

# **Key Assumptions for FY21/22 Operating Budget Development**

Finance Committee Meeting May 5, 2021



### FY21/22 Budget and SSCs Development Schedule Overview



#### **Board Meeting**



 Board reviewed financial impacts of new \$60M Secondary Process Improvements Project on 5-year SSC increase projection



 Board reviews proposed SSC adjustments, considers setting public hearing and approving distribution of Prop. 218 notices



 Board reviews key operating budget assumptions, draft FY21/22 – FY25/26 CIP

June 9, 2021

- CIP Public Hearing, Board considers CIP approval
- SSC Public Hearing, Board considers SSC approval and authorizing collection on tax roll, Board considers approval of FY21/22 Budget appropriations

#### FY21/22 Operating Budget Overview



**Board Policy** 

Adopt Budget (capital/operating) and appropriate new fiscal year budget no later than July each year

Fiscal Responsibility

Critically review proposed operating budget each year to identify budget adjustment needs and opportunities

**Cost Control** 

Manage labor, chemical, energy, materials, supplies, hauling, services, and regulatory compliance costs

Operating Budget

**Proposed FY21/22 Operating Budget = \$28.9M** 

\$0.5M decrease (1.4%) relative to FY20/21 (\$29.3M)

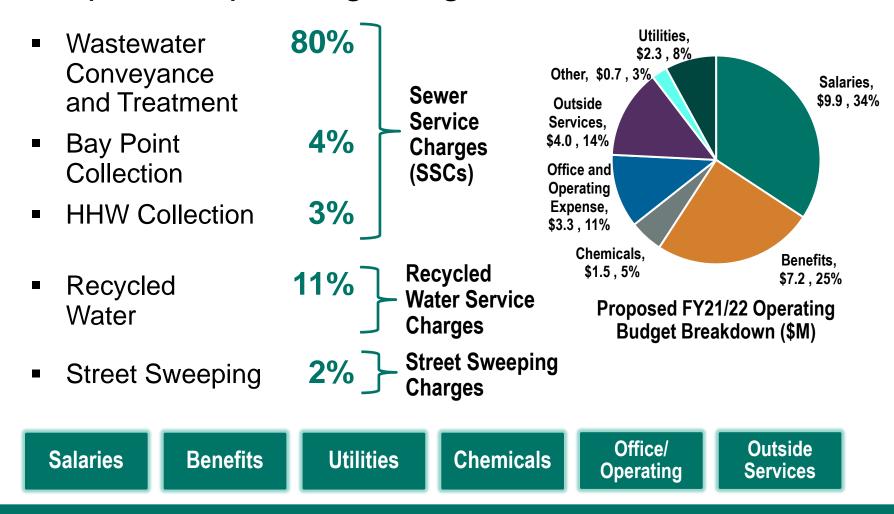
Presentation Goal

Review key assumptions driving FY21/22 Operating Budget

#### FY21/22 Proposed Operating Budget Overview



Proposed Operating Budget = \$28.9M:



# Critical Importance of Staff in Achieving the District's Mission





Mission: Protect Public Health and the Environment

### **Key Assumptions Salaries** (\$9.9M, 34% of Total)



- Ensuring Appropriate Staffing Levels
  - Critical review of position needs, especially when vacancies occur
  - Implemented multiple position changes in last year to support organizational improvement; continuing in FY21/22
  - Funded 77.5 (of 81.5) full-time equivalent (FTE) positions
  - Annual savings from four unfunded positions = \$1.1M
- Delivering Efficiency through Highly-skilled Workforce
  - No new positions despite complex initiatives, budget drivers
  - Includes Operations Support-Construction Coordinator/RA, Finance Professional/RA, three intern positions (Maintenance, Engineering, Laboratory) (5 x 0.5 FTE each = 2.5 FTEs)
  - Succession Planning: \$0.1M for overlap of critical positions

Salaries

Benefits

**Utilities** 

Chemicals

Office/ Operating Outside Services

## **Key Assumptions Salaries (cont'd)**



- Navigating a Competitive Labor Market Salary Drivers
  - District interest in recruiting and retaining highly-skilled staff in competition with peer agencies
  - ~36% of staff has been with District <5 years moderate shift to lower salaries with more staff in salary progression
  - Labor Agreement Obligations MOUs include annual cost-of-living adjustment (COLA) to be applied in July each year
    - COLA range = 2-5% (to be confirmed in mid-May based on index)
    - Financial Impact: 2% COLA increase = \$0.23M
    - Staff has included use of existing reserves to mitigate potential impacts to customers via SSC collection

