

JOINT MEETING NOTICE

A REGULAR MEETING OF THE PERSONNEL COMMITTEE (1)
and
A SPECIAL MEETING OF THE BOARD OF DIRECTORS (2)
of the
CENTRAL COAST WATER AUTHORITY

will be held at 10:00 AM, April 13, 2022
at 255 Industrial Way, Buellton, California



Pursuant to Government Code section 54957.5, non-exempt public records that relate to open session agenda items and are distributed to a majority of the Committee less than seventy-two (72) hours prior to the meeting will be available on the CCWA internet web site, accessible at <https://www.ccwa.com>.

Eric Friedman
Chairman

Ed Andrisek
Vice Chairman

Ray Stokes
Executive Director

Brownstein Hyatt
Farber Schreck
General Counsel

Member Agencies

City of Buellton

Carpinteria Valley
Water District

City of Guadalupe

City of Santa Barbara

City of Santa Maria

Goleta Water District

Montecito Water District

Santa Ynez River Water
Conservation District,
Improvement District #1

Associate Member

La Cumbre Mutual
Water Company

THE FOLLOWING ITEMS WILL BE DISCUSSED AT THE MEETING OF THE COMMITTEE AND A VOTE MAY BE TAKEN FOR THE PURPOSE OF RECOMMENDING ACTION BY THE BOARD OF DIRECTORS.

AGENDA

- I. **Call to Order and Roll Call**
- II. **Public Comment-** (Any member of the public may address the Committee relating to any matter within the Committee's jurisdiction. Individual speakers may be limited to five minutes; all speakers may be limited to a total of fifteen minutes.)
- III. * **Approve April 8, 2021 Personnel Committee Meeting Minutes**
- IV. * **2022 Review of Personnel Policy Manual**
- V. * **CCWA 2022 Employee Salary and Benefits Survey Results**
- VI. **Closed Session:**
 - A. Public Employee Performance Evaluation - Government Code Section 54957
Title: Executive Director
 - B. Conference with Labor Negotiator - Government Code Section 54957.6
Name of Negotiator: Jeffrey Dinkin
Unrepresented Employees: Executive Director, Deputy Director
- VII. **Return to Open Session**
- VIII. **Reports from Committee Members for Information Only**
- IX. **Date of Next Meeting: Unscheduled**
- X. **Adjournment**

* Indicates attachment of document to agenda packet.

(1) The meeting is a committee meeting.
(2) The meeting is a special meeting of the Board of Directors, but no action may be taken on any items on the agenda except to the extent of making a recommendation for action to a regular meeting of the Board of Directors.

**MINUTES OF THE
CENTRAL COAST WATER AUTHORITY
MEETING OF THE PERSONNEL COMMITTEE ¹
AND SPECIAL MEETING OF THE BOARD OF DIRECTORS ²**

April 8, 2021

The Committee meeting was conducted pursuant to California Government Code Section 54953 and Governor Newsom's Executive Order, N-29-20, temporarily suspending portions of the Brown Act to implement social distancing in response to the COVID-19 pandemic. Members of the Committee participated in this meeting by video call or telephone. Public Comment on agenda items also occurred telephonically.

Ms. Lisa Watkins, Board Secretary, confirmed that all Committee members could hear each other, had received a copy of the meeting agenda, and could hear the proceedings.

I. Call to Order and Roll Call

Director Wicks called the April 8, 2021, Central Coast Water Authority Personnel Committee meeting to order at 11:00 a.m.

Committee Members in Attendance:

| | |
|---------------|--------------------------|
| Ed Andrisek | City of Buellton |
| Shad Springer | City of Santa Maria |
| Floyd Wicks | Montecito Water District |

Staff in Attendance:

| | |
|--------------|-------------------------|
| Ray Stokes | CCWA Executive Director |
| John Brady | CCWA Deputy Director |
| Lisa Watkins | CCWA Secretary |

II. Public Comment

There was no public comment.

III. Approve June 2, 2020 Personnel Committee Meeting Minutes

Following discussion, motion to approve the minutes of the June 2, 2020 meeting was made by Director Andrisek, seconded by Director Wicks and carried following a roll call vote with Directors Andrisek, and Wicks in favor, Springer abstaining and none opposed.

IV. 2021 Review of Personnel Policy Manual

Ray Stokes, CCWA Executive Director, noted there was a memo detailing recommended changes to the CCWA Personnel Policy manual from CCWA's Personnel

¹ The meeting is a Committee meeting.

² The meeting is a special meeting of the Board of Directors, but no action may be taken on any items on the agenda except to the extent of making a recommendation for action to a regular meeting of the Board of Directors.

Counsel, Jeff Dinkin, included in the meeting materials. Some of the changes proposed are mandated by law, but one was at the request of CCWA.

Mr. Dinkin, reviewed the revisions necessary due to recent changes, noting four recommended changes to the manual, three to conform with legal definitions and one to address a clarification in operations, as follows:

1. Sick Leave. We suggest revising the Sick Leave provisions in the Manual to conform to the definition of “parent” set forth in the governing statutory provision and to clarify that an employee can take paid sick leave to care for a child regardless of the child’s age or dependency status. This requires revisions to the third paragraph of Section 3.4.1 of the Manual as follows:

Except as otherwise provided in this Manual, sick leave may be taken for a normally scheduled work period for the diagnosis, care or treatment of an existing health condition of, or preventative care for, an employee or an employee’s qualifying family member. "Qualifying family member" is defined as the employee's spouse; child (including biological, foster or adopted child, stepchild, legal ward, or child of a person standing in loco parentis, regardless of age or dependency status); a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child; ~~parent;~~ domestic partner as defined in California Family Code section 297; ~~child of a domestic partner;~~ ~~parent of employee’s spouse or domestic partner;~~ grandparent; ~~and~~ sibling; and when permanently residing with the employee, the employee's father-in-law and mother-in-law. Regularly scheduled work hours absent for medical and dental appointments will be treated as sick leave. Employees who are victims of domestic violence, sexual assault, or stalking may also use paid sick leave absences from regularly scheduled work to seek medical attention, obtain services from a shelter or crisis center, obtain counseling, or go to court. CCWA may request a written verification from a qualified health care provider for all absences due to the employee's illness, injury, or disability or the ability of the employee to return to work following the use of sick leave as provided in Section 3.4.2. CCWA may also request appropriate verification for the employee's use of sick leave in connection with a qualifying family member to confirm that the sick leave was used for a purpose consistent with this provision.

2. Other Legally Required Leaves of Absences. Legislation effective January 1, 2021 expands existing law providing protected leave for employees who are victims of domestic violence, sexual assault, or stalking, to now include leave for victims of other crimes or offenses “that caused physical injury or that caused mental injury and a threat of physical injury” as well as other related reasons. We suggest revision Section 3.8 of the Manual to read as follows:

“In addition to the leaves of absences discussed in this Section 3, CCWA will provide employees a leave of absence when otherwise required by law, including appearance by a parent at school when requested as provided for in the Education Code, performance of emergency duty by a volunteer firefighter, reserve peace officer or emergency rescue personnel, and time off relating to victims of domestic violence, ~~or~~ sexual assault or certain crimes, and alcohol and drug rehabilitation leave. Whenever possible, employees shall provide reasonable advance notice of the need for a legally required leave of absence. This leave will be unpaid for nonexempt employees. For exempt employees, this leave will be unpaid only as allowed by law. Employees may use accrued vacation time and, where appropriate, accrued sick leave while on leave.

3. Paid Family Leave Insurance. Legislation effective January 1, 2021 expands the reasons for which an employee may qualify for paid leave insurance, a program administered by the Employment Development Department that provides income replacement similar to State Disability Insurance, except for specified reasons other than an employee’s personal injury or illness. We suggest revising the first paragraph of Section 3.21.1 of the Manual to read as follows:

“Employees are also covered under the Paid Family Leave insurance program (PFL), with the cost of such coverage also being paid by each Employee as a deduction from his/her paycheck. Similar to the State Disability Insurance program, PFL will be administered by the California Employment Development Department (EDD). PFL provides up to eight weeks of wage replacement benefits to employees who take time off work to care for a seriously ill child, spouse, parent, or domestic partner, ~~or~~ to bond with a new child, or due to a qualifying exigency related to the active duty or call to active duty of the employee’s spouse, domestic partner, child, or parent in the Armed Forces of the United States.

4. Overtime. To further clarify that when time worked is paid at 1.5 times the employee’s regular rate of pay, the employee is not eligible for an additional 1.5 pay premium when the time worked is overtime. We suggest revising the following portion of Section 1.12(1) of the Manual to read as follows:

“The following hours are excluded from the calculation in determining hours worked in excess of 40 in a workweek:

- Compensatory time taken; ~~and~~
- Time worked and paid at the overtime premium rate;
- and” [Rest of section continues unchanged]

Upon a motion by Director Andrisek, seconded by Director Springer and carried following a roll call vote with Directors Wisk, Andrisek and Springer in favor and none opposed, the committee recommended Board approval of the changes to the CCWA Personnel Policy Manual.

The Committee adjourned to closed session at 11:15.

V. Closed Session:

- A. Public Employee Performance Evaluation - Government Code Section 54957
Title: Executive Director
- B. Conference with Labor Negotiator - Government Code Section 54957
Unrepresented Employees: Executive Director, Deputy Director

VI. Return to Open Session

The Committee reconvened to open session at 12:55.

Upon reopening the meeting, the Committee announced that it had met to consider salary changes for the Executive Director and Deputy Director, to evaluate the Executive Director and had provided direction to the labor negotiator.

VII. Reports from Committee Members for Information Only

There were no reports from Committee Members.

VIII. Date of Next Meeting: Unscheduled

IX. Adjournment

The meeting was adjourned at 12:57 PM.

Respectfully submitted,

Elizabeth Watkins
Secretary to the Board

/lfw




CENTRAL COAST WATER AUTHORITY

MEMORANDUM

April 5, 2022

TO: CCWA Personnel Committee

FROM: Ray A. Stokes 
Executive Director

SUBJECT: 2022 Review of Personnel Policy Manual

DISCUSSION

Each year, the CCWA personnel attorney and CCWA staff review the personnel policy manual to identify needed changes based on personnel law changes and operational changes requiring changes or modifications to the manual.

Attached is a memo from the CCWA personnel attorney describing the proposed changes to the CCWA Personnel Policies and Procedures Manual.

Staff will provide an overview of the proposed changes at the Personnel Committee meeting.

RECOMMENDATION

That the Personnel Committee recommend CCWA Board approval of the proposed changes to the Personnel Policy Manual as outlined in the attached memo.

RAS

Attachment

STRADLING YOCCA CARLSON & RAUTH, P.C.

MEMORANDUM

TO: Ray Stokes, Executive Director **FILE NUMBER:** 102869-0001
FROM: Jeffrey Dinkin
DATE: April 5, 2022
SUBJECT: 2022 Review of Personnel Policy Manual

I have reviewed the CCWA Personnel Policy Manual (“Manual”), consulted with Lisa Watkins, and suggest revisions to the section of the Manual addressing leaves under the federal Family and Medical Leave Act (“FMLA”) and the California Family Rights Act (“CFRA”). The revisions are necessitated by recent legislation that eliminated the CFRA requirement that the requisite number of employees work within 75 miles of the worksite. Accordingly, the provisions related to the New Parents Leave Act have been eliminated and provisions related to CFRA leave inserted. The revised provisions of the Manual, redlined to show the changes, follow.

Family Care And Medical Leave (FMLA/~~NPLA~~CFRA)

Eligibility

CCWA provides unpaid leaves of absence for family care and medical leave, and bonding with a new child in accordance with the federal Family and Medical Leave Act (the FMLA) and ~~California’s New Parent Leave Act~~the California Family Rights Act (the ~~NPLA~~CFRA). To be eligible for FMLA and/or ~~NPLA~~CFRA Leave, an employee must (1) have worked for CCWA for at least twelve months prior to the date on which the leave is to commence, and (2) have worked at least 1,250 hours in the twelve months preceding the leave.

FMLA/CFRA Leave

Permissible Uses

“Family care leave” may be requested under the FMLA and CFRA for (1) To care for or bond with your newborn child; (2) Placement of an adopted or foster care child with you; (3) To care for your child, grandchild, parent, parent in law, grandparent, sibling, spouse or registered domestic partner who has a serious health condition; or (4) To deal with a “Qualifying Exigency” arising out of the fact that your spouse, son, daughter, parent, or for CFRA only, your domestic partner is on active duty, or has been notified of an impending call to active duty status, in support of a “Contingency Operation.” Qualifying Exigencies include, but are not limited to, such needs relating to the call to active duty as (a) issues arising from a short notice deployment with seven or less days of notice, (b) having to attend to childcare and school concerns, (c) attending military events, and (d) appointments to deal with financial or legal affairs, (e) counseling, (f) parental care activities, (g) rest and recuperation, (h) post-deployment activities. To additional qualifying exigencies, please contact the Human Resources Department. Additionally, FMLA and CFRA leave can be requested for a serious health condition that prevents you from performing one or more of the essential functions of your position.

SUBJECT TO ATTORNEY-CLIENT PRIVILEGE

~~the birth or adoption of an employee's child, (2) the placement of a foster child with the employee; or (3) the serious health condition of an employee's child, spouse, or parent. "Medical leave" may be requested under the FMLA for an employee's own serious health condition. A "serious health condition" is one that requires either in-patient care in a medical facility or continuing treatment or supervision by a health care provider.~~

~~"Qualifying exigency leave" may be requested under the FMLA for qualifying exigencies arising out of the fact that an employee's spouse, son, daughter, or parent is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation. "Qualifying exigencies" include certain absences related to short-notice deployment, military events and related activities, childcare and school activities, financial and legal arrangements, counseling, rest and recuperation, post-deployment activities, and additional activities. Employees may contact the Executive Director or his or her designee for more information about what qualifies as a "qualifying exigency."~~

"Military caregiver leave" may be requested under the FMLA only to care for a "covered service member" if the employee is a spouse, child, parent, or next of kin of the "covered service member." A "covered service member" is:

- a member of the Armed Forces, including the National Guard and Reserves, who, because of a serious injury or illness incurred in the line of duty while on active duty may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating, is: (1) undergoing medical treatment, recuperation, or therapy; (2) in outpatient status; or (3) on the temporary disability retired list; or
- a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of 5 years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

Amount of CFRA/FMLA Leave Available

Provided all the conditions of this policy are met, an employee may take a maximum of twelve weeks total of family care leave, medical leave, and qualifying exigency leave under the FMLA/CFRA in a rolling 12-month period. This rolling 12-month period is measured backward from the date your leave is to commence to determine the amount of leave you have available. This 12-~~week~~month period commences on the first day on which the first family care leave, medical leave, or qualifying exigency leave is taken under the FMLA/CFRA. Spouses who are both employed by CCWA may each take ~~take a maximum combined a~~ total of twelve weeks of family care leave under the FMLA/CFRA in a 12-month period for the birth, adoption, or foster care of their child.

Provided all of the conditions of this policy are met, an employee may take up to 26 weeks total of a combination of all leaves under the FMLA during a 12-month period (up to 12 weeks of which may be for FMLA leave other than military caregiver leave). The 12-month period used to measure this entitlement will

commence upon the first use of military caregiver leave under the FMLA for a covered service member's particular injury.

Generally, FMLA and CFRA leaves run concurrently, and the combined total leave you may take in a rolling 12-month period is 12 weeks. However, there are some exceptions. For example, FMLA medical leave an employee takes for disabilities associated with pregnancy or childbirth will not count towards the employee's 12 weeks of available CFRA leave and the employee will have up to 12 weeks of CFRA leave to bond with their new baby, after their disability has ended. This leave must be used within 1 year of the child's birth. If the employee adopts or fosters a child, they can take this bonding leave within a year of the child's adoption or placement. –Please check with the Human Resources for further clarification on when FMLA and CFRA leaves do not run concurrently.

NPLA Leave

~~Upon request, an eligible employee may take up to twelve weeks of parental leave to bond with a new child within one year of the child's birth, adoption, or foster care placement.~~

~~If both parents work for CCWA and are eligible for parental leave under this provision, CCWA will grant a maximum combined total of twelve weeks of leave to the employee. CCWA may, but is not required to, grant simultaneous leave to both employees.~~

Intermittent Leave

FMLA/~~NPLA~~-CFRA Leave taken for the birth, adoption, or foster care placement of a child must be commenced within the first year of the birth, adoption, or placement. Further, leave taken for the birth, adoption, or foster care placement of a child may not be taken intermittently or on a reduced schedule without CCWA's permission, except that if the leave is taken pursuant to the ~~NPLA~~-FMLA/CFRA the employee may take leave in minimum durations of two weeks, and CCWA shall also grant at least two requests for leave of less than two week' duration by the employee. Qualifying exigency leave under the FMLA/CFRA may be taken on an intermittent or reduced schedule as required by the qualifying exigency. FMLA/CFRA Leave for any other reason may be taken intermittently or on a reduced schedule where medically necessary. If leave is authorized to be taken intermittently or on a reduced schedule, CCWA retains the discretion to transfer the employee temporarily to an alternative position with equivalent pay and benefits which better accommodates the employee's leave schedule.

Substitution of Paid Leave

Employees are required to substitute accrued vacation time and other paid personal leave (except sick leave) for all FMLA/CFRA Leaves, ~~and are entitled, but not required, to substitute accrued vacation time and other paid personal leave time, including sick leave, for all NPLA Leaves.~~ Employees are required to substitute accrued sick leave only for FMLA/CFRA Leaves taken for an employee's own serious health condition. Employees

may elect to substitute sick leave for other types of FMLA Leave. If the employee is receiving payments from State Disability Insurance (SDI) or Paid Family Leave (PFL) while on FMLA/~~NPLA~~-CFRA leave, the accrued paid leave time will only be used in an amount which supplements the SDI payment such that the employee receives the full amount of his or her regular compensation as an active employee.

The substitution of paid leave for FMLA/~~NPLA~~-CFRA Leave does not extend the total duration of FMLA/~~NPLA~~-CFRA Leave to which an employee is entitled. For example, if an employee has accrued four weeks of unused paid vacation time at the time of a request for FMLA/~~NPLA~~-CFRA Leave, that paid vacation time will be substituted for the first four weeks of FMLA/~~NPLA~~-CFRA Leave, leaving up to eight additional weeks of unpaid FMLA/~~NPLA~~-CFRA Leave.

Leave's Effect on Pay

Except to the extent that other paid leave is substituted for FMLA/~~NPLA~~-CFRA Leave,

FMLA/~~NPLA~~-CFRA Leave is unpaid.

Leave's Effect on Benefits

During an employee's FMLA/~~NPLA~~-CFRA Leave, CCWA shall continue to pay for the employee's participation in CCWA's group health plans to the same extent and under the same terms and conditions as would apply had the employee not taken leave. Employees are required to continue to make any payments they normally make towards healthcare coverage premiums while on leave. In the event an employee on leave fails to make timely payment for their portion of healthcare coverage premiums, the Authority will notify the employee of such failure and, if payment is not made, terminate the coverage.

If the employee fails to return from the leave at its expiration for a reason other than the recurrence, onset or continuation of a serious health condition or other circumstances beyond the employee's control, CCWA is entitled to recover any health premiums paid by CCWA on the employee's behalf during any unpaid period of the leave.

Employees on FMLA/~~NPLA~~-CFRA Leave accrue employment benefits, such as holidays, sick leave, vacation benefits, or seniority, only when paid leave is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid leave to supplement SDI payments as discussed in Section 3.5.56 above, he or she will accrue employment benefits on a pro rata basis.

Procedure for Requesting Family Care and Medical Leave

Notice Requirements

Employees should notify the Deputy Director of their request for FMLA/~~NPLA~~-CFRA Leave as soon as they are aware of the need for such leave. For foreseeable events if possible, the employee shall provide thirty calendar days advance written notice to the Deputy Director of the need for FMLA/~~NPLA~~-CFRA Leave. For events that are unforeseeable thirty days in advance, but are not emergencies, the

employee must notify the Deputy Director, in writing, as soon as he or she learns of the need for the leave, ordinarily no later than two to three working days after the employee learns of the need for the leave. If the FMLA/~~NPLA~~/CFRA leave is requested in connection with a planned, non-emergency medical treatment, the employee may be requested to reschedule the treatment so as to minimize disruption of CCWA's business.

If an employee fails to provide the requisite 30-day advance notice for foreseeable events without any reasonable excuse for the delay, CCWA reserves the right to deny the taking of the leave.

All requests for FMLA/~~NPLA~~/CFRA Leave should include anticipated date(s) and duration of the leave. Any requests for extensions of such a leave must be received at least ten working days before the date on which the employee was originally scheduled to return to work and must include the revised anticipated date(s) and duration of the leave.

Certification

Any request for FMLA/~~NPLA~~/CFRA Leave must be supported by proper certification of the need for leave. Employees must provide the required certification within fifteen calendar days after CCWA's request for certification. Failure to provide the required certification may result in the denial of foreseeable leaves until such certification is provided. In the case of unforeseeable leaves, failure to provide the required certification within fifteen days of being requested to do so may result in a denial of the employee's continued leave. Any request for an extension of the leave also must be supported by an updated certification.

Certification of FMLA/~~NPLA~~/CFRA Leave to care for a child, spouse, domestic partner as defined in [California](#) Family Code Section 297, [parent-in-law](#), or parent with a serious health condition shall include (1) the date on which the serious health condition commenced; (2) the probable duration of the condition; (3) the health care provider's estimate of the amount of time needed for family care; and (4) the health care provider's assurance that the health care condition requires family care leave.

Certification of FMLA/~~NPLA~~/CFRA Leave for the employee's own serious health condition shall include (1) the date on which the serious health condition commenced; (2) the probable duration of the condition; (3) a statement that, due to the serious health condition, the employee is unable to perform the functions of his or her position. In addition, CCWA may require the employee to obtain a second opinion from a doctor of CCWA's choosing at CCWA's expense. If the employee's health care provider and the doctor providing the second opinion do not agree, CCWA may require a third opinion, also at CCWA's expense, performed by a mutually agreeable doctor who will make a final determination. Before permitting the employee to return to work, CCWA may also require the employee to provide a written verification from the employee's health care provider that indicates that he or she is fit to return to work. When determining whether an employee who is disabled within the meaning of the federal disability law is able to return to work, the health care provider should make an individualized assessment of whether the employee

can, with or without reasonable accommodation, perform the essential functions of the employee's position.

Certification of a military caregiver leave under the FMLA shall be either (1) an appropriate medical certification from an authorized health care provider or (2) a copy of an Invitation Travel Order or Authorization issued by the Department of Defense.

The nature and format of the certification of a qualifying exigency leave under the FMLA/[CFRA](#) will vary depending on the nature of the qualifying exigency, and will typically include a copy of the active duty orders for the employee's spouse, son, daughter, or parent.

Leave's Effect on Reinstatement

An employee returning from FMLA/~~NPLA~~-[CFRA](#) Leave is entitled to reinstatement to the same or comparable position consistent with applicable law, provided that the total period of the FMLA/~~NPLA~~-[CFRA](#) Leave does not exceed the employee's maximum leave entitlements as described above. CCWA retains the right to deny reinstatement to employees taking FMLA leave who are among the highest paid ten percent (10%) of CCWA's employees or whose reinstatement would cause substantial and grievous economic injury to the CCWA's operations ("key employees").

Employees who take Family Care and Medical Leave for their own serious health condition must provide medical certifications [prior to their return to work](#) verifying that they are able to return to work ~~in the same manner as employees who return to work from other types of medical leave~~[with or without accommodation](#).

Extended Medical Leave of Absence

An employee who is unable to return to work from FMLA/[CFRA](#) Leave because of the continuation of the employee's own serious health condition, or because of the continuation of the serious health condition of the employee's child, spouse, domestic partner as defined in California Family Code Section 297, [parent-in-law](#), or parent, that brought about the FMLA/[CFRA](#) Leave, and an employee who is unable to return to work from pregnancy-related disability leave under Section 3.6, may take an Extended Medical Leave of Absence after his or her FMLA/[CFRA](#) Leave is exhausted as provided for in this Section, or after her pregnancy-related disability leave is exhausted as provided for in Section 3.6. Employees unable to return to work from FMLA/[CFRA](#) Leave or pregnancy-disability leave for any other reason are not entitled to take an Extended Medical Leave of Absence under this policy. An Extended Medical Leave of Absence may run concurrently with other leaves of absence, such as a leave of absence under Section 3.7. An employee may not be granted another Extended Medical Leave of Absence within twenty-four months of the conclusion of a previous Extended Medical Leave of Absence.

CCWA reserves the right to request supporting medical and/or other appropriate documentation of the employee's need for Extended Medical Leave of Absence, and the date the employee is anticipated to be able to return to work and perform the essential functions of his or her job, with or without reasonable accommodation.

Time spent on an Extended Medical Leave of Absence is unpaid, except to the extent that other paid leave is substituted for Extended Medical Leave of Absence. Employees are required to substitute accrued vacation time and other paid personal leave (including sick leave) for time spent on an Extended Medical Leave of Absence. If the employee is receiving payments from State Disability Insurance ("~~SDI~~"), Paid Family Leave benefits ("PFL"), or worker's compensation benefits, the accrued paid leave time will only be used in an amount which supplements the SDI, PFL or worker's compensation payment such that the employee receives the full amount of his or her regular compensation as an active employee.

Provided that the other requirements of this policy are met, the maximum amount of time that an employee may remain on Extended Medical Leave of Absence is the longer of the following two time periods: (1) ninety days from the start of the Extended Medical Leave of Absence (the duration of the ninety day period is not extended if the employee takes Extended Medical Leave on an intermittent basis); or (2) the time period required to exhaust the employee's total accrued vacation time and other paid personal leave time (including compensatory time, sick leave and Donated Sick Leave Time) during the Extended Medical Leave of Absence.

CCWA reserves the right to deny an employee's request for an Extended Medical Leave of Absence, to limit the maximum amount of time that an employee may remain on an Extended Medical Leave of Absence to less than ninety days, or to limit how long an Extended Medical Leave of Absence may continue beyond ninety days regardless of an employee's accrued vacation or other paid personal leave time balances, when granting the Extended Medical Leave of Absence or the continuation of the Extended Medical Leave of Absence would be contrary to the operational or business needs of CCWA, as determined in the discretion of CCWA.

Employees on an Extended Medical Leave of Absence accrue employment benefits, such as holidays, sick leave and vacation benefits, only when paid leave, except Donated Sick Leave Time, is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid leave to supplement SDI payments as discussed above, he or she will accrue employment benefits on a pro rata basis.

During an Extended Medical Leave of Absence, up to a maximum of ninety days, CCWA shall continue to pay for the employee's participation in CCWA's group health plans for medical, dental and vision insurance to the same extent and under the same terms and conditions as would apply had the employee not taken leave. During an employee's Extended Medical Leave of Absence, Employees are required to continue to make any payments they normally make towards healthcare coverage. However, employees are not eligible for coverage for long term disability insurance or for life insurance during the period the employee is on an Extended Medical Leave of Absence, and coverage under long term disability insurance and life insurance will not continue during the Extended Medical Leave of Absence. In the event an employee on an Extended Medical Leave of Absence fails to make timely payment for their portion of healthcare coverage premiums, CCWA will notify the employee of such failure and, if payment is not made, terminate the coverage. If the Extended Medical Leave of Absence exceeds ninety days, CCWA will stop making any further employer contributions toward any employee benefit plan while off work on Extended Leave of Absence unless the employee is utilizing accrued vacation, sick or compensatory time, but excluding Donated Sick Leave Time. Upon CCWA ceasing to making employer contributions as discussed above, the employee may elect to continue participating in enrolled employee benefit plans (medical, dental and vision insurance only), at the employee's own expense, to the extent permitted by such plans.

An employee returning from Extended Medical Leave of Absence is entitled to reinstatement to the same or comparable position. Employees who take Extended Medical Leave of Absence must provide medical certifications verifying that they are able to return to work in the same manner as employees who return to work from other types of medical leave.

An employee who is unable to return to work upon the conclusion of an Extended Medical Leave of Absence may be terminated from employment with CCWA unless otherwise required by law. CCWA reserves the right to request supporting medical and/or other appropriate documentation of the employee's need to remain off work after the conclusion of his or her Extended Medical Leave of Absence, and the date the employee is anticipated to be able to return to work and perform the essential functions of his or her job, with or without reasonable accommodation. Sick leave time accruing to the employee's sick leave balance as a result of donations under the Donated Leave Program (Section 3.3.2) cannot be used to extend the time an employee may remain off work after the conclusion of an Extended Medical Leave of Absence.

Pregnancy-Related Disability

CCWA provides unpaid leaves of absence for pregnancy leave for up to four months in accordance with the California Fair Employment and Housing Act. Any employee who is disabled on account of pregnancy, childbirth, or a related condition may take a pregnancy-related disability leave of up to four months, in addition to FMLA/~~NPLA-CFRA~~ Leave to which the employee may be entitled under Section 3.5 above. [Pregnancy-related disability leave may be taken intermittently or on a reduced schedule basis when deemed to be medically advisable by the employee's healthcare provider.](#)

Pregnancy-related disability leave [is unpaid](#) will run concurrently with leave under the ~~Family and Medical Leave Act~~ FMLA described in Section 3.5. An employee taking pregnancy-related disability leave may substitute accrued sick leave, vacation or compensatory time for all or a portion of the pregnancy related disability leave. If the employee is receiving payments from State Disability Insurance (SDI) while on pregnancy-related disability leave, the accrued paid leave time will only be used in an amount which supplements the SDI payment such that the employee receives the full amount of her regular compensation as an active employee. If the employee is using accrued paid leave to supplement SDI payments, she will accrue employment benefits, including holidays, on a pro rata basis. The concurrent running of leave under the Family and Medical Leave Act and the substitution of paid leave for pregnancy-related disability leave does not extend the total duration of the leave to which an employee is entitled.

