,162.16	23,742.54	24,336.18	24,945.12
36	18,658.86	19,576.86	20,524.44	21,523.02	22,573.62	23,675.22	24,266.82	24,874.74	25,495.92
36A	19,122.96	20,058.30	21,038.52	22,061.58	23,148.90	24,278.04	24,884.94	25,507.14	26,145.66
37	19,605.42	20,568.30	21,567.90	22,620.54	23,738.46	24,898.20	25,520.40	26,157.90	26,810.70
37A	20,058.30	21,038.52	22,076.88	23,148.90	24,278.04	25,470.42	26,107.92	26,759.70	27,428.82
38	20,510.16	21,523.02	22,573.62	23,675.22	24,835.98	26,043.66	26,694.42	27,362.52	28,045.92
38A	21,068.10	22,109.52	23,179.50	24,323.94	25,517.34	26,766.84	27,439.02	28,124.46	28,827.24
39	21,523.02	22,573.62	23,675.22	24,835.98	26,059.98	27,340.08	28,021.44	28,723.20	29,441.28
39A	22,002.42	23,090.76	24,219.90	25,398.00	26,646.48	27,958.20	28,655.88	29,373.96	30,107.34
40	22,499.16	23,614.02	24,762.54	25,980.42	27,249.30	28,590.60	29,305.62	30,037.98	30,789.72
40A	23,117.28	24,264.78	25,439.82	26,691.36	28,003.08	29,376.00	30,109.38	30,863.16	31,633.26
41	23,704.80	24,882.90	26,087.52	27,368.64	28,708.92	30,130.80	30,882.54	31,653.66	32,446.20
41A	24,278.04	25,470.42	26,719.92	28,033.68	29,420.88	30,852.96	31,624.08	32,413.56	33,224.46
42	24,867.60	26,087.52	27,368.64	28,708.92	30,130.80	31,605.72	32,396.22	33,206.10	34,037.40
42A	25,501.02	26,750.52	28,079.58	29,447.40	30,898.86	32,420.70	33,230.58	34,060.86	34,911.54
43	26,117.10	27,412.50	28,755.84	30,159.36	31,650.60	33,202.02	34,031.28	34,882.98	35,756.10
43A	26,782.14	28,106.10	29,480.04	30,924.36	32,449.26	34,047.60	34,898.28	35,773.44	36,665.94
44	27,412.50	28,771.14	30,186.90	31,663.86	33,218.34	34,860.54	35,732.64	36,625.14	37,542.12
44A	28,106.10	29,495.34	30,943.74	32,467.62	34,061.88	35,753.04	36,645.54	37,561.50	38,500.92
CEO/GM (Flat Rate)	34,011.90	34,011.90	34,011.90	34,011.90	34,011.90	34,011.90	34,011.90	34,011.90	34,011.90



**San Bernardino Valley Municipal Water District  
Job Position and Salary Range Table  
Effective July 4, 2026**

Job Position	Salary Range	Salary Range		# of FTE's Authorized Positions	# of FTE's Filled
		amount per Month			
		Low	High		
Accountant	20	9009.66	12248.16	-	-
Administrative Analyst I	14	6866.62	9294.24	2	2
Administrative Analyst II	20	9009.66	12248.16	-	-
Assistant Chief Engineer	34A	17420.58	23808.84	1	1
Assistant Engineer	21A	9626.76	13092.72	1	1
Associate Engineer	24A	10966.02	14941.98	-	-
Business System Analyst	20	9009.66	12248.16	-	-
Chief Administrative Officer/Deputy General Manager	39A	22002.42	30107.34	1	1
Chief Executive Officer/General Manager	Flat	34011.90	34011.90	1	1
Chief Financial Officer/Deputy General Manager	39A	22002.42	30107.34	1	1
Chief Information Officer	37	19605.42	26810.70	-	-
Chief Operating Officer/Assistant General Manager	41A	24278.04	33224.46	1	1
Chief of Planning and Watershed Resilience	37	19605.42	26810.70	1	1
Chief of Staff/Clerk of the Board	30	14179.02	19344.30	-	-
Chief of Water Resources	37	19605.42	26810.70	1	1
Communications Specialist	20	9009.66	12248.16	-	-
Electrical and Mechanical Maintenance Technician I	16	7514.34	10188.78	-	-
Electrical and Mechanical Maintenance Technician II	19A	8767.92	11924.82	1	1
Environmental Compliance and Permitting Program Manager	30	14179.02	19344.30	1	1
Environmental Compliance Specialist	20	9009.66	12248.16	-	-
Executive Director, Upper SAR Sustainable Resources Alliance	34A	17420.58	23808.84	1	1
Geospatial Services Program Manager	30A	14508.48	19797.18	1	1
GIS Analyst	20	9009.66	12248.16	-	-
Human Resources / Risk Manager	30	14179.02	19344.30	1	1
Instrumentation and Control Program Manager	27A	12581.70	17151.30	1	1
Lead Electrical and Mechanical Maintenance Technician	23A	10516.20	14312.64	-	-
Lead Operator	21A	9626.76	13092.72	4	3
Manager of Integrative Planning	33	16275.12	22231.92	1	1
Manager of Strategic Communications & Special Initiatives	31A	15143.94	20674.38	1	1
Operations Supervisor	27A	12581.70	17151.30	3	1
Operator I	13A	6790.14	9195.30	-	-
Operator II	18A	8433.36	11453.58	6	5
Operator Trainee	9	5469.24	7490.88	1	1
Preserve System Program Manager	30	14179.02	19344.30	1	1
Principal Accountant	30	14179.02	19344.30	-	-
Principal Administrative Analyst	30	14179.02	19344.30	-	-
Principal Business Systems Analyst	30	14179.02	19344.30	-	-
Principal Communications Specialist	30	14179.02	19344.30	1	1
Principal Environmental Compliance Specialist	30	14179.02	19344.30	-	-
Principal Engineer	31A	15143.94	20674.38	-	-
Principal Project Manager	31A	15143.94	20674.38	-	-
Principal Water Resources Analyst	30	14179.02	19344.30	2	2
Project Manager I	21A	9626.76	13092.72	-	-
Project Manager II	27A	12581.70	17151.30	1	1
Senior Accountant	24	10711.02	14586.00	1	1
Senior Administrative Analyst	24	10711.02	14586.00	-	-
Senior Administrative Assistant	12	6367.86	8645.52	1	1
Senior Business Systems Analyst	24	10711.02	14586.00	1	1
Senior Communications Specialist	24	10711.02	14586.00	-	-
Senior Engineer	28A	13199.82	17995.86	1	1
Senior Environmental Compliance Specialist	24	10711.02	14586.00	-	-
Senior GIS Analyst	24	10711.02	14586.00	-	-
Senior Project Manager	30A	14508.48	19797.18	1	1
Senior Water Resources Analyst	24	10711.02	14586.00	-	-
Superintendent of Water and Hydropower Operations	34A	17420.58	23808.84	1	1
Water Resources Analyst	20	9009.66	12248.16	-	-
<b>Total FTE Count</b>				<b>43</b>	<b>39</b>

Effective Date: July 4, 2026  
 Cost of Living Adjustment effective date: July 4, 2026 = 2.0%  
 Presented and Adopted by the Board on May 26, 2026