

DRAFT
Attachment 3

Marina Coast Water District
Benefits Detail
June 2012

ACCOUNTANT II													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Accountant II	Accountant 2	Accountant II	Accountant II	Financial Analyst	Sr Accountant / Financial Analyst	N/C	Accountant	Sr Accountant	Accountant	Sr Accountant	N/C	N/C
Top Monthly Salary	\$5,657	\$8,408	\$6,843	\$8,504	\$7,375	\$7,819		\$7,258	\$6,709	\$6,941	\$8,199		
Employee Retirement													
PERS	\$396	\$210				\$469		\$581	\$537	\$555			
Enhanced PERS Formula		\$416	\$209	\$685	\$594	\$238		\$711	\$332	\$344	\$660		
Last Year Spiked													
EPMC	\$28	\$5				\$28		\$46					
12 Month Highest Salary	\$76	\$114	\$92	\$115	\$100	\$106		\$98	\$91	\$94	\$111		
Social Security	\$351			\$527		\$485			\$416	\$430	\$508		
Other													
Insurance										\$1,894			
Cafeteria													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448		\$1,633	\$1,440		\$1,465		
Dental	\$118	\$184	\$127	\$183	\$165	\$152			\$233		\$138		
Vision	\$16	\$22	\$19	\$26	\$20	\$7			\$15				
EAP	\$4	\$2	\$4	\$3	\$3			\$6			\$2		
Life	\$22	\$64	\$3	\$43	\$39	\$21		\$11	\$14		\$11		
LTD	\$1	\$43	\$59	\$28	\$35	\$30		\$35			\$46		
STD/SDI	\$20			\$28		\$109		\$38			\$6		
Other													
Leave													
Vacation	\$348	\$550	\$395	\$818	\$426	\$421		\$419	\$387	\$400	\$410		
Holidays	\$283	\$356	\$368	\$262	\$369	\$331		\$391	\$387	\$427	\$441		
Administrative		\$291	\$263										
Auto Allowance													
Uniform Allowance													
Deferred Compensation		\$42		\$458		\$235				\$63			
Other			\$125										
Longevity													
Benefit Cost	\$3,346	\$4,148	\$3,328	\$4,619	\$3,227	\$4,080	N/C	\$3,970	\$3,850	\$4,207	\$3,798	N/C	N/C
Total Monthly Comp.	\$9,003	\$12,556	\$10,171	\$13,123	\$10,603	\$11,899	N/C	\$11,228	\$10,559	\$11,148	\$11,997	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

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Attachment 3

Marina Coast Water District Benefits Detail June 2012

ADMINISTRATIVE ASSISTANT													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Administrative Assistant	N/C	Administrative Assistant III	Administrative Assistant II	Administrative Assistant	Administrative Assistant	N/C	N/C	Admin Secretary / Eng Secretary	N/C	Executive Secretary	N/C	N/C
Top Monthly Salary	\$4,643		\$4,557	\$5,658	\$5,455	\$6,078			\$5,759		\$6,117		
Employee Retirement													
PERS	\$325					\$365			\$461				
Enhanced PERS Formula			\$139	\$455	\$439	\$185			\$285		\$492		
Last Year Spiked													
EPMC	\$23					\$22							
12 Month Highest Salary	\$63		\$62	\$76	\$74	\$82			\$78		\$83		
Social Security	\$288			\$351		\$377			\$357		\$379		
Other													
Insurance													
Cafeteria													
Health	\$1,683		\$1,756	\$1,444	\$1,477	\$1,448			\$1,440		\$1,465		
Dental	\$118		\$127	\$183	\$165	\$152			\$233		\$138		
Vision	\$16		\$19	\$26	\$20	\$7			\$15				
EAP	\$4		\$4	\$3	\$3								
Life	\$18		\$2	\$11	\$29	\$16			\$12		\$2		
LTD	\$1		\$39	\$19	\$26	\$24					\$34		
STD/SDI	\$16			\$19		\$85					\$4		
Other													
Leave													
Vacation	\$286		\$263	\$435	\$315	\$327			\$332		\$306		
Holidays	\$232		\$245	\$174	\$273	\$257			\$332		\$329		
Administrative	\$179				\$105								
Auto Allowance													
Uniform Allowance													
Deferred Compensation				\$208		\$208							
Other													
Longevity													
Benefit Cost	\$3,251	N/C	\$2,656	\$3,404	\$2,926	\$3,555	N/C	N/C	\$3,544	N/C	\$3,244	N/C	N/C
Total Monthly Comp.	\$7,894	N/C	\$7,213	\$9,062	\$8,380	\$9,633	N/C	N/C	\$9,303	N/C	\$9,361	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

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Marina Coast Water District
Benefits Detail
June 2012

