

Version 2

Appendix I
Marina Coast Water District
Results Summary
July 2012

Draft

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	\$7,306	-29.17%	\$7,258	-28.31%	\$9,014	\$11,078	-22.89%	\$11,171	-23.92%
Administrative Assistant	\$4,643	\$5,521	-18.91%	\$5,607	-20.77%	\$7,725	\$8,698	-12.59%	\$8,882	-14.98%
Associate Engineer	\$7,142	\$8,802	-23.24%	\$8,751	-22.53%	\$11,029	\$13,072	-18.53%	\$13,145	-19.19%
Capital Projects Manager	\$8,651	\$10,297	-19.02%	\$10,261	-18.61%	\$13,156	\$14,664	-11.46%	\$15,342	-16.62%
Customer Service Representative II	\$4,643	\$4,734	-1.96%	\$4,760	-2.53%	\$7,725	\$7,692	0.42%	\$7,722	0.03%
Customer Service Supervisor	\$5,657	\$7,095	-25.42%	\$7,258	-28.31%	\$9,014	\$10,757	-19.34%	\$11,226	-24.53%
Deputy General Manager/District Engineer	\$13,493	\$13,341	1.13%	\$13,304	1.40%	\$19,231	\$19,337	-0.55%	\$20,109	-4.56%
Director of Administrative Services	\$10,284	\$11,010	-7.06%	\$10,879	-5.78%	\$15,225	\$16,218	-6.52%	\$16,310	-7.12%
Executive Assistant/Clerk of the Board	\$4,878	\$6,830	-40.03%	\$6,744	-38.25%	\$8,024	\$10,488	-30.71%	\$10,273	-28.03%
Laboratory Supervisor	\$7,064	\$7,828	-10.81%	\$7,540	-6.74%	\$10,805	\$11,703	-8.32%	\$11,232	-3.96%
Management Services Administrator	\$9,317	\$8,921	4.25%	\$8,565	8.06%	\$14,018	\$13,241	5.55%	\$12,965	7.51%
Meter Reader	\$4,419	\$4,374	1.02%	\$4,478	-1.34%	\$7,440	\$7,230	2.82%	\$7,365	1.01%
Operations and Maintenance Superintendent	\$9,089	\$10,694	-17.66%	\$9,806	-7.88%	\$13,729	\$15,695	-14.32%	\$14,687	-6.97%
Operations and Maintenance Supervisor	\$6,892	\$8,094	-17.45%	\$7,855	-13.97%	\$10,585	\$12,133	-14.62%	\$11,819	-11.65%
System Operator II	\$5,125	\$5,596	-9.19%	\$5,553	-8.35%	\$8,354	\$8,857	-6.02%	\$8,860	-6.05%
Utility Laborer	\$3,906	\$4,431	-13.44%	\$4,264	-9.17%	\$6,788	\$7,369	-8.57%	\$7,353	-8.32%
Water Conservation Specialist	\$5,253	\$6,649	-26.58%	\$6,109	-16.30%	\$8,501	\$10,189	-19.86%	\$9,331	-9.76%
	AVE:		-14.9%	AVE:		AVE:		-10.9%	AVE:	
					-12.9%					-10.4%

Marina Coast Water District
Top Monthly Salary Data
June 2012

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ACCOUNTANT II					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Olay Water District	Senior Accountant	\$8,199	7/1/2012	Unknown
2	Las Virgenes Municipal Water District	Senior Accountant / Financial Analyst ¹	\$7,819	1/1/2009	1-4%
3	Elsinore Valley Municipal Water District	Financial Analyst	\$7,375	1/1/2012	Unknown
4	Monterey Regional Water Pollution Control Agency	Accountant	\$7,258	6/20/2011	Unknown
5	Oro Loma Sanitary District	Accountant ²	\$6,941	6/25/2012	1-5%
6	City of Santa Cruz	Accountant II	\$6,843	12/15/2007	Unknown
7	North Marin Water District	Senior Accountant	\$6,709	7/1/2011	Unknown
8	Marina Coast Water District	Accountant II	\$5,657	7/1/2011	Unknown
	Montecito Water District	N/C			
	San Lorenzo Valley Water District	N/C			
	Soquel Creek Water District	N/C			
			Average of Comparators		
			% Marina Coast Water District Above/Below		
			\$7,306		
			-29.2%		
			Median of Comparators		
			% Marina Coast Water District Above/Below		
			\$7,258		
			-28.3%		

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.

Marina Coast Water District
Top Monthly Salary Data
June 2012

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ADMINISTRATIVE ASSISTANT						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Olay Water District	Executive Secretary	\$6,117	7/1/2012	Unknown	Unknown
2	Las Virgenes Municipal Water District	Administrative Assistant	\$6,078	1/1/2009	1/1/2013	1-4%
3	North Marin Water District	Administrative Secretary / Engineering Secretary ¹	\$5,759	7/1/2011	Unknown	Unknown
4	Elsinore Valley Municipal Water District	Administrative Assistant	\$5,455	1/1/2012	Unknown	Unknown
5	Monterey Regional Water Pollution Control Agency	Administrative Support Specialist II	\$5,158	6/20/2011	Unknown	Unknown
6	Marina Coast Water District	Administrative Assistant	\$4,643	7/1/2011	Unknown	Unknown
7	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			\$5,521			
% Marina Coast Water District Above/Below			-18.9%			
Median of Comparators			\$5,607			
% Marina Coast Water District Above/Below			-20.8%			
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.

Marina Coast Water District
Top Monthly Salary Data
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ASSOCIATE ENGINEER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Olay Water District	Associate Civil Engineer	\$9,966	7/1/2012	Unknown	Unknown
2	Oro Loma Sanitary District	Associate Engineer	\$9,745	6/25/2012	6/24/2013	1-5%
3	Monterey Regional Water Pollution Control Agency	Associate Engineer	\$9,729	6/20/2011	Unknown	Unknown
4	Las Virgenes Municipal Water District	Associate Engineer	\$9,231	1/1/2009	1/1/2013	1-4%
5	North Marin Water District	Associate Civil Engineer	\$8,271	7/1/2011	Unknown	Unknown
6	Soquel Creek Water District	Associate Civil Engineer / Assistant Engineer II ¹²	\$8,203	1/1/2012	1/1/2013	0-5%
7	City of Santa Cruz	Engineering Associate ⁴	\$7,641	12/15/2007	Unknown	Unknown
8	Elsinore Valley Municipal Water District	Civil Engineer ³	\$7,628	1/1/2012	Unknown	Unknown
9	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			\$8,802			
% Marina Coast Water District Above/Below			-23.2%			
Median of Comparators			\$8,751			
% Marina Coast Water District Above/Below			-22.5%			

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- 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.

Marina Coast Water District
Top Monthly Salary Data
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CAPITAL PROJECTS MANAGER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Montecito Water District	Engineering Manager ¹	\$11,109	7/1/2012	Unknown	Unknown
2	Otay Water District	Senior Civil Engineer	\$10,988	7/1/2012	Unknown	Unknown
3	Elsinore Valley Municipal Water District	Capital Projects Manager	\$10,261	1/1/2012	Unknown	Unknown
4	Monterey Regional Water Pollution Control Agency	Principal Engineer / Supervising Engineer ²	\$10,215	6/20/2011	Unknown	Unknown
5	City of Santa Cruz	Associate Civil Engineer	\$8,913	12/15/2007	Unknown	Unknown
6	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				
NOTE: All calculations exclude Marina Coast Water District						
Average of Comparators			\$10,297			
% Marina Coast Water District Above/Below			-19.0%			
Median of Comparators			\$10,261			
% Marina Coast Water District Above/Below			-18.6%			

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.

Marina Coast Water District
Top Monthly Salary Data
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CUSTOMER SERVICE REPRESENTATIVE II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Water Pollution Control Agency	Customer Service Representative II	\$5,415	6/20/2011	Unknown	Unknown
2	Otay Water District	Customer Service Representative II	\$5,032	7/1/2012	Unknown	Unknown
3	San Lorenzo Valley Water District	Customer Service/Accounts Specialist	\$4,952	11/17/2011	Unknown	Unknown
4	Las Virgenes Municipal Water District	Customer Service Representative	\$4,768	1/1/2010	1/1/2013	1-4%
5	Montecito Water District	Office Technician	\$4,760	7/1/2012	Unknown	Unknown
6	Marina Coast Water District	Customer Service Representative II	\$4,643	7/1/2011	Unknown	Unknown
7	Soquel Creek Water District	Customer Service Representative II	\$4,586	2/1/2012	Unknown	Unknown
8	North Marin Water District	Account/Credit Clerk II	\$4,547	7/1/2011	Unknown	Unknown
9	Elsinore Valley Municipal Water District	Customer Service Representative	\$4,285	1/1/2012	Unknown	Unknown
10	City of Santa Cruz	Utility Service Representative II	\$4,260	5/14/2011	Unknown	Unknown
	Oro Loma Sanitary District	N/C				
Average of Comparators			\$4,734			
% Marina Coast Water District Above/Below			-2.0%			
Median of Comparators			\$4,760			
% Marina Coast Water District Above/Below			-2.5%			

NOTE: All calculations exclude Marina Coast Water District

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Top Monthly Salary Data
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CUSTOMER SERVICE SUPERVISOR					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase Percentage Increase
1	Las Virgenes Municipal Water District	Customer Service Operations Supervisor	\$8,440	1/1/2009	1-4%
2	Olay Water District	Customer Service Manager / Senior Customer Service Representative ^{1,2}	\$7,859	7/1/2012	Unknown
3	Soquel Creek Water District	Customer Service Supervisor	\$7,285	1/1/2012	0-5%
4	Monterey Regional Water Pollution Control Agency	Customer Service Supervisor	\$7,258	6/20/2011	Unknown
5	Elsinore Valley Municipal Water District	Customer Service Supervisor ³	\$6,580	1/1/2012	Unknown
6	North Marin Water District	Consumer Services Supervisor	\$6,424	7/1/2011	Unknown
7	City of Santa Cruz	Utility Supervisor	\$6,018	3/22/2008	Unknown
8	Marina Coast Water District	Customer Service Supervisor	\$5,657	7/1/2011	Unknown
	Montecito Water District	N/C			
	Oro Loma Sanitary District	N/C			
	San Lorenzo Valley Water District	N/C			
Average of Comparators			\$7,095		
% Marina Coast Water District Above/Below			-25.4%		
Median of Comparators			\$7,258		
% Marina Coast Water District Above/Below			-28.3%		
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 Manager requires Bachelor's degree and 7 years of experience.

3- 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.

Marina Coast Water District
Top Monthly Salary Data
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DEPUTY GENERAL MANAGER/DISTRICT ENGINEER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Olay Water District	Assistant General Manager / Chief, Engineering ¹	\$15,887	7/1/2012	Unknown	Unknown
2	Elsinore Valley Municipal Water District	Director of Engineering / Assistant General Manager ¹	\$15,462	1/1/2012	Unknown	Unknown
3	Monterey Regional Water Pollution Control Agency	Assistant General Manager	\$14,932	6/20/2011	Unknown	Unknown
4	Marina Coast Water District	Deputy General Manager/District Engineer	\$13,493	7/1/2011		
5	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
6	Oro Loma Sanitary District	District Engineer	\$13,267	6/25/2012	6/24/2013	1-5%
7	Soquel Creek Water District	Engineering Manager/Chief Engineer	\$10,795	1/1/2012	1/1/2013	0-5%
8	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			\$13,341			
% Marina Coast Water District Above/Below			1.1%			
Median of Comparators			\$13,304			
% Marina Coast Water District Above/Below			1.4%			

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.

