



RESOLUTION NO. 2019-62
RESOLUTION NO. PFA-03
ORDINANCE NO. 2019-03

AGENDA

MISSION STATEMENT

"Our team is dedicated to protecting, enhancing, and developing our rich water resources to the highest beneficial use for Calaveras County, while maintaining cost-conscious, reliable service, and our quality of life, through responsible management."

Regular Board Meeting
Wednesday, August 28, 2019
1:00 p.m.

Calaveras County Water District
120 Toma Court, (PO Box 846)
San Andreas, California 95249

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Administration Office at 209-754-3028. Notification in advance of the meeting will enable CCWD to make reasonable arrangements to ensure accessibility to this meeting. Any documents that are made available to the Board before or at the meeting, not privileged or otherwise protected from disclosure, and related to agenda items, will be made available at CCWD for review by the public.

ORDER OF BUSINESS

CALL TO ORDER / PLEDGE OF ALLEGIANCE

1. **ROLL CALL**

2. **PUBLIC COMMENT**

At this time, members of the public may address the Board on any non-agendized item. The public is encouraged to work through staff to place items on the agenda for Board consideration. No action can be taken on matters not listed on the agenda. Comments are limited to three minutes per person.

3. **CONSENT AGENDA**

The following items are expected to be routine / non-controversial. Items will be acted upon by the Board at one time without discussion. Any Board member may request that any item be removed for later discussion.

3a Approval of Minutes for the Board Meeting of August 14, 2019

BOARD OF DIRECTORS

Russ Thomas, President Bertha Underhill, Vice President
Scott Ratterman, Director Cindy Secada, Director Jeff Davidson, Director

- 3b Review of the Report on Monthly Investment Transactions for July 2019
(Peter Martin, Interim Director of Administrative Services)
- 3c Approval of Computerized Maintenance Management System (CMMS) Professional Services Agreement
(Damon Wyckoff, Director of Operations) **RES 2019-_____**
- 3d Approve the Region 3 Election Ballot for the 2020-2021 Term for the Association of California Water Agencies
(Rebecca Hitchcock, Clerk to the Board)

4. NEW BUSINESS

- 4a Presentation Regarding Total Compensation Report by Koff & Associates
(Stacey Lollar, Human Resources Manager)
- 4b Discussion/Action regarding Acceptance and Final Completion of the Jenny Lind Water Plant Pretreatment Project, CIP #11092
(Charles Palmer, District Engineer) **RES 2019-_____**

5. OLD BUSINESS

- 5a* Update on Actions of the Eastside Groundwater Sustainability Agency and JPA
(Peter Martin, Manager of Water Resources)

6. REPORTS

- 6a* General Manager Report

7.* BOARD REPORTS / INFORMATION / FUTURE AGENDA ITEMS

8. NEXT BOARD MEETINGS

- Wednesday, September 11, 2019, 1:00 p.m., Regular Board Meeting
- Wednesday, September 25, 2019, 1:00 p.m., Regular Board Meeting

9. CLOSED SESSION

- 9a Conference with Legal Counsel-Anticipated Litigation
Significant Exposure to Potential Litigation-Government Code §54956.9(d)(2)-
1 case.
- 9b Public Employee Discipline/Dismissal/Release-Government Code §54957
- 9c Public Employee Performance Evaluation-Government Code §54957
General Manager

10. REPORTABLE ACTION FROM CLOSED SESSION

11. ADJOURNMENT

*No information included in packet

CALAVERAS COUNTY WATER DISTRICT

Board of Directors

District 1 Scott Ratterman
District 2 Cindy Secada
District 3 Bertha Underhill
District 4 Russ Thomas
District 5 Jeff Davidson

Financial Services

Umpqua Bank
US Bank
Wells Fargo Bank

CCWD Committees

*Engineering Committee
*Finance Committee
*Legal Affairs Committee
Executive Committee (*ad hoc*)

Joint Power Authorities

ACWA / JPIA
CCWD Public Financing Authority
Calaveras-Amador Mokelumne River Authority (CAMRA)
Calaveras Public Power Agency (CPPA)
Eastern San Joaquin Groundwater Authority
Tuolumne-Stanislaus Integrated Regional Water
Management Joint Powers Authority (T-Stan JPA)
Upper Mokelumne River Watershed Authority (UMRWA)

Other Regional Organizations of Note

Calaveras LAFCO
Calaveras County Parks and Recreation
Committee
Highway 4 Corridor Working Group
Mountain Counties Water Resources
Association (MCWRA)
Mokelumne River Association (MRA)
Tuolumne-Stanislaus Integrated Regional Water
Mgt. JPA Watershed Advisory Committee (WAC)
Eastern San Joaquin Groundwater Authority-Technical
Advisory Committee

Legal Counsel

Matthew Weber, Esq.
Downey Brand, LLP

Auditor

Richardson & Company, LLP

Membership**

Davidson / Thomas (alt. Secada)
Underhill / Secada (alt. Thomas)
Davidson / Thomas (alt. Ratterman)
Thomas / Underhill

Ratterman (alt. Michael Minkler)
All Board Members
Ratterman / Underhill (alt. Secada)
Peter Martin (alt. Michael Minkler)
Thomas
Secada (alt. Thomas)
Davidson (alt. Ratterman)

Ratterman / Thomas
Thomas (alt. Ratterman)

Thomas / Underhill
All Board Members

All Board Members
Peter Martin (alt. Metzger)

Peter Martin

* Standing committees, meetings of which require agendas & public notice 72 hours in advance of meeting.

** The 1st name listed is the committee chairperson.



RESOLUTION NO. 2019-54
RESOLUTION NO. PFA-03
ORDINANCE NO. 2019-03

MINUTES

CALAVERAS COUNTY WATER DISTRICT REGULAR BOARD MEETING

August 14, 2019

Directors Present: Russ Thomas, President
Bertha Underhill, Vice President
Scott Ratterman, Director
Cindy Secada, Director
Jeff Davidson, Director

Staff Present: Michael Minkler, General Manager
Rebecca Hitchcock, Clerk to the Board
Damon Wyckoff, Director of Operations
Peter Martin, Interim Director of Administrative Services
Joel Metzger, External Affairs Manager
Jesse Hampton, Plant Operations Manager
Robbie Creamer, Engineering Analyst

Others Present: Bill French, Footprint Real Estate
Adam Lewis, Calaveras Band of Wi-Wuk Indians (CBMI)
Leonard Grimes, CBMI
Gloria Grimes, CBMI
Jason Deschler, CBMI
Debra Grimes, CBMI
Steven Sarantopoulos, UWPA
Manoj Desai, Websoft
Sean Dingman, Websoft
Carl Stoughton
Susan Earle

ORDER OF BUSINESS

CALL TO ORDER / PLEDGE OF ALLEGIANCE

1. ROLL CALL

President Thomas called the Regular Board Meeting to order at 1:02 p.m. and led the pledge of allegiance. All Board members were present.

2. PUBLIC COMMENT

Carl Stoughton addressed the Board voicing his approval of the District.
Susan Earle addressed the Board regarding a request to terminate service.
Bill French addressed the Board regarding a property purchase.

3. CONSENT AGENDA

MOTION: Directors Davidson/Secada - Approved Consent Agenda Item: 3a, 3b, 3c, 3d, 3f, 3g, and 3h as presented

- 3a Approval of Minutes for the Board Meetings of June 26 and July 10, 2019
- 3b Review Board of Directors Monthly Time Sheets for July, 2019
- 3c Ratify Claim Summary #569 Secretarial Fund in the Amount of \$1,866,181.43 for July, 2019
(Peter Martin, Interim Director of Administrative Services) **RES 2019-54**
- 3d Approval of Amendment to the District's Financial Management Policy No. 5.09 - Surplus Equipment
(Peter Martin, Interim Director of Administrative Services) **RES 2019-55**
- Director Ratterman pulled Item 3e from the Consent Agenda***
- 3e Approval of Amendment to the District's Financial Management Policy No. 5.01 - Investment Policy
(Peter Martin, Interim Director of Administrative Services) **RES 2019-___**
- 3f Approval of Amendment to the Board of Directors Policy Handbook, Policy No. 5010 - Board Meetings
(Rebecca Hitchcock, Clerk to the Board) **RES 2019-56**
- 3g Approval of Authorized Signers on Banking and Investment Accounts
(Peter Martin, Interim Director of Administrative Services)
- **Umpqua Bank** **RES 2019-57**
 - **Local Agency Investment Fund** **RES 2019-58**
- 3h Appointing PARS Public Agency Post-Retirement Plan Trust Administrators
(Peter Martin, Interim Director of Administrative Services) **RES 2019-59**

YES: Directors Davidson, Secada, Underhill, Ratterman and Thomas

NOES: None

ABSTAIN: None

ABSENT: None

OFF CONSENT AGENDA

Director Ratterman pulled Item 3e from the Consent Agenda

- 3e Approval of Amendment to the District's Financial Management Policy No. 5.01 - Investment Policy
(Peter Martin, Interim Director of Administrative Services) **RES 2019-60**

MOTION: Directors Ratterman/Underhill - Adopted Resolution 2019-60 Approving Amendment to the District's Financial Management Policy No. 5.01 - Investment Policy

DISCUSSION: Director Ratterman pointed out that there was a word in the policy that should have been removed with the other changes. Mr. Martin agreed to remove the word on the Draft policy before publication.

PUBLIC COMMENT: There was no public comment.

YES: Directors Ratterman, Underhill, Secada, Davidson, and Thomas
NOES: None
ABSTAIN: None
ABSENT: None

4. NEW BUSINESS

4a Discussion regarding Monitoring of Cultural Resources on the Reach 1 Pipeline Replacement Project
(Michael Minkler, General Manager)

DISCUSSION: Mr. Minkler discussed the Reach 1 Pipeline Replacement Project and how the District handled the Cultural Resources aspect of the project. He included information on the requirements and measures taken by the District. Mr. Minkler responded to questions from the Board on various items and timeline details.

PUBLIC COMMENT: Debra Grimes, Tribal Cultural Resources Specialist for the Calaveras Band of Mi-Wuk Indians addressed the Board. She shared the timeline according to the Tribe and provided the Board with a written copy along with a letter. There was significant discussion between Ms. Grimes and the Board.

This item was for information only; no action was taken.

4b Discussion/Direction regarding Computerized Maintenance Management System (CMMS) Contract
(Damon Wyckoff, Director of Operations)

DISCUSSION: Mr. Dingman, from Websoft Developers gave a presentation about Mobile MMS. He gave an overview of the capabilities of the software and how it can benefit the District. There was discussion between Mr. Dingman and the Board about the software and how it would be implemented at the District. The Board directed staff to bring the Professional Services Agreement back to the next Board meeting for approval since it was originally agendized as an informational item only.

PUBLIC COMMENT: There was no public comment.

President Thomas introduced Steven Sarantopoulos, the new General Manager of the Utica Power and Water Authority. He invited Mr. Sarantopoulos, to introduce himself to the group.

- 4c Discussion regarding Submittal of a USDA Grant and Loan Application for District Automatic Meter Reading (AMR) Project
(Charles Palmer, District Engineer)

DISCUSSION: Mr. Palmer advised the Board that the District had applied for a USDA Grant and Loan Application for the Automatic Meter Reading (AMR) project. The project would allow the District to replace all meters District-wide from manual read meters to AMR's. This would allow the meter readers to receive readings from the meters by driving by instead of stopping to open each meter box and read them manually. Some benefits to the District include: 1) more precise water usage data, 2) recovery of revenue losses by replacing old, unreliable or under-registering meters, and 3) ensuring compliance with state-mandated water use efficiency measures.

PUBLIC COMMENT: There was no public comment.

This item was for information only; no action was taken.

- 4d Discussion/Direction of the FY 2018-19 Fourth Quarter Investment Report
(Peter Martin, Interim Director of Administrative Services)

MOTION: **Directors Davidson/Ratterman – by Minute Entry, Approved and Accepted the District's Fiscal Year 2018-19 Fourth Quarter Investment Report**

DISCUSSION: Mr. Martin presented the Fourth Quarter Investment Report and there were no questions from the Board.

PUBLIC COMMENT: There was no public comment.

AYES: **Directors Davidson, Ratterman, Secada, Underhill, and Thomas**
NOES: **None**
ABSTAIN: **None**
ABSENT: **None**

- 4e Discussion/Action regarding Rules and Regulations Governing Water & Wastewater: Article III, Section 21E: Termination of Service
(Joel Metzger, External Affairs Manager)

RES 2019-61

MOTION: **Directors Secada/Davidson – Adopted Resolution 2019-61 Approving amendments to Rules and Regulations Governing Water & Wastewater: Article III, Section 21E: Termination of Service**

DISCUSSION: Mr. Metzger presented the proposed amendments to the Termination of Service Policy. He reviewed the current policy and explained the following guidance given by the Finance Committee.

1. A legal-deeded property owner may apply for termination of service(s) if the following conditions are met:
 - The parcel is vacant without any habitable structures
 - Water and/or wastewater service(s) have not been used in the past two years
2. If service is terminated, CCWD will reserve a connection fee credit on the property that is equal to the amount paid when the parcel was originally connected.

3. If a property owner applies for reinstatement of service(s), they must pay the difference between the current full connection fee at the time of reconnection, minus the initial connection fees paid.
4. CCWD will hold the property owner terminating service(s) responsible for all operational and administrative costs incurred by the District to terminate service(s) and remove the meter or cap the wastewater connection.
5. All required fees must be paid prior to termination of service(s).
6. The District will record a Notice of Termination of Water and/or Wastewater with the County Clerk Recorder's Office, and all related administrative and recording fees will be the responsibility of the applicant.
7. Property owners must fill out an application for reinstatement of service(s), and water and/or wastewater service(s) are not guaranteed.
8. If a reinstatement of water and/or wastewater services application is approved by the general manager, the District will record a release stating water and/or wastewater service(s) have been reinstated, and all fees related to recording that document will be paid by the applicant.
9. All required fees must be paid prior to reinstatement of service(s).

There was significant discussion on the proposal from staff and some alternate wording given from public comment. Director Secada made a motion to adopt the revised version of the Termination Policy with one amendment replacing the word sold with transferred. Director Davidson supports the policy other than the appeals section. He commented the District has a No Variance Policy and directed staff to look into that.

PUBLIC COMMENT: There was no public comment.

AYES: Directors Secada, Underhill, and Thomas
NOES: Directors Davidson and Ratterman
ABSTAIN: None
ABSENT: None

5. REPORTS

- 5a Report on the July 2019 Operations Department
(Damon Wyckoff, Director of Operations)

DISCUSSION: Mr. Wyckoff presented the July 2019 monthly Operations report. He reviewed items of interest and answered questions from the Board.

PUBLIC COMMENT: There was no public comment.

This item was for information only; no action was taken.

- 5b General Manager Report

DISCUSSION: Mr. Minkler reported on the following activities: 1) Utica Power and Water Authority has a new General Manager, Steven Sarantopoulos; 2) the PG&E Public Safety Power Shutdown (PSPS) planning is progressing well and the Board will be updated soon; 3) the purchase of the property adjacent to the District headquarters is almost complete. Escrow is scheduled to close in the next week; 4) an offer has gone out to fill the vacancy for a Civil Engineer; 5) the employee appreciation picnic was a success and he thanked Stacey Lollar, Human Resources Manager for all of her planning efforts; and 6) the Upper Mokelumne River

Watershed Authority hosted a tour of various forest management projects in different stages and was very informative.

6. BOARD REPORTS / INFORMATION / FUTURE AGENDA ITEMS

Director Secada reported that there was no IRWM meeting in July. The nine IRWM's are discussing available Technical Assistance Grant Funding. Also, T-Stan has recently sent out their membership invoices.

Director Davidson had nothing to report

Director Underhill would like to see outreach to customers regarding the rate increase step up effective July 16th. She reported that Mill Woods subdivision issued a press release regarding a grant they have received from Cal Fire for fuel-reduction. She also mentioned she enjoyed the employee appreciation picnic.

Director Ratterman reported that the Calaveras Public Utilities District (CPUD) approved their 5 year rate increase last night. Also, the Mokelumne River Association meeting hosted by CCWD is Friday, August 16th and there is a Mountain Counties Water Resources Association tour and reception on November 14th in Murphys.

Director Thomas reported that he enjoyed the annual NCPA BBQ and the employee appreciation picnic.

7. NEXT BOARD MEETINGS

- Wednesday, August 28, 2019, 1:00 p.m., Regular Board Meeting
- Wednesday, September 11, 2019, 1:00 p.m., Regular Board Meeting

8. CLOSED SESSION

The meeting adjourned into Closed Session at approximately 4:15 p.m. Those present were Board Members: Russ Thomas, Bertha Underhill, Cindy Secada, Scott Ratterman, and Jeff Davidson; staff members Robbie Creamer, Engineering Analyst (for 8a), Peter Martin, Interim Director or Admin Services (for 8b), Stacey Lollar, Human Resources Manager, (for 8c), Michael Minkler, General Manager, and Special Counsel, Dave Cameron.

- 8a Conference with Real Property Negotiators
Government Code §54956.8
Property: APN 044-066-03, 15.8 acres San Andreas
District negotiators: Michael Minkler and Robert Creamer
Under negotiations: price and other terms
- 8b Conference with Legal Counsel-Anticipated Litigation
Significant Exposure to Potential Litigation-Government Code §54956.9(d)(2)- 2 cases
- 8c Conference with Labor Negotiators Management and Confidential Unit Government Code §54957.6 Negotiators: Michael Minkler and Stacey Lollar

9. REPORTABLE ACTION FROM CLOSED SESSION

The Board reconvened into Open Session at approximately 5:30 p.m. There was no reportable action.

10. ADJOURNMENT

With no further business, the meeting adjourned at approximately 5:30 p.m.

By:

ATTEST:

Michael Minkler
General Manager

Rebecca Hitchcock
Clerk to the Board

DRAFT

Agenda Item

DATE: August 28, 2019
TO: Board of Directors
FROM: Peter Martin, Interim Director of Administrative Services
SUBJECT: Report on the Monthly Investment Transactions for July 2019

RECOMMENDED ACTION:

For information only.

SUMMARY:

Per the District's Investment Policy, Staff will report on a monthly basis the investment activity for the preceding month. During the month of July 2019, the following investment transactions occurred.

7/1/19	Interest received on the Wells Fargo Money Market Investment Account	11.99
7/15/19	Interest received on the Local Agency Investment Fund (LAIF)	177,266.81
7/18/19	18 th Liquidation Distribution on the Lehman Brothers Holdings Inc. Investment	4,130.72
7/22/19	Interest received on the Wells Fargo Certificate of Deposit Investment	17,356.16
7/29/19	Transfer from the Umpqua Bank Money Market Investment Account to the District's Operating Account	575,000.00
7/29/19	Interest Earned on the Umpqua Bank Money Market Investment Account	1,962.57

Staff monitors cash flow to ensure operational needs are met and excess funds are invested.

Attachment: *Investment Activity Report for July 2019*

**CALAVERAS COUNTY WATER DISTRICT
INVESTMENT ACTIVITY
FOR THE MONTH ENDING JULY 31, 2019**

INVESTMENT TRUSTEE/TYPE	MARKET VALUE	INVESTMENT COST			CPN	INVESTMENT	MATURITY	CM INTEREST RECVD
		COST	Prem/(Disc)	PAR (PRINC)	RATE	DATE	DATE	
Lehman Bros Hldgs Inc 11/10/09 (IN DEFAULT)	19,522.50	743,331.99	(681,668.01)	1,425,000.00	3.950%	05/05/08	---	-
Wells Fargo Bank Certificate of Deposit	1,991,620.00	2,000,000.00	-	2,000,000.00	1.300%	07/22/16	07/22/21	17,356.16
Wells Fargo Money Market	22,083.89	22,083.89	-	22,083.89	0.010%	ongoing	n/a	11.99
Sub-totals Wells Fargo Bank	2,033,226.39	2,765,415.88	(681,668.01)	3,447,083.89				17,368.15
Umpqua Bank Money Market	2,563,646.30	2,563,646.30	-	2,563,646.30	0.750%	06/14/07	n/a	1,962.57
Local Agency Investment Fund	29,503,907.50	29,503,907.50	-	29,503,907.50	2.370%	ongoing	n/a	177,266.81
					as of 7/30			
Totals	34,100,780.19	34,832,969.68	(681,668.01)	35,514,637.69				\$196,597.53

Agenda Item

DATE: August 28, 2019
TO: Michael Minkler, General Manager
FROM: Damon Wyckoff, Director of Operations
SUBJECT: Authorizing Professional Services Agreement for Computer Maintenance Management System

RECOMMENDED ACTION:

Motion: _____ / _____ adopt Resolution No. 2019 - _____ authorizing a Professional Services Agreement for Computer Maintenance Management System by Websoft Inc.

SUMMARY:

Computer Maintenance Management Systems (CMMS) are computer databases that leverage multiple aspects of an operation to cut cost and improve work efforts. Interactive components and data can be leveraged through CMMS to provide Utilities such as CCWD multiple opportunities to optimize work and provide a readily accessible record of that work.

Different components of CMMS can include:

- Preventative/Corrective Maintenance
- Customer Service Work Orders
- Scheduling/Planning
- Regulatory Compliance
- Purchasing
- Asset Management
- GIS mapping

In the winter of 2019, the District created a committee comprised of all the disciplines within the District to review different CMMS vendors and make a recommendation for purchase.

At the August 14, 2019 Board meeting, Websoft presented their CMMS program called Mobile MMS to the Board. The Board of Directors then directed staff to bring this item back at the August 28th Board meeting for approval.

FINANCIAL CONSIDERATIONS:

The FY 2019-20 Capital Outlay Budget allocated \$150,000 for the purchase and implementation of CMMS. The Websoft Developer's Inc. Mobile MMS total for scope and fee not-to-exceed the amount of \$130,000 over three years.

Attachments: Resolution 2019-__ - Authorizing Professional Services Agreement for Computerized Maintenance Management Software Services

RESOLUTION NO. 2019 - ____

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE CALAVERAS COUNTY WATER DISTRICT**

**AUTHORIZING PROFESSIONAL SERVICES AGREEMENT FOR COMPUTERIZED
MAINTENANCE MANAGEMENT SOFTWARE SERVICES**

WHEREAS, the District desires to attain a comprehensive maintenance management system;

WHEREAS, funding for the implementation of a Computerized Maintenance Management System (CMMS) was budgeted in the Fiscal Year 2019-20 Budget in Capital Outlay Fund 101-54-7600, and software license and support will need to be allocated in Fiscal Years 2020-2021 and 2021-2022; and

NOW, THEREFORE, BE IT RESOLVED, that the CALAVERAS COUNTY WATER DISTRICT hereby approve the proposal by Websoft Developers, Inc. for professional services to implement a CMMS, attached hereto and made a part hereof;

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the General Manager to execute and Professional Services Agreement with Websoft Developers, Inc., for the scope and fee not-to-exceed the amount of \$130,000 over three years; and

PASSED AND ADOPTED this 28th day of August 2019, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

CALAVERAS COUNTY WATER DISTRICT

Russ Thomas
President

ATTEST:

Rebecca Hitchcock, Clerk to the Board

Agenda Item

DATE: August 28, 2019

TO: Board of Directors

FROM: Rebecca Hitchcock, Clerk to the Board

SUBJECT: Region 3 Election Ballot for the Association of California Water Agencies

RECOMMENDED ACTION:

Motion: _____ / _____ by Minute Entry the Board of Directors authorizes to cast its vote for the Region 3 Officers and Board Members' nominations by the Nominating Committee's slate for the Association of the California Water Agencies (ACWA).

SUMMARY:

Attached is the Ballot for ACWA Region 3 Officers and Board Members. The Board can concur with the Region 3 Nominating Committee's recommendation or vote for individual candidates as noted on the ballot. The Region 3 Ballots are due to ACWA by September 30th.

FINANCIAL CONSIDERATIONS:

None.

Attachment: ACWA Region 3 Board Ballot

OFFICIAL
REGION 3 Board Ballot

2020-2021
TERM

CLEAR FORM



Please return completed ballot by September 30, 2019

E-mail: regionelections@acwa.com
Mail: ACWA
910 K Street, Suite 100
Sacramento, CA 95814

General Voting Instructions:

1 You may either vote for the slate recommended by the Region 3 Nominating Committee or vote for individual region board members. Please mark the appropriate box to indicate your decision.

2 Complete your agency information. The authorized representative is determined by your agency in accordance with your agency's policies and procedures.

SAVE & SUBMIT

1 Nominating Committee's Recommended Slate

I concur with the Region 3 Nominating Committee's recommended slate below.

CHAIR:

- **Joshua Alpine**, Director, Placer County Water Agency

VICE CHAIR:

- **Michael Raffety**, Board Member, El Dorado Irrigation District

BOARD MEMBERS:

- **Shannon Cotulla**, Assistant General Manager, South Tahoe Public Utility District
- **Gene Mancebo**, General Manager, Amador Water Agency
- **Michael Minkler**, General Manager, Calaveras County Water District
- **Steven Palmer**, General Manager, Georgetown Divide Public Utility District
- **Remleh Scherzinger**, General Manager, Nevada Irrigation District

OR

Individual Board Candidate Nominations

I do not concur with the Region 3 Nominating Committee's recommended slate. I will vote for individual candidates below as indicated.

CANDIDATES FOR CHAIR: (CHOOSE ONE)

- Joshua Alpine**, Director, Placer County Water Agency
- Steven Palmer**, General Manager, Georgetown Divide Public Utility District

CANDIDATES FOR VICE CHAIR: (CHOOSE ONE)

- Shannon Cotulla**, Assistant General Manager, South Tahoe Public Utility District
- Gene Mancebo**, General Manager, Amador Water Agency
- Steven Palmer**, General Manager, Georgetown Divide Public Utility District
- Michael Raffety**, Board Member, El Dorado Irrigation District
- Remleh Scherzinger**, General Manager, Nevada Irrigation District

CANDIDATES FOR BOARD MEMBERS: (MAX OF 5 CHOICES)

- Shannon Cotulla**, Assistant General Manager, South Tahoe Public Utility District
- Gene Mancebo**, General Manager, Amador Water Agency
- Michael Minkler**, General Manager, Calaveras County Water District
- Steven Palmer**, General Manager, Georgetown Divide Public Utility District
- Michael Raffety**, Board Member, El Dorado Irrigation District
- Remleh Scherzinger**, General Manager, Nevada Irrigation District

2

AGENCY NAME

AUTHORIZED REPRESENTATIVE

DATE

Agenda Item

DATE: August 28, 2019

TO: Michael Minkler, General Manager

FROM: Stacey Lollar, HR Manager

SUBJECT: Presentation Regarding Total Compensation Report by Koff & Associates

RECOMMENDED ACTION:

No action required.

SUMMARY:

For the past year and a half, management and employee bargaining unit employees have been working collaboratively with Koff & Associates (Koff) to prepare the most comprehensive and applicable total compensation report. As reflected in the current contracts with the SEIU Local 1021 and Management & Confidential bargaining units, the District committed to contracting with a qualified consultant to conduct a total compensation (salary and benefits) report for a few reasons:

1. In late 2016 the District received requests from several employees over concerns regarding their pay. These employees believe they were being underpaid per the current labor market because of their multiple certification requirements, depth of required knowledge, and the unique challenges which exist for our employees and District.
2. Management believed there would be a high likelihood of other groups requesting the District look at their salaries as well.
3. The District had not conducted a comprehensive salary survey for over 12 years.

In May of 2018, after a competitive bid process and agreement from the bargaining units, the District signed an agreement with Koff & Associates to carry out the study.

Koff, the bargaining unit members and management worked together and agreed on the classifications and the comparing agencies that were used to conduct the study. In August of 2018 Koff meet with employee groups to gain a further understanding of their positions prior to them gathering information from the comparing agencies.

A draft of the survey results were provided to the District and the bargaining units in January of 2019. After several months of review by the bargaining units and the District, several questions were submitted to Koff regarding the draft data.

In May of 2019 Koff met with management and the bargaining units to respond to the questions provided earlier and obtain any last comments or questions before issuing the draft final report. During this meeting several revisions were made and agreed to by all parties based on the feedback received from Koff. The bargaining units were provided one last time to review the draft results and submit any additional comments or questions. At the beginning of June the bargaining units and management agreed there were no additional comments or questions.

The final report with Koff's findings and updates as agreed to by both bargaining units and management was provided to the District in mid-June. In early July management met with the bargaining units regarding to review the final report. No requests for negotiations as a result of the final survey report have been received by either bargaining unit or requested by the District.

During today's presentation Koff & Associates will be presenting the steps and methodologies used to complete their comprehensive total compensation survey as well as review their recommendations based on the survey results.

FINANCIAL CONSIDERATIONS:

None at this time.

Attachments: June 14, 2019 Total Compensation Study Final Report by Koff & Associates



June 14, 2019

Total Compensation Study Final Report

Calaveras County Water District

KOFF & ASSOCIATES

GEORG S. KRAMMER

Chief Executive Officer

2835 Seventh Street
Berkeley, CA 94710
www.KoffAssociates.com

gkrammer@koffassociates.com

Tel: 510.658.5633

Fax: 510.652.5633

June 14, 2019

Ms. Stacey Lollar
Director, Human Resources and Customer Service
Calaveras County Water District
120 Toma Court
San Andreas, CA 95249

Dear Ms. Lollar:

Koff & Associates is pleased to present the Total Compensation Study Report to Calaveras County Water District. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with Calaveras County Water District and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Georg Krammer
Chief Executive Officer



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EXECUTIVE SUMMARY

Background

In August and September 2018, Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for Calaveras County Water District (“District”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the Board of Directors and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the District to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the District;
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the District; and
- An agreement between the District and its labor groups that a total compensation study be completed.

The goals of the compensation study are to assist the District in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the District with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The District’s **base salaries, overall, in comparison to the market median are 0.7% below the market.**
- The District’s **total compensation, overall, in comparison to the market median is 4.1% above the market.**
- The District’s **benefits package** puts the District in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 74 classifications, and of those, 35 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would



expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the District’s overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Title
1. Accountant II
2. Accounting Technician II
3. Administrative Technician II
4. Collection System Worker II
5. Collection System Worker, Senior
6. Construction Inspector III
7. Construction Worker II
8. Controls/Communication Technician (SCADA Technician I)
9. Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)
10. Customer Service Representative II
11. Director of Administrative Services
12. Director of Human Resources and Customer Service
13. Director of Operations
14. Distribution Worker II
15. Distribution Worker, Senior
16. Distribution/Collections Manager
17. District Engineer
18. Electrical/Instrumentation Technician II
19. Engineer - Civil Associate (Civil Engineer)
20. Engineering Analyst



Classification Title
21. Engineering Technician II
22. Executive Assistant
23. Facilities Maintenance Technician
24. General Manager
25. Human Resources Technician
26. Information Systems Administrator
27. Maintenance Manager
28. Manager of External Affairs, Conservation, and Grants I
29. Manager of Water Resources
30. Mechanic I
31. Meter Reader II
32. Plant Operations Manager
33. Senior Supervisor, Water Wastewater Operations
34. Water Wastewater Treatment Plant Operator III
35. Water Wastewater Treatment Plant Operator, Senior

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, K&A first started with a list of agencies that the District’s stakeholders provided. The stakeholders consisted of management and the employee bargaining groups. Other agencies were then added to the potential list of comparator agencies based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the District be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find



agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the District.
- 4. Labor market and geographic location** – In the reality that is today’s labor market, many agencies are in competition for the same pool of qualified employees. No longer do individuals necessarily live in the communities they serve. The geographic labor market area, where the District may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations. Furthermore, by selecting employers within a geographic proximity to the District, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the District.

All factors mentioned should be considered in selecting the group of comparator agencies. The District agreed to a list of eleven (11) agencies.

Table 2. Comparator Agencies

Agency
1. Amador Water Agency
2. City of Lodi
3. City of Roseville
4. City of Tracy
5. County of Sacramento
6. El Dorado Irrigation District
7. Nevada Irrigation District
8. Placer County Water Agency
9. Sacramento Suburban Water District
10. South Tahoe Public Utility District
11. Tuolumne Utilities District



Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency's Classic plan.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a percentage range calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the enhanced formula. The percentage value for each enhanced formula is:
 - 2%@60: midpoint of range = 1.5%
 - 2%@55: midpoint of range = 2.7%
 - 2.5%@55: midpoint of range = 4.9%
 - 2.7%@55: midpoint of range = 6.4%
 - 3%@60: midpoint of range = 7.4%
- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a percentage range calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the final compensation.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$663 per month was reported. Note that the maximum contribution rate is that of 2018 in order to be consistent with the timeframe during which data was collected.



- **Other Post-Employment Benefits (OPEB):** The actuarially determined amount of the employer's normal/service cost to fund retiree medical for its current employees.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Life and Accidental Death and Dismemberment ("AD&D") Insurances
- Long-Term Disability Insurance
- Short-Term Disability Insurance
- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act ("FLSA") Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other



This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of August and September 2018, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the District’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the District. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.



In order for a match to be included, K&A requires that a classification’s “likeness” be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the District is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where the District’s class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Total Compensation Data

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the District is compared to the average and median is also reported.

The mean is the sum of the comparator agencies’ salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 31 of the 35 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).



Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Engineering Technician II	11	16.5%	17.5%
Customer Service Representative II	9	13.1%	11.4%
Engineering Analyst	6	12.9%	14.4%
Human Resources Technician	8	10.4%	14.9%
Maintenance Manager	4	9.9%	12.0%
Construction Worker II	8	9.4%	12.0%
Meter Reader II	4	7.1%	11.5%
Plant Operations Manager	8	5.2%	4.4%
Administrative Technician II	8	3.2%	5.1%
Accountant II	9	3.1%	4.9%
Information Systems Administrator	8	2.7%	8.3%
Engineer - Civil Associate	7	2.7%	4.1%
Executive Assistant	9	0.7%	5.2%
Accounting Technician II	10	0.1%	-0.2%
Construction Inspector III	11	0.1%	6.2%
Collection System Worker II	8	-0.7%	4.5%
Mechanic I	9	-2.0%	2.4%
General Manager	7	-2.0%	0.4%
Distribution Worker II	9	-2.3%	2.2%
Water Wastewater Treatment Plant Operator III	9	-3.0%	1.2%
Distribution Worker, Senior	6	-3.4%	-0.5%
District Engineer	9	-4.5%	-1.5%



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Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Collection System Worker, Senior	4	-5.0%	-2.5%
Manager of External Affairs, Conservation, and Grants I	4	-6.1%	-2.6%
Director of Human Resources and Customer Service	8	-6.2%	1.2%
Senior Supervisor, Water Wastewater Operations	8	-6.8%	-6.7%
Director of Operations	10	-7.4%	-2.8%
Facilities Maintenance Technician	5	-7.4%	7.3%
Controls/Communication Technician (SCADA Technician I)	9	-7.7%	-2.1%
Water Wastewater Treatment Plant Operator, Senior	7	-7.7%	-3.3%
Director of Administrative Services	11	-10.9%	-4.9%
Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)	2	Insuff Data	Insuff Data
Distribution/Collections Manager	3	Insuff Data	Insuff Data
Electrical/Instrumentation Technician II	3	Insuff Data	Insuff Data
Manager of Water Resources	1	Insuff Data	Insuff Data

Base Salary

Base salary market results show that sixteen (16) classifications are paid below the market median and fifteen (15) classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	Total
Below the Market Median	7	8	1	0	16
Above the Market Median	7	4	3	1	15

Total Compensation

Total compensation market results show that ten (10) classifications are paid below the market median and twenty-one (21) classifications are paid above the market median.