During an employee's pregnancy-related disability leave, CCWA shall continue to pay for the employee's participation in CCWA's group health plans to the same extent and under the same terms and conditions as would apply had the employee not taken leave. Employees are required to continue to make any payments they normally make towards healthcare coverage premiums while on leave. In the event an employee on leave fails to make timely payment for their portion of healthcare coverage premiums, the Authority will notify the employee of such failure and, if payment is not made, terminate the coverage.

CCWA is entitled to recover any health premiums paid by CCWA on the employee's behalf during any unpaid period of the pregnancy-related disability leave if the employee fails to return from the leave for a reason other than one of the following: (1) the employee takes FMLA/CFRA Leave; (2) the continuation, recurrence or onset of a serious health condition or serious injury or illness that

would entitle the employee to take FMLA/CFRA Leave; or (3) other circumstances beyond an employee's control as provided by law.

Employees on pregnancy-related disability leave accrue employment benefits, such as holidays, sick leave, vacation benefits, or seniority, only when paid leave is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid leave to supplement SDI payments as discussed in Section 3.5.45 above, he or she will accrue employment benefits on a pro rata basis.

The provisions of the CCWA's Family Care and Medical Leave policy regarding the leave's effect on pay (Section 3.5.65), notice requirements (Section 3.5.78.1), medical certification requirements (Section 3.5.78.2), and reinstatement (Section 3.5.89) also apply to all pregnancy-related disability leaves. However, for pregnancy-related disabilities, there is no process for obtaining more than one medical opinion, and there is no reinstatement exception for key employees. For the purpose of applying those provisions, an employee's pregnancy-related disability is considered to be a serious health condition.




CENTRAL COAST WATER AUTHORITY

MEMORANDUM

April 6, 2022

TO: CCWA Personnel Committee

FROM: Ray Stokes, Executive Director 

SUBJECT: CCWA 2022 Employee Salary and Benefits Survey Results

SUMMARY

Beginning in 2016, the CCWA Board directed staff to prepare a compensation and benefits analysis every five years through a third party consultant. The compensation and benefits analysis is used to ensure that the salaries and benefits provided by CCWA are comparable to other similar agencies, so that CCWA remains competitive in retaining and attracting highly qualified employees.

DISCUSSION

In 2021 CCWA retained the firm of Koff & Associates, who had prepared the benefit survey in 2016, using the peer agencies approved by the Board in 2016 as comparators. The study was conducted on the same framework as the 2016 study, using the same benchmark positions, and the same +5% to -5% of comparator median as the action level for recommendation for changes to classifications. For this type of study, being within 5% generally means that the salaries are at or close to the median of the range and do not require adjustment.

The data and results from the Central Coast 2022 Total Compensation Study Draft Report have been included with the meeting materials, and posted to the CCWA website with the Executive Summary and associated pages from the report included as an attachment to this report. Koff & Associates staff will also be present at the April 13, 2022 Personnel Committee meeting to answer questions related to the study.

The results of the study indicate that CCWA is remaining reasonably competitive in salaries, within the +5% to -5% of comparator median for the majority of positions. The exceptions to this were the Controller, Distribution Supervisor, Laboratory Analyst, IT/Instrumentation and Control Specialist, Maintenance Superintendent, Office Manager and Water Treatment Plant Operator classifications. Recommendations in the study include new salary range placement for those positions to bring them in to market ranges. The budget effect of these changes is minor, as with the exception of the Controller, the current incumbents of these classifications are all within the proposed salary ranges.

The study also indicates that CCWA has fallen behind its peers in its benefit offerings. This is in large part due to the comparator agencies that participate in Social Security, which CCWA does not. However, the study reports that a large percentage of the comparator agencies provide a more robust health benefit, as well as several that contribute to deferred compensation plans.

(A noted exception is Antelope Valley/East Kern Water Agency provides a deferred compensation retirement benefit in lieu of CalPERS.) Discrepancy in the amount of leave was also noted, with CCWA providing a lower value leave packet than the majority of comparators.

RECOMMENDATIONS

Following review of the 2022 Total Compensation Study Report, staff recommends the following changes to the CCWA compensation and benefit structure to bring CCWA's compensation structure and benefits into alignment with its peers:

- Make the following adjustments to the salary ranges as proposed in the study:
 - Controller position from salary range 43 to 49 (*discussed below*)
 - Maintenance Superintendent from salary range 35 to 38
 - Office Manager from salary range 31 to 35
 - Distribution Supervisor from salary range 30 to 34
 - IT/Instrumentation and Control Specialist from salary range 27 to 28
 - Water Treatment Plant Operator from salary range 21 to 23
 - Laboratory Analyst from salary range 14 to 19

Note: All proposed pay range adjustments listed above do not require an adjustment to achieve the minimum monthly amount of the new range with the exception of the Controller position discussed below.

Controller Position and Range Placement

The CCWA Controller position is currently placed in pay range 43, while the market placement indicates a pay range of 49, a 14% increase. In order to bring the Controller position up to the pay range 49, it is recommended that the pay range be adjusted over the course of three years, so that in year one the pay range would be based on pay range 45, year two, range 47 and finally in year three, pay range 49.

- Provide a second floating holiday to all staff.
 - *Estimated Annual Cost: No anticipated cost.*
- Increase the employer paid life insurance amount from \$100,000 to \$250,000
 - *Estimated annual cost of \$6,500*
- Provide up to 5% of salary matching contribution to 457b plan contributions up to the maximum annual contribution limit excluding the over age 50 catch-up provision:
 - *Estimated annual cost based on CCWA employees currently contributing: \$38,000/year*
 - *If current employees participate that are not currently contributing to the 457b plan, the estimated cost will be higher.*
- Discontinue current policy of requiring a staff contributions to health plan costs and instead base CCWA health insurance contribution amounts on the lowest cost plan available to CCWA through its health care provider, CalPERS.
 - *Estimated annual savings due to a decrease in the current cafeteria plan contribution amounts: \$95,000/year*
- Include paid travel time for Operations Staff when they are called back to a work location with less than 12 hours' notice, whether they are on standby or not.
 - *Estimated Annual Cost: Unknown, but expected to be minor*

- Provide a longevity stipend of a lump sum payment on employee anniversary date after five years of \$100, increasing to \$200 in year ten, \$300 in year fifteen and \$500 in year twenty and \$500 every five year anniversary thereafter.
 - *Estimated annual costs: 1st year approximately \$7,300 to recognize recent anniversaries and less than \$2,000 annually in the following year.*

Total estimated annual costs of proposed budget changes:

| Estimate Costs of Adjustments | Fiscal Impact |
|---|----------------------|
| Controller Position Adjustment (1st year only) | \$ 5,112 |
| Deferred Compensation (current contributors only) | 38,658 |
| Life insurance Policy Coverage Amt Increase | 6,633 |
| Health Insurance Premium | (95,462) |
| Longevity Pay (1st year only-less in following years) | 7,300 |
| Total Savings: | \$ (37,759) |

RECOMMENDED PERSONNEL COMMITTEE ACTION

That the CCWA Personnel Committee recommend CCWA Board acceptance of the “2022 Total Compensation Study Report” and that the CCWA Board approve the changes to the employee compensation and benefits as outlined in this report.

RAS

Attachment



Koff & Associates
A Gallagher Company

March 31, 2022

Total Compensation Study Draft Report

Central Coast Water Authority

KOFF & ASSOCIATES

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Koff & Associates
A Gallagher Company

March 31, 2022

Ray Stokes
Executive Director
Central Coast Water Authority
255 Industrial Way
Buellton, CA 93427

Dear Mr. Stokes:

Koff & Associates is pleased to present the Total Compensation Study Draft Report to the Central Coast Water Authority. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with Central Coast Water Authority and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Georg Krammer
Managing Director



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- Appendix I: Results Summary
- Appendix II: Market Compensation Findings
- Appendix III: Proposed Salary Range Schedule
- Appendix IV: Salary Range Placement Recommendations
- Appendix V: Additional Benefits



EXECUTIVE SUMMARY

Background

Koff & Associates (“K&A”) conducted a comprehensive Total Compensation Study for Central Coast Water Authority (“CCWA”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the Board of Directors and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows CCWA to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of CCWA; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across CCWA.

The goals of the compensation study are to assist CCWA in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of CCWA with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- CCWA’s **base salaries, overall, in comparison to the market median are 5.6% below the market.**
- CCWA’s **total compensation, overall, in comparison to the market median is 15.1% below the market.**
- CCWA’s **benefits package** puts CCWA in a less competitive position compared to the market and, therefore, salary decisions should be based on base salary versus total compensation market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 20 classifications all of which were selected as benchmarks in order to collect salary and benefits data within the defined labor market. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring CCWA’s overall compensation plan to the market.

The benchmark classifications are listed in Table 1.



Table 1. Benchmark Classification

| Classification Title |
|---|
| 1. Accounting Technician |
| 2. Administrative Assistant |
| 3. Controller |
| 4. Deputy Director of Operations and Engineering |
| 5. Distribution Supervisor |
| 6. Distribution Technician |
| 7. Engineering Technician |
| 8. Executive Director |
| 9. IT/Instrumentation and Control Specialist |
| 10. Laboratory Analyst |
| 11. Maintenance Foreman |
| 12. Maintenance Superintendent |
| 13. Maintenance/Instrumentation Calibration and Repair Technician |
| 14. Office Manager |
| 15. Plant Maintenance Technician |
| 16. Safety & Environmental Specialist |
| 17. Senior Accountant |
| 18. Senior Chemist |
| 19. Water Treatment Plant Operator |
| 20. Water Treatment Plant Supervisor |

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. For this study, agencies that CCWA has historically used for compensation comparison were used. Table 2 below provides a list of the comparator agencies.



Table 2. Comparator Agencies

| Agency |
|---|
| 1. Antelope Valley East Kern Water Agency |
| 2. Calleguas Municipal Water Agency |
| 3. Casitas Municipal Water District |
| 4. City of Santa Maria |
| 5. Goleta Water District |
| 6. Kern County Water Agency |
| 7. San Diego County Water Authority |
| 8. San Juan Water District |
| 9. Santa Clarita Valley Water Agency (formerly Castaic Lake Water Agency) |
| 10. Three Valleys Municipal Water District |
| 11. United Water Conservation District |
| 12. Zone 7 Water Agency |

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency’s Classic plan. For agencies with retirement systems established under the County Employees Retirement Law of 1937 (“37 Act”), retirement formulas were converted to the equivalent PERS formula for purposes of comparison.



- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.

The cost to the employer for each enhanced formula and final compensation are presented below.

| Miscellaneous Employees | | |
|-------------------------|----------------------------|------------------------------|
| Formula | Enhanced Formula % Cost | Final Compensation % Cost |
| 2%@60 | 1.3% | 0.5% |
| 2%@55 | 3.0% | 0.5% |
| 2.5%@55 | 5.3% | 0.6% |
| 2.7%@55 | 7.1% | 0.7% |
| 3%@60 | 8.1% | 0.7% |

- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$759.50 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental



- Vision
- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of September 2021 through January 2022, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on CCWA’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at CCWA. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyzes class descriptions before a comparable match is determined.



K&A’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification’s “likeness” be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at CCWA is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where CCWA’s class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
 - One sheet is sorted by top monthly
 - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values)

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The percent above or below that CCWA is compared to the average and median is also reported.



The mean is the sum of the comparator agencies’ salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for all benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

| Classification | Percent +/- Base Salary | Percent +/- Total Comp | # of Matches |
|---|-------------------------|------------------------|--------------|
| Senior Accountant | 2.8% | -7.7% | 8 |
| Maintenance/Instrumentation Calibration and Repair Technician | 1.0% | -5.3% | 7 |
| Senior Chemist | 0.6% | -6.9% | 6 |
| Engineering Technician | -0.3% | -5.5% | 7 |
| Administrative Assistant | -0.4% | -11.3% | 10 |
| Distribution Technician | -0.4% | -12.3% | 10 |
| Water Treatment Plant Supervisor | -1.2% | -12.0% | 10 |
| Maintenance Foreman | -1.5% | -9.1% | 8 |
| Safety & Environmental Specialist | -1.7% | -19.7% | 5 |
| Plant Maintenance Technician | -2.2% | -12.0% | 7 |
| Accounting Technician | -2.4% | -13.4% | 11 |
| Executive Director | -5.8% | -19.0% | 12 |
| IT/Instrumentation and Control Specialist | -6.6% | -16.2% | 9 |
| Deputy Director of Operations and Engineering | -6.9% | -17.8% | 11 |
| Water Treatment Plant Operator | -10.3% | -14.5% | 10 |
| Maintenance Superintendent | -11.2% | -23.1% | 5 |



Total Compensation Study – Draft Report Central Coast Water Authority

| Classification | Percent +/- Base Salary | Percent +/- Total Comp | # of Matches |
|-------------------------|----------------------------|---------------------------|-----------------|
| Office Manager | -14.1% | -24.2% | 4 |
| Distribution Supervisor | -14.1% | -23.8% | 10 |
| Laboratory Analyst | -17.7% | -20.1% | 6 |
| Controller | -18.7% | -28.0% | 7 |

Base Salary

Base salary market results show that 17 classifications are paid below the market median and three classifications are paid above the market median.

| # of Classifications | <5% | 5-10% | 10-20% | Total |
|-------------------------|-----|-------|--------|-------|
| Below the Market Median | 8 | 3 | 6 | 17 |
| Above the Market Median | 3 | 0 | 0 | 3 |

Total Compensation

Total compensation market results show that 20 classifications are paid below the market median.

| # of Classifications | <5% | 5-10% | 10-20% | 20-30% | Total |
|-------------------------|-----|-------|--------|--------|-------|
| Below the Market Median | 0 | 5 | 10 | 5 | 20 |
| Above the Market Median | 0 | 0 | 0 | 0 | 0 |

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, CCWA can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that CCWA’s benefits package puts the CCWA at a less competitive advantage. Further analysis indicates that, on average, classifications are 5.5% below the market median for base salaries, while that figure changes 9.4% difference (i.e., CCWA “loses” a 9.4% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the major contributing factors that give CCWA a less competitive advantage are retirement benefits (including Social Security and deferred compensation), employer-paid health insurance premiums, and paid time off.

➤ Retirement:

- *PERS*: Overall, CCWA’s Classic PERS formula is competitive in the market, although three agencies have a richer Classic formula than CCWA, and nearly one-third of the



- comparators provide an employer paid member contribution (EPMC) without requiring any employee pick up any of the employer contribution.
- *Deferred Compensation*: Approximately one-third of the comparators provide an employer-paid contribution to a deferred compensation program for individual contributor classifications. This increases to over half of the agencies at the deputy director and executive director levels.
 - *Social Security*: Nine of the twelve comparators contribute to Social Security.
- Health Insurance: On average, CCWA’s employer-paid health insurance premiums are 24% to 31% below the market average. It is noteworthy to consider that the employer-paid premium benefit does not represent qualitative factors including the amount employees have to pay for monthly premiums, the quality of plan offerings, and employee out-of-pocket costs for copays, deductibles, prescriptions, etc. Since premiums can be affected by plan and/or employer demographics, a higher employer-paid contribution does not necessarily equate to a higher value benefit for employees and vice versa.
- Paid Time Off: The paid holiday benefit in most comparators includes at least one additional paid holiday than CCWA, and many comparators offer a somewhat richer vacation benefit for the 5-year employee than does CCWA.

If CCWA wishes to enhance the overall value of the benefits package and lessen the margin from market median, options include:

- Offering employer contributions to a deferred compensation plan, either with or without requiring an employee match.
- Reducing or eliminating current and/or planned employee-paid health insurance premiums.
- Increasing paid holidays and/or vacation benefits. To further enhance this benefit, CCWA may wish to consider offering additional benefits in the form of floating holidays versus fixed holidays. Many of the comparators offer 2 floating holidays with one comparator offering 3 and another offering 5.

INTERNAL SALARY RELATIONSHIPS

In the future, CCWA may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing CCWA’s classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:



- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, CCWA can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for CCWA management to carefully review past internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

CCWA may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by CCWA to determine market indexing and salary determination.

RECOMMENDATIONS

Pay Philosophy

CCWA has many options regarding what type of compensation plan it wants to implement. This decision will be based on what CCWA's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.



Proposed Salary Structure

Currently, CCWA has a salary structure with ranges that are approximately 2.17% apart from one another. Each salary range has a minimum and maximum step with a spread of approximately 22%. It is recommended that CCWA maintain a similar salary structure. Appendix III contains the recommended salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.17% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.17% differentials between ranges, four ranges should represent an 8.68% differential. However, because the compounding effect of 2.17%, on top of 2.17%, on top of 2.17%, and so on, the differential between Range 1 and Range 5 is not exactly 8.68%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data. The recommendations are based on base salary market results less 5% from market median. As previously stated, Koff considers a salary within 5% of the market median to be competitive. Accordingly, CCWA has elected to make salary adjustments to within 5% of the market median so that classifications with a current salary that is less than 5% from the median will not be adjusted, and classifications with a market median of greater than 5% will be adjusted by the percentage from the median minus 5%. Classifications are placed within the proposed salary range with maximum step closest to the market placement minus 5%.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if CCWA decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved and the salary schedule remains structured and easily administered.

Options for Implementation

While CCWA may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living



increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 15%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if CCWA decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 4. Three-Year Implementation Proposal

| Market Disparity | % Increase |
|------------------|---------------|
| 0 to 4.99% | 0 to 2.49% |
| 5.0% to 9.99% | 2.5% to 4.99% |
| 10.0% to 14.99% | 5.0% to 7.49% |
| 15.0% to 19.99% | 7.5% to 9.99% |
| 20.0% and above | 10.0% |

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon CCWA’s financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. CCWA may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

CCWA may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, CCWA may want to consider adjusting those classifications’ salaries that are currently below the market median as soon as possible, assuming that incumbents’ performance meets CCWA’s level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers “catch up” with their current salary. To Y-rate an employee means to keep the employee’s salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee’s current salary is within the recommended salary range. This will result in no immediate loss of income, but will delay any future increases until the incumbent’s salary is within the salary range.

Other options to “freezing” a classification’s salary in place until the market catches up are:



- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with CCWA. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with CCWA and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for CCWA to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and CCWA’s expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give CCWA an instrument to make future compensation decisions.

It has been a pleasure working with CCWA on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Koff & Associates

Georg Krammer
Managing Director



Appendix I

Results Summary

Central Coast Water Authority - Results Summary
February 2022

| Classification | Top Monthly Salary Data | | | | | Total Monthly Compensation Data | | | | | # of Matches |
|---|-------------------------|------------------------|------------------|-----------------------|------------------|---------------------------------|------------------------|------------------|-----------------------|------------------|--------------|
| | Top Monthly Salary | Average of Comparators | % above or below | Median of Comparators | % above or below | Total Monthly Comp | Average of Comparators | % above or below | Median of Comparators | % above or below | |
| Maintenance/Instrumentation Calibration and Repair Technician | \$ 8,797 | \$ 8,597 | 2.3% | \$ 8,710 | 1.0% | \$ 11,994 | \$ 13,025 | -8.6% | \$ 12,626 | -5.3% | 7 |
| Engineering Technician | \$ 7,902 | \$ 7,651 | 3.2% | \$ 7,926 | -0.3% | \$ 10,979 | \$ 11,500 | -4.7% | \$ 11,588 | -5.5% | 7 |
| Senior Chemist | \$ 9,382 | \$ 9,444 | -0.7% | \$ 9,327 | 0.6% | \$ 12,658 | \$ 13,628 | -7.7% | \$ 13,534 | -6.9% | 6 |
| Senior Accountant | \$ 8,610 | \$ 8,665 | -0.6% | \$ 8,369 | 2.8% | \$ 11,770 | \$ 12,564 | -6.8% | \$ 12,676 | -7.7% | 8 |
| Maintenance Foreman | \$ 8,797 | \$ 8,490 | 3.5% | \$ 8,927 | -1.5% | \$ 11,994 | \$ 12,650 | -5.5% | \$ 13,090 | -9.1% | 8 |
| Administrative Assistant | \$ 6,375 | \$ 6,586 | -3.3% | \$ 6,401 | -0.4% | \$ 9,233 | \$ 10,177 | -10.2% | \$ 10,279 | -11.3% | 10 |
| Water Treatment Plant Supervisor | \$ 11,140 | \$ 11,515 | -3.4% | \$ 11,269 | -1.2% | \$ 14,654 | \$ 16,378 | -11.8% | \$ 16,415 | -12.0% | 10 |
| Plant Maintenance Technician | \$ 7,570 | \$ 7,603 | -0.4% | \$ 7,734 | -2.2% | \$ 10,589 | \$ 11,957 | -12.9% | \$ 11,862 | -12.0% | 7 |
| Distribution Technician | \$ 7,570 | \$ 7,603 | -0.4% | \$ 7,603 | -0.4% | \$ 10,589 | \$ 11,472 | -8.3% | \$ 11,889 | -12.3% | 10 |
| Accounting Technician | \$ 6,513 | \$ 6,681 | -2.6% | \$ 6,670 | -2.4% | \$ 9,389 | \$ 10,416 | -10.9% | \$ 10,646 | -13.4% | 11 |
| Water Treatment Plant Operator | \$ 7,902 | \$ 8,613 | -9.0% | \$ 8,719 | -10.3% | \$ 10,979 | \$ 12,846 | -17.0% | \$ 12,568 | -14.5% | 10 |
| IT/Instrumentation and Control Specialist | \$ 8,988 | \$ 9,473 | -5.4% | \$ 9,581 | -6.6% | \$ 12,211 | \$ 13,833 | -13.3% | \$ 14,185 | -16.2% | 9 |
| Deputy Director of Operations and Engineering | \$ 16,347 | \$ 17,434 | -6.6% | \$ 17,479 | -6.9% | \$ 20,866 | \$ 24,031 | -15.2% | \$ 24,581 | -17.8% | 11 |
| Executive Director | \$ 23,369 | \$ 24,380 | -4.3% | \$ 24,723 | -5.8% | \$ 28,972 | \$ 33,226 | -14.7% | \$ 34,472 | -19.0% | 12 |
| Safety & Environmental Specialist | \$ 9,382 | \$ 9,637 | -2.7% | \$ 9,542 | -1.7% | \$ 12,658 | \$ 14,047 | -11.0% | \$ 15,150 | -19.7% | 5 |
| Laboratory Analyst | \$ 6,799 | \$ 7,660 | -12.7% | \$ 8,005 | -17.7% | \$ 9,727 | \$ 11,518 | -18.4% | \$ 11,683 | -20.1% | 6 |
| Maintenance Superintendent | \$ 10,672 | \$ 11,799 | -10.6% | \$ 11,863 | -11.2% | \$ 14,123 | \$ 17,309 | -22.6% | \$ 17,384 | -23.1% | 5 |
| Distribution Supervisor | \$ 9,586 | \$ 10,803 | -12.7% | \$ 10,941 | -14.1% | \$ 12,878 | \$ 15,483 | -20.2% | \$ 15,942 | -23.8% | 10 |
| Office Manager | \$ 9,794 | \$ 11,361 | -16.0% | \$ 11,178 | -14.1% | \$ 13,114 | \$ 16,452 | -25.5% | \$ 16,291 | -24.2% | 4 |
| Controller | \$ 12,672 | \$ 12,910 | -1.9% | \$ 15,042 | -18.7% | \$ 16,380 | \$ 18,089 | -10.4% | \$ 20,970 | -28.0% | 7 |
| | | | AVERAGE: -4.2% | | AVERAGE: -5.6% | | | AVERAGE: -12.8% | | AVERAGE: -15.1% | |



Appendix II

Market Compensation Findings

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Accounting Technician | | | | | | | | |
|-----------------------|--|-------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Antelope Valley-East Kern Water Agency | Accounting Technician II | \$ 8,181 | \$ 4,172 | \$ 12,352 | 7/1/2021 | 7/1/2022 | unknown |
| 2 | Zone 7 Water Agency | Account Clerk, Zone 7 | \$ 7,668 | \$ 4,789 | \$ 12,458 | 6/27/2021 | 6/26/2022 | 3.25% |
| 3 | Three Valleys Municipal Water District | Accounting Technician | \$ 7,548 | \$ 3,321 | \$ 10,869 | 7/1/2021 | 7/1/2022 | Unknown |
| 4 | San Diego County Water Authority | Accounting Technician | \$ 7,261 | \$ 4,302 | \$ 11,564 | 6/27/2021 | unknown | unknown |
| 5 | Casitas Municipal Water District | Payroll/Accounting Technician | \$ 7,048 | \$ 3,598 | \$ 10,646 | 12/16/2020 | unknown | unknown |
| 6 | Goleta Water District | Account Clerk II | \$ 6,670 | \$ 2,672 | \$ 9,342 | 1/1/2022 | unknown | unknown |
| 7 | Central Coast Water Authority | Accounting Technician | \$ 6,513 | \$ 2,876 | \$ 9,389 | 7/1/2021 | unknown | unknown |
| 8 | Calleguas Municipal Water District | Accounting Technician II | \$ 6,414 | \$ 4,499 | \$ 10,913 | 1/1/2021 | unknown | unknown |
| 9 | Santa Clarita Valley Water Agency | Accounting Technician II | \$ 6,058 | \$ 3,728 | \$ 9,786 | 7/1/2021 | unknown | Unknown |
| 10 | San Juan Water District | Accounting Technician II | \$ 5,801 | \$ 4,501 | \$ 10,303 | 7/3/2021 | unknown | unknown |
| 11 | City of Santa Maria | Accounting Technician II | \$ 5,565 | \$ 2,382 | \$ 7,947 | 6/19/2021 | unknown | unknown |
| 12 | Kern County Water Agency | Accounting Clerk II | \$ 5,276 | \$ 3,120 | \$ 8,397 | 2/7/2021 | unknown | unknown |
| 13 | United Water Conservation District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 6,681 | \$ 10,416 |
| % Central Coast Water Authority Above/Below | -2.6% | -10.9% |
| Median of Comparators | \$ 6,670 | \$ 10,646 |
| % Central Coast Water Authority Above/Below | -2.4% | -13.4% |
| Number of Matches | 11 | 11 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Administrative Assistant | | | | | | | | |
|--------------------------|--|---|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Three Valleys Municipal Water District | Executive Assistant | \$ 8,699 | \$ 3,480 | \$ 12,179 | 7/1/2021 | 7/1/2022 | Unknown |
| 2 | Zone 7 Water Agency | Administrative Assistant, Zone 7 | \$ 7,920 | \$ 4,834 | \$ 12,754 | 6/27/2021 | 6/26/2022 | 3.25% |
| 3 | Goleta Water District | Operations Department Assistant | \$ 7,735 | \$ 2,894 | \$ 10,629 | 1/1/2022 | unknown | unknown |
| 4 | Casitas Municipal Water District | Administrative Assistant | \$ 7,386 | \$ 3,663 | \$ 11,049 | 12/16/2020 | unknown | unknown |
| 5 | San Diego County Water Authority | Senior Office Assistant | \$ 6,743 | \$ 4,181 | \$ 10,924 | 6/27/2021 | unknown | unknown |
| 6 | Central Coast Water Authority | Administrative Assistant | \$ 6,375 | \$ 2,858 | \$ 9,233 | 7/1/2021 | unknown | unknown |
| 7 | Santa Clarita Valley Water Agency | Senior Office Assistant | \$ 6,058 | \$ 3,728 | \$ 9,786 | 7/1/2021 | unknown | Unknown |
| 8 | Calleguas Municipal Water District | Administrative Assistant II | \$ 5,640 | \$ 4,290 | \$ 9,930 | 1/1/2021 | unknown | unknown |
| 9 | City of Santa Maria | Administrative Assistant | \$ 5,539 | \$ 2,379 | \$ 7,918 | 6/19/2021 | unknown | unknown |
| 10 | United Water Conservation District | Administrative Assistant II | \$ 5,507 | \$ 3,443 | \$ 8,950 | 7/1/2021 | 7/1/2022 | 2.00% |
| 11 | Kern County Water Agency ¹ | [Executive Assistant/ Office Assistant] | \$ 4,638 | \$ 3,014 | \$ 7,652 | 2/7/2021 | unknown | unknown |
| 12 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 13 | San Juan Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 6,586 | \$ 10,177 |
| % Central Coast Water Authority Above/Below | -3.3% | -10.2% |
| Median of Comparators | \$ 6,401 | \$ 10,279 |
| % Central Coast Water Authority Above/Below | -0.4% | -11.3% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

1 - Kern County Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Controller | | | | | | | | |
|------------|---|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Santa Clarita Valley Water Agency | Controller | \$ 16,077 | \$ 6,121 | \$ 22,198 | 7/1/2021 | unknown | Unknown |
| 2 | Goleta Water District | Controller | \$ 15,546 | \$ 5,425 | \$ 20,970 | 1/1/2022 | unknown | unknown |
| 3 | Zone 7 Water Agency | Accounting Manager, Zone 7 | \$ 15,103 | \$ 6,421 | \$ 21,523 | 6/27/2021 | 12/26/2021 | 3.00% |
| 4 | San Diego County Water Authority ² | [Controller/ Accounting Supervisor] | \$ 15,042 | \$ 6,063 | \$ 21,105 | 6/27/2021 | unknown | unknown |
| 5 | Central Coast Water Authority | Controller | \$ 12,672 | \$ 3,708 | \$ 16,380 | 7/1/2021 | unknown | unknown |
| 6 | United Water Conservation District ³ | [Controller/ Senior Accountant] | \$ 10,463 | \$ 5,840 | \$ 16,303 | 7/1/2021 | 7/1/2022 | 2.00% |
| 7 | Casitas Municipal Water District | Accounting and Customer Service Supervisor | \$ 9,076 | \$ 4,091 | \$ 13,167 | 12/16/2020 | unknown | unknown |
| 8 | City of Santa Maria ¹ | [Accounting Manager / Management Analyst I] | \$ 9,064 | \$ 2,292 | \$ 11,355 | 6/19/2021 | unknown | unknown |
| 9 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | Kern County Water Agency | N/C | | | | | | |
| 12 | San Juan Water District | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 12,910 | \$ 18,089 |
| % Central Coast Water Authority Above/Below | -1.9% | -10.4% |
| Median of Comparators | \$ 15,042 | \$ 20,970 |
| % Central Coast Water Authority Above/Below | -18.7% | -28.0% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