Marina Coast Water District
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DIRECTOR OF ADMINISTRATIVE SERVICES						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Director of Finance & Administration / Finance Manager ¹	\$13,335	1/1/2009	1/1/2013	1-4%
2	Olay Water District	Chief Financial Officer / Finance Manager Treasury & Accounting Services / Finance Manager Controller and Budgetary Services ¹	\$12,601	7/1/2012	Unknown	Unknown
3	Elsinore Valley Municipal Water District	Director of Finance / Accounting Manager ¹	\$11,853	1/1/2012	Unknown	Unknown
4	Monterey Regional Water Pollution Control Agency	Director of Finance	\$11,430	6/20/2011	Unknown	Unknown
5	City of Santa Cruz	Assistant Director of Finance	\$11,071	12/15/2007	Unknown	Unknown
6	Oro Loma Sanitary District	Finance Manager	\$10,686	6/25/2012	6/24/2013	1-5%
7	Montecito Water District	Business Manager	\$10,634	7/1/2012	Unknown	Unknown
8	North Marin Water District	Auditor-Controller	\$10,581	7/1/2011	Unknown	Unknown
9	Marina Coast Water District	Director of Administrative Services	\$10,284	7/1/2011	Unknown	Unknown
10	Soquel Creek Water District	Financial & Business Services Manager	\$9,813	1/1/2012	1/1/2013	0-5%
11	San Lorenzo Valley Water District	Finance Manager	\$8,091	11/17/2011	Unknown	Unknown
Average of Comparators			\$11,010			
% Marina Coast Water District Above/Below			-7.1%			
Median of Comparators			\$10,879			
% Marina Coast Water District Above/Below			-5.8%			

NOTE: All calculations exclude Marina Coast Water District

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.

Marina Coast Water District
Top Monthly Salary Data
June 2012

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EXECUTIVE ASSISTANT/CLERK OF THE BOARD						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board ¹	\$9,231	1/1/2009	1/1/2013	1-4%
2	Olay Water District	District Secretary	\$8,609	7/1/2012	Unknown	Unknown
3	Elsinore Valley Municipal Water District	District Secretary - Administrative Services Supervisor / Executive Secretary - Claims Coordinator ^{2,5}	\$6,992	1/1/2012	Unknown	Unknown
4	North Marin Water District	District/Administrative Secretary ³	\$6,785	7/1/2011	Unknown	Unknown
5	Monterey Regional Water Pollution Control Agency	Executive Assistant/Clerk of the Board ³	\$6,744	6/20/2011	Unknown	Unknown
6	Soquel Creek Water District	Executive Assistant/Board Clerk	\$5,981	1/1/2012	1/1/2013	0-5%
7	San Lorenzo Valley Water District	Administrative Assistant/District Secretary ^{3,4}	\$5,808	11/17/2011	Unknown	Unknown
8	Montecito Water District	Administrative Assistant ³	\$5,774	7/1/2012	Unknown	Unknown
9	City of Santa Cruz	Deputy City Clerk / Administrative Assistant to the City Manager ^{2,5}	\$5,546	10/4/2008	Unknown	Unknown
10	Marina Coast Water District Oro Loma Sanitary District	Executive Assistant/Clerk of the Board N/C	\$4,878	7/1/2011		
Average of Comparators % Marina Coast Water District Above/Below			\$6,830 -40.0%			
Median of Comparators % Marina Coast Water District Above/Below			\$6,744 -38.3%			

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- Marina Coast Water District's class is bracketed by two or more comparators.
- 3- Notary Public certification is not required.
- 4- Administrative Assistant/District Secretary requires any combination of training and experience equivalent to an Associate's degree and 3 years of experience.
- 5- Deputy City Clerk also requires Certified Municipal Clerk certification.

Marina Coast Water District
Top Monthly Salary Data
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LABORATORY SUPERVISOR						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Laboratory Supervisor ¹	\$8,871	1/1/2009	1/1/2013	1-4%
2	Monterey Regional Water Pollution Control Agency	Laboratory Supervisor ²	\$8,613	6/20/2011	Unknown	Unknown
3	North Marin Water District	Water Quality Supervisor / Senior Chemist ^{3,4}	\$7,564	7/1/2011	Unknown	Unknown
4	Elsinore Valley Municipal Water District	Water Quality Supervisor / Water Quality Analyst ^{3,5}	\$7,517	1/1/2012	Unknown	Unknown
5	City of Santa Cruz	Water Quality Manager / Water Quality Chemist II ^{3,6}	\$7,320	12/15/2007	Unknown	Unknown
6	City of Water District	Laboratory Analyst ⁷	\$7,082	7/1/2012	Unknown	Unknown
7	Marina Coast Water District	Laboratory Supervisor	\$7,064	7/1/2011		
	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			\$7,828			
% Marina Coast Water District Above/Below			-10.8%			
Median of Comparators			\$7,540			
% Marina Coast Water District Above/Below			-6.7%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 1- Laboratory Supervisor requires Grade III Laboratory Technologist certificate.
- 2- Laboratory Supervisor requires Grade III Laboratory Analyst certificate.
- 3- Marina Coast Water District's class is bracketed by two or more comparators.
- 4- 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.
- 5- Water Quality Supervisor requires Grade III Laboratory Technology and Grade II Water Treatment or Distribution Operator certificates; Water Quality Analyst requires Grade I Laboratory Certifications are not required.
- 7- Laboratory Analyst serves as Laboratory Director as defined by ELAP.

Marina Coast Water District
Top Monthly Salary Data
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MANAGEMENT SERVICES ADMINISTRATOR						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Olney Water District	Human Resources Analyst / Human Resources Manager ²	\$10,288	7/1/2012	Unknown	Unknown
2	Marina Coast Water District	Management Services Administrator	\$9,317	7/1/2011		
3	Las Virgenes Municipal Water District	Human Resources Coordinator / Human Resources Manager ^{1,2}	\$8,784	1/1/2009	1/1/2013	1-4%
4	Elsinore Valley Municipal Water District	Director of Human Resources / Human Resources Specialist ^{1,2}	\$8,347	1/1/2012	Unknown	Unknown
5	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			\$8,921			
% Marina Coast Water District Above/Below			4.3%			
Median of Comparators			\$8,565			
% Marina Coast Water District Above/Below			8.1%			

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.

Marina Coast Water District
Top Monthly Salary Data
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METER READER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Customer Field Representative II	\$5,032	7/1/2012	Unknown	Unknown
2	North Marin Water District	Field Service Representative	\$4,580	7/1/2011	Unknown	Unknown
3	Elsinore Valley Municipal Water District	Field Service Representative	\$4,501	1/1/2012	Unknown	Unknown
4	Soquel Creek Water District	Water Service Field Worker ^{1 2}	\$4,455	2/1/2012	Unknown	Unknown
5	Marina Coast Water District	Meter Reader	\$4,419	7/1/2011		
6	City of Santa Cruz	Utility Service Field Technician II / Water Meter Technician ³	\$4,085	5/14/2011	Unknown	Unknown
7	Las Virgenes Municipal Water District	Field Customer Service Representative ¹	\$3,590	1/1/2010	Unknown	1-4%
	Montecito Water District	N/C				
	Monterey Regional Water Pollution Control Agency	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$4,374			
% Marina Coast Water District Above/Below			1.0%			
Median of Comparators			\$4,478			
% Marina Coast Water District Above/Below			-1.3%			
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.

Marina Coast Water District
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OPERATIONS AND MAINTENANCE SUPERINTENDENT						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Olney Water District	Chief, Water Operations / Systems Operations Manager ^{1,2}	\$13,573	7/1/2012	Unknown	Unknown
2	Oro Loma Sanitary District	Director of Water Quality Services ³	\$13,267	6/25/2012	6/24/2013	1-5%
3	Elsinore Valley Municipal Water District	Water Operations Manager / Wastewater Operations Manager ^{1,4}	\$11,442	1/1/2012	Unknown	Unknown
4	Las Virgenes Municipal Water District	Water Systems Manager / Water Reclamation Manager ^{1,5}	\$11,385	1/1/2009	1/1/2013	1-4%
5	Soquel Creek Water District	Operations & Maintenance Manager ⁶	\$9,813	1/1/2012	1/1/2013	0-5%
6	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 ^{1,7}	\$9,799	12/15/2007	Unknown	Unknown
7	San Lorenzo Valley Water District	Director of Operations ⁸	\$9,777	11/17/2011	Unknown	Unknown
8	Monterey Regional Water Pollution Control Agency	Operations Manager / Maintenance Manager ⁹	\$9,638	6/20/2011	Unknown	Unknown
9	Montecito Water District	Distribution Superintendent Treatment / Production Superintendent ^{1,10}	\$9,388	7/1/2012	Unknown	Unknown
10	Marina Coast Water District	Operations and Maintenance Superintendent	\$9,089	7/1/2011	Unknown	Unknown
11	North Marin Water District	Operations/Maintenance Superintendent / Construction/Maintenance Superintendent ^{1,11}	\$8,863	7/1/2011	Unknown	Unknown
Average of Comparators			\$10,694			
% Marina Coast Water District Above/Below			-17.7%			
Median of Comparators			\$9,806			
% Marina Coast Water District Above/Below			-7.9%			

NOTE: All calculations exclude Marina Coast Water District

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- Water Systems Manager requires Grade IV Water Treatment Operator, Grade IV Wastewater Treatment Plant Operator, and Grade IV Water Distribution Operator certificates.
- 3- Director of Water Quality Services requires Grade V Wastewater Treatment Operator certificate.
- 4- Wastewater Operations Manager requires Grade IV Wastewater Treatment Operator and valid Wastewater Collection Systems certificates; all other certifications are not required.
- 5- Certifications are not required.
- 6- Operations and Maintenance Manager requires Grade III Water Treatment Operator and Grade IV Water Distribution Operator certificates; other certifications are not required.
- 7- Superintendent of Water Distribution requires Grade V Water Distribution Collection System Maintenance certificate; Deputy Water Director/Operations Manager requires Grade III Water Treatment Operator certificate; Wastewater Mains Manager requires Grade II Wastewater Treatment Plant Operator 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.
- 8- Director of Operations requires Grade III Water Treatment Operator, Grade IV Water Distribution Operator, and Grade I Wastewater Treatment Plant Operator certificates.
- 9- 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.
- 10- Treatment/Production Superintendent requires Grade IV Water Treatment Plant Operator certificate; other certifications are not required.
- 11- 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.