# of Classifications	<5%	5-10%	10-15%	15-20%	Total
Below the Market Median	9	1	0	0	10
Above the Market Median	9	5	6	1	21

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the District can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the District’s benefits package puts the District at a more competitive advantage. Further analysis indicates that, overall, classifications are 0.7% below the market median for base salaries, while that figure changes to 4.1% above the market median for total compensation, which is a 4.8% difference (i.e., the District “gains” a 4.8% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the major contributing factors that give the District a competitive advantage is the District’s contribution to insurance premiums and OPEB retiree medical liability. In looking at the District’s contribution to health insurance premiums, the District contributes \$151 than the market average. Additionally, two agencies do not offer retiree medical benefits and do not have an associated normal/service cost to fund retiree medical.

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the District may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the District’s classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the District can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;



- A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications, and used internal equity principles to make the salary recommendations for thirty-nine (39) classifications that were not benchmarked and the four (4) benchmark classifications with insufficient data. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the District. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for District management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The District may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the District to determine market indexing and salary determination.

RECOMMENDATIONS

Pay Philosophy

The District has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the District’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Proposed Salary Structure

Currently, the District has two (2) salary structures. The Management and Confidential salary structure has ranges with nine (9) steps with 5% between steps 1-5 and 2.5% between steps 6-9.



The salary structure for the Service Employees International Union has 5-step ranges with 5% between each step. It is recommended that the District maintain a similar salary structure, with 2.5% between each range. Appendix III contains the proposed salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the District's current top monthly salary by the percentage difference between the District's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a top salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the District decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

Options for Implementation

Per our recommendations, which are based on the median from the market survey's total compensation results, only four classifications' salary ranges would increase by more than 5%. This means that only few positions at the District would receive equity adjustments based on this study and therefore, the fiscal impact on the District would be minimal. In situations like this, we typically see that agencies move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries fall below the bottom of the newly recommended range, then typically agencies move those employees at least to the bottom of the new salary range.



The District may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce (market median or a different percentile, for example). However, the District may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the District's level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with District. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with District and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the District to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the District's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the District an instrument to make future compensation decisions.



Total Compensation Study – Final Report Calaveras County Water District

It has been a pleasure working with District on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Koff & Associates

A handwritten signature in blue ink that reads "Georg Krammer".

Georg Krammer
Chief Executive Officer



Appendix I

Results Summary

**Calaveras County Water District - Results Summary
October 2018**

Classification	Top Monthly Salary Data			Total Monthly Compensation Data			# of Matches
	Top Monthly Salary	Median of Comparators	% above or below	Total Monthly Comp	Median of Comparators	% above or below	
Accountant II	\$ 7,163	\$ 6,942	3.1%	\$ 11,453	\$ 10,894	4.9%	9
Accounting Technician II	\$ 5,345	\$ 5,340	0.1%	\$ 9,062	\$ 9,076	-0.2%	10
Administrative Technician II	\$ 5,345	\$ 5,172	3.2%	\$ 9,062	\$ 8,600	5.1%	8
Collection System Worker II	\$ 5,345	\$ 5,382	-0.7%	\$ 9,062	\$ 8,652	4.5%	8
Collection System Worker, Senior	\$ 7,163	\$ 7,524	-5.0%	\$ 11,453	\$ 11,734	-2.5%	4
Construction Inspector III	\$ 6,497	\$ 6,493	0.1%	\$ 10,577	\$ 9,921	6.2%	11
Construction Worker II	\$ 5,893	\$ 5,341	9.4%	\$ 9,783	\$ 8,614	12.0%	8
Controls/Communication Technician (SCADA Technician I)	\$ 7,163	\$ 7,714	-7.7%	\$ 11,453	\$ 11,698	-2.1%	9
Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)	\$ 8,707	Insuff Data	Insuff Data	\$ 13,483	Insuff Data	Insuff Data	2
Customer Service Representative II	\$ 5,345	\$ 4,645	13.1%	\$ 9,062	\$ 8,031	11.4%	9
Director of Administrative Services	\$ 12,205	\$ 13,532	-10.9%	\$ 18,543	\$ 19,446	-4.9%	11
Director of Human Resources and Customer Service	\$ 11,072	\$ 11,756	-6.2%	\$ 17,112	\$ 16,905	1.2%	8
Director of Operations	\$ 12,206	\$ 13,104	-7.4%	\$ 18,544	\$ 19,064	-2.8%	10
Distribution Worker II	\$ 5,345	\$ 5,469	-2.3%	\$ 9,062	\$ 8,866	2.2%	9
Distribution Worker, Senior	\$ 7,163	\$ 7,405	-3.4%	\$ 11,453	\$ 11,510	-0.5%	6
Distribution/Collections Manager	\$ 10,545	Insuff Data	Insuff Data	\$ 16,435	Insuff Data	Insuff Data	3
District Engineer	\$ 12,816	\$ 13,387	-4.5%	\$ 19,314	\$ 19,612	-1.5%	9
Electrical/Instrumentation Technician II	\$ 6,497	Insuff Data	Insuff Data	\$ 10,577	Insuff Data	Insuff Data	3
Engineer - Civil Associate	\$ 9,599	\$ 9,344	2.7%	\$ 14,655	\$ 14,055	4.1%	7
Engineering Analyst	\$ 9,142	\$ 7,958	12.9%	\$ 14,054	\$ 12,032	14.4%	6
Engineering Technician II	\$ 7,163	\$ 5,980	16.5%	\$ 11,453	\$ 9,446	17.5%	11
Executive Assistant	\$ 6,796	\$ 6,751	0.7%	\$ 11,434	\$ 10,834	5.2%	9
Facilities Maintenance Technician	\$ 5,090	\$ 5,465	-7.4%	\$ 8,727	\$ 8,093	7.3%	5
General Manager	\$ 16,667	\$ 17,007	-2.0%	\$ 24,623	\$ 24,525	0.4%	7
Human Resources Technician	\$ 6,473	\$ 5,802	10.4%	\$ 11,003	\$ 9,359	14.9%	8
Information Systems Administrator	\$ 9,142	\$ 8,892	2.7%	\$ 14,054	\$ 12,884	8.3%	8
Maintenance Manager	\$ 10,545	\$ 9,499	9.9%	\$ 16,435	\$ 14,466	12.0%	4
Manager of External Affairs, Conservation, and Grants I	\$ 9,341	\$ 9,913	-6.1%	\$ 14,829	\$ 15,210	-2.6%	4
Manager of Water Resources	\$ 11,072	Insuff Data	Insuff Data	\$ 17,112	Insuff Data	Insuff Data	1
Mechanic I	\$ 5,893	\$ 6,012	-2.0%	\$ 9,783	\$ 9,544	2.4%	9
Meter Reader II	\$ 5,345	\$ 4,965	7.1%	\$ 9,062	\$ 8,016	11.5%	4
Plant Operations Manager	\$ 10,545	\$ 10,001	5.2%	\$ 16,435	\$ 15,716	4.4%	8
Senior Supervisor, Water Wastewater Operations	\$ 8,292	\$ 8,852	-6.8%	\$ 12,937	\$ 13,810	-6.7%	8

**Calaveras County Water District - Results Summary
October 2018**

Classification	Top Monthly Salary Data			Total Monthly Compensation Data			# of Matches
	Top Monthly Salary	Median of Comparators	% above or below	Total Monthly Comp	Median of Comparators	% above or below	
Water Wastewater Treatment Plant Operator III	\$ 6,497	\$ 6,689	-3.0%	\$ 10,577	\$ 10,449	1.2%	9
Water Wastewater Treatment Plant Operator, Senior	\$ 7,163	\$ 7,717	-7.7%	\$ 11,453	\$ 11,831	-3.3%	7
		MEDIAN:	-0.7%		MEDIAN:	4.1%	



Appendix II

Market Compensation Findings

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Accountant II	Accountant	Accountant	Accountant II	Accountant	Accountant	Accountant	Accountant II	Accountant	Financial Analyst	N/C	N/C
Top Monthly Salary	\$ 7,163	\$ 7,295	\$ 6,437	\$ 7,262	\$ 7,854	\$ 6,398	\$ 6,942	\$ 6,755	\$ 6,312	\$ 7,405		
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2.7%@55	2%@55		
	Enhanced Formula Cost	\$ 107	\$ 109	\$ 174	\$ 465	\$ 212	\$ 173	\$ 187	\$ 182	\$ 404	\$ 200	
	ER Paid Member Contrib				\$ 450				\$ 221	\$ 518		
	Calc Classic EPMC as Spec Comp				\$ 28				\$ 8			
	Single Highest				\$ 44				\$ 38			
	Social Security	\$ 444	\$ 452			\$ 487	\$ 397	\$ 430		\$ 391	\$ 459	
	Deferred Compensation			\$ 193	\$ 218	\$ 393						
	Other Ret.			\$ -193	\$ -450		\$ -3					
Insurance	Cafeteria				\$ 1,515	\$ 2,763						
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	
	Dental	\$ 95	\$ 123	\$ 83			\$ 125	\$ 142	\$ 123	\$ 88	\$ 175	
	Vision	\$ 19	\$ 24	\$ 16				\$ 19	\$ 16	\$ 27	\$ 20	
	Life	\$ 33	\$ 22	\$ 48	\$ 26		\$ 1	\$ 3	\$ 62	\$ 68		
	LTD	\$ 39	\$ 35	\$ 66	\$ 33				\$ 13	\$ 28	\$ 80	
	STD/SDI	\$ 13	\$ 23									
	Retiree Medical	\$ 516	\$ 1,678	\$ 214	\$ 421	\$ 110		\$ 309	\$ 324	\$ 324	\$ 281	
Other Ins.					\$ 80							
Leaves	Vacation	\$ 744	\$ 421	\$ 371	\$ 391	\$ 514	\$ 368	\$ 721	\$ 312	\$ 364	\$ 427	
	Holidays	\$ 358	\$ 365	\$ 347	\$ 335	\$ 453	\$ 332	\$ 347	\$ 338	\$ 316	\$ 370	
	Admin Leave			\$ 248	\$ 157	\$ 393		\$ 134			\$ 142	
All	Auto											
Benefit Package Total	\$ 4,290	\$ 5,195	\$ 3,275	\$ 3,632	\$ 5,404	\$ 2,846	\$ 3,954	\$ 3,174	\$ 4,137	\$ 4,503	\$ 0	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Accounting Technician II	Accounting Clerk II	Finance Technician	Finance Technician II	Accounting Technician	N/C	Finance Technician	Finance Assistant II	Accounting Technician II	Accountant	Accounting Technician II/Grant Program Assistant	Accounting Services Technician
Top Monthly Salary	\$ 5,345	\$ 6,079	\$ 4,557	\$ 5,086	\$ 6,144		\$ 5,254	\$ 4,645	\$ 5,193	\$ 5,545	\$ 6,286	\$ 5,427
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55		2%@55	2%@55	2.7%@55	2%@55	2.7%@55
	Enhanced Formula Cost	\$ 80	\$ 91	\$ 123	\$ 326	\$ 166		\$ 142	\$ 125	\$ 332	\$ 150	\$ 402
	ER Paid Member Contrib				\$ 315					\$ 182	\$ 388	\$ 139
	Calc Classic EPMC as Spec Comp				\$ 20					\$ 6		
	Single Highest				\$ 31					\$ 31		\$ 27
	Social Security	\$ 331	\$ 377			\$ 381		\$ 326		\$ 322	\$ 344	\$ 390
	Deferred Compensation			\$ 137	\$ 153	\$ 307						
	Other Ret.			\$ -91	\$ -315							
Insurance	Cafeteria				\$ 1,515	\$ 2,763						
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916
	Dental	\$ 95	\$ 123	\$ 83			\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123
	Vision	\$ 19	\$ 24	\$ 16			\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17
	Life	\$ 24	\$ 18	\$ 4	\$ 18	\$ 14		\$ 3	\$ 42	\$ 56		\$ 16
	LTD	\$ 29	\$ 29	\$ 46	\$ 23				\$ 12	\$ 23	\$ 60	\$ 18
	STD/SDI	\$ 10	\$ 19									\$ 14
	Retiree Medical	\$ 385	\$ 1,398	\$ 152	\$ 295	\$ 86		\$ 234	\$ 223	\$ 267	\$ 210	
Other Ins.											\$ 430	
All Leaves	Vacation	\$ 555	\$ 351	\$ 263	\$ 274	\$ 402	\$ 546	\$ 214	\$ 300	\$ 320	\$ 363	\$ 313
	Holidays	\$ 267	\$ 304	\$ 245	\$ 235	\$ 307	\$ 263	\$ 232	\$ 260	\$ 277	\$ 290	\$ 271
	Admin Leave				\$ 110							\$ 94
All	Auto											
Benefit Package Total	\$ 3,717	\$ 4,677	\$ 2,687	\$ 2,998	\$ 4,425	\$ 0	\$ 3,335	\$ 2,793	\$ 3,753	\$ 3,774	\$ 4,272	\$ 3,779

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Administrative Technician II	N/C	Administrative Secretary	Administrative Technician	Administrative Assistant III	N/C	Administrative Technician	Management Assistant	Administrative Aide	Administrative Assistant II	[Administrative Assistant/ Administrative Assistant - Finance]	N/C
Top Monthly Salary	\$ 5,345		\$ 4,536	\$ 5,448	\$ 5,273		\$ 5,151	\$ 5,058	\$ 5,193	\$ 5,035	\$ 5,305	
Retirement^A	Classic	2%@60	2%@55	2.7%@55	2%@55		2%@55	2%@55	2.7%@55	2%@55	2.7%@55	
	Enhanced Formula Cost	\$ 80	\$ 122	\$ 349	\$ 142		\$ 139	\$ 137	\$ 332	\$ 136	\$ 340	
	ER Paid Member Contrib			\$ 338					\$ 182	\$ 352	\$ 118	
	Calc Classic EPMC as Spec Comp			\$ 21					\$ 6			
	Single Highest			\$ 33					\$ 31			
	Social Security	\$ 331				\$ 327		\$ 319	\$ 322	\$ 312	\$ 329	
	Deferred Compensation		\$ 136	\$ 163	\$ 264							
	Other Ret.		\$ -91	\$ -338								
Insurance	Cafeteria			\$ 1,515	\$ 2,763							
	Health	\$ 1,921	\$ 1,709				\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	
	Dental	\$ 95	\$ 83				\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	
	Vision	\$ 19	\$ 16				\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	
	Life	\$ 24	\$ 4	\$ 20	\$ 14		\$ 3	\$ 46	\$ 56		\$ 16	
	LTD	\$ 29	\$ 46	\$ 24				\$ 13	\$ 23	\$ 54	\$ 18	
	STD/SDI	\$ 10										
	Retiree Medical	\$ 385	\$ 151	\$ 316	\$ 74		\$ 229	\$ 243	\$ 267	\$ 191		
Other Ins.												
All Leaves	Vacation	\$ 555	\$ 262	\$ 293	\$ 345		\$ 535	\$ 233	\$ 300	\$ 291	\$ 306	
	Holidays	\$ 267	\$ 244	\$ 251	\$ 264		\$ 258	\$ 253	\$ 260	\$ 252	\$ 245	
	Admin Leave			\$ 118								
All	Auto											
Benefit Package Total	\$ 3,717	\$ 0	\$ 2,683	\$ 3,103	\$ 4,192	\$ 0	\$ 3,306	\$ 2,869	\$ 3,753	\$ 3,613	\$ 4,025	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Collection System Worker II	Utility II	Water/Wastewater Maintenance Worker II	Wastewater Utility Maintenance Worker II	Maintenance Worker II	Sanitation District Maintenance and Operations Assistant	Construction and Maintenance Worker II	N/C	N/C	N/C	Underground Sewer Repair II	Utility Worker 2 - Collections	
Top Monthly Salary	\$ 5,345	\$ 5,401	\$ 4,454	\$ 6,033	\$ 5,363	\$ 5,899	\$ 5,307				\$ 5,845	\$ 4,886	
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55			2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 80	\$ 81	\$ 120	\$ 386	\$ 145	\$ 159	\$ 143			\$ 374	\$ 132	
	ER Paid Member Contrib				\$ 374						\$ 130		
	Calc Classic EPMC as Spec Comp												
	Single Highest				\$ 36							\$ 24	
	Social Security	\$ 331	\$ 335			\$ 332	\$ 366	\$ 329			\$ 362	\$ 303	
	Deferred Compensation			\$ 134	\$ 181	\$ 134							
	Other Ret.			\$ -134	\$ -374		\$ -3						
Insurance	Cafeteria				\$ 1,615	\$ 1,290							
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,453	\$ 1,661			\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123	\$ 83			\$ 125	\$ 142			\$ 142	\$ 123	
	Vision	\$ 19	\$ 24	\$ 16				\$ 19			\$ 24	\$ 17	
	Life	\$ 24	\$ 16	\$ 4	\$ 22	\$ 8	\$ 1	\$ 3			\$ 16	\$ 61	
	LTD	\$ 29	\$ 26	\$ 45	\$ 25						\$ 18	\$ 23	
	STD/SDI	\$ 10	\$ 17									\$ 13	
	Retiree Medical	\$ 385	\$ 1,242	\$ 148	\$ 350	\$ 75		\$ 236				\$ 387	
Other Ins.													
All Leaves	Vacation	\$ 555	\$ 312	\$ 257	\$ 325	\$ 351	\$ 339	\$ 551			\$ 337	\$ 282	
	Holidays	\$ 267	\$ 270	\$ 240	\$ 278	\$ 268	\$ 306	\$ 265			\$ 270	\$ 244	
	Admin Leave				\$ 131							\$ 85	
All	Auto												
Benefit Package Total		\$ 3,717	\$ 4,389	\$ 2,622	\$ 3,349	\$ 2,603	\$ 2,747	\$ 3,351	\$ 0	\$ 0	\$ 0	\$ 4,161	\$ 3,611

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Collection System Worker, Senior	N/C	N/C	[Senior Wastewater Utility Maintenance Worker/ Wastewater Collection Supervisor]	N/C	[Sanitation District Maintenance and Operations Senior Technician/ Sanitation District Maintenance and Operations Supervisor]	Collection System Supervisor	N/C	N/C	N/C	[Underground Sewer Repair Lead/ Underground Sewer Repair Supervisor]	N/C	
Top Monthly Salary	\$ 7,163			\$ 7,453		\$ 7,374	\$ 8,225				\$ 7,595		
Retirement^A	Classic	2%@60		2.7%@55		2%@55	2%@55				2.7%@55		
	Enhanced Formula Cost	\$ 107		\$ 477		\$ 199	\$ 222				\$ 486		
	ER Paid Member Contrib			\$ 462							\$ 168		
	Calc Classic EPMC as Spec Comp			\$ 29									
	Single Highest			\$ 45									
	Social Security	\$ 444				\$ 457	\$ 510				\$ 471		
	Deferred Compensation			\$ 224									
	Other Ret.			\$ -462		\$ -4							
Insurance	Cafeteria			\$ 1,515									
	Health	\$ 1,921					\$ 1,661				\$ 2,488		
	Dental	\$ 95				\$ 125	\$ 142				\$ 142		
	Vision	\$ 19					\$ 19				\$ 24		
	Life	\$ 33		\$ 27		\$ 1	\$ 30				\$ 16		
	LTD	\$ 39		\$ 20							\$ 18		
	STD/SDI	\$ 13											
	Retiree Medical	\$ 516		\$ 432			\$ 366						
	Other Ins.												
All Leaves	Vacation	\$ 744		\$ 401		\$ 424	\$ 854				\$ 438		
	Holidays	\$ 358		\$ 344			\$ 411				\$ 351		
	Admin Leave			\$ 305			\$ 316						
All	Auto												
Benefit Package Total		\$ 4,290	\$ 0	\$ 0	\$ 3,818	\$ 0	\$ 1,203	\$ 4,532	\$ 0	\$ 0	\$ 0	\$ 4,602	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement contributions to Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit formula.
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Construction Inspector III	Inspector	Public Works Inspector II	Construction Inspector II	Construction Inspector II	Construction Inspector	Construction Inspector II	Construction Inspector II	Inspector II	Senior Inspector	Inspector II	Inspector/ Engineer Technician
Top Monthly Salary	\$ 6,497	\$ 6,700	\$ 5,748	\$ 6,493	\$ 7,445	\$ 6,765	\$ 6,289	\$ 6,332	\$ 6,466	\$ 5,824	\$ 6,554	\$ 6,947
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55
	Enhanced Formula Cost	\$ 97	\$ 101	\$ 155	\$ 416	\$ 201	\$ 183	\$ 170	\$ 171	\$ 414	\$ 157	\$ 419
	ER Paid Member Contrib				\$ 402				\$ 226	\$ 408	\$ 145	
	Calc Classic EPMC as Spec Comp				\$ 25				\$ 8			
	Single Highest				\$ 39				\$ 39			\$ 35
	Social Security	\$ 403	\$ 415			\$ 462	\$ 419	\$ 390		\$ 401	\$ 361	\$ 406
	Deferred Compensation			\$ 172	\$ 195	\$ 186						
	Other Ret.			\$ -115	\$ -403		\$ -3					
Insurance	Cafeteria ¹				\$ 1,515	\$ 1,290						
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488
	Dental	\$ 95	\$ 123	\$ 83			\$ 125	\$ 142	\$ 123	\$ 88	\$ 175	\$ 142
	Vision	\$ 19	\$ 24	\$ 16				\$ 19	\$ 16	\$ 27	\$ 20	\$ 24
	Life	\$ 30	\$ 20	\$ 4	\$ 23	\$ 8	\$ 1	\$ 3	\$ 58	\$ 70		\$ 16
	LTD ²	\$ 36	\$ 32	\$ 59	\$ 29				\$ 13	\$ 29	\$ 63	\$ 18
	STD/SDI	\$ 12	\$ 21									\$ 19
	Retiree Medical	\$ 468	\$ 1,541	\$ 191	\$ 377	\$ 104		\$ 280	\$ 304	\$ 332	\$ 221	
Leaves	Other Ins.											\$ 551
	Vacation ³	\$ 675	\$ 387	\$ 332	\$ 350	\$ 487	\$ 389	\$ 653	\$ 292	\$ 373	\$ 336	\$ 378
	Holidays	\$ 325	\$ 335	\$ 310	\$ 300	\$ 372	\$ 351	\$ 314	\$ 317	\$ 323	\$ 291	\$ 302
All	Admin Leave				\$ 140							\$ 120
	Auto											
Benefit Package Total	\$ 4,080	\$ 4,942	\$ 2,916	\$ 3,408	\$ 3,110	\$ 2,919	\$ 3,633	\$ 3,098	\$ 4,189	\$ 3,862	\$ 4,339	\$ 4,261

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

3 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Construction Worker II	Construction II	N/C	N/C	Maintenance Worker II	Assistant Underground Maintenance Specialist	Construction and Maintenance Worker II	Utility Worker II	Maintenance Worker	N/C	Water Reuse Worker II	Utility Worker 2 - Construction Maintenance	
Top Monthly Salary	\$ 5,893	\$ 5,804			\$ 5,363	\$ 5,491	\$ 5,307	\$ 4,935	\$ 5,320		\$ 5,845	\$ 4,943	
Retirement^A	Classic	2%@60	2%@60		2%@55	2%@55	2%@55	2%@55	2.7%@55		2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 88	\$ 87		\$ 145	\$ 148	\$ 143	\$ 133	\$ 340		\$ 374	\$ 133	
	ER Paid Member Contrib								\$ 186		\$ 130		
	Calc Classic EPMC as Spec Comp								\$ 7				
	Single Highest								\$ 32			\$ 25	
	Social Security	\$ 365	\$ 360		\$ 332	\$ 340	\$ 329		\$ 330		\$ 362	\$ 307	
	Deferred Compensation				\$ 134								
	Other Ret.					\$ -3							
Insurance	Cafeteria ¹				\$ 1,290								
	Health	\$ 1,921	\$ 1,943			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859		\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123			\$ 125	\$ 142	\$ 123	\$ 88		\$ 142	\$ 123	
	Vision	\$ 19	\$ 24				\$ 19	\$ 16	\$ 27		\$ 24	\$ 17	
	Life	\$ 27	\$ 17		\$ 8	\$ 1	\$ 3	\$ 45	\$ 57		\$ 16	\$ 62	
	LTD	\$ 32	\$ 28					\$ 13	\$ 24		\$ 18	\$ 20	
	STD/SDI	\$ 11	\$ 19									\$ 13	
	Retiree Medical	\$ 424	\$ 1,335		\$ 75		\$ 236	\$ 237	\$ 273			\$ 392	
	Other Ins.												
All Leaves	Vacation ²	\$ 612	\$ 335		\$ 351	\$ 316	\$ 551	\$ 228	\$ 307		\$ 337	\$ 285	
	Holidays	\$ 295	\$ 290		\$ 268	\$ 285	\$ 265	\$ 247	\$ 266		\$ 270	\$ 247	
	Admin Leave											\$ 86	
All	Auto												
Benefit Package Total		\$ 3,890	\$ 4,560	\$ 0	\$ 0	\$ 2,603	\$ 2,667	\$ 3,351	\$ 2,846	\$ 3,797	\$ 0	\$ 4,161	\$ 3,625

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator
1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan, \$168 per month toward flex credit, and \$100 per month toward health and welfare or deferred compensation.
2 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency		Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match		Controls/ Communication Technician (SCADA Technician I)	Instrument/ Electrician Technician	N/C	SCADA System Technician	Senior Electrician	N/C	Process Control Technician	Electrical Systems Technician II	[Water Quality Instrumentation Technician/ Control Systems Technician II]	Instrumentation and Electrical Technician	Electrical/ Instrumentation Technician II	[Communications Technician/ Electrician/ Instrumentation Technician]
	Top Monthly Salary	\$ 7,163	\$ 7,885		\$ 8,239	\$ 7,842		\$ 8,734	\$ 6,457	\$ 7,129	\$ 6,417	\$ 7,714	\$ 6,947
Retirement^A	Classic	2%@60	2%@60		2.7%@55	2%@55		2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55
	Enhanced Formula Cost	\$ 107	\$ 118		\$ 527	\$ 212		\$ 236	\$ 174	\$ 456	\$ 173	\$ 494	\$ 188
	ER Paid Member Contrib				\$ 511					\$ 250	\$ 449	\$ 42	
	Calc Classic EPMC as Spec Comp									\$ 9			
	Single Highest				\$ 49					\$ 43			\$ 35
	Social Security	\$ 444	\$ 489			\$ 486		\$ 542		\$ 442	\$ 398	\$ 478	\$ 431
	Deferred Compensation				\$ 247	\$ 196							
	Other Ret.				\$ -511								
Insurance	Cafeteria				\$ 1,615	\$ 1,290							
	Health	\$ 1,921	\$ 1,943					\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,482	\$ 2,400
	Dental	\$ 95	\$ 123					\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123
	Vision	\$ 19	\$ 24					\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17
	Life	\$ 33	\$ 24		\$ 30	\$ 7		\$ 3	\$ 59	\$ 77		\$ 16	\$ 87
	LTD	\$ 39	\$ 38		\$ 34				\$ 13	\$ 32	\$ 69	\$ 18	\$ 33
	STD/SDI	\$ 13	\$ 25										\$ 19
	Retiree Medical	\$ 516	\$ 1,814		\$ 478	\$ 110		\$ 389	\$ 310	\$ 366	\$ 243		\$ 551
	Other Ins.												
All Leaves	Vacation	\$ 744	\$ 455		\$ 444	\$ 513		\$ 907	\$ 298	\$ 411	\$ 370	\$ 445	\$ 401
	Holidays	\$ 358	\$ 394		\$ 380	\$ 392		\$ 437	\$ 323	\$ 356	\$ 321	\$ 356	\$ 347
	Admin Leave				\$ 178								\$ 120
All	Auto												
Benefit Package Total		\$ 4,290	\$ 5,446	\$ 0	\$ 3,982	\$ 3,206	\$ 0	\$ 4,336	\$ 3,121	\$ 4,417	\$ 4,049	\$ 4,497	\$ 4,751

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement contributions to Retiree

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit formula.

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Controls/ Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Water Quality Electrical Maintenance Supervisor	N/C	Electrical/ Instrumentation Supervisor	N/C	
Top Monthly Salary	\$ 8,707								\$ 7,864		\$ 9,211		
Retirement^A	Classic	2%@60							2.7%@55		2.7%@55		
	Enhanced Formula Cost	\$ 131							\$ 503		\$ 590		
	ER Paid Member Contrib								\$ 275		\$ 204		
	Calc Classic EPMC as Spec Comp								\$ 10				
	Single Highest								\$ 47				
	Social Security	\$ 540							\$ 488		\$ 571		
	Deferred Compensation												
	Other Ret.												
Insurance	Cafeteria												
	Health	\$ 1,921							\$ 1,859		\$ 2,488		
	Dental	\$ 95							\$ 88		\$ 142		
	Vision	\$ 19							\$ 27		\$ 24		
	Life	\$ 40							\$ 85		\$ 16		
	LTD	\$ 48							\$ 35		\$ 18		
	STD/SDI	\$ 16											
	Retiree Medical	\$ 627							\$ 404				
Other Ins.													
All Leaves	Vacation	\$ 904							\$ 454		\$ 531		
	Holidays	\$ 435							\$ 393		\$ 425		
	Admin Leave												
All	Auto												
Benefit Package Total		\$ 4,776	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,669	\$ 0	\$ 5,009	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Customer Service Representative II	Customer Service Representative II	Customer Services Representative II	Finance Clerk II	N/C	Utility Billing Services Representative II	N/C	Customer Service Representative II	Customer Service Representative II	Customer Service Representative II	Customer Service Representative II	[Customer Services Technician 1/ Customer Services Technician-Front Desk]	
Top Monthly Salary	\$ 5,345	\$ 4,893	\$ 3,766	\$ 4,429		\$ 4,141		\$ 4,645	\$ 4,946	\$ 4,566	\$ 5,279	\$ 4,678	
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55		2%@55		2%@55	2.7%@55	2%@55	2.7%@55	
	Enhanced Formula Cost	\$ 80	\$ 73	\$ 102	\$ 283		\$ 112		\$ 125	\$ 317	\$ 123	\$ 338	
	ER Paid Member Contrib				\$ 274				\$ 173	\$ 320	\$ 117		
	Calc Classic EPMC as Spec Comp				\$ 17				\$ 6				
	Single Highest				\$ 27				\$ 30			\$ 23	
	Social Security	\$ 331	\$ 303				\$ 257		\$ 307	\$ 283	\$ 327	\$ 290	
	Deferred Compensation			\$ 113	\$ 133								
	Other Ret.			\$ -75	\$ -275		\$ -2						
Insurance	Cafeteria ¹				\$ 1,515								
	Health	\$ 1,921	\$ 1,943	\$ 1,709		\$ 1,453		\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123	\$ 83		\$ 125		\$ 123	\$ 88	\$ 175	\$ 142	\$ 123	
	Vision	\$ 19	\$ 24	\$ 16				\$ 16	\$ 27	\$ 20	\$ 24	\$ 17	
	Life	\$ 24	\$ 15	\$ 4	\$ 16		\$ 1		\$ 42	\$ 53		\$ 16	
	LTD ²	\$ 29	\$ 23	\$ 38	\$ 20				\$ 12	\$ 22	\$ 49	\$ 18	
	STD/SDI	\$ 10	\$ 16									\$ 12	
	Retiree Medical	\$ 385	\$ 1,125	\$ 125	\$ 257			\$ 223	\$ 254	\$ 173		\$ 371	
	Other Ins.												
All Leaves	Vacation	\$ 555	\$ 282	\$ 217	\$ 239	\$ 238		\$ 214	\$ 285	\$ 263	\$ 305	\$ 270	
	Holidays	\$ 267	\$ 245	\$ 203	\$ 204	\$ 215		\$ 232	\$ 247	\$ 228	\$ 244	\$ 234	
	Admin Leave				\$ 96							\$ 81	
All	Auto												
Benefit Package Total		\$ 3,717	\$ 4,172	\$ 2,535	\$ 2,806	\$ 0	\$ 2,399	\$ 0	\$ 2,793	\$ 3,669	\$ 3,465	\$ 4,018	\$ 3,541

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement contributions to Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit formula.
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator
1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.
2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Director of Administrative Services	Finance Manager	[Deputy City Manager/ Internal Services Director/ Accounting Manager]	[Finance Director/ Finance Manager/ Controller/ Budget Manager]	[Finance Director/ Finance Division Manager]	Director of Internal Services	Director of Finance	Finance Manager	Director of Financial Services	Finance Director	Chief Financial Officer	Director of Finance	
Top Monthly Salary	\$ 12,205	\$ 12,596	\$ 11,989	\$ 13,613	\$ 13,551	\$ 12,288	\$ 13,664	\$ 12,792	\$ 15,098	\$ 11,494	\$ 14,579	\$ 13,532	
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 183	\$ 189	\$ 324	\$ 871	\$ 366	\$ 332	\$ 369	\$ 345	\$ 966	\$ 310	\$ 933	
	ER Paid Member Contrib				\$ 844				\$ 528	\$ 805	\$ 323		
	Calc Classic EPMC as Spec Comp				\$ 52				\$ 19				
	Single Highest				\$ 82				\$ 91			\$ 68	
	Social Security	\$ 663	\$ 663			\$ 663	\$ 663	\$ 663	\$ 663	\$ 663	\$ 663	\$ 663	
	Deferred Compensation	\$ 333		\$ 360	\$ 408	\$ 678	\$ 123						
	Other Ret.			\$ -360	\$ -844		\$ -6						
Insurance	Cafeteria ¹				\$ 1,515	\$ 2,763							
	Health	\$ 1,921	\$ 1,943	\$ 1,709		\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123	\$ 83		\$ 125	\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123	
	Vision	\$ 19	\$ 24	\$ 16			\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17	
	Life	\$ 48	\$ 37	\$ 88	\$ 49	\$ 61	\$ 4	\$ 45	\$ 95	\$ 163	\$ 40	\$ 156	
	LTD ²	\$ 62	\$ 60	\$ 102	\$ 27	\$ 61			\$ 13	\$ 47	\$ 124	\$ 54	
	STD/SDI	\$ 23	\$ 36								\$ 32	\$ 30	
	Retiree Medical	\$ 879	\$ 2,897	\$ 399	\$ 790	\$ 190		\$ 608	\$ 614	\$ 776	\$ 436		\$ 1,073
Other Ins. ³					\$ 80								
All Leaves	Vacation	\$ 1,267	\$ 727	\$ 692	\$ 733	\$ 1,042	\$ 707	\$ 1,419	\$ 590	\$ 871	\$ 663	\$ 841	
	Holidays	\$ 610	\$ 630	\$ 623	\$ 628	\$ 782	\$ 638	\$ 683	\$ 640	\$ 755	\$ 575	\$ 673	
	Admin Leave ⁴	\$ 235		\$ 461	\$ 556	\$ 782	\$ 412	\$ 526	\$ 492	\$ 523	\$ 221		
All	Auto				\$ 500				\$ 450				
Benefit Package Total		\$ 6,338	\$ 7,329	\$ 4,496	\$ 5,711	\$ 7,968	\$ 4,450	\$ 6,136	\$ 4,733	\$ 7,826	\$ 5,822	\$ 6,213	\$ 5,914

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

3 - City of Tracy: Department heads receive \$960 per year to be used at the employee's discretion toward job-related expenses, training, association memberships, technology, conference registration and attendance, and other professional development opportunities.

