

Marina Coast Water District
Total Monthly Comp Data
July 2012

ACCOUNTANT II						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Accountant II	\$13,123	12/24/2011	1/1/2013	Unknown
2	Alameda County Water District	Accountant	\$12,556	6/25/2012	7/1/2013	Unknown
3	Otay Water District	Senior Accountant	\$11,997	7/1/2012	Unknown	Unknown
4	Las Virgenes Municipal Water District	Senior Accountant / Financial Analyst	\$11,899	1/1/2009	1/1/2013	1-4%
5	Monterey Regional Water Pollution Control Agency	Accountant	\$11,228	6/20/2011	Unknown	Unknown
6	Oro Loma Sanitary District	Accountant	\$11,148	6/25/2012	6/24/2013	1-5%
7	Elsinore Valley Municipal Water District	Financial Analyst	\$10,603	1/1/2012	Unknown	Unknown
8	North Marin Water District	Senior Accountant	\$10,559	7/1/2011	Unknown	Unknown
9	City of Santa Cruz	Accountant II	\$10,171	12/15/2007	Unknown	Unknown
10	Marina Coast Water District	Accountant II	\$9,003	8/9/2011		
	Montecito Water District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$11,476			
% Marina Coast Water District Above/Below			-27.5%			
Median of Comparators			\$11,228			
% Marina Coast Water District Above/Below			-24.7%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Total Monthly Comp Data
July 2012

ADMINISTRATIVE ASSISTANT						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Administrative Assistant	\$9,633	1/1/2009	1/1/2013	1-4%
2	Otay Water District	Executive Secretary	\$9,361	7/1/2012	Unknown	Unknown
3	North Marin Water District	Administrative Secretary / Engineering Secretary	\$9,303	7/1/2011	Unknown	Unknown
4	Dublin San Ramon Services District	Administrative Assistant II	\$9,062	1/1/2012	1/1/2013	Unknown
5	Elsinore Valley Municipal Water District	Administrative Assistant	\$8,380	1/1/2012	Unknown	Unknown
6	Marina Coast Water District	Administrative Assistant	\$7,894	7/1/2011		
7	City of Santa Cruz	Administrative Assistant III	\$7,213	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			\$8,825			
% Marina Coast Water District Above/Below			-11.8%			
Median of Comparators			\$9,183			
% Marina Coast Water District Above/Below			-16.3%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

**Marina Coast Water District
Total Monthly Comp Data
July 2012**

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ASSOCIATE ENGINEER						
Rank	Comparator Agency	Class Title	Total Monthly Com[Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Engineer	\$16,291	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Associate Civil Engineer - Subject Matter Expert	\$15,783	12/24/2011	1/1/2013	Unknown
3	Oro Loma Sanitary District	Associate Engineer	\$14,825	6/25/2012	6/24/2013	1-5%
4	Monterey Regional Water Pollution Control Agency	Associate Engineer	\$14,678	6/20/2011	Unknown	Unknown
5	Otay Water District	Associate Civil Engineer	\$14,185	7/1/2012	Unknown	Unknown
6	Las Virgenes Municipal Water District	Associate Engineer	\$13,754	1/1/2009	1/1/2013	1-4%
7	North Marin Water District	Associate Civil Engineer	\$12,625	7/1/2011	Unknown	Unknown
8	Soquel Creek Water District	Associate Civil Engineer / Assistant Engineer II	\$12,387	1/1/2012	1/1/2013	0-5%
9	City of Santa Cruz	Engineering Associate	\$11,130	12/15/2007	Unknown	Unknown
10	Elsinore Valley Municipal Water District	Civil Engineer	\$11,056	1/1/2012	Unknown	Unknown
11	Marina Coast Water District	Associate Engineer	\$11,031	2/24/2012		
	Montecito Water District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$13,672			
% Marina Coast Water District Above/Below			-23.9%			
Median of Comparators			\$13,970			
% Marina Coast Water District Above/Below			-26.6%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