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

DRAFT

OPERATIONS AND MAINTENANCE SUPERVISOR						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oro Loma Sanitary District	Supervisor Field Maintenance ¹	\$10,478	6/25/2012	6/24/2013	1-5%
2	Las Virgenes Municipal Water District	Construction Supervisor / Water Production & Treatment Supervisor ^{2,3}	\$8,655	1/1/2009	1/1/2013	1-4%
3	Otay Water District	Water Systems Supervisor / Utility Maintenance Supervisor ^{2,4}	\$8,619	7/1/2012	Unknown	Unknown
4	Elsinore Valley Municipal Water District	Water Production Superintendent / Field Services Superintendent / Wastewater Collections System Superintendent ^{2,5}	\$8,442	1/1/2012	Unknown	Unknown
5	Monterey Regional Water Pollution Control Agency	Operations Supervisor ⁶	\$8,001	6/20/2011	Unknown	Unknown
6	City of Santa Cruz	Water Distribution Supervisor IV / Water Treatment Supervisor IV / Wastewater Mains Field Crew Leader / Wastewater Mains Manager ^{2,7}	\$7,709	12/15/2007	Unknown	Unknown
7	North Marin Water District	Treatment & Distribution Supervisor / Maintenance Supervisor ^{2,8}	\$7,481	7/1/2011	Unknown	Unknown
8	Montecito Water District	Distribution Chief Operator / Treatment Chief Operator ^{2,9}	\$7,339	7/1/2012	Unknown	Unknown
9	San Lorenzo Valley Water District	Field Services Supervisor / Water Treatment & System Supervisor ^{2,10}	\$7,194	11/17/2011	Unknown	Unknown
10	Soquel Creek Water District	Operations Supervisor / Field Supervisor ^{2,11}	\$7,028	1/1/2012	1/1/2013	0-5%
11	Marina Coast Water District	Operations and Maintenance Supervisor	\$6,892	7/1/2011		
Average of Comparators						
		% Marina Coast Water District Above/Below	\$8,094			-17.4%
Median of Comparators						
		% Marina Coast Water District Above/Below	\$7,855			-14.0%

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 1- Supervisor Field Maintenance requires Grade IV Collection System Maintenance certificate only; other certifications are not required.
- 2- Marina Coast Water District's class is bracketed by two or more comparators.
- 3- 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.
- 4- 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.
- 5- 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.
- 6- Operations Supervisor requires Grade IV Wastewater Treatment Plant Operator certificate; other certifications are not required.
- 7- Water Treatment Supervisor IV requires Grade V Water Treatment Operator certificate.
- 8- Treatment and Distribution Supervisor requires Grade IV Water Treatment Operator, Grade V Water Distribution Operator, and Pesticide Applicator certificates; Maintenance Supervisor requires Grade II Water Distribution Operator certificate; other certifications are not required.
- 9- Treatment Chief Operator requires Grade IV Water Treatment Operator certificate; other certifications are not required.
- 10- 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.
- 11- Operations Supervisor requires Grade III Water Treatment Operator and Grade III Water Distribution Operator certificates; Field Supervisor requires Grade II Water Treatment Operator and Grade IV Water Distribution Operator certificates; other certifications are not required.

Marina Coast Water District
Top Monthly Salary Data
June 2012

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SYSTEM OPERATOR II						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Water Pollution Control Agency	Operator II / Distribution Mechanic II ¹	\$6,582	6/20/2011	Unknown	Unknown
2	Oro Loma Sanitary District	Collection System Worker ²	\$6,224	6/25/2012	6/24/2013	1-5%
3	Montecito Water District	Distribution Operator II / Treatment Operator II ³	\$5,873	7/1/2012	Unknown	Unknown
4	Otay Water District	Water Systems Operator II / Utility Worker II ^{3,4}	\$5,833	7/1/2012	Unknown	Unknown
5	San Lorenzo Valley Water District	Field Services Worker II / Water Treatment & System Operator ^{3,5}	\$5,680	11/17/2011	Unknown	Unknown
6	North Marin Water District	Water Distribution & Treatment Plant Operator / Pipe Worker ^{3,6}	\$5,426	7/1/2011	Unknown	Unknown
7	Soquel Creek Water District	Water Systems Operator II / Construction/Maintenance Worker II ^{3,7}	\$5,232	2/1/2012	Unknown	Unknown
8	Elsinore Valley Municipal Water District	Water Production Operator II / Field Maintenance Worker - CM / Collection Systems Maintenance Worker / Senior Collection Systems Maintenance Worker ^{3,8}	\$5,182	1/1/2012	Unknown	Unknown
9	Marina Coast Water District	System Operator II	\$5,125	7/1/2011		
10	City of Santa Cruz	Water Distribution Operator II / Wastewater Mains Senior Maintenance Worker / Water Treatment Operator II ³	\$4,983	9/19/2009	Unknown	Unknown
11	Las Virgenes Municipal Water District	Water Worker I / Water Worker II / Water Treatment Plant Operator II ^{3,9}	\$4,941	1/1/2010	1/1/2013	1-4%
Average of Comparators			\$5,596			
% Marina Coast Water District Above/Below			-9.2%			
Median of Comparators			\$5,553			
% Marina Coast Water District Above/Below			-8.3%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

- 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.
- Collection System Worker requires Grade I Collection System Maintenance certificate only; no other certifications are required.
- Marina Coast Water District's class is bracketed by two or more comparators.
- Water Systems Operator II requires Grade II Water Distribution Operator and Grade II Water Distribution Operator certificate; Water Treatment and System Operator requires Grade II Water Treatment Operator, Grade I Water 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.
- Field Services Worker II requires Grade II Water Treatment Operator and Grade III Water Distribution Operator certificates; Pipe Worker requires Grade I Water Distribution Operator certificate.
- Water Distribution and Treatment Plant Operator requires Grade III Water Treatment Operator and Grade II Water Distribution Operator certificates; Construction/Maintenance Worker II requires Grade I Water Treatment Operator and Grade II Water Systems Operator II requires Grade II Water Treatment Operator and Grade II Water Distribution Operator certificates; other certifications are not required.
- Water Distribution Operator certificates; other certifications are not required.
- 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.
- 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.

Marina Coast Water District
Top Monthly Salary Data
June 2012

DRAFT

UTILITY LABORER						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Montecito Water District	Groundskeeper/Distribution Operator I ²	\$5,358	7/1/2012	Unknown	Unknown
2	Soquel Creek Water District	Operations & Maintenance Worker	\$4,678	2/1/2012	Unknown	Unknown
3	Marina Coast Water District	Utility Laborer	\$3,906	7/1/2011	Unknown	Unknown
4	North Marin Water District	Building & Grounds Maintenance Assistant	\$3,850	7/1/2011	Unknown	Unknown
5	City of Santa Cruz	Custodian / Parks Maintenance Worker ¹	\$3,837	10/4/2008	Unknown	Unknown
	Elsinore Valley Municipal Water District	N/C				
	Las Virgenes Municipal Water District	N/C				
	Monterey Regional Water Pollution Control Agency	N/C				
	Oro Loma Sanitary District	N/C				
	Otay Water District	N/C				
	San Lorenzo Valley Water District	N/C				
NOTE: All calculations exclude Marina Coast Water District						
Average of Comparators			\$4,431			
% Marina Coast Water District Above/Below			-13.4%			
Median of Comparators			\$4,264			
% Marina Coast Water District Above/Below			-9.2%			

N/C - Non Comparator

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

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

Marina Coast Water District
Top Monthly Salary Data
June 2012

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WATER CONSERVATION SPECIALIST						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Water Conservation Coordinator ¹	\$8,440	1/1/2009	1/1/2013	1-4%
2	North Marin Water District	Water Conservation Coordinator ²	\$7,786	7/1/2011	Unknown	Unknown
3	Otay Water District	Water Conservation Specialist / Water Conservation Manager ^{4,6}	\$7,578	7/1/2012	Unknown	Unknown
4	City of Santa Cruz	Environmental Projects Analyst ³	\$6,109	10/4/2008	Unknown	Unknown
5	Soquel Creek Water District	Water Conservation Specialist / Conservation/Public Outreach Coordinator ^{4,5}	\$5,788	2/1/2012	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Conservation Specialist ⁶	\$5,484	1/1/2012	Unknown	Unknown
7	Montecito Water District	Conservation Coordinator ⁶	\$5,358	7/1/2012	Unknown	Unknown
8	Marina Coast Water District	Water Conservation Specialist	\$5,253	7/1/2011		
	Monterey Regional Water Pollution Control Agency	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$6,649			
% Marina Coast Water District Above/Below			-26.6%			
Median of Comparators			\$6,109			
% Marina Coast Water District Above/Below			-16.3%			
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.

Marina Coast Water District
Benefits Detail
June 2012

Draft

ACCOUNTANT II		Marina Coast Water District		City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Olaj Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Agency													
Class Title		Accountant II		Accountant II	Financial Analyst	Sr Accountant / Financial Analyst	N/C	Accountant	Sr Accountant	Accountant	Sr Accountant	N/C	N/C
Top Monthly Salary		\$5,657		\$6,843	\$7,375	\$7,819		\$7,258	\$6,709	\$6,941	\$8,199		
Employee Retirement PERS		\$396		\$209	\$594	\$469		\$581	\$537	\$555			
Enhanced PERS Formula						\$238		\$711	\$332	\$344	\$660		
Last Year Spiked EPMC		\$28		\$92	\$100	\$28		\$46	\$91	\$94	\$111		
12 Month Highest Salary		\$76				\$106		\$98	\$416	\$430	\$508		
Social Security		\$351				\$485							
Other													
Insurance													
Cafeteria ³													
Health		\$1,683		\$1,684	\$1,477	\$1,448		\$1,633	\$1,440	\$1,894	\$1,465		
Dental		\$118		\$127	\$165	\$152			\$233		\$138		
Vision		\$16		\$19	\$20	\$7			\$15		\$2		
EAP		\$4		\$3	\$3			\$6			\$11		
Life		\$22		\$3	\$39	\$32		\$20	\$14		\$46		
LTD		\$13		\$59	\$35	\$30		\$35			\$6		
STD/SDI		\$20				\$25		\$38					
Other													
Leave													
Vacation ²		\$348		\$395	\$426	\$421		\$419	\$387	\$400	\$410		
Holidays		\$283		\$368	\$369	\$331		\$391	\$387	\$427	\$441		
Administrative				\$263									
Auto Allowance													
Uniform Allowance													
Deferred Compensation						\$235				\$85			
Other ¹				\$108									
Longevity		Yes		Yes	Yes	Yes		Yes	Yes	No	Yes		
Benefit Cost		\$3,358		\$3,311	\$3,227	\$4,007	N/C	\$3,979	\$3,850	\$4,229	\$3,798	N/C	N/C
Total Monthly Comp.		\$9,014		\$10,154	\$10,803	\$11,828	N/C	\$11,236	\$10,559	\$11,171	\$11,987	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.

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

Draft

ADMINISTRATIVE ASSISTANT											
Agency	Marina Coast Water District	City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Administrative Assistant	Administrative Assistant III	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	\$4,557	\$5,455	\$6,078	\$5,158	\$5,759	\$5,759	\$5,759	\$6,117	\$6,117	\$6,117
Employee Retirement PERS	\$325	\$139	\$439	\$365	\$413	\$461	\$461	\$461	\$492	\$492	\$492
Enhanced PERS Formula Last Year Spiked	\$23	\$62	\$74	\$22	\$33	\$78	\$78	\$78	\$83	\$83	\$83
EPMC	\$63	\$62	\$74	\$62	\$70	\$357	\$357	\$357	\$379	\$379	\$379
12 Month Highest Salary	\$288	\$62	\$74	\$62	\$70	\$357	\$357	\$357	\$379	\$379	\$379
Social Security	\$288	\$62	\$74	\$62	\$70	\$357	\$357	\$357	\$379	\$379	\$379
Other											
Insurance											
Cafeteria³											
Health	\$1,683	\$1,756	\$1,477	\$1,448	\$1,633	\$1,440	\$1,440	\$1,440	\$1,465	\$1,465	\$1,465
Dental	\$118	\$127	\$165	\$152	\$152	\$233	\$233	\$233	\$138	\$138	\$138
Vision	\$16	\$19	\$20	\$7	\$6	\$15	\$15	\$15	\$2	\$2	\$2
EAP	\$4	\$4	\$3	\$27	\$25	\$12	\$12	\$12	\$11	\$11	\$11
Life	\$18	\$2	\$29	\$24	\$25	\$34	\$34	\$34	\$34	\$34	\$34
LTD	\$11	\$34	\$26	\$20	\$27	\$32	\$32	\$32	\$32	\$32	\$32
STD/SDI	\$16	\$34	\$26	\$20	\$27	\$32	\$32	\$32	\$32	\$32	\$32
Other											
Leave											
Vacation²	\$286	\$263	\$315	\$327	\$298	\$332	\$332	\$332	\$308	\$308	\$308
Holidays	\$232	\$245	\$273	\$257	\$278	\$332	\$332	\$332	\$329	\$329	\$329
Administrative											
Auto Allowance											
Uniform Allowance											
Deferred Compensation											
Other¹				\$208							
Longevity	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Benefit Cost	\$3,082	\$2,651	\$2,821	\$3,501	\$3,302	\$3,544	\$3,544	\$3,544	\$3,244	\$3,244	\$3,244
Total Monthly Comp.	\$7,725	\$7,208	\$8,275	\$9,579	\$8,460	\$9,303	\$9,303	\$9,303	\$9,361	\$9,361	\$9,361