4 - County of Sacramento: County contributes 3.35% salary as a management differential, which will be considered as compensation for retirement purposes, vacation buy-back, and terminal vacation and sick leave pay.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Director of Human Resources and Customer Service	Human Resources/ Office Manager	[Deputy City Manager/ Internal Services Director/ Human Resources Manager]	[Human Resources Director/ Human Resources Manager]	[Human Resources Director/ Human Resources Manager]	N/C	N/C	Human Resources Manager	[Director of Administrative Services/ Human Resources Manager]	N/C	Human Resources Director	Human Resources Director	
Top Monthly Salary	\$ 11,072	\$ 10,235	\$ 11,989	\$ 14,469	\$ 13,551			\$ 8,044	\$ 13,045		\$ 11,522	\$ 10,835	
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55			2%@55	2.7%@55		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 166	\$ 154	\$ 324	\$ 926	\$ 366			\$ 217	\$ 835		\$ 737	\$ 293
	ER Paid Member Contrib				\$ 897				\$ 457			\$ 255	
	Calc Classic EPMC as Spec Comp				\$ 56				\$ 16				
	Single Highest				\$ 87				\$ 78				\$ 54
	Social Security	\$ 663	\$ 635			\$ 663			\$ 663			\$ 663	\$ 663
	Deferred Compensation	\$ 333		\$ 360	\$ 434	\$ 678							
	Other Ret.			\$ -360	\$ -897								
Insurance	Cafeteria ¹				\$ 1,515	\$ 2,763							
	Health	\$ 1,921	\$ 1,943	\$ 1,709				\$ 1,805	\$ 1,859		\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123	\$ 83				\$ 123	\$ 88		\$ 142	\$ 123	
	Vision	\$ 19	\$ 24	\$ 16				\$ 16	\$ 27		\$ 24	\$ 17	
	Life	\$ 48	\$ 31	\$ 88	\$ 52	\$ 61		\$ 73	\$ 141		\$ 32	\$ 135	
	LTD	\$ 61	\$ 49	\$ 102	\$ 27	\$ 61		\$ 13	\$ 47		\$ 42	\$ 43	
	STD/SDI	\$ 21	\$ 33								\$ 25	\$ 29	
	Retiree Medical	\$ 797	\$ 2,354	\$ 399	\$ 839	\$ 190		\$ 386	\$ 671			\$ 859	
	Other Ins. ²					\$ 80							
All Leaves	Vacation	\$ 1,150	\$ 590	\$ 692	\$ 779	\$ 1,042		\$ 371	\$ 753		\$ 665	\$ 625	
	Holidays	\$ 554	\$ 512	\$ 623	\$ 668	\$ 782		\$ 402	\$ 652		\$ 532	\$ 542	
	Admin Leave	\$ 213		\$ 461	\$ 591	\$ 782		\$ 309	\$ 452				
All	Auto				\$ 500			\$ 450					
Benefit Package Total		\$ 6,040	\$ 6,446	\$ 4,496	\$ 5,973	\$ 7,968	\$ 0	\$ 0	\$ 3,716	\$ 7,188	\$ 0	\$ 5,606	\$ 5,300

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - City of Tracy: Department heads receive \$960 per year to be used at the employee's discretion toward job-related expenses, training, association memberships, technology, conference registration and attendance, and other professional development opportunities.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Director of Operations	Operations Manager	[Public Works Director/ Utilities Manager]	[Environmental Utilities Director/ Water Utility Manager/ Wastewater Utility Manager]	N/C	[Director of Sacramento Regional County Sanitation District Operations/ Treatment Plant Operations and Maintenance Manager II]	Director of Operations	Operations Manager	Director of Field Services	Operations Manager	[Assistant General Manager/ Manager of Plant Operations/ Manager of Field Operations]	Operations Manager	
Top Monthly Salary	\$ 12,206	\$ 12,000	\$ 12,545	\$ 15,520		\$ 14,218	\$ 13,664	\$ 12,537	\$ 14,664	\$ 10,423	\$ 14,772	\$ 11,383	
Retirement⁴	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 183	\$ 180	\$ 339	\$ 993	\$ 384	\$ 369	\$ 339	\$ 939	\$ 281	\$ 945	\$ 307	
	ER Paid Member Contrib				\$ 962				\$ 513	\$ 730	\$ 327		
	Calc Classic EPMC as Spec Comp				\$ 60				\$ 18				
	Single Highest				\$ 93				\$ 88			\$ 57	
	Social Security	\$ 663	\$ 663			\$ 663	\$ 663		\$ 663	\$ 646	\$ 663	\$ 663	
	Deferred Compensation	\$ 333		\$ 376	\$ 466	\$ 142							
	Other Ret.			\$ -376	\$ -962	\$ -7							
Insurance	Cafeteria ¹			\$ 1,515									
	Health	\$ 1,921	\$ 1,943	\$ 1,709		\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123	\$ 83		\$ 125	\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123	
	Vision	\$ 19	\$ 24	\$ 16			\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17	
	Life	\$ 48	\$ 36	\$ 88	\$ 56	\$ 4	\$ 45	\$ 95	\$ 158		\$ 41	\$ 142	
	LTD ²	\$ 62	\$ 58	\$ 102	\$ 27			\$ 13	\$ 47	\$ 113	\$ 54	\$ 45	
	STD/SDI	\$ 23	\$ 36								\$ 33	\$ 30	
	Retiree Medical	\$ 879	\$ 2,760	\$ 418	\$ 900		\$ 608	\$ 602	\$ 754	\$ 395		\$ 903	
Other Ins.													
All Leaves	Vacation	\$ 1,268	\$ 692	\$ 724	\$ 836	\$ 818	\$ 1,419	\$ 579	\$ 846	\$ 601	\$ 852	\$ 657	
	Holidays	\$ 610	\$ 600	\$ 651	\$ 716	\$ 738	\$ 683	\$ 627	\$ 733	\$ 521	\$ 682	\$ 569	
	Admin Leave ³	\$ 235		\$ 483	\$ 634	\$ 476	\$ 526	\$ 482	\$ 508	\$ 200		\$ 219	
All	Auto												
Benefit Package Total		\$ 6,338	\$ 7,115	\$ 4,612	\$ 6,295	\$ 0	\$ 4,796	\$ 6,136	\$ 4,680	\$ 7,241	\$ 5,513	\$ 6,251	\$ 5,648

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement contributions to Retiree health are

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit formula.

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

3 - County of Sacramento: County contributes 3.35% salary as a management differential, which will be considered as compensation for retirement purposes, vacation buy-back, and terminal vacation and sick leave pay.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Distribution Worker II	Distribution II	N/C	Water Distribution Worker II	N/C	Water System Operator	Distribution Operator II	Water Distribution Operator II	Distribution Operator II	Distribution Operator II	Underground Water Repair II	Utility Worker 2 - Distribution
Top Monthly Salary	\$ 5,345	\$ 5,401		\$ 6,033		\$ 6,048	\$ 5,469	\$ 5,210	\$ 6,012	\$ 5,035	\$ 5,845	\$ 4,886
Retirement^A	Classic	2%@60	2%@60	2.7%@55		2%@55	2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55
	Enhanced Formula Cost	\$ 80	\$ 81	\$ 386		\$ 163	\$ 148	\$ 141	\$ 385	\$ 136	\$ 374	\$ 132
	ER Paid Member Contrib			\$ 374					\$ 210	\$ 352	\$ 130	
	Calc Classic EPMC as Spec Comp			\$ 23					\$ 7			
	Single Highest			\$ 36					\$ 36			\$ 24
	Social Security	\$ 331	\$ 335			\$ 375	\$ 339		\$ 373	\$ 312	\$ 362	\$ 303
	Deferred Compensation			\$ 181								
	Other Ret.			\$ -374		\$ -3						
Insurance	Cafeteria			\$ 1,615								
	Health	\$ 1,921	\$ 1,943			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916
	Dental	\$ 95	\$ 123			\$ 125	\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123
	Vision	\$ 19	\$ 24				\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17
	Life	\$ 24	\$ 16		\$ 22	\$ 1	\$ 3	\$ 48	\$ 65		\$ 16	\$ 61
	LTD	\$ 29	\$ 26		\$ 25			\$ 13	\$ 27	\$ 54	\$ 18	\$ 20
	STD/SDI	\$ 10	\$ 17									\$ 13
	Retiree Medical	\$ 385	\$ 1,242		\$ 350		\$ 243	\$ 250	\$ 309	\$ 191		\$ 387
Other Ins.												
Leaves	Vacation	\$ 555	\$ 312		\$ 325	\$ 348	\$ 568	\$ 240	\$ 347	\$ 291	\$ 337	\$ 282
	Holidays	\$ 267	\$ 270		\$ 278	\$ 314	\$ 273	\$ 261	\$ 301	\$ 252	\$ 270	\$ 244
	Admin Leave				\$ 131							\$ 85
All	Auto											
Benefit Package Total	\$ 3,717	\$ 4,389	\$ 0	\$ 3,372	\$ 0	\$ 2,777	\$ 3,397	\$ 2,896	\$ 4,034	\$ 3,613	\$ 4,161	\$ 3,607

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Distribution Worker, Senior	N/C	N/C	[Senior Water Distribution Worker/ Water Distribution Supervisor]	N/C	N/C	[Chief Distribution Operator/ Water Maintenance and Operations Supervisor]	[Senior Water Distribution Worker/Water Distribution Supervisor]	Distribution Supervisor	Foreman (Distribution)	N/C	[Distribution Foreman/ Water Master]	
Top Monthly Salary	\$ 7,163			\$ 7,453			\$ 8,239	\$ 6,062	\$ 7,485	\$ 6,417		\$ 7,357	
Retirement^A	Classic	2%@60		2.7%@55			2%@55	2%@55	2.7%@55	2%@55		2%@55	
	Enhanced Formula Cost	\$ 107		\$ 477			\$ 222	\$ 164	\$ 479	\$ 173		\$ 199	
	ER Paid Member Contrib			\$ 462					\$ 262	\$ 449			
	Calc Classic EPMC as Spec Comp			\$ 29					\$ 9				
	Single Highest			\$ 45					\$ 45			\$ 37	
	Social Security	\$ 444					\$ 511		\$ 464	\$ 398		\$ 456	
	Deferred Compensation			\$ 224									
	Other Ret.			\$ -462									
Insurance	Cafeteria			\$ 1,515									
	Health	\$ 1,921					\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830		\$ 1,916	
	Dental	\$ 95					\$ 142	\$ 123	\$ 88	\$ 175		\$ 123	
	Vision	\$ 19					\$ 19	\$ 16	\$ 27	\$ 20		\$ 17	
	Life	\$ 33		\$ 27			\$ 3	\$ 55	\$ 81			\$ 92	
	LTD ¹	\$ 39		\$ 20				\$ 13	\$ 34	\$ 69		\$ 29	
	STD/SDI	\$ 13										\$ 20	
	Retiree Medical	\$ 516		\$ 432			\$ 367	\$ 291	\$ 385	\$ 243		\$ 583	
Other Ins.													
All Leaves	Vacation ²	\$ 744		\$ 401			\$ 856	\$ 280	\$ 432	\$ 370		\$ 424	
	Holidays	\$ 358		\$ 344			\$ 412	\$ 303	\$ 374	\$ 321		\$ 368	
	Admin Leave			\$ 305				\$ 175				\$ 127	
All	Auto												
Benefit Package Total		\$ 4,290	\$ 0	\$ 0	\$ 3,818	\$ 0	\$ 0	\$ 4,193	\$ 3,224	\$ 4,539	\$ 4,049	\$ 0	\$ 4,392

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Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

2 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Distribution/ Collections Manager	N/C	N/C	Water Distribution Superintendent	N/C	Water Distribution Manager	N/C	Water Superintendent	N/C	N/C	N/C	N/C
Top Monthly Salary	\$ 10,545			\$ 10,119		\$ 9,076		\$ 9,294				
Retirement^A	Classic	2%@60		2.7%@55		2%@55		2%@55				
	Enhanced Formula Cost	\$ 158		\$ 648		\$ 245		\$ 251				
	ER Paid Member Contrib			\$ 627								
	Calc Classic EPMC as Spec Comp			\$ 39								
	Single Highest			\$ 61								
	Social Security	\$ 654				\$ 563						
	Deferred Compensation	\$ 333		\$ 304								
	Other Ret.			\$ -627		\$ -5						
Insurance	Cafeteria ¹			\$ 1,515								
	Health	\$ 1,921				\$ 1,453		\$ 1,805				
	Dental	\$ 95				\$ 125		\$ 123				
	Vision	\$ 19						\$ 16				
	Life	\$ 48		\$ 36		\$ 4		\$ 85				
	LTD	\$ 58		\$ 27				\$ 13				
	STD/SDI	\$ 20										
	Retiree Medical	\$ 759		\$ 587				\$ 446				
Other Ins.												
All Leaves	Vacation	\$ 1,095		\$ 545		\$ 522		\$ 429				
	Holidays	\$ 527		\$ 467		\$ 471		\$ 465				
	Admin Leave	\$ 203		\$ 414				\$ 268				
All	Auto											
Benefit Package Total		\$ 5,890	\$ 0	\$ 0	\$ 4,641	\$ 0	\$ 3,378	\$ 0	\$ 3,900	\$ 0	\$ 0	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	District Engineer	Engineering Manager	City Engineer/ Deputy Public Works Director	Engineering Manager	Assistant Director of Development Services / City Engineer	N/C	Director of Engineering	Engineering Manager	Deputy Director of Technical Services	Engineering Director	N/C	District Engineer	
Top Monthly Salary	\$ 12,816	\$ 13,028	\$ 12,155	\$ 13,387	\$ 14,464		\$ 13,664	\$ 13,856	\$ 12,609	\$ 11,494		\$ 13,532	
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55		2%@55	2%@55	2.7%@55	2%@55	2%@55	
	Enhanced Formula Cost	\$ 192	\$ 195	\$ 328	\$ 857	\$ 391		\$ 369	\$ 374	\$ 807	\$ 310	\$ 365	
	ER Paid Member Contrib				\$ 830				\$ 441	\$ 805			
	Calc Classic EPMC as Spec Comp				\$ 51				\$ 15				
	Single Highest				\$ 80				\$ 76			\$ 68	
	Social Security	\$ 663	\$ 663			\$ 663		\$ 663	\$ 663	\$ 663	\$ 663	\$ 663	
	Deferred Compensation	\$ 333		\$ 365	\$ 402	\$ 723							
	Other Ret.			\$ -365	\$ -830	\$ -434							
Insurance	Cafeteria ¹				\$ 1,515	\$ 2,763							
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830		\$ 1,916	
	Dental	\$ 95	\$ 123	\$ 83			\$ 142	\$ 123	\$ 88	\$ 175		\$ 123	
	Vision	\$ 19	\$ 24	\$ 16			\$ 19	\$ 16	\$ 27	\$ 20		\$ 17	
	Life	\$ 48	\$ 37	\$ 78	\$ 48	\$ 41	\$ 45	\$ 95	\$ 136			\$ 156	
	LTD ²	\$ 62	\$ 60	\$ 102	\$ 27	\$ 65		\$ 13	\$ 47	\$ 124		\$ 45	
	STD/SDI	\$ 24	\$ 36									\$ 30	
	Retiree Medical	\$ 923	\$ 2,996	\$ 405	\$ 776	\$ 202	\$ 608	\$ 665	\$ 648	\$ 436		\$ 1,073	
Other Ins. ³					\$ 80								
All Leaves	Vacation	\$ 1,331	\$ 752	\$ 701	\$ 721	\$ 946	\$ 1,419	\$ 640	\$ 727	\$ 663		\$ 781	
	Holidays	\$ 641	\$ 651	\$ 655	\$ 618	\$ 834	\$ 683	\$ 693	\$ 630	\$ 575		\$ 677	
	Admin Leave	\$ 246		\$ 468	\$ 547	\$ 834	\$ 526	\$ 533	\$ 436	\$ 221		\$ 260	
All	Auto							\$ 400					
Benefit Package Total		\$ 6,498	\$ 7,481	\$ 4,545	\$ 5,642	\$ 7,109	\$ 0	\$ 6,136	\$ 4,956	\$ 7,003	\$ 5,822	\$ 0	\$ 6,174

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

3 - City of Tracy: Confidential Management employees receive \$960 per year to be used at the employee's discretion toward job-related expenses, training, association memberships, technology, conference registration and attendance, and other professional development opportunities.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Electrical/ Instrumentation Technician II	N/C	Electrician	N/C	[Electrician/ Instrumentation Technician]	N/C	Electrical Instrumentation Technician II	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$ 6,497		\$ 7,492		\$ 7,129		\$ 6,942					
Retirement^A	Classic	2%@60		2%@55		2%@55		2%@55				
	Enhanced Formula Cost	\$ 97		\$ 202		\$ 192		\$ 187				
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest											
	Social Security	\$ 403				\$ 442		\$ 430				
	Deferred Compensation			\$ 225		\$ 178						
	Other Ret.											
Insurance	Cafeteria ¹				\$ 1,290							
	Health	\$ 1,921		\$ 1,709			\$ 1,661					
	Dental	\$ 95		\$ 83			\$ 142					
	Vision	\$ 19		\$ 16			\$ 19					
	Life	\$ 30		\$ 31		\$ 8	\$ 3					
	LTD	\$ 36		\$ 76								
	STD/SDI	\$ 12										
	Retiree Medical	\$ 468		\$ 249		\$ 100	\$ 309					
	Other Ins.											
All Leaves	Vacation ²	\$ 675		\$ 432		\$ 466	\$ 721					
	Holidays	\$ 325		\$ 375		\$ 356	\$ 347					
	Admin Leave											
	Auto											
Benefit Package Total	\$ 4,080	\$ 0	\$ 3,399	\$ 0	\$ 3,033	\$ 0	\$ 3,821	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator
1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan, \$168 per month toward flex credit, and \$100 per month toward health and welfare or deferred compensation.
2 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Engineer - Civil Associate (Civil Engineer)	N/C	Associate Civil Engineer	N/C	N/C	N/C	Associate Civil Engineer	Associate Engineer	Associate Engineer	Associate Engineer (Registered)	Associate Engineer	Associate Engineer 2	
Top Monthly Salary	\$ 9,599		\$ 8,423				\$ 9,360	\$ 9,344	\$ 9,326	\$ 8,578	\$ 9,547	\$ 9,344	
Retirement^A	Classic	2%@60	2%@55				2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 144	\$ 227				\$ 253	\$ 252	\$ 597	\$ 232	\$ 611	\$ 252	
	ER Paid Member Contrib								\$ 326	\$ 600	\$ 212		
	Calc Classic EPMC as Spec Comp								\$ 11				
	Single Highest								\$ 56			\$ 47	
	Social Security	\$ 595					\$ 580		\$ 578	\$ 532	\$ 592	\$ 579	
	Deferred Compensation			\$ 253									
	Other Ret.			\$ -253									
Insurance	Cafeteria												
	Health	\$ 1,921	\$ 1,709				\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 83				\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123	
	Vision	\$ 19	\$ 16				\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17	
	Life	\$ 44	\$ 63				\$ 3	\$ 85	\$ 101		\$ 26	\$ 117	
	LTD ¹	\$ 53	\$ 86					\$ 13	\$ 42	\$ 93	\$ 35	\$ 37	
	STD/SDI	\$ 18									\$ 21	\$ 25	
	Retiree Medical	\$ 691	\$ 280				\$ 417	\$ 449	\$ 479	\$ 325		\$ 741	
Other Ins. ²													
All Leaves	Vacation ³	\$ 997	\$ 486				\$ 972	\$ 431	\$ 538	\$ 495	\$ 551	\$ 539	
	Holidays	\$ 480	\$ 454				\$ 468	\$ 467	\$ 466	\$ 429	\$ 441	\$ 467	
	Admin Leave		\$ 324				\$ 180			\$ 165		\$ 162	
All	Auto												
Benefit Package Total		\$ 5,056	\$ 0	\$ 3,728	\$ 0	\$ 0	\$ 0	\$ 4,695	\$ 3,641	\$ 5,169	\$ 4,895	\$ 5,142	\$ 5,022

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

2 - City of Tracy: Department heads receive \$960 per year to be used at the employee's discretion toward job-related expenses, training, association memberships, technology, conference registration and attendance, and other professional development opportunities.

3 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Engineering Analyst	N/C	N/C	Geographic Information Systems Analyst II	N/C	N/C	GIS Analyst	Right of Way Agent II	[Real Property Specialist/ Geographic Information Systems Analyst]	N/C	GIS Specialist II	Surveyor
Top Monthly Salary	\$ 9,142			\$ 7,162			\$ 7,521	\$ 8,081	\$ 8,056		\$ 8,465	\$ 7,861
Retirement^A	Classic	2%@60		2.7%@55			2%@55	2%@55	2.7%@55		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 137		\$ 458			\$ 203	\$ 218	\$ 516		\$ 542	\$ 212
	ER Paid Member Contrib			\$ 444					\$ 282		\$ 188	
	Calc Classic EPMC as Spec Comp			\$ 28					\$ 10			
	Single Highest			\$ 43					\$ 48			\$ 39
	Social Security	\$ 567					\$ 466		\$ 499		\$ 525	\$ 487
	Deferred Compensation			\$ 215								
	Other Ret.			\$ -444								
Insurance	Cafeteria ¹			\$ 1,515								
	Health	\$ 1,921					\$ 1,661	\$ 1,805	\$ 1,859		\$ 2,488	\$ 1,916
	Dental	\$ 95					\$ 142	\$ 123	\$ 88		\$ 142	\$ 123
	Vision	\$ 19					\$ 19	\$ 16	\$ 27		\$ 24	\$ 17
	Life	\$ 42		\$ 26			\$ 3	\$ 74	\$ 87		\$ 16	\$ 98
	LTD	\$ 50		\$ 32				\$ 13	\$ 36		\$ 18	\$ 31
	STD/SDI	\$ 17										\$ 21
	Retiree Medical	\$ 658		\$ 415			\$ 335	\$ 388	\$ 414			\$ 623
	Other Ins.											
All Leaves	Vacation ²	\$ 949		\$ 386			\$ 781	\$ 373	\$ 465		\$ 488	\$ 454
	Holidays	\$ 457		\$ 331			\$ 376	\$ 404	\$ 403		\$ 391	\$ 393
	Admin Leave			\$ 155			\$ 145					\$ 136
All Auto												
Benefit Package Total	\$ 4,912	\$ 0	\$ 0	\$ 3,603	\$ 0	\$ 0	\$ 4,132	\$ 3,413	\$ 4,734	\$ 0	\$ 4,821	\$ 4,551

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Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the

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N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Engineering Technician II	GIS/CAD Technician	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Drafter	Engineering Technician II	Engineering Services Technician	
Top Monthly Salary	\$ 7,163	\$ 5,824	\$ 5,803	\$ 5,676	\$ 6,554	\$ 5,241	\$ 5,980	\$ 6,297	\$ 7,129	\$ 4,566	\$ 8,157	\$ 6,781	
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 107	\$ 87	\$ 157	\$ 363	\$ 177	\$ 142	\$ 161	\$ 170	\$ 456	\$ 123	\$ 183	
	ER Paid Member Contrib				\$ 352				\$ 250	\$ 320	\$ 181		
	Calc Classic EPMC as Spec Comp				\$ 22				\$ 9				
	Single Highest				\$ 34				\$ 43			\$ 34	
	Social Security	\$ 444	\$ 361			\$ 406	\$ 325	\$ 371		\$ 442	\$ 283	\$ 506	\$ 420
	Deferred Compensation			\$ 174	\$ 170	\$ 164							
	Other Ret.			\$ -116	\$ -352		\$ -3						
Insurance	Cafeteria				\$ 1,515	\$ 1,290							
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916
	Dental	\$ 95	\$ 123	\$ 83			\$ 125	\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123
	Vision	\$ 19	\$ 24	\$ 16				\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17
	Life	\$ 33	\$ 17	\$ 4	\$ 20	\$ 7	\$ 1	\$ 3	\$ 57	\$ 77		\$ 16	\$ 85
	LTD	\$ 39	\$ 28	\$ 59	\$ 25				\$ 13	\$ 32	\$ 49	\$ 18	\$ 27
	STD/SDI	\$ 13	\$ 19										\$ 18
	Retiree Medical	\$ 516	\$ 1,339	\$ 193	\$ 329	\$ 92		\$ 266	\$ 302	\$ 366	\$ 173		\$ 538
Other Ins.													
All Leaves	Vacation	\$ 744	\$ 336	\$ 335	\$ 306	\$ 429	\$ 301	\$ 621	\$ 291	\$ 411	\$ 263	\$ 471	\$ 391
	Holidays	\$ 358	\$ 291	\$ 312	\$ 262	\$ 328	\$ 272	\$ 299	\$ 315	\$ 356	\$ 228	\$ 376	\$ 339
	Admin Leave				\$ 123								\$ 117
All	Auto												
Benefit Package Total		\$ 4,290	\$ 4,569	\$ 2,926	\$ 3,170	\$ 2,892	\$ 2,617	\$ 3,544	\$ 3,092	\$ 4,417	\$ 3,465	\$ 4,743	\$ 4,209

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Executive Assistant	N/C	[Secretary to the City Manager/ Assistant City Clerk]	[Executive Assistant/ City Clerk Technician]	[Executive Assistant to City Manager/ Deputy City Clerk]	[Administrative Assistant to the Chief Executive Officer/ Deputy Clerk 2]	Executive Assistant/ Clerk to the Board	Board Secretary	Agency Secretary/ Clerk to the Board	Executive Assistant to the General Manager	N/C	Executive Secretary/ Board Clerk	
Top Monthly Salary	\$ 6,796		\$ 5,704	\$ 6,714	\$ 7,081	\$ 6,398	\$ 7,081	\$ 6,398	\$ 6,790	\$ 7,405		\$ 6,751	
Retirement^A	Classic	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2%@55	2.7%@55	2%@55		2%@55	
	Enhanced Formula Cost	\$ 102	\$ 154	\$ 430	\$ 191	\$ 173	\$ 191	\$ 173	\$ 435	\$ 200		\$ 182	
	ER Paid Member Contrib			\$ 416					\$ 238	\$ 518			
	Calc Classic EPMC as Spec Comp			\$ 26					\$ 8				
	Single Highest			\$ 40					\$ 41			\$ 34	
	Social Security	\$ 421			\$ 439	\$ 397	\$ 439		\$ 421	\$ 459		\$ 419	
	Deferred Compensation	\$ 333		\$ 171	\$ 201	\$ 212							
	Other Ret.			\$ -416	\$ -212	\$ -3							
Insurance	Cafeteria ¹			\$ 1,515	\$ 2,763								
	Health	\$ 1,921	\$ 1,709			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830		\$ 1,916	
	Dental	\$ 95	\$ 83			\$ 125	\$ 142	\$ 123	\$ 88	\$ 175		\$ 123	
	Vision	\$ 19	\$ 16				\$ 19	\$ 16	\$ 27	\$ 20		\$ 17	
	Life	\$ 31	\$ 42	\$ 24	\$ 20	\$ 1	\$ 25	\$ 58	\$ 73			\$ 84	
	LTD ²	\$ 37	\$ 58	\$ 18	\$ 32			\$ 13	\$ 31	\$ 80		\$ 27	
	STD/SDI	\$ 13										\$ 18	
	Retiree Medical	\$ 489	\$ 190	\$ 389	\$ 99		\$ 315	\$ 307	\$ 349	\$ 281		\$ 535	
Other Ins.				\$ 50									
All Leaves	Vacation	\$ 706	\$ 329	\$ 362	\$ 463	\$ 368	\$ 735	\$ 295	\$ 392	\$ 427		\$ 390	
	Holidays	\$ 340	\$ 296	\$ 310	\$ 409	\$ 332	\$ 354	\$ 320	\$ 339	\$ 370		\$ 338	
	Admin Leave	\$ 131		\$ 129			\$ 272			\$ 142			
All	Auto												
Benefit Package Total		\$ 4,638	\$ 0	\$ 3,049	\$ 3,444	\$ 4,466	\$ 2,846	\$ 4,155	\$ 3,110	\$ 4,300	\$ 4,503	\$ 0	\$ 4,082

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Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

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N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Facilities Maintenance Technician	N/C	Facilities Maintenance Worker	Building Maintenance Worker II	Building Maintenance Worker	Building Maintenance Worker	Building Trades Technician	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 5,090	\$ 4,482	\$ 5,573	\$ 5,465	\$ 4,394	\$ 5,583					
Retirement^A	Classic	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55					
	Enhanced Formula Cost	\$ 76	\$ 121	\$ 357	\$ 148	\$ 119	\$ 151					
	ER Paid Member Contrib			\$ 345								
	Calc Classic EPMC as Spec Comp			\$ 21								
	Single Highest			\$ 33								
	Social Security	\$ 316			\$ 339	\$ 272	\$ 346					
	Deferred Compensation		\$ 134	\$ 167	\$ 137							
	Other Ret.		\$ -134	\$ -346	\$ -2							
Insurance	Cafeteria ¹			\$ 1,515	\$ 1,290							
	Health	\$ 1,921	\$ 1,709			\$ 1,453	\$ 1,661					
	Dental	\$ 95	\$ 83			\$ 125	\$ 142					
	Vision	\$ 19	\$ 16				\$ 19					
	Life	\$ 23	\$ 4	\$ 20	\$ 8	\$ 1	\$ 3					
	LTD	\$ 28	\$ 46	\$ 25								
	STD/SDI	\$ 10										
	Retiree Medical	\$ 366	\$ 149	\$ 323	\$ 77		\$ 248					
Other Ins.												
All Leaves	Vacation ²	\$ 529	\$ 259	\$ 300	\$ 357	\$ 253	\$ 580					
	Holidays	\$ 255	\$ 241	\$ 257	\$ 273	\$ 228	\$ 279					
	Admin Leave			\$ 121								
All	Auto											
Benefit Package Total		\$ 3,637	\$ 0	\$ 2,627	\$ 3,140	\$ 2,628	\$ 2,449	\$ 3,430	\$ 0	\$ 0	\$ 0	\$ 0

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Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

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N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	General Manager	General Manager	N/C	N/C	N/C	N/C	General Manager	General Manager	General Manager	General Manager	General Manager	General Manager	
Top Monthly Salary	\$ 16,667	\$ 15,809					\$ 17,007	\$ 17,727	\$ 20,676	\$ 13,750	\$ 18,951	\$ 15,267	
Retirement^A	Classic	2%@60	2%@60				2%@55	2%@55	2.7%@55	2%@55	2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 250	\$ 237				\$ 459	\$ 479	\$ 1,323	\$ 371	\$ 1,213	\$ 412	
	ER Paid Member Contrib								\$ 724	\$ 963	\$ 420		
	Calc Classic EPMC as Spec Comp								\$ 25				
	Single Highest								\$ 124			\$ 76	
	Social Security	\$ 663	\$ 663				\$ 663		\$ 663	\$ 663	\$ 663	\$ 663	
	Deferred Compensation	\$ 333											
	Other Ret.												
Insurance	Cafeteria ¹												
	Health	\$ 1,921	\$ 1,943				\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123				\$ 142	\$ 123	\$ 88	\$ 175	\$ 142	\$ 123	
	Vision	\$ 19	\$ 24				\$ 19	\$ 16	\$ 27	\$ 20	\$ 24	\$ 17	
	Life	\$ 48	\$ 75				\$ 45	\$ 95	\$ 223		\$ 48	\$ 156	
	LTD ²	\$ 62	\$ 60					\$ 13	\$ 47	\$ 149	\$ 64	\$ 45	
	STD/SDI	\$ 31	\$ 36								\$ 39	\$ 30	
	Retiree Medical	\$ 1,200	\$ 3,636				\$ 757	\$ 851	\$ 1,063	\$ 521		\$ 1,211	
	Other Ins.												
All Leaves	Vacation	\$ 1,731	\$ 1,520				\$ 1,766	\$ 818	\$ 1,193	\$ 1,587	\$ 1,093	\$ 1,468	
	Holidays	\$ 833	\$ 790				\$ 850	\$ 886	\$ 1,034	\$ 688	\$ 875	\$ 763	
	Admin Leave	\$ 321	\$ 912				\$ 654	\$ 682	\$ 716	\$ 264		\$ 881	
All	Auto	\$ 450	\$ 650				\$ 500		\$ 575		\$ 450		
Benefit Package Total		\$ 7,957	\$ 10,670	\$ 0	\$ 0	\$ 0	\$ 0	\$ 7,518	\$ 5,768	\$ 9,684	\$ 7,230	\$ 7,519	\$ 7,762

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Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

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N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Human Resources Technician	N/C	Human Resource Technician	Human Resources Technician	Human Resources Technician	Personnel Technician	Human Resources Technician	Human Resources Representative II	Human Resources Technician	N/C	Human Resources Coordinator	N/C
Top Monthly Salary	\$ 6,473		\$ 4,812	\$ 5,914	\$ 6,296	\$ 6,187	\$ 5,691	\$ 7,242	\$ 5,586		\$ 5,305	
Retirement^A	Classic	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2%@55	2.7%@55		2.7%@55	
	Enhanced Formula Cost	\$ 97	\$ 130	\$ 379	\$ 170	\$ 167	\$ 154	\$ 196	\$ 358		\$ 340	
	ER Paid Member Contrib			\$ 367					\$ 196		\$ 118	
	Calc Classic EPMC as Spec Comp			\$ 23					\$ 7			
	Single Highest			\$ 35					\$ 34			
	Social Security	\$ 401				\$ 390	\$ 384	\$ 353	\$ 346		\$ 329	
	Deferred Compensation	\$ 333		\$ 144	\$ 177	\$ 189						
	Other Ret.			\$ -96	\$ -367	\$ -189	\$ -3					
Insurance	Cafeteria ¹			\$ 1,515	\$ 2,763							
	Health	\$ 1,921	\$ 1,709			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859		\$ 2,488	
	Dental	\$ 95	\$ 83			\$ 125	\$ 142	\$ 123	\$ 88		\$ 142	
	Vision	\$ 19	\$ 16				\$ 19	\$ 16	\$ 27		\$ 24	
	Life	\$ 30	\$ 4	\$ 21	\$ 20	\$ 1	\$ 20	\$ 66	\$ 60		\$ 16	
	LTD	\$ 36	\$ 49	\$ 16	\$ 28			\$ 13	\$ 25		\$ 18	
	STD/SDI	\$ 12										
	Retiree Medical	\$ 466	\$ 160	\$ 343	\$ 88		\$ 253	\$ 348	\$ 287			
Other Ins. ²				\$ 50								
All Leaves	Vacation	\$ 672	\$ 278	\$ 318	\$ 412	\$ 356	\$ 591	\$ 334	\$ 322		\$ 306	
	Holidays	\$ 324	\$ 259	\$ 273	\$ 363	\$ 321	\$ 285	\$ 362	\$ 279		\$ 245	
	Admin Leave	\$ 124		\$ 114			\$ 219					
All	Auto											
Benefit Package Total	\$ 4,530	\$ 0	\$ 2,736	\$ 3,214	\$ 4,285	\$ 2,804	\$ 3,697	\$ 3,262	\$ 3,888	\$ 0	\$ 4,025	\$ 0

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Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

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Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - City of Tracy: Non-exempt confidential employees receive \$50 per month in "non-exempt confidential employee" pay.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Information Systems Administrator	N/C	[Information Technology Manager/ Network Administrator]	Information Technology Program Manager	N/C	Senior Information Technology Analyst	Senior Information Technology Analyst	[Information System Administrator/ Information Technology Analyst]	Information Systems Manager - Emerging Technology	N/C	[Network/ Telecommunications System Administrator II/ Information Technology Manager]	Information Technology and Systems Administrator	
Top Monthly Salary	\$ 9,142		\$ 8,696	\$ 9,632		\$ 9,092	\$ 8,734	\$ 8,793	\$ 8,990		\$ 9,369	\$ 8,057	
Retirement^A	Classic	2%@60		2%@55	2.7%@55		2%@55	2%@55	2%@55	2.7%@55		2.7%@55	
	Enhanced Formula Cost	\$ 137		\$ 235	\$ 616		\$ 245	\$ 236	\$ 237	\$ 575		\$ 600	\$ 218
	ER Paid Member Contrib				\$ 597					\$ 315		\$ 208	
	Calc Classic EPMC as Spec Comp				\$ 37					\$ 11			
	Single Highest				\$ 58					\$ 54			\$ 40
	Social Security	\$ 567					\$ 564	\$ 542		\$ 557		\$ 581	\$ 500
	Deferred Compensation			\$ 261	\$ 289								
	Other Ret.			\$ -261	\$ -597		\$ -5						
Insurance	Cafeteria				\$ 1,515								
	Health	\$ 1,921		\$ 1,709		\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859		\$ 2,488	\$ 1,916	
	Dental	\$ 95		\$ 83		\$ 125	\$ 142	\$ 123	\$ 88		\$ 142	\$ 123	
	Vision	\$ 19		\$ 16			\$ 19	\$ 16	\$ 27		\$ 24	\$ 17	
	Life	\$ 42		\$ 65	\$ 35	\$ 4	\$ 3	\$ 80	\$ 97		\$ 26	\$ 101	
	LTD	\$ 50		\$ 89	\$ 26			\$ 13	\$ 40		\$ 34	\$ 32	
	STD/SDI	\$ 17									\$ 16	\$ 21	
	Retiree Medical	\$ 658		\$ 290	\$ 559		\$ 389	\$ 422	\$ 462			\$ 639	
	Other Ins.												
All Leaves	Vacation ¹	\$ 949		\$ 502	\$ 519	\$ 523	\$ 907	\$ 406	\$ 519		\$ 541	\$ 465	
	Holidays	\$ 457		\$ 468	\$ 445	\$ 472	\$ 437	\$ 440	\$ 450		\$ 432	\$ 403	
	Admin Leave			\$ 334	\$ 394		\$ 168		\$ 311				
	Auto												
Benefit Package Total	\$ 4,912	\$ 0	\$ 3,790	\$ 4,491	\$ 0	\$ 3,381	\$ 4,504	\$ 3,542	\$ 5,365	\$ 0	\$ 5,091	\$ 4,474	

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Maintenance Manager	N/C	N/C	N/C	Treatment Plant Facilities Maintenance Superintendent	Mechanical Maintenance Manager	N/C	Maintenance Superintendent	N/C	N/C	[Maintenance Supervisor/ Manager of Plant Operations]	N/C	
Top Monthly Salary	\$ 10,545				\$ 9,930	\$ 8,192		\$ 9,069			\$ 10,703		
Retirement^A	Classic	2%@60			2%@55	2%@55		2%@55			2.7%@55		
	Enhanced Formula Cost	\$ 158			\$ 268	\$ 221		\$ 245			\$ 685		
	ER Paid Member Contrib										\$ 237		
	Calc Classic EPMC as Spec Comp												
	Single Highest												
	Social Security	\$ 654			\$ 616	\$ 508					\$ 663		
	Deferred Compensation	\$ 333			\$ 496								
	Other Ret.					\$ -4							
Insurance	Cafeteria				\$ 2,763								
	Health	\$ 1,921				\$ 1,453		\$ 1,805			\$ 2,488		
	Dental	\$ 95				\$ 125		\$ 123			\$ 142		
	Vision	\$ 19						\$ 16			\$ 24		
	Life	\$ 48				\$ 4		\$ 83			\$ 30		
	LTD	\$ 58						\$ 13			\$ 39		
	STD/SDI	\$ 20									\$ 24		
	Retiree Medical	\$ 759			\$ 139			\$ 435					
Other Ins. ¹				\$ 80									
All Leaves	Vacation	\$ 1,095			\$ 649	\$ 471		\$ 419			\$ 617		
	Holidays	\$ 527			\$ 573	\$ 425		\$ 453			\$ 494		
	Admin Leave	\$ 203			\$ 496			\$ 262					
All	Auto												
Benefit Package Total		\$ 5,890	\$ 0	\$ 0	\$ 0	\$ 6,081	\$ 3,203	\$ 0	\$ 3,853	\$ 0	\$ 0	\$ 5,443	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions.