- 1 - City of Santa Maria: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - San Diego County Water Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - United Water Conservation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Deputy Director of Operations and Engineering | | | | | | | | |
|---|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Three Valleys Municipal Water | [Chief Operations Officer/ Chief Water Resources Officer] | \$ 20,439 | \$ 6,682 | \$ 27,121 | 7/1/2021 | 7/1/2022 | Unknown |
| 2 | Santa Clarita Valley Water Agency ⁸ | [Chief Engineer/ Dir of Operations & Maintenance] | \$ 19,540 | \$ 6,948 | \$ 26,488 | 7/1/2021 | unknown | Unknown |
| 3 | San Diego County Water | [Operations and Maintenance Manager/ Engineering Manager] | \$ 18,185 | \$ 6,603 | \$ 24,788 | 6/27/2021 | unknown | unknown |
| 4 | Zone 7 Water Agency ¹¹ | [Manager of Engineering / Production Manager] | \$ 18,150 | \$ 6,854 | \$ 25,004 | 6/27/2021 | unknown | unknown |
| 5 | United Water Conservation | [Chief Operations Officer/ Chief Engineer] | \$ 17,636 | \$ 8,362 | \$ 25,998 | 7/1/2021 | 7/1/2022 | 2.00% |
| 6 | Casitas Municipal Water District ³ | [Operations and Maintenance Manager / Engineering Manager] | \$ 17,479 | \$ 5,920 | \$ 23,399 | 7/1/2021 | unknown | unknown |
| 7 | Calleguas Municipal Water | [Manager of Engineering/ Manager of Operations] | \$ 17,422 | \$ 7,159 | \$ 24,581 | 1/1/2021 | unknown | unknown |
| 8 | Kern County Water Agency ⁵ | [Engineering and Groundwater Services Manager/ Water Resources Manager] | \$ 17,332 | \$ 5,487 | \$ 22,819 | 11/5/2021 | unknown | unknown |
| 9 | Central Coast Water Authority | Deputy Director of Operations and Engineering | \$ 16,347 | \$ 4,519 | \$ 20,866 | 7/1/2021 | unknown | unknown |
| 10 | Goleta Water District ⁴ | [Operations Manager / Chief Engineer] | \$ 16,230 | \$ 5,574 | \$ 21,803 | 1/1/2022 | unknown | unknown |
| 11 | San Juan Water District ⁷ | [Operations Manager/ Engineering Services Manager] | \$ 15,231 | \$ 6,937 | \$ 22,168 | 7/3/2021 | unknown | unknown |
| 12 | Antelope Valley-East Kern Water | [Engineering Manager/ Assistant General Manager] | \$ 14,127 | \$ 6,042 | \$ 20,169 | 7/1/2021 | 7/1/2022 | unknown |
| 13 | City of Santa Maria | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 17,434 | \$ 24,031 |
| % Central Coast Water Authority Above/Below | -6.6% | -15.2% |
| Median of Comparators | \$ 17,479 | \$ 24,581 |
| % Central Coast Water Authority Above/Below | -6.9% | -17.8% |
| Number of Matches | 11 | 11 |

N/C - Non Comparator

- 1 - Antelope Valley-East Kern Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - Calleguas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - Casitas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - Goleta Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 5 - Kern County Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 6 - San Diego County Water Authority: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 7 - San Juan Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 8 - Santa Clarita Valley Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 9 - Three Valleys Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 10 - United Water Conservation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 11 - Zone 7 Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Distribution Supervisor | | | | | | | | | |
|-------------------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|--|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase | |
| 1 | Three Valleys Municipal Water District | Operations Supervisor | \$ 12,333 | \$ 4,222 | \$ 16,555 | 7/1/2021 | 7/1/2022 | Unknown | |
| 2 | Goleta Water District ¹ | [Distribution System Superintendent / Chief Distribution System Operator] | \$ 11,993 | \$ 4,635 | \$ 16,628 | 1/1/2022 | unknown | unknown | |
| 3 | San Diego County Water Authority | System Operations Supervisor | \$ 11,899 | \$ 5,706 | \$ 17,605 | 6/27/2021 | unknown | unknown | |
| 4 | Casitas Municipal Water District | Distribution Supervisor | \$ 11,592 | \$ 4,847 | \$ 16,438 | 12/16/2020 | unknown | unknown | |
| 5 | Antelope Valley-East Kern Water Agency | Maintenance Supervisor | \$ 11,002 | \$ 4,857 | \$ 15,859 | 7/1/2021 | 7/1/2022 | unknown | |
| 6 | Santa Clarita Valley Water Agency ² | [Water Systems Supervisor/ Water Quality Supervisor] | \$ 10,880 | \$ 4,879 | \$ 15,759 | 7/1/2021 | unknown | Unknown | |
| 7 | Calleguas Municipal Water District | Distribution System Supervisor | \$ 10,437 | \$ 5,588 | \$ 16,025 | 1/1/2021 | unknown | unknown | |
| 8 | Kern County Water Agency | Operations Supervisor | \$ 10,410 | \$ 4,080 | \$ 14,491 | 2/7/2021 | unknown | unknown | |
| 9 | Central Coast Water Authority | Distribution Supervisor | \$ 9,586 | \$ 3,292 | \$ 12,878 | 7/1/2021 | unknown | unknown | |
| 10 | City of Santa Maria | Water Supervisor | \$ 9,100 | \$ 2,818 | \$ 11,918 | 6/19/2021 | unknown | unknown | |
| 11 | San Juan Water District | Distribution Lead Worker | \$ 8,384 | \$ 5,168 | \$ 13,552 | 7/3/2021 | unknown | unknown | |
| 12 | United Water Conservation District | N/C | | | | | | | |
| 13 | Zone 7 Water Agency | N/C | | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 10,803 | \$ 15,483 |
| % Central Coast Water Authority Above/Below | -12.7% | -20.2% |
| Median of Comparators | \$ 10,941 | \$ 15,942 |
| % Central Coast Water Authority Above/Below | -14.1% | -23.8% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

1 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Santa Clarita Valley Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Distribution Technician | | | | | | | | |
|-------------------------|--|---------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Antelope Valley-East Kern Water Agency | Operator | \$ 9,256 | \$ 4,445 | \$ 13,701 | 7/1/2021 | 7/1/2022 | unknown |
| 2 | Goleta Water District | Distribution System Operator II | \$ 8,801 | \$ 3,116 | \$ 11,917 | 1/1/2022 | unknown | unknown |
| 3 | Three Valleys Municipal Water District | Shift Operator III | \$ 8,637 | \$ 3,488 | \$ 12,125 | 7/1/2021 | 7/1/2022 | Unknown |
| 4 | San Diego County Water Authority | System Operator II | \$ 8,631 | \$ 4,656 | \$ 13,287 | 6/27/2021 | unknown | unknown |
| 5 | Santa Clarita Valley Water Agency | Water Systems Technician II | \$ 7,734 | \$ 4,128 | \$ 11,862 | 7/1/2021 | unknown | Unknown |
| 6 | Central Coast Water Authority | Distribution Technician | \$ 7,570 | \$ 3,019 | \$ 10,589 | 7/1/2021 | unknown | unknown |
| 7 | Calleguas Municipal Water District | Electro-Mechanical Technician 2 | \$ 7,471 | \$ 4,785 | \$ 12,256 | 1/1/2021 | unknown | unknown |
| 8 | Casitas Municipal Water District | Distribution Operator III | \$ 7,048 | \$ 3,598 | \$ 10,646 | 12/16/2020 | unknown | unknown |
| 9 | San Juan Water District | Distribution Operator III | \$ 6,871 | \$ 4,794 | \$ 11,665 | 7/3/2021 | unknown | unknown |
| 10 | Kern County Water Agency | Water Purification Plant Operator III | \$ 6,661 | \$ 3,350 | \$ 10,011 | 2/7/2021 | unknown | unknown |
| 11 | City of Santa Maria | Water Operator | \$ 4,917 | \$ 2,328 | \$ 7,245 | 6/19/2021 | unknown | unknown |
| 12 | United Water Conservation District | N/C | | | | | | |
| 13 | Zone 7 Water Agency | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,603 | \$ 11,472 |
| % Central Coast Water Authority Above/Below | -0.4% | -8.3% |
| Median of Comparators | \$ 7,603 | \$ 11,889 |
| % Central Coast Water Authority Above/Below | -0.4% | -12.3% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Engineering Technician | | | | | | | | |
|------------------------|--|-------------------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Antelope Valley-East Kern Water Agency | Engineering Technician | \$ 9,256 | \$ 4,433 | \$ 13,688 | 7/1/2021 | 7/1/2022 | unknown |
| 2 | Goleta Water District | Engineering Technician | \$ 8,528 | \$ 3,059 | \$ 11,588 | 1/1/2022 | unknown | unknown |
| 3 | San Diego County Water Authority | Engineering Technician II | \$ 8,216 | \$ 4,525 | \$ 12,741 | 6/27/2021 | unknown | unknown |
| 4 | Casitas Municipal Water District | Engineering Technician | \$ 7,926 | \$ 3,766 | \$ 11,692 | 12/16/2020 | unknown | unknown |
| 5 | Central Coast Water Authority | Engineering Technician | \$ 7,902 | \$ 3,077 | \$ 10,979 | 7/7/2021 | unknown | unknown |
| 6 | Santa Clarita Valley Water Agency | Engineering Technician II | \$ 7,367 | \$ 4,040 | \$ 11,407 | 7/1/2021 | unknown | Unknown |
| 7 | San Juan Water District | Engineering Technician | \$ 6,602 | \$ 4,728 | \$ 11,330 | 7/3/2021 | unknown | unknown |
| 8 | City of Santa Maria | Engineering Technician II | \$ 5,660 | \$ 2,393 | \$ 8,053 | 6/19/2021 | unknown | unknown |
| 9 | United Water Conservation District | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | Zone 7 Water Agency | N/C | | | | | | |
| 12 | Kern County Water Agency | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,651 | \$ 11,500 |
| % Central Coast Water Authority Above/Below | 3.2% | -4.7% |
| Median of Comparators | \$ 7,926 | \$ 11,588 |
| % Central Coast Water Authority Above/Below | -0.3% | -5.5% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Executive Director | | | | | | | | |
|--------------------|--|-------------------------|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Kern County Water Agency | General Manager | \$ 31,668 | \$ 11,124 | \$ 42,792 | unknown | unknown | unknown |
| 2 | Antelope Valley-East Kern Water Agency | General Manager | \$ 28,221 | \$ 9,675 | \$ 37,895 | 7/1/2021 | 7/1/2022 | unknown |
| 3 | San Diego County Water Authority | General Manager | \$ 28,068 | \$ 9,678 | \$ 37,746 | 6/27/2021 | unknown | unknown |
| 4 | United Water Conservation District | General Manager | \$ 28,060 | \$ 14,406 | \$ 42,465 | 7/1/2021 | 7/1/2022 | 2.00% |
| 5 | Santa Clarita Valley Water Agency | General Manager | \$ 25,455 | \$ 9,202 | \$ 34,657 | unknown | unknown | Unknown |
| 6 | Zone 7 Water Agency | General Manager, Zone 7 | \$ 25,040 | \$ 9,460 | \$ 34,500 | 3/21/2021 | unknown | unknown |
| 7 | Goleta Water District | General Manager | \$ 24,407 | \$ 10,038 | \$ 34,445 | unknown | unknown | unknown |
| 8 | Three Valleys Municipal Water District | General Manager | \$ 24,361 | \$ 7,060 | \$ 31,421 | 7/1/2021 | 7/1/2022 | Unknown |
| 9 | Calleguas Municipal Water District | General Manager | \$ 23,750 | \$ 8,480 | \$ 32,230 | 1/1/2021 | unknown | unknown |
| 10 | Central Coast Water Authority | Executive Director | \$ 23,369 | \$ 5,602 | \$ 28,972 | 7/1/2021 | unknown | unknown |
| 11 | Casitas Municipal Water District | General Manager | \$ 19,668 | \$ 6,254 | \$ 25,922 | unknown | unknown | unknown |
| 12 | City of Santa Maria | Director of Utilities | \$ 17,488 | \$ 3,283 | \$ 20,771 | 6/19/2021 | unknown | unknown |
| 13 | San Juan Water District | General Manager | \$ 16,381 | \$ 7,486 | \$ 23,867 | 7/3/2021 | unknown | unknown |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 24,380 | \$ 33,226 |
| % Central Coast Water Authority Above/Below | -4.3% | -14.7% |
| Median of Comparators | \$ 24,723 | \$ 34,472 |
| % Central Coast Water Authority Above/Below | -5.8% | -19.0% |
| Number of Matches | 12 | 12 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| IT/Instrumentation and Control Specialist | | | | | | | | |
|---|---|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Goleta Water District | Control Systems Technician/Treatment Operator | \$ 10,877 | \$ 3,549 | \$ 14,426 | 1/1/2022 | unknown | unknown |
| 2 | San Diego County Water Authority | Senior Electrical/Instrumentation Technician | \$ 10,780 | \$ 5,124 | \$ 15,904 | 6/27/2021 | unknown | unknown |
| 3 | Three Valleys Municipal Water District | Instrumentation/ Electrical System Operator | \$ 10,445 | \$ 3,740 | \$ 14,185 | 7/1/2021 | 7/1/2022 | Unknown |
| 4 | Antelope Valley-East Kern Water Agency | Electrical Technician | \$ 10,217 | \$ 4,666 | \$ 14,883 | 7/1/2021 | 7/1/2022 | unknown |
| 5 | Casitas Municipal Water District | Electrical & Mechanical Systems Specialist IV (Network & Communications) | \$ 9,581 | \$ 4,083 | \$ 13,664 | 12/16/2020 | unknown | unknown |
| 6 | San Juan Water District | Electrical and Instrumentation Technician | \$ 9,261 | \$ 5,391 | \$ 14,652 | 7/3/2021 | unknown | unknown |
| 7 | Central Coast Water Authority | IT/Instrumentation and Control Specialist | \$ 8,988 | \$ 3,223 | \$ 12,211 | 7/9/2021 | unknown | unknown |
| 8 | Santa Clarita Valley Water Agency | Senior Instrumentation Technician | \$ 8,951 | \$ 4,419 | \$ 13,370 | 7/1/2021 | unknown | Unknown |
| 9 | Kern County Water Agency | Electrical and Control Technician III | \$ 8,037 | \$ 3,578 | \$ 11,616 | 2/7/2021 | unknown | unknown |
| 10 | Calleguas Municipal Water District ¹ | [Control Technician/ Instrumentation Technician] | \$ 7,112 | \$ 4,688 | \$ 11,800 | 1/1/2021 | unknown | unknown |
| 11 | City of Santa Maria | N/C | | | | | | |
| 12 | United Water Conservation District | N/C | | | | | | |
| 13 | Zone 7 Water Agency | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 9,473 | \$ 13,833 |
| % Central Coast Water Authority Above/Below | -5.4% | -13.3% |
| Median of Comparators | \$ 9,581 | \$ 14,185 |
| % Central Coast Water Authority Above/Below | -6.6% | -16.2% |
| Number of Matches | 9 | 9 |

N/C - Non Comparator

1 - Calleguas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Laboratory Analyst | | | | | | | | |
|--------------------|--|--|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Antelope Valley-East Kern Water Agency | Laboratory Technician | \$ 8,810 | \$ 4,324 | \$ 13,134 | 7/1/2021 | 7/1/2022 | unknown |
| 2 | Goleta Water District | Water Quality Specialist II | \$ 8,801 | \$ 3,116 | \$ 11,917 | 1/1/2022 | unknown | unknown |
| 3 | Zone 7 Water Agency | Water Quality Laboratory Technician, Zone 7 | \$ 8,609 | \$ 4,956 | \$ 13,566 | 6/27/2021 | 6/26/2022 | 3.25% |
| 4 | Santa Clarita Valley Water Agency ¹ | [Water Quality Technician II/ Water Quality Scientist I] | \$ 7,401 | \$ 4,048 | \$ 11,449 | 7/1/2021 | unknown | Unknown |
| 5 | Central Coast Water Authority | Laboratory Analyst | \$ 6,799 | \$ 2,928 | \$ 9,727 | 7/10/2021 | unknown | unknown |
| 6 | Casitas Municipal Water District | Water Quality Technician | \$ 6,273 | \$ 3,449 | \$ 9,722 | 12/16/2020 | unknown | unknown |
| 7 | Kern County Water Agency | Laboratory Analyst III | \$ 6,067 | \$ 3,251 | \$ 9,318 | 2/7/2021 | unknown | unknown |
| 8 | San Diego County Water Authority | N/C | | | | | | |
| 9 | San Juan Water District | N/C | | | | | | |
| 10 | Three Valleys Municipal Water District | N/C | | | | | | |
| 11 | Calleguas Municipal Water District | N/C | | | | | | |
| 12 | United Water Conservation District | N/C | | | | | | |
| 13 | City of Santa Maria | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,660 | \$ 11,518 |
| % Central Coast Water Authority Above/Below | -12.7% | -18.4% |
| Median of Comparators | \$ 8,005 | \$ 11,683 |
| % Central Coast Water Authority Above/Below | -17.7% | -20.1% |
| Number of Matches | 6 | 6 |

N/C - Non Comparator

1 - Santa Clarita Valley Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Maintenance Foreman | | | | | | | | |
|---------------------|---|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Goleta Water District | Chief Distribution Operator | \$ 10,931 | \$ 3,560 | \$ 14,491 | 1/1/2022 | unknown | unknown |
| 2 | San Juan Water District | Maintenance Chief | \$ 9,783 | \$ 5,519 | \$ 15,302 | 7/3/2021 | unknown | unknown |
| 3 | San Diego County Water Authority | Senior Maintenance Technician | \$ 9,295 | \$ 4,778 | \$ 14,073 | 6/27/2021 | unknown | unknown |
| 4 | Kern County Water Agency | Assistant Maintenance Supervisor | \$ 9,254 | \$ 3,888 | \$ 13,143 | 2/7/2021 | unknown | unknown |
| 5 | Central Coast Water Authority | Maintenance Foreman | \$ 8,797 | \$ 3,197 | \$ 11,994 | 7/11/2021 | unknown | unknown |
| 6 | United Water Conservation District | Lead Recharge Operations and Maintenance Worker | \$ 8,600 | \$ 4,437 | \$ 13,037 | 7/1/2021 | 7/1/2022 | 2.00% |
| 7 | Santa Clarita Valley Water Agency | Senior Facilities Maintenance Technician | \$ 7,367 | \$ 4,040 | \$ 11,407 | 7/1/2021 | unknown | Unknown |
| 8 | Calleguas Municipal Water District ¹ | [Maintenance Worker 2/ Senior Maintenance Crew Leader] | \$ 7,004 | \$ 4,659 | \$ 11,663 | 1/1/2021 | unknown | unknown |
| 9 | City of Santa Maria | Senior Crew Leader/Maintenance Specialist | \$ 5,689 | \$ 2,397 | \$ 8,085 | 6/19/2021 | unknown | unknown |
| 10 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 11 | Casitas Municipal Water District | N/C | | | | | | |
| 12 | Zone 7 Water Agency | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,490 | \$ 12,650 |
| % Central Coast Water Authority Above/Below | 3.5% | -5.5% |
| Median of Comparators | \$ 8,927 | \$ 13,090 |
| % Central Coast Water Authority Above/Below | -1.5% | -9.1% |
| Number of Matches | 8 | 8 |

N/C - Non Comparator

1 - Calleguas Municipal Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Maintenance Superintendent | | | | | | | | |
|----------------------------|---|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Maintenance and Construction Supervisor, Zone 7 | \$ 13,619 | \$ 6,210 | \$ 19,828 | 6/27/2021 | 12/26/2021 | 3.00% |
| 2 | United Water Conservation District ² | [Operations and Maintenance Program Supervisor/ Control Systems Supervisor] | \$ 12,325 | \$ 6,577 | \$ 18,902 | 7/1/2021 | 7/1/2022 | 2.00% |
| 3 | Antelope Valley-East Kern Water Agency ¹ | [Superintendent of Plant Operations/ Assistant Manager of Operations] | \$ 11,863 | \$ 5,522 | \$ 17,384 | 7/1/2021 | 7/1/2022 | unknown |
| 4 | San Diego County Water Authority | System Maintenance Supervisor | \$ 10,780 | \$ 5,158 | \$ 15,937 | 6/27/2021 | unknown | unknown |
| 5 | Central Coast Water Authority | Maintenance Superintendent | \$ 10,672 | \$ 3,451 | \$ 14,123 | 7/12/2021 | unknown | unknown |
| 6 | Kern County Water Agency | Maintenance Supervisor | \$ 10,410 | \$ 4,080 | \$ 14,491 | 2/7/2021 | unknown | unknown |
| 7 | Santa Clarita Valley Water Agency | N/C | | | | | | |
| 8 | Goleta Water District | N/C | | | | | | |
| 9 | City of Santa Maria | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | Casitas Municipal Water District | N/C | | | | | | |
| 12 | San Juan Water District | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 11,799 | \$ 17,309 |
| % Central Coast Water Authority Above/Below | -10.6% | -22.6% |
| Median of Comparators | \$ 11,863 | \$ 17,384 |
| % Central Coast Water Authority Above/Below | -11.2% | -23.1% |
| Number of Matches | 5 | 5 |

N/C - Non Comparator

1 - Antelope Valley-East Kern Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - United Water Conservation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Maintenance/Instrumentation Calibration and Repair Technician | | | | | | | | |
|---|--|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Instrument Technician II, Zone 7 | \$ 10,521 | \$ 5,296 | \$ 15,817 | 6/27/2021 | unknown | unknown |
| 2 | San Diego County Water Authority | Electrical/Instrumentation Technician II | \$ 9,528 | \$ 4,865 | \$ 14,393 | 6/27/2021 | unknown | unknown |
| 3 | United Water Conservation District | Control Systems Technician | \$ 9,259 | \$ 4,648 | \$ 13,907 | 7/1/2021 | 7/1/2022 | 2.00% |
| 4 | Central Coast Water Authority | Maintenance/Instrumentation Calibration and Repair Technician | \$ 8,797 | \$ 3,197 | \$ 11,994 | 7/13/2021 | unknown | unknown |
| 5 | Casitas Municipal Water District | Electrical Mechanical Systems Specialist III (Mechanical Specialist) | \$ 8,710 | \$ 3,916 | \$ 12,626 | 12/16/2020 | unknown | unknown |
| 6 | Santa Clarita Valley Water Agency | Electrical/Instrumentation Technician | \$ 7,734 | \$ 4,128 | \$ 11,862 | 7/1/2021 | unknown | Unknown |
| 7 | Kern County Water Agency | Electrical and Control Technician II | \$ 7,315 | \$ 3,458 | \$ 10,773 | 2/7/2021 | unknown | unknown |
| 8 | Calleguas Municipal Water District | Instrumentation Technician | \$ 7,112 | \$ 4,688 | \$ 11,800 | 1/1/2021 | unknown | unknown |
| 9 | Goleta Water District | N/C | | | | | | |
| 10 | City of Santa Maria | N/C | | | | | | |
| 11 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 12 | San Juan Water District | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,597 | \$ 13,025 |
| % Central Coast Water Authority Above/Below | 2.3% | -8.6% |
| Median of Comparators | \$ 8,710 | \$ 12,626 |
| % Central Coast Water Authority Above/Below | 1.0% | -5.3% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Office Manager | | | | | | | | |
|----------------|---|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Casitas Municipal Water District ¹ | [Executive Administrator/Clerk of the Board / Human Resources Manager] | \$ 12,357 | \$ 5,138 | \$ 17,495 | 7/1/2021 | unknown | unknown |
| 2 | Goleta Water District ² | [Human Resources and Payroll Administrator/ Executive Secretary] | \$ 11,491 | \$ 4,495 | \$ 15,986 | 1/1/2022 | unknown | unknown |
| 3 | Zone 7 Water Agency ³ | [Executive Assistant to the General Manager / Human Resources Analyst] | \$ 10,865 | \$ 5,732 | \$ 16,596 | 6/27/2021 | unknown | unknown |
| 4 | Antelope Valley-East Kern Water Agency | Office Manager/Human Resources | \$ 10,734 | \$ 4,998 | \$ 15,732 | 7/1/2021 | 7/1/2022 | unknown |
| 5 | Central Coast Water Authority | Office Manager | \$ 9,794 | \$ 3,320 | \$ 13,114 | 7/1/2021 | unknown | unknown |
| 6 | San Diego County Water Authority | N/C | | | | | | |
| 7 | San Juan Water District | N/C | | | | | | |
| 8 | Kern County Water Agency | N/C | | | | | | |
| 9 | Three Valleys Municipal Water District | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | United Water Conservation District | N/C | | | | | | |
| 12 | Santa Clarita Valley Water Agency | N/C | | | | | | |
| 13 | City of Santa Maria | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 11,361 | \$ 16,452 |
| % Central Coast Water Authority Above/Below | -16.0% | -25.5% |
| Median of Comparators | \$ 11,178 | \$ 16,291 |
| % Central Coast Water Authority Above/Below | -14.1% | -24.2% |
| Number of Matches | 4 | 4 |

N/C - Non Comparator

- 1 - Casitas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Zone 7 Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Plant Maintenance Technician | | | | | | | | |
|------------------------------|--|----------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Antelope Valley-East Kern Water Agency | Maintenance Technician II | \$ 9,724 | \$ 4,546 | \$ 14,271 | 7/1/2021 | 7/1/2022 | unknown |
| 2 | Zone 7 Water Agency | Plant Mechanic, Zone 7 | \$ 9,393 | \$ 5,095 | \$ 14,488 | 6/27/2021 | unknown | unknown |
| 3 | San Diego County Water Authority | Maintenance Technician | \$ 8,421 | \$ 4,607 | \$ 13,028 | 6/27/2021 | unknown | unknown |
| 4 | Santa Clarita Valley Water Agency | Water Systems Technician II | \$ 7,734 | \$ 4,128 | \$ 11,862 | 7/1/2021 | unknown | Unknown |
| 5 | Central Coast Water Authority | Plant Maintenance Technician | \$ 7,570 | \$ 3,019 | \$ 10,589 | 7/1/2021 | unknown | unknown |
| 6 | San Juan Water District | Facilities Maintenance Worker II | \$ 6,538 | \$ 4,718 | \$ 11,256 | 7/3/2021 | unknown | unknown |
| 7 | Calleguas Municipal Water District | Maintenance Worker 2 | \$ 5,706 | \$ 4,307 | \$ 10,013 | 1/1/2021 | unknown | unknown |
| 8 | Three Valleys Municipal Water District | Plant Assistant | \$ 5,702 | \$ 3,081 | \$ 8,783 | 7/1/2021 | 7/1/2022 | Unknown |
| 9 | United Water Conservation District | N/C | | | | | | |
| 10 | Goleta Water District | N/C | | | | | | |
| 11 | City of Santa Maria | N/C | | | | | | |
| 12 | Casitas Municipal Water District | N/C | | | | | | |
| 13 | Kern County Water Agency | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,603 | \$ 11,957 |
| % Central Coast Water Authority Above/Below | -0.4% | -12.9% |
| Median of Comparators | \$ 7,734 | \$ 11,862 |
| % Central Coast Water Authority Above/Below | -2.2% | -12.0% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Safety & Environmental Specialist | | | | | | | | |
|-----------------------------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | San Diego County Water Authority | Safety Officer | \$ 10,780 | \$ 5,124 | \$ 15,904 | 6/27/2021 | unknown | unknown |
| 2 | Casitas Municipal Water District | Safety Officer | \$ 10,668 | \$ 4,782 | \$ 15,450 | 7/1/2021 | unknown | unknown |
| 3 | San Juan Water District | Safety/Regulatory Compliance Coordinator | \$ 9,542 | \$ 5,608 | \$ 15,150 | 7/3/2021 | unknown | unknown |
| 4 | Central Coast Water Authority | Safety & Environmental Specialist | \$ 9,382 | \$ 3,276 | \$ 12,658 | 7/16/2021 | unknown | unknown |
| 5 | City of Santa Maria ¹ | [Regulatory Compliance Manager / Regulatory Compliance Specialist II] | \$ 8,921 | \$ 2,275 | \$ 11,196 | 6/19/2021 | unknown | unknown |
| 6 | Santa Clarita Valley Water Agency ² | [Safety Specialist II/ Environmental Health & Safety Supervisor] | \$ 8,276 | \$ 4,257 | \$ 12,533 | 7/1/2021 | unknown | Unknown |
| 7 | United Water Conservation District | N/C | | | | | | |
| 8 | Goleta Water District | N/C | | | | | | |
| 9 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | Kern County Water Agency | N/C | | | | | | |
| 12 | Zone 7 Water Agency | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 9,637 | \$ 14,047 |
| % Central Coast Water Authority Above/Below | -2.7% | -11.0% |
| Median of Comparators | \$ 9,542 | \$ 15,150 |
| % Central Coast Water Authority Above/Below | -1.7% | -19.7% |
| Number of Matches | 5 | 5 |