ASSOCIATE ENGINEER													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Associate Engineer	Engineer 3	Engineering Associate	Associate Civil Eng - Sub Matter Expert	Civil Engineer	Associate Engineer	N/C	Associate Engineer	Associate Civil Engineer	Associate Engineer	Associate Civil Engineer	N/C	Assoc Civil Eng / Asst Eng II
Top Monthly Salary	\$7,241	\$11,411	\$7,641	\$10,628	\$7,628	\$9,231		\$9,729	\$8,271	\$9,745	\$9,966		\$8,203
Employee Retirement													
PERS	\$607	\$285											
Enhanced PERS Formula		\$565	\$233	\$856	\$614	\$554		\$778	\$662	\$780			\$656
Last Year Spiked						\$282		\$953	\$409	\$482	\$802		\$406
EPMC	\$35	\$7											
12 Month Highest Salary	\$98	\$154	\$103	\$143	\$103	\$33		\$62					
Social Security	\$449			\$569		\$125		\$131	\$112	\$132	\$135		\$52
Other						\$569			\$513	\$569	\$569		
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448				\$1,894			
Dental	\$118	\$184	\$127	\$183	\$165	\$152		\$1,633	\$1,440		\$1,465		\$1,849
Vision	\$16	\$22	\$19	\$26	\$20	\$7			\$233		\$138		\$135
EAP	\$4	\$2	\$4	\$3	\$3				\$15				\$18
Life	\$29	\$87	\$3	\$54	\$40	\$24		\$6			\$2		
LTD	\$2	\$59	\$66	\$35	\$37	\$36		\$14	\$17		\$11		\$5
STD/SDI	\$25					\$36		\$47			\$56		\$53
Other						\$129		\$52			\$7		
Leave													
Vacation	\$446	\$746	\$441	\$1,022	\$441	\$497							
Holidays	\$362	\$483	\$411	\$327	\$381	\$391		\$561	\$477	\$562	\$498		\$536
Administrative		\$395	\$294		\$147			\$187	\$477	\$600	\$537		\$410
Auto Allowance													\$63
Uniform Allowance	\$17												
Deferred Compensation		\$42		\$458		\$277							
Other			\$125							\$63			
Longevity													
Benefit Cost	\$3,790	\$4,880	\$3,489	\$5,155	\$3,428	\$4,523	N/C	\$4,950	\$4,354	\$5,081	\$4,219	N/C	\$4,184
Total Monthly Comp.	\$11,031	\$16,291	\$11,130	\$15,783	\$11,056	\$13,754	N/C	\$14,678	\$12,625	\$14,825	\$14,185	N/C	\$12,387

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

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Marina Coast Water District
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June 2012

CAPITAL PROJECTS MANAGER													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Capital Projects Manager	Engineering Supervisor I	Assoc Civil Engineer	Sr Civil Eng - Sub Matter Exp	Capital Projects Manager	N/C	Engineering Manager	Principal Engineer / Supervising Eng	N/C	N/C	Senior Civil Engineer	N/C	N/C
Top Monthly Salary	\$8,651	\$11,583	\$8,913	\$11,626	\$10,261		\$11,109	\$10,215			\$10,988		
Employee Retirement													
PERS	\$606	\$290					\$778	\$817					
Enhanced PERS Formula Last Year Spiked		\$573	\$272	\$936	\$826		\$339	\$1,001			\$885		
EPMC	\$42	\$7						\$65					
12 Month Highest Salary	\$117	\$156	\$120	\$157	\$139		\$150	\$138			\$148		
Social Security	\$536			\$569			\$569				\$569		
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477		\$1,383	\$1,633			\$1,465		
Dental	\$118	\$184	\$127	\$183	\$165		\$40				\$138		
Vision	\$16	\$22	\$19	\$26	\$20		\$10						
EAP	\$4	\$2	\$4	\$3	\$3		\$4	\$6			\$2		
Life	\$34	\$88	\$3	\$59	\$54		\$25	\$15			\$11		
LTD	\$2	\$59	\$77	\$38	\$49		\$62	\$50			\$62		
STD/SDI	\$30			\$38				\$54			\$8		
Other													
Leave													
Vacation	\$532	\$757	\$514	\$1,118	\$593		\$641	\$589			\$549		
Holidays	\$433	\$490	\$480	\$358	\$513		\$513	\$550			\$592		
Administrative	\$333	\$490	\$343		\$197			\$196					
Auto Allowance													
Uniform Allowance													
Deferred Compensation		\$42		\$458									
Other			\$125										
Longevity													
Benefit Cost	\$4,486	\$5,011	\$3,747	\$5,387	\$4,036	N/C	\$4,512	\$5,115	N/C	N/C	\$4,428	N/C	N/C
Total Monthly Comp.	\$13,138	\$16,594	\$12,660	\$17,013	\$14,297	N/C	\$15,620	\$15,330	N/C	N/C	\$15,415	N/C	N/C

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Marina Coast Water District
Benefits Detail
June 2012

CUSTOMER SERVICE REPRESENTATIVE II													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Customer Service Representative II	Cust Account Rep 2	Utility Service Rep II	Cust Service Rep II	Cust Service Rep	Cust Service Rep	Office Technician	Cust Service Rep II	Account/Credit Clerk II	N/C	Cust Service Rep II	Cust Service/ Accts Spec	Cust Service Rep II
Top Monthly Salary	\$4,643	\$5,802	\$4,260	\$5,558	\$4,285	\$4,768	\$4,760	\$5,415	\$4,547		\$5,032	\$4,952	\$4,586
Employee Retirement													
PERS	\$325												
Enhanced PERS Formula		\$287	\$130	\$447	\$345	\$145	\$333	\$433	\$364		\$405	\$151	\$367
Last Year Spiked						\$0	\$145	\$531	\$225				\$227
EPMC	\$23								\$35				\$29
12 Month Highest Salary	\$63	\$78	\$58	\$75	\$58	\$64	\$64	\$73	\$61		\$68		
Social Security	\$288			\$345		\$296	\$295		\$282		\$312	\$307	
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,756	\$1,444	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440		\$1,465	\$150	\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$40	\$233	\$233		\$138	\$159	\$135
Vision	\$16	\$22	\$19	\$26	\$20	\$7	\$10	\$15	\$15		\$24	\$24	\$18
EAP	\$4	\$2	\$4	\$3	\$3		\$4	\$6			\$2	\$6	
Life	\$18	\$18	\$2	\$11	\$23	\$11	\$25	\$9	\$9		\$11	\$12	\$5
LTD	\$1	\$31	\$37	\$18	\$21	\$19	\$62	\$26			\$28	\$21	\$30
STD/SDI	\$16			\$18		\$67		\$29			\$4	\$1	
Other													
Leave													
Vacation	\$286	\$379	\$246	\$428	\$247	\$238	\$275	\$312	\$262		\$252	\$667	\$300
Holidays	\$232	\$335	\$229	\$171	\$214	\$202	\$220	\$292	\$262		\$271	\$248	\$229
Administrative													\$35
Auto Allowance													
Uniform Allowance		\$27											
Deferred Compensation				\$208									
Other													
Longevity													
Benefit Cost	\$3,073	\$3,213	\$2,607	\$3,377	\$2,573	\$2,649	\$2,855	\$3,379	\$3,153	N/C	\$2,955	\$2,921	\$3,224
Total Monthly Comp.	\$7,715	\$9,015	\$6,867	\$8,935	\$6,858	\$7,416	\$7,615	\$8,794	\$7,700	N/C	\$7,987	\$7,873	\$7,810