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Tracy: Department heads receive \$960 per year to be used at the employee's discretion toward job-related expenses, training, association memberships, technology, conference registration and attendance, and other professional development opportunities.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Manager of External Affairs, Conservation, and Grants I	N/C	N/C	[Government Relations Administrator/ Public Information Officer]	N/C	Sanitation District Public Affairs Manager	Communications and Media Relations Manager	N/C	Public Affairs Manager	N/C	N/C	N/C	
Top Monthly Salary	\$ 9,341			\$ 10,922		\$ 10,061	\$ 9,648		\$ 9,764				
Retirement^A	Classic	2%@60		2.7%@55		2%@55	2%@55		2.7%@55				
	Enhanced Formula Cost	\$ 140		\$ 699		\$ 272	\$ 260		\$ 625				
	ER Paid Member Contrib			\$ 677					\$ 342				
	Calc Classic EPMC as Spec Comp			\$ 42					\$ 12				
	Single Highest			\$ 66					\$ 59				
	Social Security	\$ 579				\$ 624	\$ 598		\$ 605				
	Deferred Compensation	\$ 333		\$ 328		\$ 101							
	Other Ret.			\$ -677		\$ -5							
Insurance	Cafeteria ¹			\$ 1,515									
	Health	\$ 1,921				\$ 1,453	\$ 1,661		\$ 1,859				
	Dental	\$ 95				\$ 125	\$ 142		\$ 88				
	Vision	\$ 19					\$ 19		\$ 27				
	Life	\$ 43		\$ 39		\$ 4	\$ 35		\$ 105				
	LTD	\$ 51		\$ 27					\$ 44				
	STD/SDI	\$ 17											
	Retiree Medical	\$ 673		\$ 633			\$ 429		\$ 502				
Other Ins.													
All Leaves	Vacation	\$ 970		\$ 588		\$ 578	\$ 1,002		\$ 563				
	Holidays	\$ 467		\$ 504		\$ 522	\$ 482		\$ 488				
	Admin Leave ²	\$ 180		\$ 446		\$ 337	\$ 371		\$ 338				
All	Auto								\$ 350				
Benefit Package Total		\$ 5,488	\$ 0	\$ 0	\$ 4,887	\$ 0	\$ 4,011	\$ 5,001	\$ 0	\$ 6,007	\$ 0	\$ 0	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions.

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - County of Sacramento: County contributes 3.35% salary as a management differential, which will be considered as compensation for retirement purposes, vacation buy-back, and terminal vacation and sick leave pay.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Manager of Water Resources	N/C	N/C	N/C	N/C	Environmental Program Manager II	N/C	N/C	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 11,072				\$ 11,150						
Retirement^A	Classic	2%@60				2%@55						
	Enhanced Formula Cost	\$ 166				\$ 301						
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest											
	Social Security	\$ 663				\$ 663						
	Deferred Compensation	\$ 333										
	Other Ret.					\$ -6						
Insurance	Cafeteria											
	Health	\$ 1,921				\$ 1,453						
	Dental	\$ 95				\$ 125						
	Vision	\$ 19										
	Life	\$ 48				\$ 4						
	LTD	\$ 61										
	STD/SDI	\$ 21										
	Retiree Medical	\$ 797										
Other Ins.												
Leaves	Vacation	\$ 1,150				\$ 641						
	Holidays	\$ 554				\$ 579						
	Admin Leave	\$ 213										
All	Auto											
Benefit Package Total		\$ 6,040	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,761	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Mechanic I	N/C	[Heavy Equipment Mechanic/ Plant and Equipment Mechanic]	[Plant Equipment Mechanic II/ Mechanic II]	[Plant Mechanic II/ Equipment Mechanic]	[Assistant Mechanical Maintenance Technician/ Equipment Mechanic]	[Heavy Equipment Mechanic/ Plant Mechanic II]	Equipment Mechanic II	Water Quality Mechanic	N/C	[Vehicle and Heavy Equipment Mechanic II/ Maintenance Mechanical Technologist II]	Equipment Mechanic 2	
Top Monthly Salary	\$ 5,893		\$ 5,059	\$ 6,665	\$ 6,632	\$ 6,219	\$ 5,866	\$ 5,673	\$ 6,012		\$ 6,397	\$ 5,704	
Retirement^A	Classic	2%@60		2%@55	2.7%@55	2%@55	2%@55	2%@55	2.7%@55		2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 88		\$ 137	\$ 427	\$ 179	\$ 168	\$ 158	\$ 153	\$ 385	\$ 409	\$ 154	
	ER Paid Member Contrib				\$ 413				\$ 210		\$ 142		
	Calc Classic EPMC as Spec Comp				\$ 26				\$ 7				
	Single Highest				\$ 40				\$ 36			\$ 29	
	Social Security	\$ 365				\$ 411	\$ 386	\$ 364	\$ 373		\$ 397	\$ 354	
	Deferred Compensation			\$ 152	\$ 200	\$ 166							
	Other Ret.			\$ -152	\$ -413		\$ -3						
Insurance	Cafeteria				\$ 1,615	\$ 1,290							
	Health	\$ 1,921		\$ 1,709			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 2,488	\$ 1,916	
	Dental	\$ 95		\$ 83			\$ 125	\$ 142	\$ 123	\$ 88	\$ 142	\$ 123	
	Vision	\$ 19		\$ 16				\$ 19	\$ 16	\$ 27	\$ 24	\$ 17	
	Life	\$ 27		\$ 4	\$ 24	\$ 8	\$ 1	\$ 3	\$ 52	\$ 65	\$ 16	\$ 71	
	LTD	\$ 32		\$ 52	\$ 28				\$ 13	\$ 27	\$ 18	\$ 23	
	STD/SDI	\$ 11										\$ 15	
	Retiree Medical	\$ 424		\$ 168	\$ 387	\$ 93		\$ 261	\$ 272	\$ 309		\$ 452	
Other Ins.													
All Leaves	Vacation	\$ 612		\$ 292	\$ 359	\$ 434	\$ 358	\$ 609	\$ 262	\$ 347	\$ 369	\$ 329	
	Holidays	\$ 295		\$ 272	\$ 308	\$ 332	\$ 323	\$ 293	\$ 284	\$ 301	\$ 295	\$ 285	
	Admin Leave				\$ 144							\$ 99	
All	Auto												
Benefit Package Total		\$ 3,890	\$ 0	\$ 2,733	\$ 3,556	\$ 2,912	\$ 2,811	\$ 3,511	\$ 2,979	\$ 4,034	\$ 0	\$ 4,300	\$ 3,867

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement contributions to Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit formula.
Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Meter Reader II	N/C	N/C	Meter Service Worker	N/C	N/C	Meter Technician II	Customer Service Technician II	Water Efficiency Specialist II	N/C	N/C	N/C
Top Monthly Salary	\$ 5,345			\$ 4,613			\$ 4,949	\$ 4,982	\$ 5,066			
Retirement^A	Classic	2%@60		2.7%@55			2%@55	2%@55	2.7%@55			
	Enhanced Formula Cost	\$ 80		\$ 295			\$ 134	\$ 135	\$ 324			
	ER Paid Member Contrib			\$ 286					\$ 177			
	Calc Classic EPMC as Spec Comp			\$ 18					\$ 6			
	Single Highest			\$ 28					\$ 30			
	Social Security	\$ 331					\$ 307		\$ 314			
	Deferred Compensation			\$ 138								
	Other Ret.			\$ -286								
Insurance	Cafeteria ¹			\$ 1,515								
	Health	\$ 1,921					\$ 1,661	\$ 1,805	\$ 1,859			
	Dental	\$ 95					\$ 142	\$ 123	\$ 88			
	Vision	\$ 19					\$ 19	\$ 16	\$ 27			
	Life	\$ 24		\$ 17			\$ 3	\$ 45	\$ 55			
	LTD	\$ 29		\$ 21				\$ 13	\$ 23			
	STD/SDI	\$ 10										
	Retiree Medical	\$ 385		\$ 268			\$ 220	\$ 239	\$ 260			
	Other Ins.											
All Leaves	Vacation ²	\$ 555		\$ 248			\$ 514	\$ 230	\$ 292			
	Holidays	\$ 267		\$ 213			\$ 247	\$ 249	\$ 253			
	Admin Leave			\$ 100								
All	Auto											
Benefit Package Total	\$ 3,717	\$ 0	\$ 0	\$ 2,860	\$ 0	\$ 0	\$ 3,248	\$ 2,855	\$ 3,710	\$ 0	\$ 0	\$ 0

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Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Plant Operations Manager	N/C	Utility Superintendent	N/C	Water Plant Superintendent	Treatment Plant Operations and Maintenance Manager I	Wastewater/ Recycled Water Manager	Treated Water Superintendent	Drinking Water Operations Manager	Superintendent (Production)	Manager of Plant Operations	N/C	
Top Monthly Salary	\$ 10,545		\$ 9,587		\$ 9,749	\$ 11,811	\$ 12,007	\$ 9,675	\$ 10,253	\$ 7,777	\$ 12,196		
Retirement^A	Classic	2%@60	2%@55		2%@55	2%@55	2%@55	2%@55	2.7%@55	2%@55	2.7%@55		
	Enhanced Formula Cost	\$ 158	\$ 259		\$ 263	\$ 319	\$ 324	\$ 261	\$ 656	\$ 210	\$ 781		
	ER Paid Member Contrib								\$ 359	\$ 544	\$ 270		
	Calc Classic EPMC as Spec Comp								\$ 13				
	Single Highest								\$ 62				
	Social Security	\$ 654				\$ 604	\$ 663	\$ 663	\$ 636	\$ 482	\$ 663		
	Deferred Compensation	\$ 333		\$ 288		\$ 487							
	Other Ret.			\$ -288			\$ -6						
Insurance	Cafeteria				\$ 2,763								
	Health	\$ 1,921	\$ 1,709			\$ 1,453	\$ 1,661	\$ 1,805	\$ 1,859	\$ 1,830	\$ 2,488		
	Dental	\$ 95	\$ 83			\$ 125	\$ 142	\$ 123	\$ 88	\$ 175	\$ 142		
	Vision	\$ 19	\$ 16				\$ 19	\$ 16	\$ 27	\$ 20	\$ 24		
	Life	\$ 48	\$ 71			\$ 4	\$ 43	\$ 88	\$ 111	\$ 111	\$ 34		
	LTD	\$ 58	\$ 98					\$ 13	\$ 46	\$ 84	\$ 45		
	STD/SDI	\$ 20							\$ 46	\$ 84	\$ 21		
	Retiree Medical	\$ 759	\$ 319			\$ 136	\$ 534	\$ 464	\$ 527	\$ 295			
	Other Ins. ¹					\$ 80							
All Leaves	Vacation	\$ 1,095	\$ 553		\$ 637	\$ 679	\$ 1,247	\$ 447	\$ 592	\$ 449	\$ 704		
	Holidays	\$ 527	\$ 516		\$ 562	\$ 613	\$ 600	\$ 484	\$ 513	\$ 389	\$ 534		
	Admin Leave	\$ 203	\$ 369		\$ 487		\$ 462	\$ 279	\$ 355	\$ 150			
All	Auto								\$ 350				
Benefit Package Total		\$ 5,890	\$ 0	\$ 3,993	\$ 0	\$ 6,022	\$ 3,851	\$ 5,697	\$ 3,980	\$ 6,192	\$ 4,627	\$ 5,704	\$ 0

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

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Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Tracy: Department heads receive \$960 per year to be used at the employee's discretion toward job-related expenses, training, association memberships, technology, conference registration and attendance, and other professional development opportunities.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District
Benchmark/ Comparator Agency Match	Senior Supervisor, Water Wastewater Operations	[Wastewater Supervisor/ Water Treatment Supervisor]	[Water Plant Superintendent/ Wastewater Plant Superintendent]	[Wastewater Treatment Plant Chief Operator/Water Treatment Plant Chief Operator]	N/C	N/C	[Wastewater Operations and Maintenance Supervisor/ Water Operations and Maintenance Supervisor]	Water Treatment Supervisor	Treatment Plant Operations Supervisor	N/C	Chief Plant Operator	[Water Superintendent/ Wastewater Superintendent]
Top Monthly Salary	\$ 8,292	\$ 8,671	\$ 9,033	\$ 9,906			\$ 9,939	\$ 8,005	\$ 8,056		\$ 9,771	\$ 7,954
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55		2%@55	2%@55	2.7%@55		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 124	\$ 130	\$ 244	\$ 634		\$ 268	\$ 216	\$ 516		\$ 625	\$ 215
	ER Paid Member Contrib				\$ 614				\$ 282		\$ 217	
	Calc Classic EPMC as Spec Comp				\$ 38				\$ 10			
	Single Highest				\$ 59				\$ 48			\$ 40
	Social Security	\$ 514	\$ 538				\$ 616		\$ 499		\$ 606	\$ 493
	Deferred Compensation			\$ 271	\$ 297							
	Other Ret.			\$ -3	\$ -614							
Insurance	Cafeteria				\$ 1,515							
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,661	\$ 1,805	\$ 1,859		\$ 2,488	\$ 1,916
	Dental	\$ 95	\$ 123	\$ 83			\$ 142	\$ 123	\$ 88		\$ 142	\$ 123
	Vision	\$ 19	\$ 24	\$ 16			\$ 19	\$ 16	\$ 27		\$ 24	\$ 17
	Life	\$ 38	\$ 26	\$ 67	\$ 36		\$ 36	\$ 73	\$ 87		\$ 16	\$ 99
	LTD	\$ 46	\$ 42	\$ 92	\$ 26			\$ 13	\$ 36		\$ 18	\$ 32
	STD/SDI	\$ 16	\$ 28									\$ 21
	Retiree Medical	\$ 597	\$ 1,994	\$ 301	\$ 575		\$ 442	\$ 384	\$ 414			\$ 631
	Other Ins.											
All Leaves	Vacation	\$ 861	\$ 500	\$ 521	\$ 533		\$ 1,032	\$ 369	\$ 465		\$ 564	\$ 459
	Holidays	\$ 415	\$ 434	\$ 486	\$ 457		\$ 497	\$ 400	\$ 403		\$ 451	\$ 398
	Admin Leave			\$ 347	\$ 405		\$ 382	\$ 231				
	Auto											
Benefit Package Total	\$ 4,645	\$ 5,781	\$ 4,135	\$ 4,575	\$ 0	\$ 0	\$ 5,097	\$ 3,631	\$ 4,734	\$ 0	\$ 5,150	\$ 4,443

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Water Wastewater Treatment Plant Operator III	Plant Operator III	[Water Treatment Plant Operator III/ Wastewater Treatment Plant Operator III]	[Wastewater Treatment Plant Operator III/ Water Treatment Plant Operator III]	Utility Operator	N/C	[Water Treatment Plant Operator TIII/ Wastewater Treatment Plant Operator III]	Water Treatment Operator III	Treatment Plant Operator	N/C	Operator III	[Water Operator III/ Wastewater Operator III]	
Top Monthly Salary	\$ 6,497	\$ 6,887	\$ 5,842	\$ 6,689	\$ 7,948		\$ 6,737	\$ 6,555	\$ 6,312		\$ 7,018	\$ 6,273	
Retirement^A	Classic	2%@60	2%@60	2%@55	2.7%@55	2%@55	2%@55	2%@55	2.7%@55		2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 97	\$ 103	\$ 158	\$ 428	\$ 215	\$ 182	\$ 177	\$ 404		\$ 449	\$ 169	
	ER Paid Member Contrib				\$ 415				\$ 221		\$ 156		
	Calc Classic EPMC as Spec Comp				\$ 26				\$ 8				
	Single Highest				\$ 40				\$ 38			\$ 31	
	Social Security	\$ 403	\$ 427			\$ 493		\$ 418	\$ 391		\$ 435	\$ 389	
	Deferred Compensation			\$ 175	\$ 201	\$ 199							
	Other Ret.			\$ -175	\$ -415								
Insurance	Cafeteria ¹				\$ 1,515	\$ 1,290							
	Health	\$ 1,921	\$ 1,943	\$ 1,709			\$ 1,661	\$ 1,805	\$ 1,859		\$ 2,488	\$ 1,916	
	Dental	\$ 95	\$ 123	\$ 83			\$ 142	\$ 123	\$ 88		\$ 142	\$ 123	
	Vision	\$ 19	\$ 24	\$ 16			\$ 19	\$ 16	\$ 27		\$ 24	\$ 17	
	Life	\$ 30	\$ 21	\$ 4	\$ 24	\$ 8	\$ 3	\$ 60	\$ 68		\$ 16	\$ 78	
	LTD	\$ 36	\$ 33	\$ 60	\$ 30			\$ 13	\$ 28		\$ 18	\$ 25	
	STD/SDI	\$ 12	\$ 22									\$ 17	
	Retiree Medical	\$ 468	\$ 1,584	\$ 195	\$ 388	\$ 111	\$ 300	\$ 315	\$ 324			\$ 497	
Other Ins.													
All Leaves	Vacation ²	\$ 675	\$ 397	\$ 337	\$ 360	\$ 520	\$ 700	\$ 303	\$ 364		\$ 405	\$ 362	
	Holidays	\$ 325	\$ 344	\$ 315	\$ 309	\$ 397	\$ 337	\$ 328	\$ 316		\$ 324	\$ 314	
	Admin Leave				\$ 145							\$ 109	
All	Auto												
Benefit Package Total		\$ 4,080	\$ 5,021	\$ 2,875	\$ 3,465	\$ 3,232	\$ 0	\$ 3,762	\$ 3,138	\$ 4,137	\$ 0	\$ 4,456	\$ 4,047

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).
Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).
Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.
Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.
Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.
Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.
Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.
N/C - Non Comparator
1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.
2 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

**Calaveras County Water District - 16 Oct 2018 (Total Comp)
Benefit Detail**

Agency	Calaveras County Water District	Amador Water Agency	City of Lodi	City of Roseville	City of Tracy	County of Sacramento	El Dorado Irrigation District	Nevada Irrigation District	Placer County Water Agency	Sacramento Suburban Water District	South Tahoe Public Utility District	Tuolumne Utilities District	
Benchmark/ Comparator Agency Match	Water Wastewater Treatment Plant Operator, Senior	N/C	[Water/ Wastewater Supervisor/Water Plant Superintendent/ Wastewater Plant Superintendent]	[Wastewater Treatment Plant Operator IV/ Wastewater Treatment Plant Chief Operator/Water Treatment Plant Chief Operator]	N/C	N/C	[Chief Wastewater Treatment Plant Operator/ Chief Water Treatment Plant Operator/ Wastewater Operations and Maintenance Supervisor/ Water Operations and Maintenance Supervisor]	[Chief Water Treatment Operator/ Water Treatment Supervisor]	[Lead Water Treatment Plant Operator/ Treatment Plant Operations Supervisor]	N/C	[Operations Supervisor/ Chief Plant Operator]	[Water Foreman/ Wastewater Foreman/ Water Superintendent/ Wastewater Superintendent]	
Top Monthly Salary	\$ 7,163		\$ 7,717	\$ 8,980			\$ 8,882	\$ 7,448	\$ 7,342		\$ 8,947	\$ 7,451	
Retirement^A	Classic	2%@60	2%@55	2.7%@55			2%@55	2%@55	2.7%@55		2.7%@55	2%@55	
	Enhanced Formula Cost	\$ 107	\$ 208	\$ 575			\$ 240	\$ 201	\$ 470		\$ 573	\$ 201	
	ER Paid Member Contrib			\$ 556					\$ 257		\$ 198		
	Calc Classic EPMC as Spec Comp			\$ 34					\$ 9				
	Single Highest			\$ 54					\$ 44			\$ 37	
	Social Security	\$ 444					\$ 551		\$ 455		\$ 555	\$ 462	
	Deferred Compensation		\$ 232	\$ 269									
	Other Ret.		\$ -232	\$ -557									
Insurance	Cafeteria ¹			\$ 1,515									
	Health	\$ 1,921	\$ 1,795			\$ 1,661	\$ 1,805	\$ 1,859		\$ 2,488	\$ 1,916		
	Dental	\$ 95	\$ 83			\$ 142	\$ 123	\$ 88		\$ 142	\$ 123		
	Vision	\$ 19	\$ 16			\$ 19	\$ 16	\$ 27		\$ 24	\$ 17		
	Life	\$ 33	\$ 57	\$ 32		\$ 3	\$ 68	\$ 79		\$ 16	\$ 93		
	LTD ²	\$ 39	\$ 79	\$ 24			\$ 13	\$ 33		\$ 18	\$ 30		
	STD/SDI	\$ 13									\$ 20		
	Retiree Medical	\$ 516	\$ 257	\$ 521		\$ 395	\$ 358	\$ 377			\$ 591		
Other Ins.													
Leaves	Vacation ³	\$ 744	\$ 445	\$ 484		\$ 922	\$ 344	\$ 424		\$ 516	\$ 430		
	Holidays	\$ 358	\$ 416	\$ 414		\$ 444	\$ 372	\$ 367		\$ 413	\$ 373		
	Admin Leave		\$ 297	\$ 367			\$ 215						
All	Auto												
Benefit Package Total		\$ 4,290	\$ 0	\$ 3,653	\$ 4,289	\$ 0	\$ 0	\$ 4,378	\$ 3,514	\$ 4,489	\$ 0	\$ 4,942	\$ 4,292

A - Retirement: reflects the defined benefit plan provided by the employer, including the defined benefit formula, enhanced formula cost, employer paid member contributions and associated enhancements, social security contributions, and deferred compensation contributions. Retirement contributions to Retiree health are reported under

Classic Defined Benefit Formula - This is the defined benefit formula provided to "Classic" employees (those hired prior to January 2013 or eligible for reciprocity).

Enhanced Formula Cost - There is typically a cost associated to the employer for offering a formula with a higher benefit than a baseline formula of 2%@62 (actuarially determined by CalPERS).

Employer Paid Member Contribution - The amount of the employee's contribution to PERS that is paid by the employer.

Calculated Classic EPMC as Special Compensation - There is a cost associated to the employer for reporting the EPMC as special compensation. Reported value is based on the defined benefit formula.

Single Highest Year Final Compensation - This reflects the period for which the pensionable salary is calculated. When final compensation is based on twelve months highest salary, there is a cost to employers to provide this benefit. Reported value is based on the defined benefit formula.

Social Security - If the employer contributes to full Social Security, this reflects the 6.2% employer contribution to FICA up to the federally determined maximum contribution of \$663.40 per month for 2018. Medicare costs are considered the baseline contribution and are not reported.

Deferred Compensation: The employer contributes to a deferred compensation plan on the employee's behalf. This can be a 457DC, a 401a, or a similar plan.

Other Retirement: The amount an employee contributes to the employer's contribution to the defined benefit plan. This practice is also known as employee cost sharing of the employer contribution.

N/C - Non Comparator

1 - City of Roseville: City of Roseville contributes \$1,347 per month toward a cafeteria plan and \$168 per month toward flex credit.

2 - Sacramento Suburban Water District: SSWD has a composite premium rate, which covers life and AD&D, LTD, and STD premium contributions.

3 - El Dorado Irrigation District: District offers Paid Time Off, which may be used for personal or family illness or vacation.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Accountant II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Accountant	\$ 7,854	\$ 5,404	\$ 13,258	7/1/2018	7/1/2019	4.00%
2	Sacramento Suburban Water District	Financial Analyst	\$ 7,405	\$ 4,503	\$ 11,908	2/26/2018	unknown	Unknown
3	Amador Water Agency	Accountant	\$ 7,295	\$ 5,195	\$ 12,490	10/25/2018	7/1/2019	2.00%
4	City of Roseville	Accountant II	\$ 7,262	\$ 3,632	\$ 10,894	1/1/2018	unknown	unknown
5	Calaveras County Water District	Accountant II	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
6	El Dorado Irrigation District	Accountant	\$ 6,942	\$ 3,954	\$ 10,896	1/1/2018	unknown	unknown
7	Nevada Irrigation District	Accountant II	\$ 6,755	\$ 3,174	\$ 9,929	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	City of Lodi	Accountant	\$ 6,437	\$ 3,275	\$ 9,712	10/8/2018	unknown	unknown
9	County of Sacramento ¹	Accountant	\$ 6,398	\$ 2,846	\$ 9,244	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
10	Placer County Water Agency	Accountant	\$ 6,312	\$ 4,137	\$ 10,449	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
11	South Tahoe Public Utility District	N/C						
12	Tuolumne Utilities District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,942	\$ 10,894
% Calaveras County Water District Above/Below	3.1%	4.9%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Accounting Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Accounting Technician II/Grant Program Assistant	\$ 6,286	\$ 4,272	\$ 10,558	6/28/2018	6/27/2019	2.50%
2	City of Tracy	Accounting Technician	\$ 6,144	\$ 4,425	\$ 10,569	7/1/2018	7/1/2019	4.00%
3	Amador Water Agency	Accounting Clerk II	\$ 6,079	\$ 4,677	\$ 10,756	10/25/2018	7/1/2019	2.00%
4	Sacramento Suburban Water District	Accountant	\$ 5,545	\$ 3,774	\$ 9,319	2/26/2018	unknown	unknown
5	Tuolumne Utilities District	Accounting Services Technician	\$ 5,427	\$ 3,779	\$ 9,206	7/1/2018	7/1/2019	1.50%
6	Calaveras County Water District	Accounting Technician II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
7	El Dorado Irrigation District	Finance Technician	\$ 5,254	\$ 3,335	\$ 8,589	1/1/2018	unknown	unknown
8	Placer County Water Agency	Accounting Technician II	\$ 5,193	\$ 3,753	\$ 8,947	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
9	City of Roseville	Finance Technician II	\$ 5,086	\$ 2,998	\$ 8,084	7/21/2018	unknown	unknown
10	Nevada Irrigation District	Finance Assistant II	\$ 4,645	\$ 2,793	\$ 7,438	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
11	City of Lodi	Finance Technician	\$ 4,557	\$ 2,687	\$ 7,244	11/19/2018	unknown	unknown
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,340	\$ 9,076
% Calaveras County Water District Above/Below	0.1%	-0.2%
Number of Matches	10	10

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Administrative Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Administrative Technician	\$ 5,448	\$ 3,103	\$ 8,552	7/21/2018	unknown	unknown
2	Calaveras County Water District	Administrative Technician II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
3	South Tahoe Public Utility District ¹	[Administrative Assistant/ Administrative Assistant - Finance]	\$ 5,305	\$ 4,025	\$ 9,330	6/28/2018	6/27/2019	2.50%
4	City of Tracy	Administrative Assistant III	\$ 5,273	\$ 4,192	\$ 9,465	7/1/2018	7/1/2019	4.00%
5	Placer County Water Agency	Administrative Aide	\$ 5,193	\$ 3,753	\$ 8,947	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
6	El Dorado Irrigation District	Administrative Technician	\$ 5,151	\$ 3,306	\$ 8,458	1/1/2018	unknown	unknown
7	Nevada Irrigation District	Management Assistant	\$ 5,058	\$ 2,869	\$ 7,926	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	Sacramento Suburban Water District	Administrative Assistant II	\$ 5,035	\$ 3,613	\$ 8,648	2/26/2018	unknown	unknown
9	City of Lodi	Administrative Secretary	\$ 4,536	\$ 2,683	\$ 7,219	11/19/2018	unknown	unknown
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,172	\$ 8,600
% Calaveras County Water District Above/Below	3.2%	5.1%
Number of Matches	8	8

N/C - Non Comparator

1- South Tahoe Public Utility District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Collection System Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville	Wastewater Utility Maintenance Worker II	\$ 6,033	\$ 3,349	\$ 9,382	1/6/2018	unknown	unknown
2	County of Sacramento ¹	Sanitation District Maintenance and Operations Assistant	\$ 5,899	\$ 2,747	\$ 8,646	6/24/2018	6/23/2019	Based on CPI: 2.00% - 4.0
3	South Tahoe Public Utility District	Underground Sewer Repair II	\$ 5,845	\$ 4,161	\$ 10,006	6/28/2018	6/27/2019	2.50%
4	Amador Water Agency	Utility II	\$ 5,401	\$ 4,389	\$ 9,790	10/25/2018	7/1/2019	2.00%
5	City of Tracy	Maintenance Worker II	\$ 5,363	\$ 2,603	\$ 7,966	7/1/2018	7/1/2019	4.00%
6	Calaveras County Water District	Collection System Worker II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
7	El Dorado Irrigation District	Construction and Maintenance Worker II	\$ 5,307	\$ 3,351	\$ 8,658	1/1/2018	unknown	unknown
8	Tuolumne Utilities District	Utility Worker 2 - Collections	\$ 4,886	\$ 3,611	\$ 8,497	7/1/2018	7/1/2019	1.50%
9	City of Lodi	Water/Wastewater Maintenance Worker II	\$ 4,454	\$ 2,622	\$ 7,076	11/19/2018	unknown	unknown
10	Placer County Water Agency	N/C						
11	Sacramento Suburban Water District	N/C						
12	Nevada Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,382	\$ 8,652
% Calaveras County Water District Above/Below	-0.7%	4.5%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Collection System Worker, Senior								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District	Collection System Supervisor	\$ 8,225	\$ 4,532	\$ 12,757	1/1/2018	unknown	unknown
2	South Tahoe Public Utility District ¹	[Underground Sewer Repair Lead/ Underground Sewer Repair Supervisor]	\$ 7,595	\$ 4,602	\$ 12,196	6/28/2018	6/27/2019	2.50%
3	City of Roseville ²	[Senior Wastewater Utility Maintenance Worker/ Wastewater Collection Supervisor]	\$ 7,453	\$ 3,818	\$ 11,271	8/18/2018	unknown	unknown
4	County of Sacramento ^{3,4}	[Sanitation District Maintenance and Operations Senior Technician/ Sanitation District Maintenance and Operations Supervisor]	\$ 7,374	\$ 1,203	\$ 8,577	6/24/2018	6/23/2019	unknown
5	Calaveras County Water District	Collection System Worker, Senior	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	Amador Water Agency	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,524	\$ 11,734
% Calaveras County Water District Above/Below	-5.0%	-2.5%
Number of Matches	4	4

N/C - Non Comparator

1- South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2- City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3- County of Sacramento: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Construction Inspector III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Construction Inspector II	\$ 7,445	\$ 3,110	\$ 10,554	7/1/2018	7/1/2019	4.00%
2	Tuolumne Utilities District	Inspector/Engineer Technician	\$ 6,947	\$ 4,261	\$ 11,209	7/1/2018	7/1/2019	1.50%
3	County of Sacramento ¹	Construction Inspector	\$ 6,765	\$ 2,919	\$ 9,684	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
4	Amador Water Agency	Inspector	\$ 6,700	\$ 4,942	\$ 11,642	10/25/2018	7/1/2019	2.00%
5	South Tahoe Public Utility District	Inspector II	\$ 6,554	\$ 4,339	\$ 10,893	6/28/2018	6/27/2019	2.50%
6	Calaveras County Water District	Construction Inspector III	\$ 6,497	\$ 4,080	\$ 10,577	7/1/2018	7/1/2019	2.00%
7	City of Roseville	Construction Inspector II	\$ 6,493	\$ 3,408	\$ 9,900	7/21/2018	unknown	unknown
8	Placer County Water Agency	Inspector II	\$ 6,466	\$ 4,189	\$ 10,655	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
9	Nevada Irrigation District	Construction Inspector II	\$ 6,332	\$ 3,098	\$ 9,430	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	El Dorado Irrigation District	Construction Inspector II	\$ 6,289	\$ 3,633	\$ 9,921	1/1/2018	unknown	unknown
11	Sacramento Suburban Water District	Senior Inspector	\$ 5,824	\$ 3,862	\$ 9,686	2/26/2018	unknown	unknown
12	City of Lodi	Public Works Inspector II	\$ 5,748	\$ 2,916	\$ 8,664	11/19/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,493	\$ 9,921
% Calaveras County Water District Above/Below	0.1%	6.2%
Number of Matches	11	11