N/C - Non Comparator

1 - City of Santa Maria: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Santa Clarita Valley Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Senior Accountant | | | | | | | | |
|-------------------|--|--------------------------|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Three Valleys Municipal Water District | Senior Financial Analyst | \$ 11,529 | \$ 4,095 | \$ 15,624 | 7/1/2021 | 7/1/2022 | Unknown |
| 2 | Goleta Water District | Accountant | \$ 9,703 | \$ 3,304 | \$ 13,007 | 1/1/2022 | unknown | unknown |
| 3 | San Diego County Water Authority | Accountant | \$ 9,068 | \$ 4,725 | \$ 13,793 | 6/27/2021 | unknown | unknown |
| 4 | Santa Clarita Valley Water Agency | Senior Accountant | \$ 8,951 | \$ 4,419 | \$ 13,370 | 7/1/2021 | unknown | Unknown |
| 5 | Central Coast Water Authority | Senior Accountant | \$ 8,610 | \$ 3,160 | \$ 11,770 | 7/1/2021 | unknown | unknown |
| 6 | United Water Conservation District | Accountant III | \$ 7,788 | \$ 4,176 | \$ 11,964 | 7/1/2021 | 7/1/2022 | 2.00% |
| 7 | City of Santa Maria | Management Analyst I | \$ 7,528 | \$ 2,111 | \$ 9,639 | 6/19/2021 | unknown | unknown |
| 8 | San Juan Water District | Accountant | \$ 7,439 | \$ 4,905 | \$ 12,345 | 7/3/2021 | unknown | unknown |
| 9 | Kern County Water Agency | Accountant II | \$ 7,315 | \$ 3,458 | \$ 10,773 | 2/7/2021 | unknown | unknown |
| 10 | Zone 7 Water Agency | N/C | | | | | | |
| 11 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 12 | Calleguas Municipal Water District | N/C | | | | | | |
| 13 | Casitas Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,665 | \$ 12,564 |
| % Central Coast Water Authority Above/Below | -0.6% | -6.8% |
| Median of Comparators | \$ 8,369 | \$ 12,676 |
| % Central Coast Water Authority Above/Below | 2.8% | -7.7% |
| Number of Matches | 8 | 8 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Senior Chemist | | | | | | | | |
|----------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency ¹ | [Water Quality Laboratory Supervisor, Zone 7 / Water Quality Chemist, Zone 7] | \$ 12,449 | \$ 5,625 | \$ 18,074 | 6/27/2021 | 6/26/2022 | 3.25% |
| 2 | Antelope Valley-East Kern Water Agency | Chemist/Principal Analyst | \$ 10,217 | \$ 4,666 | \$ 14,883 | 7/1/2021 | 7/1/2022 | unknown |
| 3 | Santa Clarita Valley Water Agency | Water Quality Scientist II | \$ 9,400 | \$ 4,526 | \$ 13,926 | 7/1/2021 | unknown | Unknown |
| 4 | Central Coast Water Authority | Senior Chemist | \$ 9,382 | \$ 3,276 | \$ 12,658 | 7/18/2021 | unknown | unknown |
| 5 | Kern County Water Agency | Laboratory Supervisor | \$ 9,254 | \$ 3,888 | \$ 13,143 | 2/7/2021 | unknown | unknown |
| 6 | Casitas Municipal Water District | Water Quality Specialist | \$ 8,308 | \$ 3,839 | \$ 12,147 | 12/16/2020 | unknown | unknown |
| 7 | City of Santa Maria | Laboratory Coordinator | \$ 7,039 | \$ 2,555 | \$ 9,594 | 6/19/2021 | unknown | unknown |
| 8 | San Diego County Water Authority | N/C | | | | | | |
| 9 | San Juan Water District | N/C | | | | | | |
| 10 | Three Valleys Municipal Water District | N/C | | | | | | |
| 11 | Calleguas Municipal Water District | N/C | | | | | | |
| 12 | United Water Conservation District | N/C | | | | | | |
| 13 | Goleta Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 9,444 | \$ 13,628 |
| % Central Coast Water Authority Above/Below | -0.7% | -7.7% |
| Median of Comparators | \$ 9,327 | \$ 13,534 |
| % Central Coast Water Authority Above/Below | 0.6% | -6.9% |
| Number of Matches | 6 | 6 |

N/C - Non Comparator

1 - Zone 7 Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Water Treatment Plant Operator | | | | | | | | |
|--------------------------------|--|---------------------------------------|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Casitas Municipal Water District | Water Treatment Operator IV | \$ 10,793 | \$ 4,315 | \$ 15,109 | 12/16/2020 | unknown | unknown |
| 2 | Zone 7 Water Agency | Water Plant Operator III, Zone 7 | \$ 10,033 | \$ 5,226 | \$ 15,258 | 6/27/2021 | 6/26/2022 | 3.25% |
| 3 | Antelope Valley-East Kern Water Agency | Senior Operator | \$ 9,724 | \$ 4,559 | \$ 14,283 | 7/1/2021 | 7/1/2022 | unknown |
| 4 | Santa Clarita Valley Water Agency | Treatment Plant Operator II | \$ 8,951 | \$ 4,419 | \$ 13,370 | 7/1/2021 | unknown | Unknown |
| 5 | Goleta Water District | Water Treatment Operator II | \$ 8,801 | \$ 3,116 | \$ 11,917 | 1/1/2022 | unknown | unknown |
| 6 | Three Valleys Municipal Water District | Shift Operator III | \$ 8,637 | \$ 3,488 | \$ 12,125 | 7/1/2021 | 7/1/2022 | Unknown |
| 7 | Calleguas Municipal Water District | Water Treatment Operator | \$ 8,064 | \$ 4,946 | \$ 13,010 | 1/1/2021 | unknown | unknown |
| 8 | Central Coast Water Authority | Water Treatment Plant Operator | \$ 7,902 | \$ 3,077 | \$ 10,979 | 7/19/2021 | unknown | unknown |
| 9 | United Water Conservation District | Water Treatment Operator III | \$ 7,596 | \$ 4,114 | \$ 11,711 | 7/1/2021 | 7/1/2022 | 2.00% |
| 10 | San Juan Water District | Water Treatment Plant Operator III | \$ 6,871 | \$ 4,794 | \$ 11,665 | 7/3/2021 | unknown | unknown |
| 11 | Kern County Water Agency | Water Purification Plant Operator III | \$ 6,661 | \$ 3,350 | \$ 10,011 | 2/7/2021 | unknown | unknown |
| 12 | City of Santa Maria | Water System Operator II | \$ 5,418 | \$ 2,386 | \$ 7,804 | 6/19/2021 | unknown | unknown |
| 13 | San Diego County Water Authority | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,323 | \$ 12,387 |
| % Central Coast Water Authority Above/Below | -5.3% | -12.8% |
| Median of Comparators | \$ 8,637 | \$ 12,125 |
| % Central Coast Water Authority Above/Below | -9.3% | -10.4% |
| Number of Matches | 11 | 11 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Top Monthly Salary)
February 2022

| Water Treatment Plant Supervisor | | | | | | | | |
|----------------------------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Three Valleys Municipal Water District | Operations Supervisor (T5) | \$ 14,800 | \$ 4,612 | \$ 19,412 | 7/1/2021 | 7/1/2022 | Unknown |
| 2 | Zone 7 Water Agency | Water Facilities Supervisor, Zone 7 | \$ 13,893 | \$ 6,249 | \$ 20,141 | 6/27/2021 | 12/26/2021 | 3.00% |
| 3 | Casitas Municipal Water District | Water Treatment Supervisor | \$ 12,174 | \$ 4,965 | \$ 17,138 | 12/16/2020 | unknown | unknown |
| 4 | Goleta Water District ¹ | [Water Treatment Superintendent / Chief Water Treatment Operator] | \$ 11,993 | \$ 4,635 | \$ 16,628 | 1/1/2022 | unknown | unknown |
| 5 | Antelope Valley-East Kern Water Agency | Superintendent of Plant Operations | \$ 11,277 | \$ 4,923 | \$ 16,201 | 7/1/2021 | 7/1/2022 | unknown |
| 6 | Calleguas Municipal Water District | Operations Supervisor | \$ 11,260 | \$ 5,811 | \$ 17,071 | 1/1/2021 | unknown | unknown |
| 7 | Central Coast Water Authority | Water Treatment Plant Supervisor | \$ 11,140 | \$ 3,514 | \$ 14,654 | 7/20/2021 | unknown | unknown |
| 8 | Kern County Water Agency | Operations Supervisor | \$ 10,410 | \$ 4,080 | \$ 14,491 | 2/7/2021 | unknown | unknown |
| 9 | United Water Conservation District | Chief Water Treatment Operator | \$ 10,217 | \$ 4,956 | \$ 15,173 | 7/1/2021 | 7/1/2022 | 2.00% |
| 10 | San Juan Water District | Chief Operator | \$ 10,029 | \$ 5,574 | \$ 15,603 | 7/3/2021 | unknown | unknown |
| 11 | City of Santa Maria | Water Supervisor | \$ 9,100 | \$ 2,818 | \$ 11,918 | 6/19/2021 | unknown | unknown |
| 12 | Santa Clarita Valley Water Agency | N/C | | | | | | |
| 13 | San Diego County Water Authority | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 11,515 | \$ 16,378 |
| % Central Coast Water Authority Above/Below | -3.4% | -11.8% |
| Median of Comparators | \$ 11,269 | \$ 16,415 |
| % Central Coast Water Authority Above/Below | -1.2% | -12.0% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

1 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency | |
|---|--------------------------------|--|------------------------------------|----------------------------------|--------------------------|-----------------------|--------------------------|----------------------------------|--------------------------|-----------------------------------|--|------------------------------------|-----------------------|----------|
| Benchmark/ Comparator Agency Match | Accounting Technician | Accounting Technician II | Accounting Technician II | Payroll/Accounting Technician | Accounting Technician II | Account Clerk II | Accounting Clerk II | Accounting Technician | Accounting Technician II | Accounting Technician II | Accounting Technician | N/C | Account Clerk, Zone 7 | |
| Top Step | \$ 6,513 | \$ 8,181 | \$ 6,414 | \$ 7,048 | \$ 5,565 | \$ 6,670 | \$ 5,276 | \$ 7,261 | \$ 5,801 | \$ 6,058 | \$ 7,548 | | \$ 7,668 | |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | 2%@55 | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | 1%@52 to 2.5%@67 | |
| | Enhanced Formula Cost | \$ 195 | | \$ 192 | \$ 92 | \$ 167 | \$ 200 | | \$ 385 | \$ 470 | \$ 182 | \$ 226 | | |
| | EE Cost Sharing | | | | | \$ -28 | | | \$ -508 | | | | | |
| | ER Paid Member Contrib | | | \$ 449 | | | | | \$ 508 | \$ 424 | | | | |
| | Calc Classic EPMC as Spec Comp | | | \$ 31 | | | | | \$ 36 | | | | | |
| | Single Highest Year | \$ 33 | | | \$ 35 | | \$ 33 | | \$ 44 | \$ 30 | \$ 38 | | | |
| | Social Security | | \$ 507 | \$ 398 | \$ 437 | | \$ 414 | \$ 327 | \$ 450 | \$ 360 | | | \$ 475 | |
| | Deferred Compensation | | \$ 818 | | | | | \$ 54 | | \$ 182 | \$ 433 | | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | \$ 100 | |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,123 | \$ 1,661 | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | \$ 3,195 | |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | \$ 69 | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | \$ 134 | |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 376 | \$ 315 | \$ 370 | \$ 488 | \$ 257 | \$ 487 | \$ 304 | \$ 419 | \$ 335 | \$ 350 | \$ 436 | \$ 442 | |
| | Holidays | \$ 276 | \$ 346 | \$ 296 | \$ 298 | \$ 257 | \$ 257 | \$ 244 | \$ 363 | \$ 268 | \$ 280 | \$ 348 | \$ 442 | |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | | | | | | | | | | | | | |
| Benefit Package Total | | \$ 2,876 | \$ 4,172 | \$ 4,499 | \$ 3,598 | \$ 2,382 | \$ 2,672 | \$ 3,120 | \$ 4,302 | \$ 4,501 | \$ 3,728 | \$ 3,321 | \$ 0 | \$ 4,789 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|-------------------------------|--|------------------------------------|----------------------------------|--------------------------|---------------------------------|---|----------------------------------|-------------------------|-----------------------------------|--|------------------------------------|----------------------------------|
| Benchmark/ Comparator Agency Match | | Administrative Assistant | N/C | Administrative Assistant II | Administrative Assistant | Administrative Assistant | Operations Department Assistant | [Executive Assistant/ Office Assistant] | Senior Office Assistant | N/C | Senior Office Assistant | Executive Assistant | Administrative Assistant II | Administrative Assistant, Zone 7 |
| | Top Step | \$ 6,375 | | \$ 5,640 | \$ 7,386 | \$ 5,539 | \$ 7,735 | \$ 4,638 | \$ 6,743 | | \$ 6,058 | \$ 8,699 | \$ 5,507 | \$ 7,920 |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | 2%@55 | 2%@55 | 1.62@65 | 2.5%@55 | | 2%@55 | 2%@55 | 2.5%@55 | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 191 | | \$ 169 | \$ 96 | \$ 166 | \$ 232 | | \$ 357 | | \$ 182 | \$ 261 | \$ 292 | |
| | EE Cost Sharing | | | | | \$ -28 | | | \$ -472 | | | | | |
| | ER Paid Member Contrib | | | \$ 395 | | | | | \$ 472 | | \$ 424 | | \$ 441 | |
| | Calc Classic EPMC as Spec Comp | | | \$ 28 | | | | | \$ 33 | | | | \$ 35 | |
| | Single Highest Year | \$ 32 | | | \$ 37 | | \$ 39 | | \$ 40 | | \$ 30 | \$ 43 | \$ 33 | |
| | Social Security | | | \$ 350 | \$ 458 | | \$ 480 | \$ 288 | \$ 418 | | | | \$ 341 | \$ 491 |
| | Deferred Compensation | | | | | | | \$ 54 | | | \$ 182 | \$ 433 | \$ 55 | |
| | Other Ret. | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 100 |
| | Health | \$ 1,685 | | \$ 2,619 | \$ 2,123 | \$ 1,661 | \$ 1,204 | \$ 2,047 | \$ 2,606 | | \$ 2,189 | \$ 1,699 | \$ 1,520 | \$ 3,195 |
| | Dental | \$ 312 | | \$ 123 | \$ 106 | \$ 69 | \$ 54 | \$ 123 | \$ 123 | | \$ 82 | \$ 123 | \$ 115 | \$ 134 |
| | Vision | | | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | | \$ 9 | \$ 17 | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 368 | | \$ 325 | \$ 511 | \$ 256 | \$ 565 | \$ 268 | \$ 389 | | \$ 350 | \$ 502 | \$ 339 | \$ 457 |
| | Holidays | \$ 270 | | \$ 260 | \$ 313 | \$ 256 | \$ 298 | \$ 214 | \$ 337 | | \$ 280 | \$ 401 | \$ 233 | \$ 457 |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | | | | | | | | | | | | \$ 21 | |
| Benefit Package Total | | \$ 2,858 | \$ 0 | \$ 4,290 | \$ 3,663 | \$ 2,379 | \$ 2,894 | \$ 3,014 | \$ 4,181 | \$ 0 | \$ 3,728 | \$ 3,480 | \$ 3,443 | \$ 4,834 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|-------------------------------|--|------------------------------------|--|---|-----------------------|--------------------------|-------------------------------------|-------------------------|-----------------------------------|--|------------------------------------|----------------------------|
| Benchmark/ Comparator Agency Match | | Controller | N/C | N/C | Accounting and Customer Service Supervisor | [Accounting Manager / Management Analyst I] | Controller | N/C | [Controller/ Accounting Supervisor] | N/C | Controller | N/C | [Controller/ Senior Accountant] | Accounting Manager, Zone 7 |
| | Top Step | \$ 12,672 | | | \$ 9,076 | \$ 9,064 | \$ 15,546 | | \$ 15,042 | | \$ 16,077 | | \$ 10,463 | \$ 15,103 |
| Retirement | Classic | 2%@55 | | | 2%@60 | 2%@55 | 2%@55 | | 2.5%@55 | | 2%@55 | | 2.5%@55 | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 380 | | | \$ 118 | \$ 272 | \$ 466 | | \$ 797 | | \$ 482 | | \$ 555 | |
| | EE Cost Sharing | | | | | \$ -181 | | | \$ -1,053 | | | | | |
| | ER Paid Member Contrib | | | | | | | | \$ 1,053 | | \$ 1,125 | | \$ 837 | |
| | Calc Classic EPMC as Spec Comp | | | | | | | | \$ 74 | | | | \$ 67 | |
| | Single Highest Year | \$ 63 | | | \$ 45 | | \$ 78 | | \$ 90 | | \$ 80 | | \$ 63 | |
| | Social Security | | | | \$ 563 | | \$ 760 | | \$ 760 | | | | \$ 649 | \$ 760 |
| | Deferred Compensation | | | | | \$ 25 | | | \$ 117 | | \$ 482 | | \$ 105 | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 292 |
| | Health | \$ 1,685 | | | \$ 2,123 | \$ 1,077 | \$ 1,204 | | \$ 2,606 | | \$ 2,189 | | \$ 1,520 | \$ 3,086 |
| | Dental | \$ 312 | | | \$ 106 | \$ 99 | \$ 54 | | | | \$ 82 | | \$ 115 | \$ 134 |
| | Vision | | | | \$ 19 | \$ 24 | \$ 24 | | | | \$ 9 | | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 732 | | | \$ 733 | \$ 418 | \$ 1,435 | | \$ 868 | | \$ 928 | | \$ 1,449 | \$ 871 |
| | Holidays | \$ 536 | | | \$ 384 | \$ 418 | \$ 598 | | \$ 752 | | \$ 742 | | \$ 443 | \$ 871 |
| | Admin Leave | | | | | \$ 139 | \$ 807 | | | | | | | \$ 407 |
| | Housing Allowance | | | | | | | | | | | | | |
| Allow | Uniform | | | | | | | | | | | | \$ 21 | |
| | Benefit Package Total | \$ 3,708 | \$ 0 | \$ 0 | \$ 4,091 | \$ 2,292 | \$ 5,425 | \$ 0 | \$ 6,063 | \$ 0 | \$ 6,121 | \$ 0 | \$ 5,840 | \$ 6,421 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|---|--|---|--|---------------------|---------------------------------------|---|---|--|---|---|--|---|
| Benchmark/ Comparator Agency Match | | Deputy Director of Operations and Engineering | [Engineering Manager/ Assistant General Manager] | [Manager of Engineering/ Manager of Operations] | [Operations and Maintenance Manager / Engineering Manager] | N/C | [Operations Manager / Chief Engineer] | [Engineering and Groundwater Services Manager/ Water Resources Manager] | [Operations and Maintenance Manager/ Engineering Manager] | [Operations Manager/ Engineering Services Manager] | [Chief Engineer/ Dir of Operations & Maintenance] | [Chief Operations Officer/ Chief Water Resources Officer] | [Chief Operations Officer/ Chief Engineer] | [Manager of Engineering / Production Manager] |
| | Top Step | \$ 16,347 | \$ 14,127 | \$ 17,422 | \$ 17,479 | | \$ 16,230 | \$ 17,332 | \$ 18,185 | \$ 15,231 | \$ 19,540 | \$ 20,439 | \$ 17,636 | \$ 18,150 |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | 2.5%@55 | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 490 | | \$ 523 | \$ 227 | | \$ 487 | | \$ 964 | \$ 1,234 | \$ 586 | \$ 613 | \$ 935 | |
| | EE Cost Sharing | | | | | | | | \$ -1,273 | | | | | |
| | ER Paid Member Contrib | | | \$ 1,220 | | | | | \$ 1,273 | | \$ 1,368 | | \$ 1,411 | |
| | Calc Classic EPMC as Spec Comp | | | \$ 85 | | | | | \$ 89 | | | | \$ 113 | |
| | Single Highest Year | \$ 82 | | | \$ 87 | | \$ 81 | | \$ 109 | | \$ 98 | \$ 102 | \$ 106 | |
| | Social Security | | \$ 760 | \$ 760 | \$ 760 | | \$ 760 | \$ 760 | \$ 760 | \$ 760 | | | \$ 760 | \$ 760 |
| | Deferred Compensation | | \$ 1,413 | | | | | \$ 520 | \$ 117 | | \$ 586 | \$ 433 | \$ 176 | |
| Other Ret. | | | | | | | \$ 217 | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 292 |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,368 | | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | \$ 1,520 | \$ 3,086 |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | \$ 115 | \$ 134 |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 944 | \$ 543 | \$ 1,005 | \$ 1,613 | | \$ 1,498 | \$ 1,000 | \$ 1,049 | \$ 879 | \$ 1,127 | \$ 2,752 | \$ 2,442 | \$ 1,047 |
| | Holidays | \$ 692 | \$ 598 | \$ 804 | \$ 740 | | \$ 624 | \$ 800 | \$ 909 | \$ 703 | \$ 902 | \$ 943 | \$ 746 | \$ 1,047 |
| | Admin Leave | \$ 314 | \$ 543 | | | | \$ 843 | | | \$ 293 | | | | \$ 489 |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | | | | | | | | | | | | \$ 21 | |
| Benefit Package Total | | \$ 4,519 | \$ 6,042 | \$ 7,159 | \$ 5,920 | \$ 0 | \$ 5,574 | \$ 5,487 | \$ 6,603 | \$ 6,937 | \$ 6,948 | \$ 6,682 | \$ 8,362 | \$ 6,854 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency | |
|---|--------------------------------|--|------------------------------------|----------------------------------|---------------------|---|--------------------------|----------------------------------|--------------------------|--|--|------------------------------------|---------------------|------|
| Benchmark/ Comparator Agency Match | Distribution Supervisor | Maintenance Supervisor | Distribution System Supervisor | Distribution Supervisor | Water Supervisor | [Distribution System Superintendent / Chief Distribution System Operator] | Operations Supervisor | System Operations Supervisor | Distribution Lead Worker | [Water Systems Supervisor/ Water Quality Supervisor] | Operations Supervisor | N/C | N/C | |
| Top Step | \$ 9,586 | \$ 11,002 | \$ 10,437 | \$ 11,592 | \$ 9,100 | \$ 11,993 | \$ 10,410 | \$ 11,899 | \$ 8,384 | \$ 10,880 | \$ 12,333 | | | |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | 2%@55 | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | | |
| | Enhanced Formula Cost | \$ 288 | | \$ 313 | \$ 151 | \$ 273 | \$ 360 | | \$ 631 | \$ 679 | \$ 326 | \$ 370 | | |
| | EE Cost Sharing | | | | | \$ -46 | | | \$ -833 | | | | | |
| | ER Paid Member Contrib | | | \$ 731 | | | | | \$ 833 | | \$ 762 | | | |
| | Calc Classic EPMC as Spec Comp | | | \$ 51 | | | | | \$ 58 | | | | | |
| | Single Highest Year | \$ 48 | | | \$ 58 | | \$ 60 | | \$ 71 | | \$ 54 | \$ 62 | | |
| | Social Security | | \$ 682 | \$ 647 | \$ 719 | | \$ 744 | \$ 645 | \$ 738 | \$ 520 | | | | |
| | Deferred Compensation | | \$ 1,100 | | | | | \$ 54 | | | \$ 326 | \$ 433 | | |
| Other Ret. | | | | | | | \$ 108 | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,368 | \$ 1,661 | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | | |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | \$ 69 | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | | |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 554 | \$ 423 | \$ 602 | \$ 936 | \$ 420 | \$ 1,107 | \$ 601 | \$ 686 | \$ 484 | \$ 628 | \$ 712 | | |
| | Holidays | \$ 406 | \$ 465 | \$ 482 | \$ 490 | \$ 420 | \$ 461 | \$ 480 | \$ 595 | \$ 387 | \$ 502 | \$ 569 | | |
| | Admin Leave | | | | | | \$ 623 | | \$ 320 | | | \$ 237 | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | | | | | \$ 21 | | | \$ 29 | | | | | |
| Benefit Package Total | | \$ 3,292 | \$ 4,857 | \$ 5,588 | \$ 4,847 | \$ 2,818 | \$ 4,635 | \$ 4,080 | \$ 5,706 | \$ 5,168 | \$ 4,879 | \$ 4,222 | \$ 0 | \$ 0 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|-------------------------------|--|------------------------------------|----------------------------------|---------------------|---------------------------------|---------------------------------------|----------------------------------|---------------------------|-----------------------------------|--|------------------------------------|---------------------|
| Benchmark/ Comparator Agency Match | | Distribution Technician | Operator | Electro-Mechanical Technician 2 | Distribution Operator III | Water Operator | Distribution System Operator II | Water Purification Plant Operator III | System Operator II | Distribution Operator III | Water Systems Technician II | Shift Operator III | N/C | N/C |
| | Top Step | \$ 7,570 | \$ 9,256 | \$ 7,471 | \$ 7,048 | \$ 4,917 | \$ 8,801 | \$ 6,661 | \$ 8,631 | \$ 6,871 | \$ 7,734 | \$ 8,637 | | |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | 2%@55 | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | | |
| | Enhanced Formula Cost | \$ 227 | | \$ 224 | \$ 92 | \$ 148 | \$ 264 | | \$ 457 | \$ 557 | \$ 232 | \$ 259 | | |
| | EE Cost Sharing | | | | | \$ -25 | | | \$ -604 | | | | | |
| | ER Paid Member Contrib | | | \$ 523 | | | | | \$ 604 | | \$ 541 | | | |
| | Calc Classic EPMC as Spec Comp | | | \$ 37 | | | | | \$ 42 | | | | | |
| | Single Highest Year | \$ 38 | | | \$ 35 | | \$ 44 | | \$ 52 | | \$ 39 | \$ 43 | | |
| | Social Security | | \$ 574 | \$ 463 | \$ 437 | | \$ 546 | \$ 413 | \$ 535 | \$ 426 | | | | |
| | Deferred Compensation | | \$ 926 | | | | | \$ 54 | | | \$ 232 | \$ 433 | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,123 | \$ 1,661 | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | | |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | \$ 69 | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | | |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 437 | \$ 356 | \$ 431 | \$ 488 | \$ 227 | \$ 643 | \$ 384 | \$ 498 | \$ 396 | \$ 446 | \$ 499 | | |
| | Holidays | \$ 320 | \$ 392 | \$ 345 | \$ 298 | \$ 227 | \$ 338 | \$ 307 | \$ 432 | \$ 317 | \$ 357 | \$ 399 | | |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | | \$ 13 | | | \$ 21 | | | \$ 33 | \$ 29 | | \$ 17 | | |
| Benefit Package Total | | \$ 3,019 | \$ 4,445 | \$ 4,785 | \$ 3,598 | \$ 2,328 | \$ 3,116 | \$ 3,350 | \$ 4,656 | \$ 4,794 | \$ 4,128 | \$ 3,488 | \$ 0 | \$ 0 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|-------------------------------|--|------------------------------------|----------------------------------|---------------------------|------------------------|--------------------------|----------------------------------|-------------------------|-----------------------------------|--|------------------------------------|---------------------|
| Benchmark/ Comparator Agency Match | | Engineering Technician | Engineering Technician | N/C | Engineering Technician | Engineering Technician II | Engineering Technician | N/C | Engineering Technician II | Engineering Technician | Engineering Technician II | N/C | N/C | N/C |
| | Top Step | \$ 7,902 | \$ 9,256 | | \$ 7,926 | \$ 5,660 | \$ 8,528 | | \$ 8,216 | \$ 6,602 | \$ 7,367 | | | |
| Retirement | Classic | 2%@55 | | | 2%@60 | 2%@55 | 2%@55 | | 2.5%@55 | 3%@60 | 2%@55 | | | |
| | Enhanced Formula Cost | \$ 237 | | | \$ 103 | \$ 170 | \$ 256 | | \$ 435 | \$ 535 | \$ 221 | | | |
| | EE Cost Sharing | | | | | \$ -28 | | | \$ -575 | | | | | |
| | ER Paid Member Contrib | | | | | | | | \$ 575 | | \$ 516 | | | |
| | Calc Classic EPMC as Spec Comp | | | | | | | | \$ 40 | | | | | |
| | Single Highest Year | \$ 40 | | | \$ 40 | | | | \$ 49 | | \$ 37 | | | |
| | Social Security | | \$ 574 | | \$ 491 | | \$ 529 | | \$ 509 | \$ 409 | | | | |
| | Deferred Compensation | | \$ 926 | | | | | | | | \$ 221 | | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | |
| | Health | \$ 1,685 | \$ 2,039 | | \$ 2,123 | \$ 1,661 | \$ 1,204 | | \$ 2,606 | \$ 2,902 | \$ 2,189 | | | |
| | Dental | \$ 312 | \$ 123 | | \$ 106 | \$ 69 | \$ 54 | | | \$ 149 | \$ 82 | | | |
| | Vision | | \$ 24 | | \$ 19 | | \$ 24 | | | \$ 19 | \$ 9 | | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 456 | \$ 356 | | \$ 549 | \$ 261 | \$ 623 | | \$ 474 | \$ 381 | \$ 425 | | | |
| | Holidays | \$ 334 | \$ 392 | | \$ 335 | \$ 261 | \$ 328 | | \$ 411 | \$ 305 | \$ 340 | | | |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | | \$ 29 | | | | | |
| Benefit Package Total | | \$ 3,077 | \$ 4,433 | \$ 0 | \$ 3,766 | \$ 2,393 | \$ 3,059 | \$ 0 | \$ 4,525 | \$ 4,728 | \$ 4,040 | \$ 0 | \$ 0 | \$ 0 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|-------------------------------|--|------------------------------------|----------------------------------|-----------------------|-----------------------|--------------------------|----------------------------------|-------------------------|-----------------------------------|--|------------------------------------|-------------------------|
| Benchmark/ Comparator Agency Match | | Executive Director | General Manager | General Manager | General Manager | Director of Utilities | General Manager | General Manager | General Manager | General Manager | General Manager | General Manager | General Manager | General Manager, Zone 7 |
| | Top Step | \$ 23,369 | \$ 28,221 | \$ 23,750 | \$ 19,668 | \$ 17,488 | \$ 24,407 | \$ 31,668 | \$ 28,068 | \$ 16,381 | \$ 25,455 | \$ 24,361 | \$ 28,060 | \$ 25,040 |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | 2%@55 | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | 2.5%@55 | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 701 | | \$ 713 | \$ 256 | \$ 525 | \$ 708 | | \$ 1,488 | \$ 1,327 | \$ 764 | \$ 731 | \$ 1,487 | |
| | EE Cost Sharing | | | | | \$ -350 | | | \$ -1,965 | | | | | |
| | ER Paid Member Contrib | | | \$ 1,663 | | | \$ 1,708 | | \$ 1,965 | | \$ 1,782 | | \$ 2,245 | |
| | Calc Classic EPMC as Spec Comp | | | \$ 116 | | | | | \$ 138 | | | | \$ 180 | |
| | Single Highest Year | \$ 117 | | | \$ 98 | | \$ 122 | | \$ 168 | | \$ 127 | \$ 122 | \$ 168 | |
| | Social Security | | \$ 760 | \$ 760 | \$ 760 | | \$ 760 | \$ 760 | \$ 760 | \$ 760 | | | \$ 760 | \$ 760 |
| | Deferred Compensation | | \$ 2,822 | | | | \$ 25 | \$ 1,000 | \$ 950 | \$ 417 | | \$ 1,018 | \$ 433 | \$ 281 |
| Other Ret. | | | | | | | \$ 2,717 | | | | | | \$ 2,000 | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 292 |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,368 | \$ 1,077 | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | \$ 1,520 | \$ 3,086 |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | \$ 99 | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | \$ 115 | \$ 134 |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | \$ 24 | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 1,350 | \$ 1,628 | \$ 1,370 | \$ 1,816 | \$ 807 | \$ 2,253 | \$ 2,436 | \$ 1,619 | \$ 945 | \$ 1,958 | \$ 2,811 | \$ 3,885 | \$ 1,445 |
| | Holidays | \$ 989 | \$ 1,194 | \$ 1,096 | \$ 832 | \$ 807 | \$ 939 | \$ 1,462 | \$ 1,403 | \$ 756 | \$ 1,175 | \$ 1,124 | \$ 1,187 | \$ 1,445 |
| | Admin Leave | \$ 449 | \$ 1,085 | | | \$ 269 | \$ 1,267 | \$ 609 | \$ 1,080 | \$ 630 | \$ 98 | | \$ 540 | \$ 674 |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | | | | | | | | | | | | \$ 21 | |
| Benefit Package Total | | \$ 5,602 | \$ 9,675 | \$ 8,480 | \$ 6,254 | \$ 3,283 | \$ 10,038 | \$ 11,124 | \$ 9,678 | \$ 7,486 | \$ 9,202 | \$ 7,060 | \$ 14,406 | \$ 9,460 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency | |
|---|---|--|--|---|---------------------|---|---------------------------------------|--|---|-----------------------------------|--|------------------------------------|---------------------|------|
| Benchmark/ Comparator Agency Match | IT/Instrumentation and Control Specialist | Electrical Technician | [Control Technician/ Instrumentation Technician] | Electrical & Mechanical Systems Specialist IV (Network & Communication s) | N/C | Control Systems Technician/Treatment Operator | Electrical and Control Technician III | Senior Electrical/Instrumentation Technician | Electrical and Instrumentation Technician | Senior Instrumentation Technician | Instrumentation / Electrical System Operator | N/C | N/C | |
| Top Step | \$ 8,988 | \$ 10,217 | \$ 7,112 | \$ 9,581 | | \$ 10,877 | \$ 8,037 | \$ 10,780 | \$ 9,261 | \$ 8,951 | \$ 10,445 | | | |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | | |
| | Enhanced Formula Cost | \$ 270 | | \$ 213 | \$ 125 | | \$ 326 | | \$ 571 | \$ 750 | \$ 269 | \$ 313 | | |
| | EE Cost Sharing | | | | | | | | \$ -755 | | | | | |
| | ER Paid Member Contrib | | | \$ 498 | | | | | \$ 755 | | \$ 627 | | | |
| | Calc Classic EPMC as Spec Comp | | | \$ 35 | | | | | \$ 53 | | | | | |
| | Single Highest Year | \$ 45 | | | \$ 48 | | \$ 54 | | \$ 65 | | \$ 45 | \$ 52 | | |
| | Social Security | | \$ 633 | \$ 441 | \$ 594 | | \$ 674 | \$ 498 | \$ 668 | \$ 574 | | | | |
| | Deferred Compensation | | \$ 1,022 | | | | | \$ 54 | | | \$ 269 | \$ 433 | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,123 | | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | | |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | | |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 519 | \$ 393 | \$ 410 | \$ 663 | | \$ 795 | \$ 464 | \$ 622 | \$ 534 | \$ 516 | \$ 603 | | |
| | Holidays | \$ 380 | \$ 432 | \$ 328 | \$ 405 | | \$ 418 | \$ 371 | \$ 539 | \$ 427 | \$ 413 | \$ 482 | | |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | | \$ 35 | | \$ 17 | | | |
| Benefit Package Total | | \$ 3,223 | \$ 4,666 | \$ 4,688 | \$ 4,083 | \$ 0 | \$ 3,549 | \$ 3,578 | \$ 5,124 | \$ 5,391 | \$ 4,419 | \$ 3,740 | \$ 0 | \$ 0 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|-------------------------------|--|------------------------------------|----------------------------------|---------------------|-----------------------------|--------------------------|----------------------------------|-------------------------|--|--|------------------------------------|---|
| Benchmark/ Comparator Agency Match | | Laboratory Analyst | Laboratory Technician | N/C | Water Quality Technician | N/C | Water Quality Specialist II | Laboratory Analyst III | N/C | N/C | [Water Quality Technician II/ Water Quality Scientist I] | N/C | N/C | Water Quality Laboratory Technician, Zone 7 |
| | Top Step | \$ 6,799 | \$ 8,810 | | \$ 6,273 | | \$ 8,801 | \$ 6,067 | | | \$ 7,401 | | | \$ 8,609 |
| Retirement | Classic | 2%@55 | | | 2%@60 | | 2%@55 | 1.62@65 | | | 2%@55 | | | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 204 | | | \$ 82 | | \$ 264 | | | \$ 222 | | | | |
| | EE Cost Sharing | | | | | | | | | | | | | |
| | ER Paid Member Contrib | | | | | | | | | \$ 518 | | | | |
| | Calc Classic EPMC as Spec Comp | | | | | | | | | | | | | |
| | Single Highest Year | \$ 34 | | | \$ 31 | | \$ 44 | | | \$ 37 | | | | |
| | Social Security | | \$ 546 | | \$ 389 | | \$ 546 | \$ 376 | | | | | \$ 534 | |
| | Deferred Compensation | | \$ 881 | | | | | \$ 54 | | \$ 222 | | | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 100 |
| | Health | \$ 1,685 | \$ 2,039 | | \$ 2,123 | | \$ 1,204 | \$ 2,047 | | \$ 2,189 | | | | \$ 3,195 |
| | Dental | \$ 312 | \$ 123 | | \$ 106 | | \$ 54 | \$ 123 | | \$ 82 | | | | \$ 134 |
| | Vision | | \$ 24 | | \$ 19 | | \$ 24 | \$ 21 | | \$ 9 | | | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 393 | \$ 339 | | \$ 434 | | \$ 643 | \$ 350 | | \$ 427 | | | | \$ 497 |
| | Holidays | \$ 288 | \$ 373 | | \$ 265 | | \$ 338 | \$ 280 | | \$ 342 | | | | \$ 497 |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | | | | | | | |
| Benefit Package Total | | \$ 2,928 | \$ 4,324 | \$ 0 | \$ 3,449 | \$ 0 | \$ 3,116 | \$ 3,251 | \$ 0 | \$ 0 | \$ 4,048 | \$ 0 | \$ 0 | \$ 4,956 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|-------------------------------------|-------------------------------|--|--|----------------------------------|---|-----------------------------|----------------------------------|----------------------------------|-------------------------|--|--|---|---------------------|
| Benchmark/ Comparator Agency Match | | Maintenance Foreman | N/C | [Maintenance Worker 2/ Senior Maintenance Crew Leader] | N/C | Senior Crew Leader/Maintenance Specialist | Chief Distribution Operator | Assistant Maintenance Supervisor | Senior Maintenance Technician | Maintenance Chief | Senior Facilities Maintenance Technician | N/C | Lead Recharge Operations and Maintenance Worker | N/C |
| | Top Step | \$ 8,797 | | \$ 7,004 | | \$ 5,689 | \$ 10,931 | \$ 9,254 | \$ 9,295 | \$ 9,783 | \$ 7,367 | | \$ 8,600 | |
| Retirement | Classic | 2%@55 | | 2%@55 | | 2%@55 | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | | 2.5%@55 | |
| | Enhanced Formula Cost | \$ 264 | | \$ 210 | | \$ 171 | \$ 328 | | \$ 493 | \$ 792 | \$ 221 | | \$ 456 | |
| | EE Cost Sharing | | | | | \$ -28 | | | \$ -651 | | | | | |
| | ER Paid Member Contrib | | | \$ 490 | | | | | \$ 651 | | \$ 516 | | \$ 688 | |
| | Calc Classic EPMC as Spec Comp | | | \$ 34 | | | | | \$ 46 | | | | \$ 55 | |
| | Single Highest Year | \$ 44 | | | | | \$ 55 | | \$ 56 | | \$ 37 | | \$ 52 | |
| | Social Security | | | \$ 434 | | | \$ 678 | \$ 574 | \$ 576 | \$ 607 | | | \$ 533 | |
| | Deferred Compensation Other Ret. | | | | | | | \$ 54 \$ 108 | | | \$ 221 | | | \$ 86 |
| Insurance | Cafeteria | | | | | | | | | | | | | |
| | Health | \$ 1,685 | | \$ 2,619 | | \$ 1,661 | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | | \$ 1,520 | |
| | Dental | \$ 312 | | \$ 123 | | \$ 69 | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | | \$ 115 | |
| | Vision | | | \$ 21 | | | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 508 | | \$ 404 | | \$ 263 | \$ 799 | \$ 534 | \$ 536 | \$ 564 | \$ 425 | | \$ 529 | |
| | Holidays | \$ 372 | | \$ 323 | | \$ 263 | \$ 420 | \$ 427 | \$ 465 | \$ 452 | \$ 340 | | \$ 364 | |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | | | \$ 35 | | | \$ 21 | |
| Benefit Package Total | | \$ 3,197 | \$ 0 | \$ 4,659 | \$ 0 | \$ 2,397 | \$ 3,560 | \$ 3,888 | \$ 4,778 | \$ 5,519 | \$ 4,040 | \$ 0 | \$ 4,437 | \$ 0 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|-------------------------------|---|------------------------------------|----------------------------------|---------------------|-----------------------|--------------------------|----------------------------------|-------------------------|-----------------------------------|--|---|---|
| Benchmark/ Comparator Agency Match | | Maintenance Superintendent | [Superintendent of Plant Operations/ Assistant Manager of Operations] | N/C | N/C | N/C | N/C | Maintenance Supervisor | System Maintenance Supervisor | N/C | N/C | N/C | [Operations and Maintenance Program Supervisor/ Control Systems Supervisor] | Maintenance and Construction Supervisor, Zone 7 |
| | Top Step | \$ 10,672 | \$ 11,863 | | | | | \$ 10,410 | \$ 10,780 | | | | \$ 12,325 | \$ 13,619 |
| Retirement | Classic | 2%@55 | | | | | | 1.62@65 | 2.5%@55 | | | | 2.5%@55 | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 320 | | | | | | | \$ 571 | | | | \$ 653 | |
| | EE Cost Sharing | | | | | | | | \$ -755 | | | | | |
| | ER Paid Member Contrib | | | | | | | | \$ 755 | | | | \$ 986 | |
| | Calc Classic EPMC as Spec Comp | | | | | | | | \$ 53 | | | | \$ 79 | |
| | Single Highest Year | \$ 53 | | | | | | | \$ 65 | | | | \$ 74 | |
| | Social Security | | \$ 735 | | | | | \$ 645 | \$ 668 | | | | \$ 760 | \$ 760 |
| | Deferred Compensation | | \$ 1,186 | | | | | \$ 54 | | | | | \$ 123 | |
| Other Ret. | | | | | | | \$ 108 | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 292 |
| | Health | \$ 1,685 | \$ 2,039 | | | | | \$ 2,047 | \$ 2,606 | | | | \$ 1,520 | \$ 3,086 |
| | Dental | \$ 312 | \$ 123 | | | | | \$ 123 | | | | | \$ 115 | \$ 134 |
| | Vision | | \$ 24 | | | | | \$ 21 | | | | | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 616 | \$ 456 | | | | | \$ 601 | \$ 622 | | | | \$ 1,707 | \$ 786 |
| | Holidays | \$ 452 | \$ 502 | | | | | \$ 480 | \$ 539 | | | | \$ 521 | \$ 786 |
| | Admin Leave | | \$ 456 | | | | | | | | | | | \$ 367 |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | | \$ 33 | | | | \$ 21 | |
| Benefit Package Total | | \$ 3,451 | \$ 5,522 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 4,080 | \$ 5,158 | \$ 0 | \$ 0 | \$ 0 | \$ 6,577 | \$ 6,210 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency | |
|---|---|--|------------------------------------|--|---------------------|-----------------------|--------------------------------------|--|-------------------------|---------------------------------------|--|------------------------------------|----------------------------------|----------|
| Benchmark/ Comparator Agency Match | Maintenance/Instrumentation Calibration and Repair Technician | N/C | Instrumentation Technician | Electrical Mechanical Systems Specialist III (Mechanical Specialist) | N/C | N/C | Electrical and Control Technician II | Electrical/Instrumentation Technician II | N/C | Electrical/Instrumentation Technician | N/C | Control Systems Technician | Instrument Technician II, Zone 7 | |
| Top Step | \$ 8,797 | | \$ 7,112 | \$ 8,710 | | | \$ 7,315 | \$ 9,528 | | \$ 7,734 | | \$ 9,259 | \$ 10,521 | |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | | 1.62@65 | 2.5%@55 | | 2%@55 | | 2.5%@55 | 1%@52 to 2.5%@67 | |
| | Enhanced Formula Cost | \$ 264 | | \$ 213 | \$ 113 | | | \$ 505 | | \$ 232 | | \$ 491 | | |
| | EE Cost Sharing | | | | | | | \$ -667 | | | | | | |
| | ER Paid Member Contrib | | | \$ 498 | | | | \$ 667 | | \$ 541 | | \$ 741 | | |
| | Calc Classic EPMC as Spec Comp | | | \$ 35 | | | | \$ 47 | | | | \$ 59 | | |
| | Single Highest Year | \$ 44 | | | \$ 44 | | | \$ 57 | | \$ 39 | | \$ 56 | | |
| | Social Security | | | \$ 441 | \$ 540 | | \$ 454 | \$ 591 | | | | \$ 574 | \$ 652 | |
| | Deferred Compensation | | | | | | \$ 54 | | | \$ 232 | | \$ 93 | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | \$ 100 | |
| | Health | \$ 1,685 | | \$ 2,619 | \$ 2,123 | | \$ 2,047 | \$ 2,606 | | \$ 2,189 | | \$ 1,520 | \$ 3,195 | |
| | Dental | \$ 312 | | \$ 123 | \$ 106 | | \$ 123 | | | \$ 82 | | \$ 115 | \$ 134 | |
| | Vision | | | \$ 21 | \$ 19 | | \$ 21 | | | \$ 9 | | \$ 19 | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 508 | | \$ 410 | \$ 603 | | \$ 422 | \$ 550 | | \$ 446 | | \$ 570 | \$ 607 | |
| | Holidays | \$ 372 | | \$ 328 | \$ 369 | | \$ 338 | \$ 476 | | \$ 357 | | \$ 392 | \$ 607 | |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | \$ 33 | | | | \$ 21 | | |
| Benefit Package Total | | \$ 3,197 | \$ 0 | \$ 4,688 | \$ 3,916 | \$ 0 | \$ 0 | \$ 3,458 | \$ 4,865 | \$ 0 | \$ 4,128 | \$ 0 | \$ 4,648 | \$ 5,296 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|--|------------------------------------|---|---------------------|--|--------------------------|----------------------------------|-------------------------|-----------------------------------|--|------------------------------------|--|
| Benchmark/ Comparator Agency Match | Office Manager | Office Manager/Human Resources | N/C | [Executive Administrator/ Clerk of the Board / Human Resources Manager] | N/C | [Human Resources and Payroll Administrator/ Executive Secretary] | N/C | N/C | N/C | N/C | N/C | N/C | [Executive Assistant to the General Manager / Human Resources Analyst] |
| Top Step | \$ 9,794 | \$ 10,734 | | \$ 12,357 | | \$ 11,491 | | | | | | | \$ 10,865 |
| Retirement | Classic | 2%@55 | | 2%@60 | | 2%@55 | | | | | | | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 294 | | \$ 161 | | \$ 345 | | | | | | | |
| | EE Cost Sharing | | | | | | | | | | | | |
| | ER Paid Member Contrib | | | | | | | | | | | | |
| | Calc Classic EPMC as Spec Comp | | | | | | | | | | | | |
| | Single Highest Year | \$ 49 | | \$ 62 | | \$ 57 | | | | | | | |
| | Social Security | | \$ 666 | | \$ 760 | | \$ 712 | | | | | | \$ 674 |
| Deferred Compensation | | \$ 1,073 | | | | | | | | | | | |
| Other Ret. | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | \$ 292 |
| | Health | \$ 1,685 | \$ 2,039 | | \$ 2,368 | | \$ 1,204 | | | | | | \$ 3,086 |
| | Dental | \$ 312 | \$ 123 | | \$ 106 | | \$ 54 | | | | | | \$ 134 |
| | Vision | | \$ 24 | | \$ 19 | | \$ 24 | | | | | | |
| | Other Ins. | | | | | | | | | | | | |
| Leaves | Vacation | \$ 566 | \$ 413 | | \$ 1,141 | | \$ 1,061 | | | | | | \$ 627 |
| | Holidays | \$ 414 | \$ 454 | | \$ 523 | | \$ 442 | | | | | | \$ 627 |
| | Admin Leave | | \$ 206 | | | | \$ 597 | | | | | | \$ 293 |
| Allow | Housing Allowance | | | | | | | | | | | | |
| | Uniform | | | | | | | | | | | | |
| Benefit Package Total | | \$ 3,320 | \$ 4,998 | \$ 0 | \$ 5,138 | \$ 0 | \$ 4,495 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 5,732 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|--|------------------------------------|----------------------------------|---------------------|-----------------------|--------------------------|----------------------------------|----------------------------------|-----------------------------------|--|------------------------------------|------------------------|
| Benchmark/ Comparator Agency Match | Plant Maintenance Technician | Maintenance Technician II | Maintenance Worker 2 | N/C | N/C | N/C | N/C | Maintenance Technician | Facilities Maintenance Worker II | Water Systems Technician II | Plant Assistant | N/C | Plant Mechanic, Zone 7 |
| Top Step | \$ 7,570 | \$ 9,724 | \$ 5,706 | | | | | \$ 8,421 | \$ 6,538 | \$ 7,734 | \$ 5,702 | | \$ 9,393 |
| Retirement | Classic | 2%@55 | | 2%@55 | | | | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 227 | | \$ 171 | | | | \$ 446 | \$ 530 | \$ 232 | \$ 171 | | |
| | EE Cost Sharing | | | | | | | \$ -589 | | | | | |
| | ER Paid Member Contrib | | | \$ 399 | | | | \$ 589 | | \$ 541 | | | |
| | Calc Classic EPMC as Spec Comp | | | \$ 28 | | | | \$ 41 | | | | | |
| | Single Highest Year | \$ 38 | | | | | | \$ 51 | | \$ 39 | \$ 29 | | |
| | Social Security | | \$ 603 | \$ 354 | | | | \$ 522 | \$ 405 | | | | \$ 582 |
| | Deferred Compensation | | \$ 972 | | | | | | | \$ 232 | \$ 433 | | |
| Other Ret. | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | \$ 100 |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | | | | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | | \$ 3,195 |
| | Dental | \$ 312 | \$ 123 | \$ 123 | | | | | \$ 149 | \$ 82 | \$ 123 | | \$ 134 |
| | Vision | | \$ 24 | \$ 21 | | | | | \$ 19 | \$ 9 | \$ 17 | | |
| | Other Ins. | | | | | | | | | | | | |
| Leaves | Vacation | \$ 437 | \$ 374 | \$ 329 | | | | \$ 486 | \$ 377 | \$ 446 | \$ 329 | | \$ 542 |
| | Holidays | \$ 320 | \$ 411 | \$ 263 | | | | \$ 421 | \$ 302 | \$ 357 | \$ 263 | | \$ 542 |
| | Admin Leave | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | |
| | Uniform | | | | | | | \$ 33 | \$ 35 | | \$ 17 | | |
| Benefit Package Total | | \$ 3,019 | \$ 4,546 | \$ 4,307 | \$ 0 | \$ 0 | \$ 0 | \$ 4,607 | \$ 4,718 | \$ 4,128 | \$ 3,081 | \$ 0 | \$ 5,095 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency | |
|---|-----------------------------------|--|------------------------------------|----------------------------------|---|-----------------------|--------------------------|----------------------------------|--|--|--|------------------------------------|---------------------|------|
| Benchmark/ Comparator Agency Match | Safety & Environmental Specialist | N/C | N/C | Safety Officer | [Regulatory Compliance Manager / Regulatory Compliance Specialist II] | N/C | N/C | Safety Officer | Safety/Regulatory Compliance Coordinator | [Safety Specialist II/ Environmental Health & Safety Supervisor] | N/C | N/C | N/C | |
| Top Step | \$ 9,382 | | | \$ 10,668 | \$ 8,921 | | | \$ 10,780 | \$ 9,542 | \$ 8,276 | | | | |
| Retirement | Classic | 2%@55 | | 2%@60 | 2%@55 | | | 2.5%@55 | 3%@60 | 2%@55 | | | | |
| | Enhanced Formula Cost | \$ 281 | | \$ 139 | \$ 268 | | | \$ 571 | \$ 773 | \$ 248 | | | | |
| | EE Cost Sharing | | | | \$ -178 | | | \$ -755 | | | | | | |
| | ER Paid Member Contrib | | | | | | | \$ 755 | | \$ 579 | | | | |
| | Calc Classic EPMC as Spec Comp | | | | | | | \$ 53 | | | | | | |
| | Single Highest Year | \$ 47 | | \$ 53 | | | | \$ 65 | | \$ 41 | | | | |
| | Social Security | | | \$ 661 | | | | \$ 668 | \$ 592 | | | | | |
| Deferred Compensation | | | | \$ 25 | | | | | \$ 248 | | | | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | |
| | Health | \$ 1,685 | | \$ 2,368 | \$ 1,077 | | | \$ 2,606 | \$ 2,902 | \$ 2,189 | | | | |
| | Dental | \$ 312 | | \$ 106 | \$ 99 | | | | \$ 149 | \$ 82 | | | | |
| | Vision | | | \$ 19 | \$ 24 | | | | \$ 19 | \$ 9 | | | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 542 | | \$ 985 | \$ 412 | | | \$ 622 | \$ 551 | \$ 477 | | | | |
| | Holidays | \$ 397 | | \$ 451 | \$ 412 | | | \$ 539 | \$ 440 | \$ 382 | | | | |
| | Admin Leave | | | | \$ 137 | | | | \$ 184 | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | | | | | | | |
| Benefit Package Total | | \$ 3,276 | \$ 0 | \$ 0 | \$ 4,782 | \$ 2,275 | \$ 0 | \$ 0 | \$ 5,124 | \$ 5,608 | \$ 4,257 | \$ 0 | \$ 0 | \$ 0 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency | |
|---|--------------------------------|--|------------------------------------|----------------------------------|----------------------|-----------------------|--------------------------|----------------------------------|-------------------------|-----------------------------------|--|------------------------------------|---------------------|------|
| Benchmark/ Comparator Agency Match | Senior Accountant | N/C | N/C | N/C | Management Analyst I | Accountant | Accountant II | Accountant | Accountant | Senior Accountant | Senior Financial Analyst | Accountant III | N/C | |
| Top Step | \$ 8,610 | | | | \$ 7,528 | \$ 9,703 | \$ 7,315 | \$ 9,068 | \$ 7,439 | \$ 8,951 | \$ 11,529 | \$ 7,788 | | |
| Retirement | Classic | 2%@55 | | | 2%@55 | 2%@55 | 1.62@65 | 2.5%@55 | 3%@60 | 2%@55 | 2%@55 | 2.5%@55 | | |
| | Enhanced Formula Cost | \$ 258 | | | \$ 226 | \$ 291 | | \$ 481 | \$ 603 | \$ 269 | \$ 346 | \$ 413 | | |
| | EE Cost Sharing | | | | \$ -151 | | | \$ -635 | | | | | | |
| | ER Paid Member Contrib | | | | | | | \$ 635 | | \$ 627 | | \$ 623 | | |
| | Calc Classic EPMC as Spec Comp | | | | | | | \$ 44 | | | | \$ 50 | | |
| | Single Highest Year | \$ 43 | | | | \$ 49 | | \$ 54 | | \$ 45 | \$ 58 | \$ 47 | | |
| | Social Security | | | | | \$ 602 | \$ 454 | \$ 562 | \$ 461 | | | \$ 483 | | |
| | Deferred Compensation | | | | \$ 25 | | \$ 54 | | | \$ 269 | \$ 433 | \$ 78 | | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | |
| | Health | \$ 1,685 | | | \$ 1,077 | \$ 1,204 | \$ 2,047 | \$ 2,606 | \$ 2,902 | \$ 2,189 | \$ 1,699 | \$ 1,520 | | |
| | Dental | \$ 312 | | | \$ 99 | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | \$ 115 | | |
| | Vision | | | | \$ 24 | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | \$ 19 | | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 497 | | | \$ 347 | \$ 709 | \$ 422 | \$ 523 | \$ 429 | \$ 516 | \$ 666 | \$ 479 | | |
| | Holidays | \$ 364 | | | \$ 347 | \$ 373 | \$ 338 | \$ 453 | \$ 343 | \$ 413 | \$ 532 | \$ 329 | | |
| | Admin Leave | | | | \$ 116 | | | | | | \$ 222 | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | | | | | | | | | | | \$ 21 | | |
| Benefit Package Total | | \$ 3,160 | \$ 0 | \$ 0 | \$ 0 | \$ 2,111 | \$ 3,304 | \$ 3,458 | \$ 4,725 | \$ 4,905 | \$ 4,419 | \$ 4,095 | \$ 4,176 | \$ 0 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|--|------------------------------------|----------------------------------|------------------------|-----------------------|--------------------------|----------------------------------|-------------------------|-----------------------------------|--|------------------------------------|---|
| Benchmark/ Comparator Agency Match | Senior Chemist | Chemist/Principal Analyst | N/C | Water Quality Specialist | Laboratory Coordinator | N/C | Laboratory Supervisor | N/C | N/C | Water Quality Scientist II | N/C | N/C | [Water Quality Laboratory Supervisor, Zone 7 / Water Quality Chemist, Zone 7] |
| Top Step | \$ 9,382 | \$ 10,217 | | \$ 8,308 | \$ 7,039 | | \$ 9,254 | | | \$ 9,400 | | | \$ 12,449 |
| Retirement | Classic | 2%@55 | | 2%@60 | 2%@55 | | 1.62@65 | | | 2%@55 | | | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 281 | | \$ 108 | \$ 211 | | | | | \$ 282 | | | |
| | EE Cost Sharing | | | | \$ -35 | | | | | | | | |
| | ER Paid Member Contrib | | | | | | | | | \$ 658 | | | |
| | Calc Classic EPMC as Spec Comp | | | | | | | | | | | | |
| | Single Highest Year | \$ 47 | | \$ 42 | | | | | | \$ 47 | | | |
| | Social Security | | \$ 633 | | \$ 515 | | \$ 574 | | \$ 54 | | | | \$ 760 |
| | Deferred Compensation | | \$ 1,022 | | | | \$ 108 | | \$ 282 | | | | |
| Other Ret. | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | \$ 100 |
| | Health | \$ 1,685 | \$ 2,039 | | \$ 2,123 | \$ 1,661 | \$ 2,047 | | | \$ 2,189 | | | \$ 3,195 |
| | Dental | \$ 312 | \$ 123 | | \$ 106 | \$ 69 | \$ 123 | | | \$ 82 | | | \$ 134 |
| | Vision | | \$ 24 | | \$ 19 | | \$ 21 | | | \$ 9 | | | |
| | Other Ins. | | | | | | | | | | | | |
| Leaves | Vacation | \$ 542 | \$ 393 | | \$ 575 | \$ 325 | \$ 534 | | | \$ 542 | | | \$ 718 |
| | Holidays | \$ 397 | \$ 432 | | \$ 351 | \$ 325 | \$ 427 | | | \$ 434 | | | \$ 718 |
| | Admin Leave | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | |
| | Uniform | \$ 13 | | | | | | | | | | | |
| Benefit Package Total | | \$ 3,276 | \$ 4,666 | \$ 0 | \$ 3,839 | \$ 2,555 | \$ 0 | \$ 3,888 | \$ 0 | \$ 0 | \$ 4,526 | \$ 0 | \$ 5,625 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|--------------------------------|--|------------------------------------|----------------------------------|---------------------|-----------------------------|---------------------------------------|----------------------------------|------------------------------------|-----------------------------------|--|------------------------------------|----------------------------------|
| Benchmark/ Comparator Agency Match | | Water Treatment Plant Operator | Senior Operator | Water Treatment Operator | Water Treatment Operator IV | N/C | Water Treatment Operator II | Water Purification Plant Operator III | N/C | Water Treatment Plant Operator III | Treatment Plant Operator II | Shift Operator III | Water Treatment Operator III | Water Plant Operator III, Zone 7 |
| | Top Step | \$ 7,902 | \$ 9,724 | \$ 8,064 | \$ 10,793 | | \$ 8,801 | \$ 6,661 | | \$ 6,871 | \$ 8,951 | \$ 8,637 | \$ 7,596 | \$ 10,033 |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | | 2%@55 | 1.62@65 | | 3%@60 | 2%@55 | 2%@55 | 2.5%@55 | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 237 | | \$ 242 | \$ 140 | | \$ 264 | | | \$ 557 | \$ 269 | \$ 259 | \$ 403 | |
| | EE Cost Sharing | | | | | | | | | | | | | |
| | ER Paid Member Contrib | | | \$ 564 | | | | | | | \$ 627 | | \$ 608 | |
| | Calc Classic EPMC as Spec Comp | | | \$ 40 | | | | | | | | | \$ 49 | |
| | Single Highest Year | \$ 40 | | | \$ 54 | | \$ 44 | | | | \$ 45 | \$ 43 | \$ 46 | |
| | Social Security | | \$ 603 | \$ 500 | \$ 669 | | \$ 546 | \$ 413 | | \$ 426 | | | \$ 471 | \$ 622 |
| | Deferred Compensation | | \$ 972 | | | | | \$ 54 | | | \$ 269 | \$ 433 | \$ 76 | |
| Other Ret. | | | | | | | | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 100 |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,123 | | \$ 1,204 | \$ 2,047 | | \$ 2,902 | \$ 2,189 | \$ 1,699 | \$ 1,520 | \$ 3,195 |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | | \$ 54 | \$ 123 | | \$ 149 | \$ 82 | \$ 123 | \$ 115 | \$ 134 |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | \$ 19 | \$ 9 | \$ 17 | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 456 | \$ 374 | \$ 465 | \$ 747 | | \$ 643 | \$ 384 | | \$ 396 | \$ 516 | \$ 499 | \$ 467 | \$ 579 |
| | Holidays | \$ 334 | \$ 411 | \$ 372 | \$ 457 | | \$ 338 | \$ 307 | | \$ 317 | \$ 413 | \$ 399 | \$ 321 | \$ 579 |
| | Admin Leave | | | | | | | | | | | | | |
| Allow | Housing Allowance | | | | | | | | | | | | | |
| | Uniform | \$ 13 | \$ 13 | | | | | | | \$ 29 | | \$ 17 | \$ 21 | \$ 17 |
| Benefit Package Total | | \$ 3,077 | \$ 4,559 | \$ 4,946 | \$ 4,315 | \$ 0 | \$ 3,116 | \$ 3,350 | \$ 0 | \$ 4,794 | \$ 4,419 | \$ 3,488 | \$ 4,114 | \$ 5,226 |

Central Coast Water Authority - Benefit Detail
February 2022

| Agency | | Central Coast Water Authority | Antelope Valley East Kern Water Agency | Calleguas Municipal Water District | Casitas Municipal Water District | City of Santa Maria | Goleta Water District | Kern County Water Agency | San Diego County Water Authority | San Juan Water District | Santa Clarita Valley Water Agency | Three Valleys Municipal Water District | United Water Conservation District | Zone 7 Water Agency |
|---|--------------------------------|----------------------------------|--|------------------------------------|----------------------------------|---------------------|---|--------------------------|----------------------------------|-------------------------|-----------------------------------|--|------------------------------------|-------------------------------------|
| Benchmark/ Comparator Agency Match | | Water Treatment Plant Supervisor | Superintendent of Plant Operations | Operations Supervisor | Water Treatment Supervisor | Water Supervisor | [Water Treatment Superintendent / Chief Water Treatment Operator] | Operations Supervisor | N/C | Chief Operator | N/C | Operations Supervisor (T5) | Chief Water Treatment Operator | Water Facilities Supervisor, Zone 7 |
| | Top Step | \$ 11,140 | \$ 11,277 | \$ 11,260 | \$ 12,174 | \$ 9,100 | \$ 11,993 | \$ 10,410 | | \$ 10,029 | | \$ 14,800 | \$ 10,217 | \$ 13,893 |
| Retirement | Classic | 2%@55 | | 2%@55 | 2%@60 | 2%@55 | 2%@55 | 1.62@65 | | 3%@60 | | 2%@55 | 2.5%@55 | 1%@52 to 2.5%@67 |
| | Enhanced Formula Cost | \$ 334 | | \$ 338 | \$ 158 | \$ 273 | \$ 360 | | | \$ 812 | | \$ 444 | \$ 541 | |
| | EE Cost Sharing | | | | | \$ -46 | | | | | | | | |
| | ER Paid Member Contrib | | | \$ 788 | | | | | | | | | \$ 817 | |
| | Calc Classic EPMC as Spec Comp | | | \$ 55 | | | | | | | | | \$ 65 | |
| | Single Highest Year | \$ 56 | | | \$ 61 | | \$ 60 | | | | | \$ 74 | \$ 61 | |
| | Social Security | | \$ 699 | \$ 698 | \$ 755 | | \$ 744 | \$ 645 | | \$ 622 | | | \$ 633 | \$ 760 |
| | Deferred Compensation | | \$ 1,128 | | | | | \$ 54 | | | | \$ 433 | \$ 102 | |
| Other Ret. | | | | | | | \$ 108 | | | | | | | |
| Insurance | Cafeteria | | | | | | | | | | | | | \$ 292 |
| | Health | \$ 1,685 | \$ 2,039 | \$ 2,619 | \$ 2,368 | \$ 1,661 | \$ 1,204 | \$ 2,047 | | \$ 2,902 | | \$ 1,699 | \$ 1,520 | \$ 3,086 |
| | Dental | \$ 312 | \$ 123 | \$ 123 | \$ 106 | \$ 69 | \$ 54 | \$ 123 | \$ 54 | \$ 149 | \$ 123 | \$ 123 | \$ 115 | \$ 134 |
| | Vision | | \$ 24 | \$ 21 | \$ 19 | | \$ 24 | \$ 21 | | \$ 19 | | \$ 17 | \$ 19 | |
| | Other Ins. | | | | | | | | | | | | | |
| Leaves | Vacation | \$ 643 | \$ 434 | \$ 650 | \$ 983 | \$ 420 | \$ 1,107 | \$ 601 | | \$ 579 | | \$ 855 | \$ 629 | \$ 802 |
| | Holidays | \$ 471 | \$ 477 | \$ 520 | \$ 515 | \$ 420 | \$ 461 | \$ 480 | | \$ 463 | | \$ 683 | \$ 432 | \$ 802 |
| | Admin Leave | | | | | | \$ 623 | | | | | \$ 285 | | \$ 374 |
| | Housing Allowance | | | | | | | | | | | | | |
| Allow | Uniform | \$ 13 | | | | \$ 21 | | | | \$ 29 | | | \$ 21 | |
| | Benefit Package Total | \$ 3,514 | \$ 4,923 | \$ 5,811 | \$ 4,965 | \$ 2,818 | \$ 4,635 | \$ 4,080 | \$ 0 | \$ 5,574 | \$ 0 | \$ 4,612 | \$ 4,956 | \$ 6,249 |

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Accounting Technician | | | | | | | | |
|-----------------------|--|-------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Account Clerk, Zone 7 | \$ 7,668 | \$ 4,789 | \$ 12,458 | 6/27/2021 | 6/26/2022 | 3.25% |
| 2 | Antelope Valley-East Kern Water Agency | Accounting Technician II | \$ 8,181 | \$ 4,172 | \$ 12,352 | 7/1/2021 | 7/1/2022 | unknown |
| 3 | San Diego County Water Authority | Accounting Technician | \$ 7,261 | \$ 4,302 | \$ 11,564 | 6/27/2021 | unknown | unknown |
| 4 | Calleguas Municipal Water District | Accounting Technician II | \$ 6,414 | \$ 4,499 | \$ 10,913 | 1/1/2021 | unknown | unknown |
| 5 | Three Valleys Municipal Water District | Accounting Technician | \$ 7,548 | \$ 3,321 | \$ 10,869 | 7/1/2021 | 7/1/2022 | Unknown |
| 6 | Casitas Municipal Water District | Payroll/Accounting Technician | \$ 7,048 | \$ 3,598 | \$ 10,646 | 12/16/2020 | unknown | unknown |
| 7 | San Juan Water District | Accounting Technician II | \$ 5,801 | \$ 4,501 | \$ 10,303 | 7/3/2021 | unknown | unknown |
| 8 | Santa Clarita Valley Water Agency | Accounting Technician II | \$ 6,058 | \$ 3,728 | \$ 9,786 | 7/1/2021 | unknown | Unknown |
| 9 | Central Coast Water Authority | Accounting Technician | \$ 6,513 | \$ 2,876 | \$ 9,389 | 7/1/2021 | unknown | unknown |
| 10 | Goleta Water District | Account Clerk II | \$ 6,670 | \$ 2,672 | \$ 9,342 | 1/1/2022 | unknown | unknown |
| 11 | Kern County Water Agency | Accounting Clerk II | \$ 5,276 | \$ 3,120 | \$ 8,397 | 2/7/2021 | unknown | unknown |
| 12 | City of Santa Maria | Accounting Technician II | \$ 5,565 | \$ 2,382 | \$ 7,947 | 6/19/2021 | unknown | unknown |
| 13 | United Water Conservation District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 6,681 | \$ 10,416 |
| % Central Coast Water Authority Above/Below | -2.6% | -10.9% |
| Median of Comparators | \$ 6,670 | \$ 10,646 |
| % Central Coast Water Authority Above/Below | -2.4% | -13.4% |
| Number of Matches | 11 | 11 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Administrative Assistant | | | | | | | | |
|--------------------------|--|---|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Administrative Assistant, Zone 7 | \$ 7,920 | \$ 4,834 | \$ 12,754 | 6/27/2021 | 6/26/2022 | 3.25% |
| 2 | Three Valleys Municipal Water District | Executive Assistant | \$ 8,699 | \$ 3,480 | \$ 12,179 | 7/1/2021 | 7/1/2022 | Unknown |
| 3 | Casitas Municipal Water District | Administrative Assistant | \$ 7,386 | \$ 3,663 | \$ 11,049 | 12/16/2020 | unknown | unknown |
| 4 | San Diego County Water Authority | Senior Office Assistant | \$ 6,743 | \$ 4,181 | \$ 10,924 | 6/27/2021 | unknown | unknown |
| 5 | Goleta Water District | Operations Department Assistant | \$ 7,735 | \$ 2,894 | \$ 10,629 | 1/1/2022 | unknown | unknown |
| 6 | Calleguas Municipal Water District | Administrative Assistant II | \$ 5,640 | \$ 4,290 | \$ 9,930 | 1/1/2021 | unknown | unknown |
| 7 | Santa Clarita Valley Water Agency | Senior Office Assistant | \$ 6,058 | \$ 3,728 | \$ 9,786 | 7/1/2021 | unknown | Unknown |
| 8 | Central Coast Water Authority | Administrative Assistant | \$ 6,375 | \$ 2,858 | \$ 9,233 | 7/1/2021 | unknown | unknown |
| 9 | United Water Conservation District | Administrative Assistant II | \$ 5,507 | \$ 3,443 | \$ 8,950 | 7/1/2021 | 7/1/2022 | 2.00% |
| 10 | City of Santa Maria | Administrative Assistant | \$ 5,539 | \$ 2,379 | \$ 7,918 | 6/19/2021 | unknown | unknown |
| 11 | Kern County Water Agency ¹ | [Executive Assistant/ Office Assistant] | \$ 4,638 | \$ 3,014 | \$ 7,652 | 2/7/2021 | unknown | unknown |
| 12 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 13 | San Juan Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 6,586 | \$ 10,177 |
| % Central Coast Water Authority Above/Below | -3.3% | -10.2% |
| Median of Comparators | \$ 6,401 | \$ 10,279 |
| % Central Coast Water Authority Above/Below | -0.4% | -11.3% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

1 - Kern County Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Controller | | | | | | | | |
|------------|---|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Santa Clarita Valley Water Agency | Controller | \$ 16,077 | \$ 6,121 | \$ 22,198 | 7/1/2021 | unknown | Unknown |
| 2 | Zone 7 Water Agency | Accounting Manager, Zone 7 | \$ 15,103 | \$ 6,421 | \$ 21,523 | 6/27/2021 | 12/26/2021 | 3.00% |
| 3 | San Diego County Water Authority ² | [Controller/ Accounting Supervisor] | \$ 15,042 | \$ 6,063 | \$ 21,105 | 6/27/2021 | unknown | unknown |
| 4 | Goleta Water District | Controller | \$ 15,546 | \$ 5,425 | \$ 20,970 | 1/1/2022 | unknown | unknown |
| 5 | Central Coast Water Authority | Controller | \$ 12,672 | \$ 3,708 | \$ 16,380 | 7/1/2021 | unknown | unknown |
| 6 | United Water Conservation District ³ | [Controller/ Senior Accountant] | \$ 10,463 | \$ 5,840 | \$ 16,303 | 7/1/2021 | 7/1/2022 | 2.00% |
| 7 | Casitas Municipal Water District | Accounting and Customer Service Supervisor | \$ 9,076 | \$ 4,091 | \$ 13,167 | 12/16/2020 | unknown | unknown |
| 8 | City of Santa Maria ¹ | [Accounting Manager / Management Analyst I] | \$ 9,064 | \$ 2,292 | \$ 11,355 | 6/19/2021 | unknown | unknown |
| 9 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | Kern County Water Agency | N/C | | | | | | |
| 12 | San Juan Water District | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 12,910 | \$ 18,089 |
| % Central Coast Water Authority Above/Below | -1.9% | -10.4% |
| Median of Comparators | \$ 15,042 | \$ 20,970 |
| % Central Coast Water Authority Above/Below | -18.7% | -28.0% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

- 1 - City of Santa Maria: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - San Diego County Water Authority: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - United Water Conservation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Deputy Director of Operations and Engineering | | | | | | | | |
|---|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Three Valleys Municipal Water | [Chief Operations Officer/ Chief Water Resources Officer] | \$ 20,439 | \$ 6,682 | \$ 27,121 | 7/1/2021 | 7/1/2022 | Unknown |
| 2 | Santa Clarita Valley Water Agency ⁸ | [Chief Engineer/ Dir of Operations & Maintenance] | \$ 19,540 | \$ 6,948 | \$ 26,488 | 7/1/2021 | unknown | Unknown |
| 3 | United Water Conservation | [Chief Operations Officer/ Chief Engineer] | \$ 17,636 | \$ 8,362 | \$ 25,998 | 7/1/2021 | 7/1/2022 | 2.00% |
| 4 | Zone 7 Water Agency ¹¹ | [Manager of Engineering / Production Manager] | \$ 18,150 | \$ 6,854 | \$ 25,004 | 6/27/2021 | unknown | unknown |
| 5 | San Diego County Water | [Operations and Maintenance Manager/ Engineering Manager] | \$ 18,185 | \$ 6,603 | \$ 24,788 | 6/27/2021 | unknown | unknown |
| 6 | Calleguas Municipal Water | [Manager of Engineering/ Manager of Operations] | \$ 17,422 | \$ 7,159 | \$ 24,581 | 1/1/2021 | unknown | unknown |
| 7 | Casitas Municipal Water District ³ | [Operations and Maintenance Manager / Engineering Manager] | \$ 17,479 | \$ 5,920 | \$ 23,399 | 7/1/2021 | unknown | unknown |
| 8 | Kern County Water Agency ⁵ | [Engineering and Groundwater Services Manager/ Water Resources Manager] | \$ 17,332 | \$ 5,487 | \$ 22,819 | 11/5/2021 | unknown | unknown |
| 9 | San Juan Water District ⁷ | [Operations Manager/ Engineering Services Manager] | \$ 15,231 | \$ 6,937 | \$ 22,168 | 7/3/2021 | unknown | unknown |
| 10 | Goleta Water District ⁴ | [Operations Manager / Chief Engineer] | \$ 16,230 | \$ 5,574 | \$ 21,803 | 1/1/2022 | unknown | unknown |
| 11 | Central Coast Water Authority | Deputy Director of Operations and Engineering | \$ 16,347 | \$ 4,519 | \$ 20,866 | 7/1/2021 | unknown | unknown |
| 12 | Antelope Valley-East Kern Water | [Engineering Manager/ Assistant General Manager] | \$ 14,127 | \$ 6,042 | \$ 20,169 | 7/1/2021 | 7/1/2022 | unknown |
| 13 | City of Santa Maria | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 17,434 | \$ 24,031 |
| % Central Coast Water Authority Above/Below | -6.6% | -15.2% |
| Median of Comparators | \$ 17,479 | \$ 24,581 |
| % Central Coast Water Authority Above/Below | -6.9% | -17.8% |
| Number of Matches | 11 | 11 |

N/C - Non Comparator

- 1 - Antelope Valley-East Kern Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - Calleguas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - Casitas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - Goleta Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 5 - Kern County Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 6 - San Diego County Water Authority: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 7 - San Juan Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 8 - Santa Clarita Valley Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 9 - Three Valleys Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 10 - United Water Conservation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 11 - Zone 7 Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Distribution Supervisor | | | | | | | | | |
|-------------------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|--|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase | |
| 1 | San Diego County Water Authority | System Operations Supervisor | \$ 11,899 | \$ 5,706 | \$ 17,605 | 6/27/2021 | unknown | unknown | |
| 2 | Goleta Water District ¹ | [Distribution System Superintendent / Chief Distribution System Operator] | \$ 11,993 | \$ 4,635 | \$ 16,628 | 1/1/2022 | unknown | unknown | |
| 3 | Three Valleys Municipal Water District | Operations Supervisor | \$ 12,333 | \$ 4,222 | \$ 16,555 | 7/1/2021 | 7/1/2022 | Unknown | |
| 4 | Casitas Municipal Water District | Distribution Supervisor | \$ 11,592 | \$ 4,847 | \$ 16,438 | 12/16/2020 | unknown | unknown | |
| 5 | Calleguas Municipal Water District | Distribution System Supervisor | \$ 10,437 | \$ 5,588 | \$ 16,025 | 1/1/2021 | unknown | unknown | |
| 6 | Antelope Valley-East Kern Water Agency | Maintenance Supervisor | \$ 11,002 | \$ 4,857 | \$ 15,859 | 7/1/2021 | 7/1/2022 | unknown | |
| 7 | Santa Clarita Valley Water Agency ² | [Water Systems Supervisor/ Water Quality Supervisor] | \$ 10,880 | \$ 4,879 | \$ 15,759 | 7/1/2021 | unknown | Unknown | |
| 8 | Kern County Water Agency | Operations Supervisor | \$ 10,410 | \$ 4,080 | \$ 14,491 | 2/7/2021 | unknown | unknown | |
| 9 | San Juan Water District | Distribution Lead Worker | \$ 8,384 | \$ 5,168 | \$ 13,552 | 7/3/2021 | unknown | unknown | |
| 10 | Central Coast Water Authority | Distribution Supervisor | \$ 9,586 | \$ 3,292 | \$ 12,878 | 7/1/2021 | unknown | unknown | |
| 11 | City of Santa Maria | Water Supervisor | \$ 9,100 | \$ 2,818 | \$ 11,918 | 6/19/2021 | unknown | unknown | |
| 12 | United Water Conservation District | N/C | | | | | | | |
| 13 | Zone 7 Water Agency | N/C | | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 10,803 | \$ 15,483 |
| % Central Coast Water Authority Above/Below | -12.7% | -20.2% |
| Median of Comparators | \$ 10,941 | \$ 15,942 |
| % Central Coast Water Authority Above/Below | -14.1% | -23.8% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

1 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Santa Clarita Valley Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Distribution Technician | | | | | | | | |
|-------------------------|--|---------------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Antelope Valley-East Kern Water Agency | Operator | \$ 9,256 | \$ 4,445 | \$ 13,701 | 7/1/2021 | 7/1/2022 | unknown |
| 2 | San Diego County Water Authority | System Operator II | \$ 8,631 | \$ 4,656 | \$ 13,287 | 6/27/2021 | unknown | unknown |
| 3 | Calleguas Municipal Water District | Electro-Mechanical Technician 2 | \$ 7,471 | \$ 4,785 | \$ 12,256 | 1/1/2021 | unknown | unknown |
| 4 | Three Valleys Municipal Water District | Shift Operator III | \$ 8,637 | \$ 3,488 | \$ 12,125 | 7/1/2021 | 7/1/2022 | Unknown |
| 5 | Goleta Water District | Distribution System Operator II | \$ 8,801 | \$ 3,116 | \$ 11,917 | 1/1/2022 | unknown | unknown |
| 6 | Santa Clarita Valley Water Agency | Water Systems Technician II | \$ 7,734 | \$ 4,128 | \$ 11,862 | 7/1/2021 | unknown | Unknown |
| 7 | San Juan Water District | Distribution Operator III | \$ 6,871 | \$ 4,794 | \$ 11,665 | 7/3/2021 | unknown | unknown |
| 8 | Casitas Municipal Water District | Distribution Operator III | \$ 7,048 | \$ 3,598 | \$ 10,646 | 12/16/2020 | unknown | unknown |
| 9 | Central Coast Water Authority | Distribution Technician | \$ 7,570 | \$ 3,019 | \$ 10,589 | 7/1/2021 | unknown | unknown |
| 10 | Kern County Water Agency | Water Purification Plant Operator III | \$ 6,661 | \$ 3,350 | \$ 10,011 | 2/7/2021 | unknown | unknown |
| 11 | City of Santa Maria | Water Operator | \$ 4,917 | \$ 2,328 | \$ 7,245 | 6/19/2021 | unknown | unknown |
| 12 | United Water Conservation District | N/C | | | | | | |
| 13 | Zone 7 Water Agency | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,603 | \$ 11,472 |
| % Central Coast Water Authority Above/Below | -0.4% | -8.3% |
| Median of Comparators | \$ 7,603 | \$ 11,889 |
| % Central Coast Water Authority Above/Below | -0.4% | -12.3% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Engineering Technician | | | | | | | | |
|------------------------|--|---------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Antelope Valley-East Kern Water Agency | Engineering Technician | \$ 9,256 | \$ 4,433 | \$ 13,688 | 7/1/2021 | 7/1/2022 | unknown |
| 2 | San Diego County Water Authority | Engineering Technician II | \$ 8,216 | \$ 4,525 | \$ 12,741 | 6/27/2021 | unknown | unknown |
| 3 | Casitas Municipal Water District | Engineering Technician | \$ 7,926 | \$ 3,766 | \$ 11,692 | 12/16/2020 | unknown | unknown |
| 4 | Goleta Water District | Engineering Technician | \$ 8,528 | \$ 3,059 | \$ 11,588 | 1/1/2022 | unknown | unknown |
| 5 | Santa Clarita Valley Water Agency | Engineering Technician II | \$ 7,367 | \$ 4,040 | \$ 11,407 | 7/1/2021 | unknown | Unknown |
| 6 | San Juan Water District | Engineering Technician | \$ 6,602 | \$ 4,728 | \$ 11,330 | 7/3/2021 | unknown | unknown |
| 7 | Central Coast Water Authority | Engineering Technician | \$ 7,902 | \$ 3,077 | \$ 10,979 | 7/7/2021 | unknown | unknown |
| 8 | City of Santa Maria | Engineering Technician II | \$ 5,660 | \$ 2,393 | \$ 8,053 | 6/19/2021 | unknown | unknown |
| 9 | United Water Conservation District | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | Kern County Water Agency | N/C | | | | | | |
| 12 | Zone 7 Water Agency | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,651 | \$ 11,500 |
| % Central Coast Water Authority Above/Below | 3.2% | -4.7% |
| Median of Comparators | \$ 7,926 | \$ 11,588 |
| % Central Coast Water Authority Above/Below | -0.3% | -5.5% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Executive Director | | | | | | | | |
|--------------------|--|-------------------------|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Kern County Water Agency | General Manager | \$ 31,668 | \$ 11,124 | \$ 42,792 | unknown | unknown | unknown |
| 2 | United Water Conservation District | General Manager | \$ 28,060 | \$ 14,406 | \$ 42,465 | 7/1/2021 | 7/1/2022 | 2.00% |
| 3 | Antelope Valley-East Kern Water Agency | General Manager | \$ 28,221 | \$ 9,675 | \$ 37,895 | 7/1/2021 | 7/1/2022 | unknown |
| 4 | San Diego County Water Authority | General Manager | \$ 28,068 | \$ 9,678 | \$ 37,746 | 6/27/2021 | unknown | unknown |
| 5 | Santa Clarita Valley Water Agency | General Manager | \$ 25,455 | \$ 9,202 | \$ 34,657 | unknown | unknown | Unknown |
| 6 | Zone 7 Water Agency | General Manager, Zone 7 | \$ 25,040 | \$ 9,460 | \$ 34,500 | 3/21/2021 | unknown | unknown |
| 7 | Goleta Water District | General Manager | \$ 24,407 | \$ 10,038 | \$ 34,445 | unknown | unknown | unknown |
| 8 | Calleguas Municipal Water District | General Manager | \$ 23,750 | \$ 8,480 | \$ 32,230 | 1/1/2021 | unknown | unknown |
| 9 | Three Valleys Municipal Water District | General Manager | \$ 24,361 | \$ 7,060 | \$ 31,421 | 7/1/2021 | 7/1/2022 | Unknown |
| 10 | Central Coast Water Authority | Executive Director | \$ 23,369 | \$ 5,602 | \$ 28,972 | 7/1/2021 | unknown | unknown |
| 11 | Casitas Municipal Water District | General Manager | \$ 19,668 | \$ 6,254 | \$ 25,922 | unknown | unknown | unknown |
| 12 | San Juan Water District | General Manager | \$ 16,381 | \$ 7,486 | \$ 23,867 | 7/3/2021 | unknown | unknown |
| 13 | City of Santa Maria | Director of Utilities | \$ 17,488 | \$ 3,283 | \$ 20,771 | 6/19/2021 | unknown | unknown |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 24,380 | \$ 33,226 |
| % Central Coast Water Authority Above/Below | -4.3% | -14.7% |
| Median of Comparators | \$ 24,723 | \$ 34,472 |
| % Central Coast Water Authority Above/Below | -5.8% | -19.0% |
| Number of Matches | 12 | 12 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| IT/Instrumentation and Control Specialist | | | | | | | | |
|---|---|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | San Diego County Water Authority | Senior Electrical/Instrumentation Technician | \$ 10,780 | \$ 5,124 | \$ 15,904 | 6/27/2021 | unknown | unknown |
| 2 | Antelope Valley-East Kern Water Agency | Electrical Technician | \$ 10,217 | \$ 4,666 | \$ 14,883 | 7/1/2021 | 7/1/2022 | unknown |
| 3 | San Juan Water District | Electrical and Instrumentation Technician | \$ 9,261 | \$ 5,391 | \$ 14,652 | 7/3/2021 | unknown | unknown |
| 4 | Goleta Water District | Control Systems Technician/Treatment Operator | \$ 10,877 | \$ 3,549 | \$ 14,426 | 1/1/2022 | unknown | unknown |
| 5 | Three Valleys Municipal Water District | Instrumentation/ Electrical System Operator | \$ 10,445 | \$ 3,740 | \$ 14,185 | 7/1/2021 | 7/1/2022 | Unknown |
| 6 | Casitas Municipal Water District | Electrical & Mechanical Systems Specialist IV (Network & Communications) | \$ 9,581 | \$ 4,083 | \$ 13,664 | 12/16/2020 | unknown | unknown |
| 7 | Santa Clarita Valley Water Agency | Senior Instrumentation Technician | \$ 8,951 | \$ 4,419 | \$ 13,370 | 7/1/2021 | unknown | Unknown |
| 8 | Central Coast Water Authority | IT/Instrumentation and Control Specialist | \$ 8,988 | \$ 3,223 | \$ 12,211 | 7/9/2021 | unknown | unknown |
| 9 | Calleguas Municipal Water District ¹ | [Control Technician/ Instrumentation Technician] | \$ 7,112 | \$ 4,688 | \$ 11,800 | 1/1/2021 | unknown | unknown |
| 10 | Kern County Water Agency | Electrical and Control Technician III | \$ 8,037 | \$ 3,578 | \$ 11,616 | 2/7/2021 | unknown | unknown |
| 11 | United Water Conservation District | N/C | | | | | | |
| 12 | City of Santa Maria | N/C | | | | | | |
| 13 | Zone 7 Water Agency | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 9,473 | \$ 13,833 |
| % Central Coast Water Authority Above/Below | -5.4% | -13.3% |
| Median of Comparators | \$ 9,581 | \$ 14,185 |
| % Central Coast Water Authority Above/Below | -6.6% | -16.2% |
| Number of Matches | 9 | 9 |

N/C - Non Comparator

1 - Calleguas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Laboratory Analyst | | | | | | | | |
|--------------------|--|--|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Water Quality Laboratory Technician, Zone 7 | \$ 8,609 | \$ 4,956 | \$ 13,566 | 6/27/2021 | 6/26/2022 | 3.25% |
| 2 | Antelope Valley-East Kern Water Agency | Laboratory Technician | \$ 8,810 | \$ 4,324 | \$ 13,134 | 7/1/2021 | 7/1/2022 | unknown |
| 3 | Goleta Water District | Water Quality Specialist II | \$ 8,801 | \$ 3,116 | \$ 11,917 | 1/1/2022 | unknown | unknown |
| 4 | Santa Clarita Valley Water Agency ¹ | [Water Quality Technician II/ Water Quality Scientist I] | \$ 7,401 | \$ 4,048 | \$ 11,449 | 7/1/2021 | unknown | Unknown |
| 5 | Central Coast Water Authority | Laboratory Analyst | \$ 6,799 | \$ 2,928 | \$ 9,727 | 7/10/2021 | unknown | unknown |
| 6 | Casitas Municipal Water District | Water Quality Technician | \$ 6,273 | \$ 3,449 | \$ 9,722 | 12/16/2020 | unknown | unknown |
| 7 | Kern County Water Agency | Laboratory Analyst III | \$ 6,067 | \$ 3,251 | \$ 9,318 | 2/7/2021 | unknown | unknown |
| 8 | San Diego County Water Authority | N/C | | | | | | |
| 9 | San Juan Water District | N/C | | | | | | |
| 10 | Three Valleys Municipal Water District | N/C | | | | | | |
| 11 | Calleguas Municipal Water District | N/C | | | | | | |
| 12 | United Water Conservation District | N/C | | | | | | |
| 13 | City of Santa Maria | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,660 | \$ 11,518 |
| % Central Coast Water Authority Above/Below | -12.7% | -18.4% |
| Median of Comparators | \$ 8,005 | \$ 11,683 |
| % Central Coast Water Authority Above/Below | -17.7% | -20.1% |
| Number of Matches | 6 | 6 |

N/C - Non Comparator

1 - Santa Clarita Valley Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Maintenance Foreman | | | | | | | | |
|---------------------|---|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | San Juan Water District | Maintenance Chief | \$ 9,783 | \$ 5,519 | \$ 15,302 | 7/3/2021 | unknown | unknown |
| 2 | Goleta Water District | Chief Distribution Operator | \$ 10,931 | \$ 3,560 | \$ 14,491 | 1/1/2022 | unknown | unknown |
| 3 | San Diego County Water Authority | Senior Maintenance Technician | \$ 9,295 | \$ 4,778 | \$ 14,073 | 6/27/2021 | unknown | unknown |
| 4 | Kern County Water Agency | Assistant Maintenance Supervisor | \$ 9,254 | \$ 3,888 | \$ 13,143 | 2/7/2021 | unknown | unknown |
| 5 | United Water Conservation District | Lead Recharge Operations and Maintenance Worker | \$ 8,600 | \$ 4,437 | \$ 13,037 | 7/1/2021 | 7/1/2022 | 2.00% |
| 6 | Central Coast Water Authority | Maintenance Foreman | \$ 8,797 | \$ 3,197 | \$ 11,994 | 7/11/2021 | unknown | unknown |
| 7 | Calleguas Municipal Water District ¹ | [Maintenance Worker 2/ Senior Maintenance Crew Leader] | \$ 7,004 | \$ 4,659 | \$ 11,663 | 1/1/2021 | unknown | unknown |
| 8 | Santa Clarita Valley Water Agency | Senior Facilities Maintenance Technician | \$ 7,367 | \$ 4,040 | \$ 11,407 | 7/1/2021 | unknown | Unknown |
| 9 | City of Santa Maria | Senior Crew Leader/Maintenance Specialist | \$ 5,689 | \$ 2,397 | \$ 8,085 | 6/19/2021 | unknown | unknown |
| 10 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 11 | Casitas Municipal Water District | N/C | | | | | | |
| 12 | Zone 7 Water Agency | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,490 | \$ 12,650 |
| % Central Coast Water Authority Above/Below | 3.5% | -5.5% |
| Median of Comparators | \$ 8,927 | \$ 13,090 |
| % Central Coast Water Authority Above/Below | -1.5% | -9.1% |
| Number of Matches | 8 | 8 |

N/C - Non Comparator

1 - Calleguas Municipal Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Maintenance Superintendent | | | | | | | | |
|----------------------------|---|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Maintenance and Construction Supervisor, Zone 7 | \$ 13,619 | \$ 6,210 | \$ 19,828 | 6/27/2021 | 12/26/2021 | 3.00% |
| 2 | United Water Conservation District ² | [Operations and Maintenance Program Supervisor/ Control Systems Supervisor] | \$ 12,325 | \$ 6,577 | \$ 18,902 | 7/1/2021 | 7/1/2022 | 2.00% |
| 3 | Antelope Valley-East Kern Water Agency ¹ | [Superintendent of Plant Operations/ Assistant Manager of Operations] | \$ 11,863 | \$ 5,522 | \$ 17,384 | 7/1/2021 | 7/1/2022 | unknown |
| 4 | San Diego County Water Authority | System Maintenance Supervisor | \$ 10,780 | \$ 5,158 | \$ 15,937 | 6/27/2021 | unknown | unknown |
| 5 | Kern County Water Agency | Maintenance Supervisor | \$ 10,410 | \$ 4,080 | \$ 14,491 | 2/7/2021 | unknown | unknown |
| 6 | Central Coast Water Authority | Maintenance Superintendent | \$ 10,672 | \$ 3,451 | \$ 14,123 | 7/12/2021 | unknown | unknown |
| 7 | Santa Clarita Valley Water Agency | N/C | | | | | | |
| 8 | Goleta Water District | N/C | | | | | | |
| 9 | Calleguas Municipal Water District | N/C | | | | | | |
| 10 | Casitas Municipal Water District | N/C | | | | | | |
| 11 | City of Santa Maria | N/C | | | | | | |
| 12 | San Juan Water District | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 11,799 | \$ 17,309 |
| % Central Coast Water Authority Above/Below | -10.6% | -22.6% |
| Median of Comparators | \$ 11,863 | \$ 17,384 |
| % Central Coast Water Authority Above/Below | -11.2% | -23.1% |
| Number of Matches | 5 | 5 |

N/C - Non Comparator

1 - Antelope Valley-East Kern Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - United Water Conservation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Maintenance/Instrumentation Calibration and Repair Technician | | | | | | | | |
|---|--|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Instrument Technician II, Zone 7 | \$ 10,521 | \$ 5,296 | \$ 15,817 | 6/27/2021 | unknown | unknown |
| 2 | San Diego County Water Authority | Electrical/Instrumentation Technician II | \$ 9,528 | \$ 4,865 | \$ 14,393 | 6/27/2021 | unknown | unknown |
| 3 | United Water Conservation District | Control Systems Technician | \$ 9,259 | \$ 4,648 | \$ 13,907 | 7/1/2021 | 7/1/2022 | 2.00% |
| 4 | Casitas Municipal Water District | Electrical Mechanical Systems Specialist III (Mechanical Specialist) | \$ 8,710 | \$ 3,916 | \$ 12,626 | 12/16/2020 | unknown | unknown |
| 5 | Central Coast Water Authority | Maintenance/Instrumentation Calibration and Repair Technician | \$ 8,797 | \$ 3,197 | \$ 11,994 | 7/13/2021 | unknown | unknown |
| 6 | Santa Clarita Valley Water Agency | Electrical/Instrumentation Technician | \$ 7,734 | \$ 4,128 | \$ 11,862 | 7/1/2021 | unknown | Unknown |
| 7 | Calleguas Municipal Water District | Instrumentation Technician | \$ 7,112 | \$ 4,688 | \$ 11,800 | 1/1/2021 | unknown | unknown |
| 8 | Kern County Water Agency | Electrical and Control Technician II | \$ 7,315 | \$ 3,458 | \$ 10,773 | 2/7/2021 | unknown | unknown |
| 9 | Goleta Water District | N/C | | | | | | |
| 10 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 11 | City of Santa Maria | N/C | | | | | | |
| 12 | San Juan Water District | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,597 | \$ 13,025 |
| % Central Coast Water Authority Above/Below | 2.3% | -8.6% |
| Median of Comparators | \$ 8,710 | \$ 12,626 |
| % Central Coast Water Authority Above/Below | 1.0% | -5.3% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Office Manager | | | | | | | | |
|----------------|---|--|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Casitas Municipal Water District ¹ | [Executive Administrator/Clerk of the Board / Human Resources Manager] | \$ 12,357 | \$ 5,138 | \$ 17,495 | 7/1/2021 | unknown | unknown |
| 2 | Zone 7 Water Agency ³ | [Executive Assistant to the General Manager / Human Resources Analyst] | \$ 10,865 | \$ 5,732 | \$ 16,596 | 6/27/2021 | unknown | unknown |
| 3 | Goleta Water District ² | [Human Resources and Payroll Administrator/ Executive Secretary] | \$ 11,491 | \$ 4,495 | \$ 15,986 | 1/1/2022 | unknown | unknown |
| 4 | Antelope Valley-East Kern Water Agency | Office Manager/Human Resources | \$ 10,734 | \$ 4,998 | \$ 15,732 | 7/1/2021 | 7/1/2022 | unknown |
| 5 | Central Coast Water Authority | Office Manager | \$ 9,794 | \$ 3,320 | \$ 13,114 | 7/1/2021 | unknown | unknown |
| 6 | San Diego County Water Authority | N/C | | | | | | |
| 7 | San Juan Water District | N/C | | | | | | |
| 8 | Kern County Water Agency | N/C | | | | | | |
| 9 | Three Valleys Municipal Water District | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | United Water Conservation District | N/C | | | | | | |
| 12 | Santa Clarita Valley Water Agency | N/C | | | | | | |
| 13 | City of Santa Maria | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 11,361 | \$ 16,452 |
| % Central Coast Water Authority Above/Below | -16.0% | -25.5% |
| Median of Comparators | \$ 11,178 | \$ 16,291 |
| % Central Coast Water Authority Above/Below | -14.1% | -24.2% |
| Number of Matches | 4 | 4 |

N/C - Non Comparator

- 1 - Casitas Municipal Water District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Zone 7 Water Agency: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Plant Maintenance Technician | | | | | | | | |
|------------------------------|--|----------------------------------|----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Plant Mechanic, Zone 7 | \$ 9,393 | \$ 5,095 | \$ 14,488 | 6/27/2021 | unknown | unknown |
| 2 | Antelope Valley-East Kern Water Agency | Maintenance Technician II | \$ 9,724 | \$ 4,546 | \$ 14,271 | 7/1/2021 | 7/1/2022 | unknown |
| 3 | San Diego County Water Authority | Maintenance Technician | \$ 8,421 | \$ 4,607 | \$ 13,028 | 6/27/2021 | unknown | unknown |
| 4 | Santa Clarita Valley Water Agency | Water Systems Technician II | \$ 7,734 | \$ 4,128 | \$ 11,862 | 7/1/2021 | unknown | Unknown |
| 5 | San Juan Water District | Facilities Maintenance Worker II | \$ 6,538 | \$ 4,718 | \$ 11,256 | 7/3/2021 | unknown | unknown |
| 6 | Central Coast Water Authority | Plant Maintenance Technician | \$ 7,570 | \$ 3,019 | \$ 10,589 | 7/1/2021 | unknown | unknown |
| 7 | Calleguas Municipal Water District | Maintenance Worker 2 | \$ 5,706 | \$ 4,307 | \$ 10,013 | 1/1/2021 | unknown | unknown |
| 8 | Three Valleys Municipal Water District | Plant Assistant | \$ 5,702 | \$ 3,081 | \$ 8,783 | 7/1/2021 | 7/1/2022 | Unknown |
| 9 | United Water Conservation District | N/C | | | | | | |
| 10 | Goleta Water District | N/C | | | | | | |
| 11 | Casitas Municipal Water District | N/C | | | | | | |
| 12 | Kern County Water Agency | N/C | | | | | | |
| 13 | City of Santa Maria | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 7,603 | \$ 11,957 |
| % Central Coast Water Authority Above/Below | -0.4% | -12.9% |
| Median of Comparators | \$ 7,734 | \$ 11,862 |
| % Central Coast Water Authority Above/Below | -2.2% | -12.0% |
| Number of Matches | 7 | 7 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Safety & Environmental Specialist | | | | | | | | |
|-----------------------------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | San Diego County Water Authority | Safety Officer | \$ 10,780 | \$ 5,124 | \$ 15,904 | 6/27/2021 | unknown | unknown |
| 2 | Casitas Municipal Water District | Safety Officer | \$ 10,668 | \$ 4,782 | \$ 15,450 | 7/1/2021 | unknown | unknown |
| 3 | San Juan Water District | Safety/Regulatory Compliance Coordinator | \$ 9,542 | \$ 5,608 | \$ 15,150 | 7/3/2021 | unknown | unknown |
| 4 | Central Coast Water Authority | Safety & Environmental Specialist | \$ 9,382 | \$ 3,276 | \$ 12,658 | 7/16/2021 | unknown | unknown |
| 5 | Santa Clarita Valley Water Agency ² | [Safety Specialist II/ Environmental Health & Safety Supervisor] | \$ 8,276 | \$ 4,257 | \$ 12,533 | 7/1/2021 | unknown | Unknown |
| 6 | City of Santa Maria ¹ | [Regulatory Compliance Manager / Regulatory Compliance Specialist II] | \$ 8,921 | \$ 2,275 | \$ 11,196 | 6/19/2021 | unknown | unknown |
| 7 | United Water Conservation District | N/C | | | | | | |
| 8 | Goleta Water District | N/C | | | | | | |
| 9 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |
| 10 | Calleguas Municipal Water District | N/C | | | | | | |
| 11 | Kern County Water Agency | N/C | | | | | | |
| 12 | Zone 7 Water Agency | N/C | | | | | | |
| 13 | Three Valleys Municipal Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 9,637 | \$ 14,047 |
| % Central Coast Water Authority Above/Below | -2.7% | -11.0% |
| Median of Comparators | \$ 9,542 | \$ 15,150 |
| % Central Coast Water Authority Above/Below | -1.7% | -19.7% |
| Number of Matches | 5 | 5 |

N/C - Non Comparator

1 - City of Santa Maria: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Santa Clarita Valley Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Senior Accountant | | | | | | | | |
|-------------------|--|--------------------------|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Three Valleys Municipal Water District | Senior Financial Analyst | \$ 11,529 | \$ 4,095 | \$ 15,624 | 7/1/2021 | 7/1/2022 | Unknown |
| 2 | San Diego County Water Authority | Accountant | \$ 9,068 | \$ 4,725 | \$ 13,793 | 6/27/2021 | unknown | unknown |
| 3 | Santa Clarita Valley Water Agency | Senior Accountant | \$ 8,951 | \$ 4,419 | \$ 13,370 | 7/1/2021 | unknown | Unknown |
| 4 | Goleta Water District | Accountant | \$ 9,703 | \$ 3,304 | \$ 13,007 | 1/1/2022 | unknown | unknown |
| 5 | San Juan Water District | Accountant | \$ 7,439 | \$ 4,905 | \$ 12,345 | 7/3/2021 | unknown | unknown |
| 6 | United Water Conservation District | Accountant III | \$ 7,788 | \$ 4,176 | \$ 11,964 | 7/1/2021 | 7/1/2022 | 2.00% |
| 7 | Central Coast Water Authority | Senior Accountant | \$ 8,610 | \$ 3,160 | \$ 11,770 | 7/1/2021 | unknown | unknown |
| 8 | Kern County Water Agency | Accountant II | \$ 7,315 | \$ 3,458 | \$ 10,773 | 2/7/2021 | unknown | unknown |
| 9 | City of Santa Maria | Management Analyst I | \$ 7,528 | \$ 2,111 | \$ 9,639 | 6/19/2021 | unknown | unknown |
| 10 | Casitas Municipal Water District | N/C | | | | | | |
| 11 | Calleguas Municipal Water District | N/C | | | | | | |
| 12 | Zone 7 Water Agency | N/C | | | | | | |
| 13 | Antelope Valley-East Kern Water Agency | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,665 | \$ 12,564 |
| % Central Coast Water Authority Above/Below | -0.6% | -6.8% |
| Median of Comparators | \$ 8,369 | \$ 12,676 |
| % Central Coast Water Authority Above/Below | 2.8% | -7.7% |
| Number of Matches | 8 | 8 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Senior Chemist | | | | | | | | |
|----------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency ¹ | [Water Quality Laboratory Supervisor, Zone 7 / Water Quality Chemist, Zone 7] | \$ 12,449 | \$ 5,625 | \$ 18,074 | 6/27/2021 | 6/26/2022 | 3.25% |
| 2 | Antelope Valley-East Kern Water Agency | Chemist/Principal Analyst | \$ 10,217 | \$ 4,666 | \$ 14,883 | 7/1/2021 | 7/1/2022 | unknown |
| 3 | Santa Clarita Valley Water Agency | Water Quality Scientist II | \$ 9,400 | \$ 4,526 | \$ 13,926 | 7/1/2021 | unknown | Unknown |
| 4 | Kern County Water Agency | Laboratory Supervisor | \$ 9,254 | \$ 3,888 | \$ 13,143 | 2/7/2021 | unknown | unknown |
| 5 | Central Coast Water Authority | Senior Chemist | \$ 9,382 | \$ 3,276 | \$ 12,658 | 7/18/2021 | unknown | unknown |
| 6 | Casitas Municipal Water District | Water Quality Specialist | \$ 8,308 | \$ 3,839 | \$ 12,147 | 12/16/2020 | unknown | unknown |
| 7 | City of Santa Maria | Laboratory Coordinator | \$ 7,039 | \$ 2,555 | \$ 9,594 | 6/19/2021 | unknown | unknown |
| 8 | San Diego County Water Authority | N/C | | | | | | |
| 9 | San Juan Water District | N/C | | | | | | |
| 10 | Three Valleys Municipal Water District | N/C | | | | | | |
| 11 | Calleguas Municipal Water District | N/C | | | | | | |
| 12 | United Water Conservation District | N/C | | | | | | |
| 13 | Goleta Water District | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 9,444 | \$ 13,628 |
| % Central Coast Water Authority Above/Below | -0.7% | -7.7% |
| Median of Comparators | \$ 9,327 | \$ 13,534 |
| % Central Coast Water Authority Above/Below | 0.6% | -6.9% |
| Number of Matches | 6 | 6 |

N/C - Non Comparator

1 - Zone 7 Water Agency: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Water Treatment Plant Operator | | | | | | | | |
|--------------------------------|--|---------------------------------------|-----------------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Water Plant Operator III, Zone 7 | \$ 10,033 | \$ 5,226 | \$ 15,258 | 6/27/2021 | 6/26/2022 | 3.25% |
| 2 | Casitas Municipal Water District | Water Treatment Operator IV | \$ 10,793 | \$ 4,315 | \$ 15,109 | 12/16/2020 | unknown | unknown |
| 3 | Antelope Valley-East Kern Water Agency | Senior Operator | \$ 9,724 | \$ 4,559 | \$ 14,283 | 7/1/2021 | 7/1/2022 | unknown |
| 4 | Santa Clarita Valley Water Agency | Treatment Plant Operator II | \$ 8,951 | \$ 4,419 | \$ 13,370 | 7/1/2021 | unknown | Unknown |
| 5 | Calleguas Municipal Water District | Water Treatment Operator | \$ 8,064 | \$ 4,946 | \$ 13,010 | 1/1/2021 | unknown | unknown |
| 6 | Three Valleys Municipal Water District | Shift Operator III | \$ 8,637 | \$ 3,488 | \$ 12,125 | 7/1/2021 | 7/1/2022 | Unknown |
| 7 | Goleta Water District | Water Treatment Operator II | \$ 8,801 | \$ 3,116 | \$ 11,917 | 1/1/2022 | unknown | unknown |
| 8 | United Water Conservation District | Water Treatment Operator III | \$ 7,596 | \$ 4,114 | \$ 11,711 | 7/1/2021 | 7/1/2022 | 2.00% |
| 9 | San Juan Water District | Water Treatment Plant Operator III | \$ 6,871 | \$ 4,794 | \$ 11,665 | 7/3/2021 | unknown | unknown |
| 10 | Central Coast Water Authority | Water Treatment Plant Operator | \$ 7,902 | \$ 3,077 | \$ 10,979 | 7/19/2021 | unknown | unknown |
| 11 | Kern County Water Agency | Water Purification Plant Operator III | \$ 6,661 | \$ 3,350 | \$ 10,011 | 2/7/2021 | unknown | unknown |
| 12 | City of Santa Maria | N/C | | | | | | |
| 13 | San Diego County Water Authority | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 8,613 | \$ 12,846 |
| % Central Coast Water Authority Above/Below | -9.0% | -17.0% |
| Median of Comparators | \$ 8,719 | \$ 12,568 |
| % Central Coast Water Authority Above/Below | -10.3% | -14.5% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

Central Coast Water Authority - Market Compensation Data (sorted by Total Compensation)
February 2022

| Water Treatment Plant Supervisor | | | | | | | | |
|----------------------------------|--|---|-----------|------------------|--------------------|-----------------------|----------------------|--------------------------|
| Rank | Comparator Agency | Classification Title | Top Step | Benefits Package | Total Monthly Comp | Salary Effective Date | Next Salary Increase | Next Percentage Increase |
| 1 | Zone 7 Water Agency | Water Facilities Supervisor, Zone 7 | \$ 13,893 | \$ 6,249 | \$ 20,141 | 6/27/2021 | 12/26/2021 | 3.00% |
| 2 | Three Valleys Municipal Water District | Operations Supervisor (T5) | \$ 14,800 | \$ 4,612 | \$ 19,412 | 7/1/2021 | 7/1/2022 | Unknown |
| 3 | Casitas Municipal Water District | Water Treatment Supervisor | \$ 12,174 | \$ 4,965 | \$ 17,138 | 12/16/2020 | unknown | unknown |
| 4 | Calleguas Municipal Water District | Operations Supervisor | \$ 11,260 | \$ 5,811 | \$ 17,071 | 1/1/2021 | unknown | unknown |
| 5 | Goleta Water District ¹ | [Water Treatment Superintendent / Chief Water Treatment Operator] | \$ 11,993 | \$ 4,635 | \$ 16,628 | 1/1/2022 | unknown | unknown |
| 6 | Antelope Valley-East Kern Water Agency | Superintendent of Plant Operations | \$ 11,277 | \$ 4,923 | \$ 16,201 | 7/1/2021 | 7/1/2022 | unknown |
| 7 | San Juan Water District | Chief Operator | \$ 10,029 | \$ 5,574 | \$ 15,603 | 7/3/2021 | unknown | unknown |
| 8 | United Water Conservation District | Chief Water Treatment Operator | \$ 10,217 | \$ 4,956 | \$ 15,173 | 7/1/2021 | 7/1/2022 | 2.00% |
| 9 | Central Coast Water Authority | Water Treatment Plant Supervisor | \$ 11,140 | \$ 3,514 | \$ 14,654 | 7/20/2021 | unknown | unknown |
| 10 | Kern County Water Agency | Operations Supervisor | \$ 10,410 | \$ 4,080 | \$ 14,491 | 2/7/2021 | unknown | unknown |
| 11 | City of Santa Maria | Water Supervisor | \$ 9,100 | \$ 2,818 | \$ 11,918 | 6/19/2021 | unknown | unknown |
| 12 | Santa Clarita Valley Water Agency | N/C | | | | | | |
| 13 | San Diego County Water Authority | N/C | | | | | | |

| Summary Results | Top Monthly | Total Monthly |
|---|-------------|---------------|
| Average of Comparators | \$ 11,515 | \$ 16,378 |
| % Central Coast Water Authority Above/Below | -3.4% | -11.8% |
| Median of Comparators | \$ 11,269 | \$ 16,415 |
| % Central Coast Water Authority Above/Below | -1.2% | -12.0% |
| Number of Matches | 10 | 10 |

N/C - Non Comparator

1 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.



Appendix III

Proposed Salary Range Schedule

Central Coast Water Authority - Results Summary
February 2022

| Classification | Top Monthly Salary Data | | | | | # of Matches |
|---|-------------------------|------------------------|------------------|-----------------------|------------------|--------------|
| | Top Monthly Salary | Average of Comparators | % above or below | Median of Comparators | % above or below | |
| Accounting Technician | \$ 6,513 | \$ 6,681 | -2.6% | \$ 6,670 | -2.4% | 11 |
| Administrative Assistant | \$ 6,375 | \$ 6,586 | -3.3% | \$ 6,401 | -0.4% | 10 |
| Controller | \$ 12,672 | \$ 12,910 | -1.9% | \$ 15,042 | -18.7% | 7 |
| Deputy Director of Operations and Engineering | \$ 16,347 | \$ 17,434 | -6.6% | \$ 17,479 | -6.9% | 11 |
| Distribution Supervisor | \$ 9,586 | \$ 10,803 | -12.7% | \$ 10,941 | -14.1% | 10 |
| Distribution Technician | \$ 7,570 | \$ 7,603 | -0.4% | \$ 7,603 | -0.4% | 10 |
| Engineering Technician | \$ 7,902 | \$ 7,651 | 3.2% | \$ 7,926 | -0.3% | 7 |
| Executive Director | \$ 23,369 | \$ 24,380 | -4.3% | \$ 24,723 | -5.8% | 12 |
| IT/Instrumentation and Control Specialist | \$ 8,988 | \$ 9,473 | -5.4% | \$ 9,581 | -6.6% | 9 |
| Laboratory Analyst | \$ 6,799 | \$ 7,660 | -12.7% | \$ 8,005 | -17.7% | 6 |
| Maintenance Foreman | \$ 8,797 | \$ 8,490 | 3.5% | \$ 8,927 | -1.5% | 8 |
| Maintenance Superintendent | \$ 10,672 | \$ 11,799 | -10.6% | \$ 11,863 | -11.2% | 5 |
| Maintenance/Instrumentation Calibration and Repair Technician | \$ 8,797 | \$ 8,597 | 2.3% | \$ 8,710 | 1.0% | 7 |
| Office Manager | \$ 9,794 | \$ 11,361 | -16.0% | \$ 11,178 | -14.1% | 4 |
| Plant Maintenance Technician | \$ 7,570 | \$ 7,603 | -0.4% | \$ 7,734 | -2.2% | 11 |
| Safety & Environmental Specialist | \$ 9,382 | \$ 9,637 | -2.7% | \$ 9,542 | -1.7% | 5 |
| Senior Accountant | \$ 8,610 | \$ 8,665 | -0.6% | \$ 8,369 | 2.8% | 8 |
| Senior Chemist | \$ 9,382 | \$ 9,444 | -0.7% | \$ 9,327 | 0.6% | 6 |
| Water Treatment Plant Operator | \$ 7,902 | \$ 8,613 | -9.0% | \$ 8,719 | -10.3% | 10 |
| Water Treatment Plant Supervisor | \$ 11,140 | \$ 11,515 | -3.4% | \$ 11,269 | -1.2% | 10 |

AVERAGE: -4.0% AVERAGE: -5.5%



Appendix IV

Salary Range Placement Recommendations

Central Coast Water Authority
Salary Schedule
March 2022

| FACTORS | |
|---------------------------|-------------|
| Range E8, Maximum, Annual | \$71,730.00 |
| Range Spread | 22.00% |
| Range Increase | 2.17% |
| Pay Periods per Year | 26 |
| Hours per Year | 2,080 |

| Salary Range | Annual | | Monthly | | Biweekly | | Hourly | |
|--------------|---------|---------|---------|---------|-----------|-----------|---------|---------|
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| 1 | 50,591 | 61,722 | 4,216 | 5,143 | 1,945.83 | 2,373.91 | 24.323 | 29.674 |
| 2 | 51,689 | 63,061 | 4,307 | 5,255 | 1,988.05 | 2,425.42 | 24.851 | 30.318 |
| 3 | 52,811 | 64,429 | 4,401 | 5,369 | 2,031.19 | 2,478.05 | 25.390 | 30.976 |
| 4 | 53,957 | 65,827 | 4,496 | 5,486 | 2,075.27 | 2,531.83 | 25.941 | 31.648 |
| 5 | 55,128 | 67,256 | 4,594 | 5,605 | 2,120.30 | 2,586.77 | 26.504 | 32.335 |
| 6 | 56,324 | 68,715 | 4,694 | 5,726 | 2,166.31 | 2,642.90 | 27.079 | 33.036 |
| 7 | 57,546 | 70,207 | 4,796 | 5,851 | 2,213.32 | 2,700.25 | 27.667 | 33.753 |
| 8 | 58,795 | 71,730 | 4,900 | 5,978 | 2,261.35 | 2,758.85 | 28.267 | 34.486 |
| 9 | 60,071 | 73,287 | 5,006 | 6,107 | 2,310.42 | 2,818.71 | 28.880 | 35.234 |
| 10 | 61,374 | 74,877 | 5,115 | 6,240 | 2,360.56 | 2,879.88 | 29.507 | 35.998 |
| 11 | 62,706 | 76,502 | 5,226 | 6,375 | 2,411.78 | 2,942.37 | 30.147 | 36.780 |
| 12 | 64,067 | 78,162 | 5,339 | 6,513 | 2,464.12 | 3,006.22 | 30.801 | 37.578 |
| 13 | 65,457 | 79,858 | 5,455 | 6,655 | 2,517.59 | 3,071.46 | 31.470 | 38.393 |
| 14 | 66,878 | 81,591 | 5,573 | 6,799 | 2,572.22 | 3,138.11 | 32.153 | 39.226 |
| 15 | 68,329 | 83,361 | 5,694 | 6,947 | 2,628.04 | 3,206.20 | 32.850 | 40.078 |
| 16 | 69,812 | 85,170 | 5,818 | 7,098 | 2,685.06 | 3,275.78 | 33.563 | 40.947 |
| 17 | 71,327 | 87,018 | 5,944 | 7,252 | 2,743.33 | 3,346.86 | 34.292 | 41.836 |
| 18 | 72,874 | 88,907 | 6,073 | 7,409 | 2,802.86 | 3,419.49 | 35.036 | 42.744 |
| 19 | 74,456 | 90,836 | 6,205 | 7,570 | 2,863.68 | 3,493.69 | 35.796 | 43.671 |
| 20 | 76,071 | 92,807 | 6,339 | 7,734 | 2,925.83 | 3,569.51 | 36.573 | 44.619 |
| 21 | 77,722 | 94,821 | 6,477 | 7,902 | 2,989.32 | 3,646.97 | 37.366 | 45.587 |
| 22 | 79,409 | 96,879 | 6,617 | 8,073 | 3,054.18 | 3,726.10 | 38.177 | 46.576 |
| 23 | 81,132 | 98,981 | 6,761 | 8,248 | 3,120.46 | 3,806.96 | 39.006 | 47.587 |
| 24 | 82,893 | 101,129 | 6,908 | 8,427 | 3,188.17 | 3,889.57 | 39.852 | 48.620 |
| 25 | 84,691 | 103,323 | 7,058 | 8,610 | 3,257.36 | 3,973.98 | 40.717 | 49.675 |
| 26 | 86,529 | 105,565 | 7,211 | 8,797 | 3,328.04 | 4,060.21 | 41.601 | 50.753 |
| 27 | 88,407 | 107,856 | 7,367 | 8,988 | 3,400.26 | 4,148.32 | 42.503 | 51.854 |
| 28 | 90,325 | 110,197 | 7,527 | 9,183 | 3,474.05 | 4,238.34 | 43.426 | 52.979 |
| 29 | 92,285 | 112,588 | 7,690 | 9,382 | 3,549.43 | 4,330.31 | 44.368 | 54.129 |
| 30 | 94,288 | 115,031 | 7,857 | 9,586 | 3,626.46 | 4,424.28 | 45.331 | 55.303 |
| 31 | 96,334 | 117,527 | 8,028 | 9,794 | 3,705.15 | 4,520.28 | 46.314 | 56.504 |
| 32 | 98,424 | 120,078 | 8,202 | 10,006 | 3,785.55 | 4,618.37 | 47.319 | 57.730 |
| 33 | 100,560 | 122,683 | 8,380 | 10,224 | 3,867.70 | 4,718.59 | 48.346 | 58.982 |
| 34 | 102,742 | 125,346 | 8,562 | 10,445 | 3,951.63 | 4,820.98 | 49.395 | 60.262 |
| 35 | 104,972 | 128,066 | 8,748 | 10,672 | 4,037.38 | 4,925.60 | 50.467 | 61.570 |
| 36 | 107,250 | 130,845 | 8,937 | 10,904 | 4,124.99 | 5,032.49 | 51.562 | 62.906 |
| 37 | 109,577 | 133,684 | 9,131 | 11,140 | 4,214.50 | 5,141.69 | 52.681 | 64.271 |
| 38 | 111,955 | 136,585 | 9,330 | 11,382 | 4,305.95 | 5,253.26 | 53.824 | 65.666 |
| 39 | 114,384 | 139,549 | 9,532 | 11,629 | 4,399.39 | 5,367.26 | 54.992 | 67.091 |
| 40 | 116,866 | 142,577 | 9,739 | 11,881 | 4,494.86 | 5,483.73 | 56.186 | 68.547 |
| 41 | 119,402 | 145,671 | 9,950 | 12,139 | 4,592.40 | 5,602.73 | 57.405 | 70.034 |
| 42 | 121,993 | 148,832 | 10,166 | 12,403 | 4,692.05 | 5,724.31 | 58.651 | 71.554 |
| 43 | 124,641 | 152,062 | 10,387 | 12,672 | 4,793.87 | 5,848.52 | 59.923 | 73.107 |
| 44 | 127,345 | 155,361 | 10,612 | 12,947 | 4,897.90 | 5,975.44 | 61.224 | 74.693 |
| 45 | 130,109 | 158,733 | 10,842 | 13,228 | 5,004.18 | 6,105.10 | 62.552 | 76.314 |
| 46 | 132,932 | 162,177 | 11,078 | 13,515 | 5,112.77 | 6,237.58 | 63.910 | 77.970 |
| 47 | 135,817 | 165,696 | 11,318 | 13,808 | 5,223.72 | 6,372.94 | 65.297 | 79.662 |
| 48 | 138,764 | 169,292 | 11,564 | 14,108 | 5,337.08 | 6,511.23 | 66.713 | 81.390 |
| 49 | 141,775 | 172,966 | 11,815 | 14,414 | 5,452.89 | 6,652.53 | 68.161 | 83.157 |
| 50 | 144,852 | 176,719 | 12,071 | 14,727 | 5,571.22 | 6,796.89 | 69.640 | 84.961 |
| 51 | 147,995 | 180,554 | 12,333 | 15,046 | 5,692.11 | 6,944.38 | 71.151 | 86.805 |
| 52 | 151,206 | 184,472 | 12,601 | 15,373 | 5,815.63 | 7,095.07 | 72.695 | 88.688 |
| 53 | 154,488 | 188,475 | 12,874 | 15,706 | 5,941.83 | 7,249.03 | 74.273 | 90.613 |
| 54 | 157,840 | 192,565 | 13,153 | 16,047 | 6,070.77 | 7,406.34 | 75.885 | 92.579 |
| 55 | 161,265 | 196,743 | 13,439 | 16,395 | 6,202.51 | 7,567.06 | 77.531 | 94.588 |
| 56 | 164,765 | 201,013 | 13,730 | 16,751 | 6,337.10 | 7,731.26 | 79.214 | 96.641 |
| 57 | 168,340 | 205,375 | 14,028 | 17,115 | 6,474.61 | 7,899.03 | 80.933 | 98.738 |
| 58 | 171,993 | 209,831 | 14,333 | 17,486 | 6,615.11 | 8,070.44 | 82.689 | 100.880 |
| 59 | 175,725 | 214,385 | 14,644 | 17,865 | 6,758.66 | 8,245.57 | 84.483 | 103.070 |
| 60 | 179,538 | 219,037 | 14,962 | 18,253 | 6,905.32 | 8,424.50 | 86.317 | 105.306 |
| 61 | 183,434 | 223,790 | 15,286 | 18,649 | 7,055.17 | 8,607.31 | 88.190 | 107.591 |
| 62 | 187,415 | 228,646 | 15,618 | 19,054 | 7,208.27 | 8,794.09 | 90.103 | 109.926 |
| 63 | 191,482 | 233,608 | 15,957 | 19,467 | 7,364.69 | 8,984.92 | 92.059 | 112.311 |
| 64 | 195,637 | 238,677 | 16,303 | 19,890 | 7,524.50 | 9,179.89 | 94.056 | 114.749 |
| 65 | 199,882 | 243,856 | 16,657 | 20,321 | 7,687.78 | 9,379.09 | 96.097 | 117.239 |
| 66 | 204,220 | 249,148 | 17,018 | 20,762 | 7,854.61 | 9,582.62 | 98.183 | 119.783 |
| 67 | 208,651 | 254,555 | 17,388 | 21,213 | 8,025.05 | 9,790.56 | 100.313 | 122.382 |
| 68 | 213,179 | 260,078 | 17,765 | 21,673 | 8,199.20 | 10,003.02 | 102.490 | 125.038 |
| 69 | 217,805 | 265,722 | 18,150 | 22,144 | 8,377.12 | 10,220.08 | 104.714 | 127.751 |
| 70 | 222,531 | 271,488 | 18,544 | 22,624 | 8,558.90 | 10,441.86 | 106.986 | 130.523 |
| 71 | 227,360 | 277,380 | 18,947 | 23,115 | 8,744.63 | 10,668.45 | 109.308 | 133.356 |
| 72 | 232,294 | 283,399 | 19,358 | 23,617 | 8,934.39 | 10,899.95 | 111.680 | 136.249 |
| 73 | 237,335 | 289,549 | 19,778 | 24,129 | 9,128.26 | 11,136.48 | 114.103 | 139.206 |
| 74 | 242,485 | 295,832 | 20,207 | 24,653 | 9,326.35 | 11,378.14 | 116.579 | 142.227 |
| 75 | 247,747 | 302,251 | 20,646 | 25,188 | 9,528.73 | 11,625.05 | 119.109 | 145.313 |
| 76 | 253,123 | 308,810 | 21,094 | 25,734 | 9,735.50 | 11,877.31 | 121.694 | 148.466 |
| 77 | 258,616 | 315,511 | 21,551 | 26,293 | 9,946.76 | 12,135.05 | 124.335 | 151.688 |
| 78 | 264,228 | 322,358 | 22,019 | 26,863 | 10,162.61 | 12,398.38 | 127.033 | 154.980 |
| 79 | 269,962 | 329,353 | 22,497 | 27,446 | 10,383.14 | 12,667.43 | 129.789 | 158.343 |
| 80 | 275,820 | 336,500 | 22,985 | 28,042 | 10,608.45 | 12,942.31 | 132.606 | 161.779 |
| 81 | 281,805 | 343,802 | 23,484 | 28,650 | 10,838.65 | 13,223.16 | 135.483 | 165.289 |
| 82 | 287,920 | 351,263 | 23,993 | 29,272 | 11,073.85 | 13,510.10 | 138.423 | 168.876 |
| 83 | 294,168 | 358,885 | 24,514 | 29,907 | 11,314.16 | 13,803.27 | 141.427 | 172.541 |
| 84 | 300,551 | 366,673 | 25,046 | 30,556 | 11,559.67 | 14,102.80 | 144.496 | 176.285 |
| 85 | 307,073 | 374,630 | 25,589 | 31,219 | 11,810.52 | 14,408.83 | 147.631 | 180.110 |
| 86 | 313,737 | 382,759 | 26,145 | 31,897 | 12,066.81 | 14,721.50 | 150.835 | 184.019 |

**Central Coast Water Authority
Salary Schedule
March 2022**

| Class Title | Current Maximum Monthly Salary | Market Placement | Placement Less Within 5% +/- Median Adjustment | Proposed Salary Range | Proposed Maximum Monthly Salary | Percent Difference | Study Benchmark | Rationale |
|---|---------------------------------------|-------------------------|---|------------------------------|--|---------------------------|------------------------|-----------------------------|
| Accounting Technician | \$ 6,513 | \$6,670 | \$6,513 | 12 | \$6,513 | 0.00% | X | Market and range placement. |
| Administrative Assistant | \$ 6,375 | \$6,401 | \$6,375 | 11 | \$6,375 | 0.00% | X | Market and range placement. |
| Controller | \$ 12,672 | \$15,042 | \$14,408 | 49 | \$14,414 | 13.75% | X | Market and range placement. |
| Distribution Supervisor | \$ 9,586 | \$10,941 | \$10,462 | 34 | \$10,445 | 8.97% | X | Market and range placement. |
| Distribution Technician | \$ 7,570 | \$7,603 | \$7,570 | 19 | \$7,570 | 0.00% | X | Market and range placement. |
| Engineering Technician | \$ 7,902 | \$7,926 | \$7,902 | 21 | \$7,902 | 0.00% | X | Market and range placement. |
| IT/Instrumentation and Control Specialist | \$ 8,988 | \$9,581 | \$9,132 | 28 | \$9,183 | 2.17% | X | Market and range placement. |
| Laboratory Analyst | \$ 6,799 | \$8,005 | \$7,665 | 19 | \$7,570 | 11.34% | X | Market and range placement. |
| Maintenance Foreman | \$ 8,797 | \$8,927 | \$8,797 | 26 | \$8,797 | 0.00% | X | Market and range placement. |
| Maintenance Superintendent | \$ 10,672 | \$11,863 | \$11,329 | 38 | \$11,382 | 6.65% | X | Market and range placement. |
| Maintenance/Instrumentation Calibration and | \$ 8,797 | \$8,710 | \$8,797 | 26 | \$8,797 | 0.00% | X | Market and range placement. |
| Office Manager | \$ 9,794 | \$11,178 | \$10,688 | 35 | \$10,672 | 8.97% | X | Market and range placement. |
| Plant Maintenance Technician | \$ 7,570 | \$7,737 | \$7,570 | 19 | \$7,570 | 0.00% | X | Market and range placement. |
| Safety & Environmental Specialist | \$ 9,382 | \$9,542 | \$9,382 | 29 | \$9,382 | 0.00% | X | Market and range placement. |
| Senior Accountant | \$ 8,610 | \$8,369 | \$8,610 | 25 | \$8,610 | 0.00% | X | Market and range placement. |
| Senior Chemist | \$ 9,382 | \$9,327 | \$9,382 | 29 | \$9,382 | 0.00% | X | Market and range placement. |
| Water Treatment Plant Operator | \$ 7,902 | \$8,716 | \$8,321 | 23 | \$8,248 | 4.38% | X | Market and range placement. |
| Water Treatment Plant Supervisor | \$ 11,140 | \$11,269 | \$11,140 | 37 | \$11,140 | 0.00% | X | Market and range placement. |



Appendix V

Additional Benefits

**Shift Differential for WTP Operators
Working as "Operator-in-Charge"**

| |
|---|
| Central Coast Water Authority |
| 5% |
| AVEK Water Agency |
| 7.5% |
| Calleguas Municipal Water District |
| None |
| Casitas Municipal Water District |
| None |
| City of Santa Maria |
| None |
| Goleta Water District |
| None |
| Kern County Water Agency |
| None |
| San Diego County Water Authority |
| Not applicable |
| San Juan Water District |
| None |
| Santa Clarita Valley Water Agency |
| 5% |
| Three Valleys Municipal Water District |
| None |
| United Water Conservation District |
| None |
| Zone 7 Water Agency |
| None |

Call Back Pay and Policy

| Central Coast Water Authority | |
|--|---|
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | WTP Operators are paid two hours regular pay with call back of less than 12 hours' notice |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | No |
| Call Back Policy | Minimum 1 hour pay at 1.5x rate |
| Antelope Valley-East Kern Water Agency | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | Minimum 2 hours pay at 1.5x rate |
| Calleguas Municipal Water District | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | Minimum 2 hours pay at OT rate |
| Casitas Municipal Water District | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | No details provided |
| City of Santa Maria | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | 1.5x rate beginning when employee is notified |
| Goleta Water District | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |

| | |
|--|--|
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | No |
| Call Back Pay Policy | No details provided |
| Kern County Water Agency | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | No |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | Minimum 2 hours pay at 1.5x rate |
| San Diego County Water Authority | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | Minimum 2 hours pay at OT rate |
| San Juan Water District | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | No details provided |
| Santa Clarita Valley Water Agency | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Per Agency, when Call Back pay begins is not specified |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Per Agency, when Call Back pay begins is not specified |
| Call Back Pay Policy | Minimum 2 hours pay at OT rate |
| Three Valleys Municipal Water District | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | Minimum 2 hours pay (rate not provided) |
| United Water Conservation District | |

| | |
|--|----------------------------------|
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Yes |
| Call Back Pay Policy | Minimum 2 hours pay at 1.5x rate |
| Zone 7 Water Agency | |
| Are operators on Standby duty paid for Call Back Time from the time they mobilize from their home? | Not applicable |
| Are operators NOT on Standby duty paid for Call Back Time from the time they mobilize from their home? | Not applicable |
| Call Back Pay Policy | Not applicable |

Longevity Pay Policy

Central Coast Water Authority

No longevity pay policy

Antelope Valley-East Kern Water Agency

Cumulative

Year 15 2%

Year 20 2%

Year 25 2%

Year 30 2%

Year 35 2%

Casitas Municipal Water District

\$400 lump sum at 8 years of service plus \$50/year of service to max of \$1500 at 30 years of service

City of Santa Maria

5% differential for all SEIU employees hired before July 1, 2011, and who have continuously been employed by the City

6% differential for all Management employees hired before July 1, 2011, and who have continuously been employed by the City

Goleta Water District

SEIU members advance to Step E at 10 years and Step F at 15 years

San Diego County Water Authority

No longevity pay policy

San Juan Water District

No longevity pay policy

Santa Clarita Valley Water Agency

Employees at the top of their salary range for a minimum of 18 months and having received an overall performance rating of at least "Expected Performance" will be considered for longevity pay which will be a lump sum amount as a percentage of their annual salary (amount to be determined)

Three Valleys Municipal Water District

No longevity pay policy

United Water Conservation District

No longevity pay policy

Vehicle Provided to Operators on Standby

Central Coast Water Authority

Antelope Valley-East Kern Water Agency

Yes

City of Santa Maria

Water Operators are, but Water Treatment Plant Operators are not

San Juan Water District

No, but Field Service employees are

Santa Clarita Valley Water Agency

Yes

Three Valleys Municipal Water District

Yes

United Water Conservation District

Not specifically for Standby, but some Operators have a District-provided vehicle

Pay Increases

| Central Coast Water Authority | |
|--|--|
| Salary increases merit based or step? | |
| What is the percentage increase between steps? | |
| How many steps are available in a range? | |
| Are increases based on CPI or negotiated? | |
| How often are increases made? | |
| Antelope Valley-East Kern Water Agency | |
| Salary increases merit based or step? | Step |
| What is the percentage increase between steps? | 5.0% |
| How many steps are available in a range? | 6 steps |
| Are increases based on CPI or negotiated? | CPI |
| How often are increases made? | Annually |
| Calleguas Municipal Water District | |
| Salary increases merit based or step? | Merit plus discretionary performance bonus up to 3% |
| What is the percentage increase between steps? | N/A |
| How many steps are available in a range? | N/A |
| Are increases based on CPI or negotiated? | CPI |
| How often are increases made? | Annually |
| City of Santa Maria | |
| Salary increases merit based or step? | Step |
| What is the percentage increase between steps? | 5.0% |
| How many steps are available in a range? | 5 steps |
| Are increases based on CPI or negotiated? | Negotiated |
| How often are increases made? | Annually |
| Goleta Water District | |
| Salary increases merit based or step? | Step |
| What is the percentage increase between steps? | 5.0% |
| How many steps are available in a range? | 4 steps |
| Are increases based on CPI or negotiated? | CPI 2-4% plus 1% in anticipation of increased health insurance costs |
| How often are increases made? | Annually |
| San Diego County Water Authority | |
| Salary increases merit based or step? | Step |
| What is the percentage increase between steps? | 2.5% |
| How many steps are available in a range? | 13 steps |
| Are increases based on CPI or negotiated? | CPI 1-3% |
| How often are increases made? | Annually |
| San Juan Water District | |
| Salary increases merit based or step? | Merit |
| What is the percentage increase between steps? | N/A |
| How many steps are available in a range? | N/A |
| Are increases based on CPI or negotiated? | CPI is used as a guideline |
| How often are increases made? | Annually at GM's discretion |
| Santa Clarita Valley Water Agency | |
| Salary increases merit based or step? | Step |

| | |
|--|-----------------------------|
| What is the percentage increase between steps? | 2.5% |
| How many steps are available in a range? | 9 steps |
| Are increases based on CPI or negotiated? | CPI |
| How often are increases made? | Annually |
| Three Valleys Municipal Water District | |
| Salary increases merit based or step? | Merit |
| What is the percentage increase between steps? | N/A |
| How many steps are available in a range? | N/A |
| Are increases based on CPI or negotiated? | CPI |
| How often are increases made? | Annually at GM's discretion |
| United Water Conservation District | |
| Salary increases merit based or step? | Step |
| What is the percentage increase between steps? | 5.0% |
| How many steps are available in a range? | 5 steps |
| Are increases based on CPI or negotiated? | Negotiated |
| How often are increases made? | Annually as negotiated |

Retiree Medical Contributions

Central Coast Water Authority

| | |
|--|---|
| Amount paid for employee plus dependents | <p>PEMHCA minimum contribution as determined by CalPERS</p> <p>Employees retiring at 62 or older with at least 10 years of service will receive a percentage of the lowest cost plan available based on years of service beginning with 50% at 10 years of service and increasing 3%/year of service up to 80% at 20 years of service</p> |
| Eligibility requirements | CalPERS eligibility requirements |

Antelope Valley-East Kern Water Agency

| | |
|--|--|
| Amount paid for employee plus dependents | <p>For retirees aged 55-59: 50% of lowest cost individual plan</p> <p>For retirees aged 60 or over: 50-100% of the total cost of coverage that the Agency would be obligated to pay if the retiree had continued in the employment of the Agency based on years of service (10 years 50%, each add'l year 5% more maxing at 20 years 100%)</p> |
| Eligibility requirements | 10 or more years of service |

Calleguas Municipal Water District

| | |
|--|--|
| Amount paid for employee plus dependents | <p>Hired pre 07/01/95 with five contiguous years, the District will reimburse for the total cost of health insurance for the Retiree and any qualified dependents</p> <p>Hired 07/01/95-12/31/12 with 12 contiguous years, the District will reimburse for the total cost of health insurance for the Retiree only (no dependents) up to the maximum HMO or PERS Choice premium</p> <p>Hired on or after 01/01/13, the District will provide no direct reimbursement for the cost of health insurance; the District will only be responsible for the CalPERS health insurance plan Minimum Employer Contribution</p> |
| Eligibility requirements | CalPERS eligibility requirements |

Casitas Municipal Water District

| | |
|--|--|
| Amount paid for employee plus dependents | Hired pre 1993 fully paid medical Hired 1993-10/31/11 receive same benefit as current actives 11/01/11 or later receive employee only least expensive plan |
| Eligibility requirements | Hired pre 1993 must be 50 years of age Hired 1993 or later must be 60 years of age with 20 years of service |
| City of Santa Maria | |
| Amount paid for employee plus dependents | Tier I employees no contribution because of EPMC Tier II employees Minimum Employer Contribution (\$143 for 2021) |
| Eligibility requirements | CalPERS eligibility requirements |
| Goleta Water District | |
| Amount paid for employee plus dependents | Hired pre 08/12/14 the District provides group insurance for employees Hired 08/12/14 and later the District contributes \$20/mo for each year of service until age 65; District contributions for dependents will be the same amount paid in 2011 plus one half of any increases |
| Eligibility requirements | Hired 08/12/14 and later employees must be 52 years of age with 10 years of service |
| San Diego County Water Authority | |
| Amount paid for employee plus dependents | \$320/mo until age 65 |
| Eligibility requirements | Must be 55 years of age and with 5 years of service |
| San Juan Water District | |

| | |
|---|--|
| Amount paid for employee plus dependents | Hired pre 02/01/09 receives 100% of the “Blue Shield Access Plus” rate for CalPERS Region 1 Hired 02/01/09 or later receives 0-100% of the “Blue Shield Access Plus” rate for CalPERS Region 1 based on years of service in CalPERS: Less than 10 years = 0% 10 years = 50% 11 years =55% 12 years =60% 13 years = 65% 14 years = 70% 15 years = 75% 16 years = 80% 17 years = 85% 18 years = 90% 19 years =95% 20 years = 100% |
| Eligibility requirements | Hired pre 02/01/09 no eligibility requirements Eligibility requirements not provided for employees hired 02/01/09 or later |
| Santa Clarita Valley Water Agency | |
| Amount paid for employee plus dependents | 50% with 10 years of service and an additional 5% with each year up to 100% at 20 years |
| Eligibility requirements | 10 years with CalPERS, 5 year of which were at SCVWA |
| Three Valleys Municipal Water District | |
| Amount paid for employee plus dependents | Up to \$600/mo |
| Eligibility requirements | Must be 50 years of age and with 5 years of service |
| United Water Conservation District | |
| Amount paid for employee plus dependents | PEMHCA minimum contribution as determined by CalPERS |
| Eligibility requirements | CalPERS eligibility requirements |

Night Shift: Specific policy or program that is designed to mitigate the health and safety risks associated with night shift work

| |
|--|
| Central Coast Water Authority |
| |
| Antelope Valley-East Kern Water Agency |
| None |
| City of Santa Maria |
| None |
| San Diego County Water Authority |
| Not applicable |
| San Juan Water District |
| None, the Operator remains on site (in a locked down facility) In higher risk conditions the Operator will communicate with supervisory staff prior, throughout, and upon completion of those risk conditions |
| Three Valleys Municipal Water District |
| None |
| United Water Conservation District |
| Nothing beyond the standard health and safety plans |

24 Hour Surface Water Treatment Plants

Central Coast Water Authority

| | |
|---|--|
| Operator's schedule where available | |
| Operators are assigned per shift | |
| Is there an official recovery time between the end of a night shift and the beginning of a day shift? | |

Antelope Valley-East Kern Water Agency

| | |
|---|--|
| Operator's schedule where available | Day shift 4/10 hr day Night shift 3/12 hr days plus 4 hours OT |
| Operators are assigned per shift | 1 for night shift |
| Is there an official recovery time between the end of a night shift and the beginning of a day shift? | Night shift rotates: 3 shifts on nights, 5 to 7 days off, and then 3 shifts days Depending on how many are in the rotation weeks on day shift may be more |

San Juan Water District

| | |
|---|--|
| Operator's schedule where available | SJWD employs 24 hour a day staff coverage consisting of 3 shift Operators that work a "fireman's shift" where shift Operators (3 in all) work 48 hours consecutively while resting during the 8 hour sleep shift at night followed by 4 days off Additionally SJWD has 2 day Operators that work week days and back fill shifts for vacation or sick day taken by shift Operators |
| Operators are assigned per shift | 1 for 24 hour shift |
| Is there an official recovery time between the end of a night shift and the beginning of a day shift? | Not applicable |

United Water Conservation District

| | |
|---|--|
| Operator's schedule where available | Operators are only on-call or standby for night shifts |
| Operators are assigned per shift | Not applicable |
| Is there an official recovery time between the end of a night shift and the beginning of a day shift? | Not applicable |

Onsite IT Support Services

| |
|--|
| Central Coast Water Authority |
| |
| AVEK Water Agency |
| No |
| City of Santa Maria |
| No |
| San Diego County Water Authority |
| Yes |
| San Juan Water District |
| Yes |
| Three Valleys Municipal Water District |
| Yes |
| United Water Conservation District |
| Yes |

Holiday Pay for Operators

Central Coast Water Authority

| | |
|---|---|
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | An employee off on a scheduled holiday receives eight hours of regular pay When scheduled to work on an actual or observed holiday, a non exempt employee will be paid the applicable overtime rate and an exempt employee will be provided additional straight time |
| What are the specific holidays offered? | New Year's Day Martin Luther King, Jr.'s Birthday President's Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Day After Thanksgiving Day Christmas |
| Will Juneteenth be added to the list of holidays offered? | |

Antelope Valley-East Kern Water Agency

Operators

| | |
|---|---|
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | Holidays are floating, they may be banked or paid |
| What are the specific holidays offered? | Not applicable |
| Will Juneteenth be added to the list of holidays offered? | Information not collected |

Calleguas Municipal Water District

| | |
|---|--|
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | An employee off on a scheduled holiday receives eight hours of regular pay When scheduled to work, an employee will be paid the applicable overtime rate |
| What are the specific holidays offered? | January 1st Martin Luther King, Jr.'s Birthday President's Day Memorial Day July 4th Labor Day Veterans Day Thanksgiving Day Day after Thanksgiving December 25 |
| Will Juneteenth be added to the list of holidays offered? | Information not collected |

Casitas Municipal Water District

| | |
|---|---|
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | Information not collected |
| What are the specific holidays offered? | New Year's Day Martin Luther King, Jr.'s Birthday Presidents' Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Day after Thanksgiving Christmas Day Day before or after Christmas |
| Will Juneteenth be added to the list of holidays offered? | Information not collected |
| City of Santa Maria | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | An employee off on a scheduled holiday receives holiday pay When scheduled to work, an employee receives regular pay plus 1.5x as cash or CTO |
| What are the specific holidays offered? | New Year's Day Memorial Day Fourth of July Labor Day Thanksgiving Day Day after Thanksgiving Christmas |
| Will Juneteenth be added to the list of holidays offered? | No |
| Goleta Water District | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | An employee off on a scheduled holiday receives holiday pay When scheduled to work, an employee may choose compensation in the form of an alternative day off, monetary payment (paid holiday + 1.5x for hours worked in excess of 40/week), or convert holiday to vacation time |
| What are the specific holidays offered? | New Year's Day Presidents Day Memorial Day Independence Day Labor Day Thanksgiving Day Day after Thanksgiving Christmas Day |

| | |
|---|--|
| Will Juneteenth be added to the list of holidays offered? | Information not collected |
| San Diego County Water Authority | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | An employee off on a scheduled holiday receives holiday pay When scheduled to work, an employee receives both holiday pay and 2x for hours worked |
| What are the specific holidays offered? | New Year's Day Martin Luther King, Jr.'s Birthday Washington's Birthday Cesar Chavez's Birthday Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Day after Thanksgiving Christmas Day |
| Will Juneteenth be added to the list of holidays offered? | Not currently, may be negotiated |
| San Juan Water District | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | A shift worker off on a scheduled holiday receives 8 hours holiday pay When scheduled to work, an employee receives both holiday pay and 1.5x for all hours worked |
| What are the specific holidays offered? | New Year's Day Martin Luther King Day Presidents' Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day Day after Thanksgiving Christmas Day |
| Will Juneteenth be added to the list of holidays offered? | If it is, it will be exchanged for an existing holiday in the policy |
| Santa Clarita Valley Water Agency | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | Information not collected |

| | |
|---|---|
| What are the specific holidays offered? | New Year's Day Martin Luther King, Jr.'s Birthday Presidents Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Day |
| Will Juneteenth be added to the list of holidays offered? | Information not collected |
| Three Valleys Municipal Water District | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | An employee off on a scheduled holiday receives 8 hours holiday pay When scheduled to work, an employee receives both holiday pay and 1.5x for all hours worked |
| What are the specific holidays offered? | New Year's Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Day |
| Will Juneteenth be added to the list of holidays offered? | No |
| United Water Conservation District | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | An employee off on a scheduled holiday receives 8 hours holiday pay When scheduled to work, an employee receives both holiday pay and 1.5x for all hours worked |
| What are the specific holidays offered? | New Year's Day Martin Luther King, Jr.'s Birthday Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Eve Christmas Day |

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| Will Juneteenth be added to the list of holidays offered? | It may be negotiated into future MOUs |
| Zone 7 Water Agency | |
| How is holiday pay handled for shift workers when working on a holiday and when not working on a holiday? | Information not collected |
| What are the specific holidays offered? | New Year's Day Martin Luther King, Jr.'s Birthday Lincoln's Birthday Washington's Birthday Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Day |
| Will Juneteenth be added to the list of holidays offered? | Information not collected |