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**

Draft

ASSOCIATE ENGINEER											
Agency	Marina Coast Water District	City of Santa Cruz	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 W/D	Soquel Creek Water Dist.
Class Title	Associate Engineer	Engineering Associate	Civil Engineer	Associate Engineer	N/C	Associate Engineer	Associate Civil Engineer	Associate Engineer	Associate Civil Engineer	N/C	Assoc Civil Eng / Asst Eng II
Top Monthly Salary	\$7,241	\$7,641	\$7,628	\$9,231		\$9,729	\$8,271	\$9,745	\$9,966		\$8,203
Employee Retirement											
PERS	\$507			\$554		\$778	\$662	\$780			\$656
Enhanced PERS Formula		\$233	\$614	\$282		\$953	\$409	\$482	\$802		\$406
Last Year Spiked											
EPMC	\$35			\$33		\$62					\$52
12 Month Highest Salary	\$98	\$103	\$103	\$125		\$131	\$112	\$132	\$135		
Social Security	\$449			\$569			\$513	\$569	\$569		
Other											
Insurance											
Cafeteria³											
Health	\$1,683	\$1,664	\$1,477	\$1,448		\$1,633	\$1,440	\$1,894	\$1,465		\$1,849
Dental	\$118	\$127	\$165	\$152			\$233		\$138		\$135
Vision	\$16	\$19	\$20	\$7			\$15				\$18
EAP	\$4	\$4	\$3			\$6			\$2		\$5
Life	\$29	\$3	\$40	\$35		\$26	\$17		\$11		\$53
LTD	\$17	\$66	\$37	\$36		\$47			\$56		
STD/SDI	\$25			\$30		\$52			\$7		
Other											
Leave											
Vacation²	\$446	\$441	\$441	\$497		\$561	\$477	\$562	\$498		\$536
Holidays	\$362	\$411	\$381	\$391		\$524	\$477	\$600	\$537		\$410
Administrative		\$294	\$147			\$187					\$63
Auto Allowance								\$94			
Uniform Allowance											
Deferred Compensation											
Other¹		\$108		\$277							
Longevity	Yes	Yes	Yes	Yes	N/C	Yes	Yes	No	Yes	N/C	No
Benefit Cost	\$3,788	\$3,473	\$3,428	\$4,435		\$4,961	\$4,354	\$5,112	\$4,219		\$4,184
Total Monthly Comp.	\$11,029	\$11,114	\$11,056	\$13,666	N/C	\$14,690	\$12,625	\$14,857	\$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 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**

Draft

CAPITAL PROJECTS MANAGER		Marina Coast Water District										Soquel Creek Water Dist.	
Agency		City of Santa Cruz	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			
Class Title	Capital Projects Manager	Assoc Civil Engineer	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	\$8,913	\$10,261		\$11,109	\$10,215			\$10,988				
Employee Retirement PERS	\$606				\$778	\$817			\$885				
Enhanced PERS Formula		\$272	\$826		\$339	\$1,001							
Last Year Spiked													
EPWC	\$42					\$65							
12 Month Highest Salary	\$117	\$120	\$139		\$150	\$138			\$148				
Social Security	\$536				\$569				\$569				
Other													
Insurance													
Cafeteria ¹		\$1,664	\$1,477		\$1,383	\$1,633			\$1,465				
Health	\$1,883	\$127	\$165		\$40				\$138				
Dental	\$118	\$19	\$20		\$10								
Vision	\$16	\$4	\$3		\$4	\$6			\$2				
EAP	\$4	\$3	\$54		\$25	\$27			\$11				
Life	\$34	\$77	\$49		\$62	\$50			\$62				
LTD	\$20					\$54			\$8				
STD/SDI	\$30												
Other													
Leave													
Vacation ²	\$532	\$514	\$593		\$641	\$589			\$549				
Holidays	\$433	\$480	\$513		\$513	\$550			\$592				
Administrative	\$333	\$343	\$197			\$196							
Auto Allowance													
Uniform Allowance													
Deferred Compensation													
Other ¹		\$108											
Longevity	Yes	Yes	Yes		Yes	Yes			Yes			No	
Benefit Cost	\$4,604	\$3,730	\$4,036	N/C	\$4,512	\$5,127	N/C	N/C	\$4,428	N/C		N/C	
Total Monthly Comp.	\$13,156	\$12,643	\$14,297	N/C	\$15,620	\$15,342	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 Flexibe 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**

Draft

CUSTOMER SERVICE REPRESENTATIVE II											
Agency	Marina Coast Water District	City of Santa Cruz	Elisnore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Customer Service Representative II	Utility Service Rep II	Cust Service Rep	Cust Service Rep	Office Technician	Cust Service Rep II	Account/Credit Clerk II	N/C	Cust Service Rep II	Cust Service/ Accts Spec	Cust Service Rep II
Top Monthly Salary	\$4,643	\$4,260	\$4,285	\$4,768	\$4,760	\$5,415	\$4,547		\$5,032	\$4,952	\$4,586
Employee Retirement PERS	\$325			\$334	\$333	\$433	\$364				\$367
Enhanced PERS Formula		\$130	\$345	\$145	\$145	\$531	\$225		\$405	\$151	\$227
Last Year Spiked											
EPMC	\$23			\$23		\$35					\$29
12 Month Highest Salary	\$63	\$58	\$58	\$64	\$64	\$73	\$61		\$68		
Social Security	\$288			\$296	\$295		\$282		\$312	\$307	
Other											
Insurance											
Cafeteria ³	\$1,683	\$1,756	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440		\$1,465	\$1,175	\$1,849
Health	\$118	\$127	\$165	\$152	\$40		\$233		\$138	\$150	\$135
Dental	\$16	\$19	\$20	\$7	\$10		\$15			\$24	\$18
Vision	\$4	\$4	\$3		\$4	\$6			\$2	\$6	
EAP	\$18	\$2	\$23	\$11	\$25	\$16	\$9		\$11	\$12	\$5
Life	\$11	\$34	\$21	\$19	\$62	\$26			\$28	\$21	\$30
LTD	\$16			\$15		\$29			\$4	\$1	
STD/SDI											
Other											
Leave											
Vacation ²	\$286	\$246	\$247	\$238	\$275	\$312	\$262		\$252	\$687	\$300
Holidays	\$232	\$229	\$214	\$202	\$220	\$292	\$262		\$271	\$248	\$229
Administrative											\$35
Auto Allowance											
Uniform Allowance											
Deferred Compensation											
Other ¹											
Longevity	Yes	No	Yes	No	Yes	Yes	Yes	N/C	Yes	Yes	No
Benefit Cost	\$5,082	\$2,605	\$2,573	\$2,955	\$2,855	\$3,385	\$3,153		\$2,955	\$2,921	\$3,224
Total Monthly Comp.	\$7,725	\$6,865	\$6,858	\$7,722	\$7,615	\$8,800	\$7,700	N/C	\$7,987	\$7,873	\$7,810

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.

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

Draft

CUSTOMER SERVICE SUPERVISOR											
Agency	Marina Coast Water District	City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist. Cst Service Mgr / Sr Cst Service Rep	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Customer Service Supervisor	Utility Supervisor	Cust Service Supervisor	Cust Service Ops Supervisor	N/C	Cust Service Supervisor	Consumer Svcs Supervisor	N/C		N/C	Cust Service Supervisor
Top Monthly Salary	\$5,657	\$6,018	\$6,580	\$8,440	\$7,258	\$6,424	\$7,659				\$7,285
Employee Retirement											
PERS	\$396	\$184	\$530	\$506	\$581	\$514	\$617				\$583
Enhanced PERS Formula				\$257	\$711	\$318					\$361
Last Year Spiked											
EPMC	\$28			\$30	\$46						\$47
12 Month Highest Salary	\$76	\$81	\$89	\$114	\$98	\$87	\$103				
Social Security	\$351			\$523		\$398	\$475				
Other											
Insurance											
Cafeteria ³											
Health	\$1,683	\$1,756	\$1,477	\$1,448	\$1,633	\$1,440	\$1,465				\$1,849
Dental	\$118	\$127	\$165	\$152	\$233	\$233	\$138				\$135
Vision	\$16	\$19	\$20	\$7		\$15					\$18
EAP	\$4	\$4	\$3		\$6		\$2				
Life	\$22	\$2	\$35	\$33	\$20	\$13	\$11				\$5
LTD	\$13	\$26	\$32	\$33	\$35		\$43				\$47
STD/SDI	\$20			\$27	\$38		\$5				
Other											
Leave											
Vacation ²	\$348	\$347	\$380	\$454	\$419	\$371	\$383				\$476
Holidays	\$283	\$324	\$329	\$357	\$391	\$371	\$412				\$364
Administrative					\$140						\$56
Auto Allowance											
Uniform Allowance											
Deferred Compensation				\$253							
Other ¹		\$42									
Longevity	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/C	Yes	N/C	No
Benefit Cost	\$3,358	\$2,911	\$3,059	\$4,197	\$4,118	\$3,759	\$3,654	N/C	\$3,654	N/C	\$3,941
Total Monthly Comp.	\$9,014	\$8,929	\$9,639	\$12,637	\$11,376	\$10,183	\$11,313	N/C	\$11,313	N/C	\$11,226

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

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.

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

Draft

DEPUTY GENERAL MANAGER/DISTRICT ENGINEER												
Agency	Marina Coast Water District	City of Santa Cruz	Elsinore Valley	Las Virgenes	Montecito	Monterey Reg	North Marin	Oro Loma	Otay Water	San Lorenzo	Soquel Creek	
			MWD	MWD	Water Dist.	Water PCA	Water Dist.	Sanitary Dist.	Dist.	Valley WD	Water Dist.	
Class Title	Deputy General Manager/ District Engineer	Asst Dir PW/City Eng Dir PW / Dep Wtr Dir / Dir of Water Dept	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	\$13,304	\$15,462			\$14,932	\$9,743	\$13,267	\$15,887		\$10,795	
Employee Retirement												
PERS	\$945	\$406	\$1,245			\$1,195	\$779	\$1,061			\$864	
Enhanced PERS Formula						\$1,463	\$482	\$657	\$1,279		\$534	
Last Year Spiked												
EPMC	\$66	\$180	\$209			\$96	\$132	\$179	\$214		\$69	
12 Month Highest Salary	\$182					\$202	\$569	\$569	\$569			
Social Security	\$569											
Other												
Insurance												
Cafeteria ³												
Health	\$1,683	\$1,564	\$1,477			\$1,633	\$1,440	\$1,894	\$1,465		\$1,849	
Dental	\$118	\$127	\$165				\$233		\$138		\$135	
Vision	\$16	\$19	\$20				\$15				\$18	
EAP	\$4	\$4	\$3			\$6			\$2			
Life	\$53	\$3	\$82			\$38	\$20		\$82		\$5	
LTD	\$31	\$86	\$74			\$73			\$89		\$70	
STD/SDI	\$47					\$79			\$11			
Other												
Leave												
Vacation ²	\$830	\$768	\$893			\$861	\$562	\$765	\$794		\$706	
Holidays	\$675	\$716	\$773			\$804	\$562	\$816	\$855		\$540	
Administrative	\$519	\$512	\$297			\$402			\$733		\$415	
Auto Allowance		\$120	\$600			\$450	\$338		\$500			
Uniform Allowance												
Deferred Compensation								\$901				
Other ¹												
Longevity	Yes	Yes	No			Yes	Yes	No	Yes		No	
Benefit Cost	\$5,738	\$4,503	\$5,838	N/C	N/C	\$7,301	\$5,131	\$6,843	\$7,149	N/C	\$5,205	
Total Monthly Comp.	\$19,231	\$17,807	\$21,300	N/C	N/C	\$22,233	\$14,874	\$20,109	\$23,036	N/C	\$16,000	

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.