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Construction Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Construction Worker II	\$ 5,893	\$ 3,890	\$ 9,783	7/1/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	Water Reuse Worker II	\$ 5,845	\$ 4,161	\$ 10,006	6/28/2018	6/27/2019	2.50%
3	Amador Water Agency	Construction II	\$ 5,804	\$ 4,560	\$ 10,364	10/25/2018	7/1/2019	2.00%
4	County of Sacramento ¹	Assistant Underground Maintenance Specialist	\$ 5,491	\$ 2,667	\$ 8,158	6/24/2018	6/23/2019	Based on CPI: 2.00% - 4.0
5	City of Tracy	Maintenance Worker II	\$ 5,363	\$ 2,603	\$ 7,966	7/1/2018	7/1/2019	4.00%
6	Placer County Water Agency	Maintenance Worker	\$ 5,320	\$ 3,797	\$ 9,117	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
7	El Dorado Irrigation District	Construction and Maintenance Worker II	\$ 5,307	\$ 3,351	\$ 8,658	1/1/2018	unknown	unknown
8	Tuolumne Utilities District	Utility Worker 2 - Construction Maintenance	\$ 4,943	\$ 3,625	\$ 8,569	7/1/2018	7/1/2019	1.50%
9	Nevada Irrigation District	Utility Worker II	\$ 4,935	\$ 2,846	\$ 7,781	1/1/2018	1/1/2019	CPI: 1.50%- 3.50%
10	City of Roseville	N/C						
11	Sacramento Suburban Water District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,341	\$ 8,614
% Calaveras County Water District Above/Below	9.4%	12.0%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Controls/Communication Technician (SCADA Technician I)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District	Process Control Technician	\$ 8,734	\$ 4,336	\$ 13,070	1/1/2018	unknown	unknown
2	City of Roseville	SCADA System Technician	\$ 8,239	\$ 3,982	\$ 12,221	1/6/2018	unknown	unknown
3	Amador Water Agency	Instrument/ Electrician Technician	\$ 7,885	\$ 5,446	\$ 13,331	10/25/2018	7/1/2019	2.00%
4	City of Tracy	Senior Electrician	\$ 7,842	\$ 3,206	\$ 11,048	7/1/2018	7/1/2019	4.00%
5	South Tahoe Public Utility District	Electrical/Instrumentation Technician II	\$ 7,714	\$ 4,497	\$ 12,211	6/28/2018	6/27/2019	2.50%
6	Calaveras County Water District	Controls/Communication Technician (SCADA Technician I)	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
7	Placer County Water Agency ¹	[Water Quality Instrumentation Technician/ Control Systems Technician II]	\$ 7,129	\$ 4,417	\$ 11,546	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
8	Tuolumne Utilities District ²	[Communications Technician/ Electrician/Instrumentation Technician]	\$ 6,947	\$ 4,751	\$ 11,698	7/1/2018	7/1/2019	1.50%
9	Nevada Irrigation District	Electrical Systems Technician II	\$ 6,457	\$ 3,121	\$ 9,577	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	Sacramento Suburban Water District	Instrumentation and Electrical Technician	\$ 6,417	\$ 4,049	\$ 10,466	2/26/2018	unknown	unknown
11	City of Lodi	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,714	\$ 11,698
% Calaveras County Water District Above/Below	-7.7%	-2.1%
Number of Matches	9	9

N/C - Non Comparator

1- Placer County Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2- Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Electrical/Instrumentation Supervisor	\$ 9,211	\$ 5,009	\$ 14,220	6/28/2018	6/27/2019	2.50%
2	Calaveras County Water District	Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)	\$ 8,707	\$ 4,776	\$ 13,483	7/1/2018	7/1/2019	2.00%
3	Placer County Water Agency	Water Quality Electrical Maintenance Supervisor	\$ 7,864	\$ 4,669	\$ 12,533	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	City of Tracy	N/C						
5	City of Lodi	N/C						
6	Nevada Irrigation District	N/C						
7	Sacramento Suburban Water District	N/C						
8	County of Sacramento	N/C						
9	El Dorado Irrigation District	N/C						
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 8,538	\$ 13,376
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	2	2

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Customer Service Representative II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Customer Service Representative II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	Customer Service Representative II	\$ 5,279	\$ 4,018	\$ 9,297	6/28/2018	6/27/2019	2.50%
3	Placer County Water Agency	Customer Service Representative II	\$ 4,946	\$ 3,669	\$ 8,614	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	Amador Water Agency	Customer Service Representative II	\$ 4,893	\$ 4,172	\$ 9,065	10/25/2018	7/1/2019	2.00%
5	Tuolumne Utilities District ¹	[Customer Services Technician 1/ Customer Services Technician-Front Desk]	\$ 4,678	\$ 3,541	\$ 8,219	7/1/2018	7/1/2019	1.50%
6	Nevada Irrigation District	Customer Service Representative II	\$ 4,645	\$ 2,793	\$ 7,439	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
7	Sacramento Suburban Water District	Customer Service Representative II	\$ 4,566	\$ 3,465	\$ 8,031	2/26/2018	unknown	unknown
8	City of Roseville	Finance Clerk II	\$ 4,429	\$ 2,806	\$ 7,236	7/21/2018	unknown	unknown
9	County of Sacramento ²	Utility Billing Services Representative II	\$ 4,141	\$ 2,399	\$ 6,540	9/2/2018	6/23/2019	CPI: 2.00% - 4.00%
10	City of Lodi	Customer Services Representative II	\$ 3,766	\$ 2,535	\$ 6,301	11/19/2018	unknown	unknown
11	City of Tracy	N/C						
12	El Dorado Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 4,645	\$ 8,031
% Calaveras County Water District Above/Below	13.1%	11.4%
Number of Matches	9	9

N/C - Non Comparator

1 - Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Director of Administrative Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Water Agency	Director of Financial Services	\$ 15,098	\$ 7,826	\$ 22,924	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
2	South Tahoe Public Utility District	Chief Financial Officer	\$ 14,579	\$ 6,213	\$ 20,792	6/28/2018	6/27/2019	2.50%
3	El Dorado Irrigation District	Director of Finance	\$ 13,664	\$ 6,136	\$ 19,800	1/1/2018	unknown	unknown
4	City of Roseville ²	[Finance Director/ Finance Manager/ Controller/ Budget Manager]	\$ 13,613	\$ 5,711	\$ 19,324	8/18/2018	unknown	unknown
5	City of Tracy ³	[Finance Director/ Finance Division Manager]	\$ 13,551	\$ 7,968	\$ 21,519	7/1/2018	7/1/2019	4.00%
6	Tuolumne Utilities District	Director of Finance	\$ 13,532	\$ 5,914	\$ 19,446	7/1/2018	7/1/2019	1.50%
7	Nevada Irrigation District	Finance Manager	\$ 12,792	\$ 4,733	\$ 17,525	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	Amador Water Agency	Finance Manager	\$ 12,596	\$ 7,329	\$ 19,925	10/25/2018	unknown	unknown
9	County of Sacramento ⁴	Director of Internal Services	\$ 12,288	\$ 4,450	\$ 16,738	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
10	Calaveras County Water District	Director of Administrative Services	\$ 12,205	\$ 6,338	\$ 18,543	7/1/2018	7/1/2019	2.00%
11	City of Lodi ¹	[Deputy City Manager/ Internal Services Director/ Accounting Manager]	\$ 11,989	\$ 4,496	\$ 16,485	10/8/2018	unknown	unknown
12	Sacramento Suburban Water District	Finance Director	\$ 11,494	\$ 5,822	\$ 17,316	2/26/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 13,532	\$ 19,446
% Calaveras County Water District Above/Below	-10.9%	-4.9%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Director of Human Resources and Customer Service								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville ²	[Human Resources Director/ Human Resources Manager]	\$ 14,469	\$ 5,973	\$ 20,443	8/18/2018	unknown	unknown
2	City of Tracy ³	[Human Resources Director/ Human Resources Manager]	\$ 13,551	\$ 7,968	\$ 21,519	7/1/2018	7/1/2019	4.00%
3	Placer County Water Agency ⁴	[Director of Administrative Services/ Human Resources Manager]	\$ 13,045	\$ 7,188	\$ 20,233	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	City of Lodi ¹	[Deputy City Manager/ Internal Services Director/ Human Resources Manager]	\$ 11,989	\$ 4,496	\$ 16,485	10/8/2018	unknown	unknown
5	South Tahoe Public Utility District	Human Resources Director	\$ 11,522	\$ 5,606	\$ 17,128	6/28/2018	6/27/2019	2.50%
6	Calaveras County Water District	Director of Human Resources and Customer Service	\$ 11,072	\$ 6,040	\$ 17,112	7/1/2018	7/1/2019	2.00%
7	Tuolumne Utilities District	Human Resources Director	\$ 10,835	\$ 5,300	\$ 16,135	7/1/2018	7/1/2019	1.50%
8	Amador Water Agency	Human Resources/ Office Manager	\$ 10,235	\$ 6,446	\$ 16,681	10/25/2018	unknown	unknown
9	Nevada Irrigation District	Human Resources Manager	\$ 8,044	\$ 3,716	\$ 11,761	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	El Dorado Irrigation District	N/C						
11	Sacramento Suburban Water District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 11,756	\$ 16,905
% Calaveras County Water District Above/Below	-6.2%	1.2%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - Placer County Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Director of Operations								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville ²	[Environmental Utilities Director/ Water Utility Manager/ Wastewater Utility Manager]	\$ 15,520	\$ 6,295	\$ 21,815	8/18/2018	unknown	unknown
2	South Tahoe Public Utility District ⁴	[Assistant General Manager/ Manager of Plant Operations/ Manager of Field Operations]	\$ 14,772	\$ 6,251	\$ 21,023	6/28/2018	6/27/2019	2.50%
3	Placer County Water Agency	Director of Field Services	\$ 14,664	\$ 7,241	\$ 21,906	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	County of Sacramento ³	[Director of Sacramento Regional County Sanitation District Operations/ Treatment Plant Operations and Maintenance Manager II]	\$ 14,218	\$ 4,796	\$ 19,014	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
5	El Dorado Irrigation District	Director of Operations	\$ 13,664	\$ 6,136	\$ 19,800	1/1/2018	unknown	unknown
6	City of Lodi ¹	[Public Works Director/ Utilities Manager]	\$ 12,545	\$ 4,612	\$ 17,157	10/8/2018	unknown	unknown
7	Nevada Irrigation District	Operations Manager	\$ 12,537	\$ 4,680	\$ 17,217	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	Calaveras County Water District	Director of Operations	\$ 12,206	\$ 6,338	\$ 18,544	7/1/2018	7/1/2019	2.00%
9	Amador Water Agency	Operations Manager	\$ 12,000	\$ 7,115	\$ 19,115	10/25/2018	unknown	unknown
10	Tuolumne Utilities District	Operations Manager	\$ 11,383	\$ 5,648	\$ 17,031	7/1/2018	7/1/2019	1.50%
11	Sacramento Suburban Water District	Operations Manager	\$ 10,423	\$ 5,513	\$ 15,935	2/26/2018	unknown	unknown
12	City of Tracy	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 13,104	\$ 19,064
% Calaveras County Water District Above/Below	-7.4%	-2.8%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District. Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Distribution Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sacramento ¹	Water System Operator	\$ 6,048	\$ 2,777	\$ 8,825	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
2	City of Roseville	Water Distribution Worker II	\$ 6,033	\$ 3,372	\$ 9,405	1/6/2018	unknown	unknown
3	Placer County Water Agency	Distribution Operator II	\$ 6,012	\$ 4,034	\$ 10,046	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	South Tahoe Public Utility District	Underground Water Repair II	\$ 5,845	\$ 4,161	\$ 10,006	6/28/2018	6/27/2019	2.50%
5	El Dorado Irrigation District	Distribution Operator II	\$ 5,469	\$ 3,397	\$ 8,866	1/1/2018	unknown	unknown
6	Amador Water Agency	Distribution II	\$ 5,401	\$ 4,389	\$ 9,790	10/25/2018	7/1/2019	2.00%
7	Calaveras County Water District	Distribution Worker II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	1/1/2020	2.00%
8	Nevada Irrigation District	Water Distribution Operator II	\$ 5,210	\$ 2,896	\$ 8,106	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	Sacramento Suburban Water District	Distribution Operator II	\$ 5,035	\$ 3,613	\$ 8,648	2/26/2018	unknown	unknown
10	Tuolumne Utilities District	Utility Worker 2 - Distribution	\$ 4,886	\$ 3,607	\$ 8,494	7/1/2018	7/1/2019	1.50%
11	City of Tracy	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,469	\$ 8,866
% Calaveras County Water District Above/Below	-2.3%	2.2%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Distribution Worker, Senior								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District ¹	[Chief Distribution Operator/ Water Maintenance and Operations Supervisor]	\$ 8,239	\$ 4,193	\$ 12,433	1/1/2018	unknown	unknown
2	Placer County Water Agency	Distribution Supervisor	\$ 7,485	\$ 4,539	\$ 12,024	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
3	City of Roseville ²	[Senior Water Distribution Worker/ Water Distribution Supervisor]	\$ 7,453	\$ 3,818	\$ 11,271	8/18/2018	unknown	unknown
4	Tuolumne Utilities District ³	[Distribution Foreman/ Water Master]	\$ 7,357	\$ 4,392	\$ 11,749	7/1/2018	7/1/2019	1.50%
5	Calaveras County Water District	Distribution Worker, Senior	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
6	Sacramento Suburban Water District	Foreman (Distribution)	\$ 6,417	\$ 4,049	\$ 10,466	2/26/2018	unknown	unknown
7	Nevada Irrigation District ⁴	[Senior Water Distribution Worker/Water Distribution Supervisor]	\$ 6,062	\$ 3,224	\$ 9,286	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	City of Lodi	N/C						
9	County of Sacramento	N/C						
10	City of Tracy	N/C						
11	South Tahoe Public Utility District	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,405	\$ 11,510
% Calaveras County Water District Above/Below	-3.4%	-0.5%
Number of Matches	6	6

N/C - Non Comparator

1- El Dorado Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2- City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3- Tuolumne Utilities District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4- Nevada Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Distribution/Collections Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Distribution/Collections Manager	\$ 10,545	\$ 5,890	\$ 16,435	7/1/2018	7/1/2019	2.00%
2	City of Roseville	Water Distribution Superintendent	\$ 10,119	\$ 4,641	\$ 14,760	8/18/2018	unknown	unknown
3	Nevada Irrigation District	Water Superintendent	\$ 9,294	\$ 3,900	\$ 13,194	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
4	County of Sacramento ¹	Water Distribution Manager	\$ 9,076	\$ 3,378	\$ 12,454	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
5	South Tahoe Public Utility District	N/C						
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	El Dorado Irrigation District	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Amador Water Agency	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,294	\$ 13,194
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	3	3

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

District Engineer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Assistant Director of Development Services / City Engineer	\$ 14,464	\$ 7,109	\$ 21,573	7/1/2018	7/1/2019	4.00%
2	Nevada Irrigation District	Engineering Manager	\$ 13,856	\$ 4,956	\$ 18,812	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
3	El Dorado Irrigation District	Director of Engineering	\$ 13,664	\$ 6,136	\$ 19,800	1/1/2018	unknown	unknown
4	Tuolumne Utilities District	District Engineer	\$ 13,532	\$ 6,174	\$ 19,706	7/1/2018	7/1/2019	1.50%
5	City of Roseville	Engineering Manager	\$ 13,387	\$ 5,642	\$ 19,028	8/18/2018	unknown	unknown
6	Amador Water Agency	Engineering Manager	\$ 13,028	\$ 7,481	\$ 20,508	10/25/2018	unknown	unknown
7	Calaveras County Water District	District Engineer	\$ 12,816	\$ 6,498	\$ 19,314	7/1/2018	7/1/2019	2.00%
8	Placer County Water Agency	Deputy Director of Technical Services	\$ 12,609	\$ 7,003	\$ 19,612	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
9	City of Lodi	City Engineer/ Deputy Public Works Director	\$ 12,155	\$ 4,545	\$ 16,700	10/8/2018	unknown	unknown
10	Sacramento Suburban Water District	Engineering Director	\$ 11,494	\$ 5,822	\$ 17,316	2/26/2018	unknown	unknown
11	South Tahoe Public Utility District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 13,387	\$ 19,612
% Calaveras County Water District Above/Below	-4.5%	-1.5%
Number of Matches	9	9

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Electrical/Instrumentation Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 7,492	\$ 3,399	\$ 10,891	5/1/2014	unknown	unknown
2	City of Tracy ¹	[Electrician/ Instrumentation Technician]	\$ 7,129	\$ 3,033	\$ 10,162	7/1/2018	7/1/2019	4.00%
3	El Dorado Irrigation District	Electrical Instrumentation Technician II	\$ 6,942	\$ 3,821	\$ 10,763	1/1/2018	unknown	unknown
4	Calaveras County Water District	Electrical/Instrumentation Technician II	\$ 6,497	\$ 4,080	\$ 10,577	7/1/2018	7/1/2019	2.00%
5	South Tahoe Public Utility District	N/C						
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	Amador Water Agency	N/C						
9	City of Roseville	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,129	\$ 10,763
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	3	3

N/C - Non Comparator

1 - City of Tracy: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Engineer - Civil Associate (Civil Engineer)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Engineer - Civil Associate (Civil Engineer)	\$ 9,599	\$ 5,056	\$ 14,655	7/1/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	Associate Engineer	\$ 9,547	\$ 5,142	\$ 14,689	6/28/2018	6/27/2019	2.50%
3	El Dorado Irrigation District	Associate Civil Engineer	\$ 9,360	\$ 4,695	\$ 14,055	1/1/2018	unknown	unknown
4	Nevada Irrigation District	Associate Engineer	\$ 9,344	\$ 3,641	\$ 12,986	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
5	Tuolumne Utilities District	Associate Engineer 2	\$ 9,344	\$ 5,022	\$ 14,367	7/1/2018	7/1/2019	1.50%
6	Placer County Water Agency	Associate Engineer	\$ 9,326	\$ 5,169	\$ 14,496	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
7	Sacramento Suburban Water District	Associate Engineer (Registered)	\$ 8,578	\$ 4,895	\$ 13,474	2/26/2018	unknown	unknown
8	City of Lodi	Associate Civil Engineer	\$ 8,423	\$ 3,728	\$ 12,151	10/8/2018	unknown	unknown
9	City of Tracy	N/C						
10	Amador Water Agency	N/C						
11	City of Roseville	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,344	\$ 14,055
% Calaveras County Water District Above/Below	2.7%	4.1%
Number of Matches	7	7

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Engineering Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Engineering Analyst	\$ 9,142	\$ 4,912	\$ 14,054	7/1/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	GIS Specialist II	\$ 8,465	\$ 4,821	\$ 13,286	6/28/2018	6/27/2019	2.50%
3	Nevada Irrigation District	Right of Way Agent II	\$ 8,081	\$ 3,413	\$ 11,494	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
4	Placer County Water Agency ¹	[Real Property Specialist/ Geographic Information Systems Analyst]	\$ 8,056	\$ 4,734	\$ 12,790	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
5	Tuolumne Utilities District	Surveyor	\$ 7,861	\$ 4,551	\$ 12,412	7/1/2018	7/1/2019	1.50%
6	El Dorado Irrigation District	GIS Analyst	\$ 7,521	\$ 4,132	\$ 11,652	1/1/2018	unknown	unknown
7	City of Roseville	Geographic Information Systems Analyst II	\$ 7,162	\$ 3,603	\$ 10,765	7/21/2018	unknown	unknown
8	Sacramento Suburban Water District	N/C						
9	City of Lodi	N/C						
10	County of Sacramento	N/C						
11	City of Tracy	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,958	\$ 12,032
% Calaveras County Water District Above/Below	12.9%	14.4%
Number of Matches	6	6

N/C - Non Comparator

1 - Placer County Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Engineering Technician II	\$ 8,157	\$ 4,743	\$ 12,901	6/28/2018	6/27/2019	2.50%
2	Calaveras County Water District	Engineering Technician II	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
3	Placer County Water Agency	Engineering Technician II	\$ 7,129	\$ 4,417	\$ 11,546	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	Tuolumne Utilities District	Engineering Services Technician	\$ 6,781	\$ 4,209	\$ 10,989	7/1/2018	7/1/2019	1.50%
5	City of Tracy	Engineering Technician II	\$ 6,554	\$ 2,892	\$ 9,446	7/1/2018	7/1/2019	4.00%
6	Nevada Irrigation District	Engineering Technician II	\$ 6,297	\$ 3,092	\$ 9,389	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
7	El Dorado Irrigation District	Engineering Technician II	\$ 5,980	\$ 3,544	\$ 9,524	1/1/2018	unknown	unknown
8	Amador Water Agency	GIS/CAD Technician	\$ 5,824	\$ 4,569	\$ 10,392	10/25/2018	7/1/2019	2.00%
9	City of Lodi	Engineering Technician II	\$ 5,803	\$ 2,926	\$ 8,729	11/19/2018	unknown	unknown
10	City of Roseville	Engineering Technician II	\$ 5,676	\$ 3,170	\$ 8,845	7/21/2018	unknown	unknown
11	County of Sacramento ¹	Engineering Technician II	\$ 5,241	\$ 2,617	\$ 7,858	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
12	Sacramento Suburban Water District	Engineering Drafter	\$ 4,566	\$ 3,465	\$ 8,031	2/26/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,980	\$ 9,446
% Calaveras County Water District Above/Below	16.5%	17.5%
Number of Matches	11	11

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Executive Assistant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Suburban Water District	Executive Assistant to the General Manager	\$ 7,405	\$ 4,503	\$ 11,908	2/26/2018	unknown	unknown
2	City of Tracy ³	[Executive Assistant to City Manager/ Deputy City Clerk]	\$ 7,081	\$ 4,466	\$ 11,547	7/1/2018	7/1/2019	4.00%
3	El Dorado Irrigation District	Executive Assistant/ Clerk to the Board	\$ 7,081	\$ 4,155	\$ 11,236	1/1/2018	unknown	unknown
4	Calaveras County Water District	Executive Assistant	\$ 6,796	\$ 4,638	\$ 11,434	7/1/2018	7/1/2019	2.00%
5	Placer County Water Agency	Agency Secretary/ Clerk to the Board	\$ 6,790	\$ 4,300	\$ 11,090	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
6	Tuolumne Utilities District	Executive Secretary/ Board Clerk	\$ 6,751	\$ 4,082	\$ 10,834	7/1/2018	7/1/2019	1.50%
7	City of Roseville ²	[Executive Assistant/ City Clerk Technician]	\$ 6,714	\$ 3,444	\$ 10,158	1/1/2018	unknown	unknown
8	Nevada Irrigation District ⁶	Board Secretary	\$ 6,398	\$ 3,110	\$ 9,508	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	County of Sacramento ^{4,5}	[Administrative Assistant to the Chief Executive Officer/ Deputy Clerk 2]	\$ 6,398	\$ 2,846	\$ 9,244	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
10	City of Lodi ¹	[Secretary to the City Manager/ Assistant City Clerk]	\$ 5,704	\$ 3,049	\$ 8,752	11/19/2018	unknown	unknown
11	South Tahoe Public Utility District	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,751	\$ 10,834
% Calaveras County Water District Above/Below	0.7%	5.2%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Tracy: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

4 - County of Sacramento: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

5 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

6 - Nevada Irrigation District: Board Secretary supervises paraprofessional and clerical staff.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Facilities Maintenance Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District	Building Trades Technician	\$ 5,583	\$ 3,430	\$ 9,013	1/1/2018	unknown	unknown
2	City of Roseville	Building Maintenance Worker II	\$ 5,573	\$ 3,140	\$ 8,713	7/21/2018	unknown	unknown
3	City of Tracy	Building Maintenance Worker	\$ 5,465	\$ 2,628	\$ 8,093	7/1/2018	7/1/2019	4.00%
4	Calaveras County Water District	Facilities Maintenance Technician	\$ 5,090	\$ 3,637	\$ 8,727	7/1/2018	7/1/2019	2.00%
5	City of Lodi	Facilities Maintenance Worker	\$ 4,482	\$ 2,627	\$ 7,109	11/19/2018	unknown	unknown
6	County of Sacramento ¹	Building Maintenance Worker	\$ 4,394	\$ 2,449	\$ 6,843	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
7	South Tahoe Public Utility District	N/C						
8	Placer County Water Agency	N/C						
9	Tuolumne Utilities District	N/C						
10	Amador Water Agency	N/C						
11	Sacramento Suburban Water District	N/C						
12	Nevada Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,465	\$ 8,093
% Calaveras County Water District Above/Below	-7.4%	7.3%
Number of Matches	5	5

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

General Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Water Agency	General Manager	\$ 20,676	\$ 9,684	\$ 30,360	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
2	South Tahoe Public Utility District	General Manager	\$ 18,951	\$ 7,519	\$ 26,470	6/28/2018	6/27/2019	2.50%
3	Nevada Irrigation District	General Manager	\$ 17,727	\$ 5,768	\$ 23,494	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
4	El Dorado Irrigation District	General Manager	\$ 17,007	\$ 7,518	\$ 24,525	1/1/2018	unknown	unknown
5	Calaveras County Water District	General Manager	\$ 16,667	\$ 7,957	\$ 24,623	12/1/2017	unknown	unknown
6	Amador Water Agency	General Manager	\$ 15,809	\$ 10,670	\$ 26,479	7/1/2018	unknown	unknown
7	Tuolumne Utilities District	General Manager	\$ 15,267	\$ 7,762	\$ 23,029	7/1/2018	7/1/2019	1.50%
8	Sacramento Suburban Water District	General Manager	\$ 13,750	\$ 7,230	\$ 20,980	2/26/2018	unknown	unknown
9	City of Lodi	N/C						
10	County of Sacramento	N/C						
11	City of Tracy	N/C						
12	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 17,007	\$ 24,525
% Calaveras County Water District Above/Below	-2.0%	0.4%
Number of Matches	7	7

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Human Resources Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Nevada Irrigation District	Human Resources Representative II	\$ 7,242	\$ 3,262	\$ 10,504	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
2	Calaveras County Water District	Human Resources Technician	\$ 6,473	\$ 4,530	\$ 11,003	7/1/2018	7/1/2019	2.00%
3	City of Tracy	Human Resources Technician	\$ 6,296	\$ 4,285	\$ 10,581	7/1/2018	7/1/2019	4.00%
4	County of Sacramento ¹	Personnel Technician	\$ 6,187	\$ 2,804	\$ 8,992	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
5	City of Roseville	Human Resources Technician	\$ 5,914	\$ 3,214	\$ 9,128	1/6/2018	unknown	unknown
6	El Dorado Irrigation District	Human Resources Technician	\$ 5,691	\$ 3,697	\$ 9,388	1/1/2018	unknown	unknown
7	Placer County Water Agency	Human Resources Technician	\$ 5,586	\$ 3,888	\$ 9,474	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
8	South Tahoe Public Utility District	Human Resources Coordinator	\$ 5,305	\$ 4,025	\$ 9,330	6/28/2018	6/27/2019	2.50%
9	City of Lodi	Human Resource Technician	\$ 4,812	\$ 2,736	\$ 7,548	11/19/2018	unknown	unknown
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	Sacramento Suburban Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,802	\$ 9,359
% Calaveras County Water District Above/Below	10.4%	14.9%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Information Systems Administrator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville ⁴	Information Technology Program Manager	\$ 9,632	\$ 4,491	\$ 14,123	8/18/2018	unknown	unknown
2	South Tahoe Public Utility District ^{8,9}	[Network/Telecommunications System Administrator II/ Information Technology Manager]	\$ 9,369	\$ 5,091	\$ 14,460	6/28/2018	6/27/2019	2.50%
3	Calaveras County Water District	Information Systems Administrator	\$ 9,142	\$ 4,912	\$ 14,054	7/1/2018	7/1/2019	2.00%
4	County of Sacramento ⁵	Senior Information Technology Analyst	\$ 9,092	\$ 3,381	\$ 12,473	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
5	Placer County Water Agency	Information Systems Manager - Emerging Technology	\$ 8,990	\$ 5,365	\$ 14,355	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
6	Nevada Irrigation District ^{6,7}	[Information System Administrator/ Information Technology Analyst]	\$ 8,793	\$ 3,542	\$ 12,335	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
7	El Dorado Irrigation District	Senior Information Technology Analyst	\$ 8,734	\$ 4,504	\$ 13,238	1/1/2018	unknown	unknown
8	City of Lodi ^{1,2,3}	[Information Technology Manager/ Network Administrator]	\$ 8,696	\$ 3,790	\$ 12,486	10/8/2018	unknown	unknown
9	Tuolumne Utilities District	Information Technology and Systems Administrator	\$ 8,057	\$ 4,474	\$ 12,531	7/1/2018	7/1/2019	1.50%
10	Amador Water Agency	N/C						
11	City of Tracy	N/C						
12	Sacramento Suburban Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 8,892	\$ 12,884
% Calaveras County Water District Above/Below	2.7%	8.3%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Lodi: Network Administrator may supervise staff.

2 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Lodi: Information Technology Manager is a division manager and supervises staff. Network Administrator may supervise staff.

4 - City of Roseville: Classification supervises professional staff.

5 - County of Sacramento: Classification supervises professional and technical staff. County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

6 - Nevada Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

7 - Nevada Irrigation District: Information Technology Administrator supervises professional and technical staff.

8 - South Tahoe Public Utility District: Information Technology Manager is division manager level classification, provides direction to supervisory and technical staff. Network/Telecommunications Administrator supervises

9 - South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Maintenance Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District ²	[Maintenance Supervisor/ Manager of Plant Operations]	\$ 10,703	\$ 5,443	\$ 16,146	6/28/2018	6/27/2019	2.50%
2	Calaveras County Water District	Maintenance Manager	\$ 10,545	\$ 5,890	\$ 16,435	7/1/2018	7/1/2019	2.00%
3	City of Tracy	Treatment Plant Facilities Maintenance Superintendent	\$ 9,930	\$ 6,081	\$ 16,010	7/1/2018	7/1/2019	4.00%
4	Nevada Irrigation District	Maintenance Superintendent	\$ 9,069	\$ 3,853	\$ 12,922	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
5	County of Sacramento ¹	Mechanical Maintenance Manager	\$ 8,192	\$ 3,203	\$ 11,395	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	El Dorado Irrigation District	N/C						
9	Amador Water Agency	N/C						
10	Sacramento Suburban Water District	N/C						
11	City of Roseville	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,499	\$ 14,466
% Calaveras County Water District Above/Below	9.9%	12.0%
Number of Matches	4	4

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

2 - South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Manager of External Affairs, Conservation, and Grants I								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville ¹	[Government Relations Administrator/ Public Information Officer]	\$ 10,922	\$ 4,887	\$ 15,809	8/18/2018	unknown	unknown
2	County of Sacramento ²	Sanitation District Public Affairs Manager	\$ 10,061	\$ 4,011	\$ 14,072	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
3	Placer County Water Agency	Public Affairs Manager	\$ 9,764	\$ 6,007	\$ 15,772	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	El Dorado Irrigation District	Communications and Media Relations Manager	\$ 9,648	\$ 5,001	\$ 14,649	1/1/2018	unknown	unknown
5	Calaveras County Water District	Manager of External Affairs, Conservation, and Grants I	\$ 9,341	\$ 5,488	\$ 14,829	7/1/2018	7/1/2019	2.00%
6	South Tahoe Public Utility District	N/C						
7	Tuolumne Utilities District	N/C						
8	Amador Water Agency	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,913	\$ 15,210
% Calaveras County Water District Above/Below	-6.1%	-2.6%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Manager of Water Resources								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sacramento ¹	Environmental Program Manager II	\$ 11,150	\$ 3,761	\$ 14,911	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
2	Calaveras County Water District	Manager of Water Resources	\$ 11,072	\$ 6,040	\$ 17,112	7/1/2018	7/1/2019	2.00%
3	Amador Water Agency	N/C						
4	Tuolumne Utilities District	N/C						
5	South Tahoe Public Utility District	N/C						
6	City of Roseville	N/C						
7	Placer County Water Agency	N/C						
8	El Dorado Irrigation District	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 11,150	\$ 14,911
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	1	1

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Mechanic I								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville ²	[Plant Equipment Mechanic II/ Mechanic II]	\$ 6,665	\$ 3,556	\$ 10,221	1/6/2018	unknown	unknown
2	City of Tracy	[Plant Mechanic II/ Equipment Mechanic]	\$ 6,632	\$ 2,912	\$ 9,544	7/1/2018	7/1/2019	4.00%
3	South Tahoe Public Utility District ⁵	[Vehicle and Heavy Equipment Mechanic II/ Maintenance Mechanical Technologist II]	\$ 6,397	\$ 4,300	\$ 10,697	6/28/2018	6/27/2019	2.50%
4	County of Sacramento ³	[Assistant Mechanical Maintenance Technician/ Equipment Mechanic]	\$ 6,219	\$ 2,811	\$ 9,029	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
5	Placer County Water Agency	Water Quality Mechanic	\$ 6,012	\$ 4,034	\$ 10,046	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
6	Calaveras County Water District	Mechanic I	\$ 5,893	\$ 3,890	\$ 9,783	7/1/2018	7/1/2019	2.00%
7	El Dorado Irrigation District ⁴	[Heavy Equipment Mechanic/ Plant Mechanic II]	\$ 5,866	\$ 3,511	\$ 9,377	1/1/2018	unknown	unknown
8	Tuolumne Utilities District	Equipment Mechanic 2	\$ 5,704	\$ 3,867	\$ 9,571	7/1/2018	7/1/2019	1.50%
9	Nevada Irrigation District	Equipment Mechanic II	\$ 5,673	\$ 2,979	\$ 8,653	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	City of Lodi ¹	[Heavy Equipment Mechanic/ Plant and Equipment Mechanic]	\$ 5,059	\$ 2,733	\$ 7,792	11/19/2018	unknown	unknown
11	Amador Water Agency	N/C						
12	Sacramento Suburban Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,012	\$ 9,544
% Calaveras County Water District Above/Below	-2.0%	2.4%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - County of Sacramento: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches. County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

4 - El Dorado Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

5 - South Tahoe Public Utility District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Meter Reader II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Meter Reader II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
2	Placer County Water Agency	Water Efficiency Specialist II	\$ 5,066	\$ 3,710	\$ 8,776	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
3	Nevada Irrigation District	Customer Service Technician II	\$ 4,982	\$ 2,855	\$ 7,836	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
4	El Dorado Irrigation District	Meter Technician II	\$ 4,949	\$ 3,248	\$ 8,196	1/1/2018	unknown	unknown
5	City of Roseville ¹	Meter Service Worker	\$ 4,613	\$ 2,860	\$ 7,472	7/21/2018	unknown	unknown
6	City of Tracy	N/C						
7	City of Lodi	N/C						
8	Sacramento Suburban Water District	N/C						
9	County of Sacramento	N/C						
10	South Tahoe Public Utility District	N/C						
11	Tuolumne Utilities District	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 4,965	\$ 8,016
% Calaveras County Water District Above/Below	7.1%	11.5%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Roseville: Performs repair of water and electric meters.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Plant Operations Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Manager of Plant Operations	\$ 12,196	\$ 5,704	\$ 17,900	6/28/2018	6/27/2019	2.50%
2	El Dorado Irrigation District	Wastewater/ Recycled Water Manager	\$ 12,007	\$ 5,697	\$ 17,704	1/1/2018	unknown	unknown
3	County of Sacramento ¹	Treatment Plant Operations and Maintenance Manager I	\$ 11,811	\$ 3,851	\$ 15,662	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
4	Calaveras County Water District	Plant Operations Manager	\$ 10,545	\$ 5,890	\$ 16,435	7/1/2018	7/1/2019	2.00%
5	Placer County Water Agency	Drinking Water Operations Manager	\$ 10,253	\$ 6,192	\$ 16,445	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
6	City of Tracy	Water Plant Superintendent	\$ 9,749	\$ 6,022	\$ 15,771	7/1/2018	7/1/2019	4.00%
7	Nevada Irrigation District	Treated Water Superintendent	\$ 9,675	\$ 3,980	\$ 13,656	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	City of Lodi	Utility Superintendent	\$ 9,587	\$ 3,993	\$ 13,580	10/8/2018	unknown	unknown
9	Sacramento Suburban Water District	Superintendent (Production)	\$ 7,777	\$ 4,627	\$ 12,404	2/26/2018	unknown	unknown
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 10,001	\$ 15,716
% Calaveras County Water District Above/Below	5.2%	4.4%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Senior Supervisor, Water Wastewater Operations								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District ³	[Wastewater Operations and Maintenance Supervisor/ Water Operations and Maintenance Supervisor]	\$ 9,939	\$ 5,097	\$ 15,036	1/1/2018	unknown	unknown
2	City of Roseville ⁵	[Wastewater Treatment Plant Chief Operator/Water Treatment Plant Chief Operator]	\$ 9,906	\$ 4,575	\$ 14,481	8/18/2018	unknown	unknown
3	South Tahoe Public Utility District	Chief Plant Operator	\$ 9,771	\$ 5,150	\$ 14,921	6/28/2018	6/27/2019	2.50%
4	City of Lodi ²	[Water Plant Superintendent/ Wastewater Plant Superintendent]	\$ 9,033	\$ 4,135	\$ 13,168	10/8/2018	unknown	unknown
5	Amador Water Agency ¹	[Wastewater Supervisor/ Water Treatment Supervisor]	\$ 8,671	\$ 5,781	\$ 14,452	7/1/2018	7/1/2019	2.00%
6	Calaveras County Water District	Senior Supervisor, Water Wastewater Operations	\$ 8,292	\$ 4,645	\$ 12,937	7/1/2018	7/1/2019	2.00%
7	Placer County Water Agency	Treatment Plant Operations Supervisor	\$ 8,056	\$ 4,734	\$ 12,791	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
8	Nevada Irrigation District	Water Treatment Supervisor	\$ 8,005	\$ 3,631	\$ 11,635	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	Tuolumne Utilities District ⁴	[Water Superintendent/ Wastewater Superintendent]	\$ 7,954	\$ 4,443	\$ 12,398	7/1/2018	7/1/2019	1.50%
10	City of Tracy	N/C						
11	Sacramento Suburban Water District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 8,852	\$ 13,810
% Calaveras County Water District Above/Below	-6.8%	-6.7%
Number of Matches	8	8

