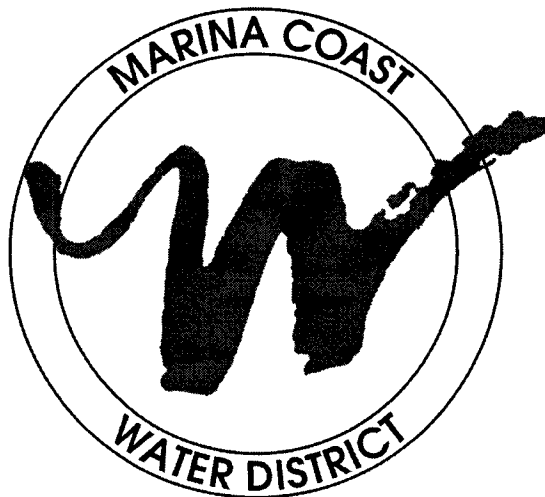DRAFT

2010 Marina Coast Water District Salary Survey

Accounting Technician

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Santa Clara Valley Water District	Accounting Technician	$4,895	$5,966
Pebble Beach Community Services District	Accounting Technician	$4,324	$5,256
Elsinore Valley Municipal Water District	Accounting Technician	$3,916	$5,136
Watsonville, City of	Accounting Technician	$3,698	$4,956
MRWPCA	Accounting Technician	$3,849	$4,911
East Bay Municipal Utilities District	Account Clerk II	$4,003	$4,866
Dublin San Ramon Services District	Account Clerk I	$3,992	$4,852
Seaside, City of	Accounting Technician	$4,037	$4,772
Monterey County	Payroll Technician	$3,082	$4,770
Marina, City of	Accounting Technician	$3,915	$4,730
Monterey, City of	Accounting Assistant	$3,809	$4,630
Soquel Creek Water District	Account Clerk	$3,113	$4,404
MARINA COAST WATER DISTRICT	**Accounting Technician**	**$3,429**	**$4,376**
Otay Water District	Accounting Assistant	$3,475	$4,343
Santa Cruz, City of	Account Clerk II	$2,796	$4,129

		Minimum	Maximum
Labor Market Mean (Average)		$3,779	$4,797
% MCWD Above/Below		-10.21%	-9.62%
Median		$3,882	$4,812
% MCWD Above/Below		-13.21%	-9.96%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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Administrative Assistant

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Soquel Creek Water District		N/C	N/C
Santa Clara Valley Water District	Administrative Assistant	$4,661	$5,966
East Bay Municipal Utilities District	Administrative Secretary II	$4,642	$5,643
Pebble Beach Community Services District	Administrative Support Specialist	$4,543	$5,522
Dublin San Ramon Services District	Administrative Assistant II	$4,442	$5,399
MRWPCA	Administrative Support Specialist II	$4,041	$5,158
Elsinore Valley Municipal Water District	Administrative Assistant	$3,916	$5,136
Otay Water District	Secretary	$3,649	$4,560
Monterey County	Administrative Secretary	$3,322	$4,537
Watsonville, City of	Administrative Assistant II	$3,340	$4,476
MARINA COAST WATER DISTRICT	**Administrative Assistant**	**$3,428**	**$4,376**
Monterey, City of	Administrative Assistant II	$3,516	$4,274
Marina, City of	Administrative Assistant II	$3,121	$3,960
Santa Cruz, City of	Administrative Assistant II	$2,613	$3,861
Seaside, City of	Secretary	$3,148	$3,697

Labor Market Mean (Average)		**$3,766**	**$4,784**
% MCWD Above/Below		-9.86%	-9.32%
Median		**$3,649**	**$4,560**
% MCWD Above/Below		-6.45%	-4.20%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Assistant Operations & Maintenance Superintendent