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

Draft

DIRECTOR OF ADMINISTRATIVE SERVICES											
Agency	Marina Coast Water District	City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Atay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
	Director of Administrative Services	Asst Director of Finance	Dir of Finance / Accounting Mgr	Dir of Fin & Admin / Fin Manager	Business Manager	Director of Finance	Auditor-Controller	Finance Manager	CFO / Fin Mgr- Tsy & Accounting Svcs / Fin Mgr Controller & Budget Svcs	Finance Manager	Fin & Business Svcs Manager
Top Monthly Salary	\$10,284	\$11,071	\$11,853	\$13,335	\$10,634	\$11,430	\$10,581	\$10,686	\$12,601	\$8,091	\$9,813
Employee Retirement											
PERS	\$720	\$338	\$954	\$800	\$744	\$914	\$846	\$855			\$785
Enhanced PERS Formula				\$407	\$324	\$1,120	\$524	\$529	\$1,014	\$247	\$486
Last Year Spiked											
EPAC	\$50			\$48		\$73					\$63
12 Month Highest Salary	\$139	\$149	\$160	\$180	\$144	\$154	\$143	\$144	\$170	\$502	
Social Security	\$469			\$569	\$569		\$569	\$569	\$569		
Other											
Insurance											
Cafeteria ³											
Health	\$1,683	\$1,684	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440	\$1,894	\$1,465	\$1,175	\$1,849
Dental	\$118	\$127	\$165	\$152	\$40		\$233		\$138	\$150	\$135
Vision	\$16	\$19	\$20	\$7	\$10		\$15			\$24	\$18
EAP	\$4	\$4	\$3		\$4	\$6			\$2	\$6	
Life	\$41	\$3	\$63	\$46	\$25	\$30	\$22		\$65	\$12	\$5
LTD	\$24	\$86	\$57	\$52	\$62	\$56			\$71	\$21	\$64
STD/SDI	\$36			\$43		\$61			\$9	\$1	
Other											
Leave											
Vacation ²	\$633	\$639	\$685	\$718	\$614	\$659	\$610	\$617	\$630	\$1,089	\$642
Holidays	\$514	\$596	\$593	\$564	\$491	\$615	\$610	\$658	\$679	\$405	\$491
Administrative	\$396	\$426	\$228	\$564		\$308			\$582	\$171	\$377
Auto Allowance			\$600			\$450	\$338		\$400		
Uniform Allowance				\$400				\$738			
Deferred Compensation											
Other ¹		\$108									
Longevity	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes	No
Benefit Cost	\$4,942	\$4,158	\$5,004	\$5,998	\$4,408	\$6,079	\$5,350	\$6,003	\$6,209	\$3,962	\$4,914
Total Monthly Comp.	\$15,225	\$15,229	\$16,857	\$19,334	\$15,042	\$17,509	\$15,931	\$16,689	\$18,810	\$12,053	\$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)
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**Marina Coast Water District
Benefits Detail
June 2012**

Draft

EXECUTIVE ASSISTANT/CLERK OF THE BOARD												
Agency	Marina Coast Water District		City of Santa Cruz	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	Sequel Creek Water Dist.
Class Title	Executive Assistant/ Clerk of the Board	Dep City Clerk / Admin Asst to CM	Dist Sec - Admin Svcs Supv / Exec Sec - Claims Coord									
Top Monthly Salary	\$4,878	\$5,546	\$6,992	\$9,231	\$5,774	\$6,744	\$6,785			\$8,609	\$5,808	\$5,981
Employee Retirement PERS	\$341			\$554	\$404	\$539	\$543					\$478
Enhanced PERS Formula		\$169	\$563	\$282	\$176	\$661	\$336			\$693	\$177	\$296
Last Year Spiked												
EPWC	\$24			\$33		\$43						\$38
12 Month Highest Salary	\$66	\$75	\$94	\$125	\$78	\$91	\$92			\$116		
Social Security	\$302			\$569	\$358		\$421			\$534	\$360	
Other												
Insurance												
Cafeteria ³												
Health	\$1,683	\$1,664	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440			\$1,465	\$1,175	\$1,849
Dental	\$118	\$127	\$165	\$152	\$40		\$233			\$138	\$150	\$135
Vision	\$16	\$19	\$20	\$7	\$10		\$15			\$2	\$24	\$18
EAP	\$4	\$4	\$3		\$4	\$6				\$2	\$6	
Life	\$19	\$3	\$37	\$35	\$25	\$30	\$14			\$44	\$12	\$5
LTD	\$11	\$48	\$34	\$36	\$62	\$33				\$46	\$21	\$39
STD/SDI	\$17			\$30		\$36				\$6	\$1	
Other												
Leave												
Vacation ²	\$300	\$320	\$404	\$497	\$333	\$389	\$391			\$430	\$782	\$391
Holidays	\$244	\$299	\$350	\$391	\$267	\$363	\$391			\$464	\$290	\$299
Administrative		\$213	\$134	\$320						\$99	\$123	\$46
Auto Allowance												
Uniform Allowance												
Deferred Compensation				\$277						\$83		
Other ¹		\$108										
Longevity	Yes	Yes	No	No	Yes	Yes	Yes	Yes		Yes	Yes	No
Benefit Cost	\$3,146	\$3,048	\$3,281	\$4,754	\$3,139	\$3,824	\$3,875		N/C	\$4,123	\$3,281	\$3,594
Total Monthly Comp.	\$8,024	\$8,594	\$10,273	\$13,985	\$8,913	\$10,568	\$10,660		N/C	\$12,732	\$9,089	\$9,575

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

Draft

LABORATORY SUPERVISOR		Marina Coast Water District	City of Santa Cruz	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	Soquel Creek Water Dist.
Agency												
Class Title		Laboratory Supervisor	Water Quality Mgr / Water Quality Chemist II	Water Quality Supv / Water Quality Analyst	Laboratory Supervisor	N/C	Laboratory Supervisor	Water Quality Supv / Sr Chemist	N/C	Laboratory Analyst	N/C	N/C
Top Monthly Salary		\$7,064	\$7,320	\$7,517	\$8,871		\$8,613	\$7,564		\$7,082		
Employee Retirement												
PERS		\$495			\$532		\$689	\$805		\$570		
Enhanced PERS Formula			\$223	\$605	\$271		\$844	\$374				
Last Year Spiked												
EPMC		\$35			\$32		\$55					
12 Month Highest Salary		\$95	\$99	\$101	\$120		\$116	\$102		\$96		
Social Security		\$438			\$550			\$469		\$439		
Other												
Insurance												
Cafeteria ³												
Health		\$1,683	\$1,664	\$1,477	\$1,448		\$1,633	\$1,440		\$1,465		
Dental		\$118	\$127	\$165	\$152			\$233		\$138		
Vision		\$16	\$19	\$20	\$7			\$15		\$2		
EAP		\$4	\$4	\$3	\$34		\$6	\$15		\$2		
Life		\$28	\$3	\$40	\$35		\$42	\$40		\$11		
LTD		\$16	\$63	\$36	\$29		\$46	\$5		\$40		
STD/SDI		\$25								\$5		
Other												
Leave												
Vacation ²		\$435	\$422	\$434	\$478		\$497	\$436		\$354		
Holidays		\$353	\$394	\$376	\$375		\$166	\$436		\$381		
Administrative			\$282									
Auto Allowance										\$46		
Uniform Allowance												
Deferred Compensation					\$266							
Other ¹			\$108									
Longevity		Yes	Yes	Yes	Yes	N/C	Yes	Yes	N/C	Yes	N/C	N/C
Benefit Cost		\$3,740	\$3,407	\$3,258	\$4,328	N/C	\$4,587	\$4,128	N/C	\$3,546	N/C	N/C
Total Monthly Comp.		\$10,805	\$10,727	\$10,775	\$13,199	N/C	\$13,200	\$11,689	N/C	\$10,628	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)
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**Marina Coast Water District
Benefits Detail
June 2012**

Draft

MANAGEMENT SERVICES ADMINISTRATOR											
Agency	Marina Coast Water District	City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Otay Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Management Services Administrator	Principal HR Analyst	Director of HR / Hr Specialist	HR Coordinator / Hr Manager	N/C	N/C	N/C	N/C	HR Analyst / HR Manager	N/C	N/C
Top Monthly Salary	\$9,317	\$8,263	\$8,347	\$8,784					\$10,288		
Employee Retirement											
PERS	\$652	\$252	\$672	\$527	\$268				\$828		
Enhanced PERS Formula											
Last Year Spiked											
EPMC	\$46	\$112	\$113	\$32	\$119				\$139		
12 Month Highest Salary	\$126			\$545					\$638		
Social Security	\$569										
Other											
Insurance											
Cafeteria ³											
Health	\$1,683	\$1,664	\$1,477	\$1,448					\$1,465		
Dental	\$118	\$127	\$165	\$152					\$138		
Vision	\$16	\$19	\$20	\$7							
EAP	\$4	\$4	\$3						\$2		
Life	\$37	\$3	\$44	\$34					\$53		
LTD	\$21	\$71	\$40	\$34					\$58		
STD/SDI	\$33			\$28					\$7		
Other											
Leave											
Vacation ²	\$573	\$477	\$482	\$473					\$514		
Holidays	\$466	\$445	\$417	\$372					\$554		
Administrative	\$358	\$318	\$161	\$304					\$237		
Auto Allowance			\$600								
Uniform Allowance											
Deferred Compensation				\$264					\$250		
Other ¹		\$108									
Longevity	Yes	Yes	No	Yes	N/C	N/C	N/C	N/C	Yes	No	No
Benefit Cost	\$4,702	\$3,599	\$4,194	\$4,606	N/C	N/C	N/C	N/C	\$4,884	N/C	N/C
Total Monthly Comp	\$14,018	\$11,862	\$12,541	\$13,390	N/C	N/C	N/C	N/C	\$15,172	N/C	N/C