N/C - Non Comparator

- 1 - Amador Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - El Dorado Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5- City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Water Wastewater Treatment Plant Operator III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Utility Operator	\$ 7,948	\$ 3,232	\$ 11,180	7/1/2018	7/1/2019	4.00%
2	South Tahoe Public Utility District	Operator III	\$ 7,018	\$ 4,456	\$ 11,475	6/28/2018	6/27/2019	2.50%
3	Amador Water Agency	Plant Operator III	\$ 6,887	\$ 5,021	\$ 11,908	10/25/2018	7/1/2019	2.00%
4	El Dorado Irrigation District ³	[Water Treatment Plant Operator TIII/ Wastewater Treatment Plant Operator III]	\$ 6,737	\$ 3,762	\$ 10,499	1/1/2018	unknown	unknown
5	City of Roseville ²	[Wastewater Treatment Plant Operator III/ Water Treatment Plant Operator III]	\$ 6,689	\$ 3,465	\$ 10,154	7/21/2018	unknown	unknown
6	Nevada Irrigation District	Water Treatment Operator III	\$ 6,555	\$ 3,138	\$ 9,694	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
7	Calaveras County Water District	Water Wastewater Treatment Plant Operator III	\$ 6,497	\$ 4,080	\$ 10,577	7/1/2018	7/1/2019	2.00%
8	Placer County Water Agency	Treatment Plant Operator	\$ 6,312	\$ 4,137	\$ 10,449	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
9	Tuolumne Utilities District ⁴	[Water Operator III/ Wastewater Operator III]	\$ 6,273	\$ 4,047	\$ 10,320	7/1/2018	7/1/2019	1.50%
10	City of Lodi ¹	[Water Treatment Plant Operator III/ Wastewater Treatment Plant Operator III]	\$ 5,842	\$ 2,875	\$ 8,717	11/19/2018	unknown	unknown
11	Sacramento Suburban Water District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,689	\$ 10,449
% Calaveras County Water District Above/Below	-3.0%	1.2%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - El Dorado Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

4 - Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Top Monthly Sorted)
October 2018

Water Wastewater Treatment Plant Operator, Senior								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville ¹	[Wastewater Treatment Plant Operator IV/ Wastewater Treatment Plant Chief Operator/Water Treatment Plant Chief Operator]	\$ 8,980	\$ 4,289	\$ 13,269	8/18/2018	unknown	unknown
2	South Tahoe Public Utility District ²	[Operations Supervisor/ Chief Plant Operator]	\$ 8,947	\$ 4,942	\$ 13,889	6/28/2018	6/27/2019	2.50%
3	El Dorado Irrigation District ³	[Chief Wastewater Treatment Plant Operator/ Chief Water Treatment Plant Operator/ Wastewater Operations and Maintenance Supervisor/ Water Operations and Maintenance Supervisor]	\$ 8,882	\$ 4,378	\$ 13,260	1/1/2018	unknown	unknown
4	City of Lodi ⁴	[Water/ Wastewater Supervisor/Water Plant Superintendent/ Wastewater Plant Superintendent]	\$ 7,717	\$ 3,653	\$ 11,370	10/8/2018	unknown	unknown
5	Tuolumne Utilities District ⁵	[Water Foreman/ Wastewater Foreman/ Water Superintendent/ Wastewater Superintendent]	\$ 7,451	\$ 4,292	\$ 11,743	7/1/2018	7/1/2019	1.50%
6	Nevada Irrigation District ⁶	[Chief Water Treatment Operator/ Water Treatment Supervisor]	\$ 7,448	\$ 3,514	\$ 10,962	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
7	Placer County Water Agency ⁷	[Lead Water Treatment Plant Operator/ Treatment Plant Operations Supervisor]	\$ 7,342	\$ 4,489	\$ 11,831	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
8	Calaveras County Water District	Water Wastewater Treatment Plant Operator, Senior	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Amador Water Agency	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,717	\$ 11,831
% Calaveras County Water District Above/Below	-7.7%	-3.3%
Number of Matches	7	7

N/C - Non Comparator

- 1- City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2- South Tahoe Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3- El Dorado Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 4- City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 5- Tuolumne Utilities District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 6- Nevada Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 7- Placer County Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Accountant II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Accountant	\$ 7,854	\$ 5,404	\$ 13,258	7/1/2018	7/1/2019	4.00%
2	Amador Water Agency	Accountant	\$ 7,295	\$ 5,195	\$ 12,490	10/25/2018	7/1/2019	2.00%
3	Sacramento Suburban Water District	Financial Analyst	\$ 7,405	\$ 4,503	\$ 11,908	2/26/2018	unknown	Unknown
4	Calaveras County Water District	Accountant II	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
5	El Dorado Irrigation District	Accountant	\$ 6,942	\$ 3,954	\$ 10,896	1/1/2018	unknown	unknown
6	City of Roseville	Accountant II	\$ 7,262	\$ 3,632	\$ 10,894	1/1/2018	unknown	unknown
7	Placer County Water Agency	Accountant	\$ 6,312	\$ 4,137	\$ 10,449	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
8	Nevada Irrigation District	Accountant II	\$ 6,755	\$ 3,174	\$ 9,929	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	City of Lodi	Accountant	\$ 6,437	\$ 3,275	\$ 9,712	10/8/2018	unknown	unknown
10	County of Sacramento ¹	Accountant	\$ 6,398	\$ 2,846	\$ 9,244	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
11	South Tahoe Public Utility District	N/C						
12	Tuolumne Utilities District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,942	\$ 10,894
% Calaveras County Water District Above/Below	3.1%	4.9%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Accounting Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Amador Water Agency	Accounting Clerk II	\$ 6,079	\$ 4,677	\$ 10,756	10/25/2018	7/1/2019	2.00%
2	City of Tracy	Accounting Technician	\$ 6,144	\$ 4,425	\$ 10,569	7/1/2018	7/1/2019	4.00%
3	South Tahoe Public Utility District	Accounting Technician II/Grant Program Assistant	\$ 6,286	\$ 4,272	\$ 10,558	6/28/2018	6/27/2019	2.50%
4	Sacramento Suburban Water District	Accountant	\$ 5,545	\$ 3,774	\$ 9,319	2/26/2018	unknown	unknown
5	Tuolumne Utilities District	Accounting Services Technician	\$ 5,427	\$ 3,779	\$ 9,206	7/1/2018	7/1/2019	1.50%
6	Calaveras County Water District	Accounting Technician II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
7	Placer County Water Agency	Accounting Technician II	\$ 5,193	\$ 3,753	\$ 8,947	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
8	El Dorado Irrigation District	Finance Technician	\$ 5,254	\$ 3,335	\$ 8,589	1/1/2018	unknown	unknown
9	City of Roseville	Finance Technician II	\$ 5,086	\$ 2,998	\$ 8,084	7/21/2018	unknown	unknown
10	Nevada Irrigation District	Finance Assistant II	\$ 4,645	\$ 2,793	\$ 7,438	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
11	City of Lodi	Finance Technician	\$ 4,557	\$ 2,687	\$ 7,244	11/19/2018	unknown	unknown
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,340	\$ 9,076
% Calaveras County Water District Above/Below	0.1%	-0.2%
Number of Matches	10	10

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Administrative Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Administrative Assistant III	\$ 5,273	\$ 4,192	\$ 9,465	7/1/2018	7/1/2019	4.00%
2	South Tahoe Public Utility District ¹	[Administrative Assistant/ Administrative Assistant - Finance]	\$ 5,305	\$ 4,025	\$ 9,330	6/28/2018	6/27/2019	2.50%
3	Calaveras County Water District	Administrative Technician II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
4	Placer County Water Agency	Administrative Aide	\$ 5,193	\$ 3,753	\$ 8,947	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
5	Sacramento Suburban Water District	Administrative Assistant II	\$ 5,035	\$ 3,613	\$ 8,648	2/26/2018	unknown	unknown
6	City of Roseville	Administrative Technician	\$ 5,448	\$ 3,103	\$ 8,552	7/21/2018	unknown	unknown
7	El Dorado Irrigation District	Administrative Technician	\$ 5,151	\$ 3,306	\$ 8,458	1/1/2018	unknown	unknown
8	Nevada Irrigation District	Management Assistant	\$ 5,058	\$ 2,869	\$ 7,926	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	City of Lodi	Administrative Secretary	\$ 4,536	\$ 2,683	\$ 7,219	11/19/2018	unknown	unknown
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,172	\$ 8,600
% Calaveras County Water District Above/Below	3.2%	5.1%
Number of Matches	8	8

N/C - Non Comparator

1- South Tahoe Public Utility District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Collection System Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Underground Sewer Repair II	\$ 5,845	\$ 4,161	\$ 10,006	6/28/2018	6/27/2019	2.50%
2	Amador Water Agency	Utility II	\$ 5,401	\$ 4,389	\$ 9,790	10/25/2018	7/1/2019	2.00%
3	City of Roseville	Wastewater Utility Maintenance Worker II	\$ 6,033	\$ 3,349	\$ 9,382	1/6/2018	unknown	unknown
4	Calaveras County Water District	Collection System Worker II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
5	El Dorado Irrigation District	Construction and Maintenance Worker II	\$ 5,307	\$ 3,351	\$ 8,658	1/1/2018	unknown	unknown
6	County of Sacramento ¹	Sanitation District Maintenance and Operations Assistant	\$ 5,899	\$ 2,747	\$ 8,646	6/24/2018	6/23/2019	Based on CPI: 2.00% - 4.0
7	Tuolumne Utilities District	Utility Worker 2 - Collections	\$ 4,886	\$ 3,611	\$ 8,497	7/1/2018	7/1/2019	1.50%
8	City of Tracy	Maintenance Worker II	\$ 5,363	\$ 2,603	\$ 7,966	7/1/2018	7/1/2019	4.00%
9	City of Lodi	Water/Wastewater Maintenance Worker II	\$ 4,454	\$ 2,622	\$ 7,076	11/19/2018	unknown	unknown
10	Placer County Water Agency	N/C						
11	Sacramento Suburban Water District	N/C						
12	Nevada Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,382	\$ 8,652
% Calaveras County Water District Above/Below	-0.7%	4.5%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Collection System Worker, Senior								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District	Collection System Supervisor	\$ 8,225	\$ 4,532	\$ 12,757	1/1/2018	unknown	unknown
2	South Tahoe Public Utility District ¹	[Underground Sewer Repair Lead/ Underground Sewer Repair Supervisor]	\$ 7,595	\$ 4,602	\$ 12,196	6/28/2018	6/27/2019	2.50%
3	Calaveras County Water District	Collection System Worker, Senior	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
4	City of Roseville ²	[Senior Wastewater Utility Maintenance Worker/ Wastewater Collection Supervisor]	\$ 7,453	\$ 3,818	\$ 11,271	8/18/2018	unknown	unknown
5	County of Sacramento ^{3,4}	[Sanitation District Maintenance and Operations Senior Technician/ Sanitation District Maintenance and Operations Supervisor]	\$ 7,374	\$ 1,203	\$ 8,577	6/24/2018	6/23/2019	unknown
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	Amador Water Agency	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,524	\$ 11,734
% Calaveras County Water District Above/Below	-5.0%	-2.5%
Number of Matches	4	4

N/C - Non Comparator

1- South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2- City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3- County of Sacramento: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Construction Inspector III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Amador Water Agency	Inspector	\$ 6,700	\$ 4,942	\$ 11,642	10/25/2018	7/1/2019	2.00%
2	Tuolumne Utilities District	Inspector/Engineer Technician	\$ 6,947	\$ 4,261	\$ 11,209	7/1/2018	7/1/2019	1.50%
3	South Tahoe Public Utility District	Inspector II	\$ 6,554	\$ 4,339	\$ 10,893	6/28/2018	6/27/2019	2.50%
4	Placer County Water Agency	Inspector II	\$ 6,466	\$ 4,189	\$ 10,655	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
5	Calaveras County Water District	Construction Inspector III	\$ 6,497	\$ 4,080	\$ 10,577	7/1/2018	7/1/2019	2.00%
6	City of Tracy	Construction Inspector II	\$ 7,445	\$ 3,110	\$ 10,554	7/1/2018	7/1/2019	4.00%
7	El Dorado Irrigation District	Construction Inspector II	\$ 6,289	\$ 3,633	\$ 9,921	1/1/2018	unknown	unknown
8	City of Roseville	Construction Inspector II	\$ 6,493	\$ 3,408	\$ 9,900	7/21/2018	unknown	unknown
9	Sacramento Suburban Water District	Senior Inspector	\$ 5,824	\$ 3,862	\$ 9,686	2/26/2018	unknown	unknown
10	County of Sacramento ¹	Construction Inspector	\$ 6,765	\$ 2,919	\$ 9,684	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
11	Nevada Irrigation District	Construction Inspector II	\$ 6,332	\$ 3,098	\$ 9,430	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
12	City of Lodi	Public Works Inspector II	\$ 5,748	\$ 2,916	\$ 8,664	11/19/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,493	\$ 9,921
% Calaveras County Water District Above/Below	0.1%	6.2%
Number of Matches	11	11

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Construction Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Amador Water Agency	Construction II	\$ 5,804	\$ 4,560	\$ 10,364	10/25/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	Water Reuse Worker II	\$ 5,845	\$ 4,161	\$ 10,006	6/28/2018	6/27/2019	2.50%
3	Calaveras County Water District	Construction Worker II	\$ 5,893	\$ 3,890	\$ 9,783	7/1/2018	7/1/2019	2.00%
4	Placer County Water Agency	Maintenance Worker	\$ 5,320	\$ 3,797	\$ 9,117	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
5	El Dorado Irrigation District	Construction and Maintenance Worker II	\$ 5,307	\$ 3,351	\$ 8,658	1/1/2018	unknown	unknown
6	Tuolumne Utilities District	Utility Worker 2 - Construction Maintenance	\$ 4,943	\$ 3,625	\$ 8,569	7/1/2018	7/1/2019	1.50%
7	County of Sacramento ¹	Assistant Underground Maintenance Specialist	\$ 5,491	\$ 2,667	\$ 8,158	6/24/2018	6/23/2019	Based on CPI: 2.00% - 4.0
8	City of Tracy	Maintenance Worker II	\$ 5,363	\$ 2,603	\$ 7,966	7/1/2018	7/1/2019	4.00%
9	Nevada Irrigation District	Utility Worker II	\$ 4,935	\$ 2,846	\$ 7,781	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	City of Roseville	N/C						
11	Sacramento Suburban Water District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,341	\$ 8,614
% Calaveras County Water District Above/Below	9.4%	12.0%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Controls/Communication Technician (SCADA Technician I)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Amador Water Agency	Instrument/ Electrician Technician	\$ 7,885	\$ 5,446	\$ 13,331	10/25/2018	7/1/2019	2.00%
2	El Dorado Irrigation District	Process Control Technician	\$ 8,734	\$ 4,336	\$ 13,070	1/1/2018	unknown	unknown
3	City of Roseville	SCADA System Technician	\$ 8,239	\$ 3,982	\$ 12,221	1/6/2018	unknown	unknown
4	South Tahoe Public Utility District	Electrical/Instrumentation Technician II	\$ 7,714	\$ 4,497	\$ 12,211	6/28/2018	6/27/2019	2.50%
5	Tuolumne Utilities District ²	[Communications Technician/ Electrician/Instrumentation Technician]	\$ 6,947	\$ 4,751	\$ 11,698	7/1/2018	7/1/2019	1.50%
6	Placer County Water Agency ¹	[Water Quality Instrumentation Technician/ Control Systems Technician II]	\$ 7,129	\$ 4,417	\$ 11,546	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
7	Calaveras County Water District	Controls/Communication Technician (SCADA Technician I)	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
8	City of Tracy	Senior Electrician	\$ 7,842	\$ 3,206	\$ 11,048	7/1/2018	7/1/2019	4.00%
9	Sacramento Suburban Water District	Instrumentation and Electrical Technician	\$ 6,417	\$ 4,049	\$ 10,466	2/26/2018	unknown	unknown
10	Nevada Irrigation District	Electrical Systems Technician II	\$ 6,457	\$ 3,121	\$ 9,577	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
11	City of Lodi	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,714	\$ 11,698
% Calaveras County Water District Above/Below	-7.7%	-2.1%
Number of Matches	9	9

N/C - Non Comparator

1- Placer County Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2- Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Electrical/Instrumentation Supervisor	\$ 9,211	\$ 5,009	\$ 14,220	6/28/2018	6/27/2019	2.50%
2	Calaveras County Water District	Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)	\$ 8,707	\$ 4,776	\$ 13,483	7/1/2018	7/1/2019	2.00%
3	Placer County Water Agency	Water Quality Electrical Maintenance Supervisor	\$ 7,864	\$ 4,669	\$ 12,533	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	City of Tracy	N/C						
5	City of Lodi	N/C						
6	Nevada Irrigation District	N/C						
7	Sacramento Suburban Water District	N/C						
8	County of Sacramento	N/C						
9	El Dorado Irrigation District	N/C						
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 8,538	\$ 13,376
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	2	2

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Customer Service Representative II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Customer Service Representative II	\$ 5,279	\$ 4,018	\$ 9,297	6/28/2018	6/27/2019	2.50%
2	Amador Water Agency	Customer Service Representative II	\$ 4,893	\$ 4,172	\$ 9,065	10/25/2018	7/1/2019	2.00%
3	Calaveras County Water District	Customer Service Representative II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
4	Placer County Water Agency	Customer Service Representative II	\$ 4,946	\$ 3,669	\$ 8,614	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
5	Tuolumne Utilities District ¹	[Customer Services Technician 1/ Customer Services Technician-Front Desk]	\$ 4,678	\$ 3,541	\$ 8,219	7/1/2018	7/1/2019	1.50%
6	Sacramento Suburban Water District	Customer Service Representative II	\$ 4,566	\$ 3,465	\$ 8,031	2/26/2018	unknown	unknown
7	Nevada Irrigation District	Customer Service Representative II	\$ 4,645	\$ 2,793	\$ 7,439	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	City of Roseville	Finance Clerk II	\$ 4,429	\$ 2,806	\$ 7,236	7/21/2018	unknown	unknown
9	County of Sacramento ²	Utility Billing Services Representative II	\$ 4,141	\$ 2,399	\$ 6,540	9/2/2018	6/23/2019	CPI: 2.00% - 4.00%
10	City of Lodi	Customer Services Representative II	\$ 3,766	\$ 2,535	\$ 6,301	11/19/2018	unknown	unknown
11	City of Tracy	N/C						
12	El Dorado Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 4,645	\$ 8,031
% Calaveras County Water District Above/Below	13.1%	11.4%
Number of Matches	9	9

N/C - Non Comparator

1 - Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Director of Administrative Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Water Agency	Director of Financial Services	\$ 15,098	\$ 7,826	\$ 22,924	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
2	City of Tracy ³	[Finance Director/ Finance Division Manager]	\$ 13,551	\$ 7,968	\$ 21,519	7/1/2018	7/1/2019	4.00%
3	South Tahoe Public Utility District	Chief Financial Officer	\$ 14,579	\$ 6,213	\$ 20,792	6/28/2018	6/27/2019	2.50%
4	Amador Water Agency	Finance Manager	\$ 12,596	\$ 7,329	\$ 19,925	10/25/2018	unknown	unknown
5	El Dorado Irrigation District	Director of Finance	\$ 13,664	\$ 6,136	\$ 19,800	1/1/2018	unknown	unknown
6	Tuolumne Utilities District	Director of Finance	\$ 13,532	\$ 5,914	\$ 19,446	7/1/2018	7/1/2019	1.50%
7	City of Roseville ²	[Finance Director/ Finance Manager/ Controller/ Budget Manager]	\$ 13,613	\$ 5,711	\$ 19,324	8/18/2018	unknown	unknown
8	Calaveras County Water District	Director of Administrative Services	\$ 12,205	\$ 6,338	\$ 18,543	7/1/2018	7/1/2019	2.00%
9	Nevada Irrigation District	Finance Manager	\$ 12,792	\$ 4,733	\$ 17,525	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	Sacramento Suburban Water District	Finance Director	\$ 11,494	\$ 5,822	\$ 17,316	2/26/2018	unknown	unknown
11	County of Sacramento ⁴	Director of Internal Services	\$ 12,288	\$ 4,450	\$ 16,738	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
12	City of Lodi ¹	[Deputy City Manager/ Internal Services Director/ Accounting Manager]	\$ 11,989	\$ 4,496	\$ 16,485	10/8/2018	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 13,532	\$ 19,446
% Calaveras County Water District Above/Below	-10.9%	-4.9%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Director of Human Resources and Customer Service								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy ³	[Human Resources Director/ Human Resources Manager]	\$ 13,551	\$ 7,968	\$ 21,519	7/1/2018	7/1/2019	4.00%
2	City of Roseville ²	[Human Resources Director/ Human Resources Manager]	\$ 14,469	\$ 5,973	\$ 20,443	8/18/2018	unknown	unknown
3	Placer County Water Agency ⁴	[Director of Administrative Services/ Human Resources Manager]	\$ 13,045	\$ 7,188	\$ 20,233	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	South Tahoe Public Utility District	Human Resources Director	\$ 11,522	\$ 5,606	\$ 17,128	6/28/2018	6/27/2019	2.50%
5	Calaveras County Water District	Director of Human Resources and Customer Service	\$ 11,072	\$ 6,040	\$ 17,112	7/1/2018	7/1/2019	2.00%
6	Amador Water Agency	Human Resources/ Office Manager	\$ 10,235	\$ 6,446	\$ 16,681	10/25/2018	unknown	unknown
7	City of Lodi ¹	[Deputy City Manager/ Internal Services Director/ Human Resources Manager]	\$ 11,989	\$ 4,496	\$ 16,485	10/8/2018	unknown	unknown
8	Tuolumne Utilities District	Human Resources Director	\$ 10,835	\$ 5,300	\$ 16,135	7/1/2018	7/1/2019	1.50%
9	Nevada Irrigation District	Human Resources Manager	\$ 8,044	\$ 3,716	\$ 11,761	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	El Dorado Irrigation District	N/C						
11	Sacramento Suburban Water District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 11,756	\$ 16,905
% Calaveras County Water District Above/Below	-6.2%	1.2%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Tracy: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - Placer County Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Director of Operations								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Water Agency	Director of Field Services	\$ 14,664	\$ 7,241	\$ 21,906	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
2	City of Roseville ²	[Environmental Utilities Director/ Water Utility Manager/ Wastewater Utility Manager]	\$ 15,520	\$ 6,295	\$ 21,815	8/18/2018	unknown	unknown
3	South Tahoe Public Utility District ⁴	[Assistant General Manager/ Manager of Plant Operations/ Manager of Field Operations]	\$ 14,772	\$ 6,251	\$ 21,023	6/28/2018	6/27/2019	2.50%
4	El Dorado Irrigation District	Director of Operations	\$ 13,664	\$ 6,136	\$ 19,800	1/1/2018	unknown	unknown
5	Amador Water Agency	Operations Manager	\$ 12,000	\$ 7,115	\$ 19,115	10/25/2018	unknown	unknown
6	County of Sacramento ³	[Director of Sacramento Regional County Sanitation District Operations/ Treatment Plant Operations and Maintenance Manager II]	\$ 14,218	\$ 4,796	\$ 19,014	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
7	Calaveras County Water District	Director of Operations	\$ 12,206	\$ 6,338	\$ 18,544	7/1/2018	7/1/2019	2.00%
8	Nevada Irrigation District	Operations Manager	\$ 12,537	\$ 4,680	\$ 17,217	1/1/2018	1/1/2019	CPI: 1.50%- 3.50%
9	City of Lodi ¹	[Public Works Director/ Utilities Manager]	\$ 12,545	\$ 4,612	\$ 17,157	10/8/2018	unknown	unknown
10	Tuolumne Utilities District	Operations Manager	\$ 11,383	\$ 5,648	\$ 17,031	7/1/2018	7/1/2019	1.50%
11	Sacramento Suburban Water District	Operations Manager	\$ 10,423	\$ 5,513	\$ 15,935	2/26/2018	unknown	unknown
12	City of Tracy	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 13,104	\$ 19,064
% Calaveras County Water District Above/Below	-7.4%	-2.8%
Number of Matches	10	10

N/C - Non Comparator

1 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District. Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4 - South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Distribution Worker II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Water Agency	Distribution Operator II	\$ 6,012	\$ 4,034	\$ 10,046	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
2	South Tahoe Public Utility District	Underground Water Repair II	\$ 5,845	\$ 4,161	\$ 10,006	6/28/2018	6/27/2019	2.50%
3	Amador Water Agency	Distribution II	\$ 5,401	\$ 4,389	\$ 9,790	10/25/2018	7/1/2019	2.00%
4	City of Roseville	Water Distribution Worker II	\$ 6,033	\$ 3,372	\$ 9,405	1/6/2018	unknown	unknown
5	Calaveras County Water District	Distribution Worker II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	1/1/2020	2.00%
6	El Dorado Irrigation District	Distribution Operator II	\$ 5,469	\$ 3,397	\$ 8,866	1/1/2018	unknown	unknown
7	County of Sacramento ¹	Water System Operator	\$ 6,048	\$ 2,777	\$ 8,825	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
8	Sacramento Suburban Water District	Distribution Operator II	\$ 5,035	\$ 3,613	\$ 8,648	2/26/2018	unknown	unknown
9	Tuolumne Utilities District	Utility Worker 2 - Distribution	\$ 4,886	\$ 3,607	\$ 8,494	7/1/2018	7/1/2019	1.50%
10	Nevada Irrigation District	Water Distribution Operator II	\$ 5,210	\$ 2,896	\$ 8,106	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
11	City of Tracy	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,469	\$ 8,866
% Calaveras County Water District Above/Below	-2.3%	2.2%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Distribution Worker, Senior								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District ¹	[Chief Distribution Operator/ Water Maintenance and Operations Supervisor]	\$ 8,239	\$ 4,193	\$ 12,433	1/1/2018	unknown	unknown
2	Placer County Water Agency	Distribution Supervisor	\$ 7,485	\$ 4,539	\$ 12,024	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
3	Tuolumne Utilities District ³	[Distribution Foreman/ Water Master]	\$ 7,357	\$ 4,392	\$ 11,749	7/1/2018	7/1/2019	1.50%
4	Calaveras County Water District	Distribution Worker, Senior	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
5	City of Roseville ²	[Senior Water Distribution Worker/ Water Distribution Supervisor]	\$ 7,453	\$ 3,818	\$ 11,271	8/18/2018	unknown	unknown
6	Sacramento Suburban Water District	Foreman (Distribution)	\$ 6,417	\$ 4,049	\$ 10,466	2/26/2018	unknown	unknown
7	Nevada Irrigation District ⁴	[Senior Water Distribution Worker/Water Distribution Supervisor]	\$ 6,062	\$ 3,224	\$ 9,286	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	City of Lodi	N/C						
9	County of Sacramento	N/C						
10	City of Tracy	N/C						
11	South Tahoe Public Utility District	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,405	\$ 11,510
% Calaveras County Water District Above/Below	-3.4%	-0.5%
Number of Matches	6	6

N/C - Non Comparator

1- El Dorado Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2- City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3- Tuolumne Utilities District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

4- Nevada Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Distribution/Collections Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Distribution/Collections Manager	\$ 10,545	\$ 5,890	\$ 16,435	7/1/2018	7/1/2019	2.00%
2	City of Roseville	Water Distribution Superintendent	\$ 10,119	\$ 4,641	\$ 14,760	8/18/2018	unknown	unknown
3	Nevada Irrigation District	Water Superintendent	\$ 9,294	\$ 3,900	\$ 13,194	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
4	County of Sacramento ¹	Water Distribution Manager	\$ 9,076	\$ 3,378	\$ 12,454	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
5	South Tahoe Public Utility District	N/C						
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	El Dorado Irrigation District	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Amador Water Agency	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,294	\$ 13,194
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	3	3

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

District Engineer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Tracy	Assistant Director of Development Services / City Engineer	\$ 14,464	\$ 7,109	\$ 21,573	7/1/2018	7/1/2019	4.00%
2	Amador Water Agency	Engineering Manager	\$ 13,028	\$ 7,481	\$ 20,508	10/25/2018	unknown	unknown
3	El Dorado Irrigation District	Director of Engineering	\$ 13,664	\$ 6,136	\$ 19,800	1/1/2018	unknown	unknown
4	Tuolumne Utilities District	District Engineer	\$ 13,532	\$ 6,174	\$ 19,706	7/1/2018	7/1/2019	1.50%
5	Placer County Water Agency	Deputy Director of Technical Services	\$ 12,609	\$ 7,003	\$ 19,612	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
6	Calaveras County Water District	District Engineer	\$ 12,816	\$ 6,498	\$ 19,314	7/1/2018	7/1/2019	2.00%
7	City of Roseville	Engineering Manager	\$ 13,387	\$ 5,642	\$ 19,028	8/18/2018	unknown	unknown
8	Nevada Irrigation District	Engineering Manager	\$ 13,856	\$ 4,956	\$ 18,812	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	Sacramento Suburban Water District	Engineering Director	\$ 11,494	\$ 5,822	\$ 17,316	2/26/2018	unknown	unknown
10	City of Lodi	City Engineer/ Deputy Public Works Director	\$ 12,155	\$ 4,545	\$ 16,700	10/8/2018	unknown	unknown
11	South Tahoe Public Utility District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 13,387	\$ 19,612
% Calaveras County Water District Above/Below	-4.5%	-1.5%
Number of Matches	9	9

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Electrical/Instrumentation Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Lodi	Electrician	\$ 7,492	\$ 3,399	\$ 10,891	5/1/2014	unknown	unknown
2	El Dorado Irrigation District	Electrical Instrumentation Technician II	\$ 6,942	\$ 3,821	\$ 10,763	1/1/2018	unknown	unknown
3	Calaveras County Water District	Electrical/Instrumentation Technician II	\$ 6,497	\$ 4,080	\$ 10,577	7/1/2018	7/1/2019	2.00%
4	City of Tracy ¹	[Electrician/ Instrumentation Technician]	\$ 7,129	\$ 3,033	\$ 10,162	7/1/2018	7/1/2019	4.00%
5	South Tahoe Public Utility District	N/C						
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	Amador Water Agency	N/C						
9	City of Roseville	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,129	\$ 10,763
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	3	3

N/C - Non Comparator

1 - City of Tracy: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Engineer - Civil Associate (Civil Engineer)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Engineer - Civil Associate (Civil Engineer)	\$ 9,599	\$ 5,056	\$ 14,655	7/1/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	Associate Engineer	\$ 9,547	\$ 5,142	\$ 14,689	6/28/2018	6/27/2019	2.50%
3	El Dorado Irrigation District	Associate Civil Engineer	\$ 9,360	\$ 4,695	\$ 14,055	1/1/2018	unknown	unknown
4	Nevada Irrigation District	Associate Engineer	\$ 9,344	\$ 3,641	\$ 12,986	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
5	Tuolumne Utilities District	Associate Engineer 2	\$ 9,344	\$ 5,022	\$ 14,367	7/1/2018	7/1/2019	1.50%
6	Placer County Water Agency	Associate Engineer	\$ 9,326	\$ 5,169	\$ 14,496	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
7	Sacramento Suburban Water District	Associate Engineer (Registered)	\$ 8,578	\$ 4,895	\$ 13,474	2/26/2018	unknown	unknown
8	City of Lodi	Associate Civil Engineer	\$ 8,423	\$ 3,728	\$ 12,151	10/8/2018	unknown	unknown
9	City of Tracy	N/C						
10	Amador Water Agency	N/C						
11	City of Roseville	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,344	\$ 14,055
% Calaveras County Water District Above/Below	2.7%	4.1%
Number of Matches	7	7

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Engineering Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Engineering Analyst	\$ 9,142	\$ 4,912	\$ 14,054	7/1/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	GIS Specialist II	\$ 8,465	\$ 4,821	\$ 13,286	6/28/2018	6/27/2019	2.50%
3	Placer County Water Agency ¹	[Real Property Specialist/ Geographic Information Systems Analyst]	\$ 8,056	\$ 4,734	\$ 12,790	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	Tuolumne Utilities District	Surveyor	\$ 7,861	\$ 4,551	\$ 12,412	7/1/2018	7/1/2019	1.50%
5	El Dorado Irrigation District	GIS Analyst	\$ 7,521	\$ 4,132	\$ 11,652	1/1/2018	unknown	unknown
6	Nevada Irrigation District	Right of Way Agent II	\$ 8,081	\$ 3,413	\$ 11,494	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
7	City of Roseville	Geographic Information Systems Analyst II	\$ 7,162	\$ 3,603	\$ 10,765	7/21/2018	unknown	unknown
8	Sacramento Suburban Water District	N/C						
9	City of Lodi	N/C						
10	County of Sacramento	N/C						
11	City of Tracy	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,958	\$ 12,032
% Calaveras County Water District Above/Below	12.9%	14.4%
Number of Matches	6	6

N/C - Non Comparator

1 - Placer County Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Engineering Technician II	\$ 8,157	\$ 4,743	\$ 12,901	6/28/2018	6/27/2019	2.50%
2	Placer County Water Agency	Engineering Technician II	\$ 7,129	\$ 4,417	\$ 11,546	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
3	Calaveras County Water District	Engineering Technician II	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
4	Tuolumne Utilities District	Engineering Services Technician	\$ 6,781	\$ 4,209	\$ 10,989	7/1/2018	7/1/2019	1.50%
5	Amador Water Agency	GIS/CAD Technician	\$ 5,824	\$ 4,569	\$ 10,392	10/25/2018	7/1/2019	2.00%
6	El Dorado Irrigation District	Engineering Technician II	\$ 5,980	\$ 3,544	\$ 9,524	1/1/2018	unknown	unknown
7	City of Tracy	Engineering Technician II	\$ 6,554	\$ 2,892	\$ 9,446	7/1/2018	7/1/2019	4.00%
8	Nevada Irrigation District	Engineering Technician II	\$ 6,297	\$ 3,092	\$ 9,389	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	City of Roseville	Engineering Technician II	\$ 5,676	\$ 3,170	\$ 8,845	7/21/2018	unknown	unknown
10	City of Lodi	Engineering Technician II	\$ 5,803	\$ 2,926	\$ 8,729	11/19/2018	unknown	unknown
11	Sacramento Suburban Water District	Engineering Drafter	\$ 4,566	\$ 3,465	\$ 8,031	2/26/2018	unknown	unknown
12	County of Sacramento ¹	Engineering Technician II	\$ 5,241	\$ 2,617	\$ 7,858	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,980	\$ 9,446
% Calaveras County Water District Above/Below	16.5%	17.5%
Number of Matches	11	11