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Marina Coast Water District Benefits Detail June 2012

CUSTOMER SERVICE SUPERVISOR													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Customer Service Supervisor	Cust Svcs Supv 1 / Cust Svcs Supv 2	Utility Supervisor	Cust Service Supervisor	Cust Service Supervisor	Cust Service Ops Supervisor	N/C	Cust Service Supervisor	Consumer Svcs Supervisor	N/C	Cust Service Mgr / Sr Cust Service Rep	N/C	Cust Service Supervisor
Top Monthly Salary	\$5,657	\$10,928	\$6,018	\$10,229	\$6,580	\$8,440		\$7,258	\$6,424		\$7,659		\$7,285
Employee Retirement													
PERS	\$396	\$273				\$506		\$581	\$514				\$583
Enhanced PERS Formula		\$541	\$184	\$823	\$530	\$257		\$711	\$318		\$617		\$361
Last Year Spiked													
EPMC	\$28	\$7				\$30		\$46					\$47
12 Month Highest Salary	\$76	\$148	\$81	\$138	\$89	\$114		\$98	\$87		\$103		
Social Security	\$351			\$569		\$523			\$398		\$475		
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,756	\$1,444	\$1,477	\$1,448		\$1,633	\$1,440		\$1,465		\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152			\$233		\$138		\$135
Vision	\$16	\$22	\$19	\$26	\$20	\$7			\$15				\$18
EAP	\$4	\$2	\$4	\$3	\$3			\$6			\$2		
Life	\$22	\$84	\$2	\$51	\$35	\$22		\$11	\$13		\$11		\$5
LTD	\$1	\$56	\$52	\$34	\$32	\$33		\$35			\$43		\$47
STD/SDI	\$20			\$34		\$118		\$38			\$5		
Other													
Leave													
Vacation	\$348	\$715	\$347	\$1,180	\$380	\$454		\$419	\$371		\$383		\$476
Holidays	\$283	\$462	\$324	\$315	\$329	\$357		\$391	\$371		\$412		\$364
Administrative		\$462			\$127			\$140					\$56
Auto Allowance													
Uniform Allowance													
Deferred Compensation		\$42		\$458		\$253							
Other			\$58										
Longevity													
Benefit Cost	\$3,346	\$4,846	\$2,954	\$5,258	\$3,185	\$4,277	N/C	\$4,110	\$3,759	N/C	\$3,654	N/C	\$3,941
Total Monthly Comp.	\$9,003	\$15,774	\$8,972	\$15,487	\$9,765	\$12,717	N/C	\$11,367	\$10,183	N/C	\$11,313	N/C	\$11,226

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT Attachment 3

Marina Coast Water District Benefits Detail June 2012

DEPUTY GENERAL MANAGER/DISTRICT ENGINEER													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Deputy General Manager/ District Engineer	Assistant GM	Asst Dir PW/City Eng Dir PW / Dep Wtr Dir / Dir of Water Dept	District Eng/ Asst GM	Director of Eng Asst GM	N/C	N/C	Assistant Gen Manager	Chief Engineer	District Engineer	Asst GM / Chief Eng	N/C	Engineering Mgr/ Chief Eng
Top Monthly Salary	\$13,493	\$19,732	\$13,304	\$16,506	\$15,462			\$14,932	\$9,743	\$13,267	\$15,887		\$10,795
Employee Retirement													
PERS	\$945	\$493						\$1,195	\$779	\$1,061			\$864
Enhanced PERS Formula		\$977	\$406	\$1,329	\$1,245			\$1,463	\$482	\$657	\$1,279		\$534
Last Year Spiked													
EPMC	\$66	\$12											
12 Month Highest Salary	\$182	\$266	\$180	\$223	\$209			\$96					\$69
Social Security	\$569			\$569				\$202	\$132	\$179	\$214		
Other									\$569	\$569	\$569		
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,564	\$1,444	\$1,477					\$1,894			
Dental	\$118	\$184	\$127	\$183	\$165			\$1,633	\$1,440		\$1,465		\$1,849
Vision	\$16	\$22	\$19	\$26	\$20				\$233		\$138		\$135
EAP	\$4	\$2	\$4	\$3	\$3				\$15				\$18
Life	\$53	\$102	\$3	\$83	\$82			\$6			\$2		
LTD	\$3	\$101	\$114	\$54	\$74			\$21	\$20		\$82		\$5
STD/SDI	\$47			\$54				\$73			\$89		\$70
Other								\$79			\$11		
Leave													
Vacation	\$830	\$1,290	\$768	\$2,539	\$893								
Holidays	\$675	\$835	\$716	\$508	\$773			\$861	\$562	\$765	\$794		\$706
Administrative	\$519	\$835	\$512	\$317	\$297			\$804	\$562	\$816	\$855		\$540
Auto Allowance		\$480	\$120		\$600			\$402	\$338		\$733		\$415
Uniform Allowance								\$450			\$500		
Deferred Compensation		\$42		\$458						\$63	\$417		
Other													
Longevity													
Benefit Cost	\$5,710	\$7,491	\$4,532	\$7,791	\$5,838	N/C	N/C	\$7,284	\$5,131	\$6,004	\$7,149	N/C	\$5,205
Total Monthly Comp.	\$19,203	\$27,223	\$17,836	\$24,297	\$21,300	N/C	N/C	\$22,216	\$14,874	\$19,271	\$23,036	N/C	\$16,000

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Marina Coast Water District Benefits Detail June 2012

DIRECTOR OF ADMINISTRATIVE SERVICES													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist. CFO / Fin Mgr- Tsy & Accounting Svcs / Fin Mgr Controller & Budget Svcs	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Director of Administrative Services	Manager of Finance	Asst Director of Finance	Fin Services Manager	Dir of Finance / Accounting Mgr	Dir of Fin & Admin / Fin Manager	Business Manager	Dir of Admin Svcs / Accounting Supv	Auditor- Controller	Finance Manager		Finance Manager	Fin & Business Svcs Manager
Top Monthly Salary	\$10,284	\$16,985	\$11,071	\$15,680	\$11,853	\$13,335	\$10,634	\$10,099	\$10,581	\$10,686	\$12,601	\$8,091	\$9,813
Employee Retirement													
PERS	\$720	\$425					\$744	\$808	\$846	\$855			\$785
Enhanced PERS Formula		\$841	\$338	\$1,262	\$954	\$407	\$324	\$990	\$524	\$529	\$1,014	\$247	\$486
Last Year Spiked													
EPMC	\$50	\$11				\$0		\$65					\$63
12 Month Highest Salary	\$139	\$229	\$149	\$212	\$160	\$180	\$144	\$136	\$143	\$144	\$170		
Social Security	\$569			\$569		\$569	\$569		\$569	\$569	\$569	\$502	
Other													
Insurance										\$1,894		\$1,175	
Cafeteria													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440		\$1,465	\$150	\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$40		\$233		\$138	\$159	\$135
Vision	\$16	\$22	\$19	\$26	\$20	\$7	\$10		\$15			\$24	\$18
EAP	\$4	\$2	\$4	\$3	\$3		\$4	\$6			\$2	\$6	
Life	\$41	\$102	\$3	\$79	\$63	\$35	\$25	\$15	\$22		\$65	\$12	\$5
LTD	\$2	\$87	\$95	\$52	\$57	\$52	\$62	\$49			\$71	\$21	\$64
STD/SDI	\$36			\$52		\$187		\$54			\$9	\$1	
Other													
Leave													
Vacation	\$633	\$1,111	\$639	\$2,412	\$685	\$718	\$614	\$583	\$610	\$617	\$630	\$1,089	\$642
Holidays	\$514	\$719	\$596	\$482	\$593	\$564	\$491	\$544	\$610	\$658	\$679	\$405	\$491
Administrative	\$396	\$719	\$426	\$603	\$228	\$564		\$272			\$582	\$171	\$377
Auto Allowance		\$480			\$600			\$450	\$338				
Uniform Allowance													
Deferred Compensation		\$42		\$292		\$400				\$63	\$417		
Other			\$125										
Longevity													
Benefit Cost	\$4,920	\$6,821	\$4,184	\$7,670	\$5,004	\$5,283	\$4,408	\$5,603	\$5,350	\$5,327	\$5,809	\$3,962	\$4,914
Total Monthly Comp.	\$15,204	\$23,806	\$15,255	\$23,350	\$16,857	\$18,618	\$15,042	\$15,702	\$15,931	\$16,013	\$18,410	\$12,063	\$14,727

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

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Marina Coast Water District Benefits Detail June 2012

EXECUTIVE ASSISTANT/CLERK OF THE BOARD													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Executive Assistant/ Clerk of the Board	Exec Assistant/ Dist Secretary	Dep City Clerk / Admin Asst to CM	N/C	Dist Sec - Admin Svcs Supv / Exec Sec - Claims Coord	Exec Asst/ Clerk of Board	Administrative Assistant	Exec Assistant/ Clerk of Board	District/Admin Secretary	N/C	District Secretary	Admin Assistant/ Dist Secretary	Exec Assistant/ Board Clerk
Top Monthly Salary	\$4,878	\$8,839	\$5,546		\$6,992	\$9,231	\$5,774	\$6,744	\$6,785		\$8,609	\$5,808	\$5,981
Employee Retirement													
PERS	\$341	\$221											
Enhanced PERS Formula		\$438	\$169		\$563	\$282	\$404	\$539	\$543				\$478
Last Year Spiked							\$176	\$661	\$336		\$693	\$177	\$296
EPMC	\$24	\$6				\$0							
12 Month Highest Salary	\$66	\$119	\$75			\$125	\$78	\$91	\$92				\$38
Social Security	\$302				\$94	\$569	\$358		\$421		\$116		
Other											\$534	\$360	
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,664		\$1,477	\$1,448	\$1,383	\$1,633	\$1,440			\$1,175	
Dental	\$118	\$184	\$127		\$165	\$152	\$40		\$233		\$1465	\$150	\$1,849
Vision	\$16	\$22	\$19		\$20	\$7	\$10		\$15		\$138	\$159	\$135
EAP	\$4	\$2	\$4		\$3		\$4		\$6			\$24	\$18
Life	\$19	\$68	\$3		\$37	\$24	\$25	\$11	\$14		\$2	\$6	
LTD	\$1	\$45	\$48		\$34	\$36	\$62	\$33			\$44	\$12	\$5
STD/SDI	\$17					\$129					\$48	\$21	\$39
Other								\$36			\$6	\$1	
Leave													
Vacation	\$300	\$578	\$320		\$404	\$497	\$333	\$389	\$391		\$430	\$782	\$391
Holidays	\$244	\$374	\$299		\$350	\$391	\$267	\$363	\$391		\$464	\$290	\$299
Administrative		\$374	\$213		\$134	\$320					\$99	\$123	\$46
Auto Allowance													
Uniform Allowance													
Deferred Compensation		\$42				\$277							
Other			\$125								\$83		
Longevity													
Benefit Cost	\$3,136	\$4,321	\$3,065	N/C	\$3,281	\$4,256	\$3,139	\$3,805	\$3,875	N/C	\$4,123	\$3,281	\$3,594
Total Monthly Comp.	\$8,014	\$13,160	\$8,611	N/C	\$10,273	\$13,487	\$8,913	\$10,549	\$10,660	N/C	\$12,732	\$9,089	\$9,575

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT Attachment 3

Marina Coast Water District Benefits Detail June 2012

LABORATORY SUPERVISOR													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Laboratory Supervisor	Lab Svcs Mgr / Chemist II	Water Quality Mgr / Water Quality Chemist II	Lab Supervisor / Environ Chem II	Water Quality Supv / Water Quality Analyst	Laboratory Supervisor	N/C	Laboratory Supervisor	Water Quality Supv / Sr Chemist	N/C	Laboratory Analyst	N/C	N/C
Top Monthly Salary	\$7,064	\$11,105	\$7,320	\$9,949	\$7,517	\$8,871		\$8,613	\$7,564		\$7,082		
Employee Retirement													
PERS	\$495	\$278				\$532		\$689	\$605				
Enhanced PERS Formula		\$550	\$223	\$801	\$605	\$271		\$844	\$374		\$570		
Last Year Spiked													
EPMC	\$35	\$7				\$32		\$55					
12 Month Highest Salary	\$95	\$150	\$99	\$134	\$101	\$120		\$116	\$102		\$96		
Social Security	\$438			\$569		\$550			\$469		\$439		
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448		\$1,633	\$1,440		\$1,465		
Dental	\$118	\$184	\$127	\$183	\$165	\$152			\$233		\$138		
Vision	\$16	\$22	\$19	\$26	\$20	\$7			\$15				
EAP	\$4	\$2	\$4	\$3	\$3				\$6		\$2		
Life	\$28	\$85	\$3	\$50	\$40	\$23			\$13		\$11		
LTD	\$2	\$57	\$63	\$33	\$36	\$35			\$42		\$40		
STD/SDI	\$25			\$33		\$124			\$46		\$5		
Other													
Leave													
Vacation	\$435	\$726	\$422	\$1,148	\$434	\$478		\$497	\$436		\$354		
Holidays	\$353	\$470	\$394	\$306	\$376	\$375		\$464	\$436		\$381		
Administrative		\$470	\$282		\$145			\$166					
Auto Allowance													
Uniform Allowance													
Deferred Compensation		\$42		\$458		\$266							
Other			\$125										
Longevity													
Benefit Cost	\$3,726	\$4,891	\$3,424	\$5,188	\$3,402	\$4,413	N/C	\$4,570	\$4,126	N/C	\$3,501	N/C	N/C
Total Monthly Comp.	\$10,790	\$15,996	\$10,744	\$15,136	\$10,920	\$13,283	N/C	\$13,184	\$11,689	N/C	\$10,583	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT
Attachment 3

Marina Coast Water District
Benefits Detail
June 2012

MANAGEMENT SERVICES ADMINISTRATOR													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Management Services Administrator	HR Analyst 3 / Supv HR Analyst	Principal HR Analyst	HR Analyst II / HR Supervisor	Director of HR / Hr Specialist	HR Coordinator / Hr Manager	N/C	HR Administrator	N/C	N/C	Sr HR Analyst	N/C	N/C
Top Monthly Salary	\$9,317	\$10,677	\$8,263	\$10,667	\$8,347	\$8,784		\$7,081			\$9,040		
Employee Retirement													
PERS	\$662	\$267				\$527		\$566					
Enhanced PERS Formula Last Year Spiked		\$529	\$252	\$859	\$672	\$268		\$694			\$728		
EPMC	\$46	\$7				\$32		\$45					
12 Month Highest Salary	\$126	\$144	\$112	\$144	\$113	\$119		\$96			\$122		
Social Security	\$569			\$569		\$545					\$560		
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448		\$1,633			\$1,465		
Dental	\$118	\$184	\$127	\$183	\$165	\$152					\$138		
Vision	\$16	\$22	\$19	\$26	\$20	\$7							
EAP	\$4	\$2	\$4	\$3	\$3			\$6			\$2		
Life	\$37	\$82	\$3	\$54	\$44	\$23		\$11			\$47		
LTD	\$2	\$55	\$71	\$35	\$40	\$34		\$35			\$51		
STD/SDI	\$33			\$35		\$123		\$38			\$6		
Other													
Leave													
Vacation	\$573	\$698	\$477	\$1,231	\$482	\$473		\$408			\$452		
Holidays	\$466	\$452	\$445	\$328	\$417	\$372		\$381			\$487		
Administrative	\$358	\$370	\$318		\$161	\$304					\$104		
Auto Allowance					\$600								
Uniform Allowance													
Deferred Compensation		\$42		\$458		\$264					\$83		
Other			\$125										
Longevity													
Benefit Cost	\$4,682	\$4,701	\$3,815	\$5,369	\$4,194	\$4,689	N/C	\$3,913	N/C	N/C	\$4,245	N/C	N/C
Total Monthly Comp.	\$13,999	\$15,378	\$11,878	\$16,035	\$12,541	\$13,473	N/C	\$10,994	N/C	N/C	\$13,285	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT
Attachment 3

Marina Coast Water District
Benefits Detail
June 2012

METER READER													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Meter Reader	Meter Reader	Utility Services Field Tech II / Water Meter Tech	Cust Field Rep I	Field Service Rep	Field Customer Service Rep I	N/C	N/C	Field Service Rep	N/C	Cust Field Rep II	N/C	Water Service Field Worker I
Top Monthly Salary	\$4,419	\$6,812	\$4,085	\$5,785	\$4,501	\$3,590			\$4,580		\$5,032		\$4,455
Employee Retirement													
PERS	\$309												
Enhanced PERS Formula		\$337	\$125	\$466	\$362	\$251			\$366				\$356
Last Year Spiked						\$109			\$227		\$405		\$221
EPMC	\$22					\$18							
12 Month Highest Salary	\$60	\$92	\$55	\$78	\$61	\$48			\$62		\$68		\$29
Social Security	\$274			\$359		\$223			\$284		\$312		
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,756	\$1,444	\$1,477	\$1,448			\$1,440		\$1,465		\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152			\$233		\$138		\$135
Vision	\$16	\$22	\$19	\$26	\$20	\$7			\$15				\$18
EAP	\$4	\$2	\$4	\$3	\$3								
Life	\$17	\$21	\$2	\$11	\$24	\$11			\$9		\$11		\$5
LTD	\$1	\$37	\$35	\$19	\$22	\$14					\$28		\$29
STD/SDI	\$15			\$19		\$50					\$4		
Other													
Leave													
Vacation	\$272	\$445	\$236	\$445	\$260	\$179			\$264		\$252		\$291
Holidays	\$221	\$393	\$220	\$178	\$225	\$152			\$264		\$271		\$223
Administrative													
Auto Allowance													
Uniform Allowance		\$27											
Deferred Compensation				\$208									
Other													
Longevity													
Benefit Cost	\$3,012	\$3,409	\$2,578	\$3,438	\$2,619	\$2,663	N/C	N/C	\$3,164	N/C	\$2,955	N/C	\$3,155
Total Monthly Comp.	\$7,431	\$10,221	\$6,663	\$9,223	\$7,120	\$6,263	N/C	N/C	\$7,744	N/C	\$7,987	N/C	\$7,610

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT Attachment 3

Marina Coast Water District Benefits Detail June 2012

OPERATIONS AND MAINTENANCE SUPERINTENDENT													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Operations & Maintenance Superintendent	Ops & Maint Manager	Supt of WDist / Supt of Treat & Prod / Dep Wtr Dir/Ops Mgr / WW Mains Mgr / Supt WW Coll & Treat Fac	Operations Manager	Water Ops Mgr / WW Ops Mgr	Water Systems Mgr / Water Reclam Mgr	Dist Supt Treat / Prod Supt	Ops Manager / Maint Manager	Ops/Maint Supt / Const/Maint Supt	Director of Water Quality Svcs	Chief, Water Ops / Systems Ops Mgr	Director of Operations	Ops & Maint Manager
Top Monthly Salary	\$9,089	\$16,985	\$9,799	\$15,680	\$11,442	\$11,385	\$9,388	\$9,638	\$8,863	\$13,267	\$13,573	\$9,777	\$9,813
Employee Retirement													
PERS	\$636	\$425					\$657	\$771	\$709	\$1,061			\$785
Enhanced PERS Formula		\$841	\$299	\$1,262	\$921	\$347	\$286	\$945	\$439	\$657	\$1,093	\$298	\$486
Last Year Spiked													
EPMC	\$45	\$11				\$0		\$62					\$63
12 Month Highest Salary	\$123	\$229	\$132	\$212	\$154	\$154	\$127	\$130	\$120	\$179			
Social Security	\$564			\$569		\$569	\$569		\$550	\$569	\$183	\$569	
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,664	\$1,444	1476.6	\$1,448	\$1,383	\$1,633	\$1,440	\$1,894		\$1,175	
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$40		\$233		\$1,465	\$150	\$1,849
Vision	\$16	\$22	\$19	\$26	\$20	\$7	\$10		\$15		\$138	\$159	\$135
EAP	\$4	\$2	\$4	\$3	\$3		\$4				\$2	\$24	\$18
Life	\$36	\$102	\$3	\$79	\$60	\$30	\$25	\$14	\$18		\$70	\$12	\$5
LTD	\$2	\$87	\$84	\$52	\$55	\$44	\$62	\$47			\$76	\$21	\$64
STD/SDI	\$32			\$52		\$159		\$51			\$10	\$1	
Other													
Leave													
Vacation	\$559	\$1,111	\$565	\$2,171	\$661	\$613	\$542	\$556	\$511	\$765	\$679	\$1,316	\$642
Holidays	\$454	\$719	\$528	\$482	\$572	\$482	\$433	\$519	\$511	\$816	\$731	\$489	\$491
Administrative	\$350	\$719	\$377		\$220	\$394		\$259			\$626	\$207	\$377
Auto Allowance		\$480										\$450	\$450
Uniform Allowance												\$56	
Deferred Compensation		\$42		\$554		\$342							
Other			\$125							\$63	\$417		
Longevity													
Benefit Cost	\$4,621	\$6,821	\$3,926	\$7,089	\$4,309	\$4,741	\$4,137	\$4,993	\$4,545	\$6,004	\$6,508	\$4,933	\$4,914
Total Monthly Comp.	\$13,711	\$23,806	\$13,725	\$22,769	\$15,751	\$16,126	\$13,525	\$14,632	\$13,408	\$19,271	\$20,080	\$14,710	\$14,727