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

Draft

METER READER											
Agency	Marina Coast Water District	City of Santa Cruz	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	Utility Services Field Tech II / Water Meter Tech	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	\$4,085	\$4,501	\$3,590			\$4,580		\$5,032		\$4,455
Employee Retirement PERS	\$309			\$251			\$366				\$356
Enhanced PERS Formula		\$125	\$362	\$109			\$227		\$405		\$221
Last Year Spiked											
EPMC	\$22			\$18			\$62		\$68		\$29
12 Month Highest Salary	\$60	\$55	\$61	\$48			\$284		\$312		
Social Security	\$274			\$223							
Other											
Insurance											
Cafeteria ³											
Health	\$1,883	\$1,756	\$1,477	\$1,448			\$1,440		\$1,465		\$1,849
Dental	\$118	\$127	\$165	\$152			\$233		\$138		\$135
Vision	\$16	\$19	\$20	\$7			\$15		\$2		\$18
EAP	\$4	\$4	\$3				\$9		\$2		\$5
Life	\$17	\$2	\$24	\$11					\$11		\$29
LTD	\$10	\$34	\$22	\$14					\$28		
STD/SDI	\$15			\$12					\$4		
Other											
Leave											
Vacation ²	\$272	\$236	\$260	\$179			\$264		\$252		\$291
Holidays	\$221	\$220	\$225	\$152			\$264		\$271		\$223
Administrative											
Auto Allowance											
Uniform Allowance									\$46		
Deferred Compensation											
Other ¹											
Longevity	Yes	No	Yes	Yes			Yes		Yes		No
Benefit Cost	\$3,021	\$2,578	\$2,619	\$2,624	N/C	N/C	\$3,164	N/C	\$3,000	N/C	\$3,155
Total Monthly Comp.	\$7,440	\$5,662	\$7,120	\$6,214	N/C	N/C	\$7,744	N/C	\$8,032	N/C	\$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)
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**Marina Coast Water District
Benefits Detail
June 2012**

Draft

OPERATIONS AND MAINTENANCE SUPERINTENDENT											
Agency	Marina Coast Water District	City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Olaj Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Class Title	Operations & Maintenance Superintendent	Supt of W Dist / Supt of Treat & Prod / Dep Wtr Dir/Ops Mgr / WW Mains Mgr / Supt WW Coll & Treat Fac	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	\$9,799	\$11,442	\$11,385	\$9,388	\$9,638	\$8,863	\$13,267	\$13,573	\$9,777	\$9,813
Employee Retirement											
PERS	\$636			\$683	\$657	\$771	\$709	\$1,061			\$785
Enhanced PERS Formula		\$299	\$921	\$347	\$286	\$945	\$439	\$657	\$1,093	\$298	\$486
Last Year Spiked											
EPMC	\$45			\$41		\$62					\$63
12 Month Highest Salary	\$123	\$132	\$154	\$154	\$127	\$130	\$120	\$179	\$183		
Social Security	\$564			\$569	\$569		\$550	\$569	\$569		
Other											
Insurance											
Cafeteria ³											
Health	\$1,683	\$1,664	1476.6	\$1,448	\$1,383	\$1,633	\$1,440	\$1,894	\$1,465	\$1,175	\$1,849
Dental	\$118	\$127	\$165	\$152	\$40		\$233		\$138	\$150	\$135
Vision	\$16	\$19	\$20	\$7	\$10		\$15			\$24	\$18
EAP	\$4	\$4	\$3			\$6			\$2	\$6	\$5
Life	\$36	\$3	\$60	\$41	\$25	\$30	\$18		\$70	\$12	\$5
LTD	\$21	\$84	\$55	\$44	\$62	\$47			\$76	\$21	\$64
STD/SDI	\$32			\$37		\$51			\$10	\$1	
Other											
Leave											
Vacation ²	\$569	\$565	\$661	\$613	\$542	\$556	\$511	\$765	\$679	\$1,316	\$642
Holidays	\$454	\$528	\$572	\$482	\$433	\$519	\$511	\$816	\$731	\$488	\$491
Administrative	\$350	\$377	\$220	\$394		\$259			\$626	\$207	\$377
Auto Allowance									\$450		
Uniform Allowance										\$56	
Deferred Compensation				\$342				\$901	\$417		
Other ¹		\$108									
Longevity	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes	No
Benefit Cost	\$4,640	\$3,910	\$4,309	\$5,353	\$4,137	\$6,009	\$4,545	\$6,843	\$6,508	\$4,483	\$4,914
Total Monthly Comp.	\$13,729	\$13,709	\$16,751	\$16,739	\$13,525	\$14,647	\$13,408	\$20,109	\$20,080	\$14,260	\$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 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

Draft

OPERATIONS AND MAINTENANCE SUPERVISOR											
Agency	Marina Coast Water District	City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Montarey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Olney Water Dist.	San Lorenzo Valley WPD	Sequel Creek Water Dist.
Class Title	Operations & Maintenance Supervisor	Water Dist Supv IV / Water Treat Supv IV/WW Mains Field Crew Leader / WW Mains Mgr	Water Prod Supt / Field Svcs Supt / WW Coll Sys Supt	Construction Supv / Water Production & Treatment Supv	Distribution Chief Opr / Treat Chief Opr	Operations Supervisor	Treat & Dist Supv / Maint Supv	Supervisor Field Maintenance	Water Systems Supv / Utility Maint Supv	Field Svcs Supv / Water Treat & System Supv	Ops Supervisor / Field Supv
Top Monthly Salary	\$6,892	\$7,709	\$8,442	\$8,655	\$7,339	\$8,001	\$7,481	\$10,478	\$8,169	\$7,194	\$7,028
Employee Retirement PERS	\$482	\$235	\$680	\$519	\$514	\$640	\$598	\$838	\$658	\$219	\$562
Enhanced PERS Formula				\$264	\$224	\$784	\$370	\$519			\$348
Last Year Spiked											
EPMC	\$34			\$31	\$99	\$51	\$101	\$141	\$110		\$45
12 Month Highest Salary	\$93	\$104	\$114	\$117	\$455	\$108	\$464	\$569	\$506	\$446	
Social Security	\$427			\$537							
Other											
Insurance											
Cafeteria ¹											
Health	\$1,683	\$1,664	\$1,477	\$1,448	\$1,383	\$1,633	\$1,440	\$1,894	\$1,465	\$1,175	\$1,849
Dental	\$118	\$127	\$65.31	\$152	\$40		\$233		\$138	\$150	\$135
Vision	\$16	\$19	\$20	\$7	\$10		\$15			\$24	\$18
EAP	\$4	\$4	\$3		\$4	\$6			\$2	\$6	\$6
Life	\$27	\$3	\$45	\$34	\$25	\$30	\$15		\$42	\$12	\$5
LTD	\$16	\$66	\$41	\$34	\$62	\$39			\$46	\$21	\$46
STD/SDI	\$24			\$28		\$42			\$6	\$1	
Other											
Leave											
Vacation ²	\$424	\$445	\$488	\$466	\$423	\$462	\$432	\$604	\$408	\$968	\$459
Holidays	\$345	\$415	\$422	\$366	\$339	\$431	\$432	\$645	\$440	\$360	\$351
Administrative		\$298	\$162			\$154			\$94		
Auto Allowance					\$17					\$56	
Uniform Allowance				\$260				\$725	\$46		
Deferred Compensation									\$83		
Other ¹		\$108									
Longevity	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Benefit Cost	\$3,693	\$3,486	\$3,616	\$4,262	\$3,593	\$4,380	\$4,099	\$5,935	\$4,044	\$3,698	\$3,818
Total Monthly Comp.	\$10,685	\$11,195	\$12,068	\$12,918	\$10,932	\$12,381	\$11,680	\$16,412	\$12,213	\$10,791	\$10,846

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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.

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

Draft

SYSTEM OPERATOR II		Marina Coast Water District									
Agency		City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Osay Water Dist.	San Lorenzo Valley W.D.	Soquel Creek Water Dist.
Class Title		Water Dist Opr II / WW Mains Sr Maint Worker / Water Treat Opr II	Water Prod Opr II / Field Maint Wrk-CM / Coll Sys Maint Wrk 2 / Sr Coll Sys Maint Wrk 2	Water Worker I / Water Worker II / Water Treat Plant Opr II	Distribution Opr II / Treatment Opr II	Operator II / Dist Mechanical II	Water Distribution & Treat Plant Opr Pipe Worker	Collection Sys Worker	Water Systems Opr II / Utility Worker II	Field Svcs Wrk II / Water Treatment & System Opr	Water Sys Opr II / Construction/Maint Worker II
Top Monthly Salary		\$4,983	\$5,182	\$4,941	\$5,873	\$6,582	\$5,426	\$6,224	\$5,833	\$5,680	\$5,232
Employee Retirement											
PERS											
Enhanced PERS Formula											
Last Year Spiked											
EPIC											
12 Month Highest Salary											
Social Security											
Other											
Insurance											
Califeria ³											
Health											
Dental											
Vision											
EAP											
Life											
LTD											
STD/SDI											
Other											
Leave											
Vacation ²											
Holidays											
Administrative											
Auto Allowance											
Uniform Allowance											
Deferred Compensation											
Other ¹											
Longevity											
Benefit Cost											
Total Monthly Comp.											

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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)

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

Draft

UTILITY LABORER		Marina Coast Water District	City of Santa Cruz	Elsinore Valley MWD	Las Virgenes MWD	Montecito Water Dist.	Monterey Reg Water PCA	North Marin Water Dist.	Oro Loma Sanitary Dist.	Olaj Water Dist.	San Lorenzo Valley WD	Soquel Creek Water Dist.
Agency	Class Title	Utility Laborer	Custodian / Parks Maint Worker	N/C	N/C	Groundskeeper/ Dist Operator I	N/C	Build & Grounds Maint Asst	N/C	N/C	N/C	Operations & Maint Worker
Employee Retirement PERS Enhanced PERS Formula Last Year Spiked EPMC 12 Month Highest Salary Social Security Other	Top Monthly Salary	\$3,906	\$3,837			\$5,358		\$3,850				\$4,678
		\$273	\$117			\$375 \$163		\$308 \$191				\$374 \$232
		\$19 \$53 \$242	\$52			\$72 \$332		\$52 \$239				\$30
Insurance Cafeteria ² Health Dental Vision EAP Life LTD STD/SDI Other		\$1,683 \$118 \$16 \$4 \$15 \$9 \$14	\$1,756 \$127 \$19 \$4 \$2 \$33			\$1,383 \$40 \$10 \$4 \$25 \$62		\$1,440 \$233 \$15 \$8				\$1,849 \$135 \$18 \$5 \$30
Leave Vacation ² Holidays Administrative Auto Allowance Uniform Allowance Deferred Compensation Other ¹ Longevity		\$240 \$195	\$221 \$207			\$308 \$247		\$222 \$222				\$306 \$234 \$36
Benefit Cost Total Monthly Comp.		\$2,882	\$2,558	N/C	N/C	\$3,039	N/C	\$2,929	N/C	N/C	N/C	\$3,249
		\$6,788	\$6,374	N/C	N/C	\$8,397	N/C	\$6,779	N/C	N/C	N/C	\$7,927

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

Draft

WATER CONSERVATION SPECIALIST											
Agency	Marina Coast Water District	City of Santa Cruz	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	Water Conservation Specialist	Environmental Proj Analyst	Conservation Specialist	Water Conservy 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	\$6,109	\$5,484	\$8,440	\$5,358		\$7,786		\$7,578		\$5,788
Employee Retirement											
PERS	\$368	\$186	\$441	\$506	\$375		\$623		\$610		\$463
Enhanced PERS Formula				\$257	\$163		\$385				\$286
Last Year Spiked											
EPMC	\$26			\$30							\$37
12 Month Highest Salary	\$71	\$82	\$74	\$114	\$72		\$105		\$102		
Social Security	\$326			\$523	\$332		\$483		\$470		
Other											
Insurance											
Cafeteria ³											
Health	\$1,683	\$1,756	\$1,477	\$1,448	\$1,383		\$1,440		\$1,465		\$1,849
Dental	\$118	\$127	\$165	\$152	\$40		233		\$138		\$135
Vision	\$16	\$19	\$20	\$7	\$10		\$15				\$18
EAP	\$4	\$4	\$3		\$4				\$2		
Life	\$21	\$2	\$29	\$33	\$25		\$16		\$39		\$5
LTD	\$12	\$34	\$26	\$33	\$62				\$42		\$38
STD/SDI	\$18			\$27					\$5		
Other											
Leave											
Vacation ²	\$323	\$352	\$317	\$454	\$309		\$449		\$379		\$378
Holidays	\$263	\$329	\$274	\$357	\$247		\$449		\$408		\$289
Administrative									\$175		\$45
Auto Allowance											
Uniform Allowance											
Deferred Compensation				\$253					\$250		
Other ¹					\$17						
Longevity	Yes	No	Yes	Yes	Yes		Yes		Yes		No
Benefit Cost	\$3,248	\$2,893	\$2,827	\$4,197	\$3,039	N/C	\$4,198	N/C	\$4,086	N/C	\$3,543
Total Monthly Comp.	\$8,501	\$9,002	\$8,311	\$12,637	\$8,397	N/C	\$11,984	N/C	\$11,664	N/C	\$9,331

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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.

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Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

ACCOUNTANT II						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Senior Accountant	\$11,997	7/1/2012	Unknown	Unknown
2	Las Virgenes Municipal Water District	Senior Accountant / Financial Analyst	\$11,826	1/1/2009	1/1/2013	1-4%
3	Monterey Regional Water Pollution Control Agency	Accountant	\$11,236	6/20/2011	Unknown	Unknown
4	Oro Loma Sanitary District	Accountant	\$11,171	6/25/2012	6/24/2013	1-5%
5	Elsinore Valley Municipal Water District	Financial Analyst	\$10,603	1/1/2012	Unknown	Unknown
6	North Marin Water District	Senior Accountant	\$10,559	7/1/2011	Unknown	Unknown
7	City of Santa Cruz	Accountant II	\$10,154	12/15/2007	Unknown	Unknown
8	Marina Coast Water District	Accountant II	\$9,014	7/1/2011	Unknown	Unknown
	Montecito Water District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$11,078			
% Marina Coast Water District Above/Below			-22.9%			
Median of Comparators			\$11,171			
% Marina Coast Water District Above/Below			-23.9%			
NOTE: All calculations exclude Marina Coast Water District						

N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

ADMINISTRATIVE ASSISTANT						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Administrative Assistant	\$9,579	1/1/2009	1/1/2013	1-4%
2	Olay Water District	Executive Secretary	\$9,361	7/1/2012	Unknown	Unknown
3	North Marin Water District	Administrative Secretary / Engineering Secretary	\$9,303	7/1/2011	Unknown	Unknown
4	Monterey Regional Water Pollution Control Agency	Administrative Support Specialist II	\$8,460	6/20/2011	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Administrative Assistant	\$8,275	1/1/2012	Unknown	Unknown
6	Marina Coast Water District	Administrative Assistant	\$7,725	7/1/2011	Unknown	Unknown
7	City of Santa Cruz	Administrative Assistant III	\$7,208	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			\$8,698			
% Marina Coast Water District Above/Below			-12.6%			
Median of Comparators			\$8,882			
% Marina Coast Water District Above/Below			-15.0%			
NOTE: All calculations exclude Marina Coast Water District						

N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

ASSOCIATE ENGINEER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oro Loma Sanitary District	Associate Engineer	\$14,857	6/25/2012	6/24/2013	1-5%
2	Monterey Regional Water Pollution Control Agency	Associate Engineer	\$14,690	6/20/2011	Unknown	Unknown
3	Otay Water District	Associate Civil Engineer	\$14,185	7/1/2012	Unknown	Unknown
4	Las Virgenes Municipal Water District	Associate Engineer	\$13,666	1/1/2009	1/1/2013	1-4%
5	North Marin Water District	Associate Civil Engineer	\$12,625	7/1/2011	Unknown	Unknown
6	Soquel Creek Water District	Associate Civil Engineer / Assistant Engineer II	\$12,387	1/1/2012	1/1/2013	0-5%
7	City of Santa Cruz	Engineering Associate	\$11,114	12/15/2007	Unknown	Unknown
8	Elsinore Valley Municipal Water District	Civil Engineer	\$11,056	1/1/2012	Unknown	Unknown
9	Marina Coast Water District	Associate Engineer	\$11,029	7/1/2011		
	Montecito Water District	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$13,072			
% Marina Coast Water District Above/Below			-18.5%			
Median of Comparators			\$13,145			
% Marina Coast Water District Above/Below			-19.2%			

NOTE: All calculations exclude Marina Coast Water District

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

CAPITAL PROJECTS MANAGER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Montecito Water District	Engineering Manager	\$15,620	7/1/2012	Unknown	Unknown
2	Otay Water District	Senior Civil Engineer	\$15,415	7/1/2012	Unknown	Unknown
3	Monterey Regional Water Pollution Control Agency	Principal Engineer / Supervising Engineer	\$15,342	6/20/2011	Unknown	Unknown
4	Elsinore Valley Municipal Water District	Capital Projects Manager	\$14,297	1/1/2012	Unknown	Unknown
5	Marina Coast Water District	Capital Projects Manager	\$13,156	7/1/2011	Unknown	Unknown
6	City of Santa Cruz	Associate Civil Engineer	\$12,643	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			\$14,664			
% Marina Coast Water District Above/Below			-11.5%			
Median of Comparators			\$15,342			
% Marina Coast Water District Above/Below			-16.6%			

NOTE: All calculations exclude Marina Coast Water District

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N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

CUSTOMER SERVICE REPRESENTATIVE II						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Water Pollution Control Agency	Customer Service Representative II	\$8,800	6/20/2011	Unknown	Unknown
2	Olay Water District	Customer Service Representative II	\$7,987	7/1/2012	Unknown	Unknown
3	San Lorenzo Valley Water District	Customer Service/Accounts Specialist	\$7,873	11/17/2011	Unknown	Unknown
4	Soquel Creek Water District	Customer Service Representative II	\$7,810	2/1/2012	Unknown	Unknown
5	Marina Coast Water District	Customer Service Representative II	\$7,725	7/1/2011	Unknown	Unknown
6	Las Virgenes Municipal Water District	Customer Service Representative	\$7,722	1/1/2010	1/1/2013	1-4%
7	North Marin Water District	Account/Credit Clerk II	\$7,700	7/1/2011	Unknown	Unknown
8	Montecito Water District	Office Technician	\$7,615	7/1/2012	Unknown	Unknown
9	City of Santa Cruz	Utility Service Representative II	\$6,865	5/14/2011	Unknown	Unknown
10	Elsinore Valley Municipal Water District	Customer Service Representative	\$6,858	1/1/2012	Unknown	Unknown
	Oro Loma Sanitary District	N/C				
Average of Comparators			\$7,692			
% Marina Coast Water District Above/Below			0.4%			
Median of Comparators			\$7,722			
% Marina Coast Water District Above/Below			0.0%			

NOTE: All calculations exclude Marina Coast Water District

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

CUSTOMER SERVICE SUPERVISOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Customer Service Operations Supervisor	\$12,637	1/1/2009	1/1/2013	1-4%
2	Monterey Regional Water Pollution Control Agency	Customer Service Supervisor	\$11,376	6/20/2011	Unknown	Unknown
3	Olay Water District	Customer Service Manager / Senior Customer Service Representative	\$11,313	7/1/2012	Unknown	Unknown
4	Soquel Creek Water District	Customer Service Supervisor	\$11,226	1/1/2012	1/1/2013	0-5%
5	North Marin Water District	Consumer Services Supervisor	\$10,183	7/1/2011	Unknown	Unknown
6	Elsinore Valley Municipal Water District	Customer Service Supervisor	\$9,639	1/1/2012	Unknown	Unknown
7	Marina Coast Water District	Customer Service Supervisor	\$9,014	7/1/2011	Unknown	Unknown
8	City of Santa Cruz	Utility Supervisor	\$8,929	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			\$10,757			
% Marina Coast Water District Above/Below			-19.3%			
Median of Comparators			\$11,226			
% Marina Coast Water District Above/Below			-24.5%			
NOTE: All calculations exclude Marina Coast Water District						

N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

DEPUTY GENERAL MANAGER/DISTRICT ENGINEER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Assistant General Manager / Chief Engineering	\$23,036	7/1/2012	Unknown	Unknown
2	Monterey Regional Water Pollution Control Agency	Assistant General Manager	\$22,233	6/20/2011	Unknown	Unknown
3	Elsinore Valley Municipal Water District	Director of Engineering / Assistant General Manager	\$21,300	1/1/2012	Unknown	Unknown
4	Oro Loma Sanitary District	District Engineer	\$20,109	6/25/2012	6/24/2013	1-5%
5	Marina Coast Water District	Deputy General Manager/District Engineer	\$19,231	7/1/2011	Unknown	Unknown
6	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	\$17,807	12/15/2007	Unknown	Unknown
7	Soquel Creek Water District	Engineering Manager/Chief Engineer	\$16,000	1/1/2012	1/1/2013	0-5%
8	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			\$19,337			
% Marina Coast Water District Above/Below			-0.5%			
Median of Comparators			\$20,109			
% Marina Coast Water District Above/Below			-4.6%			

NOTE: All calculations exclude Marina Coast Water District

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N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

DIRECTOR OF ADMINISTRATIVE SERVICES						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Director of Finance & Administration / Finance Manager	\$19,334	1/1/2009	1/1/2013	1-4%
2	Otay Water District	Chief Financial Officer / Finance Manager Treasury & Accounting Services / Finance Manager Controller and Budgetary Services	\$18,810	7/1/2012	Unknown	Unknown
3	Monterey Regional Water Pollution Control Agency	Director of Finance	\$17,509	6/20/2011	Unknown	Unknown
4	Elsinore Valley Municipal Water District	Director of Finance / Accounting Manager	\$16,857	1/1/2012	Unknown	Unknown
5	Oro Loma Sanitary District	Finance Manager	\$16,689	6/25/2012	6/24/2013	1-5%
6	North Marin Water District	Auditor-Controller	\$15,931	7/1/2011	Unknown	Unknown
7	City of Santa Cruz	Assistant Director of Finance	\$15,229	12/15/2007	Unknown	Unknown
8	Marina Coast Water District	Director of Administrative Services	\$15,225	7/1/2011	Unknown	Unknown
9	Montecito Water District	Business Manager	\$15,042	7/1/2012	Unknown	Unknown
10	Soquel Creek Water District	Financial & Business Services Manager	\$14,727	1/1/2012	1/1/2013	0-5%
11	San Lorenzo Valley Water District	Finance Manager	\$12,053	11/17/2011	Unknown	Unknown
Average of Comparators			\$16,218			
% Marina Coast Water District Above/Below			-6.5%			
Median of Comparators			\$16,310			
% Marina Coast Water District Above/Below			-7.1%			

NOTE: All calculations exclude Marina Coast Water District

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N/C - Non Comparator

Marina Coast Water District
Total Monthly Compensation Data
July 2012

Draft

EXECUTIVE ASSISTANT/CLERK OF THE BOARD						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	\$13,985	1/1/2009	1/1/2013	1-4%
2	Olay Water District	District Secretary	\$12,732	7/1/2012	Unknown	Unknown
3	North Marin Water District	District/Administrative Secretary	\$10,660	7/1/2011	Unknown	Unknown
4	Monterey Regional Water Pollution Control Agency	Executive Assistant/Clerk of the Board	\$10,568	6/20/2011	Unknown	Unknown
5	Elsinore Valley Municipal Water District	District Secretary - Administrative Services Supervisor / Executive Secretary - Claims Coordinator	\$10,273	1/1/2012	Unknown	Unknown
6	Soquel Creek Water District	Executive Assistant/Board Clerk	\$9,575	1/1/2012	1/1/2013	0-5%
7	San Lorenzo Valley Water District	Administrative Assistant/District Secretary	\$9,089	11/17/2011	Unknown	Unknown
8	Montecito Water District	Administrative Assistant	\$8,913	7/1/2012	Unknown	Unknown
9	City of Santa Cruz	Deputy City Clerk / Administrative Assistant to the City Manager	\$8,594	10/4/2008	Unknown	Unknown
10	Marina Coast Water District	Executive Assistant/Clerk of the Board	\$8,024	7/1/2011		
	Oro Loma Sanitary District	N/C				
Average of Comparators			\$10,488			
% Marina Coast Water District Above/Below			-30.7%			
Median of Comparators			\$10,273			
% Marina Coast Water District Above/Below			-28.0%			

NOTE: All calculations exclude Marina Coast Water District

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
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LABORATORY SUPERVISOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Water Pollution Control Agency	Laboratory Supervisor	\$13,200	6/20/2011	Unknown	Unknown
2	Las Virgenes Municipal Water District	Laboratory Supervisor	\$13,199	1/1/2009	1/1/2013	1-4%
3	North Marin Water District	Water Quality Supervisor / Senior Chemist	\$11,689	7/1/2011	Unknown	Unknown
4	Marina Coast Water District	Laboratory Supervisor	\$10,805	7/1/2011		
5	Elsinore Valley Municipal Water District	Water Quality Supervisor / Water Quality Analyst	\$10,775	1/1/2012	Unknown	Unknown
6	City of Santa Cruz	Water Quality Manager / Water Quality Chemist II	\$10,727	12/15/2007	Unknown	Unknown
7	Olaj Water District	Laboratory Analyst	\$10,628	7/1/2012	Unknown	Unknown
	Montecito Water District	N/C				
	Oro Loma Sanitary District	N/C				
	San Lorenzo Valley Water District	N/C				
	Soquel Creek Water District	N/C				
Average of Comparators			\$11,703			
% Marina Coast Water District Above/Below			-8.3%			
Median of Comparators			\$11,232			
% Marina Coast Water District Above/Below			-4.0%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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MANAGEMENT SERVICES ADMINISTRATOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Human Resources Analyst / Human Resources Manager	\$15,172	7/1/2012	Unknown	Unknown
2	Marina Coast Water District	Management Services Administrator	\$14,018	7/1/2011	Unknown	
3	Las Virgenes Municipal Water District	Human Resources Coordinator / Human Resources Manager	\$13,390	1/1/2009	1/1/2013	1-4%
4	Elsinore Valley Municipal Water District	Director of Human Resources / Human Resources Specialist	\$12,541	1/1/2012	Unknown	Unknown
5	City of Santa Cruz	Principal Human Resources Analyst	\$11,862	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			\$13,241			
% Marina Coast Water District Above/Below			5.5%			
Median of Comparators			\$12,965			
% Marina Coast Water District Above/Below			7.5%			

NOTE: All calculations exclude Marina Coast Water District

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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METER READER						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Customer Field Representative II	\$8,032	7/1/2012	Unknown	Unknown
2	North Marin Water District	Field Service Representative	\$7,744	7/1/2011	Unknown	Unknown
3	Soquel Creek Water District	Water Service Field Worker I	\$7,610	2/1/2012	Unknown	Unknown
4	Marina Coast Water District	Meter Reader	\$7,440	7/1/2011		
5	Elsinore Valley Municipal Water District	Field Service Representative	\$7,120	1/1/2012	Unknown	Unknown
6	City of Santa Cruz	Utility Service Field Technician II / Water Meter Technician	\$6,662	5/14/2011	Unknown	Unknown
7	Las Virgenes Municipal Water District	Field Customer Service Representative I	\$6,214	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			\$7,230			
% Marina Coast Water District Above/Below			2.8%			
Median of Comparators			\$7,365			
% Marina Coast Water District Above/Below			1.0%			
NOTE: All calculations exclude Marina Coast Water District						

N/C - Non Comparator

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OPERATIONS AND MAINTENANCE SUPERINTENDENT						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oro Loma Sanitary District	Director of Water Quality Services	\$20,109	6/25/2012	6/24/2013	1-5%
2	Otay Water District	Chief Water Operations / Systems Operations Manager	\$20,080	7/1/2012	Unknown	Unknown
3	Las Virgenes Municipal Water District	Water Systems Manager / Water Reclamation Manager	\$16,739	1/1/2009	1/1/2013	1-4%
4	Elsinore Valley Municipal Water District	Water Operations Manager / Wastewater Operations Manager	\$15,751	1/1/2012	Unknown	Unknown
5	Soquel Creek Water District	Operations & Maintenance Manager	\$14,727	1/1/2012	1/1/2013	0-5%
6	Monterey Regional Water Pollution Control Agency	Operations Manager / Maintenance Manager	\$14,647	6/20/2011	Unknown	Unknown
7	San Lorenzo Valley Water District	Director of Operations	\$14,260	11/17/2011	Unknown	Unknown
8	Marina Coast Water District	Operations and Maintenance Superintendent	\$13,729	7/1/2011	Unknown	Unknown
9	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	\$13,709	12/15/2007	Unknown	Unknown
10	Montecito Water District	Distribution Superintendent Treatment / Production Superintendent	\$13,525	7/1/2012	Unknown	Unknown
11	North Marin Water District	Operations/Maintenance Superintendent / Construction/Maintenance Superintendent	\$13,408	7/1/2011	Unknown	Unknown
Average of Comparators			\$15,695			
% Marina Coast Water District Above/Below			-14.3%			
Median of Comparators			\$14,687			
% Marina Coast Water District Above/Below			-7.0%			

NOTE: All calculations exclude Marina Coast Water District

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
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OPERATIONS AND MAINTENANCE SUPERVISOR						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Oro Loma Sanitary District	Supervisor Field Maintenance	\$16,412	6/25/2012	6/24/2013	1-5%
2	Las Virgenes Municipal Water District	Construction Supervisor / Water Production & Treatment Supervisor	\$12,918	1/1/2009	1/1/2013	1-4%
3	Monterey Regional Water Pollution Control Agency	Operations Supervisor	\$12,381	6/20/2011	Unknown	Unknown
4	Otay Water District	Water Systems Supervisor / Utility Maintenance Supervisor	\$12,213	7/1/2012	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Water Production Superintendent / Field Services Superintendent / Wastewater Collections System Superintendent	\$12,058	1/1/2012	Unknown	Unknown
6	North Marin Water District	Treatment & Distribution Supervisor / Maintenance Supervisor	\$11,580	7/1/2011	Unknown	Unknown
7	City of Santa Cruz	Water Distribution Supervisor IV / Water Treatment Supervisor IV / Wastewater Mains Field Crew Leader / Wastewater Mains Manager	\$11,195	12/15/2007	Unknown	Unknown
8	Montecito Water District	Distribution Chief Operator / Treatment Chief Operator	\$10,932	7/1/2012	Unknown	Unknown
9	Soquel Creek Water District	Operations Supervisor / Field Supervisor	\$10,846	1/1/2012	1/1/2013	0-5%
10	San Lorenzo Valley Water District	Field Services Supervisor / Water Treatment & System Supervisor	\$10,791	11/17/2011	Unknown	Unknown
11	Marina Coast Water District	Operations and Maintenance Supervisor	\$10,585	7/1/2011		
Average of Comparators			\$12,133			
% Marina Coast Water District Above/Below			-14.6%			
Median of Comparators			\$11,819			
% Marina Coast Water District Above/Below			-11.7%			

NOTE: All calculations exclude Marina Coast Water District

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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SYSTEM OPERATOR II									
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase			
1	Monterey Regional Water Pollution Control Agency	Operator II / Distribution Mechanic II	\$10,354	6/20/2011	Unknown	Unknown			
2	Oro Loma Sanitary District	Collection System Worker	\$10,218	6/25/2012	8/24/2013	1-5%			
3	Montecito Water District	Distribution Operator II / Treatment Operator II	\$9,056	7/1/2012	Unknown	Unknown			
4	Otay Water District	Water Systems Operator II / Utility Worker II	\$9,047	7/1/2012	Unknown	Unknown			
5	North Marin Water District	Water Distribution & Treatment Plant Operator / Pipe Worker	\$8,862	7/1/2011	Unknown	Unknown			
6	San Lorenzo Valley Water District	Field Services Worker II / Water Treatment & System Operator	\$8,858	11/17/2011	Unknown	Unknown			
7	Soquel Creek Water District	Water Systems Operator II / Construction/Maintenance Worker II	\$8,587	2/1/2012	Unknown	Unknown			
8	Marina Coast Water District	System Operator II	\$8,354	7/1/2011	Unknown	Unknown			
9	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			
10	Las Virgenes Municipal Water District	Water Worker I / Water Worker II / Water Treatment Plant Operator II	\$7,944	1/1/2010	1/1/2013	1-4%			
11	City of Santa Cruz	Water Distribution Operator II / Wastewater Mains Senior Maintenance Worker / Water Treatment Operator II	\$7,701	9/19/2009	Unknown	Unknown			
Average of Comparators			\$8,857						
% Marina Coast Water District Above/Below						-6.0%			
Median of Comparators			\$8,860						
% Marina Coast Water District Above/Below						-6.1%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

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UTILITY LABORER							#
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase	
1	Montecito Water District	Groundskeeper/Distribution Operator I	\$8,397	7/1/2012	Unknown	Unknown	
2	Soquel Creek Water District	Operations & Maintenance Worker	\$7,927	2/1/2012	Unknown	Unknown	
3	Marina Coast Water District	Utility Laborer	\$6,788	7/1/2011	Unknown	Unknown	
4	North Marin Water District	Building & Grounds Maintenance Assistant	\$6,779	7/1/2011	Unknown	Unknown	
5	City of Santa Cruz	Custodian / Parks Maintenance Worker	\$6,374	10/4/2008	Unknown	Unknown	
	Elsinore Valley Municipal Water District	N/C					
	Las Virgenes Municipal Water District	N/C					
	Monterey Regional Water Pollution Control Agency	N/C					
	Oro Loma Sanitary District	N/C					
	Otay Water District	N/C					
	San Lorenzo Valley Water District	N/C					
Average of Comparators			\$7,369				
% Marina Coast Water District Above/Below			-8.6%				
Median of Comparators			\$7,353				
% Marina Coast Water District Above/Below			-8.3%				

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator

Marina Coast Water District
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WATER CONSERVATION SPECIALIST						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Las Virgenes Municipal Water District	Water Conservation Coordinator	\$12,637	1/1/2009	1/1/2013	1-4%
2	North Marin Water District	Water Conservation Coordinator	\$11,984	7/1/2011	Unknown	Unknown
3	Otay Water District	Water Conservation Specialist / Water Conservation Manager	\$11,664	7/1/2012	Unknown	Unknown
4	Soquel Creek Water District	Water Conservation Specialist / Conservation/Public Outreach Coordinator	\$9,331	2/1/2012	Unknown	Unknown
5	City of Santa Cruz	Environmental Projects Analyst	\$9,002	10/4/2008	Unknown	Unknown
6	Marina Coast Water District	Water Conservation Specialist	\$8,501	7/1/2011		
7	Montecito Water District	Conservation Coordinator	\$8,397	7/1/2012	Unknown	Unknown
8	Elsinore Valley Municipal Water District	Conservation Specialist	\$8,311	1/1/2012	Unknown	Unknown
	Oro Loma Sanitary District	N/C				
	Monterey Regional Water Pollution Control Agency	N/C				
	San Lorenzo Valley Water District	N/C				
Average of Comparators			\$10,189			
% Marina Coast Water District Above/Below			-19.9%			
Median of Comparators			\$9,331			
% Marina Coast Water District Above/Below			-9.8%			

NOTE: All calculations exclude Marina Coast Water District

N/C - Non Comparator