

Marina Coast Water District
Top Monthly Salary Data
June 2012

ACCOUNTANT II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Accountant II	\$8,504	12/24/2011	1/1/2013	Unknown
2	Alameda County Water District	Accountant 2	\$8,408	6/25/2012	7/1/2013	Unknown
3	Otay Water District	Senior Accountant	\$8,199	7/1/2012	Unknown	Unknown
4	Las Virgenes Municipal Water District	Senior Accountant / Financial Analyst ¹	\$7,819	1/1/2009	1/1/2013	1-4%
5	Elsinore Valley Municipal Water District	Financial Analyst	\$7,375	1/1/2012	Unknown	Unknown
6	Monterey Regional Water Pollution Control Agency	Accountant	\$7,258	6/20/2011	Unknown	Unknown
7	Oro Loma Sanitary District	Accountant ²	\$6,941	6/25/2012	6/24/2013	1-5%
8	City of Santa Cruz	Accountant II	\$6,843	12/15/2007	Unknown	Unknown
9	North Marin Water District	Senior Accountant	\$6,709	7/1/2011	Unknown	Unknown
10	Marina Coast Water District	Accountant II	\$5,657	8/9/2011		
	Montecito Water District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$7,562			
% Marina Coast Water District Above/Below			-33.7%			
Median of Comparators			\$7,375			
% Marina Coast Water District Above/Below			-30.4%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

2- Accountant requires any combination of experience and training equivalent to an Associate of Arts degree and 3 years of experience.

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ADMINISTRATIVE ASSISTANT						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Executive Secretary	\$6,117	7/1/2012	Unknown	Unknown
2	Las Virgenes Municipal Water District	Administrative Assistant	\$6,078	1/1/2009	1/1/2013	1-4%
3	North Marin Water District	Administrative Secretary / Engineering Secretary ¹	\$5,759	7/1/2011	Unknown	Unknown
4	Dublin San Ramon Services District	Administrative Assistant II	\$5,658	1/1/2012	1/1/2013	Unknown
5	Elsinore Valley Municipal Water District	Administrative Assistant	\$5,455	1/1/2012	Unknown	Unknown
6	Marina Coast Water District	Administrative Assistant	\$4,643	7/1/2011		
7	City of Santa Cruz	Administrative Assistant III	\$4,557	10/4/2008	Unknown	Unknown
	Alameda County Water District	N/C				
	Montecito Water District	N/C				
	Monterey Regional Water Pollution Control Agency	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$5,604			
% Marina Coast Water District Above/Below			-20.7%			
Median of Comparators			\$5,709			
% Marina Coast Water District Above/Below			-23.0%			
NOTE: All calculations exclude Marina Coast Water District						

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

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ASSOCIATE ENGINEER							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	Alameda County Water District	Engineer 3	\$11,411	6/25/2012	7/1/2013	Unknown	
2	Dublin San Ramon Services District	Associate Civil Engineer - Subject Matter Expert	\$10,628	12/24/2011	1/1/2013	Unknown	
3	Otay Water District	Associate Civil Engineer	\$9,966	7/1/2012	Unknown	Unknown	
4	Oro Loma Sanitary District	Associate Engineer	\$9,745	6/25/2012	6/24/2013	1-5%	
5	Monterey Regional Water Pollution Control Agency	Associate Engineer	\$9,729	6/20/2011	Unknown	Unknown	
6	Las Virgenes Municipal Water District	Associate Engineer	\$9,231	1/1/2009	1/1/2013	1-4%	
7	North Marin Water District	Associate Civil Engineer	\$8,271	7/1/2011	Unknown	Unknown	
8	Soquel Creek Water District	Associate Civil Engineer / Assistant Engineer II ^{1,2}	\$8,203	1/1/2012	1/1/2013	0-5%	
9	City of Santa Cruz	Engineering Associate ⁴	\$7,641	12/15/2007	Unknown	Unknown	
10	Elsinore Valley Municipal Water District	Civil Engineer ³	\$7,628	1/1/2012	Unknown	Unknown	
11	Marina Coast Water District	Associate Engineer	\$7,142	2/24/2012			
	Montecito Water District	N/C					
	San Lorenzo Valley Water District	N/C					
Average of Comparators			\$9,245				
% Marina Coast Water District Above/Below			-29.4%				
Median of Comparators			\$9,480				
% Marina Coast Water District Above/Below			-32.7%				

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

2- Associate Civil Engineer supervises lower-level staff and requires Grade II Water Distribution Operator certificate; Assistant Engineer II requires EIT certificate and Grade II Water Distribution Operator certificate.

3- Civil Engineer requires EIT certificate.

4- Engineering Associate does not require PE registration.