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Executive Assistant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sacramento Suburban Water District	Executive Assistant to the General Manager	\$ 7,405	\$ 4,503	\$ 11,908	2/26/2018	unknown	unknown
2	City of Tracy ³	[Executive Assistant to City Manager/ Deputy City Clerk]	\$ 7,081	\$ 4,466	\$ 11,547	7/1/2018	7/1/2019	4.00%
3	Calaveras County Water District	Executive Assistant	\$ 6,796	\$ 4,638	\$ 11,434	7/1/2018	7/1/2019	2.00%
4	El Dorado Irrigation District	Executive Assistant/ Clerk to the Board	\$ 7,081	\$ 4,155	\$ 11,236	1/1/2018	unknown	unknown
5	Placer County Water Agency	Agency Secretary/ Clerk to the Board	\$ 6,790	\$ 4,300	\$ 11,090	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
6	Tuolumne Utilities District	Executive Secretary/ Board Clerk	\$ 6,751	\$ 4,082	\$ 10,834	7/1/2018	7/1/2019	1.50%
7	City of Roseville ²	[Executive Assistant/ City Clerk Technician]	\$ 6,714	\$ 3,444	\$ 10,158	1/1/2018	unknown	unknown
8	Nevada Irrigation District ⁶	Board Secretary	\$ 6,398	\$ 3,110	\$ 9,508	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	County of Sacramento ^{4,5}	[Administrative Assistant to the Chief Executive Officer/ Deputy Clerk 2]	\$ 6,398	\$ 2,846	\$ 9,244	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
10	City of Lodi ¹	[Secretary to the City Manager/ Assistant City Clerk]	\$ 5,704	\$ 3,049	\$ 8,752	11/19/2018	unknown	unknown
11	South Tahoe Public Utility District	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,751	\$ 10,834
% Calaveras County Water District Above/Below	0.7%	5.2%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - City of Tracy: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

4 - County of Sacramento: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

5 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

6 - Nevada Irrigation District: Board Secretary supervises paraprofessional and clerical staff.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Facilities Maintenance Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District	Building Trades Technician	\$ 5,583	\$ 3,430	\$ 9,013	1/1/2018	unknown	unknown
2	Calaveras County Water District	Facilities Maintenance Technician	\$ 5,090	\$ 3,637	\$ 8,727	7/1/2018	7/1/2019	2.00%
3	City of Roseville	Building Maintenance Worker II	\$ 5,573	\$ 3,140	\$ 8,713	7/21/2018	unknown	unknown
4	City of Tracy	Building Maintenance Worker	\$ 5,465	\$ 2,628	\$ 8,093	7/1/2018	7/1/2019	4.00%
5	City of Lodi	Facilities Maintenance Worker	\$ 4,482	\$ 2,627	\$ 7,109	11/19/2018	unknown	unknown
6	County of Sacramento ¹	Building Maintenance Worker	\$ 4,394	\$ 2,449	\$ 6,843	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
7	South Tahoe Public Utility District	N/C						
8	Placer County Water Agency	N/C						
9	Tuolumne Utilities District	N/C						
10	Amador Water Agency	N/C						
11	Sacramento Suburban Water District	N/C						
12	Nevada Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,465	\$ 8,093
% Calaveras County Water District Above/Below	-7.4%	7.3%
Number of Matches	5	5

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

General Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Placer County Water Agency	General Manager	\$ 20,676	\$ 9,684	\$ 30,360	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
2	Amador Water Agency	General Manager	\$ 15,809	\$ 10,670	\$ 26,479	7/1/2018	unknown	unknown
3	South Tahoe Public Utility District	General Manager	\$ 18,951	\$ 7,519	\$ 26,470	6/28/2018	6/27/2019	2.50%
4	Calaveras County Water District	General Manager	\$ 16,667	\$ 7,957	\$ 24,623	12/1/2017	unknown	unknown
5	El Dorado Irrigation District	General Manager	\$ 17,007	\$ 7,518	\$ 24,525	1/1/2018	unknown	unknown
6	Nevada Irrigation District	General Manager	\$ 17,727	\$ 5,768	\$ 23,494	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
7	Tuolumne Utilities District	General Manager	\$ 15,267	\$ 7,762	\$ 23,029	7/1/2018	7/1/2019	1.50%
8	Sacramento Suburban Water District	General Manager	\$ 13,750	\$ 7,230	\$ 20,980	2/26/2018	unknown	unknown
9	City of Lodi	N/C						
10	County of Sacramento	N/C						
11	City of Tracy	N/C						
12	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 17,007	\$ 24,525
% Calaveras County Water District Above/Below	-2.0%	0.4%
Number of Matches	7	7

N/C - Non Comparator

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Human Resources Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Human Resources Technician	\$ 6,473	\$ 4,530	\$ 11,003	7/1/2018	7/1/2019	2.00%
2	City of Tracy	Human Resources Technician	\$ 6,296	\$ 4,285	\$ 10,581	7/1/2018	7/1/2019	4.00%
3	Nevada Irrigation District	Human Resources Representative II	\$ 7,242	\$ 3,262	\$ 10,504	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
4	Placer County Water Agency	Human Resources Technician	\$ 5,586	\$ 3,888	\$ 9,474	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
5	El Dorado Irrigation District	Human Resources Technician	\$ 5,691	\$ 3,697	\$ 9,388	1/1/2018	unknown	unknown
6	South Tahoe Public Utility District	Human Resources Coordinator	\$ 5,305	\$ 4,025	\$ 9,330	6/28/2018	6/27/2019	2.50%
7	City of Roseville	Human Resources Technician	\$ 5,914	\$ 3,214	\$ 9,128	1/6/2018	unknown	unknown
8	County of Sacramento ¹	Personnel Technician	\$ 6,187	\$ 2,804	\$ 8,992	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
9	City of Lodi	Human Resource Technician	\$ 4,812	\$ 2,736	\$ 7,548	11/19/2018	unknown	unknown
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	Sacramento Suburban Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 5,802	\$ 9,359
% Calaveras County Water District Above/Below	10.4%	14.9%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Information Systems Administrator								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District ^{8,9}	[Network/Telecommunications System Administrator II/ Information Technology Manager]	\$ 9,369	\$ 5,091	\$ 14,460	6/28/2018	6/27/2019	2.50%
2	Placer County Water Agency	Information Systems Manager - Emerging Technology	\$ 8,990	\$ 5,365	\$ 14,355	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
3	City of Roseville ⁴	Information Technology Program Manager	\$ 9,632	\$ 4,491	\$ 14,123	8/18/2018	unknown	unknown
4	Calaveras County Water District	Information Systems Administrator	\$ 9,142	\$ 4,912	\$ 14,054	7/1/2018	7/1/2019	2.00%
5	El Dorado Irrigation District	Senior Information Technology Analyst	\$ 8,734	\$ 4,504	\$ 13,238	1/1/2018	unknown	unknown
6	Tuolumne Utilities District	Information Technology and Systems Administrator	\$ 8,057	\$ 4,474	\$ 12,531	7/1/2018	7/1/2019	1.50%
7	City of Lodi ^{1,2,3}	[Information Technology Manager/ Network Administrator]	\$ 8,696	\$ 3,790	\$ 12,486	10/8/2018	unknown	unknown
8	County of Sacramento ⁵	Senior Information Technology Analyst	\$ 9,092	\$ 3,381	\$ 12,473	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
9	Nevada Irrigation District ^{6,7}	[Information System Administrator/ Information Technology Analyst]	\$ 8,793	\$ 3,542	\$ 12,335	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	Amador Water Agency	N/C						
11	City of Tracy	N/C						
12	Sacramento Suburban Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 8,892	\$ 12,884
% Calaveras County Water District Above/Below	2.7%	8.3%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Lodi: Network Administrator may supervise staff.

2 - City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - City of Lodi: Information Technology Manager is a division manager and supervises staff. Network Administrator may supervise staff.

4 - City of Roseville: Classification supervises professional staff.

5 - County of Sacramento: Classification supervises professional and technical staff. County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

6 - Nevada Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

7 - Nevada Irrigation District: Information Technology Administrator supervises professional and technical staff.

8 - South Tahoe Public Utility District: Information Technology Manager is division manager level classification, provides direction to supervisory and technical staff. Network/Telecommunications Administrator supervises

9 - South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Maintenance Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Maintenance Manager	\$ 10,545	\$ 5,890	\$ 16,435	7/1/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District ²	[Maintenance Supervisor/ Manager of Plant Operations]	\$ 10,703	\$ 5,443	\$ 16,146	6/28/2018	6/27/2019	2.50%
3	City of Tracy	Treatment Plant Facilities Maintenance Superintendent	\$ 9,930	\$ 6,081	\$ 16,010	7/1/2018	7/1/2019	4.00%
4	Nevada Irrigation District	Maintenance Superintendent	\$ 9,069	\$ 3,853	\$ 12,922	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
5	County of Sacramento ¹	Mechanical Maintenance Manager	\$ 8,192	\$ 3,203	\$ 11,395	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
6	Tuolumne Utilities District	N/C						
7	Placer County Water Agency	N/C						
8	El Dorado Irrigation District	N/C						
9	Amador Water Agency	N/C						
10	Sacramento Suburban Water District	N/C						
11	City of Roseville	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,499	\$ 14,466
% Calaveras County Water District Above/Below	9.9%	12.0%
Number of Matches	4	4

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

2 - South Tahoe Public Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Manager of External Affairs, Conservation, and Grants I								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Roseville ¹	[Government Relations Administrator/ Public Information Officer]	\$ 10,922	\$ 4,887	\$ 15,809	8/18/2018	unknown	unknown
2	Placer County Water Agency	Public Affairs Manager	\$ 9,764	\$ 6,007	\$ 15,772	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
3	Calaveras County Water District	Manager of External Affairs, Conservation, and Grants I	\$ 9,341	\$ 5,488	\$ 14,829	7/1/2018	7/1/2019	2.00%
4	El Dorado Irrigation District	Communications and Media Relations Manager	\$ 9,648	\$ 5,001	\$ 14,649	1/1/2018	unknown	unknown
5	County of Sacramento ²	Sanitation District Public Affairs Manager	\$ 10,061	\$ 4,011	\$ 14,072	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
6	South Tahoe Public Utility District	N/C						
7	Tuolumne Utilities District	N/C						
8	Amador Water Agency	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 9,913	\$ 15,210
% Calaveras County Water District Above/Below	-6.1%	-2.6%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Manager of Water Resources								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Manager of Water Resources	\$ 11,072	\$ 6,040	\$ 17,112	7/1/2018	7/1/2019	2.00%
2	County of Sacramento ¹	Environmental Program Manager II	\$ 11,150	\$ 3,761	\$ 14,911	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
3	Amador Water Agency	N/C						
4	Tuolumne Utilities District	N/C						
5	South Tahoe Public Utility District	N/C						
6	City of Roseville	N/C						
7	Placer County Water Agency	N/C						
8	El Dorado Irrigation District	N/C						
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Nevada Irrigation District	N/C						
12	City of Lodi	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 11,150	\$ 14,911
% Calaveras County Water District Above/Below	Insuff Data	Insuff Data
Number of Matches	1	1

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Mechanic I								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District ⁵	[Vehicle and Heavy Equipment Mechanic II/ Maintenance Mechanical Technologist II]	\$ 6,397	\$ 4,300	\$ 10,697	6/28/2018	6/27/2019	2.50%
2	City of Roseville ²	[Plant Equipment Mechanic II/ Mechanic II]	\$ 6,665	\$ 3,556	\$ 10,221	1/6/2018	unknown	unknown
3	Placer County Water Agency	Water Quality Mechanic	\$ 6,012	\$ 4,034	\$ 10,046	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	Calaveras County Water District	Mechanic I	\$ 5,893	\$ 3,890	\$ 9,783	7/1/2018	7/1/2019	2.00%
5	Tuolumne Utilities District	Equipment Mechanic 2	\$ 5,704	\$ 3,867	\$ 9,571	7/1/2018	7/1/2019	1.50%
6	City of Tracy	[Plant Mechanic II/ Equipment Mechanic]	\$ 6,632	\$ 2,912	\$ 9,544	7/1/2018	7/1/2019	4.00%
7	El Dorado Irrigation District ⁴	[Heavy Equipment Mechanic/ Plant Mechanic II]	\$ 5,866	\$ 3,511	\$ 9,377	1/1/2018	unknown	unknown
8	County of Sacramento ³	[Assistant Mechanical Maintenance Technician/ Equipment Mechanic]	\$ 6,219	\$ 2,811	\$ 9,029	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
9	Nevada Irrigation District	Equipment Mechanic II	\$ 5,673	\$ 2,979	\$ 8,653	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	City of Lodi ¹	[Heavy Equipment Mechanic/ Plant and Equipment Mechanic]	\$ 5,059	\$ 2,733	\$ 7,792	11/19/2018	unknown	unknown
11	Amador Water Agency	N/C						
12	Sacramento Suburban Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,012	\$ 9,544
% Calaveras County Water District Above/Below	-2.0%	2.4%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - County of Sacramento: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches. County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

4 - El Dorado Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

5 - South Tahoe Public Utility District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Meter Reader II								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Calaveras County Water District	Meter Reader II	\$ 5,345	\$ 3,717	\$ 9,062	7/1/2018	7/1/2019	2.00%
2	Placer County Water Agency	Water Efficiency Specialist II	\$ 5,066	\$ 3,710	\$ 8,776	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
3	El Dorado Irrigation District	Meter Technician II	\$ 4,949	\$ 3,248	\$ 8,196	1/1/2018	unknown	unknown
4	Nevada Irrigation District	Customer Service Technician II	\$ 4,982	\$ 2,855	\$ 7,836	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
5	City of Roseville ¹	Meter Service Worker	\$ 4,613	\$ 2,860	\$ 7,472	7/21/2018	unknown	unknown
6	City of Tracy	N/C						
7	City of Lodi	N/C						
8	Sacramento Suburban Water District	N/C						
9	County of Sacramento	N/C						
10	South Tahoe Public Utility District	N/C						
11	Tuolumne Utilities District	N/C						
12	Amador Water Agency	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 4,965	\$ 8,016
% Calaveras County Water District Above/Below	7.1%	11.5%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Roseville: Performs repair of water and electric meters.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Plant Operations Manager								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District	Manager of Plant Operations	\$ 12,196	\$ 5,704	\$ 17,900	6/28/2018	6/27/2019	2.50%
2	El Dorado Irrigation District	Wastewater/ Recycled Water Manager	\$ 12,007	\$ 5,697	\$ 17,704	1/1/2018	unknown	unknown
3	Placer County Water Agency	Drinking Water Operations Manager	\$ 10,253	\$ 6,192	\$ 16,445	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
4	Calaveras County Water District	Plant Operations Manager	\$ 10,545	\$ 5,890	\$ 16,435	7/1/2018	7/1/2019	2.00%
5	City of Tracy	Water Plant Superintendent	\$ 9,749	\$ 6,022	\$ 15,771	7/1/2018	7/1/2019	4.00%
6	County of Sacramento ¹	Treatment Plant Operations and Maintenance Manager I	\$ 11,811	\$ 3,851	\$ 15,662	6/24/2018	6/23/2019	CPI: 2.00% - 4.00%
7	Nevada Irrigation District	Treated Water Superintendent	\$ 9,675	\$ 3,980	\$ 13,656	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
8	City of Lodi	Utility Superintendent	\$ 9,587	\$ 3,993	\$ 13,580	10/8/2018	unknown	unknown
9	Sacramento Suburban Water District	Superintendent (Production)	\$ 7,777	\$ 4,627	\$ 12,404	2/26/2018	unknown	unknown
10	Tuolumne Utilities District	N/C						
11	Amador Water Agency	N/C						
12	City of Roseville	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 10,001	\$ 15,716
% Calaveras County Water District Above/Below	5.2%	4.4%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Sacramento: County of Sacramento employs the labor force at Sacramento Regional Sanitation District.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Senior Supervisor, Water Wastewater Operations								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	El Dorado Irrigation District ³	[Wastewater Operations and Maintenance Supervisor/ Water Operations and Maintenance Supervisor]	\$ 9,939	\$ 5,097	\$ 15,036	1/1/2018	unknown	unknown
2	South Tahoe Public Utility District	Chief Plant Operator	\$ 9,771	\$ 5,150	\$ 14,921	6/28/2018	6/27/2019	2.50%
3	City of Roseville ⁵	[Wastewater Treatment Plant Chief Operator/Water Treatment Plant Chief Operator]	\$ 9,906	\$ 4,575	\$ 14,481	8/18/2018	unknown	unknown
4	Amador Water Agency ¹	[Wastewater Supervisor/ Water Treatment Supervisor]	\$ 8,671	\$ 5,781	\$ 14,452	7/1/2018	7/1/2019	2.00%
5	City of Lodi ²	[Water Plant Superintendent/ Wastewater Plant Superintendent]	\$ 9,033	\$ 4,135	\$ 13,168	10/8/2018	unknown	unknown
6	Calaveras County Water District	Senior Supervisor, Water Wastewater Operations	\$ 8,292	\$ 4,645	\$ 12,937	7/1/2018	7/1/2019	2.00%
7	Placer County Water Agency	Treatment Plant Operations Supervisor	\$ 8,056	\$ 4,734	\$ 12,791	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
8	Tuolumne Utilities District ⁴	[Water Superintendent/ Wastewater Superintendent]	\$ 7,954	\$ 4,443	\$ 12,398	7/1/2018	7/1/2019	1.50%
9	Nevada Irrigation District	Water Treatment Supervisor	\$ 8,005	\$ 3,631	\$ 11,635	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	City of Tracy	N/C						
11	Sacramento Suburban Water District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 8,852	\$ 13,810
% Calaveras County Water District Above/Below	-6.8%	-6.7%
Number of Matches	8	8

N/C - Non Comparator

1 - Amador Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - El Dorado Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

4 - Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

5- City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Water Wastewater Treatment Plant Operator III								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Amador Water Agency	Plant Operator III	\$ 6,887	\$ 5,021	\$ 11,908	10/25/2018	7/1/2019	2.00%
2	South Tahoe Public Utility District	Operator III	\$ 7,018	\$ 4,456	\$ 11,475	6/28/2018	6/27/2019	2.50%
3	City of Tracy	Utility Operator	\$ 7,948	\$ 3,232	\$ 11,180	7/1/2018	7/1/2019	4.00%
4	Calaveras County Water District	Water Wastewater Treatment Plant Operator III	\$ 6,497	\$ 4,080	\$ 10,577	7/1/2018	7/1/2019	2.00%
5	El Dorado Irrigation District ³	[Water Treatment Plant Operator TIII/ Wastewater Treatment Plant Operator III]	\$ 6,737	\$ 3,762	\$ 10,499	1/1/2018	unknown	unknown
6	Placer County Water Agency	Treatment Plant Operator	\$ 6,312	\$ 4,137	\$ 10,449	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
7	Tuolumne Utilities District ⁴	[Water Operator III/ Wastewater Operator III]	\$ 6,273	\$ 4,047	\$ 10,320	7/1/2018	7/1/2019	1.50%
8	City of Roseville ²	[Wastewater Treatment Plant Operator III/ Water Treatment Plant Operator III]	\$ 6,689	\$ 3,465	\$ 10,154	7/21/2018	unknown	unknown
9	Nevada Irrigation District	Water Treatment Operator III	\$ 6,555	\$ 3,138	\$ 9,694	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
10	City of Lodi ¹	[Water Treatment Plant Operator III/ Wastewater Treatment Plant Operator III]	\$ 5,842	\$ 2,875	\$ 8,717	11/19/2018	unknown	unknown
11	Sacramento Suburban Water District	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 6,689	\$ 10,449
% Calaveras County Water District Above/Below	-3.0%	1.2%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Lodi: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Roseville: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - El Dorado Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

4 - Tuolumne Utilities District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Calaveras County Water District - Market Compensation Data (Total Compensation Sorted)
October 2018

Water Wastewater Treatment Plant Operator, Senior								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	South Tahoe Public Utility District ²	[Operations Supervisor/ Chief Plant Operator]	\$ 8,947	\$ 4,942	\$ 13,889	6/28/2018	6/27/2019	2.50%
2	City of Roseville ¹	[Wastewater Treatment Plant Operator IV/ Wastewater Treatment Plant Chief Operator/Water Treatment Plant Chief Operator]	\$ 8,980	\$ 4,289	\$ 13,269	8/18/2018	unknown	unknown
3	El Dorado Irrigation District ³	[Chief Wastewater Treatment Plant Operator/ Chief Water Treatment Plant Operator/ Wastewater Operations and Maintenance Supervisor/ Water Operations and Maintenance Supervisor]	\$ 8,882	\$ 4,378	\$ 13,260	1/1/2018	unknown	unknown
4	Placer County Water Agency ⁷	[Lead Water Treatment Plant Operator/ Treatment Plant Operations Supervisor]	\$ 7,342	\$ 4,489	\$ 11,831	1/1/2018	1/1/2019	CPI: 2.00% - 6.00%
5	Tuolumne Utilities District ⁵	[Water Foreman/ Wastewater Foreman/ Water Superintendent/ Wastewater Superintendent]	\$ 7,451	\$ 4,292	\$ 11,743	7/1/2018	7/1/2019	1.50%
6	Calaveras County Water District	Water Wastewater Treatment Plant Operator, Senior	\$ 7,163	\$ 4,290	\$ 11,453	7/1/2018	7/1/2019	2.00%
7	City of Lodi ⁴	[Water/ Wastewater Supervisor/Water Plant Superintendent/ Wastewater Plant Superintendent]	\$ 7,717	\$ 3,653	\$ 11,370	10/8/2018	unknown	unknown
8	Nevada Irrigation District ⁶	[Chief Water Treatment Operator/ Water Treatment Supervisor]	\$ 7,448	\$ 3,514	\$ 10,962	1/1/2018	1/1/2019	CPI: 1.50%-3.50%
9	City of Tracy	N/C						
10	Sacramento Suburban Water District	N/C						
11	Amador Water Agency	N/C						
12	County of Sacramento	N/C						

Summary Results	Top Monthly	Total Monthly
Median of Comparators	\$ 7,717	\$ 11,831
% Calaveras County Water District Above/Below	-7.7%	-3.3%
Number of Matches	7	7

N/C - Non Comparator

- 1- City of Roseville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2- South Tahoe Utility District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3- El Dorado Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 4- City of Lodi: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 5- Tuolumne Utilities District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 6- Nevada Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 7- Placer County Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



Appendix III

Proposed Salary Range Schedules

Calaveras County Water District
Proposed Salary Plan (Management Confidential)
June 2019

Salary Range	Step 1									Step 2									Step 3									Step 4									Step 5									Step 6									Step 7									Step 8									Step 9								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9																		
1	38,585	40,514	42,540	44,666	46,900	49,245	50,476	51,738	53,031	53,215	53,376	5,345	3,722	3,908	4,104	4,206	4,311	4,419	1,484.02	1,558.22	1,636.13	1,717.94	1,803.84	1,894.03	1,981.38	1,989.92	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66	2,039.66																											
2	39,549	41,527	43,603	45,783	48,072	50,476	51,738	53,031	54,357	54,537	3,296	3,461	3,634	3,815	4,006	4,206	4,311	4,419	1,521.12	1,597.18	1,677.04	1,760.89	1,848.93	1,941.38	1,989.92	2,039.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66	2,090.66																											
3	40,538	42,565	44,693	46,928	49,274	51,738	53,031	54,357	55,716	55,918	3,378	3,547	3,724	3,911	4,106	4,311	4,419	4,530	1,559.15	1,637.11	1,718.96	1,804.91	1,895.16	1,989.92	2,039.66	2,090.66	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92	2,142.92																											
4	41,551	43,629	45,810	48,101	50,506	53,031	54,357	55,716	57,109	57,321	3,463	3,636	3,818	4,008	4,209	4,419	4,530	4,643	1,598.13	1,678.04	1,761.94	1,850.04	1,942.54	2,039.66	2,090.66	2,142.92	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49	2,196.49																											
5	42,590	44,720	46,956	49,303	51,769	54,357	55,716	57,109	58,537	58,759	3,549	3,727	3,913	4,109	4,314	4,530	4,643	4,759	1,638.06	1,719.99	1,805.99	1,898.29	1,991.10	2,090.66	2,142.92	2,196.49	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41																											
6	43,655	45,838	48,130	50,536	53,063	55,716	57,109	58,537	60,000	60,222	3,638	3,820	4,011	4,211	4,422	4,643	4,759	4,878	1,679.04	1,762.99	1,851.14	1,943.69	2,040.98	2,090.66	2,142.92	2,196.49	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41	2,251.41																											
7	44,746	46,984	49,333	51,796	54,389	57,109	58,537	60,000	61,500	61,703	3,729	3,915	4,111	4,317	4,532	4,759	4,878	5,000	1,721.01	1,807.06	1,895.14	1,992.29	2,091.88	2,142.92	2,196.49	2,251.41	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69	2,307.69																											
8	45,865	48,158	50,566	53,094	55,749	58,537	60,000	61,500	63,038	63,241	3,822	4,013	4,214	4,425	4,646	4,878	5,000	5,125	1,764.04	1,852.24	1,944.85	2,042.09	2,142.20	2,196.49	2,251.41	2,307.69	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38	2,365.38																											
9	47,012	49,362	51,830	54,424	57,143	60,000	61,500	63,038	64,613	64,798	3,918	4,114	4,319	4,535	4,762	5,000	5,125	5,253	1,808.14	1,898.54	1,994.34	2,093.14	2,194.20	2,251.41	2,307.69	2,365.38	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52	2,424.52																											
10	48,187	50,596	53,126	55,782	58,571	61,500	63,038	64,613	66,229	66,416	4,016	4,216	4,427	4,649	4,881	5,125	5,253	5,384	1,853.34	1,946.01	2,043.31	2,145.47	2,252.75	2,365.38	2,424.52	2,485.13	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26	2,547.26																											
11	49,392	51,861	54,454	57,177	60,036	63,038	64,613	66,229	67,884	68,071	4,116	4,322	4,538	4,765	5,003	5,253	5,384	5,519	1,899.67	1,994.66	2,094.39	2,199.11	2,309.07	2,424.52	2,485.13	2,547.26	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94	2,610.94																											
12	50,628	53,158	55,816	58,606	61,537	64,613	66,229	67,884	69,582	69,771	4,219	4,430	4,651	4,884	5,128	5,384	5,519	5,657	1,947.12	2,044.52	2,148.75	2,254.09	2,366.79	2,485.13	2,547.26	2,610.94	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22	2,676.22																											
13	51,892	54,487	57,211	60,071	63,075	66,229	67,884	69,582	71,321	71,516	4,324	4,541	4,768	5,006	5,256	5,519	5,657	5,798	1,995.85	2,095.64	2,200.42	2,310.44	2,425.96	2,547.26	2,610.94	2,676.22	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12	2,743.12																											
14	53,189	55,849	58,641	61,573	64,652	67,884	69,582	71,321	73,104	73,304	4,432	4,654	4,887	5,131	5,388	5,657	5,798	5,943	2,045.74	2,148.03	2,255.43	2,368.20	2,486.61	2,610.94	2,676.22	2,743.12	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70	2,811.70																											
15	54,519	57,245	60,107	63,113	66,268	69,582	71,321	73,104	74,932	75,164	4,543	4,770	5,009	5,259	5,522	5,798	5,943	6,092	2,096.88	2,201.73	2,311.82	2,427.41	2,548.78	2,676.22	2,743.12	2,811.70	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99	2,881.99																											
16	55,882	58,676	61,610	64,690	67,925	71,321	73,104	74,932	76,805	77,065	4,650	5,009	5,391	5,660	5,943	6,092	6,244	6,400	2,149.31	2,256.77	2,369.61	2,488.09	2,612.50	2,743.12	2,811.70	2,881.99	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04	2,954.04																											
17	57,279	60,143	63,150	66,308	69,623	73,104	74,932	76,805	78,725	79,052	4,773	5,012	5,263	5,526	5,802	6,092	6,244	6,400	2,203.94	2,313.19	2,428.95	2,550.29	2,677.81	2,811.70	2,881.99	2,954.04	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89	3,027.89																											
18	58,711	61,647	64,729	67,955	71,364	74,932	76,805	78,725																																																																									

**Calaveras County Water District
Proposed Salary Plan (SEIU)
June 2019**

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	38,367	40,286	42,300	44,415	46,636	3,197	3,357	3,525	3,701	3,886	1,475.67	1,549.45	1,626.92	1,708.27	1,793.68	18.45	19.37	20.34	21.35	22.42
2	39,326	41,293	43,357	45,525	47,802	3,277	3,441	3,613	3,794	3,983	1,512.56	1,588.18	1,667.59	1,750.97	1,838.52	18.91	19.85	20.84	21.89	22.98
3	40,310	42,325	44,441	46,663	48,997	3,359	3,527	3,703	3,889	4,083	1,550.37	1,627.89	1,709.28	1,794.75	1,884.49	19.38	20.35	21.37	22.43	23.56
4	41,317	43,383	45,552	47,830	50,222	3,443	3,615	3,796	3,986	4,185	1,589.13	1,668.59	1,752.02	1,839.62	1,931.60	19.86	20.86	21.90	23.00	24.14
5	42,350	44,468	46,691	49,026	51,477	3,529	3,706	3,891	4,085	4,290	1,628.86	1,710.30	1,795.82	1,885.61	1,979.89	20.36	21.38	22.45	23.57	24.75
6	43,409	45,580	47,859	50,251	52,764	3,617	3,798	3,988	4,188	4,397	1,669.58	1,753.06	1,840.71	1,932.75	2,029.38	20.87	21.91	23.01	24.16	25.37
7	44,494	46,719	49,055	51,508	54,083	3,708	3,893	4,088	4,292	4,507	1,711.32	1,796.89	1,886.73	1,981.07	2,080.12	21.39	22.46	23.58	24.76	26.00
8	45,607	47,887	50,281	52,795	55,435	3,801	3,991	4,190	4,400	4,620	1,754.10	1,841.81	1,933.90	2,030.59	2,132.12	21.93	23.02	24.17	25.38	26.65
9	46,747	49,084	51,538	54,115	56,821	3,896	4,090	4,295	4,510	4,735	1,797.95	1,887.85	1,982.25	2,081.36	2,185.43	22.47	23.60	24.78	26.02	27.32
10	47,915	50,311	52,827	55,468	58,242	3,993	4,193	4,402	4,622	4,853	1,842.90	1,935.05	2,031.80	2,133.39	2,240.06	23.04	24.19	25.40	26.67	28.00
11	49,113	51,569	54,148	56,855	59,698	4,093	4,297	4,512	4,738	4,975	1,888.98	1,983.43	2,082.60	2,186.73	2,296.06	23.61	24.79	26.03	27.33	28.70
12	50,341	52,858	55,501	58,276	61,190	4,195	4,405	4,625	4,856	5,099	1,936.20	2,033.01	2,134.66	2,241.39	2,353.46	24.20	25.41	26.68	28.02	29.42
13	51,600	54,180	56,889	59,733	62,720	4,300	4,515	4,741	4,978	5,227	1,984.61	2,083.84	2,188.03	2,297.43	2,412.30	24.81	26.05	27.35	28.72	30.15
14	52,890	55,534	58,311	61,226	64,288	4,407	4,628	4,859	5,102	5,357	2,034.22	2,135.93	2,242.73	2,354.86	2,472.61	25.43	26.70	28.03	29.44	30.91
15	54,212	56,923	59,769	62,757	65,895	4,518	4,744	4,981	5,230	5,491	2,085.08	2,189.33	2,298.80	2,413.74	2,534.42	26.06	27.37	28.73	30.17	31.68
16	55,567	58,346	61,263	64,326	67,542	4,631	4,862	5,105	5,361	5,629	2,137.20	2,244.06	2,356.27	2,474.08	2,597.78	26.72	28.05	29.45	30.93	32.47
17	56,956	59,804	62,795	65,934	69,231	4,746	4,984	5,233	5,495	5,769	2,190.63	2,300.16	2,415.17	2,535.93	2,662.73	27.38	28.75	30.19	31.70	33.28
18	58,380	61,299	64,364	67,583	70,962	4,865	5,108	5,364	5,632	5,913	2,245.40	2,357.67	2,475.55	2,599.33	2,729.30	28.07	29.47	30.94	32.49	34.12
19	59,840	62,832	65,973	69,272	72,736	4,987	5,236	5,498	5,773	6,061	2,301.53	2,416.61	2,537.44	2,664.31	2,797.53	28.77	30.21	31.72	33.30	34.97
20	61,336	64,403	67,623	71,004	74,554	5,111	5,367	5,635	5,917	6,213	2,359.07	2,477.03	2,600.88	2,730.92	2,867.47	29.49	30.96	32.51	34.14	35.84
21	62,869	66,013	69,313	72,779	76,418	5,239	5,501	5,776	6,065	6,368	2,418.05	2,538.95	2,665.90	2,799.19	2,939.15	30.23	31.74	33.32	34.99	36.74
22	64,441	67,663	71,046	74,599	78,328	5,370	5,639	5,921	6,217	6,527	2,478.50	2,602.43	2,732.55	2,869.17	3,012.63	30.98	32.53	34.16	35.86	37.66
23	66,052	69,355	72,822	76,463	80,287	5,504	5,780	6,069	6,372	6,691	2,540.46	2,667.49	2,800.86	2,940.90	3,087.95	31.76	33.34	35.01	36.76	38.60
24	67,703	71,089	74,643	78,375	82,294	5,642	5,924	6,220	6,531	6,858	2,603.97	2,734.17	2,870.88	3,014.43	3,165.15	32.55	34.18	35.89	37.68	39.56
25	69,396	72,866	76,509	80,334	84,351	5,783	6,072	6,376	6,695	7,029	2,669.07	2,802.53	2,942.65	3,089.79	3,244.28	33.36	35.03	36.78	38.62	40.55
26	71,131	74,687	78,422	82,343	86,460	5,928	6,224	6,535	6,862	7,205	2,735.80	2,872.59	3,016.22	3,167.03	3,325.38	34.20	35.91	37.70	39.59	41.57
27	72,909	76,555	80,382	84,401	88,621	6,076	6,380	6,699	7,033	7,385	2,804.20	2,944.41	3,091.63	3,246.21	3,408.52	35.05	36.81	38.65	40.58	42.61
28	74,732	78,468	82,392	86,511	90,837	6,228	6,539	6,866	7,209	7,570	2,874.30	3,018.02	3,168.92	3,327.36	3,493.73	35.93	37.73	39.61	41.59	43.67
29	76,600	80,430	84,452	88,674	93,108	6,383	6,703	7,038	7,390	7,759	2,946.16	3,093.47	3,248.14	3,410.55	3,581.07	36.83	38.67	40.60	42.63	44.76
30	78,515	82,441	86,563	90,891	95,436	6,543	6,870	7,214	7,574	7,953	3,019.81	3,170.80	3,329.34	3,495.81	3,670.60	37.75	39.64	41.62	43.70	45.88
31	80,478	84,502	88,727	93,163	97,822	6,706	7,042	7,394	7,764	8,152	3,095.31	3,250.07	3,412.58	3,583.21	3,762.37	38.69	40.63	42.66	44.79	47.03
32	82,490	86,614	90,945	95,492	100,267	6,874	7,218	7,579	7,958	8,356	3,172.69	3,331.32	3,497.89	3,672.79	3,856.42	39.66	41.64	43.72	45.91	48.21
33	84,552	88,780	93,219	97,880	102,774	7,046	7,398	7,768	8,157	8,564	3,252.01	3,414.61	3,585.34	3,764.61	3,952.84	40.65	42.68	44.82	47.06	49.41
34	86,666	90,999	95,549	100,327	105,343	7,222	7,583	7,962	8,361	8,779	3,333.31	3,499.97	3,674.97	3,858.72	4,051.66	41.67	43.75	45.94	48.23	50.65
35	88,833	93,274	97,938	102,835	107,977	7,403	7,773	8,161	8,570	8,998	3,416.64	3,587.47	3,766.85	3,955.19	4,152.95	42.71	44.84	47.09	49.44	51.91
36	91,053	95,606	100,386	105,406	110,676	7,588	7,967	8,366	8,784	9,223	3,502.06	3,677.16	3,861.02	4,054.07	4,256.77	43.78	45.96	48.26	50.68	53.21
37	93,330	97,996	102,896	108,041	113,443	7,777	8,166	8,575	9,003	9,454	3,589.61	3,769.09	3,957.54	4,155.42	4,363.19	44.87	47.11	49.47	51.94	54.54
38	95,663	100,446	105,469	110,742	116,279	7,972	8,371	8,789	9,228	9,690	3,679.35	3,863.32	4,056.48	4,259.31	4,472.27	45.99	48.29	50.71	53.24	55.90
39	98,055	102,957	108,105	113,510	119,186	8,171	8,580	9,009	9,459	9,932	3,771.33	3,959.90	4,157.89	4,365.79	4,584.08	47.14	49.50	51.97	54.57	57.30
40	100,506	105,531	110,808	116,348	122,166	8,375	8,794	9,234	9,696	10,180	3,865.61	4,058.90	4,261.84	4,474.93	4,698.68	48.32	50.74	53.27	55.94	58.73
41	103,019	108,170	113,578	119,257	125,220	8,585	9,014	9,465	9,938	10,435	3,962.26	4,160.37	4,368.39	4,586.81	4,816.15	49.53	52.00	54.60	57.34	60.20
42	105,594	110,874	116,417	122,238	128,350	8,800	9,239	9,701	10,187	10,696	4,061.31	4,264.38	4,477.60	4,701.48	4,936.55	50.77	53.30	55.97	58.77	61.71
43	108,234	113,646	119,328	125,294	131,559	9,019	9,470	9,944	10,441	10,963	4,162.84	4,370.99	4,589.54	4,819.01	5,059.96	52.04	54.64	57.37	60.24	63.25
44	110,940	116,487	122,311	128,427	134,848	9,245	9,707	10,193	10,702	11,237	4,266.92	4,480.26	4,704.27	4,939.49	5,186.46	53.34	56.00	58.80	61.74	64.83
45	113,713	119,399	125,369	131,637	138,219	9,476	9,950	10,447	10,970	11,518	4,373.59	4,592.27	4,821.88	5,062.98	5,316.12	54.67	57.40	60.27	63.29	66.45
46	116,556	122,384	128,503	134,928	141,675	9,713	10,199	10,709	11,244	11,806	4,482.93	4,707.07	4,942.43	5,189.55	5,449.03	56.04	58.84	61.78	64.87	68.11
47	119,470	125,444	131,716	138,302	145,217	9,956	10,454	10,976	11,525	12,101	4,595.00	4,824.75	5,065.99	5,319.29	5,585.25	57.44	60.31	63.32	66.49	69.82
48	122,457	128,580	135,009	141,759	148,847	10,205	10,715	11,251	11,813	12,404	4,709.88	4,945.37	5,192.64	5,452.27	5,724.88	58.87	61.82	64.91	68.15	71.56



Appendix IV

Salary Range Placement Recommendations

Calaveras County Water District
Proposed Range Placement Recommendations
June 2019

Legend for columns:

- Column 1 - Classification Title.
- Column 2 - Client's current monthly maximum salaries.
- Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.
- Column 4 - The respective salary structure the classification belongs to.
- Column 5 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 6 - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column 7 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column 8 - A "x" indicates the classification was used as a study benchmark.
- Column 9 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

Class Title	Current Maximum	Market Placement	Employee Group	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Accountant I	\$6,497		SEIU Local 1021	20	\$6,213	-4.4%		Place 10% below Accountant II
Accountant II	\$7,163	\$6,814	SEIU Local 1021	24	\$6,858	-4.3%	x	Market and range placement.
Accountant III	\$7,897		SEIU Local 1021	28	\$7,570	-4.1%		Place 10% above Accountant II
Accounting Technician I	\$4,617		SEIU Local 1021	10	\$4,853	5.1%		Place 10% below Accounting Technician II
Accounting Technician II	\$5,345	\$5,353	SEIU Local 1021	14	\$5,357	0.2%	x	Market and range placement.
Accounting Technician, Senior	\$5,893		SEIU Local 1021	18	\$5,913	0.3%		Place 10% above Accounting Technician II
Administrative Technician I	\$4,617		SEIU Local 1021	8	\$4,620	0.1%		Place 10% below Administrative Technician II
Administrative Technician II	\$5,345	\$5,072	SEIU Local 1021	12	\$5,099	-4.6%	x	Market and range placement.
Administrative Technician, Senior	\$5,893		SEIU Local 1021	16	\$5,629	-4.5%		Place 10% above Administrative Technician II
Collection System Worker Trainee	\$4,397		SEIU Local 1021	4	\$4,185	-4.8%		Place 10% below Collection System Worker I
Collection System Worker I	\$4,848		SEIU Local 1021	8	\$4,620	-4.7%		Place 10% below Collection System Worker II
Collection System Worker II	\$5,345	\$5,103	SEIU Local 1021	12	\$5,099	-4.6%	x	Market and range placement.
Collection System Worker III	\$5,893		SEIU Local 1021	16	\$5,629	-4.5%		Place 10% above Collection System Worker II
Collection System Worker IV	\$6,497		SEIU Local 1021	20	\$6,213	-4.4%		Place 10% above Collection System Worker III
Collection System Worker, Senior	\$7,163	\$7,339	SEIU Local 1021	27	\$7,385	3.1%	x	Market and range placement.
Construction Inspector I	\$5,345		SEIU Local 1021	11	\$4,975	-6.9%		Place 10% below Construction Inspector I
Construction Inspector II	\$5,893		SEIU Local 1021	15	\$5,491	-6.8%		Place 10% below Construction Inspector II
Construction Inspector III	\$6,497	\$6,094	SEIU Local 1021	19	\$6,061	-6.7%	x	Market and range placement.
Construction Inspector, Senior	\$7,163		SEIU Local 1021	23	\$6,691	-6.6%		Place 10% above Construction Inspector II
Construction Worker I	\$5,345		SEIU Local 1021	9	\$4,735	-11.4%		Place 10% below Construction Worker II
Construction Worker II	\$5,893	\$5,189	SEIU Local 1021	13	\$5,227	-11.3%	x	Market and range placement.
Construction Worker III	\$6,497		SEIU Local 1021	17	\$5,769	-11.2%		Place 10% above Construction Worker II
Construction Worker, Senior	\$7,163		SEIU Local 1021	24	\$6,858	-4.3%		Place 17.5% above Construction Worker III
Controls/ Communication Technician (SCADA Technician I)	\$7,163	\$7,316	SEIU Local 1021	27	\$7,385	3.1%		Market and range placement.
Controls/Communication Technician, Senior (SCADA Technician II)	\$7,897		SEIU Local 1021	31	\$8,152	3.2%		Place 10% above Controls/Communication Technician (SCADA Technician I)
Controls/Communication, Senior Supervisor (Senior Supervisor Electrical/SCADA)	\$8,707		SEIU Local 1021	37	\$9,454	8.6%	x	Place 15% above Controls/Communication Technician, Senior (SCADA Technician II)
Customer Service Representative I	\$4,617		SEIU Local 1021	5	\$4,290	-7.1%		Place 10% below Customer Service Representative II
Customer Service Representative II	\$5,345	\$4,736	SEIU Local 1021	9	\$4,735	-11.4%	x	Market and range placement.
Customer Service Representative III	\$5,893		SEIU Local 1021	13	\$5,227	-11.3%		Place 10% above Customer Service Representative II
Customer Service Representative, Senior	\$6,497		SEIU Local 1021	18	\$5,913	-9.0%		Place 12.5% above Customer Service Representative III
Customer Service Representative, Senior	\$4,397		SEIU Local 1021	5	\$4,290	-2.4%		Place 10% below Distribution Worker I
Distribution Worker I	\$4,848		SEIU Local 1021	9	\$4,735	-2.3%		Place 10% below Distribution Worker II
Distribution Worker II	\$5,345	\$5,229	SEIU Local 1021	13	\$5,227	-2.2%	x	Market and range placement.
Distribution Worker III	\$5,893		SEIU Local 1021	17	\$5,769	-2.1%		Place 10% above Distribution Worker II
Distribution Worker IV	\$6,497		SEIU Local 1021	22	\$6,527	0.5%		Place 12.5% above Distribution Worker III
Distribution Worker, Senior	\$7,163	\$7,199	SEIU Local 1021	26	\$7,205	0.6%	x	Market and range placement.
Electrical/Instrumentation Technician I	\$5,893		SEIU Local 1021	19	\$6,061	2.9%		Place 10% below Electrical/ Instrumentation Technician II
Electrical/Instrumentation Technician II	\$6,497		SEIU Local 1021	23	\$6,691	3.0%	x	Place 10% below Controls/ Communication Technician (SCADA Technician I)
Engineer - Civil (Associate Engineer)	\$8,707		SEIU Local 1021	32	\$8,356	-4.0%		Place 10% below the Engineer - Civil Associate (Civil Engineer)
Engineer - Civil Associate (Civil Engineer)	\$9,599	\$9,205	SEIU Local 1021	36	\$9,223	-3.9%	x	Market and range placement.
Engineer - Civil Senior (Senior Civil Engineer)	\$10,583		SEIU Local 1021	42	\$10,696	1.1%		Place 15% above the Engineer - Civil Associate (Civil Engineer)
Engineering Analyst	\$9,142	\$7,827	SEIU Local 1021	34	\$8,779	-4.0%	x	Place 5% above the Engineer - Civil Associate (Associate Engineer)
Engineering Technician I	\$6,188		SEIU Local 1021	14	\$5,357	-13.4%		Place 10% below Engineering Technician II
Engineering Technician II	\$7,163	\$5,908	SEIU Local 1021	18	\$5,913	-17.4%	x	Market and range placement.
Engineering Technician, Senior	\$8,292		SEIU Local 1021	22	\$6,527	-21.3%		Place 10% above Engineering Technician II
Facilities Maintenance Technician	\$5,090	\$4,720	SEIU Local 1021	9	\$4,735	-7.0%	x	Market and range placement.
Information Systems Administrator	\$9,142	\$8,381	SEIU Local 1021	32	\$8,356	-8.6%	x	Market and range placement.
Mechanic I	\$5,893	\$5,749	SEIU Local 1021	17	\$5,769	-2.1%	x	Market and range placement.
Mechanic II	\$6,497		SEIU Local 1021	21	\$6,368	-2.0%		Place 10% above Mechanic I
Mechanic, Senior	\$7,163		SEIU Local 1021	23	\$6,691	-6.6%		Place 5% above Mechanic II
Meter Reader Trainee	\$4,397		SEIU Local 1021	1	\$3,886	-11.6%		Place 10% below Meter Reader I
Meter Reader I	\$4,848		SEIU Local 1021	5	\$4,290	-11.5%		Place 10% below Meter Reader II
Meter Reader II	\$5,345	\$4,728	SEIU Local 1021	9	\$4,735	-11.4%	x	Market and range placement.
Senior Supervisor, Construction/Inspection	\$8,292		SEIU Local 1021	30	\$7,953	-4.1%		Place 17.5% above Senior Construction Inspector
Senior Supervisor, Distribution and Collections	\$8,292		SEIU Local 1021	34	\$8,779	5.9%		Place 17.5% above Senior Distribution Worker
Senior Supervisor, Water Wastewater Operations	\$8,292	\$8,852	SEIU Local 1021	34	\$8,779	5.9%	x	Market and range placement.
Water Wastewater Treatment Plant Operator Operator in Training	\$4,848		SEIU Local 1021	9	\$4,735	-2.3%		Place 10% below Water Wastewater Treatment Plant Operator I
Water Wastewater Treatment Plant Operator I	\$5,345		SEIU Local 1021	13	\$5,227	-2.2%		Place 10% below Water Wastewater Treatment Plant Operator II
Water Wastewater Treatment Plant Operator II	\$5,893		SEIU Local 1021	17	\$5,769	-2.1%		Place 10% below Water Wastewater Treatment Plant Operator III
Water Wastewater Treatment Plant Operator III	\$6,497	\$6,418	SEIU Local 1021	21	\$6,368	-2.0%		Market and range placement.
Water Wastewater Treatment Plant Operator, Senior	\$7,163	\$7,400	SEIU Local 1021	27	\$7,385	3.1%		Market and range placement.
Director of Administrative Services	\$12,205	\$12,799	Management and Confidential	44	\$12,778	4.7%	x	Market and range placement.

Calaveras County Water District
Proposed Range Placement Recommendations
June 2019

Legend for columns:

- Column 1 - Classification Title.
- Column 2 - Client's current monthly maximum salaries.
- Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.
- Column 4 - The respective salary structure the classification belongs to.
- Column 5 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 6 - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column 7 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column 8 - A "x" indicates the classification was used as a study benchmark.
- Column 9 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

Class Title	Current Maximum	Market Placement	Employee Group	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Director of Human Resources and Customer Service	\$11,072	\$10,938	Management and Confidential	38	\$11,019	-0.5%	x	Market and range placement.
Director of Operations	\$12,206	\$12,548	Management and Confidential	43	\$12,467	2.1%	x	Market and range placement.
Distribution/Collections Manager	\$10,545		Management and Confidential	31	\$9,270	-12.1%	x	Anchor to Maintenance Manager
District Engineer	\$12,816	\$13,014	Management and Confidential	45	\$13,098	2.2%	x	Market and range placement.
Executive Assistant	\$6,796	\$6,439	Management and Confidential	16	\$6,400	-5.8%	x	Market and range placement.
Human Resources Technician	\$6,473	\$5,506	Management and Confidential	10	\$5,519	-14.7%	x	Market and range placement.
Maintenance Manager	\$10,545	\$9,282	Management and Confidential	31	\$9,270	-12.1%	x	Market and range placement.
Manager of External Affairs, Conservation, and Grants I	\$9,341	\$9,581	Management and Confidential	32	\$9,501	1.7%	x	Market and range placement.
Manager of External Affairs, Conservation, and Grants II	\$9,810		Management and Confidential	34	\$9,982	1.8%		Place 5% above Manager of External Affairs, Conservation and Grants I
Plant Operations Manager	\$10,545	\$10,084	Management and Confidential	34	\$9,982	-5.3%	x	Market and range placement.
Manager of Water Resources	\$11,072		Management and Confidential	40	\$11,577	4.6%	x	Place 15% above the Manager of External Affairs, Conservation, and Grants II
General Manager	\$16,667	\$16,600	Executive (Placed on Management and Confidential Table)	55	\$16,766	0.6%	x	Market and range placement.



Appendix V

Additional Benefits

Calaveras County Water District - Additional Benefits
October 2018

Which of the comparator field positions require a commercial license?	
Calaveras County Water District	
Class(es)	
	Collection System Worker, Construction Worker, Distribution Worker, and Mechanic
Amador Water Agency	
Class(es)	
	Utility and Construction
City of Lodi	
Class(es)	
	Water/ Wastewater Maintenance Worker series, Heavy Equipment Mechanic, Plant and Equipment Mechanic
City of Roseville	
Class(es)	
	Plant Equipment Mechanic and Mechanic series
City of Tracy	
Class(es)	
	Maintenance Worker series, Plant Mechanic series, and Equipment Mechanic series.
County of Sacramento	
Class(es)	
	Sanitation District Maintenance and Operations Technician, Underground Construction and Maintenance Specialist, Water System Operator, Assistant Mechanical Maintenance Technician, and Wastewater Treatment Plant Operator series
El Dorado Irrigation District	
Class(es)	
	Construction and Maintenance Worker series, Collection System Supervisor, Construction and Maintenance Worker series, Building Trades Technician, and Heavy Equipment Mechanic
Nevada Irrigation District	
Class(es)	
	None of the related field classifications require a commercial license.
Placer County Water Agency	
Class(es)	
	Service Worker and Water Quality Mechanic
Sacramento Suburban Water District	
Class(es)	
	None of the related field classifications require a commercial license.
South Tahoe Public Utility District	
Class(es)	
	Underground Sewer Repair series, Water Reuse Worker series, Underground Water Repair series, Vehicle and Heavy Equipment Mechanic series
Tuolumne Utilities District	
Class(es)	
	Utility Worker series (Collections, Construction Maintenance), Distribution/ System Utility Technician, Equipment Mechanic 2, Wastewater Operator series, Wastewater Foreman

Which of the comparators field positions are responsible for the tank checks and distribution sampling?	
Calaveras County Water District	
Class(es)	
	Water-Wastewater Treatment Plant Operator
Amador Water Agency	
Class(es)	
	Distribution I, II, and III
City of Lodi	
Class(es)	
	Water Treatment Plant Operator and Wastewater Plant Operator
City of Roseville	
Class(es)	
	Water Treatment Plant Operator
City of Tracy	
Class(es)	
	Utility Operator
County of Sacramento	
Class(es)	
	Water System Operator - Distribution
El Dorado Irrigation District	
Class(es)	
	Distribution Operator and Wastewater Treatment Plant Operator
Nevada Irrigation District	
Class(es)	
	Water Treatment Operator I/II/III performs tank checks. Water Distribution Operator I/II, and Senior perform the distribution sampling.
Placer County Water Agency	
Class(es)	
	Treatment Plant Operator performs tank checks. Distribution Operator performs distribution sampling.
Sacramento Suburban Water District	
Class(es)	
	Distribution Operators and Production Operators perform tank check/sampling.
South Tahoe Public Utility District	
Class(es)	
	Operator
Tuolumne Utilities District	
Class(es)	
	Water Treatment Plant Operator and Wastewater Treatment Plant operator perform tank checks and sampling.

For the comparators who handle water and wastewater treatment, are their operators tri-certified or do they specialize in one or the other?

Calaveras County Water District	
Certification	
	Tri-certified.
Amador Water Agency	
Certification	
	The operators specialize in either water or wastewater. Plant Operator requires Water Treatment and Water Distribution certifications. Wastewater Treatment Operator requires Wastewater Treatment and Collections certifications.
City of Lodi	
Certification	
	City of Lodi has separate classifications in water and wastewater treatment.
City of Roseville	
Certification	
	Employees specialize in one or the other.
City of Tracy	
Certification	
	Tracy has three different classifications. Waste water and water treatment operators have single certifications - if they are trained in both water and wastewater and are able to competently work at either location and dual certified in water/wastewater, they are reclassified to a Utilities Operator. Not certified in distribution.
County of Sacramento	
Certification	
	The county has separate classifications in water and wastewater treatment.
El Dorado Irrigation District	
Certification	
	The district has separate classifications in water and wastewater treatment.
Nevada Irrigation District	
Certification	
	Employees specialize in water treatment only.
Placer County Water Agency	
Certification	
	Employees specialize in water treatment only.
Sacramento Suburban Water District	
Certification	
	Employees specialize in water treatment only.
South Tahoe Public Utility District	
Certification	
	Only wastewater certification is required.
Tuolumne Utilities District	
Certification	
	The district has separate classifications in water and wastewater treatment.

**Calaveras County Water District - Additional Benefits
October 2018**

Which positions are designated as the Chief Operator for State reporting? Do those positions receive a stipend for this?

Calaveras County Water District	
Bargaining Unit	Benefit
	Senior Supervisor, Water/Wastewater Operations
Amador Water Agency	
Bargaining Unit	Benefit
Employee's Association	Water Supervisor and Wastewater Supervisor. There is no stipend for the designation.
City of Lodi	
Bargaining Unit	Benefit
	Lodi has a Chief Wastewater Plant Operator and Water Plant Operator classification. For the purposes of reporting, the Water Plant Superintendent and Wastewater Plant Superintendents are designated as chief plant operators. There is no stipend for the designation.
City of Roseville	
Bargaining Unit	Benefit
IUOE Local 39	City of Roseville has a Water Treatment Plant Chief Operator and a Wastewater Treatment Plant Chief Operator. There is no stipend for the designation.
City of Tracy	
Bargaining Unit	Benefit
Teamsters	Wastewater Superintendent and Water Treatment Plant Superintendent are Chief Operator. There is no stipend for the designation.
County of Sacramento	
Bargaining Unit	Benefit
Managers	Treatment Plant Operations Manager I and Water Treatment Plant Manager serve as Chief Operators. There is no stipend for the designation.
El Dorado Irrigation District	
Bargaining Unit	Benefit
	The agency has a Chief Distribution Operator, Chief Wastewater Treatment Plant Operator, and Chief Water Treatment Plant Operator classification. There is no stipend for the designation.
Nevada Irrigation District	
Bargaining Unit	Benefit
AFSCME Field	Chief Water Treatment Operator is designated. There is no stipend for the designation.
Placer County Water Agency	
Bargaining Unit	Benefit
WSU	Treatment Plant Operations Supervisor is designated. There is no stipend for the designation.
Sacramento Suburban Water District	
Bargaining Unit	Benefit
Non-Exempt	Production Supervisor; there is no stipend for the designation.
South Tahoe Public Utility District	
Bargaining Unit	Benefit
IUOE Local 39	Chief Plant Operator (position is supervisory); there is no stipend for the designation.
Tuolumne Utilities District	
Bargaining Unit	Benefit
NCDCL, Local 1130	The Wastewater Superintendent is Chief Plant Operator. The Water Superintendent acts as Chief Operator, and certain water plants will have the water foreman act as Chief Operator, but it is part of their normal job duties and they do not receive a stipend.

**Calaveras County Water District - Additional Benefits
October 2018**

Do the comparators offer longevity pay?

Calaveras County Water District	
Bargaining Unit	Benefit
All employees	At 15 years: 2.5% above employee's current step. At 20 years: 5% above current step. At 25 years: 7.5% above current step.
Amador Water Agency	
Bargaining Unit	Benefit
	Agency does not provide this benefit.
City of Lodi	
Bargaining Unit	Benefit
	Agency does not provide this benefit.
City of Roseville	
Bargaining Unit	Benefit
Management	Confidential EEs receive 2.5% of base salary annually at the beginning of the 10th year of service.
IBEW	Employees hired after May 5, 2012 are not eligible for longevity. Those hired before receive 2.5% annually at the beginning of the 10th year. And 2.5% at the beginning of the 15th year.
IUOE Local 39	Employees hired prior to February 6, 2016 receive 2.5% of base pay at the start of the 10th year and an additional 2.5% at the start of the 15th year. Employees hired after February 6, 2016, Ees receive 2.5% of base pay at the start of the 10th year and 5% at the start of the 15th year.
City of Tracy	
Bargaining Unit	Benefit
Teamsters, Confidential Non-Exempt and Technical Support Services	Employees who complete 5 years of service receive 40 hours of vacation, and receive 40 hours every 5 years of service thereafter.
County of Sacramento	
Bargaining Unit	Benefit
	Agency does not provide this benefit.
El Dorado Irrigation District	
Bargaining Unit	Benefit
	Agency does not provide this benefit.
Nevada Irrigation District	
Bargaining Unit	Benefit
	Agency does not provide this benefit.
Placer County Water Agency	
Bargaining Unit	Benefit
WSU	2.5% is added to an employee's regular hourly rate upon completion of 10 years of service. Another 2.5% is added upon completion of 15 years.
Sacramento Suburban Water District	
Bargaining Unit	Benefit
	Agency does not provide this benefit.
South Tahoe Public Utility District	
Bargaining Unit	Benefit
	Agency does not provide this benefit.
Tuolumne Utilities District	
Bargaining Unit	Benefit
	After 15 years: receive 5%; after 20 years: receive additional 2.5%

Calaveras County Water District - Additional Benefits
October 2018

Shift Pay/Standby Pay	
Calaveras County Water District	
Bargaining Unit	Benefit
All employees	N/A
Amador Water Agency	
Bargaining Unit	Benefit
Employee's Association	No shift differential provided; Agency pays \$45 per weekday for standby or \$65 per weekend or holiday for standby.
City of Lodi	
Bargaining Unit	Benefit
Maintenance and Operators	Wastewater Treatment Plant Operators receive 3% premium for all hours worked during the swing shift (noon to 10p.m.). Wastewater Plant Operators and Water Plant Operators receive straight time pay as follows: Standby on work days: 3 hours on non-work days: 4 hours On observed holidays: 8 hours All other unit employees receive 3 hours straight pay when on standby
City of Roseville	
Bargaining Unit	Benefit
IBEW	Standby employees receive a half hour of pay at base pay rate when needed assistance can be handled over the phone and the employee is not required to physically respond to work. If required to show up physically, they receive a minimum of two hours of pay. Emergency overtime between 10PM and 6AM is double the normal hourly rate. If called in on a holiday, employees receive double the normal hourly rate.
IUOE Local 39	Employees on standby receive 1.5 hours straight time pay per week day, 3 hours of straight time pay per weekend day and holiday, and 13.5 hours straight time per week.
City of Tracy	
Bargaining Unit	Benefit
Teamsters	Shift Differential for evening shift is \$1.10 per hour worked and night shift differential is \$2.00 per hour worked. When employees are called back to work, they are paid a minimum of 2 hours at the rate of 1.5 times base hourly rate. Minimum of 2 hours applies to the first call-back and any subsequent call-back after the two hours has expired from the original call.
County of Sacramento	
Bargaining Unit	Benefit
	Employees receive 2 hours' straight time pay for each shift and will receive overtime pay if they perform emergency work on standby duty.
El Dorado Irrigation District	
Bargaining Unit	Benefit
Employee's Association	Standby duty is assigned equally among employees qualified to perform the standby assignment. The District provides a vehicle for work commute during standby status. Effective January 2018, standby pay is \$3.39 per hour; any time represented employees receive across-the-board COLA, the hourly standby rate increases by the same percentage.
Nevada Irrigation District	
Bargaining Unit	Benefit
	District pays 5% night shift differential for all hours worked between 6PM and 6AM for those assigned to night shift schedule. Standby paid at \$76.95 per normal workday and \$115.44 per day on weekends and holidays.
Placer County Water Agency	
Bargaining Unit	Benefit
WSU	Employees whose regular work shift is temporarily changed to start between 6PM and 6AM shall be paid an additional 5% unless mutually agreed upon as a flextime arrangement. Employees receive \$65 per regular work day for standby. They receive \$80 per weekend and holiday day or for 24 hours of standby duty.
Sacramento Suburban Water District	
Bargaining Unit	Benefit
Non-Exempt	Employees receive 2 hour minimum for stand by pay plus overtime for actual time worked.
South Tahoe Public Utility District	
Bargaining Unit	Benefit

**Calaveras County Water District - Additional Benefits
October 2018**

<p>IUOE Local 39</p>	<p>When regular EE employees are assigned to work specified shifts regularly with hours other than 7:00AM to 6:00PM, or days other than Monday through Friday, those employees receive 5% of base salary as premium payment. Standby pay is in addition to any pay for actual work time during standby. Primary Standby Employees are paid \$4.50 per hour on standby. Holiday standby will be paid at the rate of \$4.50 per hour multiplied by the appropriate holiday rate. Secondary standby employees are paid \$3.50 per hour of standby. Holiday standby is paid at the rate of \$3.50 per hour multiplied by the appropriate holiday rate. Those on tertiary standby are paid \$2.00 per hour of standby. Holiday standby is paid at the rate of \$2.00 per hour multiplied by the appropriate holiday rate.</p>
<p>Tuolumne Utilities District</p>	
<p>Bargaining Unit</p>	<p>Benefit</p>
	<p>Employees who regularly beginning between 2PM and 5PM (the night shift) receive a 2.5% differential. Those who regularly start working between 10PM and 1AM receive a 5% graveyard shift differential. Weekdays: 2 hours of straight time for each day on stand-by; Weekends/Regularly Scheduled Days Off: 3 hours of straight time for each day on stand-by; Holidays: 3 hours of straight time for each holiday on stand-by.</p>

Agenda Item

DATE: August 28, 2019

TO: Michael Minkler, General Manager

FROM: Charles Palmer, P.E., District Engineer

SUBJECT: Discussion/Action regarding Acceptance of Division 5, Jenny Lind Water Plant Pretreatment Project, CIP #11092, Cal-OES Hazard Mitigation Project DR-4240-CA, PJ0001 / FEMA 0001

RECOMMENDED ACTION:

Motion: _____/_____ adopting Resolution 2019-_____ accepting construction of the Jenny Lind Water Plant Pretreatment Project, CIP #11092 (Cal-OES Hazard Mitigation Project DR-4240-CA, PJ0001 / FEMA 0001) as being completed by R.E. Smith Contractor, Inc. and directing a Notice of Completion to be recorded with the Calaveras County Recorder.

BACKGROUND:

The project contractor, R.E. Smith has completed construction of the Jenny Lind Water Plant Pretreatment Project. All construction has been completed in accordance with the contract drawings and specifications including furnishing and installing a new packaged pretreatment system to enhance organics and turbidity removal assuring drinking water quality for the community. The pretreatment unit was manufactured off-site and shipped to job site. R.E. Smith prepared the site and installed the system. These improvements include: demolition of existing metal building, site work (grading, drainage, block wall, paving), construction of a concrete basin, metal fabrication (grating, stairs, handrails) and furnishing and installing new process piping, pumps and chemical systems. Electrical improvements included furnishing and installing control panels, motor controls and all conduits and conductors for completing electrical connections to the new system. Upgrades to the main electrical service including demolition and replacement of meter main switchboard, transformer pad, automatic transfer switch, main power distribution switchboards, and all associated conduits and conductors.

Staff recommends final acceptance at this time. Upon final acceptance of the project by the Board and recordation of the Notice of Completion, the effective date of the two (2) year warranty period and notification of final payment will commence. The release of retention and final payment totaling \$108,925.13 will be made no sooner than thirty (30) days after recording the Notice of Completion. The District reserves the right to hold the retention until such time that all remaining minor punch list items are satisfactorily corrected by R.E. Smith.

FINANCIAL CONSIDERATIONS:

The original budget approved by Cal-OES was \$4,549,000 total with \$3,411,750 (75%) grant and \$1,137,250 (25%) in matching funds obligated from the Water Capital R&R Fund (125). The anticipated total project costs are summarized below.

ITEM	COST
Construction Contract	\$ 3,618,000
Engineering	\$ 516,619
Environmental	\$ 358,013
Staff Labor	\$ 361,169
Electrical Fees (CPPA/PG&E)	\$ 103,255
Misc. Parts / Equipment	\$ 14,165
Other	\$ 9,656
TOTAL	\$ 4,980,878

The total cost to the District is approximately \$1,569,128 including extra costs totaling \$431,878 for unanticipated costs for environmental monitoring, main electrical service upgrades, construction change orders, and staff labor. Upon project closeout, the District will need to issue a budget adjustment to reconcile any unfunded balance.

Attachments: *Notice of Completion*
 Resolution 2019 - _____ Accepting Completion

Recorded at the Request of
And Return to:
CALAVERAS COUNTY WATER DISTRICT
PO BOX 846
SAN ANDREAS, CA 95249

NOTICE OF COMPLETION

OWNER: CALAVERAS COUNTY WATER DISTRICT
P.O. Box 846
San Andreas, CA 95249

PROJECT: CALAVERAS COUNTY, CALIFORNIA
DIVISION 5 / JENNY LIND WATER PLANT
PRETREATMENT PROJECT WATER, CCWD CIP #11092
HMGP DR-4240-CA, Cal-OES PJ0001, FEMA 0001
Plans and Specifications dated August 30, 2017
Contract dated December 6, 2017
Resolution No. 2017-67, November 21, 2017

CONTRACTOR: R.E. SMITH CONTRACTOR, INC.
10160 Quail Hill Drive
Newcastle, CA 95658

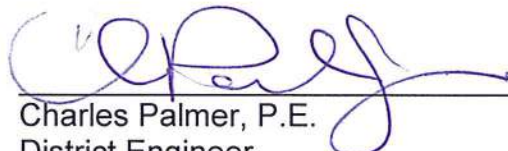
NOTICE IS HEREBY GIVEN, pursuant to Section 3093 of the Civil Code of the State of California, that I, Charles Palmer, PE, District Engineer for CALAVERAS COUNTY WATER DISTRICT, hereby certify that the Project described above was constructed to the best of my knowledge in accordance with the plans, specifications, and any modifications thereto. The Construction Agreement scope of work and construction of improvements were completed on August 15, 2019.

Said work consisted of all labor, materials, equipment and services to furnish and install a new packaged pretreatment system, manufactured off-site and shipped to the site. R.E. Smith prepared the site and installed the system. The improvements included demolition of an existing metal building, sitework (grading, drainage, block wall, paving), construction of a concrete basin, metal fabrication (grating, stairs, handrails) and furnishing and installing new process piping, pumps and chemical systems. Electrical improvements included furnishing and installing control panels, motor controls and all conduits and conductors for electrical connections to the new system. Upgrades to the main electrical service included replacing the meter main switchboard, transformer pad, automatic transfer switch, power distribution switchboards, and associated conduits and conductors.

DATED: August 22, 2019



CALAVERAS COUNTY WATER DISTRICT

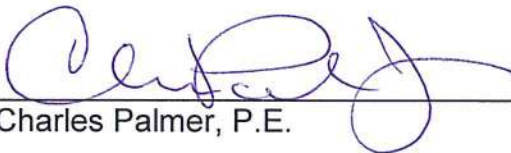

Charles Palmer, P.E.
District Engineer

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

STATE OF CALIFORNIA)
) ss.
COUNTY OF CALAVERAS)

Charles Palmer, being first duly sworn, deposes and says:

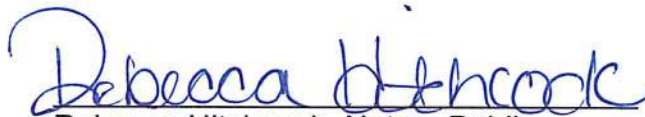
I am the District Engineer for CALAVERAS COUNTY WATER DISTRICT, County of Calaveras, California, for the Jenny Lind Water Plant Pretreatment Project, CIP #11092 (Cal-OES DR-4240-CA, PJ0001, FEMA 0001); that I have read the foregoing Notice of Completion and that the facts therein stated are true of my own knowledge except as to matters therein stated upon information and belief, and as to such matters I believe them to be true.



Charles Palmer, P.E.

SUBSCRIBED AND SWORN to before me on August 22, 2019, by Charles Palmer, who proved to me on the basis of satisfactory evidence to be the person who appeared before me.





Rebecca Hitchcock, Notary Public
Commission Expires Feb. 24, 2023

Recorded at the Request of
And Return To:
CALAVERAS COUNTY WATER DISTRICT
PO BOX 846
SAN ANDREAS, CA 95249

RESOLUTION NO. 2019 – _____

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE CALAVERAS COUNTY WATER DISTRICT**

WHEREAS, the District Engineer of the Calaveras County Water District (CCWD) has executed a Notice of Completion for the DIVISION 5 / JENNY LIND WATER PLANT PRETREATMENT PROJECT #11092 (HMGP DR-4240-CA, Cal-OES PJ0001, FEMA 0001), verifying all work has been completed pursuant to said contract between CCWD and R.E. SMITH CONTRACTOR, INC.; and

WHEREAS, it appears to the satisfaction of the Board of Directors that the work performed under said Construction Agreement has been fully completed and executed in accordance with said Agreement and the plans and specifications therein referred.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Directors of CALAVERAS COUNTY WATER DISTRICT that:

1. Acceptance of completion of said work is hereby made and ordered.
2. The Clerk to the Board of CCWD is hereby directed to record with the Calaveras County Recorder the Notice of Completion, pursuant to Section 3093 of the Civil Code of the State of California.

PASSED AND ADOPTED this 28th day of August, 2019 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

CALAVERAS COUNTY WATER DISTRICT

Russ Thomas, President
Board of Directors

ATTEST:

Rebecca Hitchcock
Clerk to the Board