**Marina Coast Water District
Total Monthly Comp Data
July 2012**

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CAPITAL PROJECTS MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Senior Civil Engineer - Subject Matter Expert				
2	Alameda County Water District	Engineering Supervisor	\$17,013	12/24/2011	1/1/2013	Unknown
3	Montecito Water District	Engineering Manager	\$16,594	6/25/2012	7/1/2013	Unknown
4	Otay Water District	Senior Civil Engineer	\$15,620	7/1/2012	Unknown	Unknown
5	Monterey Regional Water Pollution Control Agency	Principal Engineer / Supervising Engineer	\$15,415	7/1/2012	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Capital Projects Manager	\$15,330	6/20/2011	Unknown	Unknown
7	Marina Coast Water District	Capital Projects Manager	\$14,297	1/1/2012	Unknown	Unknown
8	City of Santa Cruz	Associate Civil Engineer	\$13,138	7/1/2011		
	Las Virgenes Municipal Water District	N/C	\$12,660	12/15/2007	Unknown	Unknown
	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			\$15,276			
% Marina Coast Water District Above/Below			-16.3%			
Median of Comparators			\$15,415			
% Marina Coast Water District Above/Below			-17.3%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Total Monthly Comp Data
July 2012

CUSTOMER SERVICE REPRESENTATIVE II						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Customer Account Representative	\$9,015	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Customer Service Representative II	\$8,935	1/1/2012	1/1/2013	Unknown
3	Monterey Regional Water Pollution Control Agency	Customer Service Representative II	\$8,794	6/20/2011	Unknown	Unknown
4	Otay Water District	Customer Service Representative II	\$7,987	7/1/2012	Unknown	Unknown
5	San Lorenzo Valley Water District	Customer Service/Accounts Specialist	\$7,873	11/17/2011	Unknown	Unknown
6	Soquel Creek Water District	Customer Service Representative II	\$7,810	2/1/2012	Unknown	Unknown
7	Marina Coast Water District	Customer Service Representative II	\$7,715	8/9/2012		
8	North Marin Water District	Account/Credit Clerk II	\$7,700	7/1/2011	Unknown	Unknown
9	Montecito Water District	Office Technician	\$7,615	7/1/2012	Unknown	Unknown
10	Las Virgenes Municipal Water District	Customer Service Representative	\$7,416	1/1/2010	1/1/2013	1-4%
11	City of Santa Cruz	Utility Service Representative II	\$6,867	5/14/2011	Unknown	Unknown
12	Elsinore Valley Municipal Water District	Customer Service Representative	\$6,858	1/1/2012	Unknown	Unknown
	Oro Loma Sanitary District	N/C				
Average of Comparators			\$7,897			
% Marina Coast Water District Above/Below			-2.4%			
Median of Comparators			\$7,810			
% Marina Coast Water District Above/Below			-1.2%			

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**Marina Coast Water District
Total Monthly Comp Data
July 2012**

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CUSTOMER SERVICE SUPERVISOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Customer Service Supervisor / Customer Service Supervisor				
2	Dublin San Ramon Services District	Customer Service Supervisor	\$15,774	6/25/2012	7/1/2013	Unknown
3	Las Virgenes Municipal Water District	Customer Service Operations Supervisor	\$15,487	12/25/2011	1/1/2013	Unknown
4	Monterey Regional Water Pollution Control Agency	Customer Service Supervisor	\$12,717	1/1/2009	1/1/2013	1-4%
5	Otay Water District	Customer Service Manager / Senior Customer Service Representative	\$11,367	6/20/2011	Unknown	Unknown
6	Soquel Creek Water District	Customer Service Supervisor	\$11,313	7/1/2012	Unknown	Unknown
7	North Marin Water District	Consumer Services Supervisor	\$11,226	1/1/2012	1/1/2013	0-5%
8	Elsinore Valley Municipal Water District	Customer Service Supervisor	\$10,183	7/1/2011	Unknown	Unknown
9	Marina Coast Water District	Customer Service Supervisor	\$9,765	1/1/2012	Unknown	Unknown
10	City of Santa Cruz	Utility Supervisor	\$9,003	7/1/2011		
	Montecito Water District	N/C	\$8,972	3/22/2008	Unknown	Unknown
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$11,867			
% Marina Coast Water District Above/Below			-31.8%			
Median of Comparators			\$11,313			
% Marina Coast Water District Above/Below			-25.7%			

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Marina Coast Water District
Total Monthly Comp Data
July 2012

DEPUTY GENERAL MANAGER/DISTRICT ENGINEER						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Assistant General Manager	\$27,223	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	District Engineer/Assistant General Manager	\$24,297	1/1/2012	1/1/2013	Unknown
3	Otay Water District	Assistant General Manager / Chief Engineering	\$23,036	7/1/2012	Unknown	Unknown
4	Monterey Regional Water Pollution Control Agency	Assistant General Manager	\$22,216	6/20/2011	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Director of Engineering / Assistant General Manager	\$21,300	1/1/2012	Unknown	Unknown
6	Oro Loma Sanitary District	District Engineer	\$19,271	6/25/2012	6/24/2013	1-5%
7	Marina Coast Water District	Deputy General Manager/District Engineer	\$19,203	7/1/2011		
8	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	\$17,836	12/15/2007	Unknown	Unknown
9	Soquel Creek Water District	Engineering Manager/Chief Engineer	\$16,000	1/1/2012	1/1/2013	0-5%
10	North Marin Water District	Chief Engineer	\$14,874	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			\$20,672			
% Marina Coast Water District Above/Below						-7.6%
Median of Comparators			\$21,300			
% Marina Coast Water District Above/Below						-10.9%

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N/C - Non Comparator

**Marina Coast Water District
Total Monthly Comp Data
July 2012**

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Attachment 4**

DIRECTOR OF ADMINISTRATIVE SERVICES						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Manager of Finance				
2	Dublin San Ramon Services District	Financial Services Manager	\$23,806	6/25/2012	7/1/2013	Unknown
3	Las Virgenes Municipal Water District	Director of Finance & Administration / Finance Manager	\$23,350	1/1/2012	1/1/2013	Unknown
4	Otay Water District	Chief Financial Officer / Finance Manager Treasury & Accounting Services / Finance Manager Controller and Budgetary Services	\$18,618	1/1/2009	1/1/2013	1-4%
			\$18,410	7/1/2012	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Director of Finance / Accounting Manager				
6	Oro Loma Sanitary District	Finance Manager	\$16,857	1/1/2012	Unknown	Unknown
7	North Marin Water District	Auditor-Controller	\$16,013	6/25/2012	6/24/2013	1-5%
8	Monterey Regional Water Pollution Control Agency	Director of Administrative Services / Accounting Supervisor	\$15,931	7/1/2011	Unknown	Unknown
			\$15,702	6/20/2011	Unknown	Unknown
9	City of Santa Cruz	Assistant Director of Finance				
10	Marina Coast Water District	Director of Administrative Services	\$15,255	12/15/2007	Unknown	Unknown
11	Montecito Water District	Business Manager	\$15,204	7/1/2011		
12	Soquel Creek Water District	Financial & Business Services Manager	\$15,042	7/1/2012	Unknown	Unknown
13	San Lorenzo Valley Water District	Finance Manager	\$14,727	1/1/2012	1/1/2013	0-5%
			\$12,053	11/17/2011	Unknown	Unknown
Average of Comparators			\$17,147			
% Marina Coast Water District Above/Below			-12.8%			
Median of Comparators			\$15,972			
% Marina Coast Water District Above/Below			-5.1%			

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**Marina Coast Water District
Total Monthly Comp Data
July 2012**

**DRAFT
Attachment 4**

EXECUTIVE ASSISTANT/CLERK OF THE BOARD						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board				
2	Alameda County Water District	Executive Assistant/District Secretary	\$13,487	1/1/2009	1/1/2013	1-4%
3	Otay Water District	District Secretary	\$13,160	6/25/2012	7/1/2013	Unknown
4	North Marin Water District	District/Administrative Secretary	\$12,732	7/1/2012	Unknown	Unknown
5	Monterey Regional Water Pollution Control Agency	Executive Assistant/Clerk of the Board	\$10,660	7/1/2011	Unknown	Unknown
6	Elsinore Valley Municipal Water District	District Secretary - Administrative Services Supervisor / Executive Secretary - Claims Coordinator	\$10,549	6/20/2011	Unknown	Unknown
7	Soquel Creek Water District	Executive Assistant/Board Clerk	\$10,273	1/1/2012	Unknown	Unknown
8	San Lorenzo Valley Water District	Administrative Assistant/District Secretary	\$9,575	1/1/2012	1/1/2013	0-5%
9	Montecito Water District	Administrative Assistant	\$9,089	11/17/2011	Unknown	Unknown
10	City of Santa Cruz	Deputy City Clerk / Administrative Assistant to the City Manager	\$8,913	7/1/2012	Unknown	Unknown
11	Marina Coast Water District	Executive Assistant/Clerk of the Board	\$8,611	10/4/2008	Unknown	Unknown
	Dublin San Ramon Services District	N/C	\$8,014	7/1/2011		
	Oro Loma Sanitary District	N/C				
Average of Comparators			\$10,705			
% Marina Coast Water District Above/Below						-33.6%
Median of Comparators			\$10,411			
% Marina Coast Water District Above/Below						-29.9%

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Total Monthly Comp Data
July 2012

LABORATORY SUPERVISOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Laboratory Services Manager / Chemist II .	\$15,996	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Laboratory Supervisor / Environmental Chemist II	\$15,136	12/24/2012	1/1/2013	Unknown
3	Las Virgenes Municipal Water District	Laboratory Supervisor	\$13,283	1/1/2009	1/1/2013	1-4%
4	Monterey Regional Water Pollution Control Agency	Laboratory Supervisor	\$13,184	6/20/2011	Unknown	Unknown
5	North Marin Water District	Water Quality Supervisor / Senior Chemist	\$11,689	7/1/2011	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Water Quality Supervisor / Water Quality Analyst	\$10,920	1/1/2012	Unknown	Unknown
7	Marina Coast Water District	Laboratory Supervisor	\$10,790	2/24/2012		
8	City of Santa Cruz	Water Quality Manager / Water Quality Chemist II	\$10,744	12/15/2007	Unknown	Unknown
9	Otay Water District	Laboratory Analyst	\$10,583	7/1/2012	Unknown	Unknown
	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			\$12,692			
% Marina Coast Water District Above/Below			-17.6%			
Median of Comparators			\$12,436			
% Marina Coast Water District Above/Below			-15.3%			

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Total Monthly Comp Data
July 2012**

**DRAFT
Attachment 4**

MANAGEMENT SERVICES ADMINISTRATOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Human Resources Analyst II / Human Resources Supervisor	\$16,035	12/25/2011	1/1/2013	Unknown
2	Alameda County Water District	Human Resources Analyst / Supervising Human Resources Analyst	\$15,378	6/25/2012	7/1/2013	Unknown
3	Marina Coast Water District	Management Services Administrator	\$13,999	7/1/2011		
4	Las Virgenes Municipal Water District	Human Resources Coordinator / Human Resources Manager	\$13,473	1/1/2009	1/1/2013	1-4%
5	Otay Water District	Senior Human Resources Analyst	\$13,285	7/1/2012	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Director of Human Resources / Human Resources Specialist	\$12,541	1/1/2012	Unknown	Unknown
7	City of Santa Cruz	Principal Human Resources Analyst	\$11,878	12/15/2007	Unknown	Unknown
8	Monterey Regional Water Pollution Control Agency	Human Resources Administrator	\$10,994	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			\$13,369			
% Marina Coast Water District Above/Below						4.5%
Median of Comparators			\$13,285			
% Marina Coast Water District Above/Below						5.1%

NOTE: All calculations exclude Marina Coast Water District

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Marina Coast Water District
Total Monthly Comp Data
July 2012

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Attachment 4

METER READER						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Meter Reader	\$10,221	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Customer Field Representative I	\$9,223	1/1/2012	1/1/2013	Unknown
3	Otay Water District	Customer Field Representative II	\$7,987	7/1/2012	Unknown	Unknown
4	North Marin Water District	Field Service Representative	\$7,744	7/1/2011	Unknown	Unknown
5	Soquel Creek Water District	Water Service Field Worker I	\$7,610	2/1/2012	Unknown	Unknown
6	Marina Coast Water District	Meter Reader	\$7,431	7/1/2011		
7	Elsinore Valley Municipal Water District	Field Service Representative	\$7,120	1/1/2012	Unknown	Unknown
8	City of Santa Cruz	Utility Service Field Technician II / Water Meter Technician	\$6,663	5/14/2011	Unknown	Unknown
9	Las Virgenes Municipal Water District	Field Customer Service Representative I	\$6,253	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			\$7,853			
% Marina Coast Water District Above/Below						-5.7%
Median of Comparators			\$7,677			
% Marina Coast Water District Above/Below						-3.3%

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Total Monthly Comp Data
July 2012