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CAPITAL PROJECTS MANAGER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Senior Civil Engineer - Subject Matter Expert	\$11,626	12/24/2011	1/1/2013	Unknown
2	Alameda County Water District	Engineering Supervisor 1	\$11,583	6/25/2012	7/1/2013	Unknown
3	Montecito Water District	Engineering Manager ¹	\$11,109	7/1/2012	Unknown	Unknown
4	Otay Water District	Senior Civil Engineer	\$10,988	7/1/2012	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Capital Projects Manager	\$10,261	1/1/2012	Unknown	Unknown
6	Monterey Regional Water Pollution Control Agency	Principal Engineer / Supervising Engineer ²	\$10,215	6/20/2011	Unknown	Unknown
7	City of Santa Cruz	Associate Civil Engineer	\$8,913	12/15/2007	Unknown	Unknown
8	Marina Coast Water District	Capital Projects Manager	\$8,651	7/1/2011		
	Las Virgenes Municipal Water District	N/C ³				
	North Marin Water District	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$10,671			
% Marina Coast Water District Above/Below			-23.3%			
Median of Comparators			\$10,988			
% Marina Coast Water District Above/Below			-27.0%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Engineering Manager supervises lower-level staff (none of which are licensed engineers); requires Grade III Water Distribution Operator certificate.

2- Marina Coast Water District's class is bracketed by two or more comparators.

3- Principal Engineer is responsible for capital improvement projects and supervises lower-level staff.

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CUSTOMER SERVICE REPRESENTATIVE II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Customer Account Representative 2	\$5,802	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Customer Service Representative II	\$5,558	1/1/2012	1/1/2013	Unknown
3	Monterey Regional Water Pollution Control Agency	Customer Service Representative II	\$5,415	6/20/2011	Unknown	Unknown
4	Otay Water District	Customer Service Representative II	\$5,032	7/1/2012	Unknown	Unknown
5	San Lorenzo Valley Water District	Customer Service/Accounts Specialist	\$4,952	11/17/2011	Unknown	Unknown
6	Las Virgenes Municipal Water District	Customer Service Representative	\$4,768	1/1/2010	1/1/2013	1-4%
7	Montecito Water District	Office Technician	\$4,760	7/1/2012	Unknown	Unknown
8	Marina Coast Water District	Customer Service Representative II	\$4,643	8/9/2011		
9	Soquel Creek Water District	Customer Service Representative II	\$4,586	2/1/2012	Unknown	Unknown
10	North Marin Water District	Account/Credit Clerk II	\$4,547	7/1/2011	Unknown	Unknown
11	Elsinore Valley Municipal Water District	Customer Service Representative	\$4,285	1/1/2012	Unknown	Unknown
12	City of Santa Cruz	Utility Service Representative II	\$4,260	5/14/2011	Unknown	Unknown
	Oro Loma Sanitary District	N/C				
Average of Comparators			\$4,906			
% Marina Coast Water District Above/Below			-5.7%			
Median of Comparators			\$4,768			
% Marina Coast Water District Above/Below			-2.7%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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CUSTOMER SERVICE SUPERVISOR							
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase	
1	Alameda County Water District	Customer Service Supervisor 1 / Customer Service Supervisor 2 ¹	\$10,928	6/25/2012	7/1/2013	Unknown	
2	Dublin San Ramon Services District	Customer Service Supervisor	\$10,229	12/25/2011	1/1/2013	Unknown	
3	Las Virgenes Municipal Water District	Customer Service Operations Supervisor	\$8,440	1/1/2009	1/1/2013	1-4%	
4	Otay Water District	Customer Service Manager / Senior Customer Service Representative ³	\$7,659	7/1/2012	Unknown	Unknown	
5	Soquel Creek Water District	Customer Service Supervisor	\$7,285	1/1/2012	1/1/2013	0-5%	
6	Monterey Regional Water Pollution Control Agency	Customer Service Supervisor	\$7,258	6/20/2011	Unknown	Unknown	
7	Elsinore Valley Municipal Water District	Customer Service Supervisor ²	\$6,580	1/1/2012	Unknown	Unknown	
8	North Marin Water District	Consumer Services Supervisor	\$6,424	7/1/2011	Unknown	Unknown	
9	City of Santa Cruz	Utility Supervisor	\$6,018	3/22/2008	Unknown	Unknown	
10	Marina Coast Water District	Customer Service Supervisor	\$5,657	7/1/2011			
	Montecito Water District	N/C					
	Oro Loma Sanitary District	N/C					
	San Lorenzo Valley Water District	N/C					
Average of Comparators			\$7,869				
% Marina Coast Water District Above/Below			-39.1%				
Median of Comparators			\$7,285				
% Marina Coast Water District Above/Below			-28.8%				

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

2- Customer Service Supervisor requires any combination of education and experience equivalent to completion of the 12th grade supplemented by specialized or college level coursework and 4 years of experience.