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Marina, City of		NC	NC
Monterey, City of		NC	NC
Santa Clara Valley Water District	Systems Control Supervisor	$7,829	$10,020
Dublin San Ramon Services District	Water/Wastewater Systems Operator VI	$7,221	$8,776
MRWPCA	Maintenance Supervisor	$6,749	$8,613
Watsonville, City of	Water Operations Supervisor	$6,319	$8,469
Otay Water District	Water System Supervisor	$6,554	$8,193
Santa Cruz, City of	Water Distribution Supervisor IV/V	$5,365	$7,928
East Bay Municipal Utilities District	Senior Water Distribution Operator	$7,058	$7,782
Elsinore Valley Municipal Water District	Water Production Supervisor	$5,781	$7,585
Pebble Beach Community Services District	Field Maintenance Supervisor	$6,110	$7,426
Soquel Creek Water District	Operations Supervisor	$5,129	$7,256
Seaside, City of	Maintenance Operations Supervisor	$5,791	$6,895
MARINA COAST WATER DISTRICT	**Assistant O&M Superintendent**	**$4,845**	**$6,183**
Monterey County	Supervising Sanitation Worker	$4,083	$5,576

Labor Market Mean (Average)		**$6,166**	**$7,877**
% MCWD Above/Below		-27.27%	-27.40%
Median		**$6,215**	**$7,855**
% MCWD Above/Below		-28.28%	-27.04%

NC= No Comparsison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Associate Engineer

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Soquel Creek Water District		NC	NC
Monterey County		NC	NC
Santa Clara Valley Water District	Associate Engineer - Civil	$7,809	$9,998
Dublin San Ramon Services District	Associate Civil Engineer - SME	$7,813	$9,496
East Bay Municipal Utilities District	Associate Civil Engineer	$7,800	$9,480
Otay Water District	Associate Civil Engineer	$7,226	$9,033
Santa Cruz, City of	Associate Civil Engineer	$6,585	$8,913
MRWPCA	Associate Civil Engineer	$6,582	$8,402
Monterey, City of	Associate Civil Engineer	$6,900	$8,384
Seaside, City of	Associate Engineer	$6,925	$8,262
Marina, City of	Associate Engineer	$5,898	$7,526
Pebble Beach Community Services District	Associate Engineer	$6,110	$7,426
Watsonville, City of	Associate Civil Engineer	$5,467	$7,326
Elsinore Valley Municipal Water District	Civil Engineer	$5,501	$7,219
MARINA COAST WATER DISTRICT	**Associate Engineer**	**$5,217**	**$6,658**

		Minimum Salary	Maximum Salary
Labor Market Mean (Average)		**$6,718**	**$8,455**
% MCWD Above/Below		-28.77%	-26.99%
Labor Market Median		**$6,743**	**$8,393**
% MCWD Above/Below		-29.25%	-26.06%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Capital Project Manager

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Marina, City of		NC	NC
East Bay Municipal Utilities District		NC	NC
Santa Cruz, City of		NC	NC
Soquel Creek Water District		NC	NC
Pebble Beach Community Services District		NC	NC
Santa Clara Valley Water District	Senior Engineer	$9,060	$11,594
Watsonville, City of	Principal Engineer	$7,633	$10,229
Dublin San Ramon Services District	Senior Civil Engineer	$8,382	$10,189
Otay Water District	Senior Civil Engineer	$7,967	$9,958
Monterey, City of	Senior Engineer	$8,026	$9,752
MRWPCA	Project Engineer	$7,622	$9,729
Elsinore Valley Municipal Water District	Civil Engineer	$6,705	$8,798
Seaside, City of	Senior Civil Engineer	$7,323	$8,746
MARINA COAST WATER DISTRICT	**Capital Project Manager**	**$6,515**	**$8,315**
Monterey County	Civil Engineer	$5,888	$8,041
Labor Market Mean (Average)		**$7,623**	**$9,671**
% MCWD Above/Below		-17.01%	-16.31%
Median		**$7,633**	**$9,752**
% MCWD Above/Below		-17.16%	-17.28%

NC=No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Conservation Coordinator

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Seaside, City of		NC	NC
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Monterey County		NC	NC
Soquel Creek Water District		NC	NC
Monterey, City of		NC	NC
Santa Cruz, City of	Water Conservation Manager	$6,262	$8,475
Santa Clara Valley Water District	Water Conservation Specialist II	$6,582	$8,428
Otay Water District	Water Conservation Manager	$6,554	$8,193
Dublin San Ramon Services District	Community Affairs Specialist II	$6,482	$7,878
MRWPCA	Community Relations Specialist	$5,548	$7,081
East Bay Municipal Utilities District	Water Conservation Representative	$5,799	$7,049
MARINA COAST WATER DISTRICT	**Conservation Coordinator**	**$4,966**	**$6,338**
Watsonville, City of	Environmental Education Coordinator	$4,539	$6,083
Elsinore Valley Municipal Water District	Conservation Specialist	$3,916	$5,136

Labor Market Mean (Average)		**$5,710**	**$7,290**
% MCWD Above/Below		-14.98%	-15.02%
Median		**$6,031**	**$7,480**
% MCWD Above/Below		-21.45%	-18.02%

NC= No Comparsion

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Customer Service Specialist

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Monterey, City of		NC	NC
Seaside, City of		NC	NC
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Monterey County		NC	NC
MRWPCA	Customer Service Representative II	$4,243	$5,828
Dublin San Ramon Services District	Customer Services Representative II	$4,364	$5,303
Santa Clara Valley Water District	Office Specialist II	$4,111	$5,274
East Bay Municipal Utilities District	Customer Services Representative II	$4,204	$5,110
Elsinore Valley Municipal Water District	Customer Service Specialist	$3,548	$4,652
Otay Water District	Customer Service Representative II	$3,649	$4,560
Soquel Creek Water District	Customer Service Representative II	$3,113	$4,404
MARINA COAST WATER DISTRICT	**Customer Service Specialist**	**$3,263**	**$4,165**
Santa Cruz, City of	Utility Service Representative	$2,746	$4,056
Watsonville, City of	Office Assistant II	$2,852	$3,822
Labor Market Mean (Average)		**$3,648**	**$4,779**
% MCWD Above/Below		-11.80%	-14.74%
Median		**$3,649**	**$4,652**
% MCWD Above/Below		-11.83%	-11.69%

NC=No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Customer Service Supervisor

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Soquel Creek Water District		NC	NC
Seaside, City of		NC	NC
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Monterey, City of		NC	NC
East Bay Municipal Utilities District	Customer Service Supervisor	$6,889	$7,975
Otay Water District	Customer Service Supervisor	$5,945	$7,431
MRWPCA	Customer Service Supervisor	$5,687	$7,258
Dublin San Ramon Services District	Customer Service Representative III	$5,495	$6,680
Watsonville, City of	Customer Service Manager	$4,830	$6,472
Elsinore Valley Municipal Water District	Customer Service Supervisor	$4,744	$6,226
Santa Cruz, City of	Utility Supervisor	$4,072	$6,018
Santa Clara Valley Water District	Senior Office Specialist	$4,435	$5,679
MARINA COAST WATER DISTRICT	**Customer Service Supervisor**	**$4,177**	**$5,332**
Monterey County	Supervising Office Assistant II	$3,422	$4,674

Labor Market Mean (Average)		**$5,058**	**$6,490**
% MCWD Above/Below		-21.09%	-21.72%
Median		**$4,830**	**$6,472**
% MCWD Above/Below		-15.63%	-21.38%

NC=No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Deputy General Manager/District Engineer

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Marina, City of		NC	NC
East Bay Municipal Utilities District	Director of Engineering & Construction	$11,655	$16,834
Monterey, City of	City Engineer	$9,458	$16,309
Dublin San Ramon Services District	District Engineer/Assistant General Manager	$12,928	$15,714
Otay Water District	Asst General Manager, Eng & Water Operations	$12,359	$15,449
MRWPCA	Assistant General Manager		$14,933
Santa Cruz, City of	Director of Public Works/City Engineer	$11,517	$14,698
Pebble Beach Community Services District	District Engineer		$13,912
Monterey County	Deputy General Manager/WRA	$10,185	$13,910
Seaside, City of	Deputy City Manager-Resource Management Svcs		$13,177
Watsonville, City of	Director of Public Works and Utilities	$9,751	$13,068
Elsinore Valley Municipal Water District	Director of Engineering	$9,953	$13,057
MARINA COAST WATER DISTRICT	**Deputy General Manager/District Engineer**	**$10,162**	**$12,969**
Santa Clara Valley Water District	Engineering Unit Manager	$10,114	$12,946
Soquel Creek Water District	Engineering Manager/Chief Engineer	$6,795	$9,424

		Minimum	Maximum
Labor Market Mean (Average)		**$10,472**	**$14,110**
% MCWD Above/Below		-3.05%	-8.80%
Median		**$10,150**	**$13,912**
% MCWD Above/Below		0.12%	-7.27%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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Director of Administrative Services

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Seaside, City of		NC	NC
Monterey County		NC	NC
East Bay Municipal Utilities District	Director of Finance	$11,655	$16,834
Dublin San Ramon Services District	Financial Services Manager	$12,281	$14,928
Marina, City of	Finance Director	$8,153	$13,918
MRWPCA	Director of Administrative Services	$10,881	$13,887
Santa Cruz, City of	Director of Finance	$10,747	$13,714
Santa Clara Valley Water District	Financial Services Unit Manager	$10,628	$13,598
Elsinore Valley Municipal Water District	Director of Finance	$9,953	$13,057
Pebble Beach Community Services District	Chief Financial Officer/Deputy GM	$10,518	$12,785
Monterey, City of	Finance Director		$12,568
Otay Water District	Finance Mgr, Controller & Budgetary Svcs	$8,365	$10,456
Watsonville, City of	Administrative Services Manager	$7,542	$10,107
Soquel Creek Water District	Financial/Business Services Manager	$6,795	$9,424
MARINA COAST WATER DISTRICT	**Director of Administrative Services**	**$7,372**	**$9,408**

Labor Market Mean (Average)		**$9,774**	**$12,940**
% MCWD Above/Below		-32.58%	-37.54%
Median		**$10,518**	**$13,328**
% MCWD Above/Below		-42.67%	-41.67%

* = No Comparison

NOTE: All calculations exclude Marina Coast Water District

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Excecutive Assistant to GM/Board

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Pebble Beach Community Services District		NC	NC
Otay Water District	District Secretary	$6,242	$7,803
MRWPCA	Executive Assistant to GM/Board	$5,970	$7,620
East Bay Municipal Utilities District	Executive Assistant II	$5,658	$6,878
Santa Clara Valley Water District	Board Administrative Assistant II	$5,018	$6,424
Dublin San Ramon Services District	Administrative Assistant II - Confidential	$4,998	$6,076
Monterey County	Administrative Services Assistant	$4,365	$5,961
Monterey, City of	Senior Executive Assistant	$4,896	$5,952
Soquel Creek Water District	Executive Secretary/Board Clerk	$4,116	$5,745
Seaside, City of	Administrative Assistant to City Manager	$4,619	$5,614
Marina, City of	Executive Assistant	$4,216	$5,381
Watsonville, City of	Executive Assistant to City Manager	$3,884	$5,205
Santa Cruz, City of	Administrative Assistant to City Manager	$3,178	$4,696
MARINA COAST WATER DISTRICT	**Executive Assistant to GM/Board**	**$3,602**	**$4,597**
Elsinore Valley Municipal Water District	Administrative Secretary-Deputy Board Secretary	$3,377	$4,429

	Minimum Salary	Maximum Salary
Labor Market Mean (Average)	**$4,657**	**$5,983**
% MCWD Above/Below	-29.29%	-30.15%
Median	**$4,619**	**$5,952**
% MCWD Above/Below	-28.23%	-29.48%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/8/2010

Finance Director

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Pebble Beach Community Services District		NC	NC
Dublin San Ramon Services District	Financial Services Supervisor	$12,281	$14,928
East Bay Municipal Utilities District	Controller	$9,565	$13,817
Santa Clara Valley Water District	Financial Services Unit Manager	$10,627	$13,600
MRWPCA	Director of Finance	$8,955	$11,430
Monterey, City of	Assistant Finance Director	$8,918	$10,840
Marina, City of	Finance Director	$8,640	$10,501
Otay Water District	Finance Mgr., Controller & Budgetary Svcs	$8,365	$10,456
Seaside, City of	Financial Services Manager	$8,174	$9,936
Monterey County	Finance Manager III	$7,114	$9,710
Watsonville, City of	Assistant Finance Officer	$7,210	$9,662
Soquel Creek Water District	Financial Business Services Manager	$6,795	$9,424
Elsinore Valley Municipal Water District	Accounting Manager	$7,044	$9,242
Santa Cruz, City of	Finance Manager	$6,556	$8,873
MARINA COAST WATER DISTRICT	**Finance Director**	**$5,903**	**$7,533**

Labor Market Mean (Average)		**$8,480**	**$10,955**
% MCWD Above/Below		-43.66%	-45.43%
Median		**$8,365**	**$10,456**
% MCWD Above/Below		-41.71%	-38.80%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Management Services Administrator

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Soquel Creek Water District		NC	NC
Pebble Beach Community Services District		NC	NC
East Bay Municipal Utilities District	Manager of Human Resources	$11,095	$14,123
Marina, City of	Director of HR & Risk Mgmt	$8,153	$13,918
Santa Cruz, City of	Director of Human Resources	$10,747	$13,714
Dublin San Ramon Services District	Human Resources Supervisor	$9,350	$11,364
Santa Clara Valley Water District	Human Resources Unit Manager	$8,720	$11,162
Otay Water District	Human Resources Manager	$8,365	$10,456
Seaside, City of	Personnel Services Manager	$8,174	$9,936
Monterey, City of	Assistant Human Resources Director	$7,998	$9,720
Elsinore Valley Municipal Water District	Director of Human Resources	$7,401	$9,710
Monterey County	Principal Personnel Analyst	$6,748	$9,212
MARINA COAST WATER DISTRICT	**Management Services Administrator**	**$7,106**	**$8,955**
MRWPCA	Human Resources Officer	$6,423	$8,821
Watsonville, City of	Personnel Officer	$5,684	$7,617

Labor Market Mean (Average)		**$8,238**	**$10,813**
% MCWD Above/Below		-15.93%	-20.75%
Median		**$8,164**	**$10,196**
% MCWD Above/Below		-14.89%	-13.86%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Meter Reader

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
MRWPCA		NC	NC
Monterey, City of		NC	NC
Seaside, City of		NC	NC
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Monterey County		NC	NC
Santa Clara Valley Water District	Water Measurement Technician	$4,660	$5,967
Dublin San Ramon Services District	Customer Field Representative I	$4,541	$5,520
East Bay Municipal Utilities District	Meter Reader	$4,105	$5,240
Watsonville, City of	Customer Service Technician	$3,754	$5,031
Otay Water District	Meter Maintenance Worker I	$3,649	$4,560
Elsinore Valley Municipal Water District	Meter Maintenance Worker	$3,377	$4,429
Soquel Creek Water District	Meter Reader	$3,024	$4,278
MARINA COAST WATER DISTRICT	**Meter Reader**	**$3,263**	**$4,165**
Santa Cruz, City of	Water Meter Technician	$2,646	$3,909

Labor Market Mean (Average)		**$3,720**	**$4,867**
% MCWD Above/Below		-14.01%	-16.85%
Median		**$3,702**	**$4,796**
% MCWD Above/Below		-13.45%	-15.15%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Operations & Maintenance Superintendent

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Monterey, City of		NC	NC
East Bay Municipal Utilities District	Manager of Operations & Maintenance	$8,664	$12,515
Santa Clara Valley Water District	Utility Treatment Operations - Unit Manager	$9,627	$12,320
Otay Water District	System Operations Manager	$8,783	$10,979
Dublin San Ramon Services District	Field Operations Supervisor	$8,640	$10,501
MRWPCA	Maintenance Manager	$7,367	$9,404
Watsonville, City of	Public Works Operations Manager	$6,811	$9,128
Elsinore Valley Municipal Water District	Water Production Manager	$6,705	$8,798
Seaside, City of	Public Works Superintendent	$7,307	$8,718
Soquel Creek Water District	Operations & Maintenance Manager	$6,065	$8,511
Santa Cruz, City of	Water Distribution Supervisor V	$5,497	$8,122
MARINA COAST WATER DISTRICT	**Operations & Maintenance Superintendent**	**$6,201**	**$7,915**
Monterey County	Sanitation Operation & Maintenance Superintendent	$4,751	$6,489

Labor Market Mean (Average)		**$7,292**	**$9,590**
% MCWD Above/Below		-17.59%	-21.16%
Median		**$7,307**	**$9,128**
% MCWD Above/Below		-17.84%	-15.33%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

Senior Engineer

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Seaside, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Soquel Creek Water District		NC	NC
Dublin San Ramon Services District	Senior Civil Engineer - Supervisory	$9,755	$11,857
Santa Cruz, City of	Deputy Water Director/Engineering Mgr	$8,588	$11,624
Santa Clara Valley Water District	Senior Engineer	$10,426	$11,594
Otay Water District	Engineering Manager, Design & Const.	$9,222	$11,528
East Bay Municipal Utilities District	Senior Civil Engineer	$9,493	$10,989
Monterey, City of	Principal Engineer	$8,646	$10,508
Watsonville, City of	Principal Engineer	$7,633	$10,229
MRWPCA	Lead Engineer	$8,003	$10,215
Elsinore Valley Municipal Water District	Senior Civil Engineer CIP	$7,401	$9,710
Monterey County	Senior Civil Engineer	$7,077	$9,660
Marina, City of	Engineering Services Manager	$7,250	$9,253
MARINA COAST WATER DISTRICT	**No Match**	**$0**	**$0**

		Minimum Salary	Maximum Salary
Labor Market Mean (Average)		$8,624	$10,791
% MCWD Above/Below			
Median		$8,617	$10,749
% MCWD Above/Below			

NC = No Comparison

NOTE: All calculations exclude Marina Coast Water District

Currently, this is not an approved classification on the MCWD Salary Schedule

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System Operator II

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Marina, City of		NC	NC
Monterey, City of		NC	NC
Santa Clara Valley Water District	Systems Control Operator II	$6,114	$7,830
MRWPCA	Distribution Mechanic/Operator II	$5,158	$6,582
Watsonville, City of	Water Operator II	$4,820	$6,459
Dublin San Ramon Services District	Water/Wastewater Systems Operator II	$5,282	$6,419
East Bay Municipal Utilities District	Water Distribution Plumber II	$5,381	$6,230
Pebble Beach Community Services District	Maintenance Technician I	$4,656	$5,660
Soquel Creek Water District	Water Systems Operator II	$3,927	$5,556
Otay Water District	Water System Operator II	$4,436	$5,545
Santa Cruz, City of	Water Districution Operator II	$3,347	$4,945
Elsinore Valley Municipal Water District	Water Production Operator II	$3,727	$4,888
MARINA COAST WATER DISTRICT	**System Operator II**	**$3,785**	**$4,830**
Seaside, City of	Water Systems Maintenance II	$3,946	$4,796
Monterey County	Sanitation Worker	$3,278	$4,474
Labor Market Mean (Average)		**$4,506**	**$5,782**
% MCWD Above/Below		-19.05%	-19.71%
Median		**$4,546**	**$5,608**
% MCWD Above/Below		-20.11%	-16.11%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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4/6/2010

System Operator III

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Marina, City of		NC	NC
Monterey, City of		NC	NC
Santa Clara Valley Water District	Systems Control Operator III	$6,750	$8,639
East Bay Municipal Utilities District	Water Distribution Crew Foreman	$6,557	$7,590
Watsonville, City of	Senior Water Operator	$5,418	$7,260
Dublin San Ramon Services District	Water/Wastewater Systems Operator III	$5,809	$7,060
MRWPCA	Lead Distribution Mechanic/Operator	$5,415	$6,912
Otay Water District	Lead Water Systems Operator	$5,390	$6,739
Santa Cruz, City of	Water Distribution Crew Leader	$4,260	$6,296
Pebble Beach Community Services District	Maintenance Technician II	$5,140	$6,247
Soquel Creek Water District	Field Supervisor	$4,411	$6,241
Elsinore Valley Municipal Water District	Water Production Operator II	$4,540	$5,957
Seaside, City of	Water Systems Maintenance Specialist	$4,573	$5,405
MARINA COAST WATER DISTRICT	**System Operator III**	**$4,076**	**$5,202**
Monterey County	Senior Sanitation Worker	$3,582	$4,659

Labor Market Mean (Average)		**$5,154**	**$6,584**
% MCWD Above/Below		-26.45%	-26.57%
Median		**$5,265**	**$6,518**
% MCWD Above/Below		-29.17%	-25.30%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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Utility Worker

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Santa Clara Valley Water District		NC	NC
Dublin San Ramon Services District		NC	NC
Soquel Creek Water District		NC	NC
Otay Water District	Utility Worker	$3,649	$4,560
Pebble Beach Community Services District	Maintenance Worker I	$3,729	$4,532
Elsinore Valley Municipal Water District	Facilities Maintenance Worker	$3,377	$4,429
East Bay Municipal Utilities District	Janitor	$3,716	$4,302
MRWPCA	Maintenance Worker I	$3,084	$3,935
MARINA COAST WATER DISTRICT	**Utility Worker**	**$2,885**	**$3,682**
Watsonville, City of	Custodian	$2,702	$3,621
Santa Cruz, City of	Custodian	$2,448	$3,617
Seaside, City of	Custodian	$3,005	$3,520
Marina, City of	Custodian	$2,715	$3,449
Monterey County	Custodian	$2,387	$3,260
Monterey, City of	Custodian	$2,478	$3,016

Labor Market Mean (Average)		**$3,026**	**$3,840**
% MCWD Above/Below		-4.89%	-4.29%
Median		**$3,005**	**$3,621**
% MCWD Above/Below		-4.16%	1.66%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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Water Conservation Specialist

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
MRWPCA		NC	NC
Seaside, City of		NC	NC
Watsonville, City of		NC	NC
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Monterey County		NC	NC
Monterey, City of		NC	NC
Elsinore Valley Municipal Water District		NC	NC
Santa Clara Valley Water District	Water Conservation Specialist I	$5,967	$7,635
Dublin San Ramon Services District	Community Affairs Specialist I	$5,892	$7,162
East Bay Municipal Utilities District	Water Conservation Technician	$4,879	$5,930
Otay Water District	Water Conservation Specialist	$4,436	$5,545
Soquel Creek Water District	Water Conservation Specialist	$3,802	$5,379
MARINA COAST WATER DISTRICT	**Water Conservation Specialist**	**$3,879**	**$4,951**
Santa Cruz, City of	Water Conservation Representative	$2,990	$4,418

		Minimum	Maximum
Labor Market Mean (Average)		**$4,661**	**$6,012**
% MCWD Above/Below		-20.16%	-21.43%
Median		**$4,658**	**$5,738**
% MCWD Above/Below		-20.08%	-15.90%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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Water Quality Chemist

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Seaside, City of		NC	NC
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Soquel Creek Water District		NC	NC
Monterey, City of		NC	NC
Santa Clara Valley Water District	Chemist II	$6,583	$8,427
East Bay Municipal Utilities District	Chemist II	$6,402	$7,782
Dublin San Ramon Services District	Environmental Chemist II	$6,355	$7,724
Watsonville, City of	Water Quality Chemist	$4,834	$6,478
MRWPCA	Laboratory Analyst I	$5,032	$6,423
Monterey County	Water Quality Specialist	$4,595	$6,274
Santa Cruz, City of	Water Quality Chemist II	$4,171	$6,164
Otay Water District	Laboratory Technician II	$4,657	$5,822
Elsinore Valley Municipal Water District	Laboratory Technician	$4,321	$5,670
MARINA COAST WATER DISTRICT	**Water Quality Chemist**	**$4,177**	**$5,332**

		Minimum	Maximum
Labor Market Mean (Average)		**$5,217**	**$6,752**
% MCWD Above/Below		-24.89%	-26.62%
Median		**$4,834**	**$6,423**
% MCWD Above/Below		-15.73%	-20.46%

NC=No Comparison

NOTE: All calculations exclude Marina Coast Water District

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Water Quality Manager

Comparison Agency	Class/Title	Minimum Salary	Maximum Salary
Otay Water District		NC	NC
Seaside, City of		NC	NC
Marina, City of		NC	NC
Pebble Beach Community Services District		NC	NC
Monterey County		NC	NC
Soquel Creek Water District		NC	NC
Monterey, City of		NC	NC
Santa Clara Valley Water District	Laboratory Services - Unit Manager	$9,627	$12,320
Dublin San Ramon Services District	Laboratory Supervisor	$8,717	$10,596
East Bay Municipal Utilities District	Laboratory Supervisor	$8,816	$10,206
MRWPCA	Laboratory Supervisor	$6,749	$8,613
Santa Cruz, City of	Water Quality Manager	$6,262	$8,475
Elsinore Valley Municipal Water District	Water Quality Supervisor	$5,781	$7,585
MARINA COAST WATER DISTRICT	**Water Quality Manager**	**$5,903**	**$7,533**
Watsonville, City of	Laboratory Manager	$5,555	$7,444

		Minimum Salary	Maximum Salary
Labor Market Mean (Average)		**$7,358**	**$9,320**
% MCWD Above/Below		-24.65%	-23.72%
Median		**$6,749**	**$8,613**
% MCWD Above/Below		-14.33%	-14.34%

NC= No Comparison

NOTE: All calculations exclude Marina Coast Water District

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