Salaries

**Benefits** 

**Utilities** 

Chemicals

Office/ Operating **Outside Services** 

### **Key Assumptions Benefits (\$7.2M, 25% of Total)**



- Managing Health Benefits Costs
  - Estimated medical insurance premium increase = 7.5% (+\$60k)
  - Other health/life insurance are not expected to increase
- Continuing Retirement Cost Reduction following Pension Benefits Changes and Reform (2012-13)
  - In FY21/22, only 46% of staff are Tier 1 members (2.7%@55), while 54% are either Tier 2 (2.0%@55) or Tier 3 (2.0%@62)
  - District pays CalPERS normal costs as percent of salary:
     14.35% (Tier 1); 11.12% (Tier 2); 7.7% (Tier 3)
  - CalPERS Unfunded Actuarial Liability (UAL): \$1.3M
  - Additional \$0.1M to be paid to PARS Rate Stabilization Program

Salaries

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# **Key Assumptions Benefits (cont'd)**



- Continuing to Meet OPEB Trust Fund Obligations to Reduce Long-term Cost Liability
  - Employees pay 3% of Salary
  - District contribution = \$0.9M to ensure full funding of Actuarially Determined Contribution (ADC) – includes 3% District match (\$0.3M) + additional \$0.6M
  - Continue to effectively manage outstanding OPEB liability in accordance with District's OPEB Trust Fund Policy

Salaries Benefits Utilities Chemicals Office/Operating Outside Services

### Key Assumptions Chemical and Utilities (\$3.8M, 13% of Total)

#### Chemicals (\$1.5M\*, 5% of total)

- Critically reviewed quantity estimates, prices, associated budget contingencies
- Continued participation in the Bay Area Chemical Consortium (BACC)
  - \$0.9M for Wastewater, \$0.6M for Recycled Water
  - \*Budget estimate likely to change to \$1.7M based on recent BACC bid results and polymer unit price negotiations

#### Utilities (\$2.3M, 8% of total)

 Cogeneration engine uptime and total power production estimates lowered to reflect current engine performance



#### **Key Assumptions Office & Operating/Other (\$4.0M, 14% of total)**



#### Office and Operating (\$3.3M, 11% of total)

- Supplies, technology systems and applications, insurance renewals, hauling services, and program administration
- Staff training and professional development

Other (\$1.5M, 5% of total)

- Operating budget contingency allowance (\$0.3M)
- Transfers to other District funds

Salaries Benefits Utilities Chemicals Office/Operating Outside Services

## **Key Assumptions Outside Services** (\$4.0M, 14% of Total)



- Supporting Organizational Improvement and Business Processes through Professional Services (\$1.0M)
  - Munis Enterprise Resource Planning enhancements
  - Capital Facilities Capacity Charges study
  - GIS system improvements
  - Regulatory compliance support services
  - Updates to District standards
- Street Sweeping, Household Hazardous Waste (\$1.3M)
- Temporary and Other Services (legal, facilities, maintenance, misc.) (\$1.7M)
  - May require amendment for site security services contract

Salaries

**Benefits** 

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#### Summary

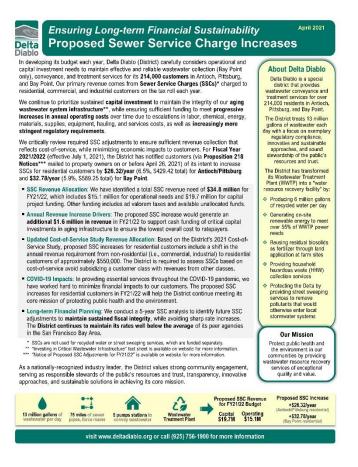


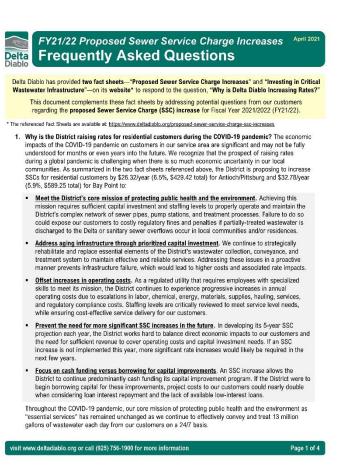
- Staff has developed a proposed FY21/22 Operating Budget that reflects financial sustainability considerations and the District's guiding financial principles
- Overall, the FY21/22 Operating Budget (\$28.9M) is 1.4% lower (\$0.5M) than the current year's budget
  - Consistent with proposed Sewer Service Charge (SSC) increase analysis presented to the Board on April 14, 2021
  - Potential adjustments to the total budget will likely not affect SSC analysis

#### **Enhancing Public Communications**



 Staff has prepared additional supporting documentation and posted on the District's website





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