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT Attachment 3

Marina Coast Water District Benefits Detail June 2012

OPERATIONS AND MAINTENANCE SUPERVISOR													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Operations & Maintenance Supervisor	Treat & Disb Supv 1 / Treat & Disb Supv 2	Water Dist Supv IV / Water Treat Supv IV/ WW Mains Field Crew Leader / WW Mains Mgr	Field Operations Supervisor	Water Prod Supt / Field Svcs Supt / WW Coll Sys Supt	Construction Supv / Water Production & Treatment Supv	Distribution Chief Opr / Treat Chief Opr	Operations Supervisor	Treat & Dist Supv / Maint Supv	Supervisor Field Maintenance	Water Systems Supv / Utility Maint Supv	Field Svcs Supv / Water Treat & System Supv	Ops Supervisor / Field Supv
Top Monthly Salary	\$6,892	\$10,706	\$7,709	\$11,030	\$8,442	\$8,655	\$7,339	\$8,001	\$7,481	\$10,478	\$8,169	\$7,194	\$7,028
Employee Retirement													
PERS	\$482	\$268					\$514	\$640	\$588	\$838			\$582
Enhanced PERS Formula		\$530	\$235	\$888	\$680	\$264	\$224	\$784	\$370	\$519	\$658	\$219	\$348
Last Year Spiked													
EPHC	\$34	\$7				\$0		\$51					\$45
12 Month Highest Salary	\$93	\$145	\$104	\$149	\$114	\$117	\$89	\$108	\$101	\$141	\$110		
Social Security	\$427			\$569		\$537	\$455		\$464	\$589	\$506	\$446	
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,684	\$1,444	\$1,477	1447.87	\$1,383	\$1,833	\$1,440	\$1,894		\$1,175	
Dental	\$118	\$184	\$127	\$183	\$183	\$152	\$40	\$152	\$233	\$138	\$1485	\$150	\$1,849
Vision	\$16	\$22	\$19	\$26	\$20	6.86	\$10	\$15	\$15		\$138	\$159	\$135
EAP	\$4	\$2	\$4	\$3	\$3		\$4	\$6			\$24	\$6	\$18
Life	\$27	\$82	\$3	\$56	\$45	\$23	\$25	\$12	\$15		\$2	\$12	\$5
LTD	\$2	\$55	\$66	\$36	\$41	\$34	\$62	\$39			\$42	\$21	\$46
STD/SDI	\$24			\$36		\$121		\$42			\$6	\$1	
Other													
Leave													
Vacation	\$424	\$700	\$445	\$1,273	\$488	\$466	\$423	\$462	\$432	\$604	\$408	\$968	\$459
Holidays	\$345	\$453	\$415	\$339	\$422	\$366	\$339	\$431	\$432	\$645	\$440	\$360	\$351
Administrative		\$453	\$296		\$162			\$154			\$94		
Auto Allowance													
Uniform Allowance							\$17					\$56	
Deferred Compensation		\$42		\$458		\$260				\$83	\$83		
Other			\$125										
Longevity													
Benefit Cost	\$3,679	\$4,790	\$3,503	\$5,460	\$3,616	\$3,794	\$3,593	\$4,362	\$4,099	\$5,273	\$3,999	\$3,598	\$3,818
Total Monthly Comp.	\$10,571	\$15,496	\$11,211	\$16,490	\$12,058	\$12,450	\$10,932	\$12,363	\$11,580	\$15,750	\$12,168	\$10,791	\$10,846

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT Attachment 3

Marina Coast Water District Benefits Detail June 2012

SYSTEM OPERATOR II													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	System Operator II	Utility Worker 3 / Treat Fac Opr 2	Water Dist Opr II / WW Mains Sr Maint Worker / Water Treat Opr II	Water/WW Sys Opr IV	Water Prod Opr II / Field Maint Wrk-CM / Coll Sys Maint Wrk / Sr Coll Sys Maint Wrk 2	Water Worker I / Water Worker II / Water Treat Plant Opr II	Distribution Opr II / Treatment Opr II	Operator II / Dist Mechnci II	Water Distribution & Treat Plant Opr Pipe Worker	Collection Sys Worker	Water Systems Opr II / Utility Worker II	Field Svcs Wrk II / Water Treatment & System Opr	Water Sys Opr II / Construction/Maint Worker II
Top Monthly Salary	\$6,126	\$7,842	\$4,983	\$8,139	\$5,182	\$4,941	\$5,873	\$6,582	\$5,426	\$6,224	\$5,833	\$5,680	\$5,232
Employee Retirement													
PERS	\$369						\$411	\$527	\$434	\$498			\$419
Enhanced PERS Formula		\$388	\$152	\$655	\$417	\$151	\$179	\$645	\$269	\$308	\$470	\$173	\$259
Last Year Spiked						\$0							
EPMC	\$25												\$33
12 Month Highest Salary	\$69	\$106	\$67	\$110	\$70	\$67	\$79	\$89	\$73	\$84	\$79		
Social Security	\$318			\$505		\$306	\$364		\$336	\$386	\$362	\$352	
Other													
Insurance										\$1,894		\$1,175	
Cafeteria													
Health	\$1,683	\$1,849	\$1,756	\$1,444	1476.6	\$1,448	\$1,383	\$1,633	\$1,440		\$1,465	\$150	\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$40		\$233		\$138	\$159	\$135
Vision	\$16	\$22	\$19	\$26	\$20	\$7	\$10		\$15			\$24	\$18
EAP	\$4	\$2	\$4	\$3	\$3		\$4	\$6			\$2	\$6	
Life	\$20	\$24	\$2	\$11	\$27	\$11	\$25	\$11	\$11		\$11	\$12	\$5
LTD	\$1	\$42	\$43	\$27	\$25	\$19	\$62	\$32			\$33	\$21	\$34
STD/SDI	\$18			\$27		\$69		\$35			\$4	\$1	
Other													
Leave													
Vacation	\$315	\$513	\$288	\$626	\$299	\$247	\$339	\$380	\$313	\$359	\$292	\$765	\$342
Holidays	\$266	\$452	\$268	\$250	\$259	\$209	\$271	\$354	\$313	\$363	\$314	\$284	\$262
Administrative													
Auto Allowance													
Uniform Allowance	\$17	\$27					\$17					\$56	
Deferred Compensation				\$208						\$63			
Other													
Longevity													
Benefit Cost	\$3,219	\$3,610	\$2,726	\$4,074	\$2,763	\$2,686	\$3,183	\$3,753	\$3,437	\$3,974	\$3,168	\$3,178	\$3,356
Total Monthly Comp.	\$8,344	\$11,451	\$7,709	\$12,213	\$7,945	\$7,628	\$9,066	\$10,336	\$8,862	\$10,198	\$9,001	\$8,858	\$8,587

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT

Attachment 3

Marina Coast Water District Benefits Detail June 2012

UTILITY LABORER													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Utility Laborer	Fac Maint Worker / Gardener 2 / Vehicle Service Worker	Custodian / Parks Maint Worker	Maintenance Worker I	N/C	N/C	Groundskeeper/ Dist Operator I	N/C	Build & Grounds Maint Asst	N/C	N/C	N/C	Operations & Maint Worker
Top Monthly Salary	\$3,906	\$6,772	\$3,837	\$5,948			\$5,358		\$3,850				\$4,678
Employee Retirement													
PERS	\$273						\$375		\$308				\$374
Enhanced PERS Formula Last Year Spiked		\$335	\$117	\$479			\$163		\$191				\$232
EPMC	\$19												\$30
12 Month Highest Salary	\$63	\$91	\$52	\$80			\$72		\$52				
Social Security	\$242			\$369			\$332		\$239				
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,756	\$1,444			\$1,383		\$1,440				\$1,849
Dental	\$118	\$184	\$127	\$183			\$40		\$233				\$135
Vision	\$16	\$22	\$19	\$26			\$10		\$15				\$18
EAP	\$4	\$2	\$4	\$3			\$4						
Life	\$15	\$21	\$2	\$11			\$25		\$8				\$5
LTD	\$1	\$37	\$33	\$20			\$62						\$30
STD/SDI	\$14			\$20									
Other													
Leave													
Vacation	\$240	\$443	\$221	\$458			\$309		\$222				\$306
Holidays	\$195	\$391	\$207	\$183			\$247		\$222				\$234
Administrative													\$36
Auto Allowance													
Uniform Allowance		\$27					\$17						
Deferred Compensation				\$208									
Other													
Longevity													
Benefit Cost	\$2,874	\$3,402	\$2,538	\$3,482	N/C	N/C	\$3,039	N/C	\$2,929	N/C	N/C	N/C	\$3,249
Total Monthly Comp.	\$6,780	\$10,173	\$6,374	\$9,430	N/C	N/C	\$8,397	N/C	\$6,779	N/C	N/C	N/C	\$7,927

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

DRAFT

Attachment 3

Marina Coast Water District Benefits Detail June 2012

WATER CONSERVATION SPECIALIST													
Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Eisnmore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title		Water Conservation Specialist 2	Environmental Proj Analyst	N/C	Conservation Specialist	Water Conservation Coordinator	Conservation Coordinator	N/C	Water Conservation Coordinator	N/C	Water Conservation Spec / Water Conservation Mgr	N/C	Water Conservation Spec / Conservation/ Public Outreach Coord
Top Monthly Salary	\$5,253	\$8,408	\$6,109		\$5,484	\$8,440	\$5,358		\$7,786		\$7,578		\$5,788
Employee Retirement													
PERS	\$368	\$210					\$375		\$623				\$463
Enhanced PERS Formula		\$416	\$186		\$441	\$257	\$163		\$385		\$610		\$286
Last Year Spiked													
EPMC	\$26	\$5				\$0							
12 Month Highest Salary	\$71	\$114	\$82		\$74	\$114	\$72		\$105		\$102		\$37
Social Security	\$326					\$523	\$332		\$483		\$470		
Other													
Insurance													
Cafeteria													
Health	\$1,683	\$1,849	\$1,756		\$1,477	\$1,448	\$1,383		\$1,440		\$1,465		\$1,849
Dental	\$118	\$184	\$127		\$165	\$152	\$40		233		\$138		\$135
Vision	\$16	\$22	\$19		\$20	\$7	\$10		\$15				\$18
EAP	\$4	\$2	\$4		\$3		\$4						
Life	\$21	\$64	\$2		\$29	\$22	\$25		\$16		\$2		
LTD	\$1	\$43	\$53		\$26	\$33	\$62				\$39		\$5
STD/SDI	\$18										\$42		\$38
Other											\$5		
Leave													
Vacation	\$323	\$550	\$352		\$317	\$454	\$309		\$449		\$379		\$378
Holidays	\$263	\$356	\$329		\$274	\$357	\$247		\$449		\$408		\$289
Administrative		\$291									\$175		\$45
Auto Allowance													
Uniform Allowance							\$17						
Deferred Compensation		\$42				\$253					\$250		
Other													
Longevity													
Benefit Cost	\$3,237	\$4,148	\$2,911	N/C	\$2,827	\$3,740	\$3,039	N/C	\$4,198	\$0	\$4,086	N/C	\$3,643
Total Monthly Comp.	\$8,490	\$12,555	\$9,020	N/C	\$8,311	\$12,180	\$8,397	N/C	\$11,984	\$0	\$11,664	N/C	\$9,331

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.