3- Customer Service Manager requires Bachelor's degree and 7 years of experience.

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DEPUTY GENERAL MANAGER/DISTRICT ENGINEER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Assistant General Manager	\$19,732	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	District Engineer/Assistant General Manager	\$16,506	1/1/2012	1/1/2013	Unknown
3	Otay Water District	Assistant General Manager / Chief, Engineering ¹	\$15,887	7/1/2012	Unknown	Unknown
4	Elsinore Valley Municipal Water District	Director of Engineering / Assistant General Manager ¹	\$15,462	1/1/2012	Unknown	Unknown
5	Monterey Regional Water Pollution Control Agency	Assistant General Manager	\$14,932	6/20/2011	Unknown	Unknown
6	Marina Coast Water District	Deputy General Manager/District Engineer	\$13,493	7/1/2011		
7	City of Santa Cruz	Assistant Director of Public Works/City Engineer / Director of Public Works / Deputy Water Director (Engineering Manager and Operations Manager) / Director of Water Department ¹	\$13,304	12/15/2007	Unknown	Unknown
8	Oro Loma Sanitary District	District Engineer	\$13,267	6/25/2012	6/24/2013	1-5%
9	Soquel Creek Water District	Engineering Manager/Chief Engineer	\$10,795	1/1/2012	1/1/2013	0-5%
10	North Marin Water District	Chief Engineer	\$9,743	7/1/2011	Unknown	Unknown
	Las Virgenes Municipal Water District	N/C				
	Montecito Water District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$14,403			
% Marina Coast Water District Above/Below			-6.7%			
Median of Comparators			\$14,932			
% Marina Coast Water District Above/Below			-10.7%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

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DIRECTOR OF ADMINISTRATIVE SERVICES						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Manager of Finance	\$16,985	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Financial Services Manager	\$15,680	1/1/2012	1/1/2013	Unknown
3	Las Virgenes Municipal Water District	Director of Finance & Administration / Finance Manager ¹	\$13,335	1/1/2009	1/1/2013	1-4%
4	Otay Water District	Chief Financial Officer / Finance Manager Treasury & Accounting Services / Finance Manager Controller and Budgetary Services ¹	\$12,601	7/1/2012	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Director of Finance / Accounting Manager ¹	\$11,853	1/1/2012	Unknown	Unknown
6	City of Santa Cruz	Assistant Director of Finance	\$11,071	12/15/2007	Unknown	Unknown
7	Oro Loma Sanitary District	Finance Manager	\$10,686	6/25/2012	6/24/2013	1-5%
8	Montecito Water District	Business Manager	\$10,634	7/1/2012	Unknown	Unknown
9	North Marin Water District	Auditor-Controller	\$10,581	7/1/2011	Unknown	Unknown
10	Marina Coast Water District	Director of Administrative Services	\$10,284	7/1/2011		
11	Monterey Regional Water Pollution Control Agency	Director of Administrative Services / Accounting Supervisor ¹	\$10,099	6/20/2011	Unknown	Unknown
12	Soquel Creek Water District	Financial & Business Services Manager	\$9,813	1/1/2012	1/1/2013	0-5%
13	San Lorenzo Valley Water District	Finance Manager	\$8,091	11/17/2011	Unknown	Unknown
Average of Comparators			\$11,786			
% Marina Coast Water District Above/Below			-14.6%			
Median of Comparators			\$10,879			
% Marina Coast Water District Above/Below			-5.8%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

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EXECUTIVE ASSISTANT/CLERK OF THE BOARD						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board ¹	\$9,231	1/1/2009	1/1/2013	1-4%
2	Alameda County Water District	Executive Assistant/District Secretary ^{2,3}	\$8,839	6/25/2012	7/1/2013	Unknown
3	Otay Water District	District Secretary	\$8,609	7/1/2012	Unknown	Unknown
4	Elsinore Valley Municipal Water District	District Secretary - Administrative Services Supervisor / Executive Secretary - Claims Coordinator ⁴	\$6,992	1/1/2012	Unknown	Unknown
5	North Marin Water District	District/Administrative Secretary ³	\$6,785	7/1/2011	Unknown	Unknown
6	Monterey Regional Water Pollution Control Agency	Executive Assistant/Clerk of the Board ³	\$6,744	6/20/2011	Unknown	Unknown
7	Soquel Creek Water District	Executive Assistant/Board Clerk	\$5,981	1/1/2012	1/1/2013	0-5%
8	San Lorenzo Valley Water District	Administrative Assistant/District Secretary ^{3,5}	\$5,808	11/17/2011	Unknown	Unknown
9	Montecito Water District	Administrative Assistant ³	\$5,774	7/1/2012	Unknown	Unknown
10	City of Santa Cruz	Deputy City Clerk / Administrative Assistant to the City Manager ^{6,7}	\$5,546	10/4/2008	Unknown	Unknown
11	Marina Coast Water District	Executive Assistant/Clerk of the Board	\$4,878	7/1/2011		
	Dublin San Ramon Services District	N/C				
	Oro Loma Sanitary District	N/C				
Average of Comparators			\$7,031			
% Marina Coast Water District Above/Below			-44.1%			
Median of Comparators			\$6,764			
% Marina Coast Water District Above/Below			-38.7%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 1- Executive Assistant/Clerk of the Board requires any combination of training and experience equivalent to an Associate's degree and 5 years of experience.
- 2- Executive Assistant requires any combination of education and experience equivalent to possession of a Bachelor's degree and 4 years of experience (additional qualifying experience may be substituted for desired education on a year for year basis up to 4 years).
- 3- Notary Public certification is not required.
- 4- Marina Coast Water District's class is bracketed by two or more comparators.
- 5- Administrative Assistant/District Secretary requires any combination of training and experience equivalent to an Associate's degree and 3 years of experience.
- 6- Marina Coast Water District's class is bracketed by two or more comparators.
- 7- Deputy City Clerk also requires Certified Municipal Clerk certification.

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LABORATORY SUPERVISOR						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Laboratory Services Manager / Chemist II ^{1,2}	\$11,105	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Laboratory Supervisor / Environmental Chemist II ^{1,3}	\$9,949	12/24/2012	1/1/2013	Unknown
3	Las Virgenes Municipal Water District	Laboratory Supervisor ⁴	\$8,871	1/1/2009	1/1/2013	1-4%
4	Monterey Regional Water Pollution Control Agency	Laboratory Supervisor ⁵	\$8,613	6/20/2011	Unknown	Unknown
5	North Marin Water District	Water Quality Supervisor / Senior Chemist ^{1,6}	\$7,564	7/1/2011	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Water Quality Supervisor / Water Quality Analyst ^{1,7}	\$7,517	1/1/2012	Unknown	Unknown
7	City of Santa Cruz	Water Quality Manager / Water Quality Chemist II ^{1,2}	\$7,320	12/15/2007	Unknown	Unknown
8	Otay Water District	Laboratory Analyst ⁸	\$7,082	7/1/2012	Unknown	Unknown
9	Marina Coast Water District	Laboratory Supervisor	\$7,064	2/24/2012		
	Montecito Water District	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$8,503			
% Marina Coast Water District Above/Below			-20.4%			
Median of Comparators			\$8,088			
% Marina Coast Water District Above/Below			-14.5%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

2- Certifications are not required.

3- Laboratory Supervisor requires Grade IV Laboratory Analyst certificate; Environmental Chemist II requires Grade II Laboratory Analyst certificate.

4- Laboratory Supervisor requires Grade III Laboratory Technologist certificate.

5- Laboratory Supervisor requires Grade III Laboratory Analyst certificate.

6- Water Quality Supervisor requires Grade III Water Quality Analyst and Grade II Water Distribution Operator certificates; Senior Chemist requires Grade III Water Quality Analyst and Grade I Water Distribution Operator certificates.

7- Water Quality Supervisor requires Grade III Laboratory Technology and Grade II Water Treatment or Distribution Operator certificates; Water Quality Analyst requires Grade I Laboratory Technology certificate.

8- Laboratory Analyst serves as Laboratory Director as defined by ELAP.

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MANAGEMENT SERVICES ADMINISTRATOR						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Human Resources Analyst 3 / Supervising Human Resources Analyst ^{1,2}	\$10,677	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Human Resources Analyst II / Human Resources Supervisor ^{1,2}	\$10,667	12/25/2011	1/1/2013	Unknown
3	Marina Coast Water District	Management Services Administrator	\$9,317	7/1/2011		
4	Otay Water District	Senior Human Resources Analyst ²	\$9,040	7/1/2012	Unknown	Unknown
5	Las Virgenes Municipal Water District	Human Resources Coordinator / Human Resources Manager ^{1,2}	\$8,784	1/1/2009	1/1/2013	1-4%
6	Elsinore Valley Municipal Water District	Director of Human Resources / Human Resources Specialist ^{1,2}	\$8,347	1/1/2012	Unknown	Unknown
7	City of Santa Cruz	Principal Human Resources Analyst ²	\$8,263	12/15/2007	Unknown	Unknown
8	Monterey Regional Water Pollution Control Agency	Human Resources Administrator ²	\$7,081	6/20/2011	Unknown	Unknown
	Montecito Water District	N/C				
	North Marin Water District	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$8,980			
% Marina Coast Water District Above/Below			3.6%			
Median of Comparators			\$8,784			
% Marina Coast Water District Above/Below			5.7%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

2- PHR/SPHR Certificate not required.

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METER READER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Meter Reader	\$6,812	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Customer Field Representative I	\$5,785	1/1/2012	1/1/2013	Unknown
3	Otay Water District	Customer Field Representative II	\$5,032	7/1/2012	Unknown	Unknown
4	North Marin Water District	Field Service Representative	\$4,580	7/1/2011	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Field Service Representative	\$4,501	1/1/2012	Unknown	Unknown
6	Soquel Creek Water District	Water Service Field Worker I ²	\$4,455	2/1/2012	Unknown	Unknown
7	Marina Coast Water District	Meter Reader	\$4,419	7/1/2011		
8	City of Santa Cruz	Utility Service Field Technician II / Water Meter Technician ³	\$4,085	5/14/2011	Unknown	Unknown
9	Las Virgenes Municipal Water District	Field Customer Service Representative I ¹	\$3,590	1/1/2010	1/1/2013	1-4%
	Montecito Water District	N/C				
	Monterey Regional Water Pollution Control Agency	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$4,855			
% Marina Coast Water District Above/Below			-9.9%			
Median of Comparators			\$4,541			
% Marina Coast Water District Above/Below			-2.8%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

1- Field Customer Service Representative I requires Grade I Water Distribution Operator certificate in order to advance beyond Step 1 of salary range; Step 1 salary reflected.

2- Water Service Field Worker I requires Grade II Water Distribution Operator certificate within 18 months of employment.

3- Marina Coast Water District's class is bracketed by two or more comparators.

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OPERATIONS AND MAINTENANCE SUPERINTENDENT						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Operations and Maintenance Manager ¹	\$16,985	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Operations Manager ²	\$15,680	1/1/2012	1/1/2013	Unknown
3	Otay Water District	Chief, Water Operations / Systems Operations Manager ^{4, 13}	\$13,573	7/1/2012	Unknown	Unknown
4	Oro Loma Sanitary District	Director of Water Quality Services ³	\$13,267	6/25/2012	6/24/2013	1-5%
5	Elsinore Valley Municipal Water District	Water Operations Manager / Wastewater Operations Manager ^{4,5}	\$11,442	1/1/2012	Unknown	Unknown
6	Las Virgenes Municipal Water District	Water Systems Manager / Water Reclamation Manager ^{4,6}	\$11,385	1/1/2009	1/1/2013	1-4%
7	Soquel Creek Water District	Operations & Maintenance Manager ⁷	\$9,813	1/1/2012	1/1/2013	0-5%
8	City of Santa Cruz	Superintendent of Water Distribution / Superintendent of Water Treatment and Production / Deputy Water Director/Operations Manager / Wastewater Mains Manager / Superintendent of Wastewater Collection and Treatment Facility ^{4,10}	\$9,799	12/15/2007	Unknown	Unknown
9	San Lorenzo Valley Water District	Director of Operations ⁸	\$9,777	11/17/2011	Unknown	Unknown
10	Monterey Regional Water Pollution Control Agency	Operations Manager / Maintenance Manager ¹¹	\$9,638	6/20/2011	Unknown	Unknown
11	Montecito Water District	Distribution Superintendent Treatment / Production Superintendent ^{4,9}	\$9,388	7/1/2012	Unknown	Unknown
12	Marina Coast Water District	Operations and Maintenance Superintendent	\$9,089	2/24/2012		
13	North Marin Water District	Operations/Maintenance Superintendent / Construction/Maintenance Superintendent ^{4,12}	\$8,863	7/1/2011	Unknown	Unknown
Average of Comparators			\$11,634			
% Marina Coast Water District Above/Below			-28.0%			
Median of Comparators			\$10,599			
% Marina Coast Water District Above/Below			-16.6%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 1- Operations and Maintenance Manager does not require certifications.
- 2- Operations Manager requires PE registration OR Grade V Wastewater Treatment Plant Operator certificate; Grade V Water Distribution Operator and Grade I Water Treatment Operator certificates are desirable.
- 3- Director of Water Quality Services requires Grade V Wastewater Treatment Operator certificate.
- 4- Marina Coast Water District's class is bracketed by two or more comparators.
- 5- Wastewater Operations Manager requires Grade IV Wastewater Treatment Operator and valid Wastewater Collection Systems certificates; all other certifications are not required.
- 6- Certifications are not required.
- 7- Operations and Maintenance Manager requires Grade III Water Treatment Operator and Grade IV Water Distribution Operator certificates; other certifications are not required.
- 8- Director of Operations requires Grade III Water Treatment Operator, Grade IV Water Distribution Operator, and Grade I Wastewater Treatment Plant Operator certificates.
- 9- Treatment/Production Superintendent requires Grade IV Water Treatment Plant Operator certificate; other certifications are not required.
- 10- Superintendent of Water Distribution requires Grade V Water Distribution Operator certificate; Deputy Water Director/Operations Manager requires Grade III Water Treatment Operator certificate; Wastewater Mains Manager requires Grade II Wastewater Collection System Maintenance certificate; Superintendent of Wastewater Collection and Treatment Facility oversees wastewater collection and treatment plant and requires Grade IV Wastewater Treatment Plant Operator certificate; Superintendent of Water Treatment and Production requires Grade V Water Treatment Operator certificate.
- 11- Operations Manager requires Grade V Wastewater Treatment Plant Operator certificate; Maintenance Manager requires Grade IV CWEA certificate to related area of assignment; other certifications are not required.
- 12- Operations/Maintenance Superintendent requires Grade III Water Distribution Operator certificate; Construction/Maintenance Superintendent requires Grade III Water Distribution Operator certificate and General Contractor's License or degree in Engineering; all other certifications are not required.
- 13- Water Systems Manager requires Grade IV Water Treatment Operator, Grade IV Wastewater Treatment Plant Operator, and Grade IV Water Distribution Operator certificates.

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OPERATIONS AND MAINTENANCE SUPERVISOR						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Field Operations Supervisor ¹	\$11,030	12/22/2011	1/1/2013	Unknown
2	Alameda County Water District	Treatment and Distribution Supervisor 1 / Treatment and Distribution Supervisor 2 ^{2,4}	\$10,706	6/25/2012	7/1/2013	Unknown
3	Oro Loma Sanitary District	Supervisor Field Maintenance ³	\$10,478	6/25/2012	6/24/2013	1-5%
4	Las Virgenes Municipal Water District	Construction Supervisor / Water Production & Treatment Supervisor ^{4,5}	\$8,655	1/1/2009	1/1/2013	1-4%
5	Otay Water District	Water Systems Supervisor / Utility Maintenance Supervisor ^{4,13}	\$8,619	7/1/2012	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Water Production Superintendent / Field Services Superintendent / Wastewater Collections System Superintendent ^{4,7}	\$8,442	1/1/2012	Unknown	Unknown
7	Monterey Regional Water Pollution Control Agency	Operations Supervisor ⁸	\$8,001	6/20/2011	Unknown	Unknown
8	City of Santa Cruz	Water Distribution Supervisor IV / Water Treatment Supervisor IV / Wastewater Mains Field Crew Leader / Wastewater Mains Manager ^{4,6}	\$7,709	12/15/2007	Unknown	Unknown
9	North Marin Water District	Treatment & Distribution Supervisor / Maintenance Supervisor ^{4,9}	\$7,481	7/1/2011	Unknown	Unknown
10	Montecito Water District	Distribution Chief Operator / Treatment Chief Operator ^{4,10}	\$7,339	7/1/2012	Unknown	Unknown
11	San Lorenzo Valley Water District	Field Services Supervisor / Water Treatment & System Supervisor ^{4,11}	\$7,194	11/17/2011	Unknown	Unknown
12	Soquel Creek Water District	Operations Supervisor / Field Supervisor ^{4,12}	\$7,028	1/1/2012	1/1/2013	0-5%
13	Marina Coast Water District	Operations and Maintenance Supervisor	\$6,892	2/24/2012		
Average of Comparators			\$8,557			
% Marina Coast Water District Above/Below			-24.2%			
Median of Comparators			\$8,222			
% Marina Coast Water District Above/Below			-19.3%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 1- Field Operations Supervisor requires Grade V Water Distribution Operator, Grade I Water Treatment Operator, and Grade III Collection System Maintenance certificates.
- 2- Both classifications require Grade V Water Treatment Operator and Grade 3 Water Distribution Operator certificates.
- 3- Supervisor Field Maintenance requires Grade IV Collection System Maintenance certificate only; other certifications are not required.
- 4- Marina Coast Water District's class is bracketed by two or more comparators.
- 5- Construction Supervisor requires Grade III Water Distribution Operator certificate; Water Production and Treatment Supervisor requires Grade V Water Distribution or Water Treatment Operator certificate; other certifications are not required.
- 6- Water Treatment Supervisor IV requires Grade V Water Treatment Operator certificate.
- 7- Water Production Superintendent requires Grade V Water Distribution and Grade III Water Treatment Operator certificates; Field Services Superintendent requires Grade III Water Distribution Operator certificate; Wastewater Collections System Superintendent requires Grade III Collection System Maintenance and Grade II Plant Maintenance Electrical/Instrumentation or Mechanical Technology certificates.
- 8- Operations Supervisor requires Grade IV Wastewater Treatment Plant Operator certificate; other certifications are not required.
- 9- Treatment and Distribution Supervisor requires Grade IV Water Treatment Operator, Grade V Water Distribution Operator, and Pesticide Applicator certificates; Maintenance Supervisor requires Grade II Water Distribution Operator certificate; other certifications are not required.
- 10- Treatment Chief Operator requires Grade IV Water Treatment Operator certificate; other certifications are not required.
- 11- Field Services Supervisor requires Grade I Water Treatment Operator and Grade III Water Distribution Operator certificates; Water Treatment and System Supervisor requires Grade III Water Treatment Operator, Grade IV Water Distribution Operator, and Grade I Wastewater Treatment Plant Operator certificates.
- 12- Operations Supervisor requires Grade III Water Treatment Operator and Grade III Water Distribution Operator certificates; Field Supervisor requires Grade II Water Treatment Operator and Grade IV Water Distribution Operator certificates; other certifications are not required.
- 13- Water Systems Supervisor does not require Grade III Collection System Maintenance certificate; Utility Maintenance Supervisor requires Grade II Water Distribution Operator and Grade II Collection System Maintenance certificates.

Marina Coast Water District
Top Monthly Salary Data
June 2012

SYSTEM OPERATOR II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Water/Wastewater Systems Operator IV ¹	\$8,139	1/1/2012	1/1/2013	Unknown
2	Alameda County Water District	Utility Worker 3 / Treatment Facilities Operator ²	\$7,842	6/25/2012	7/1/2013	Unknown
3	Monterey Regional Water Pollution Control Agency	Operator II / Distribution Mechanic II ³	\$6,582	6/20/2011	Unknown	Unknown
4	Oro Loma Sanitary District	Collection System Worker ⁴	\$6,224	6/25/2012	6/24/2013	1-5%
5	Montecito Water District	Distribution Operator II / Treatment Operator II ²	\$5,873	7/1/2012	Unknown	Unknown
6	Otay Water District	Water Systems Operator II / Utility Worker II ^{2,10}	\$5,833	7/1/2012	Unknown	Unknown
7	San Lorenzo Valley Water District	Field Services Worker II / Water Treatment & System Operator ^{2,5}	\$5,680	11/17/2011	Unknown	Unknown
8	North Marin Water District	Water Distribution & Treatment Plant Operator / Pipe Worker ^{2,6}	\$5,426	7/1/2011	Unknown	Unknown
9	Soquel Creek Water District	Water Systems Operator II / Construction/Maintenance Worker II ^{2,7}	\$5,232	2/1/2012	Unknown	Unknown
10	Elsinore Valley Municipal Water District	Water Production Operator II / Field Maintenance Worker - CM / Collection Systems Maintenance Worker / Senior Collection Systems Maintenance Worker ^{2,8}	\$5,182	1/1/2012	Unknown	Unknown
11	Marina Coast Water District	System Operator II	\$5,125	7/1/2011		
12	City of Santa Cruz	Water Distribution Operator II / Wastewater Mains Senior Maintenance Worker / Water Treatment Operator II ²	\$4,983	9/19/2009	Unknown	Unknown
13	Las Virgenes Municipal Water District	Water Worker I / Water Worker II / Water Treatment Plant Operator II ^{2,9}	\$4,941	1/1/2010	1/1/2013	1-4%
Average of Comparators			\$5,995			
% Marina Coast Water District Above/Below						-17.0%
Median of Comparators			\$5,756			
% Marina Coast Water District Above/Below						-12.3%

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 1- Water/Wastewater Systems Operator IV requires Grade I Water Treatment Operator certificate.
- 2- Marina Coast Water District's class is bracketed by two or more comparators.
- 3- Operator II requires Grade II Wastewater Treatment Plant Operator certificate; Distribution Mechanic II requires Grade II Maintenance Technologist and Grade II Water Distribution Operator certificates; other certifications are not required.
- 4- Collection System Worker requires Grade I Collection System Maintenance certificate only; no other certifications are required.
- 5- Field Services Worker II requires Grade I Water Treatment Operator and Grade II Water Distribution Operator certificate; Water Treatment and System Operator requires Grade II Water Treatment Operator, Grade I Water Distribution Operator, and Grade I Wastewater Treatment Plant Operator certificates.
- 6- Water Distribution and Treatment Plant Operator requires Grade III Water Treatment Operator and Grade III Water Distribution Operator certificates; Pipe Worker requires Grade I Water Distribution Operator certificate.
- 7- Water Systems Operator II requires Grade II Water Treatment Operator and Grade II Water Distribution Operator certificates; Construction/Maintenance Worker II requires Grade I Water Treatment Operator and Grade II Water Distribution Operator certificates; other certifications are not required.
- 8- Water Production Operator II requires Grade II Water Distribution Operator and Grade I Water Treatment Operator certificates; Collection Systems Maintenance Worker requires Grade I Collection System Maintenance certificate; Senior Collection Systems Maintenance Worker requires Grade II Collection System Maintenance certificate.
- 9- Water Worker I requires Grade I Water Distribution Operator certificate; Water Worker III requires Grade III Water Distribution Operator certificate; Water Treatment Plant Operator II requires Grade III Water Distribution and Grade II Water Treatment Operator certificates; other certifications are not required.
- 10- Water Systems Operator II requires Grade II Water Distribution Operator certificate; Utility Worker II requires Grade I Water Distribution Operator and Grade I Collection Systems Maintenance certificates.

Marina Coast Water District
Top Monthly Salary Data
June 2012

UTILITY LABORER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Facilities Maintenance Worker / Gardener 2 / Vehicle Service Worker ¹	\$6,772	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Maintenance Worker I	\$5,948	1/1/2012	1/1/2013	Unknown
3	Montecito Water District	Groundskeeper/Distribution Operator I ²	\$5,358	7/1/2012	Unknown	Unknown
4	Soquel Creek Water District	Operations & Maintenance Worker	\$4,678	2/1/2012	Unknown	Unknown
5	Marina Coast Water District	Utility Laborer	\$3,906	7/1/2011		
6	North Marin Water District	Building & Grounds Maintenance Assistant	\$3,850	7/1/2011	Unknown	Unknown
7	City of Santa Cruz	Custodian / Parks Maintenance Worker ¹	\$3,837	10/4/2008	Unknown	Unknown
	Elsinore Valley Municipal Water District	N/C				
	Las Virgenes Municipal Water District	N/C				
	Monterey Regional Water Pollution Control Agency	N/C				
	Oro Loma Sanitary District	N/C				
	Otay Water District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$5,074			
% Marina Coast Water District Above/Below			-29.9%			
Median of Comparators			\$5,018			
% Marina Coast Water District Above/Below			-28.5%			
NOTE: All calculations exclude Marina Coast Water District						

N/C - Non Comparator

1- Marina Coast Water District's class is bracketed by two or more comparators.

2- Groundskeeper/Distribution Operator I requires Grade I Water Distribution Operator certificate.

Marina Coast Water District
Top Monthly Salary Data
June 2012

WATER CONSERVATION SPECIALIST						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Water Conservation Coordinator ¹	\$8,440	1/1/2009	1/1/2013	1-4%
2	Alameda County Water District	Water Conservation Specialist 2	\$8,408	6/25/2012	7/1/2013	Unknown
3	North Marin Water District	Water Conservation Coordinator ²	\$7,786	7/1/2011	Unknown	Unknown
4	Otay Water District	Water Conservation Specialist / Water Conservation Manager ^{4,8}	\$7,578	7/1/2012	Unknown	Unknown
5	City of Santa Cruz	Environmental Projects Analyst ³	\$6,109	10/4/2008	Unknown	Unknown
6	Soquel Creek Water District	Water Conservation Specialist / Conservation/Public Outreach Coordinator ^{4,5}	\$5,788	2/1/2012	Unknown	Unknown
7	Elsinore Valley Municipal Water District	Conservation Specialist ⁶	\$5,484	1/1/2012	Unknown	Unknown
8	Montecito Water District	Conservation Coordinator ⁶	\$5,358	7/1/2012	Unknown	Unknown
9	Marina Coast Water District	Water Conservation Specialist	\$5,253	7/1/2011		
	Dublin San Ramon Services District	N/C ⁷				
	Monterey Regional Water Pollution Control Agency	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$6,869			
% Marina Coast Water District Above/Below			-30.8%			
Median of Comparators			\$6,844			
% Marina Coast Water District Above/Below			-30.3%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 1- Water Conservation Coordinator requires Grade II Water Use Efficiency Practitioner certificate; other certificates are not required.
- 2- Conservation Coordinator requires Water Conservation certification and Grade II Water Distribution Operator certificate.
- 3- Environmental Projects Analyst does not require Irrigation Auditing certificate.
- 4- Marina Coast Water District's class is bracketed by two or more comparators.
- 5- Water Conservation Coordinator requires Water Conservation Practitioner certificate; Water Auditor certificate is desirable.
- 6- Certificates are not required.
- 7- Clean Water Programs Specialist plans, coordinates, and implements water conservation program, in addition to pollution prevention, cross connection, backflow prevention, and recycled water compliance programs.
- 8- Water Conservation Specialist requires Level I Water Use Efficiency Practitioner certificate, Irrigation Auditing certificate.