



**Board of Directors**

Raymond Tjulander, Chair

Leon Shapiro, Vice Chair

Jane Nye, Director

Janna Orkney, Director

James Wall, Director

*Providing Outstanding Service Since 1963*

October 25, 2021

Board of Directors  
Triunfo Water & Sanitation District  
Ventura County, California

**TWSD CORE MANAGEMENT AGREEMENTS-SALARY & BENEFITS INCREASE  
BASED ON CONSUMER PRICE INDEX (CPI)**

**Summary**

The Triunfo Water & Sanitation District (District) Board approved employment agreements for the core management employees consistent with the Total Compensation Study prepared by Koff & Associates. The employment agreements commenced October 1, 2020.

The core management staff consists of the General Manager, Director of Finance, Engineering Program Manager, and Administrative Program Manager. The employment agreements include a provision on Section 4.b., stating: "On each Adjustment Date (as hereinafter defined), the monthly salary payable to Employee under this Agreement shall be adjusted by an amount equal to the salary times the percentage increase, if any, in the Consumer Price Index (as hereinafter defined) for the calendar month immediately preceding the calendar month during which such Adjustment Date falls over the Consumer Price Index for the Base Month (as hereinafter defined).

- i. "Consumer Price Index" shall mean the United States Department of Labor, Bureau of Labor Statistics, Consumer Price Index for Urban Wage Earners and Clerical Workers in Los Angeles-Anaheim-Riverside, California "All Items" (1982-84=100). In the event that at any time during the Term of the Agreement the Consumer Price Index is discontinued, the parties shall agree upon the use of the most comparable nationally recognized cost of living index then published by the United States government, with appropriate adjustment made for any change in the base year used for any such substitute index.

- ii. "Adjustment Date" shall mean each one-year (1-year) anniversary of this Agreement.
- iii. "Base Month" shall mean the calendar month immediately preceding the commencement of this Agreement."

Based on the U.S. Bureau of Labor Statistics, the Consumer Price Index (CPI) in September 2021 for the Los Angeles area is 4.6% over the last twelve (12) months. The total cost of the CPI adjustment through the end of fiscal year 2022 is approximately \$27,900.

Please contact me at 805-658-4621 or email [marknorris@trunfosd.com](mailto:marknorris@trunfosd.com) if you have any questions or need additional information.

**Fiscal Impact**

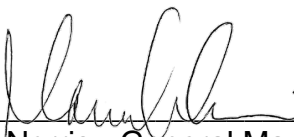
The estimated cost of the CPI adjustment of \$27,900 is not included in the FY2021-22 Adopted Budget and will require a budget adjustment.

**Recommendation**

It is recommended the Board:

- A. Receive and file this report; and
- B. Approve the Director of Finance to make a budget adjustment in the amount of \$27,900 to the Salaries and Employee Benefits section of the FY2021-22 Adopted Budget.

REVIEWED AND APPROVED

  
\_\_\_\_\_  
Mark Norris - General Manager