OPERATIONS AND MAINTENANCE SUPERINTENDENT			Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency	Class Title				
1	Alameda County Water District	Operations and Maintenance Manager	\$23,806	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Operations Manager	\$22,769	1/1/2012	1/1/2013	Unknown
3	Otay Water District	Chief Water Operations / Systems Operations Manager	\$20,080	7/1/2012	Unknown	Unknown
4	Oro Loma Sanitary District	Director of Water Quality Services	\$19,271	6/25/2012	6/24/2013	1-5%
5	Las Virgenes Municipal Water District	Water Systems Manager / Water Reclamation Manager	\$16,126	1/1/2009	1/1/2013	1-4%
6	Elsinore Valley Municipal Water District	Water Operations Manager / Wastewater Operations Manager	\$15,751	1/1/2012	Unknown	Unknown
7	Soquel Creek Water District	Operations & Maintenance Manager	\$14,727	1/1/2012	1/1/2013	0-5%
8	San Lorenzo Valley Water District	Director of Operations	\$14,710	11/17/2011	Unknown	Unknown
9	Monterey Regional Water Pollution Control Agency	Operations Manager / Maintenance Manager	\$14,632	6/20/2011	Unknown	Unknown
10	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	\$13,725	12/15/2007	Unknown	Unknown
11	Marina Coast Water District	Operations and Maintenance Superintendent	\$13,711	2/24/2012	Unknown	Unknown
12	Montecito Water District	Distribution Superintendent Treatment / Production Superintendent	\$13,525	7/1/2012	Unknown	Unknown
13	North Marin Water District	Operations/Maintenance Superintendent / Construction/Maintenance Superintendent	\$13,408	7/1/2011	Unknown	Unknown
Average of Comparators			\$16,877			
% Marina Coast Water District Above/Below			-23.1%			
Median of Comparators			\$15,239			
% Marina Coast Water District Above/Below			-11.1%			

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Marina Coast Water District
Total Monthly Comp Data
July 2012

OPERATIONS AND MAINTENANCE SUPERVISOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Field Operations Supervisor	\$16,490	12/22/2011	1/1/2013	Unknown
2	Oro Loma Sanitary District	Supervisor Field Maintenance	\$15,750	6/25/2012	6/24/2013	1-5%
3	Alameda County Water District	Treatment and Distribution Supervisor / Treatment and Distribution Supervisor	\$15,496	6/25/2012	7/1/2013	Unknown
4	Las Virgenes Municipal Water District	Construction Supervisor / Water Production & Treatment Supervisor	\$12,450	1/1/2009	1/1/2013	1-4%
5	Monterey Regional Water Pollution Control Agency	Operations Supervisor	\$12,363	6/20/2011	Unknown	Unknown
6	Otay Water District	Water Systems Supervisor / Utility Maintenance Supervisor	\$12,168	7/1/2012	Unknown	Unknown
7	Elsinore Valley Municipal Water District	Water Production Superintendent / Field Services Superintendent / Wastewater Collections System Superintendent	\$12,058	1/1/2012	Unknown	Unknown
8	North Marin Water District	Treatment & Distribution Supervisor / Maintenance Supervisor	\$11,580	7/1/2011	Unknown	Unknown
9	City of Santa Cruz	Water Distribution Supervisor IV / Water Treatment Supervisor IV / Wastewater Mains Field Crew Leader / Wastewater Mains Manager	\$11,211	12/15/2007	Unknown	Unknown
10	Montecito Water District	Distribution Chief Operator / Treatment Chief Operator	\$10,932	7/1/2012	Unknown	Unknown
11	Soquel Creek Water District	Operations Supervisor / Field Supervisor	\$10,846	1/1/2012	1/1/2013	0-5%
12	San Lorenzo Valley Water District	Field Services Supervisor / Water Treatment & System Supervisor	\$10,791	11/17/2011	Unknown	Unknown
13	Marina Coast Water District	Operations and Maintenance Supervisor	\$10,571	2/24/2012		
Average of Comparators			\$12,678			
% Marina Coast Water District Above/Below			-19.9%			
Median of Comparators			\$12,113			
% Marina Coast Water District Above/Below			-14.6%			

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Marina Coast Water District
Total Monthly Comp Data
July 2012

SYSTEM OPERATOR II						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Dublin San Ramon Services District	Water/Wastewater Systems Operator IV	\$12,213	1/1/2012	1/1/2013	Unknown
2	Alameda County Water District	Utility Worker / Treatment Facilities Operator	\$11,451	6/25/2012	7/1/2013	Unknown
3	Monterey Regional Water Pollution Control Agency	Operator II / Distribution Mechanic II	\$10,335	6/20/2011	Unknown	Unknown
4	Oro Loma Sanitary District	Collection System Worker	\$10,198	6/25/2012	6/24/2013	1-5%
5	Montecito Water District	Distribution Operator II / Treatment Operator II	\$9,056	7/1/2012	Unknown	Unknown
6	Otay Water District	Water Systems Operator II / Utility Worker II	\$9,001	7/1/2012	Unknown	Unknown
7	North Marin Water District	Water Distribution & Treatment Plant Operator / Pipe Worker	\$8,862	7/1/2011	Unknown	Unknown
8	San Lorenzo Valley Water District	Field Services Worker II / Water Treatment & System Operator	\$8,858	11/17/2011	Unknown	Unknown
9	Soquel Creek Water District	Water Systems Operator II / Construction/Maintenance Worker II	\$8,587	2/1/2012	Unknown	Unknown
10	Marina Coast Water District	System Operator II	\$8,344	7/1/2011		
11	Elsinore Valley Municipal Water District	Water Production Operator II / Field Maintenance Worker - CM / Collection Systems Maintenance Worker / Senior Collection Systems Maintenance Worker	\$7,945	1/1/2012	Unknown	Unknown
12	City of Santa Cruz	Water Distribution Operator II / Wastewater Mains Senior Maintenance Worker / Water Treatment Operator II	\$7,709	9/19/2009	Unknown	Unknown
13	Las Virgenes Municipal Water District	Water Worker I / Water Worker II / Water Treatment Plant Operator II	\$7,628	1/1/2010	1/1/2013	1-4%
Average of Comparators			\$9,320			
% Marina Coast Water District Above/Below			-11.7%			
Median of Comparators			\$8,932			
% Marina Coast Water District Above/Below			-7.0%			

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**Marina Coast Water District
Total Monthly Comp Data
July 2012**

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Attachment 4**

UTILITY LABORER						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Facilities Maintenance Worker / Gardener / Vehicle Service Worker	\$10,173	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Maintenance Worker I	\$9,430	1/1/2012	1/1/2013	Unknown
3	Montecito Water District	Groundskeeper/Distribution Operator I	\$8,397	7/1/2012	Unknown	Unknown
4	Soquel Creek Water District	Operations & Maintenance Worker	\$7,927	2/1/2012	Unknown	Unknown
5	Marina Coast Water District	Utility Laborer	\$6,780	7/1/2011		
6	North Marin Water District	Building & Grounds Maintenance Assistant	\$6,779	7/1/2011	Unknown	Unknown
7	City of Santa Cruz	Custodian / Parks Maintenance Worker	\$6,374	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			\$8,180			
% Marina Coast Water District Above/Below			-20.7%			
Median of Comparators			\$8,162			
% Marina Coast Water District Above/Below			-20.4%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Total Monthly Comp Data
July 2012

WATER CONSERVATION SPECIALIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Water Conservation Specialist	\$12,555	6/25/2012	7/1/2013	Unknown
2	Las Virgenes Municipal Water District	Water Conservation Coordinator	\$12,180	1/1/2009	1/1/2013	1-4%
3	North Marin Water District	Water Conservation Coordinator	\$11,984	7/1/2011	Unknown	Unknown
4	Otay Water District	Water Conservation Specialist / Water Conservation Manager	\$11,664	7/1/2012	Unknown	Unknown
5	Soquel Creek Water District	Water Conservation Specialist / Conservation/Public Outreach Coordinator	\$9,331	2/1/2012	Unknown	Unknown
6	City of Santa Cruz	Environmental Projects Analyst	\$9,020	10/4/2008	Unknown	Unknown
7	Marina Coast Water District	Water Conservation Specialist	\$8,490	7/1/2011		
8	Montecito Water District	Conservation Coordinator	\$8,397	7/1/2012	Unknown	Unknown
9	Elsinore Valley Municipal Water District	Conservation Specialist	\$8,311	1/1/2012	Unknown	Unknown
	Oro Loma Sanitary District	N/C				
	Dublin San Ramon Services District	N/C				
	Monterey Regional Water Pollution Control Agency	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$10,430			
% Marina Coast Water District Above/Below			-22.9%			
Median of Comparators			\$10,497			
% Marina Coast Water District Above/Below			-23.6%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator