

Version 1

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Appendix I
Marina Coast Water District
Results Summary
July 2012

Version (2)

Classification	Top Monthly Salary Data				Total Monthly Compensation Data					
	MCWD Current Monthly Salary	Average	% above or below	Median	% above or below	MCWD Total Monthly Comp	Average	% above or below	Median	% above or below
Accountant II	\$5,657	\$7,562	-33.68%	\$7,375	-30.38%	\$9,014	\$11,473	-27.27%	\$11,228	-24.56%
Administrative Assistant	\$4,643	\$5,580	-20.20%	\$5,709	-23.00%	\$7,903	\$8,812	-11.50%	\$9,076	-14.84%
Associate Engineer	\$7,142	\$9,245	-29.45%	\$9,480	-32.73%	\$11,029	\$13,666	-23.72%	\$13,970	-26.47%
Capital Projects Manager	\$8,651	\$10,671	-23.34%	\$10,988	-27.00%	\$13,156	\$15,268	-16.05%	\$15,415	-17.18%
Customer Service Representative II	\$4,643	\$4,906	-5.67%	\$4,768	-2.69%	\$7,725	\$7,897	-2.23%	\$7,810	-1.10%
Customer Service Supervisor	\$5,657	\$7,869	-39.11%	\$7,285	-28.79%	\$9,014	\$11,862	-31.58%	\$11,313	-25.50%
Deputy General Manager/District Engineer	\$13,493	\$14,403	-6.74%	\$14,932	-10.66%	\$19,231	\$20,661	-7.43%	\$21,300	-10.76%
Director of Administrative Services	\$10,284	\$11,786	-14.61%	\$10,879	-5.78%	\$15,225	\$17,140	-12.57%	\$15,972	-4.90%
Executive Assistant/Clerk of the Board	\$4,878	\$7,031	-44.15%	\$6,764	-38.68%	\$8,024	\$10,702	-33.37%	\$10,411	-29.75%
Laboratory Supervisor	\$7,064	\$8,503	-20.36%	\$8,088	-14.49%	\$10,805	\$12,685	-17.41%	\$12,436	-15.10%
Management Services Administrator	\$9,317	\$9,536	-2.35%	\$9,536	-2.36%	\$14,018	\$14,111	-0.66%	\$14,323	-2.17%
Meter Reader	\$4,419	\$4,855	-9.87%	\$4,541	-2.76%	\$7,440	\$7,853	-5.54%	\$7,677	-3.18%
Operations and Maintenance Superintendent	\$9,089	\$11,634	-28.00%	\$10,599	-16.61%	\$13,729	\$16,870	-22.88%	\$15,239	-10.99%
Operations and Maintenance Supervisor	\$6,892	\$8,557	-24.15%	\$8,222	-19.29%	\$10,585	\$12,674	-19.73%	\$12,113	-14.43%
System Operator II	\$5,125	\$5,995	-16.98%	\$5,756	-12.32%	\$8,354	\$9,320	-11.56%	\$8,932	-6.91%
Utility Laborer	\$3,906	\$5,074	-29.90%	\$5,018	-28.48%	\$6,788	\$8,180	-20.51%	\$8,162	-20.24%
Water Conservation Specialist	\$5,253	\$6,869	-30.77%	\$6,844	-30.29%	\$8,501	\$10,427	-22.65%	\$10,497	-23.49%
		AVE:	-22.3%	AVE:	-19.2%	AVE:	AVE:	-16.9%	AVE:	-14.8%

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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

ACCOUNTANT II		Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency					
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	7/1/2011		
	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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

ADMINISTRATIVE ASSISTANT		Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency					
1	Olney 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	Alameda County Water District	Administrative Office Assistant II	\$5,860	6/25/2011	7/1/2013	Unknown
4	North Marin Water District	Administrative Secretary / Engineering Secretary ¹	\$5,759	7/1/2011	Unknown	Unknown
5	Dublin San Ramon Services District	Administrative Assistant II	\$5,658	1/1/2012	1/1/2013	Unknown
6	Elsinore Valley Municipal Water District	Administrative Assistant	\$5,455	1/1/2012	Unknown	Unknown
7	Monterey Regional Water Pollution Control Agency	Administrative Support Specialist II	\$5,158	6/20/2011	Unknown	Unknown
8	Marina Coast Water District	Administrative Assistant	\$4,643	7/1/2011	Unknown	Unknown
9	City of Santa Cruz	Administrative Assistant III	\$4,557	10/4/2008	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	\$5,580			
		% Marina Coast Water District Above/Below	-20.2%			
		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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Marina Coast Water District Top Monthly Salary Data June 2012

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	Olay 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	7/1/2011	Unknown	Unknown				
	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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

CAPITAL PROJECTS MANAGER		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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

CUSTOMER SERVICE REPRESENTATIVE II		Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	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	Olay 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	7/1/2011	Unknown	Unknown
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 Oro Loma Sanitary District	Utility Service Representative II N/C	\$4,260	5/14/2011	Unknown	Unknown
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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

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	Olay 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 ²		\$7,258	6/20/2011	Unknown	Unknown
7	Eisnore Valley Municipal Water District		Customer Service Supervisor		\$6,580	1/1/2012	Unknown	Unknown
8	North Main 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	Unknown	Unknown
	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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

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	Olay 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	Unknown	Unknown
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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

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	Eisimore 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	Unknown	Unknown			
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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

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	Unknown	Unknown
	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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

Rank	Comparator Agency	Class Title	Top		Effective Date	Next	
			Monthly Salary	Salary Increase		Salary Increase	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	Eisnore 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	Olay Water District	Laboratory Analyst ⁸	\$7,082		7/1/2012	Unknown	Unknown
9	Marina Coast Water District	Laboratory Supervisor	\$7,064		7/1/2011	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			\$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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Marina Coast Water District
Top Monthly Salary Data
June 2012

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 2 / Human Resources and Risk Manager ^{1,2}	\$10,867	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Human Resources Analyst II / Human Resources Supervisor ^{1,2}	\$10,867	12/25/2011	1/1/2013	Unknown
3	Olay Water District	Human Resources Analyst / Human Resources Manager ²	\$10,288	7/1/2012	Unknown	Unknown
4	Marina Coast Water District	Management Services Administrator	\$9,317	7/1/2011		
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	Eisnore 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
	Monterey Regional Water Pollution Control Agency	N/C				
	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			\$9,536			
% Marina Coast Water District Above/Below			-2.4%			
Median of Comparators			\$9,536			
% Marina Coast Water District Above/Below			-2.4%			

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- PHR/SPHR Certificate not required.

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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

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

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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

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	Olay 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	7/1/2011		
13	North Mann 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 IV 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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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

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	Olay 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 ^{4,5}	\$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	7/1/2011		

Average of Comparators
% Marina Coast Water District Above/Below

Median of Comparators
% Marina Coast Water District Above/Below

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- Field Operations Supervisor requires Grade V Water Distribution Operator, Grade I Water Treatment Operator, and Grade III Collection System Maintenance certificates.
- Both classifications require Grade V Water Treatment Operator and Grade 3 Water Distribution Operator certificates.
- Supervisor Field Maintenance requires Grade IV Collection System Maintenance certificate only; other certifications are not required.
- Marina Coast Water District's class is bracketed by two or more comparators.
- 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.
- Water Treatment Supervisor IV requires Grade V Water Treatment Operator certificate.
- 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.
- Operations Supervisor requires Grade IV Wastewater Treatment Plant Operator certificate; other certifications are not required.
- Treatment and Distribution Supervisor requires Grade IV Water Treatment Operator, Grade V Water Distribution Operator, and Pesticide Applicator Supervisor requires Grade II Water Distribution Operator certificate; other certifications are not required.
- Treatment Chief Operator requires Grade IV Water Treatment Operator certificate; other certifications are not required.
- 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.
- Operations Supervisor requires Grade III Water Treatment Operator and Grade III Water Distribution Operator certificates; other certifications are not required.
- 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.

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**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	Olay 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

NC - 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 I 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.

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**Marina Coast Water District
Top Monthly Salary Data
June 2012**

UTILITY LABORER		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				
	Olay 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.

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Marina Coast Water District Top Monthly Salary Data June 2012

WATER CONSERVATION SPECIALIST		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	Olay Water District	Water Conservation Specialist / Water Conservation Manager ^{4,6}	\$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.

**Marina Coast Water District
Benefits Detail
June 2012**

ACCOUNTANT II		Alameda County WD	City of Santa Cruz	Dublin San Ramón SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Oray Water Dist.	San Lorenzo Valley WD	Sequel Creek Water Dist.
Agency	Marina Coast Water District	Accountant 2	Accountant II	Accountant II	Financial Analyst	Sr Accountant/ Financial Analyst	N/C	Accountant	Sr Accountant	Accountant	Sr Accountant	N/C	N/C
Class Title	Accountant II												
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	\$396	\$210	\$209	\$685	\$594	\$469		\$581	\$537	\$555	\$660		
PERS	\$416	\$5	\$92	\$115	\$100	\$28		\$46	\$91	\$94	\$111		
Enhanced PERS Formula	\$28	\$114		\$527		\$485		\$98	\$416	\$430	\$508		
Last Year Spiked	\$76												
EP/MC	\$351												
12 Month Highest Salary													
Social Security													
Other													
Insurance													
Cafeteria ³													
Health	\$1,663	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448		\$1,633	\$1,440	\$1,894	\$1,465		
Dental	\$118	\$184	\$127	\$183	\$165	\$152		\$233	\$233	\$138	\$138		
Vision	\$16	\$22	\$19	\$26	\$20	\$7		\$15	\$15	\$2	\$2		
EAP	\$4	\$2	\$4	\$3	\$3	\$3		\$6	\$14	\$11	\$11		
Life	\$22	\$37	\$43	\$43	\$39	\$21		\$11	\$14	\$35	\$46		
LTD	\$13	\$41	\$59	\$28	\$35	\$30		\$38	\$38	\$35	\$46		
STD/SDI	\$20			\$28		\$109					\$6		
Other													
Leave													
Vacation ²	\$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 ¹			\$125										
Longevity	Yes	No	Yes	No	Yes	Yes		Yes	Yes	No	Yes		
Benefit Cost	\$3,358	\$4,118	\$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.	\$9,014	\$12,526	\$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.

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)

Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.

3- Cafeteria - San Lorenzo Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance; Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

ADMINISTRATIVE ASSISTANT		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.	Olney Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Agency		Administrative Assistant	Administrative Assistant II	Administrative Assistant III	Administrative Assistant II	Administrative Assistant	Administrative Assistant	N/C	Administrative Support Specialist II	Admin Secretary / Eng Secretary	N/C	Executive Secretary	N/C	N/C
Class Title		Administrative Assistant	Administrative Assistant II	Administrative Assistant III	Administrative Assistant II	Administrative Assistant	Administrative Assistant	N/C	Administrative Support Specialist II	Admin Secretary / Eng Secretary	N/C	Executive Secretary	N/C	N/C
Top Monthly Salary		\$4,643	\$5,860	\$4,557	\$5,658	\$5,455	\$6,078	N/C	\$5,158	\$5,759	N/C	\$6,117	N/C	N/C
Employee Retirement PERS		\$325	\$290	\$139	\$455	\$439	\$365	\$365	\$413	\$461	\$505	\$492	\$492	\$492
Enhanced PERS Formula														
Last Year Spiked														
ERMC		\$23	\$79	\$62	\$76	\$74	\$82	\$82	\$33	\$78	\$70	\$83	\$83	\$83
12 Month Highest Salary		\$63	\$79	\$62	\$76	\$74	\$82	\$82	\$33	\$78	\$70	\$83	\$83	\$83
Social Security		\$288			\$351		\$377		\$70	\$357		\$379	\$379	\$379
Other														
Insurance														
Cafeteria ³														
Health		\$1,683	\$1,849	\$1,756	\$1,444	\$1,477	\$1,448	\$1,448	\$1,633	\$1,440	\$1,448	\$1,465	\$1,465	\$1,465
Dental		\$118	\$184	\$127	\$183	\$165	\$152	\$152	\$20	\$233	\$233	\$136	\$136	\$136
Vision		\$16	\$22	\$19	\$26	\$3	\$7	\$7	\$6	\$15	\$15	\$2	\$2	\$2
EAAP		\$4	\$4	\$4	\$3	\$3	\$3	\$3	\$6	\$12	\$12	\$2	\$2	\$2
Life		\$18	\$26	\$2	\$11	\$29	\$16	\$16	\$9	\$9	\$9	\$11	\$11	\$11
LTD		\$11	\$30	\$39	\$19	\$26	\$24	\$24	\$25	\$25	\$25	\$34	\$34	\$34
STD/SDI		\$16	\$30	\$39	\$19	\$26	\$85	\$85	\$27	\$27	\$27	\$4	\$4	\$4
Other														
Leave														
Vacation ²		\$286	\$363	\$263	\$435	\$315	\$327	\$327	\$298	\$332	\$332	\$306	\$306	\$306
Holidays		\$232	\$336	\$245	\$174	\$273	\$257	\$257	\$278	\$332	\$332	\$329	\$329	\$329
Administrative		\$179				\$105								
Auto Allowance			\$27		\$208		\$208							
Uniform Allowance														
Deferred Compensation														
Other ¹														
Longevity		Yes	No	No	No	No	Yes	Yes	Yes	Yes	N/C	Yes	Yes	Yes
Benefit Cost		\$3,261	\$3,230	\$2,656	\$3,404	\$2,926	\$3,555	N/C	\$3,296	\$3,544	N/C	\$3,244	N/C	N/C
Total Monthly Comp.		\$7,903	\$9,090	\$7,213	\$9,062	\$8,380	\$9,633	N/C	\$8,454	\$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.

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
 Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)
 2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.
 3 - Cafeteria - San Lorenzo Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

Agency	Alameda County WD	City of Santa Cruz	Dublin San Ramón, SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Olay Water Dist.	San Lorenzo Valley W/D	Soquel Creek Water Dist.
ASSOCIATE ENGINEER												
Class Title	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	\$11,411	\$7,641	\$10,628	\$7,628	\$9,231		\$9,729	\$8,271	\$9,745	\$9,966		\$8,203
Employee Retirement PERS	\$285				\$554		\$778	\$662	\$780			\$656
Enhanced PERS Formula Last Year Spiked	\$565	\$233	\$856	\$614	\$282		\$953	\$409	\$482	\$802		\$406
EPMC	\$7				\$33		\$62	\$112	\$132	\$135		\$52
12 Month Highest Salary	\$154	\$103	\$143	\$103	\$325		\$131	\$513	\$569	\$569		
Social Security			\$569		\$569							
Other												
Insurance												
Cafeteria ³												
Health	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448		\$1,633	\$1,440	\$1,894	\$1,485		\$1,849
Dental	\$184	\$127	\$183	\$165	\$152			\$233		\$138		\$135
Vision	\$22	\$19	\$26	\$20	\$7			\$15		\$2		\$18
EAP	\$4	\$4	\$4	\$3			\$6	\$17		\$2		\$5
Life	\$50	\$3	\$54	\$40	\$24		\$14	\$17		\$11		\$5
LTD	\$41	\$66	\$35	\$37	\$36		\$47	\$36		\$56		\$53
STD/SDI			\$35	\$129	\$129		\$52			\$7		
Other												
Leave												
Vacation ²	\$746	\$441	\$1,022	\$441	\$497		\$561	\$477	\$562	\$498		\$536
Holidays	\$483	\$411	\$327	\$381	\$391		\$524	\$477	\$600	\$537		\$410
Administrative	\$395	\$294		\$147			\$187					\$63
Auto Allowance												
Uniform Allowance												
Deferred Compensation	\$42		\$458		\$277				\$63			
Other ¹		\$125										
Longevity	No	Yes	No	Yes	Yes	N/C	Yes	Yes	No	Yes	N/C	No
Benefit Cost	\$4,825	\$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.	\$16,236	\$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.

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave

3 - Cafeteria - San Lorenzo Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

CAPITAL PROJECTS MANAGER		Alameda County WD	City of Santa Cruz	Dublin San Ramoni, SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Clay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Agency	Marina Coast Water District												
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	\$11,563	\$8,913	\$11,826	\$10,261		\$11,109	\$10,215			\$10,988		
Employee Retirement	\$606	\$290 \$573	\$272	\$936	\$626		\$778 \$339	\$817 \$1,001			\$685		
Enhanced PERS Formula Last Year Spiked	\$42	\$7	\$120	\$157	\$139		\$150 \$569	\$65 \$138			\$148 \$569		
12 Month Highest Salary	\$117	\$156		\$569									
Social Security	\$536												
Other													
Insurance													
Cafeteria ³	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477		\$1,383	\$1,633			\$1,465		
Health	\$118	\$184	\$127	\$183	\$165		\$40				\$138		
Dental	\$16	\$22	\$19	\$26	\$20		\$10				\$2		
Vision	\$4	\$2	\$3	\$3	\$4		\$4	\$6			\$2		
EAP	\$34	\$51	\$3	\$59	\$54		\$25	\$15			\$11		
Life	\$20	\$41	\$77	\$38	\$49		\$62	\$50			\$62		
LTD	\$30			\$38			\$62	\$54			\$8		
STD/SDI													
Other													
Leave													
Vacation ²	\$532	\$757	\$514	\$1,118	\$593		\$641	\$589			\$549		
Holidays	\$433	\$480	\$480	\$358	\$513		\$513	\$550			\$592		
Administrative	\$333	\$490	\$343		\$197			\$196					
Auto Allowance													
Uniform Allowance													
Deferred Compensation		\$42		\$458									
Other ¹			\$125										
Longevity	Yes	No	Yes	No	Yes		Yes	Yes			Yes		No
Benefit Cost	\$4,504	\$4,955	\$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.	\$13,156	\$16,538	\$12,660	\$17,013	\$14,297	N/C	\$15,620	\$15,330	N/C	N/C	\$15,415	N/C	N/C

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

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.

3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

**Marina Coast Water District
Benefits Detail
June 2012**

CUSTOMER SERVICE REPRESENTATIVE II		Marina Coast Water District											
		Alameda County WD	City of Santa Cruz	Dublin San Ramón SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	City Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Agency	Class Title	Alameda County WD	City of Santa Cruz	Dublin San Ramón SD	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	City Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
	Customer Service Representative II												
	Top Monthly Salary	\$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												
	Enhanced PERS Formula Last Year Spiked	\$287	\$130	\$447	\$345	\$145	\$145	\$433	\$364		\$405	\$151	\$367
	EPMC					\$0		\$531	\$225				\$227
	12 Month Highest Salary	\$78	\$58	\$75	\$58	\$64	\$64	\$35	\$61		\$68		\$29
	Social Security			\$345	\$296	\$295	\$295	\$73	\$282		\$312	\$307	
	Other												
	Insurance												
	Cafeteria ³												
	Health	\$1,849	\$1,756	\$1,444	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440		\$1,465	\$1,175	\$1,849
	Dental	\$184	\$127	\$183	\$165	\$152	\$40	\$233	\$233		\$138	\$150	\$150
	Vision	\$22	\$19	\$26	\$7	\$7	\$10	\$20	\$15		\$2	\$24	\$135
	EAP	\$2	\$4	\$3	\$3	\$4	\$4	\$6	\$9		\$2	\$6	\$18
	Life	\$18	\$2	\$11	\$23	\$11	\$25	\$9	\$9		\$11	\$12	\$5
	LTD	\$31	\$37	\$18	\$21	\$19	\$62	\$26	\$26		\$28	\$21	\$30
	STD/SDI			\$16		\$67		\$29			\$4	\$1	
	Other												
	Leave												
	Vacation ²	\$379	\$246	\$428	\$247	\$238	\$275	\$312	\$282		\$252	\$667	\$300
	Holidays	\$335	\$229	\$171	\$214	\$202	\$220	\$292	\$262		\$271	\$248	\$229
	Administrative												\$35
	Auto Allowance												
	Uniform Allowance												
	Deferred Compensation												
	Other ¹			\$208									
	Longevity	No	No	No	Yes	No	Yes	Yes	Yes		Yes	Yes	No
	Benefit Cost	\$3,213	\$2,607	\$3,377	\$2,573	\$2,649	\$2,855	\$3,379	\$3,153	NIC	\$2,955	\$2,921	\$3,224
	Total Monthly Comp.	\$9,015	\$6,867	\$8,935	\$6,858	\$7,416	\$7,615	\$8,794	\$7,700	NIC	\$7,987	\$7,873	\$7,810

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1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)

Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

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3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

CUSTOMER SERVICE SUPERVISOR		Marina Coast Water District	Alameda County	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.	Olney Water Dist.	San Lorenzo Valley W/D	Soquel Creek Water Dist.
Agency	Class Title	Alameda County	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.	Olney Water Dist.	San Lorenzo Valley W/D	Soquel Creek Water Dist.	
	Customer Service Supervisor													
	Top Monthly Salary	\$10,928	\$6,018	\$10,229	\$6,590	\$8,440		\$7,258	\$6,424			\$7,659		\$7,285
	Employee Retirement	\$273		\$823	\$530	\$506		\$581	\$514			\$617		\$583
	PERS Enhanced PERS Formula	\$541	\$184			\$257		\$711	\$318					\$361
	Last Year Spiked													
	EPIC	\$7	\$81	\$138	\$89	\$30		\$46	\$87			\$103		\$47
	12 Month Highest Salary	\$148		\$569		\$523		\$98	\$398			\$475		
	Social Security													
	Other													
	Insurance													
	Caterina ³													
	Health	\$1,849	\$1,756	\$1,444	\$1,477	\$1,448		\$1,633	\$1,440			\$1,465		\$1,849
	Dental	\$184	\$127	\$183	\$165	\$152		\$233	\$233			\$138		\$135
	Vision	\$22	\$19	\$26	\$7	\$7		\$15	\$15			\$2		\$18
	EAP	\$2	\$4	\$3	\$3	\$3		\$6	\$2			\$2		\$5
	Life	\$48	\$2	\$51	\$35	\$22		\$11	\$13			\$11		\$5
	LTD	\$41	\$52	\$34	\$32	\$33		\$35	\$43			\$43		\$47
	STD/SDI			\$34		\$118		\$38	\$5			\$5		
	Other													
	Leave													
	Vacation ²	\$715	\$347	\$1,180	\$380	\$454		\$419	\$371			\$383		\$476
	Holidays	\$462	\$324	\$315	\$329	\$357		\$391	\$371			\$412		\$364
	Administrative	\$462			\$127			\$140						\$56
	Auto Allowance													
	Uniform Allowance													
	Deferred Compensation													
	Other ¹	\$42	\$58	\$458	\$253									
	Longevity	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
	Benefit Cost	\$4,796	\$2,954	\$5,258	\$3,185	\$4,277	N/C	\$4,110	\$3,759	\$3,654	N/C	\$3,654	N/C	\$3,941
	Total Monthly Comp.	\$15,724	\$8,972	\$15,487	\$9,765	\$12,717	N/C	\$11,367	\$10,183	\$11,313	N/C	\$11,313	N/C	\$11,226

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2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave

3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

**Marina Coast Water District
Benefits Detail
June 2012**

DEPUTY GENERAL MANAGER/DISTRICT ENGINEER		Alameda County	City of Santa Cruz	Dublin San Ramon SD	Elsinora 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.
Agency	Marina Coast Water District	WD	City of Santa Cruz Asst Dir PW/City Eng Dir PW / Dep Wtr Dir / Dir of Water Dept	Dublin San Ramon SD District Eng/ Asst GM	Elsinora Valley MWD Director of Eng Asst GM	Las Virgenes MWD N/C	Montecito Water Dist. N/C	Monterey Reg Water PCA Assistant Gen Manager	North Marin Water Dist. Chief Engineer	Oro Loma Sanitary Dist. District Engineer	Otay Water Dist. Asst GM / Chief Eng	San Lorenzo Valley WD N/C	Soquel Creek Water Dist. Engineering Mgr/ Chief Eng
Class Title	Deputy General Manager/ District Engineer	Assistant GM	Asst Dir PW/City Eng 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	\$945	\$493	\$406	\$1,329	\$1,245			\$1,195	\$779	\$1,061	\$1,279		\$864
PERS		\$977						\$1,463	\$462	\$657			\$534
Enhanced PERS Formula													
Last Year Spiked		\$12		\$223	\$209			\$96	\$132	\$179	\$214		\$69
EPMC	\$86	\$266	\$180	\$568				\$202	\$569	\$569	\$569		
12 Month Highest Salary	\$182												
Social Security	\$569												
Other													
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,564	\$1,444	\$1,477			\$1,633	\$1,440	\$1,894	\$1,465		\$1,849
Dental	\$118	\$184	\$127	\$183	\$165				\$233		\$138		\$135
Vision	\$16	\$22	\$19	\$26	\$20				\$15		\$2		\$18
EAP	\$4	\$2	\$4	\$3	\$3			\$6			\$2		
Life	\$53	\$61	\$3	\$83	\$82			\$21	\$20		\$82		\$5
LTD	\$31	\$41	\$114	\$54	\$74			\$73			\$89		\$70
STD/SDI	\$47			\$54				\$79			\$11		
Other													
Leave													
Vacation ²	\$830	\$1,290	\$768	\$2,539	\$893			\$861	\$562	\$765	\$794		\$706
Holidays	\$675	\$835	\$716	\$508	\$773			\$804	\$562	\$816	\$855		\$540
Administrative	\$519	\$835	\$512	\$317	\$287			\$402			\$733		\$415
Auto Allowance		\$480	\$120		\$600			\$450	\$338		\$500		
Uniform Allowance													
Deferred Compensation		\$42		\$458						\$63	\$417		
Other ¹													
Longevity	Yes	No	Yes	No	No			Yes	Yes	No	Yes		No
Benefit Cost	\$5,738	\$7,389	\$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.	\$19,231	\$27,121	\$17,838	\$24,297	\$21,300	N/C	N/C	\$22,216	\$14,874	\$19,271	\$23,036	N/C	\$16,000

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- 1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
- Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)
- 2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.
- 3 - Cafeteria - San Lorenzo Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

DIRECTOR OF ADMINISTRATIVE SERVICES		Marina Coast Water District											
Agency		Alameda County WD	City of Santa Cruz	Dublin San Ramón, 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	Sequel 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	\$338	\$1,262	\$954	\$407	\$744	\$808	\$846	\$655	\$1,014	\$247	\$785
Enhanced PERS Formula		\$841					\$324	\$990	\$524	\$529			\$466
Last Year Spiked	\$50	\$11	\$149	\$212	\$160	\$0	\$144	\$65	\$143	\$144	\$170	\$502	\$63
EPHC	\$139	\$229		\$569		\$180	\$569	\$136	\$569	\$569			
12 Month Highest Salary	\$369					\$569							
Other													
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440	\$1,894	\$1,465	\$1,175	\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$40	\$40	\$233	\$40	\$138	\$150	\$135
Vision	\$16	\$22	\$19	\$26	\$20	\$7	\$10	\$6	\$15	\$24	\$2	\$6	\$18
EAAP	\$4	\$2	\$4	\$3	\$3	\$3	\$4	\$6	\$22	\$4	\$2	\$6	\$5
Life	\$41	\$61	\$3	\$79	\$63	\$35	\$25	\$15	\$22	\$22	\$65	\$12	\$5
LTD	\$24	\$41	\$95	\$52	\$57	\$187	\$62	\$49	\$52	\$52	\$71	\$21	\$64
STD/SDI	\$36	\$41	\$95	\$52	\$57	\$187	\$62	\$54	\$52	\$52	\$9	\$1	\$64
Other													
Leave													
Vacation ²	\$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	\$491	\$272	\$610	\$658	\$582	\$171	\$377
Auto Allowance		\$480			\$600			\$450	\$338				
Uniform Allowance		\$42		\$292		\$400				\$63	\$417		
Deferred Compensation													
Other ¹			\$125										
Longevity	Yes	No	Yes	No	No	No	Yes	Yes	Yes	No	Yes	Yes	No
Benefit Cost	\$4,942	\$6,734	\$4,184	\$7,670	\$5,004	\$5,283	\$4,408	\$5,603	\$5,350	\$5,327	\$5,909	\$3,962	\$4,914
Total Monthly Comp.	\$15,225	\$23,719	\$15,255	\$23,350	\$16,857	\$18,618	\$15,042	\$15,702	\$15,931	\$16,013	\$18,410	\$12,053	\$14,727

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1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.

3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

EXECUTIVE ASSISTANT/CLERK OF THE BOARD		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
Agency	Marina Coast Water District	Exec Assistant/ Dist Secretary	Dep City Clerk/ Admin Asst to CM	NIC	Dist Sec - Admin Svcs Supv / Exec Sec - Claims Coord	Exec Asslt/ Clerk of Board	Administrative Assistant	Exec Assistant/ Clerk of Board	District/Admin Secretary	NIC	District Secretary	Admin Assistant/ Dist Secretary	Exec Assistant/ Board Clerk
Class Title	Executive Assistant/ Clerk of the Board	\$8,839	\$5,546		\$6,992	\$9,231	\$5,774	\$6,744	\$6,785		\$8,609	\$5,808	\$5,981
Top Monthly Salary	\$4,878												
Employee Retirement PERS	\$341	\$221	\$169		\$563	\$282	\$404	\$539	\$543		\$693	\$177	\$478
Enhanced PERS Formula Last Year Spiked		\$438					\$176	\$661	\$336				\$296
EP/MC	\$24	\$6	\$75		\$94	\$0	\$78	\$43	\$92		\$116	\$360	\$38
12 Month Highest Salary	\$66	\$119				\$569	\$358	\$91	\$421		\$534		
Social Security Other	\$302												
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,664		\$1,477	\$1,448	\$1,383	\$1,633	\$1,440		\$1,465	\$1,175	\$1,849
Dental	\$118	\$184	\$127		\$165	\$152	\$40	\$40	\$233		\$138	\$150	\$135
Vision	\$16	\$22	\$19		\$20	\$7	\$10	\$20	\$15		\$2	\$24	\$18
EAP	\$4	\$2	\$4		\$3	\$4	\$4	\$6	\$4		\$2	\$6	\$6
Life	\$19	\$39	\$3		\$37	\$24	\$25	\$11	\$14		\$44	\$12	\$5
LTD	\$11	\$41	\$48		\$34	\$36	\$62	\$33	\$62		\$48	\$21	\$39
STD/SDI Other	\$17					\$129		\$36			\$6	\$1	
Leave													
Vacation ²	\$300	\$578	\$320		\$404	\$497	\$333	\$389	\$391		\$430	\$782	\$391
Holidays	\$244	\$374	\$299		\$350	\$391	\$267	\$363	\$391		\$99	\$290	\$299
Administrative		\$374	\$213		\$134	\$320						\$123	\$46
Auto Allowance													
Uniform Allowance		\$42				\$277					\$83		
Deferred Compensation													
Other ¹			\$125										
Longevity	Yes	No	Yes	No	No	No	Yes	Yes	Yes	NIC	Yes	Yes	No
Benefit Cost	\$3,146	\$4,288	\$3,065	NIC	\$3,281	\$4,256	\$3,139	\$3,805	\$3,875	NIC	\$4,123	\$3,281	\$3,594
Total Monthly Comp.	\$8,024	\$13,127	\$8,611	NIC	\$10,273	\$13,487	\$8,913	\$10,549	\$10,660	NIC	\$12,732	\$9,089	\$9,575

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**Marina Coast Water District
Benefits Detail
June 2012**

LABORATORY SUPERVISOR		Alameda County	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.	Oray Water Dist.	San Lorenzo Valley WD	Sequel Creek Water Dist.
Agency	Marina Coast Water District	WD	Water Quality Mgr / Water Quality Chemist II	Lab Supervisor / Environ Chem II	Water Quality Mgr / Water Quality Analyst	Laboratory Supervisor	Water Quality Mgr / Sr Chemist	Laboratory Supervisor	Water Quality Mgr / Sr Chemist	N/C	Laboratory Analyst	N/C	N/C
Class Title	Laboratory Supervisor	Lab Svcs Mgr / Chemist I/2	Water Quality Mgr / Water Quality Chemist II	Lab Supervisor / Environ Chem II	Water Quality Mgr / Water Quality Analyst	Laboratory Supervisor	Water Quality Mgr / Sr Chemist	Laboratory Supervisor	Water Quality Mgr / 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	\$7,564	\$8,613	\$7,564	N/C	\$7,082	N/C	N/C
Employee Retirement	\$495	\$278	\$223	\$801	\$605	\$532	\$605	\$689	\$605	\$605	\$570	\$570	\$570
Enhanced PERS Formula	\$35	\$7	\$99	\$134	\$101	\$32	\$102	\$55	\$102	\$102	\$96	\$96	\$96
Last Year Spiked	\$438	\$150	\$569	\$569	\$550	\$550	\$469	\$116	\$469	\$469	\$439	\$439	\$439
EPMC													
12 Month Highest Salary													
Social Security													
Other													
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448	\$1,440	\$1,633	\$1,440	\$1,440	\$1,465	\$1,465	\$1,465
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$233	\$233	\$233	\$233	\$138	\$138	\$138
Vision	\$16	\$22	\$19	\$26	\$20	\$7	\$15	\$6	\$15	\$15	\$2	\$2	\$2
EAP	\$4	\$2	\$4	\$3	\$3	\$23	\$13	\$13	\$13	\$13	\$11	\$11	\$11
Life	\$28	\$49	\$3	\$50	\$40	\$35	\$40	\$46	\$40	\$40	\$40	\$40	\$40
LTD	\$16	\$41	\$63	\$33	\$36	\$124	\$42	\$46	\$42	\$42	\$40	\$40	\$40
STD/SDI	\$25			\$33							\$5	\$5	\$5
Other													
Leave	\$435	\$726	\$422	\$1,148	\$434	\$478	\$436	\$497	\$436	\$436	\$354	\$354	\$354
Vacation ²	\$353	\$470	\$384	\$306	\$376	\$375	\$456	\$464	\$456	\$456	\$381	\$381	\$381
Holidays													
Administrative													
Auto Allowance													
Uniform Allowance													
Deferred Compensation													
Other ¹			\$125			\$266							
Longevity	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	N/C	Yes	Yes	Yes
Benefit Cost	\$3,740	\$4,839	\$3,424	\$5,188	\$3,402	\$4,413	\$4,126	\$4,570	\$4,126	N/C	\$3,501	N/C	N/C
Total Monthly Comp.	\$10,805	\$15,944	\$10,744	\$15,136	\$10,920	\$15,283	\$11,689	\$13,184	\$11,689	N/C	\$10,563	N/C	N/C

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

- 1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
- Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)
- 2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.
- 3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

**Marina Coast Water District
Benefits Detail
June 2012**

MANAGEMENT SERVICES ADMINISTRATOR		Alameda County WD	City of Santa Cruz	Dublin San Ramón 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.
Agency	Marina Coast Water District												
Class Title	Management Services Administrator	HR Analyst 2 / HR & Risk Mgr	Principal HR Analyst	HR Analyst II / HR Supervisor	Director of HR / HR Specialist	HR Coordinator / HR Manager					HR Analyst / HR Manager		
Top Monthly Salary	\$9,317	\$10,667	\$8,263	\$10,667	\$8,347	\$8,784					\$10,288		
Employee Retirement PERS	\$652	\$272			\$527								
Enhanced PERS Formula Last Year Spiked		\$538	\$252	\$659	\$672	\$268					\$828		
EPMC	\$46	\$7			\$32								
12 Month Highest Salary	\$126	\$147	\$112	\$144	\$113	\$119					\$139		
Social Security Other	\$669			\$569	\$545						\$638		
Insurance													
Catereria ³													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	\$1,448					\$1,465		
Dental	\$118	\$184	\$127	\$183	\$165	\$152					\$138		
Vision	\$16	\$22	\$19	\$26	\$20	\$7					\$2		
EAP	\$4	\$2	\$4	\$3	\$3						\$53		
Life	\$37	\$48	\$3	\$54	\$44	\$23					\$56		
LTD	\$21	\$41	\$71	\$35	\$40	\$34					\$7		
STD/SDI Other	\$33			\$35		\$123							
Leave													
Vacation ²	\$573	\$711	\$477	\$1,231	\$482	\$473					\$514		
Holidays	\$466	\$460	\$445	\$328	\$417	\$372					\$554		
Administrative	\$368	\$376	\$318		\$161	\$304					\$237		
Auto Allowance					\$600								
Uniform Allowance				\$458		\$264					\$250		
Deferred Compensation		\$42											
Other ¹			\$125										
Longevity	Yes	No	Yes	No	No	Yes					Yes		No
Benefit Cost	\$4,702	\$4,697	\$3,615	\$5,369	\$4,194	\$4,689	N/C	N/C	N/C	N/C	\$4,884	N/C	N/C
Total Monthly Comp.	\$14,018	\$15,564	\$11,878	\$16,035	\$12,541	\$13,473	N/C	N/C	N/C	N/C	\$15,172	N/C	N/C

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

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)

Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave

3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance; Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

Agency	Marina Coast Water District	Alameda County WD	City of Santa Cruz Utility Services Field Tech II / Water Meter Tech	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		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	\$4,555	\$4,455	\$5,032	N/C	\$4,455
Employee Retirement PERS	\$309	\$337	\$125	\$466	\$362	\$251	\$366	\$405	\$356	\$221	\$405	N/C	\$356
Enhanced PERS Formula Last Year Spiked	\$22	\$92	\$55	\$78	\$61	\$48	\$62	\$68	\$29	\$29	\$68	N/C	\$29
EPNC	\$60	\$92	\$55	\$78	\$61	\$48	\$62	\$68	\$29	\$29	\$68	N/C	\$29
12 Month Highest Salary	\$274	\$92	\$55	\$78	\$61	\$48	\$62	\$68	\$29	\$29	\$68	N/C	\$29
Social Security				\$359		\$223	\$284	\$312					
Other													
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,756	\$1,444	\$1,477	\$1,448	\$1,440	\$1,465	\$1,849	\$1,465	\$1,465	N/C	\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$233	\$138	\$135	\$138	\$138	N/C	\$135
Vision	\$16	\$22	\$19	\$26	\$19	\$7	\$15	\$2	\$18	\$2	\$2	N/C	\$18
EAP	\$4	\$2	\$4	\$3	\$3	\$11	\$9	\$2	\$5	\$2	\$2	N/C	\$5
Life	\$17	\$21	\$2	\$11	\$24	\$14	\$9	\$2	\$29	\$2	\$2	N/C	\$29
LTD	\$10	\$37	\$35	\$19	\$22	\$50	\$28	\$4	\$29	\$4	\$4	N/C	\$29
STD/SDI	\$15	\$37	\$35	\$19	\$22	\$50	\$28	\$4	\$29	\$4	\$4	N/C	\$29
Other													
Leave													
Vacation ²	\$272	\$445	\$236	\$445	\$260	\$179	\$264	\$252	\$291	\$252	\$252	N/C	\$291
Holidays	\$221	\$393	\$220	\$178	\$225	\$152	\$264	\$271	\$223	\$271	\$271	N/C	\$223
Administrative													
Auto Allowance													
Uniform Allowance													
Deferred Compensation				\$208									
Other ¹													
Longevity	Yes	No	No	No	Yes	Yes	Yes	Yes	No	Yes	Yes	N/C	No
Benefit Cost	\$3,021	\$3,409	\$2,578	\$3,438	\$2,619	\$2,663	\$3,164	\$2,955	\$3,155	\$2,955	\$2,955	N/C	\$3,155
Total Monthly Comp.	\$7,440	\$10,221	\$6,663	\$9,223	\$7,120	\$6,253	\$7,744	\$7,987	\$7,610	\$7,987	\$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.

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)

Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.

3 - Cafeteria - San Lorenzo Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

OPERATIONS AND MAINTENANCE SUPERINTENDENT		Marina Coast Water District											
Agency		Alameda County WD	City of Santa Cruz Supt of WDist / Supt of Treat & Prod / Dep Wtr Dir/Ops Mgr / WW Mains Mgr / Supt WW Coll & Treat Fac	Dublin San Ramón SD	Elisnore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Ozay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title		Ops & Maint Manager	Ops & Maint Manager	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	\$636	\$425	\$299	\$1,262	\$921	\$347	\$657	\$771	\$709	\$1,061	\$1,093	\$298	\$785
Enhanced PERS Formula	\$841	\$841					\$286	\$945	\$439	\$657			\$486
Last Year Spiked	\$45	\$11	\$132	\$212	\$154	\$0	\$127	\$62	\$120	\$179	\$183	\$569	\$63
EPMC	\$229	\$229		\$569		\$569	\$569	\$130	\$550	\$569			
12 Month Highest Salary	\$564												
Social Security													
Other													
Insurance													
Cafeteria ³	\$1,683	\$1,849	\$1,664	\$1,444	1476.6	\$1,448	\$1,383	\$1,633	\$1,440	\$1,894	\$1,465	\$1,175	\$1,849
Health	\$118	\$184	\$127	\$183	\$165	\$152	\$40	\$40	\$233		\$138	\$150	\$135
Dental	\$18	\$22	\$19	\$26	\$20	\$7	\$10	\$6	\$15			\$24	\$18
Vision	\$4	\$2	\$4	\$3	\$4	\$4	\$4	\$6			\$2	\$6	\$6
EAP	\$36	\$61	\$3	\$79	\$60	\$30	\$25	\$14	\$18		\$70	\$12	\$5
Life	\$21	\$41	\$64	\$52	\$55	\$44	\$62	\$47			\$76	\$21	\$64
LTD	\$32			\$52		\$159		\$51			\$10	\$1	
STD/SDI													
Other													
Leave													
Vacation ²	\$559	\$1,111	\$565	\$2,171	\$661	\$613	\$542	\$556	\$511	\$765	\$679	\$1,316	\$642
Holidays	\$454	\$719	\$326	\$462	\$372	\$482	\$433	\$519	\$311	\$616	\$731	\$469	\$491
Administrative	\$350	\$719	\$377		\$220	\$394		\$259			\$626	\$207	\$377
Auto Allowance		\$480									\$450	\$450	
Uniform Allowance										\$63		\$56	
Deferred Compensation		\$42				\$342							
Other ¹			\$125										
Longevity	Yes	No	Yes	No	No	No	Yes	Yes	Yes	No	Yes	Yes	No
Benefit Cost	\$4,640	\$6,734	\$3,926	\$7,089	\$4,309	\$4,741	\$4,137	\$4,993	\$4,545	\$6,004	\$6,608	\$4,933	\$4,814
Total Monthly Comp.	\$13,729	\$23,719	\$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.

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo, Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.

3 - Cafeteria - San Lorenzo, Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

Agency	OPERATIONS AND MAINTENANCE SUPERVISOR												
	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Elmore Valley WWD	Las Virgenes WWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WWD	Soquel Creek Water Dist.
Class Title	Operations & Maintenance Supervisor	Treat & Disb Supv 1/ Treat & Disb Supv 2	Water Dist Supv IV / Water Treat Supv I / WW Mains Field Crew Leader / WW Mains Mgr	Field Operations Supervisor	Water Prod Supt / Field Svs Supt / WW Coll Svs 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 Svs 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 PEBS	\$482	\$268	\$235	\$888	\$680	\$264	\$514	\$640	\$588	\$838	\$658	\$219	\$62
Enhanced PEBS Formula Last Year Spiked		\$500					\$224	\$784	\$370	\$319			\$348
EPMC	\$34	\$7	\$104	\$149	\$114	\$0	\$89	\$51	\$101	\$141	\$110	\$446	\$45
12 Month Highest Salary	\$93	\$145		\$569	\$537	\$537	\$465	\$108	\$464	\$569	\$506		
Social Security	\$427												
Other													
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,664	\$1,444	\$1,477	1447.87	\$1,383	\$1,633	\$1,440	\$1,894	\$1,465	\$1,175	\$1,849
Dental	\$118	\$184	\$127	\$183	\$152	\$152	\$40	\$233	\$233	\$150	\$138	\$159	\$135
Vision	\$16	\$22	\$19	\$26	\$20	6.66	\$10	\$6	\$15	\$24	\$2	\$6	\$18
EAP	\$4	\$2	\$4	\$3	\$3	\$4	\$4	\$6	\$15	\$6	\$2	\$6	\$5
Life	\$27	\$47	\$3	\$56	\$45	\$23	\$25	\$12	\$15	\$42	\$46	\$21	\$46
LTD	\$16	\$41	\$66	\$36	\$41	\$34	\$62	\$39	\$34	\$46	\$46	\$1	\$46
STD/SDI	\$24	\$41	\$66	\$36	\$41	\$121	\$62	\$42	\$6	\$6	\$6	\$1	\$46
Other													
Leave													
Vacation ²	\$424	\$700	\$445	\$1,273	\$488	\$466	\$423	\$462	\$432	\$604	\$408	\$988	\$459
Holidays	\$345	\$453	\$415	\$339	\$422	\$366	\$339	\$431	\$432	\$645	\$440	\$360	\$351
Administrative		\$453	\$296		\$162			\$154			\$94		
Auto Allowance		\$42		\$458		\$260	\$17			\$63			
Uniform Allowance			\$125										
Deferred Compensation			Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Other ¹			Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Longevity	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Benefit Cost	\$3,683	\$4,742	\$3,503	\$5,460	\$3,616	\$3,794	\$3,593	\$4,362	\$4,099	\$5,273	\$3,999	\$3,998	\$3,818
Total Monthly Comp.	\$10,585	\$15,447	\$11,211	\$16,480	\$12,058	\$12,450	\$10,832	\$12,363	\$11,580	\$15,750	\$12,168	\$10,791	\$10,846

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- 1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)
- 2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.
- 3 - Cafeteria - San Lorenzo Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

Agency	SYSTEM OPERATOR II												
	Marina Coast Water District	Alameda County WD	City of Santa Cruz	Dublin San Ramon SD	Ethiopia Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Osage Water Dist.	San Lorenzo Valley Water Dist.	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 / Wk-CM / Coll Sys Maint Wk / SR Coll Sys Maint Wk 2	Water Worker I / Water Treat Plant Opr II	Distribution Opr II / Treatment Opr II	Operator II / Dist Mechanical	Water Distribution & Treat Plant Opr Pipe Worker	Collection Sys Worker	Water Systems Opr II / Utility Worker II	Field Svcs Wk II / Water Treatment & System Opr	Water Sys Opr II / Construction/Maint Worker II
Top Monthly Salary	\$5,125	\$7,642	\$4,983	\$8,139	\$5,182	\$4,941	\$5,873	\$6,582	\$5,426	\$6,224	\$5,833	\$5,680	\$5,232
Employee Retirement													
PEERS	\$359	\$388	\$162	\$655	\$417	\$151	\$411	\$527	\$434	\$498	\$470	\$173	\$419
Enhanced PERS Formula						\$0	\$179	\$645	\$289	\$308			\$259
Last Year Spiked													
EPWC	\$25				\$70	\$67	\$79	\$42	\$73	\$84	\$79		\$33
12 Month Highest Salary	\$69					\$306	\$364	\$89	\$336	\$386	\$362		
Social Security	\$318	\$106	\$67	\$505									
Other													
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,756	\$1,444	1476.6	\$1,448	\$1,383	\$1,633	\$1,440	\$1,894	\$1,465	\$1,175	\$1,849
Dental	\$118	\$184	\$127	\$183	\$165	\$152	\$40	\$233	\$233	\$40	\$138	\$150	\$135
Vision	\$16	\$22	\$19	\$26	\$20	\$7	\$10	\$7	\$15	\$20	\$2	\$6	\$24
EAP	\$4	\$2	\$4	\$3	\$3	\$11	\$4	\$6	\$4	\$6	\$2	\$6	\$6
Life	\$20	\$24	\$2	\$11	\$27	\$19	\$25	\$11	\$11	\$11	\$11	\$12	\$5
STD/SDI	\$12	\$42	\$43	\$27	\$25	\$19	\$62	\$32	\$32	\$32	\$33	\$21	\$34
Other	\$16			\$27		\$89		\$35			\$4	\$1	
Leave													
Vacation ²	\$315	\$513	\$288	\$526	\$289	\$247	\$339	\$380	\$313	\$559	\$292	\$785	\$342
Holidays	\$256	\$452	\$268	\$260	\$289	\$209	\$271	\$354	\$313	\$383	\$314	\$284	\$262
Administrative													
Auto Allowance		\$27		\$208			\$17			\$63		\$56	
Uniform Allowance													
Deferred Compensation													
Other ¹													
Longevity	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No
Benefit Cost	\$3,220	\$2,610	\$2,726	\$4,074	\$2,783	\$2,086	\$3,183	\$3,753	\$3,437	\$3,974	\$3,188	\$3,178	\$3,355
Total Monthly Comp.	\$8,354	\$11,451	\$7,709	\$12,213	\$7,845	\$7,628	\$9,056	\$10,335	\$8,892	\$10,188	\$9,001	\$8,858	\$8,587

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2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave

3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**Marina Coast Water District
Benefits Detail
June 2012**

UTILITY LABORER		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.
Agency	Class Title	Utility Laborer	Fac Maint Worker / Gardener 2 / Vehicle Service Worker	Custodian / Parks Maint Worker	Maintenance Worker 1	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			\$479			\$375		\$308				\$374
	Enhanced PERS Formula		\$335	\$117				\$163		\$191				\$232
	Last Year Spiked													
	EPHC	\$19			\$80			\$72		\$52				\$30
	12 Month Highest Salary	\$53		\$52	\$369			\$332		\$239				
	Social Security	\$242												
	Other													
	Insurance													
	Cafeteria ³													
	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		\$8				\$5
	Life	\$15	\$21	\$2	\$11			\$25		\$20				\$30
	LTD	\$9	\$37	\$33	\$20			\$62						
	STD/SDI	\$14			\$20									
	Other													
	Leave													
	Vacation ²	\$240	\$443	\$221	\$458			\$309		\$222				\$306
	Holidays	\$195	\$391	\$207	\$183			\$247		\$222				\$234
	Administrative													\$36
	Auto Allowance													
	Uniform Allowance		\$27		\$208			\$17						
	Deferred Compensation													
	Other ¹													
	Longevity	Yes	No	No	No			Yes		Yes				No
	Benefit Cost	\$2,882	\$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.	\$6,788	\$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

1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)

2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.

3 - Cafeteria - San Lorenzo Valley Water District - The Flexible Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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**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	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Olay Water Dist. Water Conservation Spec / Water Conservation Mgr	San Lorenzo Valley WD	Soquel Creek Water Dist. Water Conservation Spec / Conservation/ Public Outreach Coord
Class Title		Water Conserv Specialist 2	Environmental Proj Analyst	N/C	Conservation Specialist	Water Conserv Coord	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	\$186		\$441	\$257	\$375		\$623		\$610		\$463
Enhanced PERS Formula		\$416					\$163		\$385				\$286
Last Year Spiked													
ERMC	\$26	\$5			\$74	\$0	\$72		\$105		\$102		\$37
12 Month Highest Salary	\$71	\$114	\$82		\$74	\$114	\$332		\$483		\$470		
Social Security	\$326					\$523							
Other													
Insurance													
Cafeteria ³													
Health	\$1,683	\$1,849	\$1,756		\$1,477	\$1,448	\$1,383		\$1,440		\$1,465		\$1,649
Dental	\$118	\$184	\$127		\$165	\$152	\$40		233		\$138		\$135
Vision	\$4	\$2	\$19		\$3	\$7	\$4		\$15		\$2		\$18
EAP	\$4	\$2	\$4		\$3	\$4	\$4		\$16		\$2		\$5
Life	\$21	\$37	\$29		\$29	\$22	\$25		\$33		\$39		\$38
LTD	\$12	\$41	\$53		\$26	\$118	\$62				\$5		
STD/SDI	\$18												
Other													
Leave													
Vacation ²	\$323	\$550	\$352		\$317	\$454	\$309		\$449		\$379		\$378
Holidays	\$283	\$356	\$329		\$274	\$357	\$247		\$449		\$408		\$289
Administrative		\$291									\$175		\$45
Auto Allowance													
Uniform Allowance		\$42				\$253	\$17				\$250		
Deferred Compensation													
Other ¹													
Longevity	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Benefit Cost	\$3,248	\$4,118	\$2,911	N/C	\$2,827	\$3,740	\$3,039	N/C	\$4,198	N/C	\$4,086	N/C	\$3,543
Total Monthly Comp.	\$6,501	\$12,526	\$9,020	N/C	\$8,311	\$12,180	\$8,397	N/C	\$11,984	N/C	\$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.

- 1 - Other Benefit - City of Santa Cruz Optional Management Benefit = \$1,300 per year for EE with less than 10 years service (\$1,500 per year for EE with 10+ years service)
Optional Supervisory Benefit = \$500 per year for EE with less than 10 years service (\$700 per year for EE with 10+ years service)
- 2 - Vacation - San Lorenzo Valley Water District - The District grants annual leave in lieu of sick leave, personal business leave, vacation and bereavement leave.
- 3 - Cafeteria - San Lorenzo Valley Water District - The Flexibe Benefit amount covers Medical premium and may cover other eligible benefits such as Dependent Care Assistance, Accident Insurance.

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

ACCOUNTANT II		Rank	Comparator Agency	Class Title	Total Comp Monthly	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 2		\$12,526	6/25/2012	7/1/2013	Unknown
3	Olay 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		\$9,014	7/1/2011		
	Montecito Water District		N/C					
	San Lorenzo Valley Water District		N/C					
	Soquel Creek Water District		N/C					
Average of Comparators					\$11,473			
% Marina Coast Water District Above/Below					-27.3%			
Median of Comparators					\$11,228			
% Marina Coast Water District Above/Below					-24.6%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District
Total Monthly Compensation Data
July 2012

ADMINISTRATIVE ASSISTANT				Total	Next	Next
Rank	Comparator Agency	Class Title	Effective Date	Comp Monthly	Salary Increase	Percentage Increase
1	Las Virgenes Municipal Water District	Administrative Assistant	1/1/2009	\$9,633	1/1/2013	1-4%
2	Olay Water District	Executive Secretary	7/1/2012	\$9,361	Unknown	Unknown
3	North Marin Water District	Administrative Secretary / Engineering Secretary	7/1/2011	\$9,303	Unknown	Unknown
4	Alameda County Water District	Administrative Office Assistant II	6/25/2011	\$9,090	7/1/2013	Unknown
5	Dublin San Ramon Services District	Administrative Assistant II	1/1/2012	\$9,062	1/1/2013	Unknown
6	Monterey Regional Water Pollution Control Agency	Administrative Support Specialist II	6/20/2011	\$8,454	Unknown	Unknown
7	Eisimore Valley Municipal Water District	Administrative Assistant	1/1/2012	\$8,380	Unknown	Unknown
8	Marina Coast Water District	Administrative Assistant	7/1/2011	\$7,903	Unknown	Unknown
9	City of Santa Cruz	Administrative Assistant III	10/4/2008	\$7,213	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				\$8,812		
% Marina Coast Water District Above/Below				-11.5%		
Median of Comparators				\$9,076		
% Marina Coast Water District Above/Below				-14.8%		

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

ASSOCIATE ENGINEER										
Rank	Comparator Agency	Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase				
1	Alameda County Water District	Engineer 3	\$16,236	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	Olay 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	\$11,029	7/1/2011	Unknown	Unknown				
	Montecito Water District	N/C								
	San Lorenzo Valley Water District	N/C								
Average of Comparators			\$13,666							
% Marina Coast Water District Above/Below			-23.7%							
Median of Comparators			\$13,970							
% Marina Coast Water District Above/Below			-26.5%							

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District Total Monthly Compensation Data July 2012

CAPITAL PROJECTS MANAGER		Total		Next		Next	
Rank	Comparator Agency	Class Title	Comp Monthly	Effective Date	Salary Increase	Percentage Increase	
1	Dublin San Ramon Services District	Senior Civil Engineer - Subject Matter Expert	\$17,013	12/24/2011	1/1/2013	Unknown	
2	Alameda County Water District	Engineering Supervisor 1	\$16,538	6/25/2012	7/1/2013	Unknown	
3	Montecito Water District	Engineering Manager	\$15,620	7/1/2012	Unknown	Unknown	
4	Olay Water District	Senior Civil Engineer	\$15,415	7/1/2012	Unknown	Unknown	
5	Monterey Regional Water Pollution Control Agency	Principal Engineer / Supervising Engineer	\$15,330	6/20/2011	Unknown	Unknown	
6	Elsinore Valley Municipal Water District	Capital Projects Manager	\$14,297	1/1/2012	Unknown	Unknown	
7	Marina Coast Water District	Capital Projects Manager	\$13,156	7/1/2011			
	City of Santa Cruz	Associate Civil Engineer	\$12,660	12/15/2007	Unknown	Unknown	
	Las Virgenes Municipal 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			\$15,268				
% Marina Coast Water District Above/Below			-16.1%				
Median of Comparators			\$15,415				
% Marina Coast Water District Above/Below			-17.2%				

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

CUSTOMER SERVICE REPRESENTATIVE II											
Rank	Comparator Agency	Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase					
1	Alameda County Water District	Customer Account Representative 2	\$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	Olay 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	\$7,725	7/1/2011	Unknown	Unknown					
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			-2.2%								
Median of Comparators			\$7,810								
% Marina Coast Water District Above/Below			-1.1%								

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

CUSTOMER SERVICE SUPERVISOR		Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency					
1	Alameda County Water District	Customer Service Supervisor 1 / Customer Service Supervisor 2	\$15,724	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Customer Service Supervisor	\$15,487	12/25/2011	1/1/2013	Unknown
3	Las Virgenes Municipal Water District	Customer Service Operations Supervisor	\$12,717	1/1/2009	1/1/2013	1-4%
4	Monterey Regional Water Pollution Control Agency	Customer Service Supervisor	\$11,367	6/20/2011	Unknown	Unknown
5	Clay Water District	Customer Service Manager / Senior Customer Service Representative	\$11,313	7/1/2012	Unknown	Unknown
6	Soquel Creek Water District	Customer Service Supervisor	\$11,226	1/1/2012	1/1/2013	0-5%
7	North Marin Water District	Consumer Services Supervisor	\$10,183	7/1/2011	Unknown	Unknown
8	Eisnore Valley Municipal Water District	Customer Service Supervisor	\$9,765	1/1/2012	Unknown	Unknown
9	Marina Coast Water District	Customer Service Supervisor	\$9,014	7/1/2011	Unknown	Unknown
10	City of Santa Cruz	Utility Supervisor	\$8,972	3/22/2008	Unknown	Unknown
	Montecito Water District	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$11,862			
% Marina Coast Water District Above/Below			-31.6%			
Median of Comparators			\$11,313			
% Marina Coast Water District Above/Below			-25.5%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

DEPUTY GENERAL MANAGER/DISTRICT ENGINEER		Rank	Comparator Agency	Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District		Assistant General Manager		\$27,121	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		\$19,231	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					\$20,661			
% Marina Coast Water District Above/Below					-7.4%			
Median of Comparators					\$21,300			
% Marina Coast Water District Above/Below					-10.8%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District
Total Monthly Compensation Data
July 2012

DIRECTOR OF ADMINISTRATIVE SERVICES		Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency					
1	Alameda County Water District	Manager of Finance	\$23,719	6/25/2012	7/1/2013	Unknown
2	Dublin San Ramon Services District	Financial Services Manager	\$23,350	1/1/2012	1/1/2013	Unknown
3	Las Virgenes Municipal Water District	Director of Finance & Administration / Finance Manager	\$18,618	1/1/2009	1/1/2013	1-4%
4	Olay Water District	Chief Financial Officer / Finance Manager Treasury & Accounting Services / Finance Manager Controller and Budgetary Services	\$18,410	7/1/2012	Unknown	Unknown
5	Eisinoire Valley Municipal Water District	Director of Finance / Accounting Manager	\$16,857	1/1/2012	Unknown	Unknown
6	Oro Loma Sanitary District	Finance Manager	\$16,013	6/25/2012	6/24/2013	1-5%
7	North Marin Water District	Auditor-Controller	\$15,931	7/1/2011	Unknown	Unknown
8	Monterey Regional Water Pollution Control Agency	Director of Administrative Services / Accounting Supervisor	\$15,702	6/20/2011	Unknown	Unknown
9	City of Santa Cruz	Assistant Director of Finance	\$15,255	12/15/2007	Unknown	Unknown
10	Marina Coast Water District	Director of Administrative Services	\$15,225	7/1/2011		
11	Montecito Water District	Business Manager	\$15,042	7/1/2012	Unknown	Unknown
12	Soquel Creek Water District	Financial & Business Services Manager	\$14,727	1/1/2012	1/1/2013	0-5%
13	San Lorenzo Valley Water District	Finance Manager	\$12,053	11/17/2011	Unknown	Unknown
Average of Comparators			\$17,140			
% Marina Coast Water District Above/Below			-12.6%			
Median of Comparators			\$15,972			
% Marina Coast Water District Above/Below			-4.9%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

EXECUTIVE ASSISTANT/CLERK OF THE BOARD									
Rank	Comparator Agency	Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase			
1	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	\$13,487	1/1/2009	1/1/2013	1-4%			
2	Alameda County Water District	Executive Assistant/District Secretary	\$13,127	6/25/2012	7/1/2013	Unknown			
3	Olay Water District	District Secretary	\$12,732	7/1/2012	Unknown	Unknown			
4	North Marin Water District	District/Administrative Secretary	\$10,660	7/1/2011	Unknown	Unknown			
5	Monterey Regional Water Pollution Control Agency	Executive Assistant/Clerk of the Board	\$10,549	6/20/2011	Unknown	Unknown			
6	Elsinore Valley Municipal Water District	District Secretary - Administrative Services Supervisor / Executive Secretary - Claims Coordinator	\$10,273	1/1/2012	Unknown	Unknown			
7	Soquel Creek Water District	Executive Assistant/Board Clerk	\$9,575	1/1/2012	1/1/2013	0-5%			
8	San Lorenzo Valley Water District	Administrative Assistant/District Secretary	\$9,089	11/17/2011	Unknown	Unknown			
9	Montecito Water District	Administrative Assistant	\$8,913	7/1/2012	Unknown	Unknown			
10	City of Santa Cruz	Deputy City Clerk / Administrative Assistant to the City Manager	\$8,611	10/4/2008	Unknown	Unknown			
11	Marina Coast Water District	Executive Assistant/Clerk of the Board	\$8,024	7/1/2011					
	Dublin San Ramon Services District	N/C							
	Oro Loma Sanitary District	N/C							
Average of Comparators			\$10,702						
% Marina Coast Water District Above/Below			-33.4%						
Median of Comparators			\$10,411						
% Marina Coast Water District Above/Below			-29.8%						

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District Total Monthly Compensation Data July 2012

LABORATORY SUPERVISOR		Total		Next		Next	
Rank	Comparator Agency	Class Title	Comp Monthly	Effective Date	Salary Increase	Percentage Increase	Percentage Increase
1	Alameda County Water District	Laboratory Services Manager / Chemist 2	\$15,944	6/25/2012	7/1/2013	Unknown	Unknown
2	Dublin San Ramon Services District	Laboratory Supervisor / Environmental Chemist II	\$15,136	12/24/2012	1/1/2013	Unknown	Unknown
3	Las Virgenes Municipal Water District	Laboratory Supervisor	\$13,283	1/1/2009	1/1/2013	1-4%	1-4%
4	Monterey Regional Water Pollution Control Agency	Laboratory Supervisor	\$13,184	6/20/2011	Unknown	Unknown	Unknown
5	North Marin Water District	Water Quality Supervisor / Senior Chemist	\$11,689	7/1/2011	Unknown	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Water Quality Supervisor / Water Quality Analyst	\$10,920	1/1/2012	Unknown	Unknown	Unknown
7	Marina Coast Water District	Laboratory Supervisor	\$10,805	7/1/2011			
8	City of Santa Cruz	Water Quality Manager / Water Quality Chemist II	\$10,744	12/15/2007	Unknown	Unknown	Unknown
9	Olay Water District	Laboratory Analyst	\$10,583	7/1/2012	Unknown	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			\$12,685				
% Marina Coast Water District Above/Below			-17.4%				
Median of Comparators			\$12,436				
% Marina Coast Water District Above/Below			-15.1%				

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District
Total Monthly Compensation Data
July 2012

Rank	Comparator Agency	Class Title	Total Comp Monthly	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 2 / Human Resources Manager	\$15,564	6/25/2012	7/1/2013	Unknown
3	Olay Water District	Human Resources Analyst / Human Resources Manager	\$15,172	7/1/2012	Unknown	Unknown
4	Marina Coast Water District	Management Services Administrator	\$14,018	7/1/2011		
5	Las Virgenes Municipal Water District	Human Resources Coordinator / Human Resources Manager	\$13,473	1/1/2009	1/1/2013	1-4%
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
	Monterey Regional Water Pollution Control Agency	N/C				
	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			\$14,111			
% Marina Coast Water District Above/Below			-0.7%			
Median of Comparators			\$14,323			
% Marina Coast Water District Above/Below			-2.2%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District Total Monthly Compensation Data July 2012

Rank	Comparator Agency	Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	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	Olay 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	\$7,440	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			-5.5%			
Median of Comparators			\$7,677			
% Marina Coast Water District Above/Below			-3.2%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

OPERATIONS AND MAINTENANCE SUPERINTENDENT									
Rank	Comparator Agency	Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase			
1	Alameda County Water District	Operations and Maintenance Manager	\$23,719	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	Olay 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	Marina Coast Water District	Operations and Maintenance Superintendent	\$13,729	7/1/2011	Unknown	Unknown			
11	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			
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			\$16,870						
% Marina Coast Water District Above/Below			-22.9%						
Median of Comparators			\$15,239						
% Marina Coast Water District Above/Below			-11.0%						

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

OPERATIONS AND MAINTENANCE SUPERVISOR		Rank	Comparator Agency	Class Title	Total Comp Monthly	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 1 / Treatment and Distribution Supervisor 2	\$15,447	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	Olay 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	\$10,585	7/1/2011			
Average of Comparators					\$12,674			
% Marina Coast Water District Above/Below					-19.7%			
Median of Comparators					\$12,113			
% Marina Coast Water District Above/Below					-14.4%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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

SYSTEM OPERATOR II		Rank	Comparator Agency	Class Title	Total Comp Monthly	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 3 / 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	Clay 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	\$8,354	7/1/2011	Unknown	Unknown	
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					\$8,320			
% Marina Coast Water District Above/Below					-11.6%			
Median of Comparators					\$8,932			
% Marina Coast Water District Above/Below					-6.9%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District Total Monthly Compensation Data July 2012

UTILITY LABORER		Rank	Comparator Agency	Class Title	Total Comp Monthly	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District		Facilities Maintenance Worker / Gardener 2 / 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		\$6,788	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					
	Olay Water District		N/C					
	San Lorenzo Valley Water District		N/C					
Average of Comparators					\$8,180			
% Marina Coast Water District Above/Below					-20.5%			
Median of Comparators					\$8,162			
% Marina Coast Water District Above/Below					-20.2%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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Marina Coast Water District
Total Monthly Compensation Data
July 2012

WATER CONSERVATION SPECIALIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Alameda County Water District	Water Conservation Specialist 2	\$12,526	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	Olay 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	\$8,501	7/1/2011	Unknown	Unknown
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			\$10,427			
% Marina Coast Water District Above/Below			-22.7%			
Median of Comparators			\$10,497			
% Marina Coast Water District Above/Below			-23.5%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator