

SAN JUAN WATER DISTRICT

Board of Director's Meeting Minutes

May 22, 2019 – 6:00 p.m.

BOARD OF DIRECTORS

Dan Rich	President
Ted Costa	Vice President (absent)
Marty Hanneman	Director
Ken Miller	Director
Pam Tobin	Director

SAN JUAN WATER DISTRICT MANAGEMENT AND STAFF

Paul Helliker	General Manager
Donna Silva	Director of Finance
Tony Barela	Operations Manager
Lisa Brown	Customer Service Manager
George Machado	Field Services Manager
Rob Watson	Engineering Services Manager
Greg Turner	Water Treatment Plant Manager
Rose Strohmaier	Conservation Technician
Teri Grant	Board Secretary/Administrative Assistant
Jennifer Buckman	Legal Counsel

OTHER ATTENDEES

Shellie Anderson	Bryce Consulting
Alan Driscoll	Forsgren Associates Inc.
Madison Foon & Family	Poster Contest Winner
Lauren Hempstead & Family	Poster Contest Winner
Jaena Vergara & Family	Poster Contest Winner
Mrs. Lin	Poster Contest Winner's Teacher
Mrs. Renfand	Poster Contest Winner's Teacher

AGENDA ITEMS

- I. Roll Call
- II. Presentation
- III. Public Forum
- IV. Consent Calendar
- V. Old Business
- VI. New Business
- VII. Information Items
- VIII. Directors' Reports
- IX. Committee Meetings
- X. Upcoming Events
- XI. Closed Session
- XII. Open Session
- XIII. Adjourn

President Rich called the meeting to order at 6:00 p.m.

I. ROLL CALL

The Board Secretary took a roll call of the Board. The following directors were present: Marty Hanneman, Ken Miller, Dan Rich and Pam Tobin. Vice President Costa was absent.

II. PRESENTATION

1. Poster Contest Winners – President Dan Rich

President Rich presented the Poster Contest awards to student winners in attendance, Jaena Vergara, Lauren Hempstead and Madison Foon. The Poster Contest winners for SJWD are as follows:

- | |
|--|
| 1st Place & Grand Prize - Jaena Vergara – Mrs. Renfand's 5th grade class |
| 2nd Place - Lauren Hempstead – Mrs. Parcher's 5th grade class |
| 3rd Place - Madison Foon – Mrs. Lin's 5th grade class |

III. PUBLIC FORUM

There were no public comments.

IV. CONSENT CALENDAR

All items under the consent calendar are considered to be routine and are approved by one motion. There will be no separate discussion of these items unless a member of the Board, audience, or staff request a specific item removed after the motion to approve the Consent Calendar.

1. Minutes of the Board of Directors Meeting, April 24, 2019 (W & R)

Recommendation: Approve draft minutes

2. Treasurers Report - Quarter Ending March 31, 2019 (W & R)

Recommendation: Receive & File

3. FO-40 Construction Inspection Contract Amendment (W)

Recommendation: Approve a contract amendment to increase the construction management and inspection contract with Inferrera Construction Management Group, Inc. (ICM) by \$50,000 for the completion of construction of the Fair Oaks 40" Pipeline Relining Project

4. Bacon HVAC Contract (R)

Recommendation: Award a construction contract to Aria Electric & Construction (AEC) for the amount of \$79,000 for the Bacon Pump Station HVAC Project and authorizing a total budget of \$87,000 (includes a 10% contingency)

5. Amendment to GM Construction & Development Inc.'s On-Call Contract (R)

Recommendation: Approve a contract amendment to GM Construction & Development Inc.'s On-Call Contract for additional

construction services for FY18/19 in the amount of \$62,500; bringing the total contract to approximately \$772,614

6. Lower Granite Bay Pump Station Generator Engine Repair (R)

Recommendation: Approve a contract amendment for the service contract with Cummins Sales and Service for the amount of \$45,554.24 for the additional materials and work to repair the failed standby generator engine at the Lower Granite Bay Booster Pump Station

Director Hanneman moved to approve Consent Calendar. Director Tobin seconded the motion and it carried with 4 Aye votes (VP Costa absent).

V. OLD BUSINESS

1. Compensation Study Update (R)

GM Helliker introduced Ms. Shelly Anderson of Bryce Consulting. Ms. Anderson conducted a presentation on the Compensation Study which will be attached to the meeting minutes. She reviewed the Survey Agencies, the Data Elements, the Survey Classes, and the Methodology used for the study.

Ms. Anderson explained that, out of the 29 classifications, 5 classifications are less than 5% of the market median; 9 classifications are between 5% and 10% of the market median; and 15 classifications are more than 10% above the market median. In addition, she reported that only 5 classifications rank 1st in total compensation and 12 classifications rank 2nd in total compensation between the agencies surveyed. It was explained that using the median is the preferred labor market position since it is a more stable statistic to compare to.

Ms. Silva referred to the staff report which will be attached to the meeting minutes and requested Board direction regarding the desired market position for the District's salary schedule. She explained that the Board's choice of market position will not affect the yearly salary and benefit expense in the budget since that is regulated by the Board's Compensation Policy which is based on the CalPERS assumptions.

The Board discussed the current market position of the District's salary ranges, the previous compensation study, the difference between average and median, and the District's position in classifications. Ms. Silva informed the Board that there will be one change to the report regarding one position and car allowance. President Rich would like to review the compensation study report in more depth and hold the discussion over to the next meeting. Ms. Silva confirmed that holding the discussion over to the next meeting would not affect the budget discussions.

Director Hanneman moved to continue this agenda item to the next Board meeting. Director Miller seconded the motion and it carried with 4 Aye votes (VP Costa absent).

2. GM Contract (W & R)

GM Helliker reported that the labor negotiators worked with him on amendments to his contract. The changes in the contract includes an increase in salary based on the COLA of 2.6% and a modification to the severance pay to make it five months instead of four months.

*Director Hanneman moved to approve amendments to the GM Contract.
Director Miller seconded the motion and it carried with 4 Aye votes (VP Costa absent).*

3. SB 998 Requirements Update (R)

Ms. Brown conducted a presentation regarding the new requirements for terminating water service to take effect on February 1, 2020. A copy of the presentation will be attached to the meeting minutes. She explained that SB 998 is intended to minimize the number of Californians who lose access to water service due to the inability to pay.

Ms. Brown reviewed the requirements in the new law and informed the Board that staff is working collaboratively with regional participants to discuss and plan for the implementation of a new disconnection policy, ordinance revisions and eligibility forms. She reported that the new policy and ordinance revisions will be brought back to the Board for approval later in the year.

VI. NEW BUSINESS

1. First Reading of Ordinance 9100 – An Ordinance of the Board of Directors of the San Juan Water District Amending Section 9000.5.A of Ordinance No. 9000 of the District Code of Ordinances Respecting Meter Box Clearance Requirements (W & R)

GM Helliker reminded the Board that he was directed to bring amendments to Ordinance 9000 regarding meter box clearance requirements back to the Board for review. Ms. Brown reviewed the staff report which will be attached to the meeting minutes. She informed the Board that Ordinance No. 9100 amends the District's Code of Ordinances 9000 pertaining to District Water Systems. She explained that this ordinance amendment will provide additional clarification on what type of planting material and where that material can be located around District equipment. It also provides the District the authority to gain reimbursement for any costs incurred while clearing any equipment on the customer's behalf.

Ms. Brown explained that this is the introduction and first reading of Ordinance 9100. She explained the process would be to read the full text of the proposed ordinance or waive such reading by motion of the Board. In addition, she explained that a notice will be published as required.

*Director Hanneman moved to waive the reading of Ordinance 9100.
Director Tobin seconded the motion and it carried with 4 Aye votes (VP Costa absent).*

VII. BUDGET WORKSHOP

1. Review FY 2019-20 Draft Wholesale and Retail Budget (W & R)

Ms. Silva conducted a presentation on the FY 2019-20 Draft Wholesale and Retail Budget and a copy of the presentation will be attached to the meeting minutes.

Ms. Silva reviewed the budget summary for the four District funds – Wholesale Operations, Wholesale Capital, Retail Operations, and Retail Capital. She explained that the District, as a whole, had budgeted for \$27.9 million in revenue and \$34.8 million in expenses. She explained that the operating budgets are at a surplus and are able to transfer excess reserves to the capital reserve funds.

Ms. Silva reviewed the Wholesale revenue and expense assumptions, and the Wholesale Operating Budget based on those assumptions. In addition, she reviewed the Wholesale Water Deliveries and Revenues, the Wholesale Salaries and Benefits, and the Wholesale Operating Projects. Director Miller inquired what comprised the seemingly large increase in “Other Expenses” in the Administration and General section on page 39 of the budget document. The \$437,500 budgeted for Admin “Other Expenses” was \$149,000 higher than the amount for FY 2018-19, representing a 51.7% increase. Ms. Silva will look into the details and report back to the Board.

The Board discussed the Engineering Department FY 2018-19 Professional Services expenses as compared to those for the FY 2019-20 proposed budget. In addition, Ms. Silva reviewed some of the Wholesale Operating projects for next year.

Ms. Silva reported that the Wholesale Operating budget allows for a transfer out to Wholesale Capital of \$3.2 million. She explained that the wholesale operating reserves are estimated to end the fiscal year at \$1.8 million.

Ms. Silva reviewed the Wholesale Capital budget and explained that the starting reserves should be approximately \$15.4 million. She explained that the Wholesale Capital revenue is budgeted at \$1.4 million and planned projects are estimated in the budget at \$9.4 million. She reviewed some of the larger Wholesale Capital projects for next year. She informed the Board that the \$4.8 million Filter Floor Repair Project was to be debt financed, according to the financial plan; however, Wholesale Capital is outperforming the financial plan, due to multiple years of revenue from SSWD, so the District can now afford to pay cash for this project and avoid the cost of financing. The financial plan assumed a 30-year loan at 4% interest, which would have cost about \$3.5 million in interest over 30 years, which will put downward pressure on future rates.

Ms. Silva reported that the Wholesale Capital reserves are estimated to be \$10.7 million at the end of the budget year. She explained that this will result in the reserves being approximately \$4.3 million more than anticipated in the financial plan.

Ms. Silva reported that the wholesale operating budget includes a rate reduction for the wholesale customer agencies to reflect decreased debt service costs from the refinancing. She also reported working with the customer agencies on a proposed change to the allocation methodology. She reviewed the current and proposed allocation method and explained that the re-allocation uses water deliveries from 2015 through April 2019. Staff recommends combining the debt charges and quarterly service charge into one charge and allocating it over a rolling five fiscal year average of water use. This would prevent one single year from dramatically changing the allocation, but would keep the allocation more current and would result in a more simplistic and efficient rate schedule. She informed the Board that Bob Reed reviewed the proposed changes and he said they were reasonable and efficient.

Ms. Silva showed that most of the benefit goes to Citrus Heights and Fair Oaks water districts, with San Juan Retail remaining neutral, a slight savings for OVWC, and an increase for the City of Folsom. She explained that if the Board agrees with the changes, then a request to lower the debt charge would be brought back to the Board in June for the July billing. In addition, a new rate schedule would be brought to the July Board meeting for review and to start the 150-day comment period. This would allow time for a revised rate schedule using the new allocations to be adopted prior to and implemented on January 1st.

Ms. Silva explained that the Retail assumptions are the same as Wholesale with the exception of the Retail Water Deliveries, which she expects to remain constant at the 2018-19 level. She reviewed the Retail Operating Budget, and reported that approximately \$227,700 will be transferred to retail capital reserves. The retail operating reserves are estimated to end the fiscal year with a total of \$2.5 million.

Ms. Silva reviewed the variances in the Retail Operating Budget as compared to FY 2018-19. She explained that the largest variance is under Maintenance showing a 91% increase which equates to an increase of almost \$500,000. She explained that this amount will change as staff just found out that one project will be completed this year so the funding will move back to this year's budget. She reviewed some of the projects that will be completed next year.

Ms. Silva reviewed the Retail Capital budget and explained that most of the retail expenses are related to mains and pipeline projects. The reserves are estimated to end the fiscal year with a total of just over \$2.4 million, which will result in the reserves being approximately \$218,468 more than anticipated in the financial plan. She informed the Board that staff had to defer \$2.2 million in projects, and explained that it is critical that the Retail Master Plan get completed so that there can be a good assessment of the condition of the infrastructure which will guide the District in the creation of the next 10 year CIP and the next financial plan.

Ms. Silva explained that the Engineering Committee will receive more information on the capital projects that are proposed for next year at their next meeting. She

reported that a public hearing will be held at the June 26 Board meeting to review and adopt the budget.

VIII. INFORMATION ITEMS

1. GENERAL MANAGER'S REPORT

1.1 General Manager's Monthly Report (W & R)

GM Helliker provided the Board with a written report for April which will be attached to the meeting minutes.

1.2 Miscellaneous District Issues and Correspondence

GM Helliker reported that Folsom Reservoir storage is 95% full and 117% of average. He reported that precipitation is at 136% of average and the snow pack is at 159% of average statewide.

GM Helliker reported that the Central Valley Project allocation for south of the Delta was raised to 70%, which means there will be less capacity for any water transfers this year.

GM Helliker reported that he met with House and Senate sub-committee staffers in Washington, D.C., with the team that traveled there in early May. The team discussed the groundwater bank and asked for funds for the planning phase, and the wells and interties. He informed the Board that he and Greg Zlotnick met with Rob Swartz of RWA regarding regional efforts on the groundwater bank.

GM Helliker reported that the next meeting with Sacramento Suburban Water District and other agencies regarding collaboration integration is being scheduled for June 20th at 4:00 pm at SSWD. The final meeting with the general managers is scheduled for June 11th.

GM Helliker informed the Board that there will be a Closed Session to discuss the Bay-Delta item. The June Board meeting will include the Compensation Study, the budget, the proposal for the Collaboration/Integration Project, and the MOU on the Meter Replacement Project. He provided a handout on the Mountain Counties Water Resources Association regarding an upcoming meeting on June 26-28, 2019.

2. DIRECTOR OF FINANCE'S REPORT

2.1 Miscellaneous District Issues and Correspondence

There were no matters discussed.

3. OPERATION MANAGER'S REPORT

3.1 Miscellaneous District Issues and Correspondence

Mr. Barela reported that he received the revised MOU on the Meter Replacement Project yesterday and will bring back to the June Board meeting.

4. LEGAL COUNSEL'S REPORT

4.1 Legal Matters

No report.

IX. DIRECTORS' REPORTS

1. SGA

No report.

2. RWA

Director Tobin reviewed a written report which will be attached to the meeting minutes. She reported that the Executive Committee met regarding the recruitment of the Executive Director, Policy 400.1 on long-term retiree health benefit costs, a legislative regulatory update, the Regional Smart Controller Program, and approval of a few agreements on projects.

3. ACWA

3.1 Local/Federal Government/Region 4 - Pam Tobin

Director Tobin reviewed a written report which was part of the previous attachment. Director Tobin reported that ACWA nomination resolutions are due very soon and a packet should have been received by the Board President and/or General Manager. She informed the Board that she was asked to run for Vice President. GM Helliker stated that nominations for regional positions are due June 28th and later for the President and Vice President positions. The Board discussed the ACWA nomination process and would like to see a resolution on the next Board agenda.

Director Tobin provided a written report on Federal Affairs and Local Government which was part of the previous attachment.

3.2 JPIA - Pam Tobin

Director Tobin reviewed a written report which was part of the previous attachment. JPIA met at the ACWA Spring Conference and held elections for the Executive Committee and the CA Water Insurance Fund.

3.3 Energy Committee - Ted Costa

No report.

4. CVP WATER USERS ASSOCIATION

No report.

5. OTHER REPORTS, CORRESPONDENCE AND COMMENTS

There were no other matters discussed.

X. COMMITTEE MEETINGS

1. Engineering Committee – May 13, 2019

The committee meeting minutes will be attached to the original board minutes.

2. Personnel Committee – May 20, 2019

The committee meeting minutes will be attached to the original board minutes.

3. Finance Committee – May 21, 2019

The committee meeting minutes will be attached to the original board minutes.

XI. UPCOMING EVENTS

1. NWRA – Western Water Seminar

August 7-9, 2019
Portland, OR

President Rich called for Closed Session at 8:31 pm.

XII. CLOSED SESSION

1. Conference with legal counsel--anticipated litigation; Government Code sections 54954.5(c) and 54956.9(d)(4); potential for litigation involving the State Water Resources Control Board's proceedings related to the California Water Fix and the Bay-Delta Water Quality Control Plan Update; and pending litigation; Government Code sections 54954.5(c) and 54956.9(a); *CDWR Environmental Impact Cases*, Case No. JCCP No. 4942.

President Rich returned to Open Session at 8:55 pm.

XIII. OPEN SESSION

There was no reportable action from the closed session.

XIV. ADJOURN

The meeting was adjourned at 8:55 p.m.

ATTEST:

DAN RICH, President
Board of Directors
San Juan Water District

TERI GRANT, Board Secretary

AGENDA ITEM IV-2

STAFF REPORT

To: Board of Directors
From: Donna Silva, Director of Finance
Date: May 22, 2019
Subject: Treasurer's Report – Quarter Ending March 31, 2019

RECOMMENDED ACTION

This report is for information only and will be filed with the meeting minutes.

BACKGROUND

The purpose of the treasurer's report is to update the Board and the public on the status of the District's cash balances and investments, and highlight material changes from one period to another. The scope of this report covers the third quarter of fiscal year 2018-2019, ending March 31, 2019.

The District's investment objectives are established by the Board approved Investment Policy. The Investment Policy is guided and constrained by the California Government Code. The Board periodically reviews and adjusts the Investment Policy to ensure ongoing compliance with the government code and to maximize investment flexibility as permitted. The current Investment Policy has the following objectives for the portfolio:

1. Safety
2. Liquidity
3. Yield

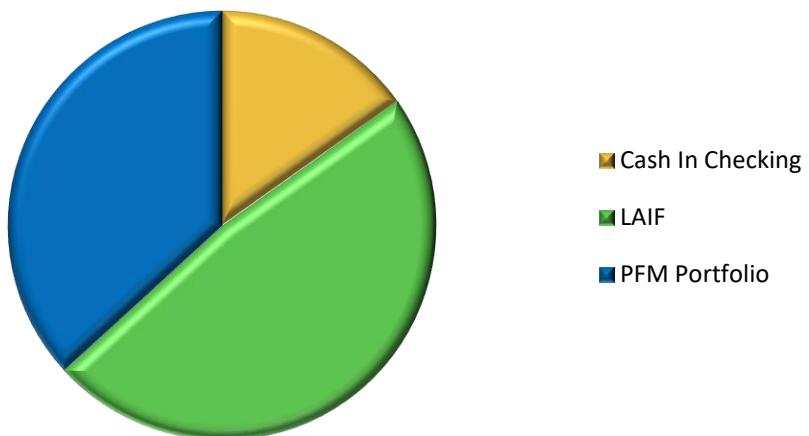
Attached is the quarterly Treasurer's Report for the three months ended March 31, 2019.

At December 31, 2018, the end of the previous quarter, the value of the District's total portfolio was \$24.16 million. Since that time, the value of the District's portfolio increased by about \$1 million for an ending balance of \$25.15 million as of March 31, 2019. Cash and short-term investments increased by \$189,273. Medium term investments increased by \$666,157 and long-term investments increased by \$125,953.

The funds are currently held as follows:

Cash at Banking Institutions	\$ 3,822,416
Local Agency Investment Fund (LAIF)	12,074,969
PFM Managed Investment Portfolio	<u>9,248,416</u>
	<u>\$ 25,145,801</u>

Distribution of Investments - San Juan Water District

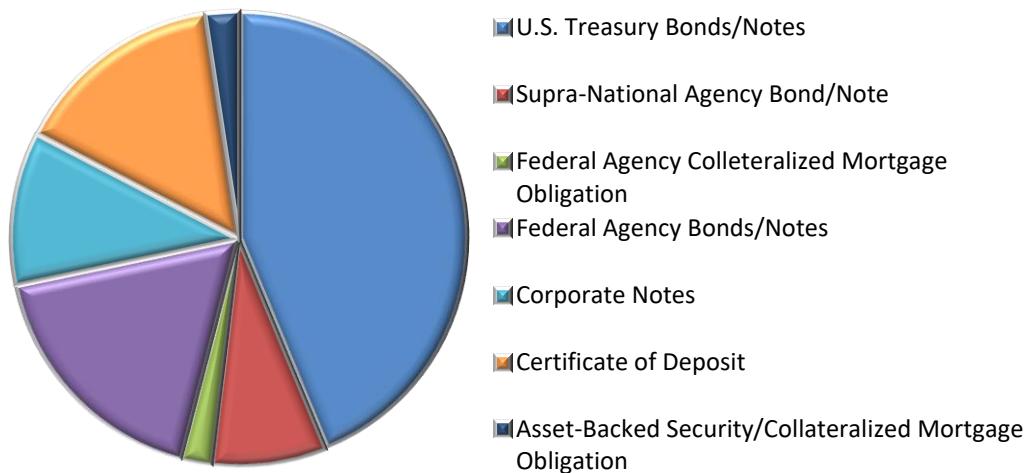


The overall portfolio is diversified with 37% invested in marketable securities (PFM Portfolio), 48% invested in short-term investments that are considered liquid (LAIF) and 15% on deposit with US Bank. Staff, in conjunction with your financial advisors, periodically review the mix of liquid and long-term investments and adjusts the portfolio according to the market conditions and the District's short term cash needs. Staff made a transfer of \$1,500,000 to LAIF on February 15, 2019.

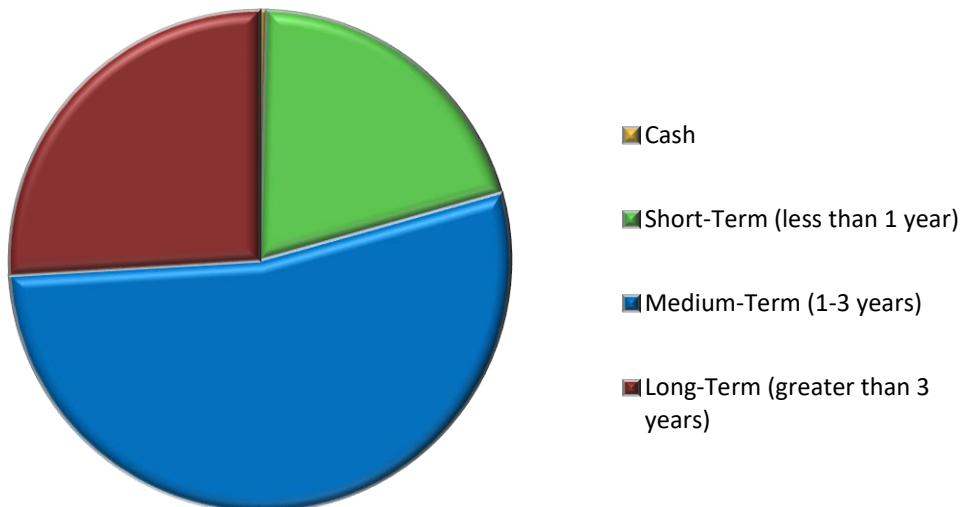
All securities held are in conformance with those permitted by the District's Investment Policy. There are sufficient funds to meet the District's expenditure requirements for the next six months.

The mix and duration of investments are displayed in the following charts:

Mix of Investments - PFM Portfolio



Duration of PFM Portfolio



Continuing the trend from the fourth quarter of 2018, interest rates decreased while the equity market rebounded, credit spreads tightened and volatility sought to decrease. Concerns about a possible recession arose due to the U.S. Treasury yields with maturity beyond one year falling 0.20% to 0.30% along with the 3-month to 10-year yield curve inverting temporarily. With the Feds now on hold for future rate hikes and slower growth prospects our defensive bias were re-strategized to be in line with the benchmark. While the fourth quarter resulted in Treasuries being the best performing sector, the first quarter's rebound generated strong excess returns. The District's portfolio managers will continue to maintain a neutral duration posture in the portfolio relative to the benchmark. Diversification among investment grade sectors with a tilt towards higher-grade corporate bonds is the recommendation for this slow in economic growth period.

The portfolio is performing well and continues to outperform the benchmark (Bank of America Merrill Lynch "BAML" 0-5 year Treasury Index) on a current and historical basis.

Total Returns – period ending March 31, 2019

	Duration (years)	Quarter Ending 03/31/2019	Past Year	Since Inception
San Juan Water District	2.11	1.27%	3.29%	1.53%
BAML 0-5 Year Treasury Index	2.09	1.10%	2.96%	1.23%

San Juan Water District

Treasurer's Report

March 31, 2019

	Yield %	Par Value	Cost	Current Market Value	Maturity Date
CASH & DEMAND DEPOSITS - US Bank:	na	3,822,415.98	3,822,415.98	3,822,415.98	na
LOCAL AGENCY INVESTMENT FUND (LAIF)	1.111%	12,074,968.88	12,074,968.88	12,074,968.88	na
PFM MONEY MARKET ACCOUNT	na	36,479.25	36,479.25	36,479.25	na
LONG-TERM INVESTMENTS (PFM Investment Portfolio):					
<i>U.S. Treasury Bonds/Notes:</i>					
US Treasury Notes	2.60%	390,000.00	386,633.20	388,537.50	6/30/2019
US Treasury Notes	1.23%	140,000.00	142,324.22	138,594.54	7/31/2020
US Treasury Notes	1.42%	130,000.00	137,261.72	130,431.60	8/15/2020
US Treasury Notes	1.15%	170,000.00	176,189.06	169,030.49	2/28/2021
US Treasury Notes	1.85%	50,000.00	49,005.86	49,085.95	4/30/2021
US Treasury Notes	1.81%	5,000.00	4,919.34	4,905.28	5/31/2021
US Treasury Notes	1.67%	400,000.00	395,671.88	392,422.00	5/31/2021
US Treasury Notes	1.71%	55,000.00	53,768.95	53,579.90	7/31/2021
US Treasury Notes	1.75%	150,000.00	146,947.27	146,220.75	10/31/2021
US Treasury Notes	1.78%	150,000.00	150,591.80	148,482.45	1/31/2022
US Treasury Notes	2.10%	190,000.00	188,226.17	188,085.18	3/31/2022
US Treasury Notes	2.82%	200,000.00	193,437.50	197,984.40	3/31/2022
US Treasury Notes	2.75%	250,000.00	242,626.95	247,480.50	3/31/2022
US Treasury Notes	1.83%	150,000.00	152,044.92	149,490.30	6/30/2022
US Treasury Notes	1.74%	250,000.00	253,095.70	248,125.00	7/31/2022
US Treasury Notes	2.76%	225,000.00	215,815.43	221,326.20	9/30/2022
US Treasury Notes	2.80%	250,000.00	241,660.16	247,998.00	10/31/2022
US Treasury Notes	2.74%	185,000.00	175,027.34	179,912.50	2/28/2023
US Treasury Notes	2.44%	155,000.00	149,290.43	150,628.54	3/31/2023
US Treasury Notes	2.44%	160,000.00	151,993.75	153,475.04	7/31/2023
US Treasury Notes	2.52%	150,000.00	151,517.58	153,275.40	11/15/2023
US Treasury Notes	2.52%	260,000.00	255,348.44	258,588.20	11/30/2023
US Treasury Notes	2.56%	15,000.00	15,044.53	15,254.88	12/31/2023
	Subtotal	4,080,000.00	4,028,442.20	4,032,914.60	
<i>Supra-National Agency Bond/Note</i>					
Inter-American Development Bank	1.10%	125,000.00	124,625.00	124,759.50	5/13/2019
Int'l Bank of Reconstruction & Dev Notes	1.60%	100,000.00	100,540.00	99,675.30	10/7/2019
Int'l Bank of Reconstruction & Dev Notes	1.64%	180,000.00	179,568.00	177,689.52	9/12/2020
Inter-American Development Bank	1.81%	175,000.00	176,622.09	174,149.33	11/9/2020
International Finance Corp Note	2.35%	80,000.00	79,764.80	79,814.40	1/25/2021
Int'l Bank of Reconstruction & Dev Notes	2.83%	90,000.00	89,789.40	90,870.21	7/23/2021
	Subtotal	750,000.00	750,909.29	746,958.26	
<i>Federal Agency Collateralized Mortgage Obligation</i>					
FHLMC Series KP03 A2	1.10%	17,636.77	17,812.72	17,557.27	7/1/2019
Fannie Mae Series 2015-M13 ASQ2	1.08%	3,488.96	3,523.90	3,476.76	9/1/2019
FNA 2018-M5 A2	2.27%	76,727.36	78,253.56	77,694.52	9/25/2021
FHLMC Series K721 A2	2.61%	100,000.00	100,851.56	101,453.03	8/25/2022
	Subtotal	197,853.09	200,441.74	200,181.58	

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	Yield %	Par Value	Cost	Current Market Value	Maturity Date
...continued					
<i>Federal Agency Bonds/Notes:</i>					
FNMA Benchmark Note	0.93%	260,000.00	259,563.20	258,625.12	8/2/2019
FHLB Global Note	0.94%	240,000.00	239,539.20	238,686.96	8/5/2019
FNMA Notes	1.05%	100,000.00	99,844.00	99,402.70	8/28/2019
FJLB Notes	1.38%	135,000.00	134,968.95	134,155.71	11/15/2019
FNMA Notes	1.60%	170,000.00	169,484.90	168,037.18	7/30/2020
Fannie Mae Notes	2.55%	100,000.00	99,851.00	100,370.70	4/13/2021
FNMA Notes	1.32%	60,000.00	59,794.74	58,532.64	8/17/2021
FNMA Notes	1.38%	100,000.00	99,388.00	97,554.40	8/17/2021
FNMA Notes	1.33%	120,000.00	119,514.00	117,065.28	8/17/2021
Fannie Mae Notes	2.98%	260,000.00	258,770.20	266,084.78	9/12/2023
Federal Home Loan Bank Agency Notes	1.40%	50,000.00	51,485.00	52,274.15	12/8/2023
Fannie Mae Notes	2.98%	35,000.00	34,869.80	35,328.65	2/5/2024
	Subtotal	1,630,000.00	1,627,072.99	1,626,118.27	
<i>Corporate Notes:</i>					
Cisco Systems Inc Corp Notes	2.81%	155,000.00	152,327.80	153,974.37	2/28/2021
PEPSICO Inc. Corp (Callable) Note	2.01%	55,000.00	54,989.00	54,529.20	4/15/2021
Bank of New Year Mellon Corp	1.99%	175,000.00	178,101.00	174,574.75	4/15/2021
Bank of America Corp Note	2.40%	90,000.00	90,674.10	89,775.72	4/19/2021
Goldman Sachs Group Corp Notes	2.53%	80,000.00	87,671.20	84,038.24	7/27/2021
American Honda Finance Corp Notes	1.84%	130,000.00	129,112.10	126,962.55	9/9/2021
Citigroup Inc Corp (Callable) Note	2.72%	90,000.00	90,614.70	89,976.15	12/8/2021
Apple Inc Bonds	3.01%	130,000.00	128,070.80	129,841.01	2/9/2022
American Express Credit (Callable) Notes	3.29%	100,000.00	97,840.00	100,099.70	3/3/2022
	Subtotal	1,005,000.00	1,009,400.70	1,003,771.69	
<i>Certificate of Deposit:</i>					
Bank of Nova Scotia Houstand LT CD	1.91%	60,000.00	60,000.00	59,991.18	4/5/2019
Skandinav Enskilda Banken NY CD	1.85%	215,000.00	214,916.15	214,434.77	8/2/2019
Credit Suissue New York Cert Depos	2.67%	100,000.00	100,000.00	100,113.00	2/7/2020
Nordea Bank AB NY CD	2.72%	135,000.00	135,000.00	135,299.30	2/20/2020
Bank of Nova Scotia Houston CD	3.10%	150,000.00	149,943.00	151,050.00	6/5/2020
Bank of Montreal Chicago Cert Depos	3.23%	160,000.00	160,000.00	160,760.00	8/3/2020
Westpac Banking Corp NY CD	2.05%	195,000.00	195,000.00	193,906.25	8/3/2020
Sumitomo Mitsui Bank NY Cert Depos	3.46%	90,000.00	89,877.60	91,257.75	10/16/2020
Swedbank (New York) Cert Depos	2.30%	180,000.00	180,000.00	178,592.04	11/16/2020
MUFG Bank LTD/NY Cert Depos	2.99%	100,000.00	100,000.00	100,749.70	2/26/2021
	Subtotal	1,385,000.00	1,384,736.75	1,386,153.99	
<i>Asset-Backed Security/Collateralized Mortgage Obligation:</i>					
Harot 2017-4 A3	2.06%	50,000.00	49,992.96	49,741.23	11/21/2021
Harot 2019-1 A3	2.83%	100,000.00	99,997.32	100,615.98	3/20/2023
Narot 2019-A A3	2.91%	65,000.00	64,990.15	65,480.85	10/15/2023
	Subtotal	215,000.00	214,980.43	215,838.06	
TOTAL LONG TERM INVESTMENTS		9,262,853.09	9,215,984.10	9,211,936.45	
TOTAL CASH & INVESTMENTS AT 03/31/2019		25,196,717.20	25,149,848.21	25,145,800.56	

AGENDA ITEM IV-3

STAFF REPORT

To: Board of Directors
From: Rob Watson, Engineering Services Manager
Date: May 22, 2019
Subject: Fair Oaks 40" Pipeline Relining Project
Construction Inspection Services Contract Amendment

RECOMMENDED ACTION

Staff recommends a motion to approve a contract amendment to increase the construction management and inspection contract with Inferrera Construction Management Group, Inc. (ICM) by \$50,000 for the completion of construction of the Fair Oaks 40" Pipeline Relining Project. The staff recommendation was reviewed by the Engineering Committee, which recommends approval by the Board of Directors.

BACKGROUND

Upon removing the existing mortar lining on the Fair Oaks 40" pipeline, the amount of pin holes that were discovered that required patch plate welding repairs was significantly more than what was originally anticipated during design. The design assumed there would be between 30 to 50 spot repair areas for the contractor to weld up or install a patch plate.

In total, there were 245 more pin holes found in the north section and 106 more pin holes in the south section than what was included in the Bid. As a result, the Contract time was extended for the Contractor to complete the additional repairs, and consequently additional inspection was required to locate each pin hole, as well as inspect each weld repair after it was completed.

All of this work is being done from inside the 40-inch diameter pipeline.

FINANCIAL CONSIDERATIONS

The Contract with ICM is a Time and Expenses Agreement with a not to exceed maximum.

The Project was planned, and budgeted for in Fiscal Year 2018-2019, as part of the District's approved Wholesale CIP. And the project will be completed in the FY 18/19 budget year. Adequate funds are available in the remaining combined project construction and inspection contingency balances to cover the additional inspection costs.

The original BOD authorized construction management and inspection contract with ICM was for the amount of \$180,680, with a contingency of \$18,070 (10%) for a total authorized budget of \$198,750. Staff is recommending increasing the ICM contract by \$50,000 to cover the additional inspection. Inclusive of the prior approved 10% contingency this amendment will increase the total authorized inspection services budget by an additional \$31,930 (16%). This will result in a total ICM contract not to exceed amount of \$230,680 at the close of the project.

ICM has estimated that their total added cost for the additional inspection services will be approximately \$46,876 (or \$133 per plate patch).

It should also be noted that \$6,708 will be recovered from the Contractor for overtime inspection that was required due to the Contractor working on Saturdays as well as extended hours during normal weekday periods.

AGENDA ITEM IV-4

STAFF REPORT

To: Board of Directors
From: Tony Barela, Operations Manager
Date: May 22, 2019
Subject: Bacon Pump Station HVAC Project

RECOMMENDED ACTION

Staff recommends a motion to award a construction contract to Aria Electric & Construction (AEC) for the amount of \$79,000 for the Bacon Pump Station HVAC Project and authorizing a total budget of \$87,000 (includes a 10% contingency). The staff recommendation was reviewed by the Engineering Committee, which recommends approval by the Board of Directors.

BACKGROUND

The Bacon Pump Station (BPS) is located east of the District's main site. The BPS building houses three different pump systems for three distinct pressure zones (PZs): 1) Bacon PZ, 2) ARC-North PZ, and 3) Sierra PZ. The Bacon and Sierra PZs are the two largest pressure zones in SJWD's Retail Service Area (RSA). This BPS is considered the backbone supply source for the RSA as it conveys water to the most customers in the District.

Other than fans, the existing station does not have any climate control within the building. The station has a history of becoming hot in the summer time, causing the variable frequency drives to trip (shut down). When this occurs, pumps are disabled and the pump team is notified to respond to the station to make adjustments and/or manually reset the pumps. Historically, several portable cooling systems have been installed on the floor during heatwaves to prevent overheating of the electrical power and control systems.

Additionally, due to historic radio communication issues, a new fiber optics connection was recently installed from "Central" (the Water Treatment Plant control room) to the Bacon BPS control system. This connection eliminated the communication issue and has provided a secure connection for operations. However this new fiber equipment installed at the BPS is temperature sensitive and requires climate control to prevent overheating and condensation damage.

On March 1, 2019, the District requested proposals for engineering and construction services for the design-build of a new HVAC system at the pump station. Eight (8) firms attended the pre-Bid meeting. Proposals were received on April 12, 2019 from the following two (2) firms:

- Aria Electric and Construction (AEC) - \$79,000
- Norwood Construction Services - \$151,000

After review of the proposals and supplemental information, and a meeting with Aria Electric to confirm the project, staff is recommending that AEC be awarded the design-build project.

FINANCIAL CONSIDERATIONS

This project will overlap FY18/19 and FY19/20. A total of \$94,300 is budgeted to complete the design and construction phase of this project. Project costs are 100% Retail.

STAFF REPORT

AGENDA ITEM IV-5

To: Board of Directors
From: George Machado – Field Services Manager
Date: May 22, 2019
Subject: Amendment to GM Construction & Development Inc.’s On-Call Contract (#15-53) for additional construction services

RECOMMENDED ACTION

Staff recommends amending the GM Construction & Development Inc.’s On-Call Contract for additional construction services for FY18/19 in the amount of \$62,500; bringing the total contract to approximately \$772,614. The staff recommendation was reviewed by the Engineering Committee, which recommends approval by the Board of Directors.

BACKGROUND

On June 30, 2015, the Board approved a contract with GM Construction & Development Inc. for fiscal year 2015-2016 in the amount of \$135,138. The contract contained provisions for three one year extensions. The current contract is valid through June 30, 2019.

The following detail summarizes our changes and proposed amendment:

Contract/ Amendment	Date	Dollar Adjustment	Duration Adjustment	Completion Date
Original Contract	June 30, 2015	\$135,138	357 Calendar Days	June 30, 2016
Amendment 1	July 1, 2016	\$0	15 Calendar Days	July 15, 2016
Amendment 2	July 16, 2016	\$99,555	350 Calendar Days	June 30, 2017
Amendment 3	March 8, 2017	\$120,000	0 Calendar Days	June 30, 2017
Amendment 4	July 1, 2017	\$147,089	365 Calendar Days	June 30, 2018
Amendment 5	July 1, 2018	\$208,332	365 Calendar Days	June 30, 2019
Proposed Amendment 6	May 22, 2019	\$62,500	0 Calendar Days	June 30, 2019
Proposed Revised Contract		\$772,614		June 30, 2019

The FY18/19 budget is nearly expended with approximately \$31,400 remaining. Change Order No. 6 is attached and shows the anticipated remaining work to be completed by GM Construction & Development Inc. within FY18/19.

FINANCIAL CONSIDERATIONS

The existing GM Construction & Development Inc. budget amount for FY18/19 is \$208,332. The proposed amendment of \$62,500 for additional services will bring the current contract and authorized FY18/19 budget to \$772,614 and \$270,832, respectively.

It should be noted that the Capital Improvement Budget contained \$50,000 for ARV Repairs for FY18/19. This budget will not be expended this fiscal year and, therefore, offsets approximately 80% of the proposed contract amendment. Project costs are 100% Retail.

ATTACHMENT

Construction contract Change Order 6

San Juan Water District
9935 Auburn Folsom Road
Granite Bay, CA 95746



Change Order No. 6

Contractor:

GM Construction & Development Inc.
6337 32nd Street
North Highlands, CA 95660

Date: May 22, 2019

Project Name: Annual T&M Contract #15-53

Project Manager: George Machado

Upon mutual acceptance and execution of this document by San Juan Water District, hereinafter referred to as "District," and GM Construction Development Inc. hereinafter referred to as "Contractor," Contractor is hereby directed to make the following described changes from the plans and specifications or do the following described work not included in the plans and specifications of this contract. All new work shall be done in accordance with the applicable provisions of the plans and specifications, except as specifically modified by this contract change order.

NOTE: This change will be in effect after approved by the District.

DESCRIPTION OF THE CHANGES:

ITEM #	DESCRIPTION	CREDIT/COST
1	Contract change order 6 is as follows : Authorizes a contract increase of \$62,000, the revised contract total is \$772,614. The contract available balance for FY 2018-2019 is \$282,500 (\$62,500 + \$220,000). Revised price schedule below FY18-19	\$62,500.00
	GM Construction Service Installation Description	Pricing FY 2018-2019/ Install
ARV's Replacement (5) (Leaking):	\$ 41,800.00	
Backflow Replacement (1) (Valve Failure):	\$ 4,100.00	
Hydrant Replacement (1) (Leaking):	\$ 13,000.00	
Service replacements (5) (2 Leaking and 3 Prospective):	\$ 35,000.00	
Less Remaining Budget:	\$ (31,400.00)	
Amendment Amount:	\$ 62,500.00	
NET CHANGE ORDER ADJUSTMENT		\$62,500.00

CONTRACT TIME SUMMARY:

	Days	Completion Date
Original Contract:	357	June 30, 2016
Current Contract:	1095	June 30, 2019
This Change Order (365 Calendar Days):	0	June 30, 2019
Revised Contract Total Days:	1452	

ORIGINAL CONTRACT AMOUNT	\$	135,138.00
Net change by previous change orders	\$	574,976.00
Contract sum prior to this change order (1-5)	\$	710,114.00
Contract adjustment by this change order (6)	\$	62,500.00
NEW CONTRACT AMOUNT (including all change orders)	\$	772,614.00

Acceptance of this Change Order constitutes acceptance of the Change Order as full and complete satisfaction of any direct or indirect additional costs incurred to you in connection with performance of the changed work. The time for performance of the contract will be extended by **0 calendar days** by reason of the performance of the work required by this Change Order. Except as hereinabove expressly provided, Contractor further agrees that the performance of the work specified in this Change Order or the rescheduling of other project work made necessary by this Change Order, shall not constitute a delay which will extend the time limit for completion of the work as said term is used in the Contract between the District and Contractor for the project.

We, the undersigned contractor, have given careful consideration to the change proposed and hereby agree. If this change order is approved, we will provide all equipment, furnish all materials, except as may otherwise be noted above, and perform all services necessary for the work above specified, and will accept as full payment therefor the prices shown above.

SJWD:

Approved By: _____ Date: _____
Paul Helliker, General Manager

Contractor: GM Construction & Development Inc.

Approved By: _____ Date: _____
Kathryn Medley /GM Construction & Development Inc.

STAFF REPORT

To: Finance Committee
From: George Machado, Field Operations Manager
Date: May 21, 2019
Subject: LGB BPS Standby Generator Engine Repair – Contract Amendment

RECOMMENDED ACTION

Staff recommends a motion to approve a contract amendment with Cummins, Inc. for \$45,554.24 for the repair of the failed standby generator engine at the Lower Granite Bay Booster Pump Station.

BACKGROUND

The Lower Granite Bay generator engine suffered a failure on 12/17/18. The failure was identified as a blown head gasket for the Number 6 Cylinder. The cause of the failure was evaluated and identified as most likely attributed to coolant entering the intake manifold and being carried into the cylinder resulting in hydrolocking and subsequent head gasket failure.

On March 27, 2019 the Board approved executing a contract with Cummins, Inc., and on 8 April 2019 a contract was executed for \$60,989.09 for the repair of the engine.

The generator engine was subsequently removed and transported to the Cummins facility in West Sacramento. Cummins technical personnel then took apart the engine to begin the repairs. The first action was to inspect the engine part by part to confirm the cause and extent of the failure, and to verify which parts were serviceable and could be used in the engine rebuild. During the inspection, it was discovered that additional parts, repairs and machining work will need to be done before the engine repair can be completed and put back into service.

This engine is for a standby/emergency generator for a pump station and therefore needs to be repaired as soon as possible.

FINANCIAL CONSIDERATIONS

The existing contract with Cummins, Inc. is a lump sum contract for \$60,989.09 and the amendment would be for an additional \$45,554.24 for a total contract amount of \$106,543.33. This work and the cost was not anticipated and was not planned for in the FY 2018/19 budget. Funding for this cost would be provided from Retail reserves.

It should also be noted that Staff is pursuing, and will continue to seek recovery for the cost of this repair from other responsible parties after the failure analysis and associated documentation is completed.

AGENDA ITEM V-1

STAFF REPORT

To: Personnel Committee
From: Paul Helliker, General Manager
Donna Silva, Director of Finance
Date: May 20, 2019
Subject: Compensation Study

RECOMMENDED ACTION

Review results of Compensation Study and related analysis and recommend to the Board of Directors the desired market position for the San Juan Water District's salary schedule.

BACKGROUND

Board policy #HR-6.5 Employee Compensation states that it is the intention of the District to recruit and retain talented, results-driven employees to support the District's mission, values and goals.

The policy requires periodic Compensation Studies (approximately every four years or sooner as deemed necessary or as directed by the board). The last Compensation Study was done in 2015. Since it has been four years since the last compensation study, the District hired Bryce Consulting to perform a new study. The study was done in conjunction with the Carmichael Water District in order to realize cost savings since both District use similar comparator agencies.

The policy provides direction on the process and methodology to be used for Compensation Studies. The last Compensation Study set the District's top end of the salary schedule at 10% above market average in accordance with the stated market position in the Compensation Policy at that time. Since that time, the Board has amended the Compensation Policy to state that the target position will be set by the Board after reviewing the survey results, but that it will be at least equal to market average as calculated in the survey.

While the Compensation Policy says that the target market position will be at least equal to market average, staff recommends the use of the market median as opposed to the mean or "average". Outliers at either end of the market can skew the calculation of the average, up or down. Using the "median" as opposed to the "average" means that the District positions its salary schedule to relate to the compensation schedule of the District that is in the middle of the range of comparator agencies. This removes the effect of strong outliers.

CURRENT STATUS

The compensation study performed by Bryce Consulting was prepared using the parameters contained within the Board's Compensation Policy and the comparator agencies selected and approved by the Board at their meeting on February 25, 2019.

The study, attached to this staff report, shows that on average, for all of the survey classifications, the District is 11.20% above the market for total compensation when compared to the labor market median 8.74% above market for total compensation when compared to the labor market mean, "or average".

There are significant differences among the job classifications. For example, while the District's total compensation as a whole is 11.20% above the market median, the individual classifications range from 6.16% below market median to 26.78% above market median.

The chart below shows the number of position classifications from the survey that would have ranges falling above or below three different potential market positions: market median, 5% above market median and 10% above market median.

Market Position Target	# Classifications Above Range	# Classifications Below Range
Market Median	28	1
5% above Median	23	6
10% above Median	15	14

Compensation ranges are generally set to recruit and retain talented employees. The Board has historically set compensation at some amount above the market average in recognition that job classifications, responsibilities, assigned duties and compensation ranges are not collectively bargained. By setting the top of the salary range above average, the Board signals to employees that the District's expectations are above average, provides flexibility to management and staff to assign duties outside of rigid job descriptions, provides opportunities for employees to take on additional challenges outside their defined job duties, and provides incentive to employees to perform above average to reach the top of pay ranges. For historical context....in 2001 the Board set ranges at the 75th percentile. The 2006 compensation study resulted in top end salaries at 10% over average as did the 2015 compensation study.

As dictated by the Compensation Policy, the annual budget for salaries and benefits is prepared using the CalPERS salary assumptions table. If the Board chooses to retain its previous market position of 10% above market, there would

be room in the budget for a COLA and a small merit increase for eligible employees, however the Board would need to approve additional funding if it desired the bonus program to be funded. The General Manager does not recommend immediate pay adjustments as a result of implementing the new salary schedules, unless an employee's salary ends up below the bottom of the new range. Additionally, any employee whose current compensation range is above the target set by the Board would have their compensation level frozen, and a new compensation range would be adopted for those classifications, which would reflect the target. Pay will be adjusted as usual using a combination of COLA's and merit pay adjustments. A COLA may be awarded to employees whose pay is not frozen and merit pay increases may be awarded in February based on performance and based upon available room in the new range.

Once the Board identifies the desired market position, Bryce Consulting, in conjunction with District staff, will propose a new salary schedule for Board approval. As just noted, that salary schedule will likely include two ranges for many positions. Current employees in a range that is currently above the new range, will not be eligible for COLA's or merit pay increases until their compensation falls within the new adjusted range. Any new hires would be hired into the newly adjusted range. The proposed salary schedule will also be adjusted to avoid discrepancies between positions that have comparable duties and levels of responsibilities, and to avoid internal compaction between compensation levels of positions in particular career ladders or chains of command.

Attachments:

Compensation Study Report (including Appendices A and B)

BRYCE
CONSULTING

SAN JUAN WATER DISTRICT
2019 COMPENSATION STUDY REPORT

Prepared By
Bryce Consulting, Inc.
1024 Iron Point Road, Suite 100
Folsom, CA 95630
916-974-0199



May 2019

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the San Juan Water District to conduct a comprehensive compensation study of District classifications. This report presents the compensation survey results and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results

STUDY OBJECTIVES

The study consisted of the following objectives:

- Research and recommend an appropriate labor market.
- Collect and analyze base salary and benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology and results.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market." A labor market consists of those employers with whom the District might compete with for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.

LABOR MARKET

Table 1 displays the survey agencies that were recommended and approved by the Board of Directors. All of the agencies surveyed participated in the process.

Agency	Operating Budget (millions)	FTE	Connections	Water Treatment	Water Distribution	Miles from San Juan
<i>San Juan Water District</i>	<i>\$9.6 Wholesale \$11.5 Retail \$21.1 Total</i>	<i>47</i>	<i>10,673</i>	<i>Yes (150 mgd) Grade 5</i>	<i>Yes</i>	<i>----</i>
Carmichael Water District	\$7.8	27	11,600	Yes (17 mgd) Grade 4	Yes	19
Citrus Heights Water District	\$12.2	35	19,600	No	Yes	10
City of Fairfield	\$95.7 (GF) \$30 (water fund)	558 (total) 55 (water)	30,711	Yes (70 mgd) Grade 5	Yes	69
City of Folsom	\$87 (total GF) \$12.5 (water fund)	466 53.25 (water/wastewater)	20,648	Yes (50 mgd) Grade 5	Yes	10
City of Roseville	\$369 (total GF) \$30.9 (water fund)	1162 48.75 (water)	44,338	Yes (100 mgd) Grade 5	Yes	10
City of Vallejo	\$106 (GF) \$45.5 (water fund)	580 (total) 42 (water)	38,000	Yes (42 mgd) Grade 5	Yes	84
El Dorado Irrigation District	\$51 \$12 (water fund)	220	41,133	Yes (101 mgd) Grade 5	Yes	34
Elk Grove Water District	\$12.6	29	12,500	Yes (10.4) Grade 4	Yes	27
Fair Oaks Water District	\$7.3	30	13,850	No	Yes	14
Placer County Water Agency	\$68 \$40 (water)	226 35(water)	40,000	Yes (80 mgd) Grade 5	Yes	11
Sacramento County	\$2.77 billion \$31.9 (water)	12,361 (135 water)	55,600	Yes (60 mgd) Grade 5	Yes	25
Sacramento Suburban Water District	\$23	70	46,268	Wells	Yes	20
South San Joaquin Irrigation District	\$31.6	97	Wholesale	Yes (40 mdg) Grade 5	Wholesale	84
Stockton East Water District	\$21.8	37	Wholesale	Yes (40 mdg) Grade 5	Wholesale	74

SURVEY CLASSES

Survey classes, as displayed in **Table 2**, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

TABLE 2 SURVEY CLASSIFICATIONS	
Accountant	
Accounting Technician II	
Administrative Assistant-Board Secretary	
Associate Engineer	
Chief Operator	
Conservation Technician II	
Construction Inspector II	
Customer Service Manager	
Customer Service Technician II	
Director of Finance	
Distribution Lead Worker	
Distribution Operator II	
Engineering Services Manager	
Engineering Technician II	
Facilities Maintenance Worker II	
Field Services Manager	
Finance and Administrative Services Analyst	
Information Technology Manager	
Information Technology Technician II	
Instrumentation Technician	
Maintenance Chief	
Meter Technician	
Operations Manager	
Purchasing Agent	
Safety/Regulatory Compliance Specialist	
Water Resources Manager	
Senior Engineer	
Water Treatment Plant Manager	
Water Treatment Plant Operator II	

SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected for each survey class included:

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement for new “classic” employees
 - ◆ Auto allowance
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/Education Pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement
- Cost of living information including date and amount of next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Leave benefits
- Retiree health benefits

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies’ websites were utilized to collect salary and benefit data and to compare job descriptions, where available.
- The consultant followed up the survey agencies to collect additional information and seek clarification.

In addition to the collection of base salary and benefit information, careful efforts were made to analyze the full-range of duties and requirements of the job classes determined to be comparable to the District’s classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility

- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the District's position was compared to the labor market to determine the percentage the District is above or below the labor market median and mean. The data is effective April 2019.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, and leave benefits.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

TABLE 3
COMPARABILITY

Survey Classification	Number of Comparable Classes
Accountant	10
Accounting Technician II	9
Administrative Assistant-Board Secretary	4
Associate Engineer	10
Chief Operator	4
Conservation Technician II	6
Construction Inspector II	10
Customer Service Manager	4
Customer Service Technician II	14
Director of Finance	11
Distribution Lead Worker	5
Distribution Operator II	10
Engineering Services Manager	7
Engineering Technician II	10
Facilities Maintenance Worker II	9
Field Services Manager	6
Finance and Administrative Services Analyst	7
Information Technology Manager	8
Information Technology Technician II	7
Instrumentation Technician	9
Maintenance Chief	3
Meter Technician	4
Operations Manager	5
Purchasing Agent	4
Safety/Regulatory Compliance Specialist	5
Senior Engineer	9
Water Resources Manager	3
Water Treatment Plant Manager	5
Water Treatment Plant Operator II	11

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the District's relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes for each classification how the District's base salaries compare to the labor market. The following data is presented:

- Title of the District's classification
- The District's current maximum monthly base salary for each classification
- The labor market median for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the median of the labor market
- The labor market mean for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the mean of the labor market

TABLE 4
SUMMARY OF BASE SALARY

Survey Classification	SJWD Maximum Base Salary	Labor Market Median	% SJWD IS Above or Below Labor Market Median	Labor Market Mean	% SJWD IS Above or Below Labor Market Mean
Accountant	\$7,864	\$7,183	9.49%	\$7,247	8.52%
Accounting Technician II	\$5,867	\$5,517	6.35%	\$5,697	3.00%
Administrative Assistant-Board Secretary	\$6,791	\$7,419	-8.47%	\$7,307	-7.06%
Associate Engineer	\$11,064	\$9,584	15.44%	\$9,686	14.23%
Chief Operator	\$10,033	\$9,327	7.57%	\$9,231	8.68%
Conservation Technician II	\$6,309	\$5,757	9.59%	\$5,737	9.99%
Construction Inspector II	\$7,306	\$6,806	7.35%	\$6,925	5.51%
Customer Service Manager	\$10,794	\$9,925	8.75%	\$10,359	4.19%
Customer Service Technician II	\$5,191	\$5,154	0.72%	\$5,202	-0.20%
Director of Finance	\$14,465	\$14,347	0.82%	\$14,278	0.48%
Distribution Lead Worker	\$7,670	\$6,867	11.69%	\$7,086	8.24%
Distribution Operator II	\$6,160	\$6,048	1.86%	\$6,007	2.55%
Engineering Services Manager	\$13,775	\$13,387	2.90%	\$13,579	1.45%
Engineering Technician II	\$7,133	\$6,557	8.78%	\$6,393	11.57%
Facilities Maintenance Worker II	\$6,958	\$6,244	11.43%	\$6,594	5.52%
Field Services Manager	\$11,899	\$9,890	20.32%	\$10,618	12.06%
Finance and Administrative Services Analyst	\$9,324	\$8,384	11.21%	\$8,974	3.90%
Information Technology Manager	\$10,279	\$10,763	-4.50%	\$10,578	-2.83%

TABLE 4
SUMMARY OF BASE SALARY

Survey Classification	SJWD Maximum Base Salary	Labor Market Median	% SJWD IS Above or Below Labor Market Median	Labor Market Mean	% SJWD IS Above or Below Labor Market Mean
Information Technology Technician II	\$7,306	\$6,472	12.89%	\$6,300	15.97%
Instrumentation Technician	\$8,459	\$7,779	8.74%	\$8,189	3.29%
Maintenance Chief	\$9,790	\$9,141	7.10%	\$9,074	7.89%
Meter Technician	\$5,588	\$5,226	6.93%	\$5,577	0.21%
Operations Manager	\$14,827	\$13,387	10.76%	\$13,335	11.19%
Purchasing Agent	\$6,958	\$6,318	10.13%	\$6,204	12.15%
Safety/Regulatory Compliance Specialist	\$8,979	\$9,448	-4.97%	\$9,213	-2.55%
Senior Engineer	\$12,196	\$10,629	14.74%	\$10,448	16.73%
Water Resources Manager	\$10,603	\$11,041	1.93%	\$11,041	-3.97%
Water Treatment Plant Manager	\$12,196	\$11,400	6.98%	\$12,074	1.01%
Water Treatment Plant Operator II	\$7,306	\$5,675	28.74%	\$5,917	23.48%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies' contribution towards the employees' share of retirement, auto allowance the agencies' contribution towards deferred compensation, longevity pay, up to and including year 10, and education/certification pay. **Table 5** displays how the District compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the District's classification
- The District's current total cash for each classification
- The median of the labor market for total cash
- Percentage the District's total cash is above or below the median of the labor market
- The mean of the labor market for total cash
- Percentage the District's total cash is above or below the mean of the labor market

TABLE 5
SUMMARY OF TOTAL CASH

Survey Classification	SJWD Total Cash	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Accountant	\$7,864	\$7,445	5.64%	\$7,534	4.38%
Accounting Technician II	\$5,867	\$5,720	2.57%	\$5,982	-1.92%
Administrative Assistant-Board Secretary	\$6,791	\$7,786	-12.78%	\$7,732	-12.17%
Associate Engineer	\$11,064	\$10,124	9.28%	\$10,225	8.20%
Chief Operator	\$10,033	\$9,686	3.57%	\$9,731	3.10%
Conservation Technician II	\$6,309	\$5,895	7.03%	\$6,061	4.10%
Construction Inspector II	\$7,306	\$7,022	4.04%	\$7,222	1.16%
Customer Service Manager	\$10,794	\$10,643	1.41%	\$10,922	-1.17%
Customer Service Technician II	\$5,191	\$5,447	-4.70%	\$5,408	-4.01%
Director of Finance	\$14,465	\$14,847	-2.58%	\$14,996	-0.99%
Distribution Lead Worker	\$7,670	\$7,243	5.89%	\$7,343	4.45%
Distribution Operator II	\$6,160	\$6,234	-1.18%	\$6,304	-2.29%
Engineering Services Manager	\$13,775	\$14,618	-5.77%	\$14,146	-2.62%
Engineering Technician II	\$7,133	\$6,699	6.48%	\$6,631	7.57%
Facilities Maintenance Worker II	\$6,958	\$6,445	7.95%	\$6,825	1.94%
Field Services Manager	\$11,899	\$10,450	13.87%	\$10,914	9.03%
Finance and Administrative Services Analyst	\$9,324	\$8,748	6.58%	\$9,538	-2.25%
Information Technology Manager	\$10,279	\$11,269	-8.79%	\$11,181	-8.07%
Information Technology Technician II	\$7,306	\$6,512	12.19%	\$6,531	11.86%
Instrumentation Technician	\$8,459	\$7,921	6.79%	\$8,508	-0.58%
Maintenance Chief	\$9,790	\$9,141	7.10%	\$9,503	3.02%
Meter Technician	\$5,588	\$5,476	2.06%	\$5,712	-2.16%
Operations Manager	\$14,827	\$14,618	1.43%	\$14,098	5.17%
Purchasing Agent	\$6,958	\$6,486	7.28%	\$6,483	7.32%
Safety/Regulatory Compliance Specialist	\$8,979	\$9,638	-6.84%	\$9,457	-5.06%
Senior Engineer	\$12,196	\$11,302	7.91%	\$10,824	12.67%
Water Resources Manager	\$10,603	\$11,619	-8.74%	\$11,740	-9.69%
Water Treatment Plant Manager	\$12,196	\$11,400	6.98%	\$12,653	-3.61%

TABLE 5
SUMMARY OF TOTAL CASH

Survey Classification	SJWD Total Cash	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Water Treatment Plant Operator II	\$7,306	\$6,169	18.43%	\$6,144	18.92%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agencies' contribution towards a cafeteria plan, health, dental, vision, life insurance, long-term disability, retiree health savings plan, Social Security, minus the employers' share of retirement paid by the employee. **Table 6** displays how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District's classification
- The District's current total compensation for each classification
- The median of the labor market for total compensation
- Percentage the District's total compensation is above or below the median of the labor market
- The mean of the labor market for total compensation
- Percentage the District's total compensation is above or below the mean of the labor market

TABLE 6
SUMMARY OF TOTAL COMPENSATION

Survey Classification	SJWD Total Comp	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Accountant	\$11,006	\$9,600	14.64%	\$9,839	11.86%
Accounting Technician II	\$8,836	\$8,082	9.32%	\$8,299	6.47%
Administrative Assistant-Board Secretary	\$9,840	\$10,486	-6.16%	\$10,417	-5.54%
Associate Engineer	\$14,484	\$12,538	15.52%	\$12,658	14.42%
Chief Operator	\$13,363	\$11,975	11.59%	\$12,058	10.82%
Conservation Technician II	\$9,316	\$8,474	9.94%	\$8,381	11.16%
Construction Inspector II	\$10,399	\$9,388	10.77%	\$9,611	8.21%
Customer Service Manager	\$14,190	\$13,513	5.01%	\$13,801	2.81%

TABLE 6
SUMMARY OF TOTAL COMPENSATION

Survey Classification	SJWD Total Comp	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Customer Service Technician II	\$8,101	\$7,693	5.30%	\$7,777	4.17%
Director of Finance	\$17,970	\$17,571	2.27%	\$17,585	-0.08%
Distribution Lead Worker	\$10,795	\$9,173	17.69%	\$9,466	14.04%
Distribution Operator II	\$9,154	\$8,591	6.55%	\$8,709	5.11%
Engineering Services Manager	\$17,263	\$16,005	7.86%	\$16,811	2.69%
Engineering Technician II	\$10,211	\$8,749	16.72%	\$8,926	14.39%
Facilities Maintenance Worker II	\$10,021	\$8,713	15.01%	\$9,086	10.29%
Field Services Manager	\$15,341	\$12,879	19.11%	\$13,437	14.17%
Finance and Administrative Services Analyst	\$12,592	\$11,195	12.48%	\$12,046	4.53%
Information Technology Manager	\$13,630	\$13,563	0.49%	\$13,561	0.51%
Information Technology Technician II	\$10,399	\$8,425	23.44%	\$8,600	20.92%
Instrumentation Technician	\$11,652	\$10,348	12.60%	\$10,818	7.71%
Maintenance Chief	\$13,099	\$12,064	8.58%	\$11,760	11.38%
Meter Technician	\$8,532	\$7,785	9.59%	\$8,007	6.57%
Operations Manager	\$18,341	\$15,654	17.17%	\$16,372	12.02%
Purchasing Agent	\$10,021	\$8,639	15.99%	\$8,537	17.38%
Safety/Regulatory Compliance Specialist	\$12,217	\$11,951	2.23%	\$11,951	2.23%
Senior Engineer	\$15,644	\$12,783	22.39%	\$13,206	18.46%
Water Resources Manager	\$13,983	\$13,733	1.82%	\$13,853	0.93%
Water Treatment Plant Manager	\$15,644	\$14,223	9.99%	\$15,207	2.88%
Water Treatment Plant Operator II	\$10,399	\$8,203	26.78%	\$8,467	22.82%

RELATIONSHIP TO THE MARKET

On average, for all of the survey classifications, the District is 7.77% above market for base salary, 3.21% above of the market for total cash, and 11.20% above the market for total compensation when compared to the labor market median. The District is, on average, 6.04% above market for base salary, 1.60% above market for total cash, and 8.74% above market for total compensation when compared to the labor market mean.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, short-term disability, leave benefits and retiree health

benefits.

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

With respect to cost of living, the District's last increase was in July of 2018 in the amount of 2.6%. The District does not have a future increase scheduled at this time.

With respect to the responding agencies, nine of the agencies received an increase in early 2019, depending on bargaining unit, ranging from 2.2% to 5%. Four of the agencies are scheduled to receive an increase later in 2019, depending on bargaining unit, ranging from 2% to 4%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The District has a CalPERS retirement plan with a benefit of 3% @ 60 and a formula of Highest Three Year Average for Classic tier employees.

Of the responding agencies, 13 have a CalPERS retirement plan and one is a 1937 Act Agency. Eight agencies have a benefit of 2% @ 55; three have a benefit of 2.7% @ 55; two have a benefit of 2.5% @ 55; and one has a benefit of 1.92% @ 60. Eight have a formula of Highest 3 Year Average and three have a formula of Single Highest Year.

EDUCATION/CERTIFICATION PAY – APPENDIX B TABLE 3

The District does not provide education or certification pay. Eight of the survey agencies provide certification and/or education pay with the amount varying by classification. The details are provided in Table 3 of Appendix B.

LEAVE BENEFITS – APPENDIX B – TABLES 4 - 5

The District offers 96 hours of vacation leave at year 1; 120 hours at year 4; 144 hours at year 8; 168 hours at year 11; 192 hours at year 16; 216 hours at year 21; and 240 hours at year 26. The District provides 12 days of sick leave with an unlimited accrual, recognizes 12 holidays, and provides 40 hours of administrative leave for exempt classification; however, the employee is required to track their time to show they have worked at least 40 hours over 80 per pay period.

Two of the survey agencies have annual leave whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 79 - 95 hours at year 1, depending on bargaining unit; 103 - 116 hours at year 4; 132 -140 hours at year 8; 153 - 161 hours at year 11; 175 – 186 hours at year 16; 195 – 199 hours at year 21; and 199 – 211 hours at year 26. The majority of the survey agencies provide 12 days of sick leave with 10 providing an unlimited accrual. The labor market average for holidays is 12 with 13 agencies providing administrative/management leave with the amounts varying by agency and classification.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 6

The District does not contribute to a retiree health savings account but does contribute to post employment retiree health benefits with 50% of the cost paid by the District with 10 years of service and an additional 5% for each additional year of service up to 100% with 20 years of service.

Five of the agencies contribute to a retiree health savings account ranging from a flat dollar amount of \$25 per pay period to \$100 per month and one providing 1.5% of salary. Eight agencies contribute to post employment retiree health benefits ranging from the PEMCHA minimum to 100%, depending on years of service.

APPENDIX A

DETAILED MARKET DATASHEETS

Survey Classification	MEDIAN														
	Base Salary				Total Cash			Total Compensation							
	SJWD Maximum Base Salary	Labor Market Median Base Salary	% SJWD Is Above or Below Labor Market Median	SJWD Total Cash	Labor Market Median Total Cash	% SJWD Is Above or Below Labor Market Median	SJWD Total Compensation	Labor Market Median Total Compensation	% SJWD Is Above or Below Labor Market Median	Number of Agencies with Comparable Positions	SJWD Compensation Rank	Market Low	Market High	Agency Ranked #1	
Accountant	\$7,864	\$7,183	9.49%	\$7,864	\$7,445	5.64%	\$11,006	\$9,600	14.64%	10	3	\$8,605	\$11,044	Fairfield	
Accounting Technician II	\$5,867	\$5,517	6.35%	\$5,867	\$5,720	2.57%	\$8,836	\$8,082	9.32%	9	4	\$7,083	\$10,035	SSJID	
Administrative Assistant-Board Secretary	\$6,791	\$7,419	-8.47%	\$6,791	\$7,786	-12.78%	\$9,840	\$10,486	-6.16%	4	4	\$9,783	\$10,913	SSJID	
Associate Engineer	\$11,064	\$9,584	15.44%	\$11,064	\$10,124	9.28%	\$14,484	\$12,538	15.52%	10	2	\$11,239	\$14,726	CHWD	
Chief Operator	\$10,033	\$9,327	7.57%	\$10,033	\$9,686	3.57%	\$13,363	\$11,975	11.59%	4	1	\$11,433	\$13,363	SJWD	
Conservation Technician II	\$6,309	\$5,757	9.59%	\$6,309	\$5,895	7.03%	\$9,316	\$8,474	9.94%	6	1	\$7,598	\$9,316	SJWD	
Construction Inspector II	\$7,306	\$6,806	7.35%	\$7,306	\$7,022	4.04%	\$10,399	\$9,388	10.77%	10	3	\$8,528	\$11,128	SSJID	
Customer Service Manager	\$10,794	\$9,925	8.75%	\$10,794	\$10,643	1.41%	\$14,190	\$13,513	5.01%	4	2	\$13,207	\$14,972	Sac Cnty	
Customer Service Technician II	\$5,191	\$5,154	0.72%	\$5,191	\$5,447	-4.70%	\$8,101	\$7,693	5.30%	14	7	\$6,265	\$9,329	SEWD	
Director of Finance	\$14,465	\$14,347	0.82%	\$14,465	\$14,847	-2.58%	\$17,970	\$17,571	2.27%	11	5	\$14,475	\$20,079	Folsom	
Distribution Lead Worker	\$7,670	\$6,867	11.69%	\$7,670	\$7,243	5.89%	\$10,795	\$9,173	17.69%	5	1	\$8,859	\$10,795	SJWD	
Distribution Operator II	\$6,160	\$6,048	1.86%	\$6,160	\$6,234	-1.18%	\$9,154	\$8,591	6.55%	10	3	\$7,963	\$9,956	CHWD	
Engineering Services Manager	\$13,775	\$13,387	2.90%	\$13,775	\$14,618	-5.77%	\$17,263	\$16,005	7.86%	7	4	\$15,393	\$18,654	SSJID	
Engineering Technician II	\$7,133	\$6,557	8.78%	\$7,133	\$6,699	6.48%	\$10,211	\$8,749	16.72%	10	3	\$7,262	\$11,218	SSJID	
Facilities Maintenance Worker II	\$6,958	\$6,244	11.43%	\$6,958	\$6,445	7.95%	\$10,021	\$8,713	15.01%	9	2	\$8,196	\$11,662	SSJID	
Field Services Manager	\$11,899	\$9,890	20.32%	\$11,899	\$10,450	13.87%	\$15,341	\$12,879	19.11%	6	2	\$11,994	\$17,198	CHWD	
Finance and Administrative Services Analyst	\$9,324	\$8,384	11.21%	\$9,324	\$8,748	6.58%	\$12,592	\$11,195	12.48%	7	2	\$10,804	\$17,583	SSJID	
Information Technology Manager	\$10,279	\$10,763	-4.50%	\$10,279	\$11,269	-8.79%	\$13,630	\$13,563	0.49%	8	5	\$12,146	\$14,762	SSJID	
Information Technology Technician II	\$7,306	\$6,472	12.89%	\$7,306	\$6,512	12.19%	\$10,399	\$8,425	23.44%	7	2	\$7,057	\$10,587	Folsom	
Instrumentation Technician	\$8,459	\$7,779	8.74%	\$8,459	\$7,921	6.79%	\$11,652	\$10,348	12.60%	9	3	\$8,780	\$14,317	SSJID	
Maintenance Chief	\$9,790	\$9,141	7.10%	\$9,790	\$9,141	7.10%	\$13,099	\$12,064	8.58%	3	1	\$10,984	\$13,099	SJWD	
Meter Technician	\$5,588	\$5,226	6.93%	\$5,588	\$5,476	2.06%	\$8,532	\$7,785	9.59%	4	2	\$7,274	\$9,232	CHWD	
Operations Manager	\$14,827	\$13,387	10.76%	\$14,827	\$14,618	1.43%	\$18,341	\$15,654	17.17%	5	2	\$13,947	\$19,919	Folsom	
Purchasing Agent	\$6,958	\$6,318	10.13%	\$6,958	\$6,486	7.28%	\$10,021	\$8,639	15.99%	4	1	\$7,827	\$10,021	SJWD	
Safety/Regulatory Compliance Specialist	\$8,979	\$9,448	-4.97%	\$8,979	\$9,638	-6.84%	\$12,217	\$11,951	2.23%	5	3	\$10,710	\$14,155	SSJID	
Senior Engineer	\$12,196	\$10,629	14.74%	\$12,196	\$11,302	7.91%	\$15,644	\$12,783	22.39%	9	2	\$11,471	\$15,932	CHWD	
Water Resources Manager	\$10,603	\$11,041	1.93%	\$10,603	\$11,619	-8.74%	\$13,983	\$13,733	1.82%	3	2	\$12,798	\$15,029	Sac Cnty	
Water Treatment Plant Manager	\$12,196	\$11,400	6.98%	\$12,196	\$11,400	Page 1 of 2 6.98%	\$15,644	\$14,223	9.99%	5	2	\$12,901	\$20,823	SSJID	

Survey Classification	MEDIAN													
	Base Salary			Total Cash			Total Compensation							
	SJWD Maximum Base Salary	Labor Market Median Base Salary	% SJWD Is Above or Below Labor Market Median	SJWD Total Cash	Labor Market Median Total Cash	% SJWD Is Above or Below Labor Market Median	SJWD Total Compensation	Labor Market Median Total Compensation	% SJWD Is Above or Below Labor Market Median	Number of Agencies with Comparable Positions	SJWD Compensation Rank	Market Low	Market High	Agency Ranked #1
Water Treatment Plant Operator II	\$7,306	\$5,675	28.74%	\$7,306	\$6,169	18.43%	\$10,399	\$8,203	26.78%	11	2	\$7,650	\$10,756	SSJID
		Average	7.77%		Average	3.21%		Average	11.20%					

- positions that are below 5% of the market median
 - positions that are between 5 and 10% of the market median
 - positions that rank first in total compensation among comparable agencies
 - positions that rank second in total compensation among comparable agencies

	Mean										
	Base Salary			Total Cash			Total Compensation				
Survey Classification	SJWD Maximum Base Salary	Labor Market Mean Base Salary	% SJWD Is Above or Below Labor Market Mean	SJWD Total Cash	Labor Market Mean Total Cash	% SJWD Is Above or Below Labor Market Mean	SJWD Total Compensation	Labor Market Mean Total Compensation	% SJWD Is Above or Below Labor Market Mean	Comparability	
Accountant	\$7,864	\$7,247	8.52%	\$7,864	\$7,534	4.38%	\$11,006	\$9,839	11.86%	10	
Accounting Technician II	\$5,867	\$5,697	3.00%	\$5,867	\$5,982	-1.92%	\$8,836	\$8,299	6.47%	9	
Administrative Assistant-Board Secretary	\$6,791	\$7,307	-7.06%	\$6,791	\$7,732	-12.17%	\$9,840	\$10,417	-5.54%	4	
Associate Engineer	\$11,064	\$9,686	14.23%	\$11,064	\$10,225	8.20%	\$14,484	\$12,658	14.42%	10	
Chief Operator	\$10,033	\$9,231	8.68%	\$10,033	\$9,731	3.10%	\$13,363	\$12,058	10.82%	4	
Conservation Technician II	\$6,309	\$5,737	9.99%	\$6,309	\$6,061	4.10%	\$9,316	\$8,381	11.16%	6	
Construction Inspector II	\$7,306	\$6,925	5.51%	\$7,306	\$7,222	1.16%	\$10,399	\$9,611	8.21%	10	
Customer Service Manager	\$10,794	\$10,359	4.19%	\$10,794	\$10,922	-1.17%	\$14,190	\$13,801	2.81%	4	
Customer Service Technician II	\$5,191	\$5,202	-0.20%	\$5,191	\$5,408	-4.01%	\$8,101	\$7,777	4.17%	14	
Director of Finance	\$14,465	\$14,278	0.48%	\$14,465	\$14,996	-0.99%	\$17,970	\$17,585	-0.08%	11	
Distribution Lead Worker	\$7,670	\$7,086	8.24%	\$7,670	\$7,343	4.45%	\$10,795	\$9,466	14.04%	5	
Distribution Operator II	\$6,160	\$6,007	2.55%	\$6,160	\$6,304	-2.29%	\$9,154	\$8,709	5.11%	10	
Engineering Services Manager	\$13,775	\$13,579	1.45%	\$13,775	\$14,146	-2.62%	\$17,263	\$16,811	2.69%	7	
Engineering Technician II	\$7,133	\$6,393	11.57%	\$7,133	\$6,631	7.57%	\$10,211	\$8,926	14.39%	10	
Facilities Maintenance Worker II	\$6,958	\$6,594	5.52%	\$6,958	\$6,825	1.94%	\$10,021	\$9,086	10.29%	9	
Field Services Manager	\$11,899	\$10,618	12.06%	\$11,899	\$10,914	9.03%	\$15,341	\$13,437	14.17%	6	
Finance and Administrative Services Analyst	\$9,324	\$8,974	3.90%	\$9,324	\$9,538	-2.25%	\$12,592	\$12,046	4.53%	7	
Information Technology Manager	\$10,279	\$10,578	-2.83%	\$10,279	\$11,181	-8.07%	\$13,630	\$13,561	0.51%	8	
Information Technology Technician II	\$7,306	\$6,300	15.97%	\$7,306	\$6,531	11.86%	\$10,399	\$8,600	20.92%	7	
Instrumentation Technician	\$8,459	\$8,189	3.29%	\$8,459	\$8,508	-0.58%	\$11,652	\$10,818	7.71%	9	
Maintenance Chief	\$9,790	\$9,074	7.89%	\$9,790	\$9,503	3.02%	\$13,099	\$11,760	11.38%	3	
Meter Technician	\$5,588	\$5,577	0.21%	\$5,588	\$5,712	-2.16%	\$8,532	\$8,007	6.57%	4	
Operations Manager	\$14,827	\$13,335	11.19%	\$14,827	\$14,098	5.17%	\$18,341	\$16,372	12.02%	5	
Purchasing Agent	\$6,958	\$6,204	12.15%	\$6,958	\$6,483	7.32%	\$10,021	\$8,537	17.38%	4	
Safety/Regulatory Compliance Specialist	\$8,979	\$9,213	-2.55%	\$8,979	\$9,457	-5.06%	\$12,217	\$11,951	2.23%	5	
Senior Engineer	\$12,196	\$10,448	16.73%	\$12,196	\$10,824	12.67%	\$15,644	\$13,206	18.46%	9	
Water Resources Manager	\$10,603	\$11,041	-3.97%	\$10,603	\$11,740	-9.69%	\$13,983	\$13,853	0.93%	3	

Survey Classification	Mean									Comparability
	Base Salary			Total Cash			Total Compensation			
SJWD Maximum Base Salary	Labor Market Mean Base Salary	% SJWD Is Above or Below Labor Market Mean	SJWD Total Cash	Labor Market Mean Total Cash	% SJWD Is Above or Below Labor Market Mean	SJWD Total Compensation	Labor Market Mean Total Compensation	% SJWD Is Above or Below Labor Market Mean		
Water Treatment Plant Manager	\$12,196	\$12,074	1.01%	\$12,196	\$12,653	-3.61%	\$15,644	\$15,207	2.88%	5
Water Treatment Plant Operator II	\$7,306	\$5,917	23.48%	\$7,306	\$6,144	18.92%	\$10,399	\$8,467	22.82%	11
	Average	6.04%		Average	1.60%		Average	8.74%		

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Fairfield	Accountant Auditor II	\$7,064	\$8,586	2.5%	\$215	\$0	\$707	\$0	\$0		\$9,508	\$0	\$1,559	\$110
Stockton East Water District	Accountant	\$6,667	\$8,103	0%	\$0	\$0	\$0	\$0	\$0		\$8,103	\$0	\$2,617	\$123
San Juan Water District	Accountant	\$6,552	\$7,864	0%	\$0	\$0	\$0	\$0	\$0		\$7,864	\$0	\$2,291	\$150
Citrus Heights Water District	Accountant	\$6,050	\$8,166	0%	\$0	\$0	\$0	\$0	\$0		\$8,166	\$0	\$1,750	\$136
Sacramento Suburban Water District	Accountant	\$5,682	\$7,103	7%	\$497	\$0	\$0	\$0	\$0		\$7,600	\$0	\$1,789	\$182
El Dorado Irrigation District	Accountant	\$5,996	\$7,289	0%	\$0	\$0	\$0	\$0	\$0		\$7,289	\$0	\$1,624	\$136
Carmichael Water District	Staff Accountant	\$5,306	\$6,450	0%	\$0	\$0	\$152	\$0	\$0		\$6,601	\$0	\$2,291	\$115
City of Roseville	Accountant II	\$5,161	\$7,262	6.197%	\$450	\$0	\$218	\$182	\$0		\$8,111	\$1,515	inc	inc
Placer County Water Agency	Accountant	\$5,130	\$6,548	2%	\$131	\$0	\$0	\$164	\$0		\$6,843	\$0	\$1,930	\$56
City of Vallejo	Accountant	\$5,397	\$6,561	0%	\$0	\$0	\$0	\$0	\$0		\$6,561	\$0	\$1,498	\$146
Sacramento County	Accountant	\$5,264	\$6,398	0%	\$0	\$0	\$0	\$0	\$160	2.5% CPA	\$6,558	\$0	\$1,505	\$119
City of Folsom	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													
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Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Payroll Clerk	\$5,073	\$6,165	8%	\$493	\$0	\$292	\$0	\$0		\$6,950	\$0	\$2,374	\$139
Citrus Heights Water District	Management Services Technician	\$5,261	\$7,100	0%	\$0	\$0	\$0	\$0	\$0		\$7,100	\$0	\$1,750	\$136
Fair Oaks Water District	Finance and Management Assistant	\$4,361	\$5,888	1%	\$59	\$0	\$0	\$0	\$0		\$5,947	\$0	\$2,617	\$128
San Juan Water District	Accounting Technician II	\$4,888	\$5,867	0%	\$0	\$0	\$0	\$0	\$0		\$5,867	\$0	\$2,291	\$150
City of Folsom	Accounting Technician	\$3,811	\$5,817	0%	\$0	\$0	\$0	\$0	\$291	5% for BA	\$6,108	\$0	\$1,548	\$148
Placer County Water Agency	Accounting Technician II	\$4,221	\$5,387	2%	\$108	\$0	\$0	\$135	\$0		\$5,629	\$0	\$1,930	\$56
El Dorado Irrigation District	Finance Technician	\$4,540	\$5,517	0%	\$0	\$0	\$0	\$0	\$0		\$5,517	\$0	\$1,624	\$136
City of Fairfield	Payroll Specialist II	\$4,419	\$5,371	2.5%	\$134	\$0	\$215	\$0	\$0		\$5,720	\$0	\$1,609	\$108
Sacramento County	Accounting Technician	\$4,061	\$4,938	0%	\$0	\$0	\$0	\$0	\$247	5% max	\$5,185	\$0	\$1,505	\$119
City of Roseville	Finance Technician I	\$3,615	\$5,086	6.197%	\$315	\$0	\$153	\$127	\$0		\$5,681	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$5,517	\$5,720
% SJWD is Above or Below Median	6.35%	2.57%
Mean	\$5,697	\$5,982
% SJWD is Above or Below Mean	3.00%	-1.92%
# Of Comparable Matches	9	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$472	\$0	\$10,035	0%	\$0	\$10,035	
Citrus Heights Water District	\$25	\$13	\$24	\$543	\$0	\$9,591	0%	\$0	\$9,591	
Fair Oaks Water District	\$24	\$5	\$22	\$450	\$0	\$9,193	0%	\$0	\$9,193	
San Juan Water District	\$19	\$20	\$41	\$449	\$0	\$8,836	0%	\$0	\$8,836	
City of Folsom	\$28	\$6	\$21	\$445	\$50	\$8,353	0%	\$0	\$8,353	
Placer County Water Agency	\$18	\$21	\$16	\$412	\$0	\$8,082	0%	\$0	\$8,082	
El Dorado Irrigation District	\$17	\$3	\$0	\$422	\$0	\$7,719	0%	\$0	\$7,719	
City of Fairfield	\$11	\$33	\$8	\$78	\$50	\$7,616	2.5%	\$134	\$7,482	
Sacramento County	inc	\$1	\$0	\$378	\$54	\$7,242	1.9%	\$94	\$7,148	
City of Roseville	inc	\$15	\$14	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	
Carmichael Water District										
City of Vallejo										
Elk Grove Water District										
Sacramento Suburban Water District										
Stockton East Water District										

\$8,082
9.32%
\$8,299
6.47%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Executive Secretary	\$5,697	\$6,925	8%	\$554	\$0	\$292	\$0	\$0		\$7,770	\$0	\$2,374	\$139
Sacramento Suburban Water District	Executive Assistant to the General Manager	\$5,474	\$7,405	7%	\$518	\$0	\$0	\$0	\$0		\$7,923	\$0	\$1,789	\$182
Placer County Water Agency	Agency Secretary/Clerk of the Board	\$5,850	\$7,466	2%	\$149	\$0	\$0	\$187	\$0		\$7,802	\$0	\$1,930	\$56
<i>San Juan Water District</i>	<i>Administrative Assistant-Board Secretary</i>	\$5,659	\$6,791	0%	\$0	\$0	\$0	\$0	\$0		\$6,791	\$0	\$2,291	\$150
El Dorado Irrigation District	Executive Assistant-Clerk to the Board	\$6,117	\$7,434	0%	\$0	\$0	\$0	\$0	\$0		\$7,434	\$0	\$1,624	\$136
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$7,419	\$7,786
% SJWD is Above or Below Median	-8.47%	-12.78%
Mean	\$7,307	\$7,732
% SJWD is Above or Below Mean	-7.06%	-12.17%
# Of Comparable Matches	4	

Data effective as of 4-2019

Data effective as of 4-2019

\$10,486
-6.16%
\$10,417
-5.54%

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Associate Civil Engineer	\$8,774	\$11,844	0%	\$0	\$0	\$0	\$0	\$60	D2 and T1	\$11,904	\$0	\$1,750	\$136
San Juan Water District	Associate Engineer	\$9,220	\$11,064	0%	\$0	\$0	\$0	\$0	\$0		\$11,064	\$0	\$2,291	\$150
South San Joaquin Irrigation District	Associate Civil Engineer	\$8,129	\$9,880	8%	\$790	\$0	\$292	\$0	\$0		\$10,962	\$0	\$2,374	\$139
Placer County Water Agency	Associate Engineer	\$7,580	\$9,674	2%	\$193	\$0	\$0	\$242	\$0		\$10,109	\$0	\$1,930	\$56
Sacramento Suburban Water District	Associate Engineer	\$6,560	\$9,372	7%	\$656	\$0	\$0	\$0	\$0		\$10,028	\$0	\$1,789	\$182
Sacramento County	Associate Civil Engineer	\$8,178	\$9,941	0%	\$0	\$0	\$0	\$0	\$497	Dual PE's	\$10,438	\$0	\$1,505	\$119
Elk Grove Water District	Associate Civil Engineer	\$7,767	\$9,494	1%	\$95	\$0	\$0	\$237	\$0		\$9,826	\$0	\$2,310	\$128
El Dorado Irrigation District	Associate Civil Engineer	\$8,086	\$9,828	0%	\$0	\$0	\$0	\$0	\$0		\$9,828	\$0	\$1,624	\$136
City of Fairfield	Associate Civil Engineer	\$7,607	\$9,246	2.5%	\$231	\$0	\$762	\$0	\$0	added 5% to base pay for PE	\$10,239	\$0	\$1,559	\$110
City of Roseville	Associate Engineer	\$6,451	\$9,077	6.197%	\$563	\$0	\$272	\$227	\$0		\$10,139	\$1,515	inc	inc
City of Folsom	Associate Civil Engineer	\$5,873	\$8,501	0%	\$0	\$0	\$275	\$0	\$0		\$8,776	\$0	\$1,548	\$148
Carmichael Water District	No Comparable Class													
City of Vallejo	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$9,584	\$10,124
% SJWD is Above or Below Median	15.44%	
Mean	\$9,686	
% SJWD is Above or Below Mean	14.23%	
# Of Comparable Matches	10	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$40	\$858	\$0	\$14,726	0%	\$0	\$14,726	PE, D2, T1
<i>San Juan Water District</i>	\$19	\$37	\$77	\$846	\$0	\$14,484	0%	\$0	\$14,484	PE
South San Joaquin Irrigation District	\$24	\$55	\$22	\$756	\$0	\$14,331	0%	\$0	\$14,331	PE
Placer County Water Agency	\$18	\$37	\$29	\$740	\$0	\$12,919	0%	\$0	\$12,919	PE
Sacramento Suburban Water District	\$20	\$31	\$39	\$717	\$0	\$12,805	0%	\$0	\$12,805	PE
Sacramento County	inc	\$1	\$0	\$760	\$0	\$12,824	1.9%	\$189	\$12,635	PE
Elk Grove Water District	\$23	\$17	\$0	\$138	\$0	\$12,441	0%	\$0	\$12,441	PE
El Dorado Irrigation District	\$17	\$3	\$0	\$752	\$0	\$12,360	0%	\$0	\$12,360	PE
City of Fairfield	\$11	\$98	\$14	\$134	\$50	\$12,214	5%	\$462	\$11,752	PE
City of Roseville	inc	\$27	\$24	\$132	\$100	\$11,937	6.197%	\$563	\$11,375	5% for PE added to base
City of Folsom	\$28	\$9	\$30	\$650	\$50	\$11,239	0%	\$0	\$11,239	PE
Carmichael Water District										No PE
City of Vallejo										No PE
Fair Oaks Water District										No PE
Stockton East Water District										EIT

\$12,538
15.52%
\$12,658
14.42%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Chief Operator	\$8,362	\$10,033	0%	\$0	\$0	\$0	\$0	\$0		\$10,033	\$0	\$2,291	\$150
Stockton East Water District	Chief Plant Operator	\$8,154	\$9,913	0%	\$0	\$0	\$0	\$0	\$0		\$9,913	\$0	\$2,617	\$123
City of Roseville	Water Treatment Plant Chief Operator	\$7,392	\$9,906	6.197%	\$614	\$0	\$297	\$0	\$0		\$10,817	\$1,515	inc	inc
City of Folsom	Water Treatment Plant Supervisor	\$6,368	\$8,748	0%	\$0	\$0	\$275	\$0	\$437	5% for BA	\$9,460	\$0	\$1,548	\$148
Placer County Water Agency	Treatment Plant Operations Supervisor	\$6,548	\$8,357	2%	\$167	\$0	\$0	\$209	\$0		\$8,733	\$0	\$1,930	\$56
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,327													
% SJWD is Above or Below Median	7.57%													
Mean	\$9,231													
% SJWD is Above or Below Mean	8.68%													
# Of Comparable Matches	4													

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$34	\$70	\$767	\$0	\$13,363	0%	\$0	\$13,363	T4
Stockton East Water District	\$23	\$27	DNA	\$144	\$0	\$12,847	0%	\$0	\$12,847	T4, T5 within 1 year
City of Roseville	inc	\$30	\$16	\$144	\$100	\$12,621	6.197%	\$614	\$12,007	T5 within 1 year
City of Folsom	\$28	\$9	\$31	\$669	\$50	\$11,943	0%	\$0	\$11,943	T5
Placer County Water Agency	\$18	\$32	\$25	\$639	\$0	\$11,433	0%	\$0	\$11,433	T5
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										Water Treatment Supervisor requires T4 and over operations and maintenance
City of Vallejo										Water Treatment Plant Supervisor over operations and maintenance
El Dorado Irrigation District										Chief Treatment Plant Operator is not a supervisor and Water Operations and Maintenance Supervisor is over both operations and maintenance
Elk Grove Water District										Water Treatment Operations Supervisor is over operations and maintenance
Fair Oaks Water District										
Sacramento County										Water Treatment Operations Supervisor is over operations and maintenance
Sacramento Suburban Water District										
South San Joaquin Irrigation District										Operations Supervisor over operations and maintenance

\$11,975
11.59%
\$12,058
10.82%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Conservation Technician II	\$5,257	\$6,309	0%	\$0	\$0	\$0	\$0	\$0		\$6,309	\$0	\$2,291	\$150
Fair Oaks Water District	Water Efficiency Specialist	\$4,265	\$5,757	1%	\$58	\$0	\$0	\$0	\$0		\$5,815	\$0	\$2,617	\$128
City of Roseville	Water Conservation Specialist	\$4,727	\$6,651	6.197%	\$412	\$0	\$300	\$0	\$200	1% for each Grade-Water Use Eff Practitioner Grade 2/3; 1% for D2	\$7,562	\$1,515	inc	inc
Sacramento Suburban Water District	Water Conservation Technician II	\$4,606	\$5,757	7%	\$403	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$6,247	\$0	\$1,789	\$182
El Dorado Irrigation District	Water Use Efficiency Technician	\$4,916	\$5,975	0%	\$0	\$0	\$0	\$0	\$0		\$5,975	\$0	\$1,624	\$136
Placer County Water Agency	Customer Services Representative II	\$4,020	\$5,130	2%	\$103	\$0	\$0	\$128	\$0		\$5,361	\$0	\$1,930	\$56
City of Folsom	Water Management Specialist	\$3,373	\$5,149	0%	\$0	\$0	\$0	\$0	\$257	5% for BA	\$5,406	\$0	\$1,548	\$148
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													
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Labor Market Median		\$5,757										\$5,895		
% SJWD is Above or Below Median		9.59%										7.03%		
Mean		\$5,737										\$6,061		
% SJWD is Above or Below Mean		9.99%										4.10%		
# Of Comparable Matches		6												

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$21	\$44	\$483	\$0	\$9,316	0%	\$0	\$9,316	Certified Landscape Irrigation Auditor (CLIA) certificate issued by the Irrigation Association; D1
Fair Oaks Water District	\$24	\$5	\$21	\$440	\$0	\$9,051	0%	\$0	\$9,051	D1; Water Use Efficiency Practitioner I; CCIA
City of Roseville	inc	\$20	\$16	\$96	\$100	\$9,310	6.197%	\$412	\$8,898	Water Conservation Practitioner I
Sacramento Suburban Water District	\$20	\$19	\$39	\$440	\$0	\$8,735	0%	\$0	\$8,735	D1, CLIA cert
El Dorado Irrigation District	\$17	\$3	\$0	\$457	\$0	\$8,212	0%	\$0	\$8,212	Landscape Irrigation Auditor cert
Placer County Water Agency	\$18	\$20	\$15	\$392	\$0	\$7,792	0%	\$0	\$7,792	Broad Class- read, record, repair, and services meter and/or implement water efficiency programs
City of Folsom	\$28	\$6	\$18	\$394	\$50	\$7,598	0%	\$0	\$7,598	Water Conservation Practitioner I
Carmichael Water District										
Citrus Heights Water District										Supervisor
City of Fairfield										Water Service Representative performs some duties
City of Vallejo										
Elk Grove Water District										
Sacramento County										
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,474
9.94%
\$8,381
11.16%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Facilities Inspector	\$6,186	\$7,519	4%	\$301	\$0	\$208	\$0	\$0		\$8,028	\$0	\$2,374	\$150
Citrus Heights Water District	Senior Construction Inspector	\$5,926	\$8,000	0%	\$0	\$0	\$0	\$0	\$40	D1, T1	\$8,040	\$0	\$1,750	\$136
<i>San Juan Water District</i>	<i>Construction Inspector II</i>	\$6,087	\$7,306	0%	\$0	\$0	\$0	\$0	\$0		\$7,306	\$0	\$2,291	\$150
Fair Oaks Water District	Construction Inspector	\$5,080	\$6,847	1%	\$68	\$0	\$0	\$0	\$0		\$6,915	\$0	\$2,617	\$128
Sacramento Suburban Water District	Senior Inspector	\$5,544	\$6,930	7%	\$485	\$0	\$0	\$87	\$0.50 per hour for one grade level above		\$7,502	\$0	\$1,789	\$182
Placer County Water Agency	Inspector II	\$5,255	\$6,707	2%	\$134	\$0	\$0	\$168	\$0		\$7,009	\$0	\$1,930	\$56
City of Folsom	Construction Inspector II	\$4,305	\$6,570	0%	\$0	\$0	\$0	\$0	\$329	5% for BA or Registered PW Inspector	\$6,899	\$0	\$1,548	\$148
Sacramento County	Construction Inspector	\$6,137	\$6,765	0%	\$0	\$0	\$0	\$0	\$271	4% max pay	\$7,036	\$0	\$1,505	\$119
El Dorado Irrigation District	Construction Inspector II	\$5,431	\$6,602	0%	\$0	\$0	\$0	\$0	\$0		\$6,602	\$0	\$1,624	\$136
City of Fairfield	Public Works Inspector II	\$5,656	\$6,875	0%	\$0	\$0	\$133	\$0	\$0		\$7,008	\$0	\$1,609	\$108
City of Roseville	Construction Inspector II	\$4,569	\$6,430	6.197%	\$398	\$0	\$193	\$161	\$0		\$7,182	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$6,806	\$7,022
% SJWD is Above or Below Median	7.35%	4.04%
Mean	\$6,925	\$7,222
% SJWD is Above or Below Mean	5.51%	1.16%
# Of Comparable Matches	10	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$575	\$0	\$11,128	0%	\$0	\$11,128	
Citrus Heights Water District	\$25	\$13	\$27	\$612	\$0	\$10,603	0%	\$0	\$10,603	D1, T1
<i>San Juan Water District</i>	\$19	\$25	\$51	\$559	\$0	\$10,399	0%	\$0	\$10,399	
Fair Oaks Water District	\$24	\$6	\$25	\$524	\$0	\$10,240	0%	\$0	\$10,240	D2; T2; Cross Connection
Sacramento Suburban Water District	\$20	\$23	\$39	\$530	\$0	\$10,084	0%	\$0	\$10,084	D2, T1
Placer County Water Agency	\$18	\$26	\$20	\$513	\$0	\$9,572	0%	\$0	\$9,572	
City of Folsom	\$28	\$6	\$23	\$503	\$50	\$9,205	0%	\$0	\$9,205	
Sacramento County	inc	\$1	\$0	\$518	\$54	\$9,232	1.9%	\$129	\$9,104	
El Dorado Irrigation District	\$17	\$3	\$0	\$505	\$0	\$8,887	0%	\$0	\$8,887	
City of Fairfield	\$11	\$33	\$10	\$100	\$50	\$8,928	2.5%	\$172	\$8,756	
City of Roseville	inc	\$19	\$17	\$93	\$100	\$8,927	6.197%	\$398	\$8,528	
Carmichael Water District										
City of Vallejo										Engineering Technician performs duties
Elk Grove Water District										
Stockton East Water District										

\$9,388
10.77%
\$9,611
8.21%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Sacramento County	Chief, Consolidated Utilities Billing & Service Division	\$10,831	\$11,941	0%	\$0	\$0	\$119	\$0	\$597		\$12,658	\$0	\$1,505	\$119
San Juan Water District	Customer Service Manager	\$8,996	\$10,794	0%	\$0	\$0	\$0	\$0	\$0		\$10,794	\$0	\$2,291	\$150
Placer County Water Agency	Deputy Director of Customer Services	\$7,936	\$10,129	2%	\$203	\$300	\$0	\$253	\$0		\$10,885	\$0	\$1,930	\$56
Fair Oaks Water District	Customer Service Manager	\$7,145	\$9,646	1%	\$96	\$0	\$0	\$0	\$0		\$9,742	\$0	\$2,617	\$128
Sacramento Suburban Water District	Customer Service Manager	\$6,805	\$9,721	7%	\$680	\$0	\$0	\$0	\$0		\$10,401	\$0	\$1,789	\$182
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
City of Vallejo	No Comparable Class													
EI Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,925													
% SJWD is Above or Below Median	8.75%													
Mean	\$10,359													
% SJWD is Above or Below Mean	4.19%													
# Of Comparable Matches	4													

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Sacramento County	inc	\$4	\$0	\$860	\$54	\$15,199	1.9%	\$227	\$14,972	3.35% Management Differential added to base
San Juan Water District	\$19	\$36	\$76	\$826	\$0	\$14,190	0%	\$0	\$14,190	Meter Services, Billing, Cash, Collections, Facility Services, Water Efficiency and Grant Administration
Placer County Water Agency	\$18	\$39	\$30	\$775	\$0	\$13,733	0%	\$0	\$13,733	
Fair Oaks Water District	\$24	\$8	\$36	\$738	\$0	\$13,294	0%	\$0	\$13,294	Conservation, Client Services, Information Technology; D3, T2
Sacramento Suburban Water District	\$20	\$32	\$39	\$744	\$0	\$13,207	0%	\$0	\$13,207	Not over conservation
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Roseville										
City of Vallejo										Supervisor level
EI Dorado Irrigation District										
Elk Grove Water District										
Stockton East Water District										Administration Services Manager is also over board function
South San Joaquin Irrigation District										

\$13,513
5.01%
\$13,801
2.81%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Stockton East Water District	Account Clerk II	\$5,302	\$6,445	0%	\$0	\$0	\$0	\$0	\$0		\$6,445	\$0	\$2,617	\$123
South San Joaquin Irrigation District	Customer Service Representative	\$4,605	\$5,599	4%	\$224	\$0	\$208	\$0	\$0		\$6,031	\$0	\$2,374	\$150
Citrus Heights Water District	Customer Services Technician II	\$4,754	\$6,417	0%	\$0	\$0	\$0	\$0	\$0		\$6,417	\$0	\$1,750	\$136
Fair Oaks Water District	Customer Service Representative II	\$3,822	\$5,160	1%	\$52	\$0	\$0	\$0	\$0		\$5,212	\$0	\$2,617	\$128
Placer County Water Agency	Water Efficiency Specialist II	\$4,118	\$5,255	2%	\$105	\$0	\$0	\$131	\$263	2.5% for CLIA; 2.5% for D2	\$5,754	\$0	\$1,930	\$56
Elk Grove Water District	Utility Billing Specialist	\$4,434	\$5,389	1%	\$54	\$0	\$0	\$135	\$0		\$5,577	\$0	\$2,310	\$128
San Juan Water District	Customer Service Technician II	\$4,325	\$5,191	0%	\$0	\$0	\$0	\$0	\$0		\$5,191	\$0	\$2,291	\$150
Sacramento Suburban Water District	Customer Service Representative II	\$3,977	\$4,971	7%	\$348	\$0	\$0	\$0	\$43	\$0.25 hour for certification not required for position	\$5,362	\$0	\$1,789	\$182
City of Folsom	Revenue Technician II	\$3,373	\$5,149	0%	\$0	\$0	\$0	\$0	\$257	5% for BA	\$5,406	\$0	\$1,548	\$148
Carmichael Water District	Billing Specialist II	\$3,749	\$4,557	0%	\$0	\$0	\$152	\$0	\$0		\$4,709	\$0	\$2,291	\$115
City of Fairfield	Billing Systems Specialist	\$4,419	\$5,371	0%	\$0	\$0	\$118	\$0	\$0		\$5,489	\$0	\$1,609	\$108
City of Roseville	Finance Technician II	\$3,615	\$5,086	6.197%	\$315	\$0	\$153	\$127	\$0		\$5,681	\$1,515	inc	inc
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,755	0%	\$0	\$0	\$0	\$0	\$0		\$4,755	\$0	\$1,624	\$136
City of Vallejo	Customer Service Representative	\$3,727	\$4,530	0%	\$0	\$0	\$0	\$0	\$0		\$4,530	\$0	\$1,498	\$146
Sacramento County	Utility Billing Services Representative II	\$3,407	\$4,141	0%	\$0	\$0	\$0	\$0	\$207	5% max	\$4,348	\$0	\$1,505	\$119

Labor Market Median	\$5,154	\$5,447
% SJWD is Above or Below Median	0.72%	-4.70%
Mean	\$5,202	\$5,408
% SJWD is Above or Below Mean	-0.20%	-4.01%
# Of Comparable Matches	14	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Stockton East Water District	\$23	\$27	DNA	\$93	\$0	\$9,329	0%	\$0	\$9,329	
South San Joaquin Irrigation District	inc	inc	inc	\$428	\$0	\$8,983	0%	\$0	\$8,983	
Citrus Heights Water District	\$25	\$13	\$22	\$491	\$0	\$8,853	0%	\$0	\$8,853	
Fair Oaks Water District	\$24	\$4	\$19	\$395	\$0	\$8,399	0%	\$0	\$8,399	
Placer County Water Agency	\$18	\$20	\$16	\$402	\$0	\$8,196	0%	\$0	\$8,196	CLIA cert
Elk Grove Water District	\$23	\$14	\$0	\$78	\$0	\$8,131	0%	\$0	\$8,131	
San Juan Water District	\$19	\$17	\$36	\$397	\$0	\$8,101	0%	\$0	\$8,101	
Sacramento Suburban Water District	\$20	\$17	\$39	\$380	\$0	\$7,788	0%	\$0	\$7,788	
City of Folsom	\$28	\$6	\$18	\$394	\$50	\$7,598	0%	\$0	\$7,598	
Carmichael Water District	\$29	\$21	\$10	\$349	\$0	\$7,523	0%	\$0	\$7,523	
City of Fairfield	\$11	\$33	\$8	\$78	\$50	\$7,385	2.5%	\$134	\$7,251	
City of Roseville	inc	\$15	\$14	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	
El Dorado Irrigation District	\$17	\$3	\$0	\$364	\$0	\$6,899	0%	\$0	\$6,899	
City of Vallejo	\$23	\$6	\$8	\$347	\$68	\$6,625	1%	\$45	\$6,580	
Sacramento County	inc	\$1	\$0	\$317	\$54	\$6,344	1.9%	\$79	\$6,265	

\$7,693
5.30%
\$7,777
4.17%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Folsom	Chief Financial Officer/Finance Director	\$12,500	\$15,833	0%	\$0	\$400	\$1,029	\$0	\$0		\$17,263	\$0	\$1,548	\$148
Placer County Water Agency	Director of Financial Services	\$12,272	\$15,662	2%	\$313	\$450	\$0	\$392	\$0		\$16,817	\$0	\$1,930	\$56
City of Fairfield	Director of Finance	\$12,500	\$16,250	0%	\$0	\$350	\$1,339	\$0	\$0		\$17,939	\$0	\$1,559	\$110
City of Roseville	Chief Financial Officer	\$12,454	\$16,690	6.197%	\$1,034	\$0	\$501	\$0	\$0		\$18,225	\$1,515	inc	inc
San Juan Water District	Director of Finance	\$12,055	\$14,465	0%	\$0	\$0	\$0	\$0	\$0		\$14,465	\$0	\$2,291	\$150
City of Vallejo	Finance Director	\$12,668	\$15,398	0%	\$0	\$0	\$154	\$0	\$0		\$15,552	\$0	\$1,498	\$117
El Dorado Irrigation District	Director of Finance	\$11,804	\$14,347	0%	\$0	\$500	\$0	\$0	\$0		\$14,847	\$0	\$1,624	\$136
Citrus Heights Water District	Administrative Services Manager	\$10,615	\$14,331	0%	\$0	\$0	\$0	\$0	\$0		\$14,331	\$0	\$1,750	\$136
Sacramento Suburban Water District	Director of Finance and Administration	\$9,004	\$12,863	7%	\$900	\$0	\$0	\$0	\$0		\$13,763	\$0	\$1,789	\$182
Stockton East Water District	Finance Director	\$10,622	\$12,911	0%	\$0	\$0	\$0	\$0	\$0		\$12,911	\$0	\$2,617	\$123
Elk Grove Water District	Finance Manager	\$9,913	\$12,049	1%	\$120	\$0	\$0	\$301	\$0		\$12,471	\$0	\$2,310	\$128
Fair Oaks Water District	Finance Manager	\$7,947	\$10,729	1%	\$107	\$0	\$0	\$0	\$0		\$10,836	\$0	\$2,617	\$128
Carmichael Water District	No Comparable Class													
Sacramento County	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median

\$14,347

\$14,847

% SJWD is Above or Below Median

0.82%

-2.58%

Mean

\$14,278

\$14,996

% SJWD is Above or Below Mean

0.48%

-0.99%

Of Comparable Matches

11

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Folsom	\$28	\$11	\$56	\$916	\$50	\$20,019	0%	\$0	\$20,019	
Placer County Water Agency	\$18	\$60	\$32	\$914	\$0	\$19,826	0%	\$0	\$19,826	
City of Fairfield	\$11	\$98	\$24	\$236	\$0	\$19,976	2.5%	\$406	\$19,570	
City of Roseville	inc	\$50	\$16	\$242	\$100	\$20,148	6.197%	\$1,034	\$19,114	
San Juan Water District	\$19	\$49	\$101	\$896	\$0	\$17,970	0%	\$0	\$17,970	
City of Vallejo	\$23	\$0	\$0	\$910	\$0	\$18,100	1%	\$154	\$17,946	
El Dorado Irrigation District	\$17	\$52	\$0	\$895	\$0	\$17,571	0%	\$0	\$17,571	
Citrus Heights Water District	\$25	\$13	\$49	\$894	\$0	\$17,198	0%	\$0	\$17,198	Finance, purchasing, customer services, IT, HR and risk
Sacramento Suburban Water District	\$20	\$43	\$39	\$873	\$0	\$16,709	0%	\$0	\$16,709	
Stockton East Water District	\$23	\$27	DNA	\$187	\$0	\$15,889	0%	\$0	\$15,889	
Elk Grove Water District	\$23	\$17	\$0	\$175	\$0	\$15,123	0%	\$0	\$15,123	
Fair Oaks Water District	\$24	\$9	\$40	\$821	\$0	\$14,475	0%	\$0	\$14,475	
Carmichael Water District										
Sacramento County										Director of Finance also serves as Auditor Controller, Tax Collector and Treasurer
South San Joaquin Irrigation District										AGM

\$17,571
2.27%
\$17,585
-0.08%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	<i>Distribution Lead Worker</i>	\$6,391	\$7,670	0%	\$0	\$0	\$0	\$0	\$0		\$7,670	\$0	\$2,291	\$150
Citrus Heights Water District	Water Distribution Lead Worker	\$6,067	\$8,159	0%	\$0	\$0	\$0	\$0	\$20	\$20 more for D5	\$8,179	\$0	\$1,750	\$136
City of Folsom	Water Distribution Chief Operator	\$4,520	\$6,898	0%	\$0	\$0	\$0	\$0	\$345	5% for BA	\$7,243	\$0	\$1,548	\$148
El Dorado Irrigation District	Chief Distribution Operator	\$5,649	\$6,867	0%	\$0	\$0	\$0	\$0	\$0		\$6,867	\$0	\$1,624	\$136
City of Roseville	Senior Water Distribution Worker	\$4,774	\$6,718	6.197%	\$416	\$0	\$302	\$0	\$202	1% for D4 added to base pay; 3% cert pay for variety of certs	\$7,637	\$1,515	inc	inc
Sacramento County	Senior Water Distribution Operator	\$6,159	\$6,789	0%	\$0	\$0	\$0	\$0	\$0	2% for D3 added to base pay	\$6,789	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													
<i>Labor Market Median</i>		\$6,867									\$7,243			
<i>% SJWD is Above or Below Median</i>		11.69%									5.89%			
<i>Mean</i>		\$7,086									\$7,343			
<i>% SJWD is Above or Below Mean</i>		8.24%									4.45%			
<i># Of Comparable Matches</i>		5												

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$26	\$54	\$587	\$0	\$10,795	0%	\$0	\$10,795	D4; Within 6-months of accepting the position become State Certified Water Quality Sampler.
Citrus Heights Water District	\$25	\$13	\$28	\$624	\$0	\$10,754	0%	\$0	\$10,754	Water Distribution Lead Worker requires D2; added \$80 cert pay to base pay for D4
City of Folsom	\$28	\$6	\$24	\$528	\$50	\$9,575	0%	\$0	\$9,575	D4
El Dorado Irrigation District	\$17	\$3	\$0	\$525	\$0	\$9,173	0%	\$0	\$9,173	D5
City of Roseville	inc	\$20	\$17	\$97	\$100	\$9,386	6.197%	\$416	\$8,970	Class B; D3 (added 1% cert pay for D4 to base pay)
Sacramento County	inc	\$1	\$0	\$519	\$54	\$8,988	1.9%	\$129	\$8,859	D2 required; 2% added to base pay for D3
Carmichael Water District										No Lead
City of Fairfield										Waster Distribution Operator Senior requires D2 (no cert pay)
City of Vallejo										D2 required (no cert pay)
Elk Grove Water District										Supervisor level
Fair Oaks Water District										Water System Lead Worker requires D2 (no cert pay)
Placer County Water Agency										Supervisor level
Sacramento Suburban Water District										
Stockton East Water District										
South San Joaquin Irrigation District										

\$9,173
17.69%
\$9,466
14.04%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Water Distribution Operator II	\$5,441	\$7,346	0%	\$0	\$0	\$0	\$0	\$100	\$100 for D5	\$7,446	\$0	\$1,750	\$136
Placer County Water Agency	Distribution Operator II	\$4,886	\$6,237	2%	\$125	\$0	\$0	\$156	\$312	2.5% for D4; 2.5% for D5	\$6,830	\$0	\$1,930	\$56
San Juan Water District	Distribution Operator II	\$5,132	\$6,160	0%	\$0	\$0	\$0	\$0	\$0		\$6,160	\$0	\$2,291	\$150
Sacramento Suburban Water District	Distribution Operator II	\$4,850	\$6,063	7%	\$424	\$0	\$0	\$87		\$0.50 per hour for one grade level above	\$6,574	\$0	\$1,789	\$182
Elk Grove Water District	Water Distribution Operator II	\$5,007	\$6,085	1%	\$61	\$0	\$0	\$152	\$0		\$6,298	\$0	\$2,310	\$128
Carmichael Water District	Distribution Operator II	\$4,226	\$5,561	0%	\$0	\$0	\$152	\$0	\$173	\$1/hour with D4	\$5,886	\$0	\$2,291	\$115
Fair Oaks Water District	Distribution System Operator II	\$3,822	\$5,160	1%	\$52	\$0	\$0	\$0	\$0		\$5,212	\$0	\$2,617	\$128
City of Roseville	Water Distribution Worker II	\$4,288	\$6,033	6.197%	\$374	\$0	\$281	\$0	\$241	4% max cert pay	\$6,929	\$1,515	inc	inc
Sacramento County	Water System Operator	\$5,075	\$6,169	0%	\$0	\$0	\$0	\$0	\$0	2% for D2 added to base pay	\$6,169	\$0	\$1,505	\$119
City of Folsom	Water Distribution Operator II	\$3,719	\$5,675	0%	\$0	\$0	\$0	\$0	\$284	5% for BA	\$5,959	\$0	\$1,548	\$148
EI Dorado Irrigation District	Distribution Operator II	\$4,725	\$5,743	0%	\$0	\$0	\$0	\$0	\$0		\$5,743	\$0	\$1,624	\$136
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$6,048													
% SJWD is Above or Below Median	1.86%													
Mean	\$6,007													
% SJWD is Above or Below Mean	2.55%													
# Of Comparable Matches	10													

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$25	\$562	\$0	\$9,956	0%	\$0	\$9,956	D2
Placer County Water Agency	\$18	\$24	\$19	\$477	\$0	\$9,353	0%	\$0	\$9,353	D3, Back flow prevention assembly tester, cross connection
San Juan Water District	\$19	\$21	\$43	\$471	\$0	\$9,154	0%	\$0	\$9,154	D2
Sacramento Suburban Water District	\$20	\$20	\$39	\$464	\$0	\$9,087	0%	\$0	\$9,087	D2, T1
Elk Grove Water District	\$23	\$16	\$0	\$88	\$0	\$8,863	0%	\$0	\$8,863	Class A; D2, T1
Carmichael Water District	\$29	\$26	\$13	\$425	\$0	\$8,783	0%	\$0	\$8,783	Class B, D2
Fair Oaks Water District	\$24	\$4	\$19	\$395	\$0	\$8,399	0%	\$0	\$8,399	D2, T1, Class A
City of Roseville	inc	\$18	\$15	\$87	\$100	\$8,665	6.197%	\$374	\$8,291	D2
Sacramento County	inc	\$1	\$0	\$472	\$54	\$8,320	1.9%	\$117	\$8,203	D1; 2% added to base pay for D2
City of Folsom	\$28	\$6	\$20	\$434	\$50	\$8,193	0%	\$0	\$8,193	D2
EI Dorado Irrigation District	\$17	\$3	\$0	\$439	\$0	\$7,963	0%	\$0	\$7,963	D2
City of Fairfield										Water Distribution Operator II requires D1
City of Vallejo										Water Distribution Technician only requires D1
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,591
6.55%
\$8,709
5.11%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Engineering Manager/District Engineer	\$11,676	\$15,764	0%	\$0	\$0	\$0	\$0	\$0		\$15,764	\$0	\$1,750	\$136
South San Joaquin Irrigation District	Engineering Department Manager	\$11,222	\$13,638	8%	\$1,091	\$0	\$292	\$0	\$0		\$15,021	\$0	\$2,374	\$139
EI Dorado Irrigation District	Director of Engineering	\$11,804	\$14,347	0%	\$0	\$500	\$0	\$0	\$0		\$14,847	\$0	\$1,624	\$136
San Juan Water District	Engineering Services Manager	\$11,480	\$13,775	0%	\$0	\$0	\$0	\$0	\$0		\$13,775	\$0	\$2,291	\$150
Sacramento Suburban Water District	Engineering Manager	\$8,551	\$12,216	7%	\$855	\$0	\$0	\$0	\$0		\$13,071	\$0	\$1,789	\$182
City of Vallejo	Water Engineering Manager	\$10,923	\$13,276	0%	\$0	\$0	\$0	\$0	\$0		\$13,276	\$0	\$1,498	\$117
City of Roseville	Engineering Manager	\$9,989	\$13,387	6.197%	\$830	\$0	\$402	\$0	\$0		\$14,618	\$1,515	inc	inc
Stockton East Water District	District Engineer	\$10,219	\$12,422	0%	\$0	\$0	\$0	\$0	\$0		\$12,422	\$0	\$2,617	\$123
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento County	No Comparable Class													

Labor Market Median	\$13,387	\$14,618
% SJWD is Above or Below Median	2.90%	-5.77%
Mean	\$13,579	\$14,146
% SJWD is Above or Below Mean	1.45%	-2.62%
# Of Comparable Matches	7	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$51	\$915	\$0	\$18,654	0%	\$0	\$18,654	PE, D2, T1
South San Joaquin Irrigation District	\$24	\$55	\$22	\$884	\$0	\$18,518	0%	\$0	\$18,518	PE
EI Dorado Irrigation District	\$17	\$52	\$0	\$895	\$0	\$17,571	0%	\$0	\$17,571	PE
San Juan Water District	\$19	\$46	\$96	\$886	\$0	\$17,263	0%	\$0	\$17,263	PE
Sacramento Suburban Water District	\$20	\$41	\$39	\$864	\$0	\$16,005	0%	\$0	\$16,005	PE
City of Vallejo	\$23	\$6	\$16	\$879	\$199	\$16,014	1%	\$133	\$15,881	PE
City of Roseville	inc	\$40	\$16	\$194	\$100	\$16,483	6.197%	\$830	\$15,654	PE; Division Manager
Stockton East Water District	\$23	\$27	DNA	\$180	\$0	\$15,393	0%	\$0	\$15,393	PE
Carmichael Water District										
City of Fairfield										
City of Folsom										
Elk Grove Water District										Assistant General Manager
Fair Oaks Water District										
Placer County Water Agency										Director of Technical Service is over engineering and way and treatment water
Sacramento County										

\$16,005
7.86%
\$16,811
2.69%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Engineering Technician	\$6,186	\$7,519	4%	\$301	\$0	\$208	\$0	\$0		\$8,028	\$0	\$2,374	\$150
Placer County Water Agency	Engineering Technician II	\$5,795	\$7,395	2%	\$148	\$0	\$0	\$185	\$0		\$7,728	\$0	\$1,930	\$56
<i>San Juan Water District</i>	<i>Engineering Technician II</i>	<i>\$5,944</i>	<i>\$7,133</i>	<i>0%</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>		<i>\$7,133</i>	<i>\$0</i>	<i>\$2,291</i>	<i>\$150</i>
Citrus Heights Water District	Engineering/GIS Specialist	\$5,677	\$7,662	0%	\$0	\$0	\$0	\$0			\$7,662	\$0	\$1,750	\$136
City of Folsom	Engineering Technician II	\$5,138	\$6,570	0%	\$0	\$0	\$0	\$0	\$329	5% for BA or Licensed Land Surveyor	\$6,899	\$0	\$1,548	\$148
City of Vallejo	Engineering Technician II	\$5,532	\$6,724	0%	\$0	\$0	\$0	\$0	\$0		\$6,724	\$0	\$1,498	\$146
El Dorado Irrigation District	Engineering Technician II	\$5,167	\$6,280	0%	\$0	\$0	\$0	\$0	\$0		\$6,280	\$0	\$1,624	\$136
City of Fairfield	Engineering Technician II	\$5,384	\$6,544	0%	\$0	\$0	\$129	\$0	\$0		\$6,673	\$0	\$1,609	\$108
City of Roseville	Engineering Technician II	\$4,034	\$5,676	6.197%	\$352	\$0	\$170	\$142	\$0		\$6,340	\$1,515	inc	inc
Sacramento County	Engineering Technician II	\$4,312	\$5,241	0%	\$0	\$0	\$0	\$0	\$262	5% for EIT	\$5,503	\$0	\$1,505	\$119
Carmichael Water District	GIS Specialist	\$3,550	\$4,316	0%	\$0	\$0	\$152	\$0	\$0		\$4,468	\$0	\$2,291	\$115
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$6,557	\$6,699
% SJWD is Above or Below Median	8.78%	6.48%
Mean	\$6,393	\$6,631
% SJWD is Above or Below Mean	11.57%	7.57%
# Of Comparable Matches	10	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$575	\$0	\$11,128	0%	\$0	\$11,128	
Placer County Water Agency	\$18	\$28	\$22	\$566	\$0	\$10,348	0%	\$0	\$10,348	
<i>San Juan Water District</i>	\$19	\$24	\$50	\$546	\$0	\$10,211	0%	\$0	\$10,211	
Citrus Heights Water District	\$25	\$13	\$26	\$586	\$0	\$10,198	0%	\$0	\$10,198	
City of Folsom	\$28	\$6	\$23	\$503	\$50	\$9,205	0%	\$0	\$9,205	
City of Vallejo	\$23	\$6	\$12	\$514	\$101	\$9,024	1%	\$67	\$8,956	
El Dorado Irrigation District	\$17	\$3	\$0	\$480	\$0	\$8,541	0%	\$0	\$8,541	
City of Fairfield	\$11	\$33	\$10	\$95	\$50	\$8,588	2.5%	\$164	\$8,425	
City of Roseville	inc	\$17	\$15	\$82	\$100	\$8,070	6.197%	\$352	\$7,718	
Sacramento County	inc	\$1	\$0	\$401	\$54	\$7,583	1.9%	\$100	\$7,484	
Carmichael Water District	\$29	\$20	\$10	\$330	\$0	\$7,262	0%	\$0	\$7,262	
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										
Stockton East Water District										

\$8,749
16.72%
\$8,926
14.39%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Mechanical Technician II	\$6,583	\$7,998	4%	\$320	\$0	\$208	\$0	\$0		\$8,526	\$0	\$2,374	\$150
San Juan Water District	<i>Facilities Maintenance Worker II</i>	\$5,798	\$6,958	0%	\$0	\$0	\$0	\$0	\$0		\$6,958	\$0	\$2,291	\$150
City of Fairfield	Mechanical/Electrical Technician II	\$6,243	\$7,589	0%	\$0	\$0	\$140	\$0	\$0		\$7,729	\$0	\$1,609	\$108
Stockton East Water District	Maintenance Mechanic II	\$5,302	\$6,445	0%	\$0	\$0	\$0	\$0	\$0		\$6,445	\$0	\$2,617	\$123
Placer County Water Agency	Water Quality Mechanic	\$4,886	\$6,237	2%	\$125	\$0	\$0	\$156	\$0		\$6,518	\$0	\$1,930	\$56
City of Roseville	Plant and Equipment Mechanic II	\$4,737	\$6,665	6.197%	\$413	\$0	\$300	\$0	\$0		\$7,378	\$1,515	inc	inc
City of Folsom	Water Treatment Plant Mechanic	\$3,905	\$5,960	0%	\$0	\$0	\$0	\$0	\$298	5% for BA	\$6,258	\$0	\$1,548	\$148
City of Vallejo	Utility Mechanic II	\$5,137	\$6,244	0%	\$0	\$0	\$0	\$0	\$0		\$6,244	\$0	\$1,498	\$146
EI Dorado Irrigation District	Plant Mechanic II	\$5,068	\$6,159	0%	\$0	\$0	\$0	\$0	\$0		\$6,159	\$0	\$1,624	\$136
Sacramento County	Water System Operator	\$4,975	\$6,048	0%	\$0	\$0	\$0	\$0	\$121	2% for D2 or T2	\$6,169	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median	\$6,244	\$6,445
% SJWD is Above or Below Median	11.43%	
Mean	\$6,594	
% SJWD is Above or Below Mean	5.52%	
# Of Comparable Matches	9	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$612	\$0	\$11,662	0%	\$0	\$11,662	Class A
San Juan Water District	\$19	\$23	\$49	\$532	\$0	\$10,021	0%	\$0	\$10,021	T2
City of Fairfield	\$11	\$33	\$11	\$110	\$50	\$9,661	2.5%	\$190	\$9,471	
Stockton East Water District	\$23	\$27	DNA	\$93	\$0	\$9,329	0%	\$0	\$9,329	
Placer County Water Agency	\$18	\$24	\$19	\$477	\$0	\$9,041	0%	\$0	\$9,041	T2
City of Roseville	inc	\$20	\$17	\$97	\$100	\$9,126	6.197%	\$413	\$8,713	
City of Folsom	\$28	\$6	\$21	\$456	\$50	\$8,515	0%	\$0	\$8,515	
City of Vallejo	\$23	\$6	\$11	\$478	\$94	\$8,499	1%	\$62	\$8,436	
EI Dorado Irrigation District	\$17	\$3	\$0	\$471	\$0	\$8,410	0%	\$0	\$8,410	T1
Sacramento County	inc	\$1	\$0	\$463	\$54	\$8,311	1.9%	\$115	\$8,196	T1
Carmichael Water District										
Citrus Heights Water District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$8,713
15.01%
\$9,086
10.29%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Operations Manager	\$10,615	\$14,331	0%	\$0	\$0	\$0	\$0	\$0		\$14,331	\$0	\$1,750	\$136
San Juan Water District	Field Services Manager	\$9,916	\$11,899	0%	\$0	\$0	\$0	\$0	\$0		\$11,899	\$0	\$2,291	\$150
City of Vallejo	Water Distribution Superintendent	\$8,962	\$10,893	0%	\$0	\$0	\$0	\$0	\$0		\$10,893	\$0	\$1,498	\$117
Fair Oaks Water District	Operations Superintendent	\$6,929	\$9,354	1%	\$94	\$0	\$0	\$0	\$0		\$9,448	\$0	\$2,617	\$128
Sacramento Suburban Water District	Superintendent (Distribution)	\$6,547	\$9,353	7%	\$655	\$0	\$0	\$0	\$0		\$10,008	\$0	\$1,789	\$182
City of Roseville	Water Distribution Superintendent	\$7,440	\$10,119	6.197%	\$627	\$0	\$304	\$0	\$0		\$11,050	\$1,515	inc	inc
Sacramento County	Water Distribution Manager	\$7,947	\$9,660	0%	\$0	\$0	\$97	\$0	\$0		\$9,757	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,890	\$10,450
% SJWD is Above or Below Median	20.32%	13.87%
Mean	\$10,618	\$10,914
% SJWD is Above or Below Mean	12.06%	9.03%
# Of Comparable Matches	6	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$49	\$894	\$0	\$17,198	0%	\$0	\$17,198	D4, T3
<i>San Juan Water District</i>	\$19	\$40	\$83	\$859	\$0	\$15,341	0%	\$0	\$15,341	D4
City of Vallejo	\$23	\$6	\$16	\$833	\$163	\$13,549	1%	\$109	\$13,440	
Fair Oaks Water District	\$24	\$8	\$35	\$716	\$0	\$12,975	0%	\$0	\$12,975	D4, T2, Cross connection
Sacramento Suburban Water District	\$20	\$31	\$39	\$716	\$0	\$12,784	0%	\$0	\$12,784	D4; T2
City of Roseville	inc	\$30	\$16	\$147	\$100	\$12,858	6.197%	\$627	\$12,231	D5
Sacramento County	inc	\$4	\$0	\$739	\$54	\$12,177	1.9%	\$184	\$11,994	3.35% Management Differential added to base
Carmichael Water District										
City of Fairfield										Water Distribution Manager-D3 desired
City of Folsom										
El Dorado Irrigation District										Over Treatment and Distribution
Elk Grove Water District										
Placer County Water Agency										Drinking Water Operations Manager is over plant operations and maintenance and distribution
Stockton East Water District										
South San Joaquin Irrigation District										

\$12,879
19.11%
\$13,437
14.17%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Management Accountant	\$10,518	\$12,783	8%	\$1,023	\$0	\$292	\$0	\$0		\$14,098	\$0	\$2,374	\$139
San Juan Water District	Finance and Administrative Services Analyst	\$7,771	\$9,324	0%	\$0	\$0	\$0	\$0	\$0		\$9,324	\$0	\$2,291	\$150
Elk Grove Water District	Management Analyst	\$7,222	\$8,777	1%	\$88	\$0	\$0	\$219	\$0		\$9,084	\$0	\$2,310	\$128
Placer County Water Agency	Financial Analyst	\$6,392	\$8,158	2%	\$163	\$0	\$0	\$204	\$0		\$8,525	\$0	\$1,930	\$56
City of Folsom	Financial Analyst	\$5,458	\$8,332	0%	\$0	\$0	\$417	\$0	\$0		\$8,748	\$0	\$1,548	\$148
Sacramento Suburban Water District	Financial Analyst	\$5,485	\$7,835	7%	\$548	\$0	\$0	\$0	\$0		\$8,383	\$0	\$1,789	\$182
El Dorado Irrigation District	Fiscal Analyst	\$6,899	\$8,384	0%	\$0	\$0	\$0	\$0	\$0		\$8,384	\$0	\$1,624	\$136
City of Roseville	Financial Analyst II	\$6,073	\$8,546	6.197%	\$530	\$0	\$256	\$214	\$0		\$9,546	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$8,384	\$8,748
% SJWD is Above or Below Median	11.21%	6.58%
Mean	\$8,974	\$9,538
% SJWD is Above or Below Mean	3.90%	-2.25%
# Of Comparable Matches	7	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$872	\$0	\$17,583	0%	\$0	\$17,583	Certified Management Accountant or CPA required
San Juan Water District	\$19	\$31	\$65	\$713	\$0	\$12,592	0%	\$0	\$12,592	
Elk Grove Water District	\$23	\$17	\$0	\$127	\$0	\$11,689	0%	\$0	\$11,689	
Placer County Water Agency	\$18	\$31	\$24	\$624	\$0	\$11,209	0%	\$0	\$11,209	
City of Folsom	\$28	\$6	\$29	\$637	\$50	\$11,195	0%	\$0	\$11,195	
Sacramento Suburban Water District	\$20	\$26	\$39	\$599	\$0	\$11,038	0%	\$0	\$11,038	
EI Dorado Irrigation District	\$17	\$3	\$0	\$641	\$0	\$10,806	0%	\$0	\$10,806	
City of Roseville	inc	\$26	\$23	\$124	\$100	\$11,333	6.197%	\$530	\$10,804	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Vallejo										
Fair Oaks Water District										Financial Analyst heavily focused on purchasing
Sacramento County										
Stockton East Water District										

\$11,195
12.48%
\$12,046
4.53%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Systems Administrator	\$8,436	\$10,253	8%	\$820	\$0	\$292	\$0	\$0		\$11,365	\$0	\$2,374	\$139
Sacramento County	Information Technology Manager	\$10,622	\$11,711	0%	\$0	\$0	\$117	\$0	\$0		\$11,828	\$0	\$1,505	\$119
City of Fairfield	Information Technology Manager	\$9,268	\$11,266	2.5%	\$282	\$0	\$928	\$0	\$0		\$12,476	\$0	\$1,559	\$110
City of Folsom	Information Systems Manager	\$7,933	\$10,899	0%	\$0	\$0	\$275	\$0	\$0		\$11,174	\$0	\$1,548	\$148
<i>San Juan Water District</i>	<i>Information Technology Manager</i>	\$8,564	\$10,279	0%	\$0	\$0	\$0	\$0	\$0		\$10,279	\$0	\$2,291	\$150
Sacramento Suburban Water District	Information Technology Manager	\$6,860	\$9,800	7%	\$686	\$0	\$0	\$0	\$0		\$10,486	\$0	\$1,789	\$182
City of Roseville	Information Technology Division Manager	\$8,269	\$11,081	6.197%	\$687	\$0	\$332	\$0	\$0		\$12,100	\$1,515	inc	inc
City of Vallejo	Information Systems Manager	\$8,743	\$10,627	0%	\$0	\$0	\$0	\$0	\$0		\$10,627	\$0	\$1,498	\$117
Placer County Water Agency	Information Systems Supervisor	\$7,043	\$8,989	2%	\$180	\$0	\$0	\$225	\$0		\$9,393	\$0	\$1,930	\$56
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
EI Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$10,763	\$11,269
% SJWD is Above or Below Median	-4.50%	-8.79%
Mean	\$10,578	\$11,181
% SJWD is Above or Below Mean	-2.83%	-8.07%
# Of Comparable Matches	8	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$784	\$0	\$14,762	0%	\$0	\$14,762	
Sacramento County	inc	\$4	\$0	\$856	\$54	\$14,366	1.9%	\$223	\$14,143	3.35% Management Differential added to base
City of Fairfield	\$11	\$98	\$17	\$163	\$50	\$14,484	5%	\$563	\$13,920	
City of Folsom	\$28	\$9	\$39	\$834	\$50	\$13,829	0%	\$0	\$13,829	
<i>San Juan Water District</i>	<i>\$19</i>	<i>\$35</i>	<i>\$72</i>	<i>\$786</i>	<i>\$0</i>	<i>\$13,630</i>	<i>0%</i>	<i>\$0</i>	<i>\$13,630</i>	
Sacramento Suburban Water District	\$20	\$33	\$39	\$750	\$0	\$13,297	0%	\$0	\$13,297	
City of Roseville	inc	\$33	\$16	\$161	\$100	\$13,925	6.197%	\$687	\$13,238	
City of Vallejo	\$23	\$6	\$16	\$813	\$159	\$13,259	1%	\$106	\$13,153	
Placer County Water Agency	\$18	\$35	\$27	\$688	\$0	\$12,146	0%	\$0	\$12,146	
Carmichael Water District										
Citrus Heights Water District										
El Dorado Irrigation District										Director of IT
Elk Grove Water District										
Fair Oaks Water District										
Stockton East Water District										

\$13,563
0.49%
\$13,561
0.51%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Folsom	Information Technology Technician	\$5,106	\$7,793	0%	\$0	\$0	\$0	\$0	\$390	5% for BA	\$8,183	\$0	\$1,548	\$148
<i>San Juan Water District</i>	<i>Information Technology Technician II</i>	\$6,087	\$7,306	0%	\$0	\$0	\$0	\$0	\$0		\$7,306	\$0	\$2,291	\$150
Placer County Water Agency	Information Systems Technician II	\$5,130	\$6,548	2%	\$131	\$0	\$0	\$164	\$0		\$6,843	\$0	\$1,930	\$56
El Dorado Irrigation District	Information Technology Technician II	\$5,325	\$6,472	0%	\$0	\$0	\$0	\$0	\$0		\$6,472	\$0	\$1,624	\$136
City of Fairfield	Information Technology Technician II	\$5,384	\$6,544	0%	\$0	\$0	\$129	\$0	\$0		\$6,673	\$0	\$1,609	\$108
City of Vallejo	Information Support Technician II	\$4,889	\$5,943	0%	\$0	\$0	\$0	\$0	\$0		\$5,943	\$0	\$1,498	\$146
City of Roseville	Information Technology Technician II	\$4,143	\$5,830	6.197%	\$361	\$0	\$175	\$146	\$0		\$6,512	\$1,515	inc	inc
Sacramento County	Information Technology Technician II	\$3,894	\$4,968	0%	\$0	\$0	\$0	\$0	\$124	2.5% for MA	\$5,092	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$6,472	\$6,512
% SJWD is Above or Below Median	12.89%	
Mean	\$6,300	
% SJWD is Above or Below Mean	15.97%	
# Of Comparable Matches	7	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Folsom	\$28	\$6	\$28	\$596	\$50	\$10,587	0%	\$0	\$10,587	
San Juan Water District	\$19	\$25	\$51	\$559	\$0	\$10,399	0%	\$0	\$10,399	
Placer County Water Agency	\$18	\$25	\$20	\$501	\$0	\$9,392	0%	\$0	\$9,392	
El Dorado Irrigation District	\$17	\$3	\$0	\$495	\$0	\$8,747	0%	\$0	\$8,747	
City of Fairfield	\$11	\$33	\$10	\$95	\$50	\$8,588	2.5%	\$164	\$8,425	
City of Vallejo	\$23	\$6	\$10	\$455	\$89	\$8,170	1%	\$59	\$8,110	
City of Roseville	inc	\$17	\$16	\$85	\$100	\$8,245	6.197%	\$361	\$7,883	
Sacramento County	inc	\$1	\$0	\$380	\$54	\$7,152	1.9%	\$94	\$7,057	
Carmichael Water District										
Citrus Heights Water District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,425
23.44%
\$8,600
20.92%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	
South San Joaquin Irrigation District	Instrument and Control Technician/Industrial Electrical	\$8,540	\$10,376	4%	\$415	\$0	\$208	\$0	\$0		\$10,999	\$0	\$2,374	\$150	
City of Roseville	Instrument and Control Technician	\$7,727	\$10,872	6.197%	\$674	\$0	\$426	\$0	\$0		\$11,972	\$1,515	inc	inc	
San Juan Water District	Instrumentation Technician	\$7,046	\$8,459	0%	\$0	\$0	\$0	\$0	\$0		\$8,459	\$0	\$2,291	\$150	
Stockton East Water District	Control Technician	\$7,148	\$8,689	0%	\$0	\$0	\$0	\$0	\$0		\$8,689	\$0	\$2,617	\$123	
City of Folsom	No Comparable Class	\$5,106	\$7,793	0%	\$0	\$0	\$0	\$0	\$390	5% for BA	\$8,183	\$0	\$1,548	\$148	
Placer County Water Agency	Water Quality Instrument Technician	\$5,795	\$7,395	2%	\$148	\$0	\$0	\$185	\$0		\$7,728	\$0	\$1,930	\$56	
City of Fairfield	Instrument Technician	\$6,399	\$7,779	0%	\$0	\$0	\$142	\$0	\$0		\$7,921	\$0	\$1,609	\$108	
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$5,996	\$7,289	0%	\$0	\$0	\$0	\$0	\$0		\$7,289	\$0	\$1,624	\$136	
Sacramento County	Water Quality Control System Technician	\$6,306	\$6,951	0%	\$0	\$0	\$0	\$0	\$278	4% for Plant Maintenance E/I Grade IV	\$7,229	\$0	\$1,505	\$119	
City of Vallejo	Instrument Technician II	\$5,397	\$6,561	0%	\$0	\$0	\$0	\$0	\$0		\$6,561	\$0	\$1,498	\$146	
Carmichael Water District	No Comparable Class														
Citrus Heights Water District	No Comparable Class														
Elk Grove Water District	No Comparable Class														
Fair Oaks Water District	No Comparable Class														
Sacramento Suburban Water District	No Comparable Class														
<i>Labor Market Median</i>		\$7,779												\$7,921	
<i>% SJWD is Above or Below Median</i>		8.74%													6.79%
<i>Mean</i>		\$8,189													\$8,508
<i>% SJWD is Above or Below Mean</i>		3.29%													-0.58%
<i># Of Comparable Matches</i>		9													

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$794	\$0	\$14,317	0%	\$0	\$14,317	CWEA Electrical/Instrument Tech II cert
City of Roseville	inc	\$33	\$25	\$158	\$100	\$13,802	6.197%	\$674	\$13,128	
San Juan Water District	\$19	\$28	\$59	\$647	\$0	\$11,652	0%	\$0	\$11,652	<i>Preferred: State Water Resources Control Board Division of Drinking Water (SWRCB DDW) Treatment and/or California Water Environment Association (CWEA) license(s).</i>
Stockton East Water District	\$23	\$27	DNA	\$126	\$0	\$11,605	0%	\$0	\$11,605	higher paid than Electrical Technician
City of Folsom	\$28	\$6	\$28	\$596	\$50	\$10,587	0%	\$0	\$10,587	Not budgeted
Placer County Water Agency	\$18	\$28	\$22	\$566	\$0	\$10,348	0%	\$0	\$10,348	
City of Fairfield	\$11	\$33	\$12	\$113	\$50	\$9,855	2.5%	\$194	\$9,661	
EI Dorado Irrigation District	\$17	\$3	\$0	\$558	\$0	\$9,627	0%	\$0	\$9,627	CWEA Grade II; Electrical /Instrumentation Technician cert
Sacramento County	inc	\$1	\$0	\$532	\$54	\$9,440	1.9%	\$132	\$9,308	
City of Vallejo	\$23	\$6	\$11	\$502	\$98	\$8,845	1%	\$66	\$8,780	
Carmichael Water District										
Citrus Heights Water District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$10,348
12.60%
\$10,818
7.71%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Maintenance Chief	\$8,157	\$9,790	0%	\$0	\$0	\$0	\$0	\$0		\$9,790	\$0	\$2,291	\$150
City of Roseville	Preventative Maintenance Supervisor	\$7,552	\$10,121	6.197%	\$627	\$0	\$304	\$0	\$0		\$11,052	\$1,515	inc	inc
Stockton East Water District	Maintenance Supervisor	\$7,520	\$9,141	0%	\$0	\$0	\$0	\$0	\$0		\$9,141	\$0	\$2,617	\$123
Placer County Water Agency	Water Quality Mechanic	\$6,237	\$7,959	2%	\$159	\$0	\$0	\$199	\$0		\$8,317	\$0	\$1,930	\$56
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Vallejo	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,141	\$9,141
% SJWD is Above or Below Median	7.10%	
Mean	\$9,074	
% SJWD is Above or Below Mean	7.89%	
# Of Comparable Matches	3	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$33	\$69	\$749	\$0	\$13,099	0%	\$0	\$13,099	
City of Roseville	inc	\$30	\$16	\$147	\$100	\$12,860	6.197%	\$627	\$12,233	
Stockton East Water District	\$23	\$27	DNA	\$133	\$0	\$12,064	0%	\$0	\$12,064	
Placer County Water Agency	\$18	\$31	\$24	\$609	\$0	\$10,984	0%	\$0	\$10,984	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Vallejo										Over operations and maintenance
El Dorado Irrigation District										Over operations and maintenance
Elk Grove Water District										Over operations and maintenance
Fair Oaks Water District										
Sacramento County										Over operations and maintenance
Sacramento Suburban Water District										
South San Joaquin Irrigation District										Operations Supervisor over operations and maintenance

\$12,064
8.58%
\$11,760
11.38%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Water Efficiency Specialist	\$4,984	\$6,731	0%	\$0	\$0	\$0	\$0	\$40	D2	\$6,771	\$0	\$1,750	\$136
<i>San Juan Water District</i>	<i>Meter Technician</i>	\$4,656	\$5,588	0%	\$0	\$0	\$0	\$0	\$0		\$5,588	\$0	\$2,291	\$150
Placer County Water Agency	Water Efficiency Specialist II	\$4,118	\$5,255	2%	\$105	\$0	\$0	\$131	\$263	2.5% for CLIA; 2.5% for D2	\$5,754	\$0	\$1,930	\$56
El Dorado Irrigation District	Meter Technician II	\$4,276	\$5,197	0%	\$0	\$0	\$0	\$0	\$0		\$5,197	\$0	\$1,624	\$136
City of Vallejo	Meter Mechanic	\$4,216	\$5,124	0%	\$0	\$0	\$0	\$0	\$0		\$5,124	\$0	\$1,498	\$146
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$5,226	\$5,476
% SJWD is Above or Below Median	6.93%	2.06%
Mean	\$5,577	\$5,712
% SJWD is Above or Below Mean	0.21%	-2.16%
# Of Comparable Matches	4	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$23	\$515	\$0	\$9,232	0%	\$0	\$9,232	D1
<i>San Juan Water District</i>	\$19	\$19	\$39	\$428	\$0	\$8,532	0%	\$0	\$8,532	
Placer County Water Agency	\$18	\$20	\$16	\$402	\$0	\$8,196	0%	\$0	\$8,196	Broad, read, record, repair and replace meters, implement water efficiency programs
El Dorado Irrigation District	\$17	\$3	\$0	\$398	\$0	\$7,375	0%	\$0	\$7,375	
City of Vallejo	\$23	\$6	\$9	\$392	\$77	\$7,274	1%	\$51	\$7,223	
Carmichael Water District										
City of Fairfield										Distribution Operator
City of Folsom										Water Utility Worker does but also works on pipes
City of Roseville										Distribution Operator
Elk Grove Water District										
Fair Oaks Water District										
Sacramento County										Water System Operator
Sacramento Suburban Water District										Distribution Operator
Stockton East Water District										
South San Joaquin Irrigation District										

\$7,785
9.59%
\$8,007
6.57%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Folsom	Environmental and Water Resource Director	\$12,500	\$15,833	0%	\$0	\$300	\$1,029	\$0	\$0		\$17,163	\$0	\$1,548	\$148
San Juan Water District	Operations Manager	\$12,355	\$14,827	0%	\$0	\$0	\$0	\$0	\$0		\$14,827	\$0	\$2,291	\$150
Sacramento County	Chief Division Water Resources	\$13,171	\$14,520	0%	\$0	\$0	\$145	\$0	\$726		\$15,391	\$0	\$1,505	\$119
City of Roseville	Water Utility Manager	\$9,989	\$13,387	6.197%	\$830	\$0	\$402	\$0	\$0		\$14,618	\$1,515	inc	inc
El Dorado Irrigation District	Drinking Water Operations Manager	\$9,877	\$12,007	0%	\$0	\$0	\$0	\$0	\$0		\$12,007	\$0	\$1,624	\$136
Elk Grove Water District	Operations Manager	\$8,992	\$10,929	1%	\$109	\$0	\$0	\$273	\$0		\$11,311	\$0	\$2,310	\$128
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$13,387	\$14,618
% SJWD is Above or Below Median	10.76%	1.43%
Mean	\$13,335	\$14,098
% SJWD is Above or Below Mean	11.19%	5.17%
# Of Comparable Matches	5	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Folsom	\$28	\$11	\$56	\$916	\$50	\$19,919	0%	\$0	\$19,919	Includes wastewater collections
San Juan Water District	\$19	\$50	\$104	\$902	\$0	\$18,341	0%	\$0	\$18,341	
Sacramento County	inc	\$4	\$0	\$897	\$54	\$17,970	1.9%	\$276	\$17,694	PE; 3.35% Management Differential added to base
City of Roseville	inc	\$40	\$16	\$194	\$100	\$16,483	6.197%	\$830	\$15,654	PE
El Dorado Irrigation District	\$17	\$3	\$0	\$861	\$0	\$14,648	0%	\$0	\$14,648	T5, D5
Elk Grove Water District	\$23	\$17	\$0	\$158	\$0	\$13,947	0%	\$0	\$13,947	D2, T2
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Vallejo										Water Director also over water engineering
Fair Oaks Water District										
Placer County Water Agency										Drinking Operations Manager is a division manager reporting to Director of Technical Services
Sacramento Suburban Water District										Operations Manager not over treatment
Stockton East Water District										
South San Joaquin Irrigation District										

\$15,654
17.17%
\$16,372
12.02%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Purchasing Agent	\$5,798	\$6,958	0%	\$0	\$0	\$0	\$0	\$0		\$6,958	\$0	\$2,291	\$150
Placer County Water Agency	Procurement Specialist II	\$4,886	\$6,237	2%	\$125	\$0	\$0	\$156	\$0		\$6,518	\$0	\$1,930	\$56
EI Dorado Irrigation District	Buyer II	\$5,266	\$6,403	0%	\$0	\$0	\$0	\$0	\$0		\$6,403	\$0	\$1,624	\$136
Sacramento County	Contract Services Officer II	\$5,264	\$6,398	0%	\$0	\$0	\$0	\$0	\$160	2.5% for MA	\$6,558	\$0	\$1,505	\$119
City of Roseville	Buyer II	\$4,106	\$5,778	6.197%	\$358	\$0	\$173	\$144	\$0		\$6,454	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$6,318	\$6,486
% SJWD is Above or Below Median	10.13%	
Mean	\$6,204	
% SJWD is Above or Below Mean	12.15%	
# Of Comparable Matches	4	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$23	\$49	\$532	\$0	\$10,021	0%	\$0	\$10,021	
Placer County Water Agency	\$18	\$24	\$19	\$477	\$0	\$9,041	0%	\$0	\$9,041	AA and cert
EI Dorado Irrigation District	\$17	\$3	\$0	\$490	\$0	\$8,673	0%	\$0	\$8,673	
Sacramento County	inc	\$1	\$0	\$489	\$54	\$8,727	1.9%	\$122	\$8,605	
City of Roseville	inc	\$17	\$16	\$84	\$100	\$8,185	6.197%	\$358	\$7,827	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Vallejo										
Elk Grove Water District										
Fair Oaks Water District										Financial Analyst
Sacramento Suburban Water District										Purchasing Specialist specific to operations
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,639
15.99%
\$8,537
17.38%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Environmental Compliance/Safety Officer	\$8,003	\$9,727	8%	\$778	\$0	\$292	\$0	\$0		\$10,797	\$0	\$2,374	\$139
Sacramento Suburban Water District	Safety and Risk Officer	\$6,401	\$9,144	7%	\$640	\$0	\$0	\$0	\$0		\$9,784	\$0	\$1,789	\$182
<i>San Juan Water District</i>	<i>Safety/Regulatory Compliance Specialist</i>	\$7,452	\$8,979	0%	\$0	\$0	\$0	\$0	\$0		\$8,979	\$0	\$2,291	\$150
El Dorado Irrigation District	Safety and Security Officer	\$7,774	\$9,448	0%	\$0	\$0	\$0	\$0	\$0		\$9,448	\$0	\$1,624	\$136
Sacramento County	Senior Safety Specialist	\$8,653	\$9,542	0%	\$0	\$0	\$95	\$0	\$0		\$9,638	\$0	\$1,505	\$119
City of Roseville	Safety Coordinator	\$6,469	\$8,669	6.197%	\$537	\$0	\$260	\$0	\$0		\$9,466	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median \$9,448

% SJWD is Above or Below Median -4.97%

Mean \$9,213

% SJWD is Above or Below Mean -2.55%

Of Comparable Matches 5

\$9,638

-6.84%

\$9,457

-5.06%

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$744	\$0	\$14,155	0%	\$0	\$14,155	
Sacramento Suburban Water District	\$20	\$31	\$39	\$700	\$0	\$12,543	0%	\$0	\$12,543	
<i>San Juan Water District</i>	\$19	\$30	\$63	\$687	\$0	\$12,217	0%	\$0	\$12,217	
El Dorado Irrigation District	\$17	\$3	\$0	\$723	\$0	\$11,951	0%	\$0	\$11,951	
Sacramento County	inc	\$4	\$0	\$730	\$54	\$12,049	1.9%	\$181	\$11,868	3.35% Management Differential added to base
City of Roseville	inc	\$26	\$14	\$126	\$100	\$11,247	6.197%	\$537	\$10,710	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Vallejo										Water Treatment Plant Regulatory Compliance Officer also supervises treatment plant staff as needed; requires T5
Elk Grove Water District										
Fair Oaks Water District										
Placer County Water Agency										Manager level
Stockton East Water District										

\$11,951
2.23%
\$11,951
2.23%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Senior Civil Engineer	\$9,652	\$13,029	0%	\$0	\$0	\$0	\$0	\$60	D2, T1	\$13,089	\$0	\$1,750	\$136
San Juan Water District	Senior Engineer	\$10,164	\$12,196	0%	\$0	\$0	\$0	\$0	\$0		\$12,196	\$0	\$2,291	\$150
Sacramento Suburban Water District	Senior Engineer	\$7,545	\$10,778	7%	\$754	\$0	\$0	\$0	\$0		\$11,532	\$0	\$1,789	\$182
Sacramento County	Senior Civil Engineer	\$10,263	\$11,315	0%	\$0	\$0	\$113	\$0	\$0		\$11,428	\$0	\$1,505	\$119
El Dorado Irrigation District	Senior Civil Engineer	\$8,937	\$10,863	0%	\$0	\$0	\$0	\$0	\$0		\$10,863	\$0	\$1,624	\$136
City of Fairfield	Senior Civil Engineer	\$8,397	\$10,206	2.5%	\$255	\$0	\$841	\$0	\$0		\$11,302	\$0	\$1,559	\$110
City of Roseville	Senior Engineer	\$7,932	\$10,629	6.197%	\$659	\$0	\$319	\$0	\$0	5% for PE added to base	\$11,607	\$1,515	inc	inc
City of Folsom	Senior Civil Engineer	\$6,802	\$9,846	0%	\$0	\$0	\$275	\$0	\$0		\$10,121	\$0	\$1,548	\$148
Carmichael Water District	Senior Engineer	\$6,847	\$8,324	0%	\$0	\$0	\$108	\$0	\$0		\$8,432	\$0	\$2,291	\$115
City of Vallejo	Senior Civil Engineer	\$7,442	\$9,045	0%	\$0	\$0	\$0	\$0	\$0		\$9,045	\$0	\$1,498	\$146
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$10,629	\$11,302
% SJWD is Above or Below Median	14.74%	7.91%
Mean	\$10,448	\$10,824
% SJWD is Above or Below Mean	16.73%	12.67%
# Of Comparable Matches	9	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$44	\$876	\$0	\$15,932	0%	\$0	\$15,932	PE, D2, T1
<i>San Juan Water District</i>	\$19	\$41	\$85	\$863	\$0	\$15,644	0%	\$0	\$15,644	PE
Sacramento Suburban Water District	\$20	\$36	\$39	\$825	\$0	\$14,422	0%	\$0	\$14,422	PE
Sacramento County	inc	\$4	\$0	\$851	\$54	\$13,960	1.9%	\$215	\$13,745	PE: 3.35% Management Differential added to base
El Dorado Irrigation District	\$17	\$3	\$0	\$831	\$0	\$13,474	0%	\$0	\$13,474	PE
City of Fairfield	\$11	\$98	\$15	\$148	\$50	\$13,293	5%	\$510	\$12,783	PE
City of Roseville	inc	\$32	\$16	\$154	\$100	\$13,424	6.197%	\$659	\$12,765	5% for PE added to base
City of Folsom	\$28	\$9	\$35	\$753	\$50	\$12,692	0%	\$0	\$12,692	PE
Carmichael Water District	\$29	\$52	\$19	\$637	\$0	\$11,573	0%	\$0	\$11,573	PE
City of Vallejo	\$23	\$6	\$16	\$692	\$136	\$11,561	1%	\$90	\$11,471	PE
Elk Grove Water District										
Fair Oaks Water District										
Placer County Water Agency										
Stockton East Water District										
South San Joaquin Irrigation District										

\$12,783
22.39%
\$13,206
18.46%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Sacramento County	Government Relations and Legislative Officer	\$11,421	\$12,592	0%	\$0	\$0	\$126	\$0	\$0		\$12,718	\$0	\$1,505	\$119
San Juan Water District	Water Resources Manager	\$8,551	\$10,603	0%	\$0	\$0	\$0	\$0	\$0		\$10,603	\$0	\$2,291	\$150
Placer County Water Agency	Public Affairs Manager	\$7,936	\$10,129	2%	\$203	\$300	\$0	\$253	\$0		\$10,885	\$0	\$1,930	\$56
City of Roseville	Department Government Relations Supervisor	\$7,762	\$10,402	6.197%	\$645	\$0	\$312	\$260	\$0		\$11,619	\$1,515	inc	inc
South San Joaquin Irrigation District	No Comparable Class													
Stockton East Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Folsom	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median	\$10,402	\$11,619
% SJWD is Above or Below Median	1.93%	-8.74%
Mean	\$11,041	\$11,740
% SJWD is Above or Below Mean	-3.97%	-9.69%
# Of Comparable Matches	3	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Sacramento County	inc	\$4	\$0	\$869	\$54	\$15,268	1.9%	\$239	\$15,029	3.35% Management Differential added to base
San Juan Water District	\$19	\$36	\$74	\$811	\$0	\$13,983	0%	\$0	\$13,983	
Placer County Water Agency	\$18	\$39	\$30	\$775	\$0	\$13,733	0%	\$0	\$13,733	
City of Roseville	inc	\$31	\$27	\$151	\$100	\$13,443	6.197%	\$645	\$12,798	
South San Joaquin Irrigation District										
Stockton East Water District										
City of Fairfield										
City of Vallejo										
Carmichael Water District										
Citrus Heights Water District										
City of Folsom										
EI Dorado Irrigation District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$13,733
1.82%
\$13,853
0.93%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Water Treatment Plant Manager	\$12,953	\$15,744	8%	\$1,260	\$0	\$292	\$0	\$0		\$17,295	\$0	\$2,374	\$139
San Juan Water District	Water Treatment Plant Manager	\$10,164	\$12,196	0%	\$0	\$0	\$0	\$0	\$0		\$12,196	\$0	\$2,291	\$150
Stockton East Water District	Water Operations Manager	\$9,379	\$11,400	0%	\$0	\$0	\$0	\$0	\$0		\$11,400	\$0	\$2,617	\$123
City of Fairfield	Water Treatment Manager	\$9,500	\$11,548	2.5%	\$289	\$0	\$952	\$0	\$0		\$12,788	\$0	\$1,559	\$110
City of Vallejo	Water Operations Superintendent	\$9,186	\$11,166	0%	\$0	\$0	\$0	\$0	\$0		\$11,166	\$0	\$1,498	\$117
Sacramento County	Water Treatment Plant Manager	\$8,648	\$10,510	0%	\$0	\$0	\$105	\$0	\$0		\$10,615	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median	\$11,400	\$11,400
% SJWD is Above or Below Median	6.98%	6.98%
Mean	\$12,074	\$12,653
% SJWD is Above or Below Mean	1.01%	-3.61%
# Of Comparable Matches	5	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$915	\$0	\$20,823	0%	\$0	\$20,823	T5, D4
<i>San Juan Water District</i>	\$19	\$41	\$85	\$863	\$0	\$15,644	0%	\$0	\$15,644	T5
Stockton East Water District	\$23	\$27	DNA	\$165	\$0	\$14,356	0%	\$0	\$14,356	T5
City of Fairfield	\$11	\$98	\$17	\$167	\$50	\$14,800	5%	\$577	\$14,223	T5 within 1 year
City of Vallejo	\$23	\$6	\$16	\$849	\$167	\$13,842	1%	\$112	\$13,730	T5
Sacramento County	inc	\$4	\$0	\$804	\$54	\$13,100	1.9%	\$200	\$12,901	T4 with some positions requiring T5, D5 within 4 years; 3.35% Management Differential added to base
Carmichael Water District										
Citrus Heights Water District										
City of Folsom										
City of Roseville										
El Dorado Irrigation District										Supervisor reports to Drinking Water Operations Manager-over treatment and distribution
Elk Grove Water District										
Fair Oaks Water District										
Placer County Water Agency										
Sacramento Suburban Water District										

Data effective as of 4-2019

\$14,223
9.99%
\$15,207
2.88%

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Water Treatment Plant Operator II	\$5,909	\$7,186	4%	\$287	\$0	\$208	\$0	\$0		\$7,682	\$0	\$2,374	\$150
San Juan Water District	Water Treatment Plant Operator II	\$6,087	\$7,306	0%	\$0	\$0	\$0	\$0	\$0		\$7,306	\$0	\$2,291	\$150
City of Fairfield	Water Plant Operator II	\$5,943	\$7,223	0%	\$0	\$0	\$136	\$0	\$0		\$7,359	\$0	\$1,609	\$108
Elk Grove Water District	Water Treatment Plant Operator II	\$5,007	\$6,085	1%	\$61	\$0	\$0	\$152	\$0		\$6,298	\$0	\$2,310	\$128
El Dorado Irrigation District	Water Treatment Plant Operator II	\$5,217	\$6,342	0%	\$0	\$0	\$0	\$0	\$0		\$6,342	\$0	\$1,624	\$136
Stockton East Water District	Water Treatment Plant Operator Trainee	\$4,607	\$5,600	0%	\$0	\$0	\$0	\$0	\$0		\$5,600	\$0	\$2,617	\$123
Sacramento County	Water System Operator	\$5,075	\$6,169	0%	\$0	\$0	\$0	\$0	\$0	2% for T2 added to base pay	\$6,169	\$0	\$1,505	\$119
City of Folsom	Water Treatment Plant Operator II	\$3,719	\$5,675	0%	\$0	\$0	\$0	\$0	\$284	5% for BA	\$5,959	\$0	\$1,548	\$148
Carmichael Water District	Treatment Operator II	\$4,134	\$4,649	0%	\$0	\$0	\$152	\$0	\$173	\$1/hour with T5	\$4,974	\$0	\$2,291	\$115
Placer County Water Agency	Treatment Plant Operator Trainee II	\$4,020	\$5,130	2%	\$103	\$0	\$0	\$128	\$0		\$5,361	\$0	\$1,930	\$56
City of Roseville	Water Treatment Plant Operator II	\$3,914	\$5,508	6.197%	\$341	\$0	\$165	\$138	\$165	3% max cert pay	\$6,318	\$1,515	inc	inc
City of Vallejo	Water Treatment Plant Operator Trainee II	\$4,540	\$5,518	0%	\$0	\$0	\$0	\$0	\$0		\$5,518	\$0	\$1,498	\$146
Citrus Heights Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median \$5,675

% SJWD is Above or Below Median 28.74%

Mean \$5,917

% SJWD is Above or Below Mean 23.48%

Of Comparable Matches 11

\$6,169
18.43%
\$6,144
18.92%

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$550	\$0	\$10,756	0%	\$0	\$10,756	T2, D2
<i>San Juan Water District</i>	\$19	\$25	\$51	\$559	\$0	\$10,399	0%	\$0	\$10,399	T2
City of Fairfield	\$11	\$33	\$11	\$105	\$50	\$9,285	2.5%	\$181	\$9,104	T2
Elk Grove Water District	\$23	\$16	\$0	\$88	\$0	\$8,863	0%	\$0	\$8,863	Class A, T2, D1
El Dorado Irrigation District	\$17	\$3	\$0	\$485	\$0	\$8,607	0%	\$0	\$8,607	T2; D1
Stockton East Water District	\$23	\$27	DNA	\$81	\$0	\$8,472	0%	\$0	\$8,472	T2
Sacramento County	inc	\$1	\$0	\$472	\$54	\$8,320	1.9%	\$117	\$8,203	T1; 2% added to base pay for T2
City of Folsom	\$28	\$6	\$20	\$434	\$50	\$8,193	0%	\$0	\$8,193	T2
Carmichael Water District	\$29	\$22	\$11	\$356	\$0	\$7,796	0%	\$0	\$7,796	T2, D1
Placer County Water Agency	\$18	\$20	\$15	\$392	\$0	\$7,792	0%	\$0	\$7,792	T2
City of Roseville	inc	\$17	\$15	\$80	\$100	\$8,044	6.197%	\$341	\$7,702	T2
City of Vallejo	\$23	\$6	\$10	\$422	\$83	\$7,705	1%	\$55	\$7,650	T2
Citrus Heights Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$8,203
26.78%
\$8,467
22.82%

Data effective as of 4-2019

APPENDIX B

MISCELLANEOUS BENEFITS

APPENDIX B - TABLE 1
COLA/Salary Increase Information

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
San Juan Water District	7/2018	2.6%	<i>None Scheduled (typically looked at in July)</i>	NA
Carmichael Water District	Non Exempt, Exempt 7/2018 Represented 7/2018	Non Exempt, Exempt 3% Represented Varies by class	Non Exempt, Exempt TBD Represented 7/2019	Non Exempt, Exempt TBD Represented Varies by class
Citrus Heights Water District	1/2019	3.4%	1/2020	TBD
City of Fairfield	FGMA, Confidential/Non Management, FEA 7/2018	FGMA, Confidential/Non Management, FEA 4%	FGMA, Confidential/Non Management, FEA 7/2019	FGMA, Confidential/Non Management, FEA 4%
City of Folsom	Local 39/FMMG/Unrep. 7/2018 Dept. Heads Varies by contract	Local 39/FMMG/Unrep. 2.5% Dept. Heads Varies by contract	Local 39/FMMG/Unrep. None Scheduled Dept. Heads Varies by contract	Local 39/FMMG/Unrep. NA Dept. Heads Varies by contract
City of Roseville	Local 39 1/2018 Management 3/2019 IBEW 1/2018	Local 39 2% Management Varies by class IBEW 2%	Local 39 None-in negotiations Management 1/2020 IBEW None-in negotiations	Local 39 NA Management 2% + (varies by class) IBEW NA
City of Vallejo	IBEW 1/2019 CAMP 1/2019 Unrep 1/2019	IBEW 2.5% CAMP 2% Unrep 2.5%	IBEW None-in negotiations CAMP None-in negotiations Unrep None Scheduled	IBEW NA CAMP NA Unrep NA
El Dorado Irrigation District	1/2019	5%	1/2020	2% - 5% (based on CPI)
Elk Grove Water District	7/2018	2.77%	7/2019	TBD

APPENDIX B - TABLE 1
COLA/Salary Increase Information

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
Fair Oaks Water District	No COLAs provided			
Placer County Water Agency	1/2019	2.2% COLA + 1.5% for EPMC change	1/2020	2% to 6% based on CPI + 2% for EPMC change
Sacramento County	Unit 1 1/2019	Unit 1 3%	Unit 1 DNA-need new MOU, not available yet	Unit 1 DNA
	Unit 5 9/2018	Unit 5 3%	Unit 5 7/2019	Unit 5 2% - 4% based on CPI
	Unit 10 6/2018	Unit 10 3%	Unit 10 6/2019	Unit 10 2% - 4% based on CPI
	Unit 17 7/2018	Unit 17 3%	Unit 17 7/2019	Unit 17 2% - 4% based on CPI
	Unit 23 10/2018	Unit 23 4%	Unit 23 DNA-need new MOU, not available yet	Unit 23 DNA
	Unit 26 6/2018	Unit 26 3%	Unit 26 6/2019	Unit 26 2% - 4% based on CPI
	Unit 28 6/2018	Unit 28 3%	Unit 28 6/2019	Unit 28 2% - 4% based on CPI
	Unit 32 6/2017	Unit 32 2%	Unit 32 DNA-need new MOU, not available yet	Unit 32 DNA
	Unit 34 6/2018	Unit 34 3%	Unit 34 6/2019	Unit 34 2% - 4% based on CPI
	Unit 80 12/2018	Unit 80 1%	Unit 80 6/2019	Unit 80 TBD

APPENDIX B - TABLE 1
COLA/Salary Increase Information

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
Sacramento Suburban Water District	1/2019	Varied by class	None Scheduled (Typically every Calendar Year)	NA
Stockton East Water District	4/2019	2.5%	4/2020	2.5% - 6% based on CPI
South San Joaquin Irrigation Distribution	1/2019	3.5%	1/2020	3% - 3.5% based on CPI

APPENDIX B - TABLE 2
Retirement Information
New Hire-Classic Employee

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	18/19 Employer Contribution Normal Cost
<i>San Juan Water District</i>	CalPERS	3% @ 60	H3Y	12.759%
Carmichael Water District	CalPERS	2% @ 55	SHY	10.411%
Citrus Heights Water District	CalPERS	2% @ 55	H3Y	8.892%
City of Fairfield	CalPERS	2.5% @ 55	H3Y	10.468%
City of Folsom	CalPERS	2% @ 55	H3Y	10.593%
City of Roseville	CalPERS	2.7% @ 55	SHY	10.179%
City of Vallejo	CalPERS	2.7% @ 55	SHY	11.047%
El Dorado Irrigation District	CalPERS	2% @ 55	H3Y	10.529%
Elk Grove Water District	CalPERS	2% @ 55	H3Y	8.892%
Fair Oaks Water District	CalPERS	2% @ 55	H3Y	8.892%
Placer County Water Agency	CalPERS	2.7% @ 55	SHY	10.512%
Sacramento County	SCERS	1.92% @ 60	H3Y	10.37%
Sacramento Suburban Water District	CalPERS	2% @ 55	H3Y	9.635%
Stockton East Water District	CalPERS	2% @ 55	SHY	11.154%
South San Joaquin Irrigation Distribution	CalPERS	2.5% @ 55	SHY	10.609%

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
San Juan Water District	None
Carmichael Water District	Non Exempt, Exempt None Represented Treatment Operator with T5 = \$1.00/hour Distribution Operator with D4 = \$1.00/hour
Citrus Heights Water District	In addition to salary compensation received, FLSA (Fair Labor Standards Act) exempt, who are not department heads (Senior Management), and non-exempt Regular Employees are authorized to receive the following compensation: Certified California State Water Distribution System Operators Grade D1 \$ 20.00 / month Grade D2 \$ 40.00 / month Grade D3 \$ 60.00 / month Grade D4 \$ 80.00 / month Grade D5 \$100.00 / month Certified California State Water Treatment Operators Grade T1 \$ 20.00 / month Grade T2 \$ 40.00 / month Grade T3 \$ 60.00 / month Grade T4 \$ 80.00 / month Grade T5 \$100.00 / month (\$200-max)
City of Fairfield	None
City of Folsom	FMMG 2%- 30-59 units 3%-60-119 units 5%- BA or 120 units (5%-max) Local 39 30-59 units- 2% 60-119 units-3% 120 units of BA- 5%

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Park Maintenance Worker I/II- 2.5% for QAC, QA, Playground Safety Inspector Pool Operator; 1% for Landscape Irrigation Auditor, Landscape Technician, and Irrigation Contractor</p> <p style="margin-left: 40px;">Park Planner/Associate Planner 1%- Certification Irrigation Designer</p> <p style="margin-left: 40px;">Mechanic- 1% for ASE certification; 5% for ASE Master; 1% for various ASE certificates</p> <p style="margin-left: 40px;">Maintenance Worker I/LL/Lead- 2.5%- QAC, QAL or Class A</p> <p style="margin-left: 40px;">Water/Sewer MW I/II/Lead- 5% advanced certification</p> <p style="margin-left: 40px;">Clerical- 5% for Notary</p> <p style="margin-left: 40px;">Building Inspector and Plan Checker- 1% for various inspector certificates</p> <p style="margin-left: 40px;">Code Enforcement Officer- 2.5% for Certified Code Enforcement Officer</p> <p style="margin-left: 40px;">Code Enforcement Technician- 2.5%- Certified Code Enforcement Officer</p> <p style="margin-left: 40px;">Construction Inspector- 5%- Registered PW Inspector</p> <p style="margin-left: 40px;">Engineering Technician- 5% for Land Surveyor</p> <p style="margin-left: 40px;">IS Technician- 1.5% for Cisco cert; 1.5% for Microsoft cert (5%-max)</p> <p style="margin-left: 40px;">Dept. Heads</p> <p style="margin-left: 40px;">None</p> <p style="margin-left: 40px;">Unrepresented</p> <p style="margin-left: 40px;">None</p>
City of Roseville	<p>Management</p> <p>5% for PE if not required, except for Water Utility Manager</p> <p style="margin-left: 40px;">IBEW</p> <p style="margin-left: 40px;">Water and Wastewater Classifications:</p> <p style="margin-left: 40px;">Up to six members from each division will receive 2.5% additional pay for maintaining a Class A driver's license (not included in datasheets)-</p> <p style="margin-left: 40px;">Senior Water Distribution Worker (Maximum 4%)</p> <p style="margin-left: 40px;">Cross Connection Control Specialist – 1%</p> <p style="margin-left: 40px;">Backflow Tester Certification – 1 %</p> <p style="margin-left: 40px;">Distribution Operator Grade 4 or Grade 5 (DPH) - (cumulative) – 1%</p> <p style="margin-left: 40px;">Treatment Operator Grade 1, 2, 3, 4, or 5 (DPH) (non-cumulative) – 1%</p> <p style="margin-left: 40px;">Crane Certification (max six staff in series to be appointed by EU management)– 2.5%</p> <p style="margin-left: 40px;">Water Distribution Worker II (Maximum 4%):</p> <p style="margin-left: 40px;">Cross Connection Control Specialist – 1%</p> <p style="margin-left: 40px;">Backflow Tester Certification – 1 %</p> <p style="margin-left: 40px;">Conservation Certification – 1%</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Distribution Operator Grade 3, 4 or 5 (DPH)(cumulative) – 1%</p> <p>Treatment Operator Grade 1, 2, 3, 4, or 5 (non-cumulative) – 1%</p> <p>Crane Certification (max six staff in series to be appointed by EU management) – 2.5%</p> <p>Sr. Wastewater Utility Maintenance Worker (Maximum 4%):</p> <p>CWEA Grade 3 or Grade 4 (cumulative) – 1%</p> <p>Collection System Maintenance – 1%</p> <p>Environmental Compliance Inspection – 1%</p> <p>Crane Certification (max six staff in series to be appointed by EU mgmt staff)-2.5%</p> <p>Wastewater Utility Maintenance Worker II (Maximum 4%):</p> <p>CWEA Grade 2, Grade 3 or Grade 4 (cumulative) – 1%</p> <p>Collection System Maintenance – 1%</p> <p>Environmental Compliance Inspection – 1%</p> <p>Crane Certification (max six staff in series to be appointed by EU mgmt staff) – 2.5%</p> <p>Water Conservation Worker II</p> <p>Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (cumulative) – 1%</p> <p>Distribution Operator Grade 2 (DPH) – 1%</p> <p>Water Conservation Worker I</p> <p>Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1%</p> <p>Distribution Operator Grade 1,2 (DPH) (non-cumulative) – 1%</p> <p>Certified Landscape Irrigation Auditor (CLIA) – 1%</p> <p>Water Conservation Specialist-</p> <p>Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (cumulative) – 1%</p> <p>Distribution Operator Grade 2 (DPH) – 1%</p> <p style="text-align: center;">Local 39</p> <p>Engineering Classifications: Professional Engineer Certificate - 5%</p> <p>Natural Resource Specialist: Arborist Certification - 2.5%</p> <p>Sr. Parks Maintenance Worker/Park Maintenance Worker II: Playground Safety Inspector Certification or Certified Pesticide Applicator Certification – 1.5%</p> <p>(Sr. Parks Maintenance Worker/Park Maintenance Worker II is eligible for compensation for one of these two certificates, depending on assignment)</p> <p>Certified Pool Operator Certificate – 2.5% (A minimum of two but not more than four will be designated.)</p> <p>Class B Driver's License – 2.5% (3 employees will be designated)</p> <p>Streets Maintenance Worker II/Sr. Street Maintenance Worker - Certified Pesticide Applicator Certificate - 1.5% (As designated by Department Head)</p> <p>Refuse Truck Driver I/II - Class A commercial driver's license with applicable endorsements - 2.5% (Maximum of 3 designated)</p> <p>Crane Certification – 2.5% (2 employees will be designated in E.U.)</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	Water Treatment Plant Operator 3- 1% for Grade 4 TPO; 1% for Grade 5 TPO; 1% for Distribution Operator Grade 2 or 3 Water Plant Operator 2 – 1% for each (Grade 3, 4, 5 TPO); 1% for Distribution Operator Grade 2 or 3 Wastewater Treatment Grade 3 Operator- 2% for WWTPD Grade 4 and 5; 1% for CWEA Collections Grade 1; 1% for Lab Cert Grade 1 Wastewater Treatment Grade 2 Operator- 1% for WTPO Grade 3, 4, 5; 1% for CWEA Collections Grade1; 1% for Lab Cert Grade 1
City of Vallejo	None
El Dorado Irrigation District	None
Elk Grove Water District	None
Fair Oaks Water District	None
Placer County Water Agency	MMU None DMU None WSU Canal Operator- 2.5% with QAC Field Maintenance Supervisor- 2.5% for D4 and 2.5% for D5 Lead Worker, Treated Water Maintenance- 2.5% for D4 and 2.5% for D5 Maintenance Worker I/II- 2.5% Class A Service Worker- 2.5% for D4 and 2.5% for D5 Distribution Operator II-2.5% for D4 and 2.5% for D5 Lead Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Water Quality Specialist- 2.5% for D3 and 2.5% for D4 Water Quality Supervisor-2.5% for D4 and 2.5% for D5 Lead Water Efficiency Specialist-2.5% for CLIA and 2.5% for D2 Water Efficiency Specialist I- 2.5% for CLIA and 2.5% D1 or D2 Water Efficiency Specialist II-2.5% for CLIA and 2.5% for D2
Sacramento County	Unit 1 2.5% -Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification. 2.5%- Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification.

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Employees who are required to maintain a Class A License, Hazardous Material Endorsement (H or X) or Tanker Endorsement (N) as a condition of employment when the class specification does not make the same requirement for all of the positions in the classes of Mechanical Maintenance Supervisor, Wastewater Treatment Plant Operations Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, Water Treatment Operations Supervisor, Senior Equipment Mechanic, Park Maintenance Supervisor, Waste Management Operations Supervisor, and Sanitation District Maintenance & Operations Supervisor will receive an additional 1% of pay.</p> <p>2% incentive pay to an employee in the class of Wastewater Treatment Plant Operations Supervisor who obtains a Treatment Plant Operator Grade V Certificate.</p> <p>Plant Maintenance Grade III Certificate: 2% differential to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, or Wastewater Treatment Plant Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, or Wastewater Treatment Plant Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 2% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p style="text-align: center;">California Water Environment Association, Collection Series:</p> <p>Collection Systems Grade III Certificate: 2% differential to an employee in the Department of Water Quality in the classes of Mechanical Maintenance Supervisor or Underground Construction and Maintenance Supervisor who obtains this certificate.</p> <p>Collection Systems Grade IV Certificate: 4% differential to an employee in the Department of Water Quality in the classes of Mechanical Maintenance Supervisor or Underground Construction and Maintenance Supervisor who obtains this certificate.</p> <p>Laboratory Analyst III Certificate: 2% differential to an employee in the class of Water Quality Laboratory Supervisor.</p> <p>Laboratory Analyst IV Certificate: 4% differential to an employee in the class of Water Quality Laboratory Supervisor.</p> <p>Plant Maintenance Grade III Certificate: 2% differential to an employee in the class of Mechanical Maintenance Supervisor or Water Treatment Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to employees in the class of Mechanical Maintenance Supervisor or Water Treatment Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 2% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Wildlife Society: 2% incentive pay to an employee in the class of Natural Resource Supervisor who obtain the Wildlife Biologist Certification.</p> <p>2% incentive pay to an employee in the class of Mechanical Maintenance Supervisor Underground Construction and Maintenance Supervisor or Water Treatment Operations Supervisor who obtains the T4 Certificate.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>5% incentive pay to employees in the classes of Mechanical Maintenance Supervisor Underground Construction and Maintenance Supervisor, or Water Treatment Operations Supervisor who obtains the Grade T5 Certificate</p> <p>1% incentive pay to an employee in the classes of Highway Maintenance Supervisor I or Highway Maintenance Supervisor II who obtains the Grade D3 Certificate.</p> <p>2% incentive pay to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D4 Certificate.</p> <p>4% incentive pay to employees in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D5 Certificate.</p> <p>Senior Equipment Mechanic, Equipment Maintenance Supervisor, and Automotive Maintenance Supervisor will become eligible for incentive pay up to a maximum of 4% for the certifications (ASE and/or Welder Certification/Qualification Certificate)</p> <p>State of California Welder Certification/Qualification Certificate Incentive pay shall be paid at the rate of two percent 2%.</p> <p>Tree Supervisor who meet the requirements below, may receive up to three percent (3%) pay for either the Arborist Certification or Pesticide Spray Applicators Certification/License, but not both.</p> <p>Arborist Certification: Employees in the classifications of Tree Supervisor who possess an International Society of Arborists (ISA), Arborist Certificate may be assigned duties consistent with the use of such certification. In such case, the employee will receive a three percent (3%) differential. The assignment of duties consistent with the certification shall be made in writing.</p> <p>Pesticide Spray Applicators Certification/License: Employees in the classification of Tree Supervisor who possesses a State of California Qualified Applicators License or Qualified Applicators Certificate may be assigned duties consistent with the use of such certification or license. In such case, the employee will receive a two percent (2%) differential for the license or one and one-half percent (1.5%) for the certificate. The employee may not receive the differential for both the license and the certificate. In addition to the differential for the license or certificate, the employee may receive a one-half percent (.5%) differential for each additional State of California Qualified Applicators License/Certificate category used in conjunction with the employee's prescribed work assignments.</p> <p style="text-align: center;">Unit 5</p> <p>2.5% -Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification.</p> <p>2.5%- Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification.</p> <p>Certification Incentive Pay: Additional salary shall be paid to an employee for possession of certification(s). To qualify for additional salary, such certification(s) shall meet the following criteria:</p> <p>Certification is not required as part of the minimum qualifications specified in the employee's job classification.</p> <p>Recognized certificates include those offered at the following institutions: California State University system, University of California system, and the Community College system. UPE and the County shall meet to determine additional recognized certificates and the amount of assigned salary differentials. No employee who qualifies for both Certification and Education Incentive pay shall receive additional salary of more than 5%.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p style="text-align: center;">Unit 10 2.5%- MA, CPA, CIA or CISA</p> <p style="text-align: center;">Unit 17</p> <p>1 % incentive pay to employees in the class of Wastewater Treatment Plant Operator Apprentice who obtain a Treatment Plant Operator Grade II Certificate.</p> <p>1 % incentive pay to employees in the class of Wastewater Treatment Plant Operator who obtain a Treatment Plant Operator Grade III Certificate.</p> <p>1 % incentive pay to employees in the class of Senior Wastewater Treatment Plant Operator who obtain a Treatment Plant Operator Grade IV Certificate.</p> <p>Plant Maintenance Grade I Certificate: 1 % differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade II Certificate:</p> <p>1 % differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate:</p> <p>1 % differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 3% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate and Plant Maintenance Mechanical Technologist Grade IV Certificate:</p> <p>Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician and Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>Effective May 20, 2009, a 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain a Plant Maintenance Mechanical Technologist Grade IV Certificate.</p> <p>Collection Systems Grade I Certificate: 1 % differential to employees in the Department of Water Quality in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 1 % differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Assistant.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade III Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist, and Sanitation District Maintenance and Operations Assistant who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance & Operations Senior Technician.</p> <p>Collection Systems Grade IV Certificate: 3% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Laboratory Analyst I Certificate: 1 % differential to employees in the class of Environmental Laboratory Analyst.</p> <p>Laboratory Analyst II Certificate: 2% differential to employees in the class of Environmental Laboratory Analyst.</p> <p>Laboratory Analyst II Certificate: 1 % differential to employees in the class of Senior Environmental Laboratory Analyst, Biologist and Chemist.</p> <p>Laboratory Analyst III Certificate: 3% differential to employees in the class of Environmental Laboratory Analyst, Senior Environmental Laboratory Analyst, Biologist and Chemist.</p> <p>Laboratory Analyst IV Certificate: 4% differential to employees in the class of Senior Environmental Laboratory Analyst, Biologist and Chemist.</p> <p>California Water Environment Association (CWEA), Plant Maintenance Series:</p> <p>Plant Maintenance Grade I Certificate: 1 % differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 1 % differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the class Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate: Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate.</p> <p>Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>2% incentive pay to employees in the classes of Natural Resources Specialist and Senior Natural Resources Specialist who obtain the Wildlife Biologist Certification.</p> <p>2% incentive pay to employees in the Department of Water Resources in the classes of Mechanical Maintenance Technician and Senior Water Treatment Operator who obtain the Grade T3 Certificate or higher.</p> <p>2% incentive pay to employees in the Department of Water Resources in the classes of Assistant Mechanical Maintenance Technician and Water System Operator who obtain the T2 Certificate or higher.</p> <p>2% incentive pay to employees in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist, Senior Water Distribution Operator, and Senior Water Treatment Operator who obtain the Grade D3 Certificate or higher.</p> <p>2% incentive pay to employees in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist, and Water System Operator who obtain the Grade D2 Certificate or higher.</p> <p>An employee who is required to maintain a Commercial Class A License, Commercial Class B License with Hazardous Material Endorsement or Tanker Endorsement (N), or Commercial Class C License with Hazardous Material Endorsement (H or X) or Tanker Endorsement (N) as a condition of employment when the class specification does not make the same requirement for all of the positions within the class will receive an additional 1 % of pay.</p> <p style="text-align: center;">Unit 23 Civil Engineer with dual certification 5%</p> <p style="text-align: center;">Unit 26</p> <p>5% differential for Engineering Technicians who possess an Engineer in Training certificate also applies to the advanced classes in the series, the Senior Engineering Technicians and Principal Engineering Technicians who possess such certification.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Construction Inspector series: Employees will be paid at the rate of 1.5% for each below listed certification up to a maximum of 5% (4 certificates): American Welding Society Certified Welding Inspector, National Association of Corrosion Engineers (NACE) Coating Inspector, American Concrete Institute Concrete Construction Special Inspector, ICC Structural Masonry Special Inspector, ICC Pre-stressed Concrete Special Inspector, ICC Reinforced Concrete Special Inspector, Structural Welding Special Inspector, Structural Steel and Bolting Special Inspector</p> <p style="text-align: center;">Unit 28 2.5%-MA</p> <p style="text-align: center;">Unit 32 None</p> <p style="text-align: center;">Unit 34 2.5%-MA</p> <p style="text-align: center;">Unit 50 None</p>
Sacramento Suburban Water District	<p style="text-align: center;">Class 'A' Driver's License</p> <p>Employees in certain job classifications approved by the General Manager who obtain a Class A vehicle operator's license from the State of California and who are deemed qualified to operate equipment associated with this level of license by the Operations Manager will be compensated at \$1.00 per hour.</p> <p style="text-align: center;">State Certification Required for Position</p> <p>Non-exempt employees who meet the minimum certification requirement(s) for positions requiring State of California State Water Resources Control Board, Division of Drinking Water, Distribution and/or Treatment Operator certifications will be compensated \$0.50 per hour for a maximum of one certification above the required level per employee.</p> <p style="text-align: center;">State Certification Not Required for Position</p> <p>Non-exempt employees who obtain certification from the State of California State Water Resources Control Board, Division of Drinking Water, for either Water Distribution Operator or Treatment Operator and the certification is not required for their current position will be compensated \$0.25 per hour for a maximum of one certification per employee.</p> <p style="text-align: center;">Other Certification Not Required for Position</p> <p>Non-exempt employees who obtain other certification not required for their current position may be compensated \$0.25 per hour for a maximum of one certificate per employee determined to be of value to the District subject to approval by the General Manager.</p>
Stockton East Water District	<p style="text-align: center;">Represented</p> <p>Employees driving District vehicles within the ordinary course of their employment and in possession of a valid California Department of Motor Vehicle Class A License will receive a one-time salary increase of 2.5% or Class B License will receive a one-time salary increase of 1.5%.</p> <p>Certain reasonable expenses incurred to obtain Class A or B Driver's Licenses will be paid by the District with the advance written approval of the General Manager.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	Unrepresented None
South San Joaquin Irrigation Distribution	None

APPENDIX B - TABLE 4
Vacation Leave

Agency	Year 1 (hours per year)	Year 4 (hours per year)	Year 8 (hours per year)	Year 11 (hours per year)	Year 16 (hours per year)	(Year 21 (hours per year)	Year 26 (hours per year)	Max Accrual
<i>San Juan Water District</i>	96	120	144	168	192	216	240	240
Carmichael Water District	96	96	120	144	176	200	200	300
Citrus Heights Water District	96	120	144	144	192	216	216	300
City of Fairfield	80-FMGA	120-FMGA	120-FMGA	160-FMGA	160-FMGA	200-FMGA	200-FMGA	2x (All)
	80-FEA/Conf. Non Mngt	120-FEA/Conf. Non Mngt	120-FEA/Conf. Non Mngt	168-FEA/Conf. Non Mngt	176-FEA/Conf. Non Mngt	184-FEA/Conf. Non Mngt	184-FEA/Conf. Non Mngt	
	173-Exec	213-Exec	213-Exec	253-Exec	253-Exec	253-Exec	333-Exec	
City of Folsom ¹	192	192	224	256	288	288	288	320
City of Roseville	96	96	112	128	144	160	160	2.5x-Local 39/IBEW 2x-Management
City of Vallejo	80-IBEW	80-IBEW	120-IBEW	160-IBEW	160-IBEW	200-IBEW	200-IBEW	3x (All)
	80-CAMP	120-CAMP	120-CAMP	160-CAMP	160-CAMP	200-CAMP	224-CAMP	
	80-Unrep	120-Unrep	120-Unrep	160-Unrep	200-Unrep	200-Unrep	200-Unrep	
El Dorado Irrigation District ²	176	216	216	256	296	296	296	280 (Excess goes to PTO Bank B)
Elk Grove Water District	40	80	120	160	200	216	256	320

¹ Folsom- Have combined sick and vacation leave

² EID- Have combined sick and vacation leave

APPENDIX B - TABLE 4

Vacation Leave

Agency	Year 1 (hours per year)	Year 4 (hours per year)	Year 8 (hours per year)	Year 11 (hours per year)	Year 16 (hours per year)	(Year 21 (hours per year)	Year 26 (hours per year)	Max Accrual
Fair Oaks Water District	80	120	160	160	160	160	160	2x
Placer County Water Agency ³	80-WSU	96-WSU	120-WSU	160-WSU	160-WSU	200-WSU	200-WSU	320-WSU
	120-MMU/DMU	120-MMU/DMU	120-MMU/DMU	160-MMU/DMU	160-MMU/DMU	200-MMU/DMU	200-MMU/DMU	320-MMU/DMU
Sacramento County	81	120	143	169	200	200	200	400
Sacramento Suburban Water District	96	96	120	120	160	192	192	400 (up to age 55) Unlimited (over age 55)
Stockton East Water District	80	120	160	160	200	200	208	360
South San Joaquin Irrigation Distribution	48-General 96-Mngt.	96-General 96-Mngt.	144-General 144-Mngt.	168-General 168-Mngt.	192-General 192-Mngt.	192-General 192-Mngt.	192-General 208-Mngt.	360 (all)

³ PCWA- at year 20, EE receives 40 hours of Longevity Leave (not included above)

APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
San Juan Water District	12	Unlimited	$11 + 1 = 12$	<i>40 (Exempt) (but the EE has to "prove it" by tracking their time worked in excess of 80 per pay period. If at the end of the fiscal year, they haven't worked at least 40 hours over 80 per pay period, then the amount of Admin leave they were credited is reduced to match what they "earned". If they used more than they earned, because it is given at the beginning of the year, then their vacation balance is reduced instead.)</i>
Carmichael Water District	12	Unlimited	$11 + 1 = 12$	Confidential- 24 Supervisory-Non Exempt- 30 Exempt/Management- 40 Senior Management- 56
Citrus Heights Water District	12	Unlimited	$9 + 0 = 9$	Management- 72 Non-Management- 0
City of Fairfield	12	Unlimited	$13 + 0 = 13$	FGMA- 144.86 Conf. Non-Management- 40 FEA- 32 Exec-122.42
City of Folsom	Included in vacation	NA	$12 + 1 = 13$	Local 39- 0 FMMG, DH, and Unrep- 80 if exempt
City of Roseville	12	Unlimited	$11 + 1 = 12$	Local 39- 45 Management- up to 100 IBEW- 45
City of Vallejo	12	Unlimited	$11 + 2 = 13$	0
El Dorado Irrigation District	Included in vacation	NA	$12 + 1 = 13$	Exempt- 40 Management-80 Supervisors-40 Non-exempt- 0

APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
Elk Grove Water District	12 (Called PTO)	40 days	11 + 1 = 12	Exempt-80 Non-exempt-0
Fair Oaks Water District	10	Unlimited	10 + 1 = 11	Management-64 (with 6 years) (40 with less than 5 years) Non-Management- 0
Placer County Water Agency	12	Unlimited	10 + 3 = 13	WSU- 0 Management- 72
Sacramento County	15	Unlimited	13.5 + 0 = 13.5	Management gets Management Time Off but no set number of hours each year Non-Management- 0
Sacramento Suburban Water District	12	Mandatory buy out with 30 days (under age 55) Unlimited (over age 55)	13 + 0 = 13	Exempt-40 Non-exempt- 0
Stockton East Water District	12	Unlimited	12 + 2 = 14	0
South San Joaquin Irrigation Distribution	12	Unlimited	9 + 2 = 11	General- 0 Management-Exempt- 40

APPENDIX B - TABLE 6
Retiree Health - (New Hires)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
<i>San Juan Water District</i>	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Carmichael Water District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Citrus Heights Water District	\$0	Based on years of service \$350 with 20 years \$393 with 25 years \$439 with 30 years	No additional contribution	No additional contribution	20 years
City of Fairfield	\$50/month – FGMA, Conf. Non-Management, FEA \$0- Exec	\$0	\$0	\$0	NA
City of Folsom	\$25/per pay period	\$0	\$0	\$0	NA
City of Roseville	\$100/month (with 5 years)	PEMCHA Minimum	No additional contribution	No additional contribution	10 years with PERS; 5 years with agency
City of Vallejo	1.5%-IBEW 1.5%- CAMP \$0-Unrep	PEMCHA Minimum	No additional contribution	No additional contribution	10 years with PERS; 5 years with agency
El Dorado Irrigation District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Elk Grove Water District	\$0	100% of active rate with 15 years	100% of active rate with 15 years	No additional contribution	15 years
Fair Oaks Water District	\$0	\$0	\$0	\$0	NA
Placer County Water Agency	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years

APPENDIX B - TABLE 6
Retiree Health - (New Hires)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
Sacramento County	Units 1, 5, 10, 17, 26, 28, 32, 34, 50 \$25/per pay period Unit 23 \$0	\$0	\$0	\$0	NA
Sacramento Suburban Water District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Stockton East Water District	\$0	\$0	\$0	\$0	NA
South San Joaquin Irrigation Distribution	\$0	\$0	\$0	\$0	NA



San Juan Water District

2019 Compensation Study

Board of Directors

May 22, 2019

Agenda

- Survey Agencies
- Data Elements
- Survey Classes
- Methodology
- Compensation Findings

Survey Agencies

Agency	Operating Budget (millions)	FTE	Connections	Water Treatment	Water Distribution	Miles from San Juan
San Juan Water District	\$9.6 Wholesale \$11.5 Retail \$21.1 Total	47	10,673	Yes (150 mgd) Grade 5	Yes	----
Carmichael Water District	\$7.8	27	11,600	Yes (17 mgd) Grade 4	Yes	19
Citrus Heights Water District	\$12.2	35	19,600	No	Yes	10
City of Fairfield	\$95.7 (GF) \$30 (water fund)	558 (total) 55 (water)	30,711	Yes (70 mgd) Grade 5	Yes	69
City of Folsom	\$87 (total GF) \$12.5 (water fund)	466 53.25 (water/wastewater)	20,648	Yes (50 mgd) Grade 5	Yes	10
City of Roseville	\$369 (total GF) \$30.9 (water fund)	1162 48.75 (water)	44,338	Yes (100 mgd) Grade 5	Yes	10
City of Vallejo	\$106 (GF) \$45.5 (water fund)	580 (total) 42 (water)	38,000	Yes (42 mgd) Grade 5	Yes	84
El Dorado Irrigation District	\$51 \$12 (water fund)	220	41,133	Yes (101 mgd) Grade 5	Yes	34
Elk Grove Water District	\$12.6	29	12,500	Yes (10.4) Grade 4	Yes	27
Fair Oaks Water District	\$7.3	30	13,850	No	Yes	14
Placer County Water Agency	\$68 \$40 (water)	226 35(water)	40,000	Yes (80 mgd) Grade 5	Yes	11
Sacramento County	\$2.77 billion \$31.9 (water)	12,361 (135 water)	55,600	Yes (60 mgd) Grade 5	Yes	25
Sacramento Suburban Water District	\$23	70	46,268	Wells	Yes	20
South San Joaquin Irrigation District	\$31.6	97	Wholesale	Yes (40 mdg) Grade 5	Wholesale	84
Stockton East Water District	\$21.8	37	Wholesale	Yes (40 mdg) Grade 5	Wholesale	74

Data Elements

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - Employer pick-up of the employee contribution for retirement for new “classic” employees
 - Auto allowance
 - Deferred compensation contribution made by the employer
 - Longevity pay at year 10
 - Certification/Education Pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement
- Cost of living information including date and amount of next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Leave benefits
- Retiree health benefits

Survey Classes

- Accountant
- Accounting Technician II
- Administrative Assistant-Board Secretary
- Associate Engineer
- Chief Operator
- Conservation Technician II
- Construction Inspector II
- Customer Service Manager
- Customer Service Technician II
- Director of Finance
- Distribution Lead Worker
- Distribution Operator II
- Engineering Services Manager
- Engineering Technician II
- Facilities Maintenance Worker II
- Field Services Manager
- Finance and Administrative Services Analyst
- Information Technology Manager
- Information Technology Technician II
- Instrumentation Technician
- Maintenance Chief
- Meter Technician
- Operations Manager
- Purchasing Agent
- Safety/Regulatory Compliance Specialist
- Senior Engineer
- Water Resources Manager
- Water Treatment Plant Manager
- Water Treatment Plant Operator II

Methodology

- Collected job descriptions and budget documents to confirm comparability
- Analyzed salary and benefit data
- Calculated labor market median and mean
- Reviewed the data with the General Manager and Director of Finance
- Reviewed the data with the Personnel Committee

Compensation Findings

When compared to the median, for all of the survey classifications, the District is on average:

- 7.77% above market for base salary
- 3.21% above of the market for total cash
- 11.20% above the market for total compensation

When compared to the mean, for all of the survey classifications, the District is on average:

- 6.04% above market for base salary
- 1.60% above market for total cash
- 8.74% above market for total compensation

Compensation Findings

Out of 29 survey classifications:

- 5 classifications are less than 5% of the market median
- 9 classifications are between 5% and 10% of the market median
- 15 classifications are more than 10% above the market median
- 5 classifications rank 1st in total compensation
- 12 classifications rank 2nd in total compensation

Q & A

AGENDA ITEM V-2

AMENDMENT NO. 3 TO AGREEMENT WITH GENERAL MANAGER BETWEEN SAN JUAN WATER DISTRICT AND PAUL HELLIKER

This Amendment No. 3 to the January 11, 2017 agreement between the San Juan Water District (“District”) and Paul Helliker (“Mr. Helliker”) concerning Mr. Helliker’s employment as General Manager of the District is made effective as of May 22, 2019, in Granite Bay, California.

RECITALS:

- A. On January 11, 2017, District and Mr. Helliker entered into an agreement for the District’s employment of Mr. Helliker as General Manager of the District (“Agreement”); and
- B. The District and Mr. Helliker have negotiated and agreed to amend the Agreement to increase Mr. Helliker’s salary and to change certain terms in the Termination provision of the Agreement as approved by the Board of Directors in an open session of a noticed public meeting on May 22, 2019, and as set forth in this Amendment No. 3.

AGREEMENT:

1. Amendment of Section 6 of the Agreement. Subdivision (a) of Section 6 of the Agreement concerning the Mr. Helliker’s salary is amended and replaced in full as follows:
 - a. During the term of this Agreement, Mr. Helliker will be paid a salary in the amount of \$191,590 per year (“Base Salary”). The District will pay Mr. Helliker his Base Salary in accordance with the pay periods established for all District employees. This Base Salary becomes effective as of March 6, 2019.
2. Amendment of Section 8 of the Agreement. Subdivision (d) of Section 8 of the Agreement concerning termination of the Agreement is amended and replaced in full as follows:
 - d. By the District, without cause, upon giving to Mr. Helliker written notice of immediate termination and payment of severance pay in a maximum amount equal to Mr. Helliker’s then-monthly salary multiplied by 5 months, consistent with, and as may be limited by, the provisions of Government Code sections 53260 through 53264. Notwithstanding the provisions of any District rule, regulation, policy, procedure or practice

to the contrary, upon termination of Mr. Helliker's employment, whether with or without cause, Mr. Helliker will not be entitled to any compensation, damages or other monetary award except as specifically authorized by this Agreement.

3. Effect on Agreement. Except as specifically provided herein, the Agreement, and each of its terms and conditions, shall remain in full force and effect and are incorporated in full herein by this reference.

SAN JUAN WATER DISTRICT

By: _____
Dan Rich
President, Board of Directors

MR. HELLIKER:

By:

Paul Helliker

SB 998

Discontinuation of residential water service: urban and community water systems aka “Water Shutoff Protection Act”

Approved by Governor September 28, 2018

Why?

Intent of the Legislature to minimize the number of Californians who lose access to water service due to inability to pay.

This bill requires:

Written policy on disconnection of service

- English + Spanish, Chinese, Tagalog, Vietnamese, Korean
- Offer alternative payment schedules
- Formal appeal process
- Posted on website

Delayed disconnection of service

- Disconnection 60 days after bill due date
- 7 days notice prior to disconnection

Offer payment alternative options

Requirements, continued

Exceptions for low income

- No disconnection if on State program or 200% of federal poverty level.
- Can only disconnect if payment arrangement is broken.
- Limits the disconnection fee to \$50/\$150

Landlord/Tenants

- Provide occupant 10 days notice before disconnection
- Allows tenant to become a customer to avoid disconnection
Allows District to establish terms & conditions for service

What we have done to date:

Met collaboratively with regional participants to discuss & plan (3 meetings):

City of Folsom

Carmichael Water District

Citrus Heights Water District

City of Sacramento

City of Davis

City of Woodland

Elk Grove Water District

Sacramento Suburban

Started disconnection policy, ordinance revisions & eligibility forms

Next Steps:

- Finalize ordinance revisions, policy & eligibility forms (September)
- Modify bill, reminder notice, intent to disconnect templates (September)
- Attorney review (September/October)
- To Board for 1st reading (October/November)
- To Board for approval (November/December)
- Update website with additional language information & policy (January)
- Be ready for February 1, 2020 effective date (January)

Current vs SB 998 Schedule

Notice	Current Schedule	SB 998 Schedule
Bill Issuance	1 st Wednesday of month	1 st Wednesday of month
Bill Due Date	4 th Wednesday of month	4 th Wednesday of month
Reminder Notice	7 days after due date	7 days after due date
Intent to Disconnect Notice	22 days after due date	50 days after due date
Disconnection/Door Hanger	26 days after due date	60 days after due date
Total days:	47 days from bill issuance	81 from bill issuance

STAFF REPORT

AGENDA ITEM VI-1

To: Board of Directors

From: Lisa Brown, Customer Service Manager

Date: May 22, 2019

Subject: First Reading of Ordinance 9100 – An Ordinance of the Board of Directors of the San Juan Water District Amending Ordinance No. 9000 of the District Code of Ordinances

RECOMMENDED ACTION

Introduce “Ordinance No. 9100 of the Board of Directors of the San Juan Water District Amending Ordinance No. 9000 of the District Code of Ordinances” and read the full text of the proposed ordinance or waive such reading by motion of the Board.

BACKGROUND

Ordinance 9000.05 “Admittance of District’s Employees to Customers’ Premises” sets forth the conditions by which District employees shall have the right of entry and access to Customer’s premises. Section A discusses clearance required for water meters and other water appurtenances.

Currently, Section A reads:

- A. Testing, changing or reading water meters installed, maintained and operated by the District. Notice is not required for the activities described in this Section 9000.05.A. The customer shall maintain unrestricted and visible access to the water meter and other water appurtenances (e.g. fire hydrants, air release valves, etc.) at all times. All trees, shrubs, or other obstacles must be maintained no closer than two feet from the edge of the meter box.

It is staff’s recommendation to update Section A as follows:

- A. Testing, changing or reading water meters installed, maintained and operated by the District. Notice is not required for the activities described in this Section 9000.05.A. To ensure the safety of employees and protect water system infrastructure, the customer shall maintain unrestricted and visible access to any water equipment and related water appurtenances (e.g. water meter, fire hydrants, air release valves, etc.) at all times. This includes, at a minimum, seven feet of clearance above the equipment and one foot around where only decorative ground cover is permissible (gravel, bark, mulch, grass, etc.) to allow a person to walk fully around the equipment and stand upright on or near the equipment without obstruction. No trees, shrubs, or other obstacles with expansive/invasive root systems shall be planted within two feet from the edge of the equipment. The General Manager, or his/her designee, may determine if the clearance meets the

intent of the ordinance. If access is deemed to be out of compliance with this ordinance, the customer is required to remove or modify the obstruction and/or reimburse the District for any costs incurred to clear the equipment on the customer's behalf. Service may be discontinued if permanent, safe accessibility is not provided.

These modifications provide additional clarification to the current language on what type of planting material and where planting material can be located around District appurtenances. It also provides the District the authority to gain reimbursement for any costs incurred while clearing any appurtenance on the customer's behalf.

PROCESS

The District must follow a multi-step process to adopt or amend an ordinance. The first step, happening at this meeting of the Board, is the introduction of the proposed ordinance. The full title of the ordinance must be read. The full text of the ordinance also must be read, unless such reading is waived by motion approved by a majority vote of the Board.

At least 5 days before the ordinance is adopted the Board Secretary must publish a summary of the ordinance in a newspaper published in both Sacramento and Placer Counties (the Sacramento Bee). The full text of the ordinance must be posted at the District office. Staff will bring the ordinance to the Board for approval at the June 26, 2019 Board Meeting. Within 15 days after adoption, the Board Secretary must publish a summary of the adopted ordinance. This summary must include the names of Board members who voted for or against. The ordinance will take effect 30 days from the date of final passage.

Attachments:

Proposed Ordinance 9100
Current Ordinance 9000

ORDINANCE NO. 9100

AN ORDINANCE OF THE BOARD OF DIRECTORS OF THE SAN JUAN WATER DISTRICT AMENDING ORDINANCE NO. 9000 OF THE DISTRICT CODE OF ORDINANCES

The Board of Directors of the San Juan Water District ordains as follows:

Section 1. Purpose and Authority. The purpose of this ordinance is to revise the District Water Systems provisions contained in the District's Code of Ordinances to provide additional clarification on what type of planting material and where that material can be located around District equipment. It also provides the District the authority to gain reimbursement for any costs incurred while clearing any equipment on the customer's behalf. This ordinance is adopted pursuant to Government Code sections 54202, 61060, 61063, and other applicable law.

Section 2. Amendments. Ordinance No. 9000 (District Water Systems) of the District Code of Ordinances is amended as follows:

A. Section 9000.05.A is amended to read as follows:

9000.05.A Testing, changing or reading water meters installed, maintained and operated by the District. Notice is not required for the activities described in this Section 9000.05.A. To ensure the safety of employees and protect water system infrastructure, the customer shall maintain unrestricted and visible access to any water equipment and related appurtenances (e.g. water meters, fire hydrants, air release valves, etc.) at all times. This includes, at a minimum, seven feet of clearance above the equipment and one foot around where only decorative ground cover is permissible (gravel, bark, mulch, grass, etc.) to allow a person to walk around the equipment and stand upright on or near without obstruction. No trees, shrubs, or other obstacles with expansive/invasive root systems shall be planted within two feet from the edge of the equipment. The General Manager, or his/her designee, may determine if the clearance meets the intent of the ordinance. If access is deemed to be out of compliance with this ordinance, the customer is required to remove or modify the obstruction and/or reimburse the District for any costs incurred to clear the equipment on the customer's behalf. Service may be discontinued if permanent safe accessibility is not provided.

Section 3. Effective Date. This ordinance shall take effect 30 days after its adoption.

Section 4. Publication. Within 15 days from the date of adoption of this ordinance, the District Secretary shall publish it once in a newspaper of general circulation published and circulated within the District.

INTRODUCED by the Board of Directors on the 22nd day of May 2019.

PASSED AND ADOPTED by the Board of Directors of the San Juan Water District at a regular meeting on the 26th day of June 2019 by the following vote:

AYES:

NOES:

ABSENT:

Attest:

Dan Rich
President, Board of Directors

Teri Grant
Board Secretary



Ordinance Type	District Operations	Date Adopted	June 28, 2006
Ordinance Number & Title	9000 - District Water Systems	Date Amended	June 25, 2008

The design, materials, construction and installation of all water facilities and improvements under this Code shall be in accordance with the District's standards, specifications, and requirements as the same may be amended from time to time.

9000.01 Control and Operation of Systems

All District water systems and appurtenances thereto shall be under the management and control of the General Manager. No Person, other than an employee or agent of the District, shall have any right to operate any part of a District water distribution system. Any Person who tampers or interferes with any part or component of the system, or causes or permits any act of tampering or interfering with the system, shall be liable for any injury or damage caused thereby or resulting there from.

9000.02 Installation of Water Meters and Service Connections

Installation of water meters and connection to the District water system shall be in accordance with District standards, specifications, and requirements and shall be inspected and unlocked by District personnel.

Upon payment of the applicable fees in accordance with Section 14000, the District will furnish and install a service connection of suitable capacity from its main to the curb line, or, at the election of the District, to the property line of any Premises for which a connection to the District water system is requested, provided such Premises abuts upon a public street, existing water main right-of-way, or a private service easement on which a water main of the District water system is located.

9000.03 Turn-On or Turn-Off of Water Service

Except as otherwise specifically authorized by the District, only District employees shall be permitted to turn water on or off at any service connection, valve, hydrant of the District water system or to operate any device that will regulate the flow of water within the system.

9000.04 Inspection of Customer Premises

By applying for or receiving water service from the District, each Customer irrevocably licenses and permits the District and its authorized employees, contractors and agents to enter upon the Customer's Premises at all reasonable times for authorized purposes authorized by this Code and applicable laws.

Authorized District personnel shall have unrestricted access at reasonable hours to all Premises to which the District is furnishing water in order to inspect the supply system, meters or measuring devices, and backflow prevention assemblies, and to determine whether the Customer is complying with the rules, regulations and Codes of the District and applicable law concerning taking, using or wasting water.

9000.05 Admittance of District's Employees to Customers' Premises

After giving reasonable notice, except in situations involving risk to life or property, authorized inspectors, agents and employees of the District shall have the right of entry and access at all reasonable times in, to and upon Customers' buildings (other than the interior of residential buildings), grounds and Premises for the purpose of:

- A. Testing, changing or reading water meters installed, maintained and operated by the District. Notice is not required for the activities described in this Section 9000.05.A. In order to ensure the safety of employees and protection of water system infrastructure, the customer shall maintain unrestricted and visible access to the water meter and other any water equipment and related appurtenances (e.g. water meters, fire hydrants, air release valves, etc.) at all times. This includes, at a minimum, seven feet of clearance above the meter box equipment and one foot around the meter box where only decorative ground cover is permissible (gravel, bark, mulch, grass, etc.) to allow a person to walk around the equipment and stand upright on or near without obstruction. All No trees, shrubs, or other obstacles with expansive/invasive root systems must be maintained no closer than shall be planted within two feet from the edge of the meter box equipment. The General Manager, or his/her designee, may determine if the clearance meets the intent of the ordinance. If access is deemed to be out of compliance with this ordinance, the customer is required to remove or modify the obstruction and/or reimburse the District for any costs incurred to clear the meter box equipment on the customer's behalf. Service may be discontinued if permanent safe accessibility is not provided.
- B. Testing and inspecting backflow prevention assemblies installed, maintained, and operated by the Customer.
- C. Inspecting any and all such buildings, ground and Premises (including any and all plumbing, water piping, fixtures and connections therein or thereon) to determine the manner and quantity of water use or, the existence of any condition causing, or likely to cause, the waste of water, or affecting, or likely to affect, the furnishing or receipt of water service.
- D. Determining the existence, operation, maintenance and/or use in, on or about the buildings, ground or Premises of any plumbing, water piping, water fixtures or connections that may now or hereafter cause, create or permit back-flow, back-siphoning or any other condition affecting, or likely to affect, the purity and/or potability of the water supply furnished by the District.
- E. Confirming access and allowing separation between customer facilities and District facilities, easements, and encroachments upon easements.
- F. Making repairs and performing maintenance on any District facility.
- G. Facilitating the enforcement by said District of any and all of its ordinances, resolutions, rules, regulations and policies governing water service.

Each District inspector, agent and employee shall be furnished with, and upon the request of any Customer shall display, appropriate identification.

The unreasonable denial of entry by authorized District employees or agents for the purposes set forth in this Code shall be grounds for termination of water service.

Revision History:

Revision Date	Description of Changes	Requested By
6/25/08	Ord. 08-001 repealed all prior ordinances	
Xx/xx/19	<u>Clarify meter box clearance under section 9000.05 (A)</u>	<u>Lisa Brown, Customer Service Manager</u>

AGENDA ITEM VII -1



◀ Kokila Reservoir Drainage Pipeline

**SAN JUAN
WATER DISTRICT**
GRANITE BAY, CALIFORNIA

PROPOSED BUDGET
FISCAL YEAR 2019-20

Cover Photo: Drainage pipeline for Kokila Reservoir. Kokila Reservoir (a retail facility) is scheduled for replacement in Fiscal Year 2020-2021. The District is currently seeking alternative, low-cost financing for this large infrastructure replacement project, in order to put continued downward pressure on water rates while ensuring the delivery of a reliable water supply of the highest quality.

San Juan Water District

Fiscal Year 2019-20 Budget



Prepared by the Finance Department under Direction of
the General Manager

Mission Statement:

Ensure the delivery of a reliable water supply of the highest quality at the lowest reasonable price.

Vision Statement:

To be a recognized industry leader in the treatment and distribution of a reliable supply of safe and clean drinking water, while protecting and retaining the District's water rights and supply.





San Juan Water District
9935 Auburn Folsom Road
Granite Bay, California 95746
(916) 791-0115
www.sjwd.org

Elected Officials

Dan Rich, President/Director

Edward J. "Ted" Costa, Vice-President/Director

Martin Hanneman, President/Director

Kenneth H. Miller, Director

Pamela Tobin, Director

Appointed Officials

Paul Helliker, General Manager

Management Team

Tony Barela, Operations Manager

Lisa Brown, Customer Services Manager

George Machado, Field Services Manager

Donna Silva, Director of Finance/Treasurer

Greg Turner, Water Treatment Plant Manager

Chris von Collenberg, Information Technology Manager

Rob Watson, Engineering Services Manager

Greg Zlotnick, Water Resources Manager

San Juan Water District

Fiscal Year 2019-20 Budget

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San Juan Water District

Fiscal Year 2019-20 Budget

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Directors

Edward J. "Ted" Costa

Marty Hanneman

Kenneth H. Miller

Dan Rich

Pamela Tobin

General Manager

Paul Helliker

Insert Letter of Transmittal

San Juan Water District

Fiscal Year 2019-20 Budget

Insert Letter of Transmittal

San Juan Water District

Fiscal Year 2019-20 Budget



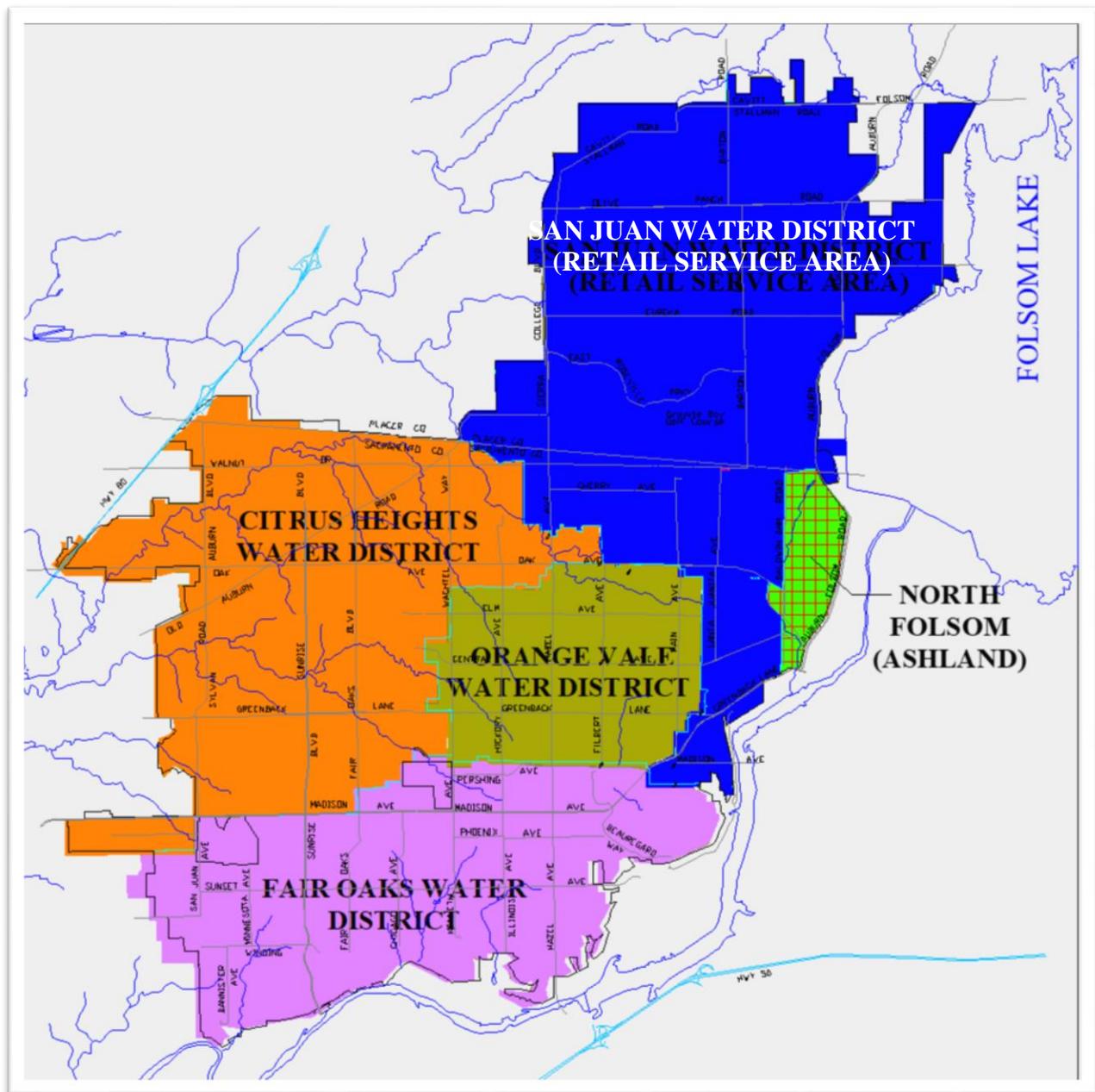
DISTRICT PROFILE

San Juan Water District

Fiscal Year 2019-20 Budget

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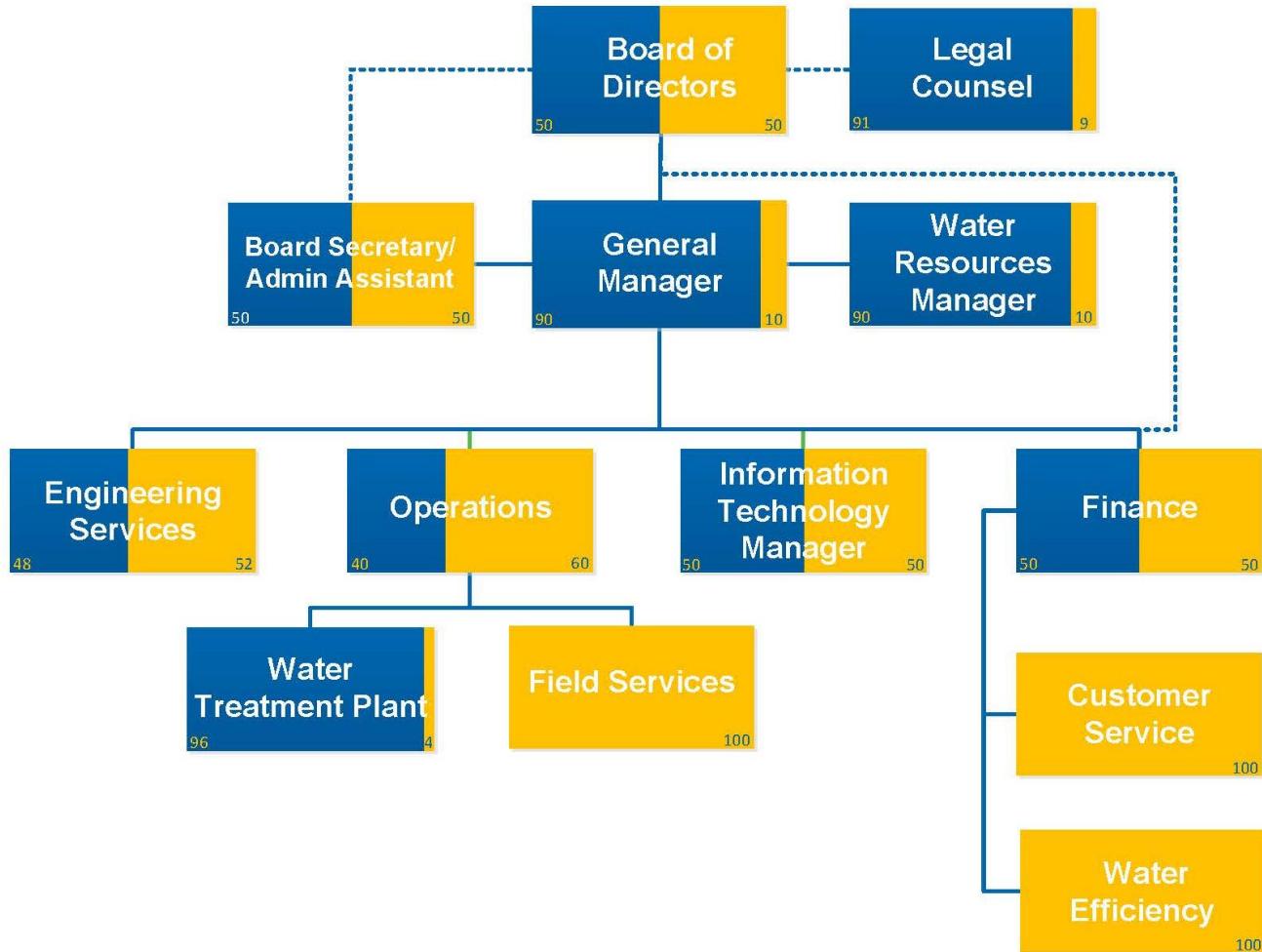
Wholesale Service Area Map
(SJWD Retail Service Area – in blue)



San Juan Water District

Fiscal Year 2019-20 Budget

Organization Chart by Functional Area



Allocation of Costs

Wholesale	%
Retail	%

GFOA Budget Award



GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

**San Juan Water District
California**

For the Fiscal Year Beginning

July 1, 2018

Christopher P. Morill

Executive Director

The Government Finance Officers Association of the United States and Canada (GFOA) presented a Distinguished Budget Presentation Award to San Juan Water District for its annual budget for the fiscal year beginning July 1, 2018. In order to receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, as an operations guide, as a financial plan, and as a communications device.

This award is valid for one year only. We believe our current budget continues to conform to program requirements, and we are submitting it to GFOA to determine its eligibility for another award.

San Juan Water District

Fiscal Year 2019-20 Budget

By The Numbers – Summary of District Information

Water System	
Total Water Supply Available	82,200 acre-feet
Treatment Plants	1
Treatment Plant Capacity	150 MGD
Reservoirs	2
Miles of Water Main	222
Storage Tanks	2
Booster Stations	9
Number of Booster Pumps	38
Number of Control Valve Stations	15
Number of Solar Facilities	1
Number of Pressure Zones – Retail Service Area	8
Number of Active Service Connections – Retail Service Area	10,700

Miscellaneous Statistical Information	
Size of Service Area	46 square miles
Size of Retail Service Area Only	17 square miles
Population of Service Area (per FY 2017-18 CAFR)	154,781
Population of Retail Service Area Only (per FY 2017-18 CAFR)	29,830
Number of Active Employees	48
Number of Bond Issues Outstanding	2
Wholesale Operating Budget	\$ 9,101,900
Wholesale Capital Budget	\$ 9,373,400
Retail Operating Budget	\$ 12,397,300
Retail Capital Budget	\$ 3,987,300



ABOUT THE DISTRICT

San Juan Water District

Fiscal Year 2019-20 Budget

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ABOUT THE DISTRICT

The San Juan Water District (District) initially began as the North Fork Ditch Company dating back to 1854 providing water to the area. The District, as in existence today, was formed as the result of petitions being presented to the Board of Supervisors of Sacramento and Placer Counties by Citrus Heights Water District, Fair Oaks Water District, Orange Vale Water Company and a group of homeowners in South Placer County. An election was then held within the boundaries of the sponsoring districts including the District's current Placer County service area on February 10, 1954. At this election, voters approved the formation of the San Juan Water District by nearly a two-thirds majority and elected five Directors. The District is a Community Services District formed under Section 60000 et seq., Title 5, Division 3 of the California Government Code.

The District provides water on a wholesale and retail basis to an area of approximately 17 square miles for retail and 46 square miles for wholesale (which includes the retail area) in Sacramento and Placer Counties.

The District's wholesale operations include: protecting access to reliable and sufficient water supplies; operating and maintaining a surface water treatment plant; operating and maintaining treated water storage; pumping and transmission facilities; delivering treated water to five retail agency customers (the District's retail division, Fair Oaks Water District, Citrus Heights Water District, Orange Vale Water Company and the City of Folsom (Ashland); and providing the administrative support necessary to successfully carry out those functions.

The District's retail operations consist of operating and maintaining storage, pumping, transmission and distribution facilities, which deliver water to approximately 10,700 retail service connections located in a portion of Northeast Sacramento County and the Granite Bay area of South Placer County, and providing the administrative, customer service, water efficiency, and engineering support necessary to successfully carry out those functions.

The District's existing water supply consists of three separate raw water contracts. The first source of water comes from a settlement contract with the U.S. Bureau of Reclamation (Reclamation) whereby it is required to deliver the District's pre-1914 and post-1914 water rights water from the American River, totaling 33,000 acre-feet. The second source is a water service contract with Reclamation for 24,200 acre-feet of Central Valley Project water. The District secured a long-term (40 year) renewal of this contract in 2006. The third water source is a contract with Placer County Water Agency (PCWA) for up to 25,000 acre-feet of water.

All sources of surface water are either stored or flow through Folsom Lake and delivery is taken at Folsom Dam outlets, either by gravity or pumped by Reclamation's Folsom Pumping Plant. Total raw water delivery for the 2017-2018 fiscal year was 36,050.37 acre-feet and is anticipated to be 35,482 acre-feet for Fiscal Year (FY) 2018-19, and 34,550 for FY 2019-20 excluding pass through deliveries for SSWD.

In response to the recent drought and in preparation of future drought conditions, the District recently partnered with two nearby water districts, PCWA and SSWD, to construct inter-ties

San Juan Water District

Fiscal Year 2019-20 Budget

to allow water supplies to be shared and transferred if normally available supplies are reduced and/or inadequate to meet immediate demands for either district.

The District has long been a proponent and practitioner of cost effective water efficiency programs. The implementation of these programs has been highly successful and the District complies with best management practices that are required by the Sacramento Area Water Forum Agreement, California legislation SBx7-7 (2009), the California Department of Water Resources, and the Central Valley Project Improvement Act.

The District's water efficiency programs include:

- Water Awareness Poster Contest and Calendar – Since 1992, the District and its wholesale agency customers, Citrus Heights Water District, Fair Oaks Water District and Orange Vale Water Company, have promoted water awareness at the elementary school level through an annual water awareness poster contest.
- Rebate Program – The District provides rebates for the purchase of high-efficiency washing machines, and hot water on-demand recirculation systems as well as irrigation efficiency rebates to both residential and non-residential customers.
- Free Programs – District staff provides free indoor and outdoor water audits, leak detection, and recommendations to improve irrigation system performance. Staff also creates landscape water budgets and irrigation schedules to improve efficiency. The District conducts and hosts a variety of workshops on drip systems and proper irrigation techniques, landscape design, soil health, tree maintenance, controller management and other water efficiency topics. A speakers' bureau is available to talk to groups about water efficiency programs and water supply and reliability issues.
- Water Efficient Landscape (WEL) Garden – Located behind the District's administrative office are gardens to inspire visitors to create a water efficient landscape that looks beautiful every season. The garden demonstrates efficient irrigation and non-water using materials to create a beautiful landscape.

The benefits of these programs include more cost-effective and efficient use of water and increased customer awareness on the importance of water efficiency to contribute to future reliability of water supplies.

The District's water treatment facility, the Sidney N. Peterson Water Treatment Plant (Plant), was constructed in three phases beginning in 1975 and completed in 1983. The Plant includes two flocculation-sedimentation basins, two filter basins, an operations building and a covered 62 million gallon storage reservoir. Major upgrades and improvements to the Plant have been made over the years, including increasing its maximum seasonal capacity (May 15th to September 30th) to 150 million gallons a day (mgd) from its original 100 mgd. Those past upgrades, and ongoing efforts to identify and implement projects and process improvements to increase efficiency, cost effectiveness, and productivity, all contribute to the District's success in reliably satisfying customer demands while continuing to meet or exceed all Federal and State regulatory requirements.

The Plant receives delivery of raw water directly from Folsom Dam outlets. The raw water undergoes an extensive water treatment process to ensure the highest quality of water for all customers. From the Plant, the water flows into the District's 62 million gallon Hinkle Reservoir for storage and distribution. The District maintains approximately 222 miles of transmission and distribution pipelines, which transport the high quality treated water to wholesale and retail customers.

Budget Purpose, Process and Control

The District operates on a fiscal year that runs from July 1 through June 30. The District adopts an annual operating budget and an annual capital improvement budget to ensure the adequacy of resources to meet District needs and to accomplish the District's mission. As required by certain debt covenants, the annual operating budget is evaluated, to ensure that net revenues, as defined by the various debt covenants, are equal to or exceed a minimum of 115 percent of the anticipated debt service for the budget year.

In March of 2018, the Board of Directors adopted a Strategic Plan which staff now uses as the guiding light in preparing an operations plan and annual budget. Using the goals in the Strategic Plan, as well as direction received throughout the year from the Board of Directors, the Department Managers prepare and submit draft budgets to the Finance Department. The Finance Department prepares the revenue budget, and reviews and compiles the various department budgets. A budget workshop is held to present and discuss the draft budget with the Board of Directors and interested members of the public. Feedback from that meeting is used to adjust the draft budget, if necessary. A public hearing is then held after which the Board of Directors votes on budget adoption.

Budget to actual financial data is monitored continuously throughout the year by management and is reported on a monthly and annual basis to the Board of Directors. The General Manager has the authority to move budget between specific lines within a fund, or between funds to correct posting errors. Transfers between funds, for purposes other than error correction, or to maintain required reserve levels, require approval from the Board of Directors.

Budget Format

The budget is prepared on a modified accrual basis wherein revenues and expenses are reported when earned and incurred, respectively. The budget does not include amounts for depreciation, pension expense in accordance with GASB 68, or retiree medical expenses in accordance with GASB 74/75 but does include an expenditure for debt principal. Therefore, the budget is not prepared in the same manner as the Comprehensive Annual Financial Report (CAFR). The program budget format is used versus a line item detail format to provide the most valuable information to the reader on all of the District's major areas of service (Administration, Customer Service, Distribution, Engineering, Water Efficiency, and Water Treatment Plant). Expenditure data is also presented in a functional format (Salaries & Benefits, Materials & Supplies, etc.) to provide readers with an alternate view.

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For financial reporting purposes, the District operates a single enterprise fund. However, for management of the two divisions, wholesale and retail, the District utilizes four distinct funds, one each for Operations and one each for Capital Outlay.

In order to ensure funds are available to meet both operating and capital needs, the District (for both Wholesale and Retail Operations) established a financial planning process with development of a Master Plan that contains a review of current infrastructure, and that recommends projects for a twenty to thirty year period. The District then estimates current and future operating needs, and works with a rate consultant to develop a water rate study and financial plan.

The District completed a Financial Plan and Rate Study, resulting in a 5-Year Rate Schedule. The Wholesale Rate Schedule went into effect on January 1, 2017, and resulted in an effective increase of 16%. Wholesale rates are authorized to increase by 9% per year through January 2020 and by 5% in January of 2021. The Retail Rate Schedule went into effect on May 1, 2017, and resulted in an effective increase of 8%. Retail rates are authorized to increase by 9% on January 2018 and 8% on January 1, 2019 and 2020, with a 6% increase approved for January 1, 2021. In an effort to bring rates into alignment with the District's fixed versus variable expenses, all rate increases are applied to the fixed portion of the rate with the volumetric portion of the rate unchanged. This will bring stability to the rate structure and provide reliable funding to cover fixed operating costs regardless of water demand.

Financial Policies

Key District Financial Policies include the Reserve Policy, the Debt Policy, the Investment Policy and the Procurement Policy.

Reserve Policy

In accordance with Board Resolutions, Board Motions, and/or District Ordinances, certain reserve funds have been established and maintained as follows:

WHOLESALE RESERVES:

NAME	PURPOSE	AMOUNT/LEVEL
Operating	Established in 1998 to provide working capital for operations and unexpected needs.	20% of operating expenses
Capital Improvement Program	Established in 1998 to fund capital replacements, rehabilitation, upgrades and improvements.	Determined annually by Board of Directors. Budget includes revenues and transfers in at least equal to annual depreciation.

RETAIL OPERATING RESERVES:

NAME	PURPOSE	AMOUNT/LEVEL
Operating	To provide working capital for retail operations, as well as readily available capital for unexpected needs and modest variations between expected and actual water demands.	20% of annual operating expenditures
Capital Improvement Program	To fund capital replacements, rehabilitation, upgrades and improvements.	Determined annually by Board of Directors. Budget includes revenues and transfers in at least equal to annual depreciation.

Debt Policy

The Debt Policy, adopted in compliance with Government Code Section 8855(i), governs all debt undertaken or refinanced by the District. It describes the purposes for which Debt may be issued, the types of debt the District may issue, and the relationship of debt to the Capital Improvement Program and the Operating Budget.

Investment Policy

In accordance with District Ordinance No. 3000.05, management responsibility for the investment program is delegated to the General Manager. The Director of Finance has been designated as the "Investment Officer" in charge of operational management.

Investments by the Investment Officer are limited to those instruments specifically described in the District's Investment Policy. The Investment Officer submits quarterly reports to the Board of Directors detailing all investment holdings. In order of importance, the following five fundamental criteria are followed in the investment program: 1) safety of principal; 2) limiting credit risk liquidity; 3) limiting interest rate risk; 4) liquidity and; 5) return on investment.

Procurement Policy

The District's procurement policy creates uniform procedures for acquiring equipment, and goods and services for its operations. The primary purpose of this policy is to provide for the purchase of materials and trade services with the objective that they will be available at the

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Fiscal Year 2019-20 Budget

proper time, in the proper place, in the proper quantity, in the proper quality, and at the best available price, consistent with the needs of the District.

Accounting System and Controls

The District uses the Tyler Technologies financial accounting system to record its financial transactions. Management has established a system of internal controls that provides a reasonable basis for protecting the District's assets from loss, theft, and misuse, and that compiles sufficient reliable information for the preparation of the District's financial statements. At the end of the year, the District prepares a CAFR consisting of management's representations concerning the District's finances. An independent auditing firm audits this report and examines District internal controls and provides an opinion on the financial reporting and provides suggestions on ways to improve the internal control processes of the District.

Fund Structure and Descriptions

Legally, San Juan Water District is a single enterprise fund. For purposes of rate setting, reserve segregation and managerial reporting, the District utilizes four distinct funds as follows:

Enterprise Funds:

- Wholesale Operating Fund
- Retail Operating Fund

Capital Outlay Funds:

- Wholesale Capital Outlay Fund
- Retail Capital Outlay Fund

The funds are combined for purposes of formal financial reporting (audited financial statements). Budgets and descriptions for these funds can be found starting on page 37.

Budget Assumptions

A budget is an estimate of revenues and expenditures for a set period of time. The creation of estimates involves a set of assumptions. It is important that the reader of this budget understands the assumptions used in preparing the revenue and expenditures estimates contained herein. Listed below are the primary assumptions used in the creation of this budget:

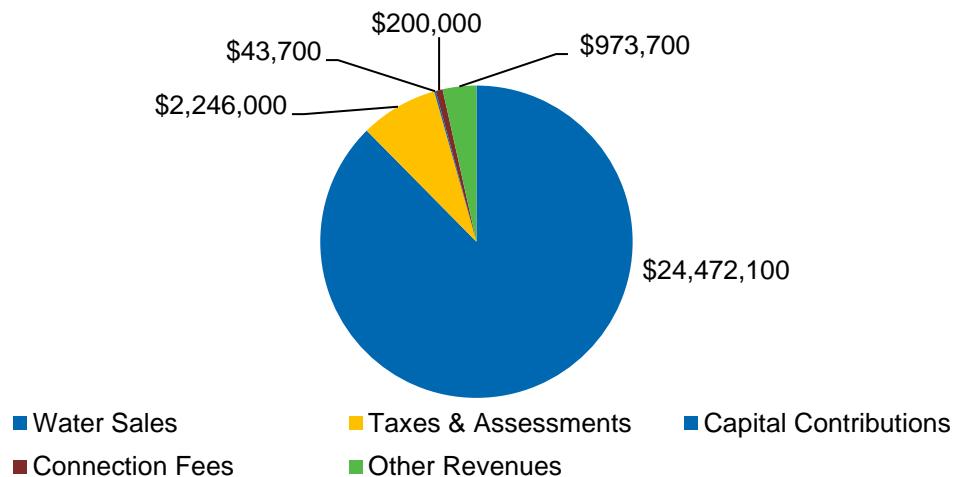
- Water rates from Board adopted 5-Year Rate Schedule
- Wholesale Water Rates reduced on July 1, 2019, to reflect lower debt service costs on refinanced debt.
- 3% decline in wholesale water deliveries, based on estimates provided by wholesale customers (excluding water treated for SSWD)
- 7,786 AF of water to be treated for SSWD
- No increase in retail water deliveries
- Property taxes increase 2%
- No Central Valley Project water to be purchased
- Increased cost of water supply to Retail Service Area due to planned reallocation of fixed costs to wholesale customer agencies effective January 1, 2020
- 23% (\$32,000) increase in workers compensation expense – no rate increase but experience modifier increased from .76 to 1.28 due to higher claims
- 6% increase in health care insurance costs
- Salary budget was prepared in accordance with the Board of Directors Compensation Policy which requires the District utilize the CalPERS assumed salary increases. Any COLA's, adjustments from the Compensation Study or merit increases will be constrained by the Salary budget.

San Juan Water District

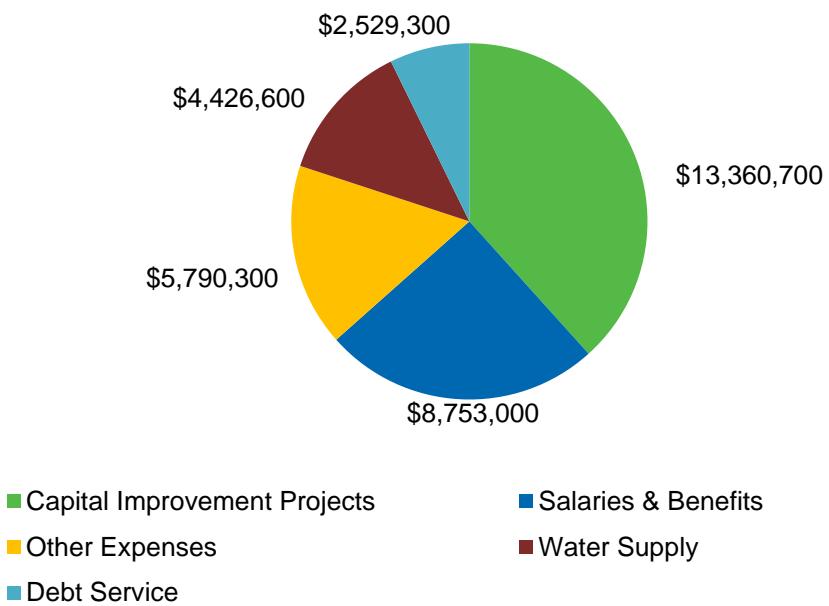
Fiscal Year 2019-20 Budget

Estimated Revenues and Expenditures of Funds – Summary

All District Revenues \$27,935,500



All District Expenses \$34,859,900



Estimated Revenues and Expenditures of Funds – Summary

	Wholesale Operations	Wholesale Capital Outlay	Retail Operations	Retail Capital Outlay	Total
Est. Beginning Available Reserves July 1, 2019	\$ 1,904,966	\$ 15,440,062	\$ 2,213,684	\$ 4,679,241	\$ 24,237,952
Revenues					
Water Sales	12,072,700	-	12,399,400	-	24,472,100
Taxes & Assessments	-	1,123,000	-	1,123,000	2,246,000
Capital Contributions	-	43,700	-	-	43,700
Connection Fees	-	100,000	-	100,000	200,000
Other Revenues	187,200	145,000	491,500	150,000	973,700
Total Revenues	\$ 12,259,900	\$ 1,411,700	\$ 12,890,900	\$ 1,373,000	\$ 27,935,500
Expenses					
Capital Improvement Projects	-	9,373,400	-	3,987,300	13,360,700
Salaries & Benefits	3,712,900	-	5,040,100	-	8,753,000
Water Supply	1,055,900	-	3,370,700	-	4,426,600
Debt Service - Interest	928,000	-	516,199	-	1,444,200
Debt Service - Principal	698,500	-	386,600	-	1,085,100
Other Expenses	2,706,600	-	3,083,700	-	5,790,300
Total Expenses	\$ 9,101,900	\$ 9,373,400	\$ 12,397,300	\$ 3,987,300	\$ 34,859,900
Net Income	\$ 3,158,000	\$ (7,961,700)	\$ 493,599	\$ (2,614,300)	\$ (6,924,400)
Transfer In/(Out)	(3,242,500)	3,242,500	(227,700)	227,700	-
Ending Available Reserves Est.	\$ 1,820,466	\$ 10,720,862	\$ 2,479,583	\$ 2,292,641	\$ 17,313,551

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MAJOR REVENUES AND EXPENDITURES



San Juan Water District

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MAJOR REVENUES AND EXPENDITURES

In order to assist in understanding the fiscal trends facing the District, and the assumptions utilized in preparing this budget, the following discussion and analysis of the District's major revenues and expenditures are presented.

Water Sales

Revenue from the sale of water accounts for 88% of all District revenues. Water revenues are driven by two primary factors, the amount of water sold and the rate per unit. The Board of Directors considers and adopts rates through separate processes for wholesale and retail. Wholesale customers are presented with a rate study and are given 150 days to provide comments to the Board of Directors on proposed rate changes. After the 150 day comment period, the Board of Directors review the comments and make a decision on rates for the upcoming calendar year.

Retail rate setting is subject to the provision of Proposition 218 wherein customers are provided information on proposed rate changes, and are invited to attend a public hearing on the proposed changes. Proposed rate changes can be denied if a majority of ratepayers submit votes opposing them. If a majority of rate payers do not vote "no", the Board of Directors vote on the proposed rate increase and set the effective date for any proposed and approved changes.

The District completed a Financial Plan and adopted a 5-Year Rate Schedule for both wholesale and retail water rates in early 2017.

Chart 1 and 2 show water deliveries and water revenues from FY 2010-11 to current.

WHOLESALE WATER DELIVERIES - ACRE FEET

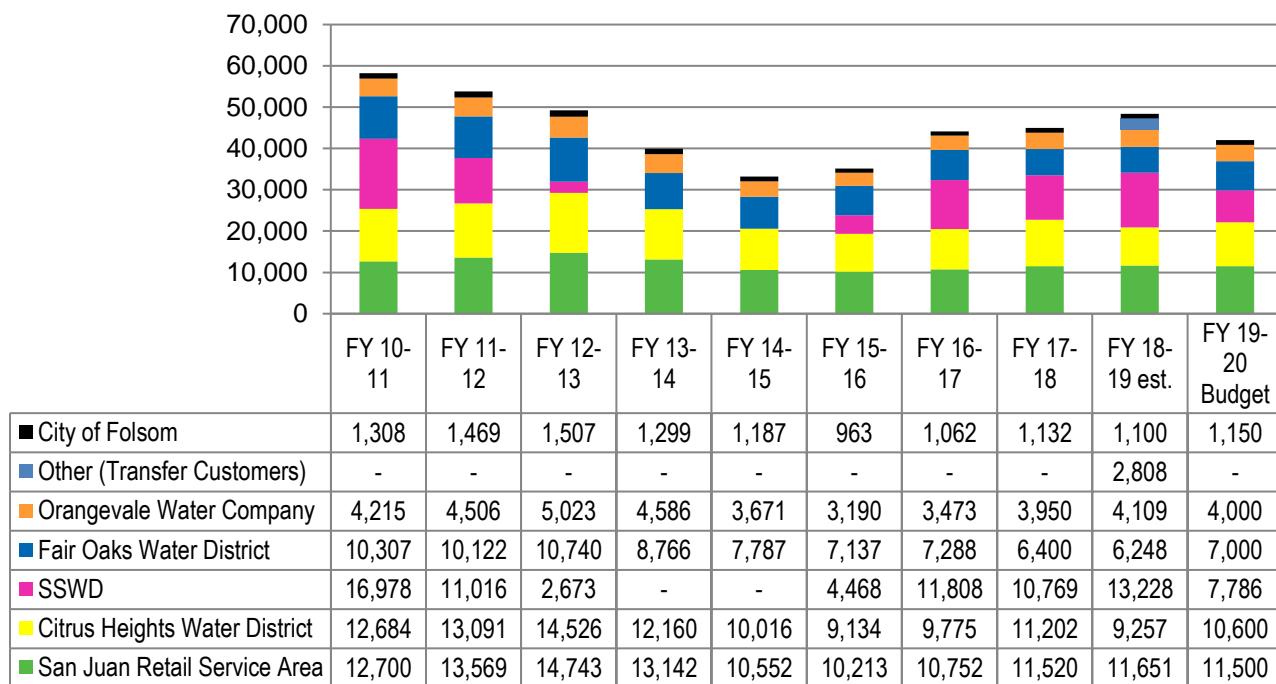


Chart 1

San Juan Water District

Fiscal Year 2019-20 Budget

Retail Water Deliveries (in CFF*)

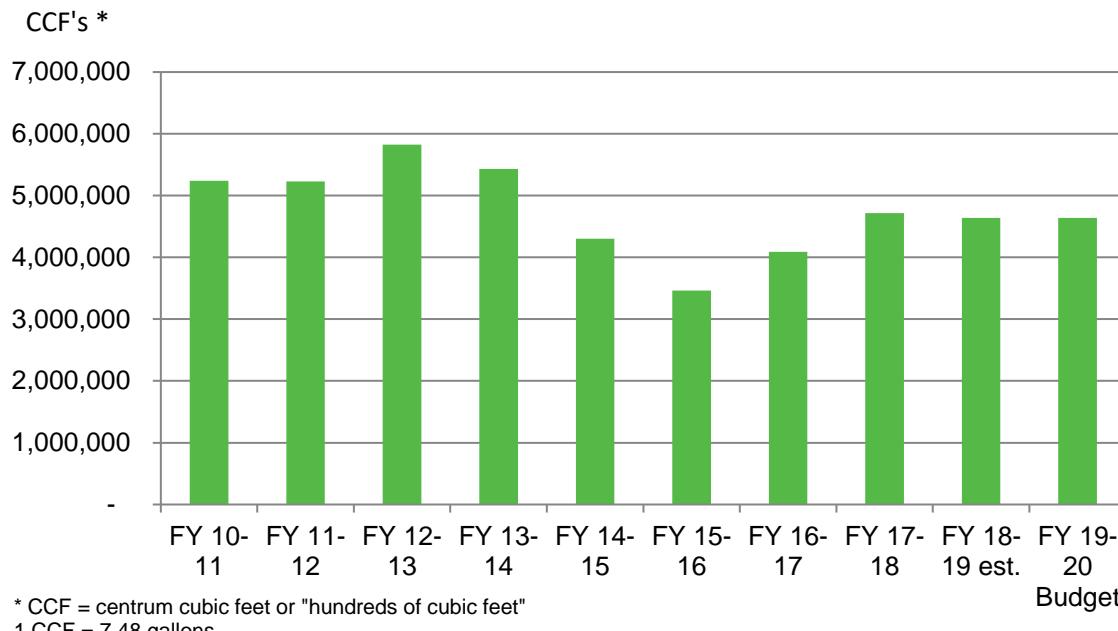
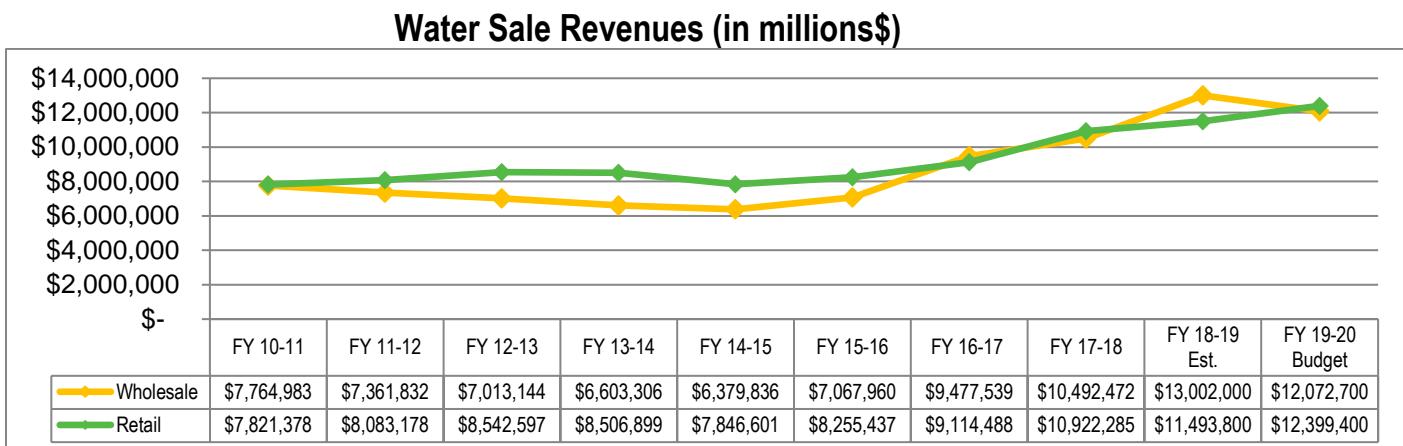


Chart 2

The recent drought resulted in a significant decline in water deliveries. Wholesale water deliveries began a steady decline in FY 2011-12, followed by retail two years later. Wholesale water deliveries reached their low in FY 2014-15 and retail reached its low in FY 2015-16. With the drought “officially” over, the District experienced an uptick in wholesale water demand in FY 2015-16 totaling 35,105 acre-feet. However, this increase was primarily attributed to 4,468 acre-feet of water treated for SSWD (see yellow component in Chart 3). SSWD has an agreement to periodically purchase raw water from PCWA (based upon water supply conditions). They have an agreement with the District to treat and deliver the water that they purchase from PCWA.

Absent the water treated for SSWD, wholesale demand did not begin to increase until FY 2016-17. Demand from the District’s regular wholesale customers slowly increased through FY 2018-19 but is expected to decrease by approximately 3% in FY 2019-20 with a total of 34,250 acre-feet anticipated to be sold in this budget year to the regular wholesale customers.

The end of the drought resulted in increased water demand in the retail service area. There was an 18% increase in FY 2016-17 retail water deliveries and a 15% increase in FY 2017-18. The FY 2019-20 budget does not anticipate an increase in demand as the District is not experiencing significant growth and it is assumed that the rebound in demand from the end of the drought has already occurred. As such, this budget assumes retail water deliveries of 4.6 million CCFs, consistent with our expectations for FY 2018-19.

**Chart 3**

Wholesale water sale revenues declined steadily from FY 2010-11 through FY 2014-15. Revenues increased steadily from FY 2015-16 through FY 2018-19 for a number of reasons:

- Increased demand from wholesale customers. Demand from the wholesale customers was a low 33,213 acre-feet in FY 2014-15 and is estimated to peak at 35,173 acre-feet in FY 2018-19.
- Treatment of SSWD water. When certain hydrology conditions are met, SSWD is able to purchase surface water from PCWA to augment their groundwater supplies. SSWD pays the District to treat this surface water on their behalf. After not taking surface water for two years, SSWD began taking this supply in FY 2015-16, causing a spike in District revenues. The budget includes treating 7,786 acre-feet of water for SSWD in FY 2019-20.
- Increased rates. On January 11, 2017, the Board of Directors approved a 5-Year Rate Schedule, which allows for a 9% effective increase to go into effect on January 1, 2020. However, this budget includes a reduction to the Debt Service Charge, reflecting the savings from a refunding of the 2009A COP's in 2017.

Wholesale water sale revenue is expected to decline in FY 2019-20, in spite of the rate increase due to SSWD taking less surface water and the wholesale customers reporting planned demand that is 3% less than FY 2018-19.

On the retail side, FY 2011-12 retail water use was relatively constant from the prior year, but due to a 2% rate increase, effective the prior January, revenues were slightly up.

In FY 2012-13, water use increased 11% and while there was no rate increase in the prior year, there was an inflation adjustment of 2% mid-way through the year, resulting in an increase in revenues.

In FY 2013-14, water use began a multi-year decline, but a mid-year 2% rate increase, combined with the prior year 2% increase resulted in revenues that were just slightly lower than the prior year.

San Juan Water District

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In FY 2014-15, water use dropped significantly as a result of the drought and conservation mandates. The District restructured their rates and at the end of the fiscal year, in June 2015, implemented a retail drought surcharge. Revenues for FY 2014-15 fell 7.8% from the prior year.

In FY 2015-16, water use continued its sharp decline but due to the drought surcharge and a 15% rate increase in January 2016, revenues were restored to FY 2013-14 levels. The drought surcharge was removed April 1, 2016.

FY 2016-17 yielded a 10.4% increase in revenues, mostly from increased consumption from the end of the drought.

The Board of Directors approved a 5-Year Rate Schedule that resulted in an effective 8% rate increase on May 1, 2017, and a 9% rate increase on January 1, 2018. Those rate increases, combined with increased consumption produced a 19.9% increase in retail water sale revenues for FY 2017-18.

In FY 2018-19, the District expects to see a slight decrease in water demand (down 1.7% from FY 2017-18. The increase in revenues is fully attributable to a scheduled 8% rate increase on January 1, 2019.

The District is assuming that the rebound in demand from the end of the drought has mostly been achieved. Given very little growth in the retail service area, the District is assuming that demand will not significantly change in FY 2019-20. The increase in budgeted revenues is from the scheduled 8% rate increase that goes into effect on January 1, 2020.

Property Tax

Representing approximately 8% of total District revenues, the Property Tax is the second largest revenue source. Property Tax revenue is shared evenly between wholesale and retail and has been designated by the Board of Directors to be spent on capital projects, not operations.

Property Tax Revenues

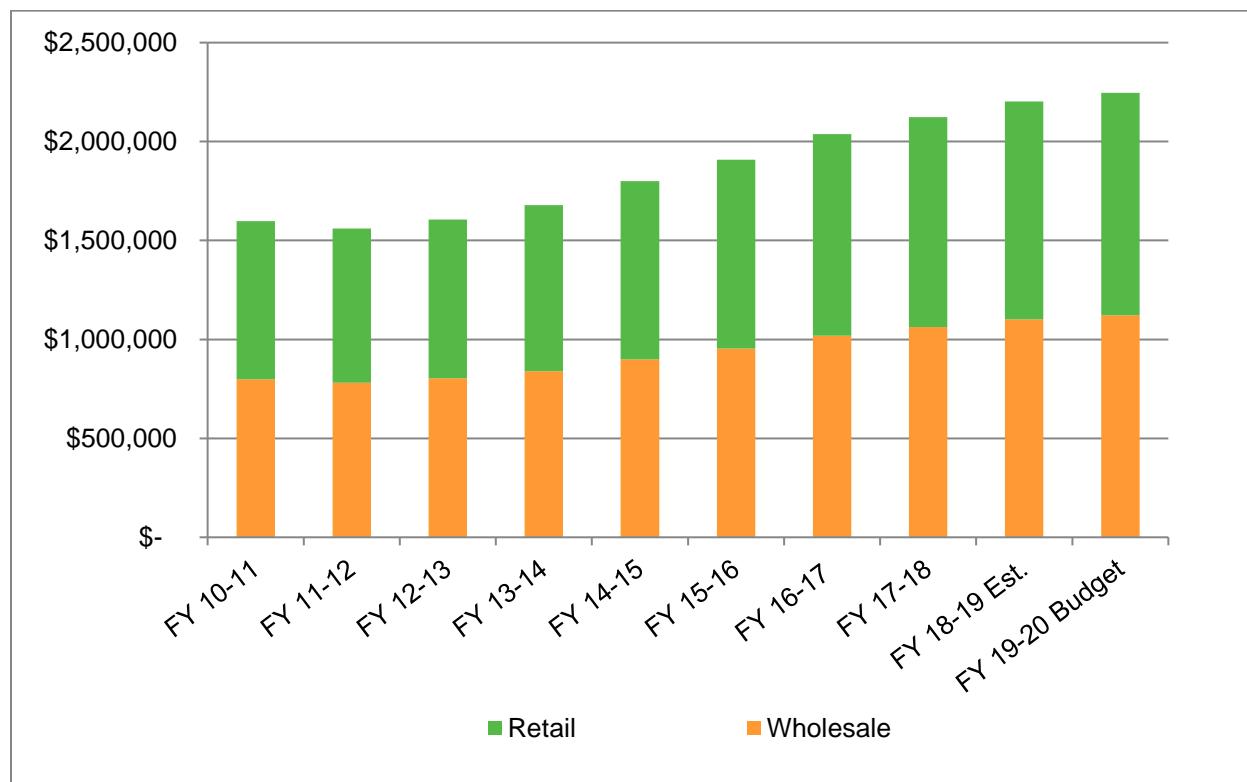


Chart 4

Property Tax revenues have been increasing over the past eight years, a result of the rebound in the housing market after the Great Recession (see Chart 4). This budget anticipates a 2% increase in Property Tax revenues.

San Juan Water District

Fiscal Year 2019-20 Budget

Salaries and Benefits

Aside from the Capital Improvement Program, Salaries and Benefits represent the largest expense of the District.

Salaries and Benefits

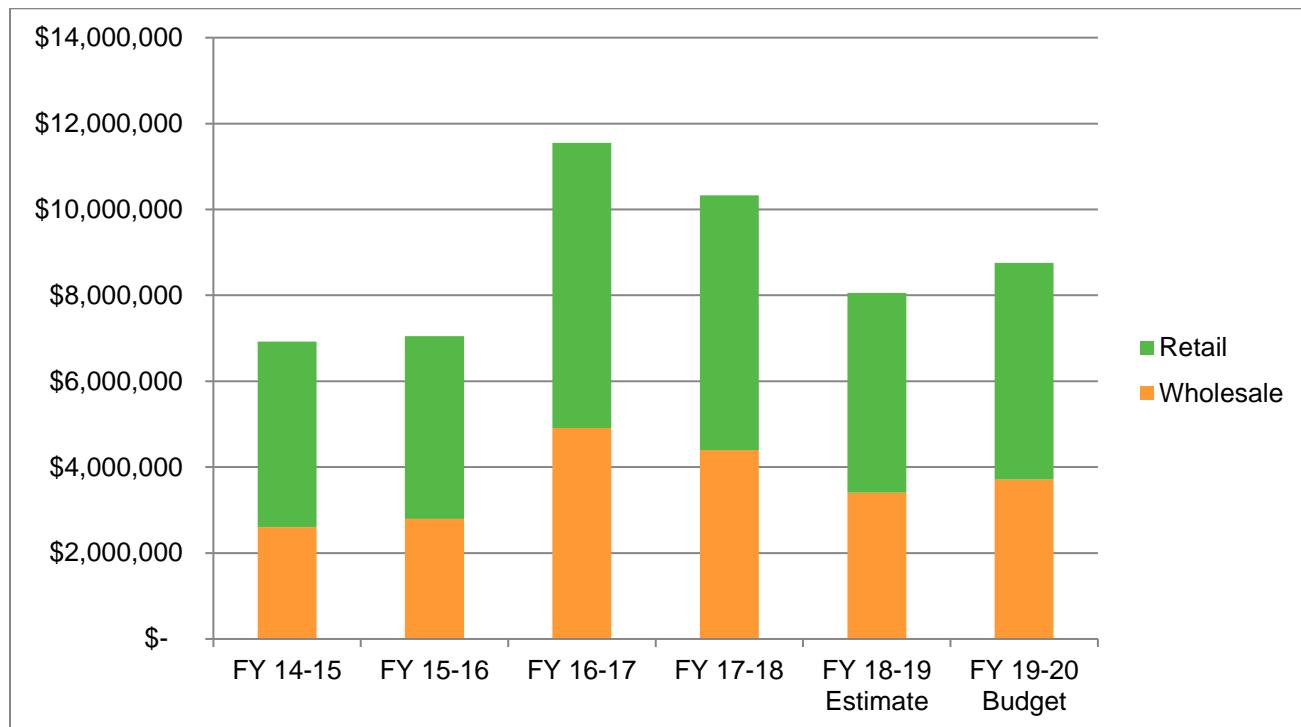


Chart 5

Chart 5 depicts a spike in Salary and Benefit costs in FY 2016-17 then a decline through FY 2018-19 with an increase in FY 2019-20. The spike is due to the Board of Director's decision to pay off the District's unfunded pension liability. The District paid \$4,112,000 towards this liability in FY 2016-17 and remitted an additional \$2,787,800 in FY 2017-18, which is expected to materially eliminate the liability. Paying down the unfunded liability will save the District approximately \$8.8 million over the next 30 years.

Removing the effect of the additional pension contributions, Salaries and Benefits are expected to increase by 10% or \$762,900 due to the following factors:

- The Board approved the addition of a Safety/Regulatory Compliance Coordinator. The position was filled in April 2018.
- The Board approved the addition of a Customer Service Technician in FY 2018-19.
- Due to a higher than normal workers compensation claims experience, the District is facing a 68% increase in Workers Compensation premiums.

- Assumed 6% increase in health insurance premiums.
- The Board of Directors amended its Compensation Policy on September 13, 2017, to ensure that the combination of cost of living adjustments and merit pay increases do not cause an increase in salaries greater than that assumed by PERS when calculating the District pension liability. The Compensation Policy requires the annual operating budget to assume the same increase in salaries as that assumed by PERS in calculating the District's pension liability. For FY 2019-20 that increase is 4.14%.

The level of District staffing (number of employees) has remained relatively unchanged for many years, in spite of significant increases in regulatory compliance work and an aging infrastructure. In FY 2016-17, the Board of Directors approved the addition of one Water Treatment Plant Operator, in FY 2017-18, the Board of Directors approved the addition of a Safety/Regulatory Compliance Coordinator, and in FY 2018-19, the Board of Directors approved the additional of a Customer Service Technician to improve internal controls and better serve our customers. The District now has 48 Full Time Equivalent (FTE) positions.

The Compensation Policy, amended by the Board of Directors in September of 2017, requires a compensation study be performed at least once every four years. The purpose of the study is to ensure the District is offering a fair and competitive compensation package to its employees. The District completed its most recent Compensation Study in the Spring of 2019.

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Water Supply Costs

The District's existing water supply consists of three separate raw water contracts. The first source of water is 33,000 acre-feet of water rights on the American River. The second source is a contract with Reclamation for 24,200 acre-feet of Central Valley Project water. The third water source is a contract with PCWA for up to 25,000 acre-feet of water. All sources of surface water are either stored or flow through Folsom Lake and delivery is taken at Folsom Dam outlets, either by gravity or pumped by Reclamation's Folsom Pumping Plant. Total raw water delivery for FY 2017-18 was 36,050 acre-feet and is anticipated to be 35,482 acre-feet for FY 2018-19, and 34,550 for FY 2019-20, excluding pass through deliveries for SSWD.

Wholesale Water Supply Cost

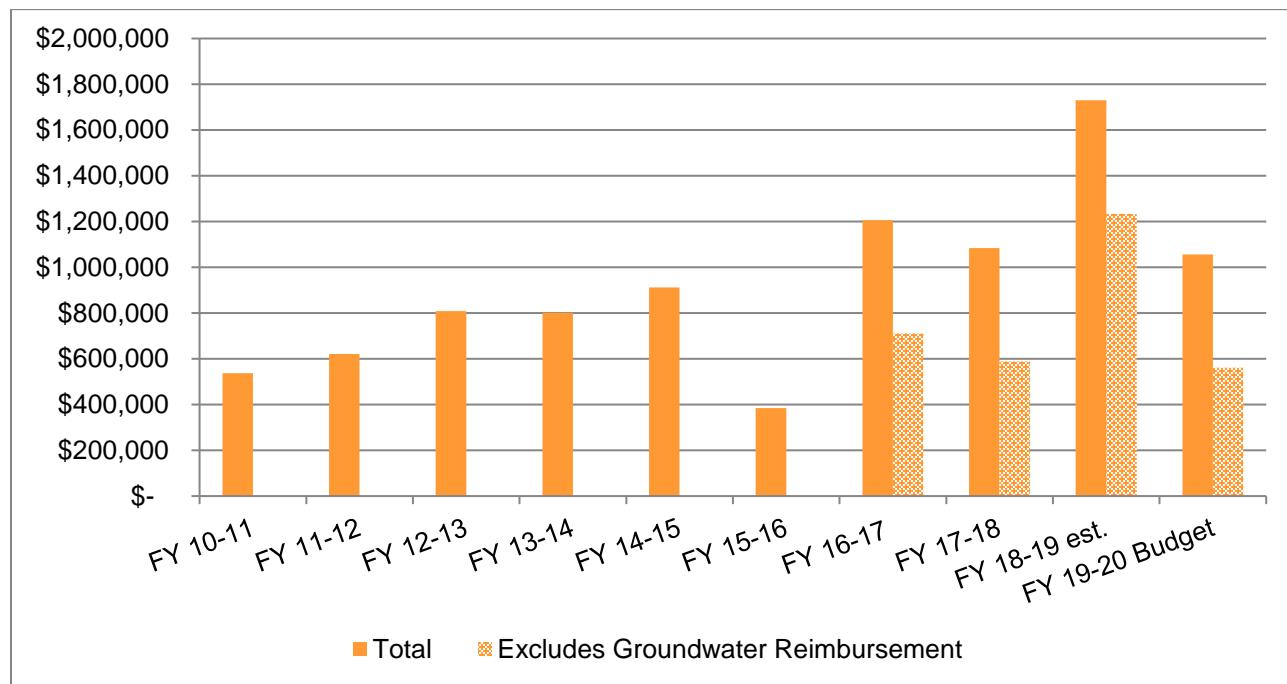


Chart 6

As illustrated in Chart 6, water supply costs increased significantly in FY 2016-17 and again in FY 2018-19.

The FY 2016-17 costs increased for two primary reasons. First, in 2008 a surface water shortage and reimbursement agreement to provide groundwater supplies during times of surface water shortage was prepared, and referenced in the signed 2008 Wholesale Water Supply Agreements. The District, in its capacity as the wholesale supplier, determined that there was a potential need for groundwater pumping between 2009 and 2013, and asked both the Citrus Heights Water District and Fair Oaks Water District to maintain their readiness to supply groundwater. In 2014, due to a potential shortage in

surface water supplies caused by a third year of drought, the District requested groundwater to be pumped. From 2009 to 2014, both districts maintained their readiness to supply groundwater, as requested, but did not submit invoices for the incremental cost until the District asked them to actually pump groundwater in 2014. At that time, the District was provided with a bill in the approximate amount of \$4 million. The District disputed the amount, and the cost was settled in FY 2016-17 at \$1,981,440, to be repaid over a 4-year period ending in FY 2019-20. The light orange bar on Chart 6 shows water supply costs for fiscal years 2016-17 through 2019-20 without the payment towards the groundwater reimbursement.

After removing the effect of the groundwater reimbursement, FY 2016-17 water supply cost still show an increase over the prior year. The agreement with PCWA required the District to pay for 25,000 acre-feet of water, regardless of how much water the District actually took. However, in periods of drought, the District is allowed to pay for the greater of 10,000 acre-feet or the actual amount delivered. With the drought officially over in FY 2016-17, the reduced demand allowance ended and the cost of the PCWA contract rose accordingly.

Water supply costs decreased in FY 2017-18, in spite of increased demand. This was due to a reduction in the cost of water purchased from PCWA. Per the contract between the District and PCWA, the cost of PCWA water is calculated as the average of the District's Central Valley Project rate and the Central Valley Project rate for the City of Roseville and PCWA. In addition, the District must pay Warren Act contract charges on the PCWA water it receives. Central Valley Project water rates and Warren Act charges are set annually by Reclamation. Due to an abundance of water supplies, Reclamation reduced the Central Valley Project rate by 35% for 2017, causing a like decrease in the District's PCWA water rate. Additionally, in December of 2017, the District negotiated an amendment to the contract with PCWA wherein the take or pay amount was reduced from 25,000 acre-feet to 12,500 acre-feet. The District still has the option to take up to 25,000 acre-feet, but is only required to pay for 12,500 acre-feet regardless of whether it takes the water or not. This cut the PCWA water supply cost to half of what it would have been otherwise.

The spike in costs in FY 2018-19 is a result of a groundwater substitution transfer. In FY 2018-19 the District sold 2,808 acre-feet of surface water to the Dudley Ridge Water District and the Kern County Water Agency. Both the Citrus Heights Water District and the Fair Oaks Water District used their groundwater instead of purchasing the District's surface water. The District compensated them for the cost of the groundwater out of the transfer proceeds. The transaction yielded net revenues but increased the water supply cost in the process.

Water supply costs for FY 2019-20 are in line with FY 2017-18 with no planned groundwater substitution transfers and no substantial change in water demand.

San Juan Water District

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Capital Spending

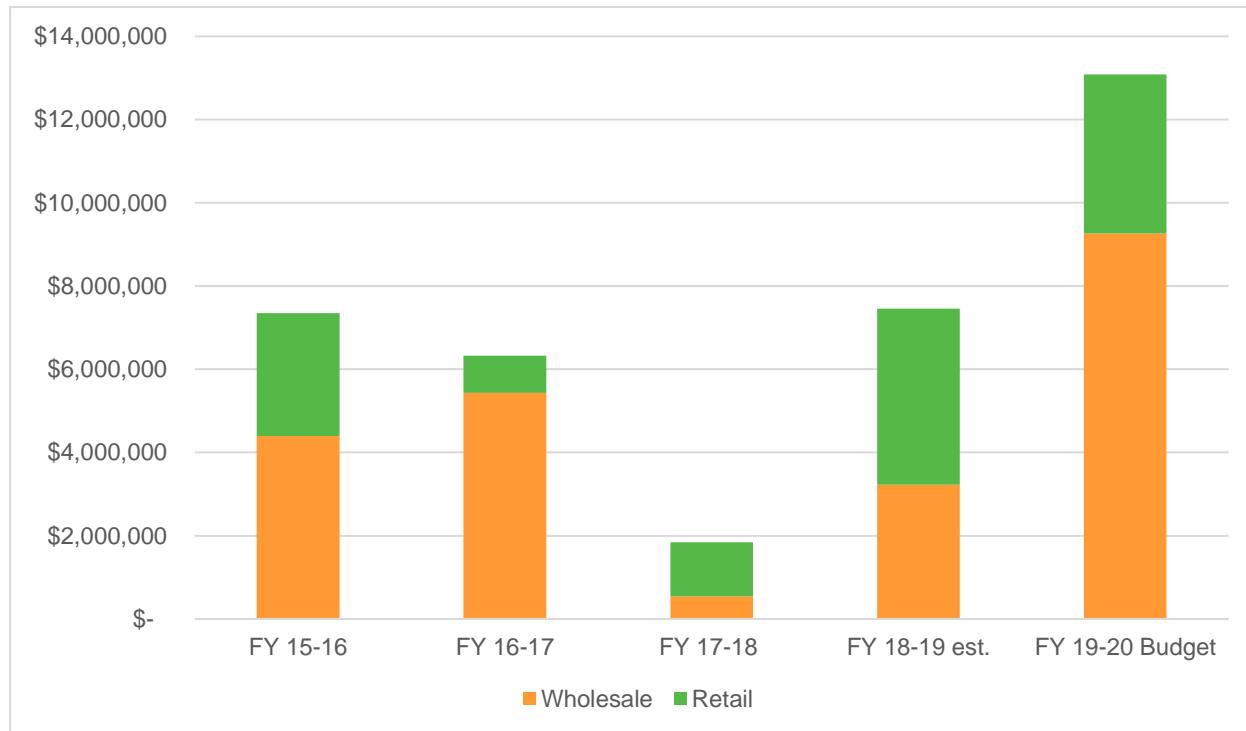


Chart 7

Capital spending has fluctuated from \$7.3 million in FY 2015-16 to a low of \$1.8 million in FY 2017-18 then increasing to a four year planned high of \$13.4 million.

The District is spending approximately \$2.8 million in FY 2018-19 on the Fair Oaks 40-Inch Pipeline Relining Project. This project rehabilitates approximately 11,000 linear feet of 40-inch aged steel pipeline located both in the City of Folsom and the County of Sacramento, in both residential properties as well as public rights of way. In FY 2019-20, the District will be spending \$4.1 million to resurface the North and South filter basin at the treatment plant, replacing filter media and nozzles in the process. Another significant project in FY 2019-20 is the planning and design for the replacement of the Hinkle Reservoir, a 62 million gallon lined and covered earthen reservoir. The cover and liner were installed in 1981 with an estimated life of 25 years. Regular maintenance has extended its life an additional 13 years but based on current condition assessment it must soon be replaced.

On the retail side, the District anticipates spending \$4.1 in FY 2018-19 on capital projects. Of that total, \$3.3 million is on pipeline replacement projects. Another \$3.97 million is planned for FY 2019-20, again mostly on replacing aged and failing pipelines. However, there is \$771,000 planned on pump station improvements and a significant amount of projects were deferred to future years due to lack of funding.

A complete list of projects planned for FY 2019-20 can be found on pages 46 and 50 of this document.

Reserve Summary

Wholesale and Retail Operating and Capital Reserves Combined

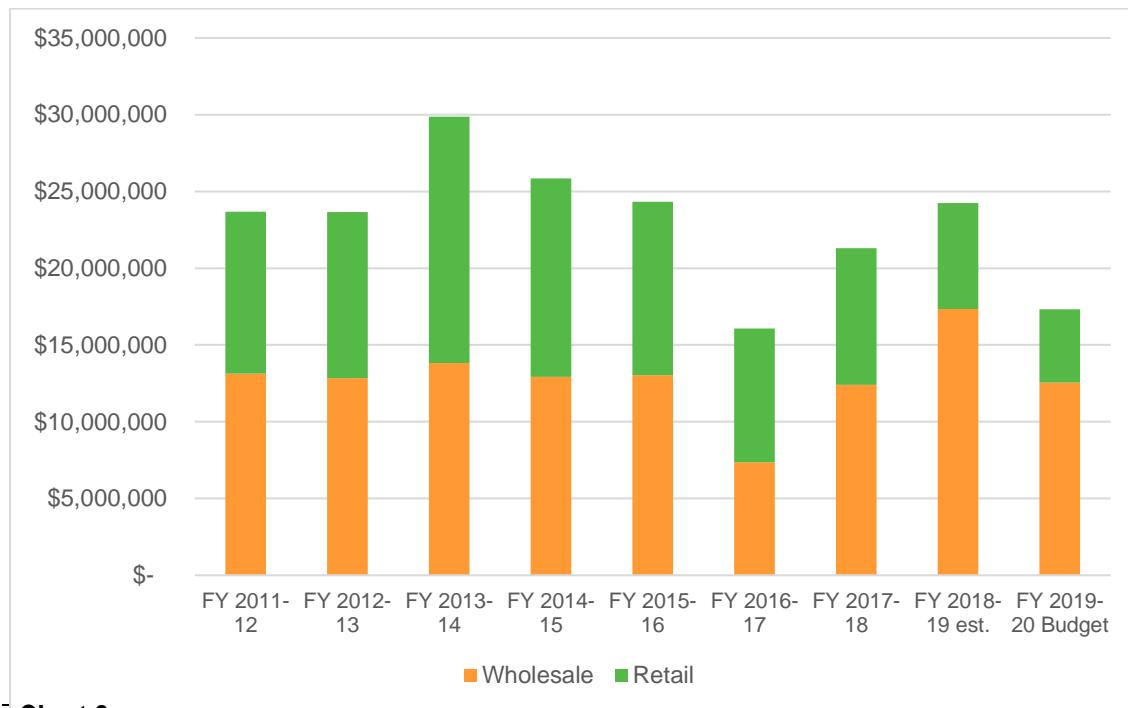


Chart 8

The combination of the Great Recession, followed by the drought, resulted in the need to defer maintenance and capital projects and utilize reserves to augment operations and critical capital projects. This is illustrated in Chart 8 by the sharp decline in District reserve balances between FY 2013-14 and 2017-18.

The District has taken several actions to improve its financial condition now and into the future, as described below:

- *Paid off Unfunded Pension Liability:* The Board authorized two large payments intended to pay off the District's unfunded pension liability. The District was paying 7.5% interest on this liability, but only earning approximately 1.5% on its reserves. In May 2017, the District remitted \$4,112,000, and in April 2018 the District paid \$2,787,800. By drawing down reserves to pay down this debt, the District will save approximately \$8.8 million over the next 15 to 20 years, with annual savings of approximately \$350,000. These savings can be used to fund critical infrastructure needs which will help reduce upward pressure on rates.
- *Debt Refinanced:* In May of 2017, the Board of Directors approved an advance refunding of the District's Series 2009A Certificates of Participation. This refinancing will save the District approximately \$11.2 million through FY 2038-39.

San Juan Water District

Fiscal Year 2019-20 Budget

- *Renegotiated contract with PCWA:* In December of 2017, the District negotiated an amendment to its contract with PCWA wherein the take or pay amount was reduced from 25,000 acre-feet to 12,500 acre-feet. The District still has the option to take up to 25,000 acre-feet, but is only required to pay for 12,500 acre-feet regardless of whether it takes the water or not. This cut the PCWA water supply cost in half, providing savings of approximately \$275,000 per year, starting in FY 2018-19.
- *Renegotiated contracts with City of Roseville (City):* Under two separate contracts, the District is obligated to provide up to 4,000 acre-feet annually to the City from the District's PCWA take or pay contract. The amendments require the City to compensate the District for maintaining the availability of 4,000 acre-feet per year water supply for the City. This will generate annual revenues of approximately \$90,000 beginning in FY 2018-19.
- *5-Year Rate Schedule:* The District completed a Five Year Financial Plan and implemented a five year rate structure in 2017 that was designed to replenish reserves while ensuring that the District can continue its mission to deliver a reliable water supply of the highest quality at reasonable and equitable costs.
- *Completion of the first groundwater substitution transfer:* The District has been working for many years to create a legal path for the sale of excess water supplies. Selling excess water supplies benefits all customers of the District as it generates additional revenues that can be used to maintain and/or improve infrastructure, reduce or eliminate the need for future debt which will reduce future upward pressure on water rates. The first groundwater transfer was completed in FY 2018-19 paving the way for more transfers in the future.



OPERATING FUNDS

San Juan Water District

Fiscal Year 2019-20 Budget

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OPERATING FUNDS

The Wholesale and Retail Operating Funds account for the operations of the District. Department operating costs are shared and split between wholesale and retail based upon the proportionate benefit received by each, which can differ from person to person, department to department and expense to expense. The major projects for the budget years are discussed in detail in the Operation Plan, which can be found on the District website. The District is comprised of the following functional areas, or departments:

Administration and General

The functional area of Administration and General is a combination of the following departments: Board of Directors, Executive, Finance, Administration, Human Resources, and Information Technology. Overall District costs related to general operations, legal, insurance, and office expenses are recorded in this category.

Customer Service

The Customer Service Department is responsible for the billing and collection of water service revenue from the District's retail customers and is the initial point of contact for customer inquiries. This includes the establishment of new water service, modifications to existing service, payments, delinquency cutoffs, and meter reading.

Distribution (Field Services)

This Department operates and maintains wholesale and retail water transmission and distribution pipelines ranging in size from 6" to 96" in diameter and totaling over 217 miles in length, including water meters, air release values and other appurtenances. The Department also maintains and operates six pump stations and three reservoirs ranging from 0.05 to 4.56 million gallons within the retail system. The Department responds to emergency repairs, works directly with customers, and monitors and maintains water quality standards in the system to meet all federal and state drinking standards.

Engineering Services

This Department is responsible for planning, designing and managing capital improvement projects, assisting with operational improvements, and assisting with maintenance activities which contain an engineering component.

Water Efficiency

The Water Efficiency Department is responsible for creating and implementing programs and services that reduce water use to meet federal, state and local commitments.

Water Treatment

This Department maintains and operates the Plant. The Plant is staffed and operated continuously, 24 hours per day, 7 days per week and 365 days per year. The Department also maintains the Hinkle Reservoir, a 62 million gallon floating cover reservoir, where treated water is stored prior to distribution. The Plant supplies potable water to the Citrus Heights Water District, Fair Oaks Water District, Orange Vale Water Company, Ashland, Sacramento Suburban Water District, and the District's retail service area.

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Wholesale Operating Fund

The Wholesale Operating Fund is used to account for the operating revenues and expenses of the wholesale division. This includes the acquisition of raw water, operation and maintenance of the Plant, and the related administrative support to conduct wholesale water activities. This fund holds and is used to report on all wholesale operating reserves. Details on projects funded for the year can be found in the District's Operations Plan, located on the website.

PROPOSED FISCAL YEAR 2019-20 BUDGET

<u>Wholesale Operations</u>		
Est. Beginning Available Reserves July 1, 2018	\$	1,904,966
Revenues		
Water Sales		12,072,700
Other Revenues		187,200
Total Revenues	\$	<u>12,259,900</u>
Expenses		
Salaries & Benefits		3,712,900
Water Supply		1,055,900
Other Expenses		2,706,600
Debt Service - Interest		928,000
Debt Service - Principal		698,500
Total Expenses	\$	<u>9,101,900</u>
Net Income	\$	<u>3,158,000</u>
Transfer In/(Out)		(3,242,500)
Est. Ending Available Reserves June 30, 2019	\$	<u>1,820,466</u>

San Juan Water District

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WHOLESALE OPERATING FUND SUMMARY

	FY 2016-17	FY 2017-18	FY 2018-19 Estimated	FY 2019-20 Budget
Est. Beginning Available Reserves	\$ 3,859,913	\$ 2,175,888	\$ 2,390,365	\$ 1,904,966
Revenues				
Water Sales	9,477,539	10,492,472	13,002,000	12,072,700
Other Revenues	98,347	561,569	245,700	187,200
Total Revenues	<u>\$ 9,575,886</u>	<u>\$ 11,054,041</u>	<u>\$ 13,247,700</u>	<u>\$ 12,259,900</u>
Expenses				
Administration and General				
Salaries & Benefits	\$ 1,414,760	\$ 1,226,834	\$ 1,307,300	\$ 1,279,500
Professional Services	519,365	387,603	517,000	380,500
Maintenance and Repair	78,370	95,217	91,900	108,600
Materials and Supplies	25,597	11,189	14,000	12,000
Public Outreach	136,508	140,048	116,500	123,100
Other Expenses	325,388	244,986	288,500	437,500
Total Administration and General	<u>2,499,986</u>	<u>2,105,877</u>	<u>2,335,200</u>	<u>2,341,200</u>
Water Treatment Plant				
Salaries & Benefits	1,423,323	1,670,157	1,778,200	1,962,600
Professional Services	16,275	47,374	283,200	90,400
Maintenance and Repair	239,509	308,050	289,700	386,300
Materials and Supplies	497,093	467,194	491,600	579,200
Other Expenses	137,594	159,648	265,800	272,400
Total Water Treatment Plant	<u>2,313,794</u>	<u>2,652,424</u>	<u>3,108,500</u>	<u>3,290,900</u>
Water Supply				
Placer County Water Agency	562,728	451,198	387,700	412,200
Purchase of Treated Water (Groundwater)	495,400	495,360	1,197,400	495,400
Pumping to Treatment Plant	104,679	92,267	93,000	95,000
Pre - 1914 Water Rights Water	20,337	21,252	22,500	23,500
Central Valley Project Water	3,477	-	2,700	-
Other	18,763	23,756	26,200	29,800
Total Water Supply	<u>1,205,385</u>	<u>1,083,833</u>	<u>1,729,500</u>	<u>1,055,900</u>
Engineering				
Salaries & Benefits	297,070	323,952	334,500	369,600
Professional Services	10,280	4,091	52,100	364,400
Maintenance and Repair	2,176	907	2,000	800
Materials and Supplies	1,257	2,375	2,800	3,000
Other Expenses	5,952	15,688	8,700	9,000
Total Engineering	<u>316,736</u>	<u>347,013</u>	<u>400,100</u>	<u>746,800</u>
Water Efficiency				
Salaries & Benefits	6,439	-	-	-
Professional Services	200	-	8,000	8,000
Maintenance and Repair	15,808	11,548	23,500	20,000
Materials and Supplies	8,980	-	100	100
Other Expenses	4,439	4,008	11,600	10,900
Total Conservation	<u>35,866</u>	<u>15,556</u>	<u>43,200</u>	<u>39,000</u>
Non-Departmental				
Debt Service - Principal	607,471	906,167	675,900	698,500
Debt Service - Interest	1,321,229	917,950	955,000	928,000
Addl. Pymt. Towards Unfunded Pension Liability	1,768,160	1,175,000	-	-
Other	189,083	1,903	1,500-	1,600-
Total Non-Departmental	<u>3,885,942</u>	<u>3,001,020</u>	<u>1,632,400</u>	<u>1,628,100</u>
Total Expenses	<u>\$ 10,257,709</u>	<u>\$ 9,205,723</u>	<u>\$ 9,248,900</u>	<u>\$ 9,101,900</u>
Transfers (To)/From:				
Establish Capital Reserve Fund	-	-	-	-
Capital Outlay Fund for Pension Liability Payment	1,311,067	-	-	-
Year End Transfer (To)/From Capital Outlay Fund	(2,313,269)	(1,633,841)	(4,484,200)	(3,242,500)
Est. Ending Available Reserves	\$ 2,175,888	\$ 2,390,365	\$ 1,904,966	\$ 1,820,465

San Juan Water District

Fiscal Year 2019-20 Budget

Retail Operating Fund

The Retail Operating Fund is used to account for the operating revenues and expenses of the retail service area. This includes the payment to the wholesale fund for the cost of treated water, as well as the distribution of the treated water to all customers in the District's retail service area, including related administrative support. This fund holds and is used to report on all retail operating reserves. Details on projects funded for the year can be found in the District's Operations Plan, which will be located on the website after the budget is approved.

PROPOSED FISCAL YEAR 2019-20 BUDGET

Est. Beginning Available Reserves July 1, 2019	\$ 2,213,684
Revenues	
Water Sales	12,399,400
Other Revenues	491,500
Total Revenues	<u>\$ 12,890,900</u>
Expenses	
Salaries & Benefits	5,040,100
Treated Water	3,370,700
Other Expenses	3,083,700
Debt Service - Interest	516,199
Debt Service - Principal	386,600
Total Expenses	<u>\$ 12,397,300</u>
Net Income	<u>\$ 493,599</u>
Transfer In/(Out)	(227,700)
Est. Ending Available Reserves June 30, 2020	<u>\$ 2,479,583</u>

San Juan Water District

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RETAIL OPERATING FUND SUMMARY

	FY 2016-17	FY 2017-18	FY 2018-19 Estimated	FY 2019-20 Budget
Est. Beginning Available Reserves	\$ 3,228,016	\$ 3,160,923	\$ 1,973,484	\$ 2,213,684
Revenues				
Water Sales	9,114,488	10,922,285	11,493,800	12,399,400
Other Revenues	510,445	420,874	543,000	491,500
Total Revenues	<u>\$ 9,624,933</u>	<u>\$ 11,343,159</u>	<u>\$ 12,036,800</u>	<u>\$ 12,890,900</u>
Expenses				
Administration and General				
Salaries & Benefits	\$ 1,204,557	\$ 988,595	\$ 1,041,600	\$ 1,135,900
Professional Services	141,252	93,944	243,600	111,300
Maintenance and Repair	117,581	99,790	112,400	82,500
Materials and Supplies	16,283	11,193	14,200	11,900
Public Outreach	55,450	69,880	67,200	67,000
Other Expenses	222,347	164,355	177,900	240,200
Total Administration and General	<u>1,757,470</u>	<u>1,427,757</u>	<u>1,656,900</u>	<u>1,648,800</u>
Distribution System				
Salaries & Benefits	1,974,364	2,191,941	2,402,500	2,541,900
Professional Services	57,868	49,471	115,000	201,500
Maintenance and Repair	427,874	432,393	550,200	957,700
Materials and Supplies	199,386	199,884	246,500	277,400
Other Expenses	307,889	367,126	412,100	418,500
Total Distribution System	<u>2,967,381</u>	<u>3,240,815</u>	<u>3,726,300</u>	<u>4,397,000</u>
Water Supply				
Purchase Water from Wholesale	2,754,619	3,336,366	3,091,300	3,370,700
Total Water Supply	<u>2,754,619</u>	<u>3,336,366</u>	<u>3,091,300</u>	<u>3,370,700</u>
Engineering				
Salaries & Benefits	312,434	332,954	369,600	398,300
Professional Services	2,019	11,253	58,100	283,400
Maintenance and Repair	2,824	907	2,000	1,400
Materials and Supplies	3,512	9,212	3,500	4,300
Other Expenses	6,120	5,773	83,900	84,600
Total Engineering	<u>326,910</u>	<u>360,099</u>	<u>517,100</u>	<u>772,000</u>
Water Efficiency				
Salaries & Benefits	401,153	331,014	372,100	397,300
Rebates and Programs	19,095	18,807	26,400	26,100
Professional Services	64,958	458	3,100	2,600
Maintenance and Repair	3,288	139	1,500	1,500
Materials and Supplies	272	5,620	2,100	1,800
Other Expenses	21,236	23,515	37,300	43,800
Total Conservation	<u>510,001</u>	<u>379,554</u>	<u>442,500</u>	<u>473,100</u>
Customer Service				
Salaries & Benefits	405,328	416,338	466,100	566,700
Professional Services	86,922	153,176	125,000	120,000
Maintenance and Repair	1,498	4,751	5,500	3,000
Materials and Supplies	30,882	34,384	31,300	36,600
Other Expenses	52,872	68,142	99,200	105,100
Total Customer Service	<u>577,501</u>	<u>676,790</u>	<u>727,100</u>	<u>831,400</u>
Non-Departmental				
Debt Service - Principal	320,355	503,834	374,100	386,600
Debt Service - Interest	769,559	545,299	531,000	516,199
Addl. Pymt. Towards Unfunded Pension Liability	2,343,840	1,670,064	-	-
Other	74,848	(32,608)	1,500	1,500
Total Non-Departmental	<u>3,508,602</u>	<u>2,686,588</u>	<u>906,601</u>	<u>904,300</u>
Total Expenses	\$ 12,402,484	\$ 12,107,970	\$ 11,067,801	\$ 12,397,300
Transfers (To)/From:				
Establish Capital Reserve Fund	-	-	-	-
Capital Outlay Fund for Pension Liability Payment	1,976,828	-	-	-
Year End Transfer (To)/From Capital Outlay Fund	733,630	(422,628)	(728,800)	(227,700)
Est. Ending Available Reserves	\$ 3,160,923	\$ 1,973,484	\$ 2,213,684	\$ 2,479,583

San Juan Water District

Fiscal Year 2019-20 Budget

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San Juan Water District

Fiscal Year 2019-20 Budget



CAPITAL FUNDS

San Juan Water District

Fiscal Year 2019-20 Budget

Wholesale Capital Outlay Fund

This fund was created in FY 2015-16 to receive and separately account for revenues that are designated by the Board of Directors to be utilized solely for wholesale capital expenditures and to account for the acquisition of wholesale capital assets, including large scale maintenance of capital assets and improvements made to such assets. Capital reserves were transferred out of operating into this new fund upon fund creation. This fund now holds and is used to report on all wholesale capital reserves. Details on the capital projects can be found in the District's Operations Plan on the website.

PROPOSED FISCAL YEAR 2019-20 BUDGET

<u>Wholesale Capital Outlay</u>		
Est. Beginning Available Reserves July 1, 2019	\$	15,440,062
Revenues		
Capital Contributions		43,700
Taxes & Assessments		1,123,000
Connection Fees		100,000
Other Revenues		145,000
Total Revenues	\$	1,411,700
Expenses		
Capital Improvement Projects		7,119,900
Maintenance - Facility		2,253,500
Total Expenses	\$	9,373,400
Net Income	\$	(7,961,700)
Transfer In/(Out)		3,242,500
Est. Ending Available Reserves June 30, 2020	\$	10,720,862

WHOLESALE CAPITAL OUTLAY FUND SUMMARY

	FY 2016-17	FY 2017-18	FY 2018-19 Estimated	FY 2019-20 Budget
Est. Beginning Available Reserves	\$ 9,162,739	\$ 6,708,354	\$ 10,012,861	\$ 15,440,062
Revenues				
Taxes & Assessments	1,018,486	1,061,598	1,101,000	1,123,000
Capital Contributions	651,202	950,048	2,687,700	43,700
Rebates	180,878	-	-	-
Connection Fees	36,066	152,351	150,000	100,000
Other Revenues	54,577	46,021	146,000	145,000
Total Revenues	\$ 1,941,208	\$ 2,210,018	\$ 4,084,700	\$ 1,411,700
Expenses				
Facility Maintenance	172,414	245,132	2,868,500	934,000
Land Improvements	-	-	27,000	638,000
Water Treatment Plant Improvements	5,897,498	228,980	88,600	6,610,000
Buildings & Improvements	8,771	-	11,500	68,800
Reservoirs & Improvements	-	35,932	68,900	785,100
Equipment and Furniture	8,644	25,802	57,200	214,500
Software	5,606	19,677	58,300	85,000
Vehicles	1,070	-	-	38,000
Contributions to Others	(719,985)	(23,477)	(38,300)	-
Mains/Pipelines & Improvements	55,853	7,306	-	-
Total Expenses	\$ 5,429,871	\$ 539,352	\$ 3,141,700	\$ 9,373,400
Net Income	\$ (3,488,663)	\$ 1,670,666	\$ 943,000	\$ (7,961,700)
Transfer In	2,345,345	1,633,841	4,484,200	3,242,500
Transfer Out	(1,311,067)	-	-	-
Est. Ending Available Reserves	\$ 6,708,354	\$ 10,012,861	\$ 15,440,062	\$ 10,720,862

San Juan Water District

Fiscal Year 2019-20 Budget

The **Wholesale Capital Outlay Budget** includes spending on the following projects in FY 2019-20:

Facility Maintenance:	
Clarifier Wall Lining & Leakage Repairs ²	522,000
Hinkle Reservoir 48" Bypass Pipe Cleaning & Repair (1,020 LF WSP) ²	317,000
Replace Chlorine Piping ³	58,000
Resurface North and South Filter Basin Walls ²	37,000
Land Improvements:	
WTP Site Paving, Slurry Seal and Re-Stripe ²	225,000
Replace Solar Site Access Culvert ³	198,000
Replace East Campus Fence (along bike trail) ³	162,000
Replace Security Fence West End of WTP at WEL Garden ¹	34,000
Install Perimeter Fencing for Barton Road Parcel ¹	19,000
Water Treatment Plant Improvements:	
Filter Floor Repairs & Media/Nozzle Replacement North & South Basins ²	4,828,000
Rehabilitation of two Backwash Hoods ²	580,000
Construct Solids Containment Area and Handling Improvements ¹	454,000
Lime Tower Assessment, Design and Replacement ²	406,000
ARC Flash Assessment and Improvements ²	87,000
Replace Backwash Hood Track and Rail ²	75,000
Replace Solids Handling Building Variable Frequency Drives ³	41,000
Replace Tag Lines Backwash Hoods ³	35,000
Install Fiber Optic Cabling to Solids Handling Building ³	30,000
Lime System Control & Feeder System Improvements ³	24,000
Replace Three ProMinet c12 Sensor and Sensor Cabinets ³	20,000
Replace Depolox Analyzers ³	17,000
Replace Sludge Feed Pump ³	13,000
Building Improvements:	
Design Security Improvements ¹	52,000
Fire System Upgrades in Administration Building ¹	8,800
Administration Building Integrated Life Safety Upgrades ³	8,000
Reservoir Improvements:	
Replace Hinkle Reservoir Cover & Liner - Planning & Design ³	758,000
Replace Hinkle Reservoir Outlet Actuator Equipment - Planning & Design ³	8,000
Rehabilitate Hinkle Reservoir Inlet Structure - Planning & Design ³	19,100
Equipment and Furniture:	
Replace Three Thickener Access Ladders ³	67,000
Replace SCADA Radios - South Phase ³	57,000
Replace Phone System ¹	30,000
Replace Four HP Servers ³	26,000
Replace Solar Facility Inverter ³	23,000
Purchase Two Chicken Switch Actuators and One Remote Operator ³	11,500
Software:	
Replace Computerized Maintenance Management System ³	50,000
GIS Implementation ¹	25,000
Purchase Tyler Content Management and Output Director ¹	10,000
Vehicles:	
Replacement of Vehicle #29 Dodge Dakota ²	38,000
Total Capital Improvement Projects	\$ 9,373,400

Effect on Future Maintenance Costs

¹ - Increase

² - Decrease

³ - No Effect

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San Juan Water District

Fiscal Year 2019-20 Budget

Retail Capital Outlay Fund

This fund was created in FY 2015-16 to receive and separately account for revenues that are designated by the Board of Directors to be utilized solely for retail capital expenditures and to account for the acquisition of retail capital assets, including large scale maintenance of capital assets and improvements made to such assets. Capital reserves were transferred out of operating into this new fund upon fund creation. This fund now holds and is used to report on all retail capital reserves. Details on the projects can be found in the Districts Operations Plan, which can be found on the website.

PROPOSED FISCAL YEAR 2019-20 BUDGET

Retail Capital Outlay

Est. Beginning Available Reserves July 1, 2019	\$	4,679,241
Revenues		
Taxes & Assessments		1,123,000
Connection Fees		100,000
Other Revenues		150,000
Total Revenues	\$	1,373,000
Expenses		
Capital Improvement Projects		3,766,300
Facility Maintenance & Professional Services		221,000
Total Expenses	\$	3,987,300
Net Income	\$	(2,614,300)
Transfer In/(Out)		227,700
Est. Ending Available Reserves June 30, 2020	\$	2,292,641

RETAIL CAPITAL OUTLAY FUND SUMMARY

	FY 2016-17	FY 2017-18	FY 2018-19 Estimated	FY 2019-20 Budget
Est. Beginning Available Reserves	\$ 8,618,431	\$ 6,444,253	\$ 6,921,926	\$ 4,679,241
Revenues				
Taxes & Assessments	1,018,486	1,061,598	1,101,000	1,123,000
Connection Fees	363,637	245,318	100,000	100,000
Other Revenues	53,286	50,650	159,000	150,000
Total Revenues	\$ 1,435,408	\$ 1,357,565	\$ 1,360,000	\$ 1,373,000
Expenses				
Mains/Pipelines & Improvements	\$ 148,568	\$ 705,085	\$ 3,342,700	\$ 2,213,000
Professional Services	-	897	-	308,000
Pump Stations & Improvements	35,065	346,549	184,585	848,800
Software	8,409	107,995	181,800	234,500
Buildings & Improvements	-	933	164,300	-
Equipment and Furniture	164,593	24,684	78,500	165,000
Land Improvements	-	8,086-	-	20,000
Reservoirs & Improvements	443,331	-	-	-
Vehicles	96,455	64,789	-	198,000
Maintenance & Professional Services	2,708	43,502	106,300	-
Total Expenses	\$ 899,129	\$ 1,302,520	\$ 4,058,185	\$ 3,987,300
Net Income	\$ 536,279	\$ 55,045	\$ (2,698,185)	\$ (2,614,300)
Transfer In	-	422,628	455,500	227,700
Transfer Out	(2,710,457)	-	-	-
Est. Ending Available Reserves	\$ 6,444,253	\$ 6,921,926	\$ 4,679,241	\$ 2,292,641

San Juan Water District

Fiscal Year 2019-20 Budget

The **Retail Capital Outlay Budget** includes spending on the following projects in FY 2019-20:

<i>Main Distribution Line Replacements/Improvements:</i>	
Spahn Ranch Rd. Mainline Extension (1,560 LF 8 inch) ¹	620,000
Install 12" Main Line on Cavitt Stallman between Mystery Creek and Oak Pines w/ PRS ¹	441,000
Replaced 18 Services on Woodminister ²	266,000
Construct Kokila SJWD/PCWA Intertie ¹	236,000
Replace 250 LF 6" Main and Services on 7975 - 8005 Auburn Folsom Road ²	193,000
Install 3 Master Meters at Shopping Center on SE Corner of Douglas & Auburn Folsom Road ²	131,000
Replace 8 Services on Margo Lane ²	112,000
Replace 5 Fire Hydrants ³	58,000
Construct Access Port on Bacon 33" and Sierra 30" lines ³	55,000
Replace Air Vacuum Relief Valves at 5 Locations ³	51,000
Install Eckerman 8 inch Tie In (50 LF South Connection to "The Park" Subdivision) ²	50,000
<i>Pump Station & Pressure Reducing Station Improvements:</i>	
Purchase and Install Upper and Lower Granite Bay Pump Station Low Flow Pumps ²	192,500
Purchase and Install New Bacon Pump Station Cooling Improvements (HVAC) ²	94,300
Douglas Pump Station Improvements (Pumps, Motors, Electrical, etc.) ²	87,000
ARC Flash Assessment and Improvements ²	70,000
Install Lower Granite Bay - Crown Point Emergency Intertie ¹	69,200
Replace American River Canyon South #1 and #4 Variable Frequency Drives ³	60,000
Replace Canyon Falls Village Pressure Reducing Station ²	54,000
Bacon Booster Pump Station (Bacon, ARC-N, Sierra) Electrical Improvements ²	52,000
Douglas Booster Pump Station Electrical Improvements ²	42,800
Bacon Pump Station Security Improvements ³	35,000
Replace and Relocate Sierra #2 and #3 Variable Frequency Drives ³	34,000
Replace Bacon #1 Variable Frequency Drive ³	25,000
Install Upper Granite Bay Auxiliary Genset Receptacle ³	18,000
Replace Douglas Pump Station Endress & Hauser Magnetic Meter ³	15,000
<i>Professional Services:</i>	
Retail Master Plan ³	308,000
<i>Land Improvements:</i>	
Replace Bacon Perimeter Fencing ³	20,000
<i>Software:</i>	
Replace Computerized Maintenance Management System ³	150,000
GIS Implementation ¹	74,500
Purchase Tyler Content Management and Output Director ¹	10,000
<i>Equipment:</i>	
Replace SCADA Radios - South Phase ³	109,000
Replace Phone System ¹	30,000
Replace Four HP Servers ³	26,000
<i>Vehicles:</i>	
Replace Vehicle #5 Distribution 2007 F-350 Pump Crew Truck ²	85,000
Replace Vehicle #28 Distribution 2008 F-450 Service Truck ²	70,000
Replace Vehicle #15 Distribution 2010 F-150 Pump Lead Truck ²	43,000
Total Capital Improvement Projects	\$3,987,300

Effect on Future Maintenance Costs

¹ - Increase

² - Decrease

³ - No Effect



SUPPLEMENTAL INFORMATION

San Juan Water District

Fiscal Year 2019-20 Budget

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Transfers In and Transfers Out

Transfers In and Transfers Out represent accounting methods to move resources (usually cash) from one fund to another. Transfers in represent resources being brought into that fund. Whereas, transfers out represent resources being taken from that fund.

Transfer In To:

Wholesale Capital Fund	\$ 3,242,500
Retail Capital Fund	\$ 227,700

Total Transfers In**\$ 3,470,200****Transfer Out From:**

Wholesale Operating Fund	\$ 3,242,500
Retail Operating Fund	\$ 227,700

Total Transfers Out**\$ 3,470,200**

San Juan Water District

Fiscal Year 2019-20 Budget

Debt Service Schedules

Refunding Revenue Bonds, Series 2012A Debt Service Schedule - Fiscal Year Basis

Fiscal Year	Principal		Interest		Total		Combined Debt Service
	Wholesale	Retail	Wholesale	Retail	Wholesale	Retail	
2020	\$ 324,050	\$ 175,950	\$ 299,492	\$ 162,616	\$ 623,542	\$ 338,566	\$ 962,108
2021	343,493	186,507	282,885	153,598	626,378	340,105	966,483
2022	359,696	195,305	265,373	144,090	625,068	339,394	964,463
2023	375,898	204,102	247,050	134,141	622,948	338,243	961,192
2024	395,341	214,659	231,145	125,505	626,486	340,164	966,650
2025	408,303	221,697	219,123	118,977	627,426	340,674	968,100
2026	421,265	228,735	202,762	110,094	624,027	338,829	962,856
2027	440,708	239,292	180,220	97,855	620,928	337,147	958,075
2028	463,392	251,609	156,587	85,022	619,979	336,631	956,609
2029	489,316	265,685	131,692	71,505	621,007	337,189	958,197
2030	511,999	278,001	105,507	57,287	617,506	335,288	952,794
2031	541,164	293,837	77,989	42,346	619,152	336,182	955,334
2032	570,328	309,672	48,940	26,573	619,268	336,245	955,513
2033	599,493	325,508	18,359	9,969	617,852	335,476	953,328
Outstanding	\$ 6,244,444	\$ 3,390,557	\$ 2,467,124	\$ 1,339,579	\$ 8,711,567	\$ 4,730,135	\$ 13,441,702
Paid 2012-2019	\$ 2,585,919	\$ 1,404,081	\$ 2,440,986	\$ 1,325,386	\$ 5,026,905	\$ 2,729,467	\$ 7,756,373
Total	\$ 8,830,363	\$ 4,794,638	\$ 4,908,110	\$ 2,664,965	\$ 13,738,473	\$ 7,459,602	\$ 21,198,075
	combined	\$ 13,625,000	combined	\$ 7,573,075			

Refunding Revenue Bonds, Series 2017
Debt Service Schedule - Fiscal Year Basis

Fiscal Year	Principal		Interest		Total		Combined Debt Service
	Wholesale	Retail	Wholesale	Retail	Wholesale	Retail	
2020	\$ 374,400	\$ 210,600	\$ 628,520	\$ 353,543	\$ 1,002,920	\$ 564,143	\$ 1,567,063
2021	387,200	217,800	613,331	344,998	1,000,531	562,798	1,563,329
2022	403,200	226,800	597,576	336,137	1,000,776	562,937	1,563,713
2023	419,200	235,800	582,055	327,406	1,001,255	563,206	1,564,460
2024	435,200	244,800	564,429	317,492	999,629	562,292	1,561,921
2025	454,400	255,600	542,269	305,027	996,669	560,627	1,557,296
2026	476,800	268,200	519,083	291,984	995,883	560,184	1,556,067
2027	502,400	282,600	494,709	278,274	997,109	560,874	1,557,983
2028	528,000	297,000	469,056	263,844	997,056	560,844	1,557,900
2029	553,600	311,400	442,123	248,694	995,723	560,094	1,555,817
2030	585,600	329,400	413,776	232,749	999,376	562,149	1,561,525
2031	611,200	343,800	383,963	215,979	995,163	559,779	1,554,942
2032	643,200	361,800	352,736	198,414	995,936	560,214	1,556,150
2033	675,200	379,800	325,536	183,114	1,000,736	562,914	1,563,650
2034	1,318,400	741,600	291,747	164,107	1,610,147	905,707	2,515,854
2035	1,369,600	770,400	238,157	133,964	1,607,757	904,364	2,512,121
2036	1,424,000	801,000	182,467	102,637	1,606,467	903,637	2,510,104
2037	1,481,600	833,400	129,177	72,662	1,610,777	906,062	2,516,839
2038	1,529,600	860,400	80,375	45,211	1,609,975	905,611	2,515,585
2039	1,580,800	889,200	29,969	16,858	1,610,769	906,058	2,516,827
Outstanding	\$ 15,753,600	\$ 8,861,400	\$ 7,881,053	\$ 4,433,092	\$ 23,634,653	\$ 13,294,492	\$ 36,929,145
Paid 2017-2019	\$ 966,400	\$ 543,600	\$ 1,319,690	\$ 742,325	\$ 2,286,090	\$ 1,285,925	\$ 3,572,015
Total	\$ 16,720,000	\$ 9,405,000	\$ 9,200,742	\$ 5,175,417	\$ 25,920,742	\$ 14,580,417	\$ 40,501,160
	combined	\$ 26,125,000	combined	\$ 14,376,160			

Labor Allocation

As mentioned previously, many employees are shared by wholesale and retail to maximize efficiency and eliminate the need for redundant positions. The table on the next page shows all District positions and their respective cost sharing between wholesale and retail based on their assigned duties.

San Juan Water District

Fiscal Year 2019-20 Budget

Dept.	Position Title	Budgeted in FY17-18	Budgeted in FY18-19	Budgeted in Fiscal Year 2019-2020				
				# Budgeted	Wholesale Allocation	Retail Allocation	Wholesale FTE	Retail FTE
Executive								
General Manager	1.00	1.00	1.00	90%	10%	0.90	0.10	
Assistant General Manager ¹	1.00	0.00	0.00					
Water Resources Manager	1.00	1.00	1.00	90%	10%	0.90	0.10	
Information Technology Manager	1.00	1.00	1.00	50%	50%	0.50	0.50	
Board Secretary/Administrative Assistant	1.00	1.00	1.00	50%	50%	0.50	0.50	
Total Executive	5.00	4.00	4.00			2.80	1.20	
Finance and Administrative Services								
Director of Finance	1.00	1.00	1.00	50%	50%	0.50	0.50	
Finance and Administrative Services Analyst	1.00	1.00	1.00	50%	50%	0.50	0.50	
Accountant	1.00	1.00	1.00	50%	50%	0.50	0.50	
Purchasing Agent	1.00	1.00	1.00	50%	50%	0.50	0.50	
Accounting Technician II	1.00	1.00	1.00	50%	50%	0.50	0.50	
Total Finance and Administrative Services	5.00	5.00	5.00			2.50	2.50	
Customer Service								
Customer Service Manager	0.50	0.50	0.50	0%	100%	-	0.50	
Meter Technician	1.00	1.00	1.00	0%	100%	-	1.00	
Customer Service Technician I - III ²	2.00	2.00	3.00	0%	100%	-	3.00	
Total Customer Service	3.50	3.50	4.50			-	4.50	
Engineering Service								
Engineering Services Manager	1.00	1.00	1.00	50%	50%	0.50	0.50	
Associate/Senior Engineer	1.00	1.00	1.00	50%	50%	0.50	0.50	
Engineering Technician III	1.00	1.00	1.00	50%	50%	0.50	0.50	
Construction Inspector III	1.00	1.00	1.00	50%	50%	0.50	0.50	
Total Engineering Service	4.00	4.00	4.00			2.00	2.00	
Field Services (Distribution System)								
Operations Manager	0.60	0.60	0.60	0%	100%	-	0.60	
Safety-Regulatory Compliance Coordinator	0.00	0.50	0.50	0%	100%	-	0.50	
Field Services Manager	1.00	1.00	1.00	0%	100%	-	1.00	
Pump Station Lead	1.00	1.00	1.00	0%	100%	-	1.00	
Distribution Lead Worker	2.00	2.00	2.00	0%	100%	-	2.00	
Distribution Operator II - IV ³	8.00	8.00	7.00	0%	100%	-	7.00	
Pump Station Technician/Mechanic	1.00	1.00	1.00	0%	100%	-	1.00	
CMMS/GIS Coordinator ⁴	0.00	0.00	0.75	0%	100%	-	0.75	
Utilities Coordinator	1.00	1.00	1.00	0%	100%	-	1.00	
Total Field Services (Distribution System)	14.60	15.10	14.85			-	14.85	
Water Efficiency								
Customer Service Manager	0.50	0.50	0.50	0%	100%	-	0.50	
Water Efficiency Lead	1.00	1.00	1.00	0%	100%	-	1.00	
Water Efficiency Technician I - II	2.00	2.00	2.00	0%	100%	-	2.00	
Total Water Efficiency	3.50	3.50	3.50			-	3.50	
Water Treatment Plant								
Operations Manager	0.40	0.40	0.40	100%	0%	0.40	-	
Safety-Regulatory Compliance Coordinator	0.00	0.50	0.50	100%	0%	0.50	-	
Water Treatment Plant Manager	1.00	1.00	1.00	100%	0%	1.00	-	
Maintenance Chief	1.00	1.00	1.00	100%	0%	1.00	-	
Chief Operator	1.00	1.00	1.00	100%	0%	1.00	-	
Water Treatment Plant Operator IV	2.00	2.00	2.00	100%	0%	2.00	-	
Water Treatment Plant Operator III	2.00	2.00	2.00	100%	0%	2.00	-	
Water Treatment Plant Operator II	1.00	1.00	1.00	100%	0%	1.00	-	
Electrical & Instrumentation Technician	1.00	1.00	1.00	70%	30%	0.70	0.30	
CMMS/GIS Coordinator ⁴	0.00	0.00	0.25	100%	0%	0.25	-	
Facilities Maintenance Worker II	1.00	1.00	1.00	100%	0%	1.00	-	
Facilities Maintenance Help	1.00	1.00	1.00	70%	30%	0.70	0.30	
Total Water Treatment Plant	11.40	11.90	12.15			11.55	0.60	
Total Funded Full Time Equivalents (FTE)	47.00	47.00	48.00			18.85	29.15	

¹ Assistant General Manager position was eliminated during Fiscal Year 2017-2018.

² Safety-Regulatory Compliance Coordinator was a new position approved by the Board during Fiscal Year 2017-2018.

³ Distribution Operator position was replaced by the CMMS/GIS Coordinator during Fiscal Year 2018-2019.

⁴ CMMS/GIS Coordinator is a new position approved by the Board during Fiscal Year 2018-2019.

Board Resolution

Glossary of Terms

The budget contains specialized and technical terminology and acronyms that are unique to public finance and budgeting. To assist the reader in understanding these terms and acronyms, a budget glossary has been included herein.

Term	Definition
Acre-Foot	The volume of water that will cover one acre to a depth of one foot. One acre-foot of water equates to 325,828.8 gallons.
Allocation	A distribution of funds or costs from one account or appropriation to one or more accounts or appropriations.
Ashland	City of Folsom, north of the American River.
Assets	Resources owned or held by SJWD which have monetary value.
Audit	An investigation, done by an independent certified public accounting firm to provide an opinion on whether or not the financial statements of the SJWD are prepared in conformance with generally accepted accounting principles for government entities within the United of States of America, and are free of material errors or misstatements.
Authorized	Given the force of law (e.g., by statute). For some action or quantity to be authorized, it must be possible to identify the enabling source and date of authorization.
Beginning/Ending Fund Balance	Appropriated resources available in a fund from the prior/current year after payment of the prior/current year's expenses. This is not necessarily cash on hand.
Best Management Practices (BMPs)	Proven and reliable water efficiency technologies and programs that address residential, commercial, industrial, and landscape water uses.
Bond	A written promise to pay a sum of money with a specific interest rate, at a specific time. In the budget document, these payments are identified as a debt service.
Budget	A plan of financial operation embodying an estimate of proposed expenditures for a given period of time and the proposed means of financing them.
Transmittal Letter	A general discussion of the proposed budget as presented in writing by the General Manager to the Board of Directors and Rate payers. The message contains an explanation of principal budget items and summaries found in the prepared budget relative to the current year adopted budget.
Capital Budget	The portion of the annual budget that appropriates funds for the purchase of capital equipment items and capital improvements.
Capital Improvements Program (CIP)	A long-range plan of the District for the construction, rehabilitation and replacement of the District-owned infrastructure.
Capital Outlay	A character of expenditure of funds to acquire land, plan and construct new buildings, expand or modify existing buildings, and/or purchase equipment related to such construction.

San Juan Water District

Fiscal Year 2019-20 Budget

Term	Definition
Central Valley Project (CVP)	California water project owned by the United States and managed by the Bureau of Reclamation for diversion, storage, carriage, distribution and beneficial use of waters of the Sacramento River, the American River, the Trinity River, and the San Joaquin River and their tributaries. The CVP is composed of some 20 reservoirs with a combined capacity of more than 11 million acre-feet, 11 power plants, and more than 500 miles of major canals and aqueducts. The CVP delivers about 7 million acre-feet of water annually for agricultural, urban, and wildlife use.
COLA	Cost of Living Adjustment – an increase to base wages designed to keep an employee's pay even with inflation.
Debt Service	The District's obligation to pay the principal and interest of bonds and other debt instruments according to a predetermined payment schedule.
Delta	The Delta is the largest estuary on the west coast and the hub of California's water system. It is formed by California's two largest rivers, the Sacramento and San Joaquin. The Delta has increasingly become a center of controversy as federal, state, and local governments and private entities have sought to make use of its resources.
Department	An operational and budgetary unit designated by the General Manager to define and organize District operations.
Depreciation	The process of matching the cost of a fixed asset (property, equipment, software, etc.) to the time periods over which it is used. As an example, if a piece of equipment has an estimated useful life of ten years and a purchase price of \$5,000; each year is charged \$500 of depreciation over the equipment's ten year life, and the value of the asset is reduced accordingly.
Division	A major administrative unit of the District which has overall management responsibility for an operation of a group of related operations within a functional area.
Estimated Revenues	The budgeted, projected revenues expected to be realized during the budget (fiscal) year to finance all or part of the planned expenditures.
Expenditure	The actual payment for goods and services.
Expenses	The incurrence of liabilities or the consumption of assets arising from the delivery or production of goods, rendering services or carrying out other activities that constitute the entity's ongoing major or central operation.
Fiscal Year (FY)	The time period designated by the District signifying the beginning and ending period for recording financial transactions. The District has specified July 1 to June 30 as its fiscal year.
Full Time Equivalent (FTE)	The amount of time a position has been budgeted for in terms of the amount of time a regular, full-time employee normally works in a year (2,080 hours).

Term	Definition
Fund	A set of accounting books with a self-balancing group of accounts in which cash and other financial resources, all related liabilities and residual equities, or balances and changes therein are recorded and segregated to carry on specific activities or attain certain objectives in accordance with special regulations, restrictions or limitations.
Fund Balance	For accounting purposes, the excess of a fund's assets over its liabilities. For budgeting purposes, the accumulated excesses of a fund's resources over its expenditures.
Generally Accepted Accounting Principles (GAAP)	The accounting principles, rules, conventions, and procedures that are used for accounting and financial reporting. GAAP for governments are set by the Governmental Accounting Standards Board (GASB), the accounting and financial reporting standards setting body for state and local governments.
Grants	Contributions of gifts or cash or other assets from another government to be used or expended for a specific purpose, activity or facility, with no obligation to repay (in contrast to a loan, although the award may stipulate repayment of funds under certain circumstances).
Great Recession	A term that represents the sharp decline in economic activity during the late 2000's, which is considered to most significant downturn since the Great Depression. The term "Great Recession" applies to both the U.S. recession, officially lasting from December 2007 to June 2009, and the ensuing global recession in 2009. The economic slump began when the U.S. housing market went from boom to bust, and large amounts of mortgage-backed securities and derivatives lost significant value.
Infrastructure	Facilities that support the continuance and growth of a community. Examples include roads, water lines, sewers, public buildings, parks and airports.
Line Item	The description of an object of expenditure, i.e. salaries, supplies, professional services and other operational costs.
Operating Budget	The normal, ongoing costs incurred to operate the District, specifically excluding the capital program budget.
Operating Expenses	Expenditures for materials, supplies and services which are ordinarily consumed within a fiscal year and which are not included in the program inventories or capital budget.
Ordinance	A formal legislative enactment by the Board of Directors. It is the full force and effect of law within the District boundaries unless pre-empted by a higher form of law.
Program	A group of related activities performed by one or more organizational units for the purpose of accomplishing a District responsibility.
Reclamation	United States Bureau of Reclamation
Resolution	A special order of the Board of Directors, which has a lower legal standing than an ordinance.
Resources	Total amounts available for appropriation including estimated revenues, fund transfers and beginning fund balances.

San Juan Water District

Fiscal Year 2019-20 Budget

Term	Definition
Reserve	An account used to indicate that a portion of a fund's balance is legally restricted for a specific purpose and is, therefore, not available for general appropriations.
Reimbursements	An amount received as a payment for the cost of services performed/to be performed, or of other expenditures made for, or on behalf of, another entity. Reimbursements represent the recovery of an expenditure.
Revenue	Moneys that the District receives as income. It includes such items as water sales, fees for services, contributions, interest income and other miscellaneous receipts. Estimated revenues are those expected to be collected during the fiscal year.
Transfer In/(Out)	Movement of resources between two funds. Example: An inter-fund transfer would include the transfer of money from the operations fund to the capital fund to set money aside for future capital infrastructure replacements or improvements.
WEL Garden	A demonstration Water Efficient Landscape Garden located behind the Administration Building of the San Juan Water District.
WTP	The Sidney N. Peterson Water Treatment Plant of the San Juan Water District.

Acronyms

Acronyms, as may be used in this document, are familiar terms to those in government but not to those who do not work in that setting. While we tried to avoid their use, they do appear occasionally throughout the budget document. The list below explains acronyms that may appear in this document.

Acronym	Definition
AF	Acre-feet or Acre-foot
AFR	Auburn Folsom Road
BMPs	Best Management Practices
CCF	100 cubic feet (centum cubic feet), equivalent to 748 gallons
CIP	Capital Improvements Program
CSD	Community Services District
CVP	Central Valley Project
CAFR	Comprehensive Annual Financial Report
CalPERS	California Public Employees Retirement System
CHWD	Citrus Heights Water District
COLA	Cost of Living Adjustment
FOWD	Fair Oaks Water District
GIS	Geographic Information Services
GAAP	Generally Accepted Accounting Principles
GASB	Governmental Accounting Standards Board
GFOA	Government Finance Officers Association
HVAC	Heating, Ventilation, and Air Conditioning
IT	Information Technology
LF	Linear Foot/Feet
MGD	Million gallons a day
OVWC	Orange Vale Water Company
PCWA	Placer County Water Agency
PERS	Public Employees Retirement System
SCADA	Supervisory Control and Data Acquisition
SSWD	Sacramento Suburban Water District
WEL	Water Efficient Landscape
WTP	Water Treatment Plant



**SAN JUAN
WATER DISTRICT**
GRANITE BAY, CALIFORNIA

**PROPOSED
BUDGET**

**FOR THE FISCAL YEAR
ENDING JUNE 30, 2020**

[**< Kokila Reservoir Drainage Pipeline**](#)



Proposed Revenues and Expenditures of Funds – Summary (page 19 of budget document)

	Wholesale Operations	Wholesale Capital Outlay	Retail Operations	Retail Capital Outlay	Total
Est. Beginning Available Reserves July 1, 2019	\$ 1,904,966	\$15,440,062	\$ 2,213,684	\$ 4,679,241	\$24,237,952
Revenues					
Water Sales	12,072,700	-	12,399,400	-	24,472,100
Taxes & Assessments	-	1,123,000	-	1,123,000	2,246,000
Capital Contributions	-	43,700	-	-	43,700
Connection Fees	-	100,000	-	100,000	200,000
Other Revenues	187,200	145,000	491,500	150,000	973,700
Total Revenues	\$12,259,900	\$ 1,411,700	\$12,890,900	\$ 1,373,000	\$27,935,500
Expenses					
Capital Improvement Projects	-	9,373,400	-	3,987,300	13,360,700
Salaries & Benefits	3,712,900	-	5,040,100	-	8,753,000
Water Supply	1,055,900	-	3,370,700	-	4,426,600
Debt Service - Interest	928,000	-	516,199	-	1,444,200
Debt Service - Principal	698,500	-	386,600	-	1,085,100
Other Expenses	2,706,600	-	3,083,700	-	5,790,300
Total Expenses	\$ 9,101,900	\$ 9,373,400	\$12,397,300	\$ 3,987,300	\$34,859,900
Net Income	\$ 3,158,000	\$ (7,961,700)	\$ 493,599	\$ (2,614,300)	\$ (6,924,400)
Transfer In/(Out)	(3,242,500)	3,242,500	(227,700)	227,700	-
Ending Available Reserves Est.	\$ 1,820,466	\$10,720,862	\$ 2,479,583	\$ 2,292,641	\$17,313,551



WHOLESALE



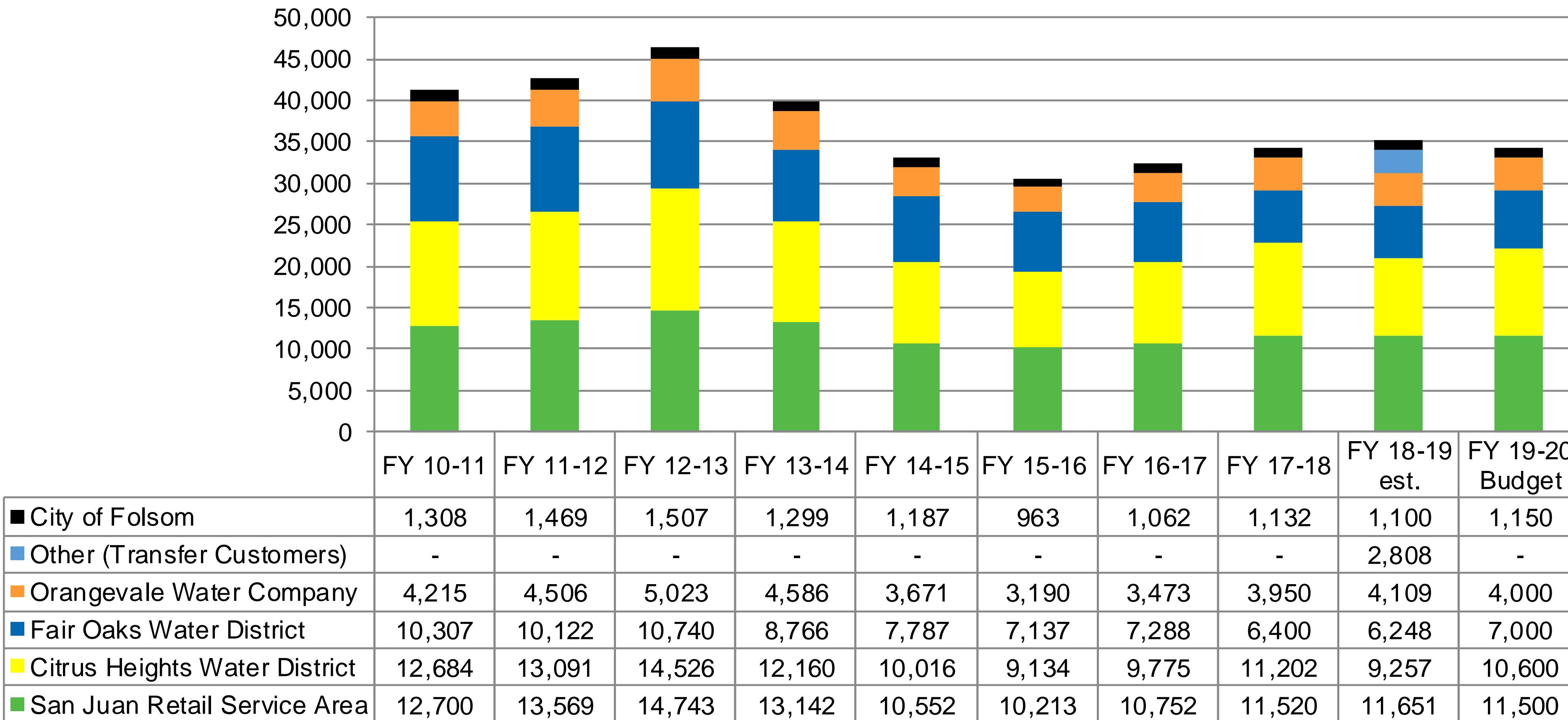
BUDGET ASSUMPTIONS- WHOLESALE

Revenue Assumptions:

- Water Rates from Board adopted 5-year rate schedule
 - Wholesale water rates reduced on July 1, 2019 to reflect lower debt service costs on refinanced debt
 - 2019 Debt Service Charges begin on January 1st – likely not yet needed
- 3% decline in wholesale water deliveries, based on estimates provided (excluding SSWD)
- 7,786 AF of water to be treated for SSWD

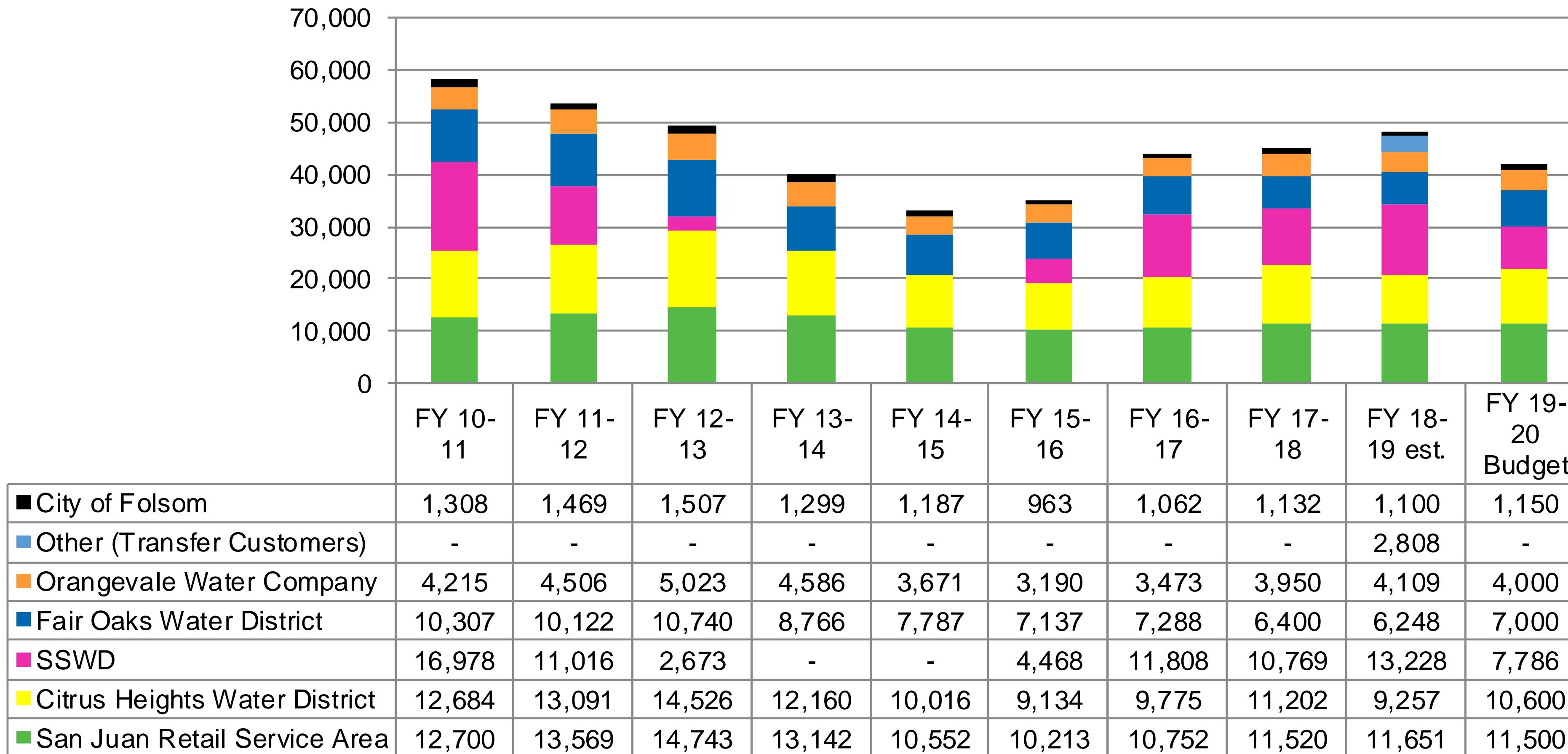
WHOLESALE BUDGET ASSUMPTIONS

WHOLESALE WATER DELIVERIES - ACRE FEET - Excluding SSWD



WHOLESALE BUDGET ASSUMPTIONS

WHOLESALE WATER DELIVERIES - ACRE FEET





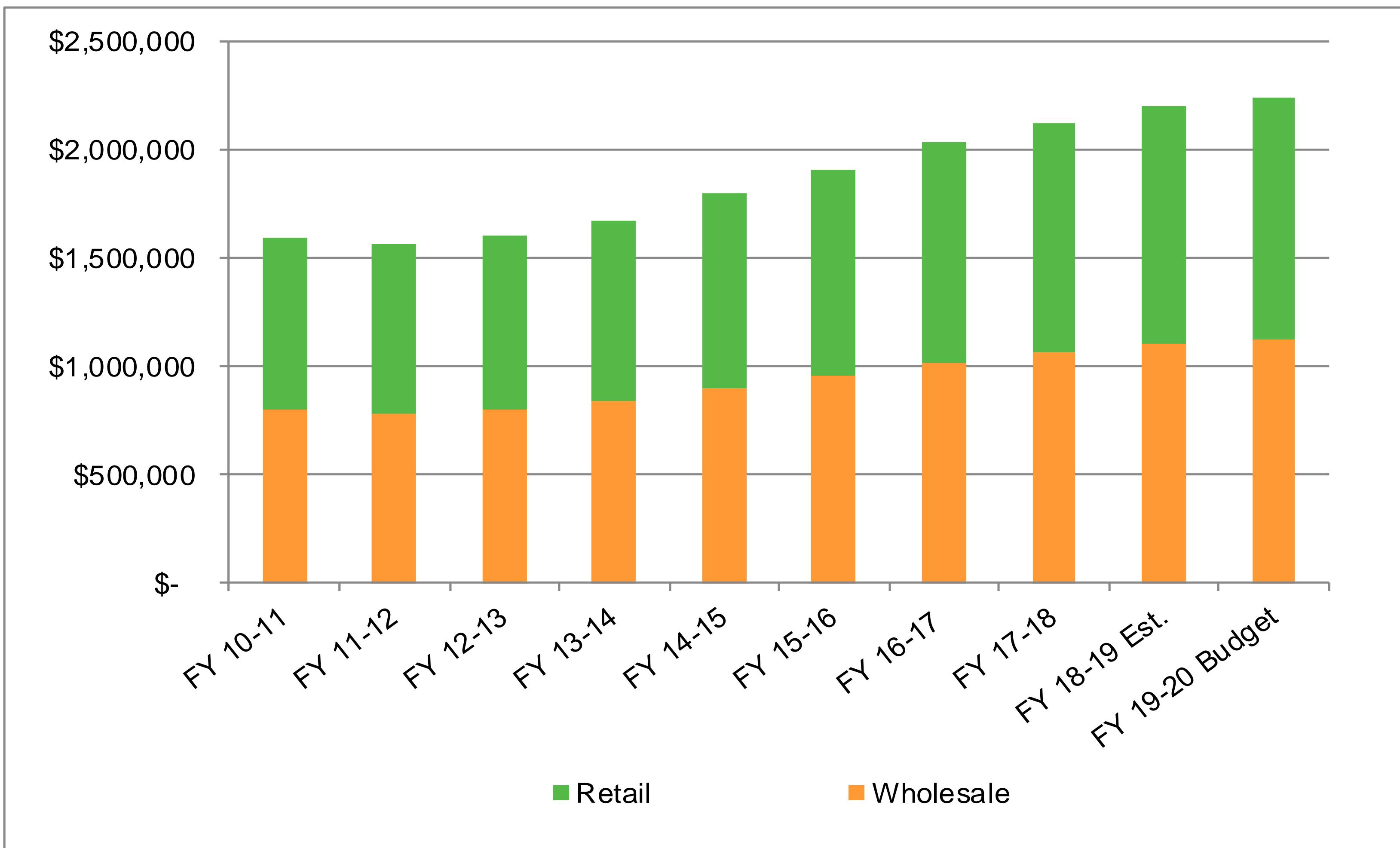
BUDGET ASSUMPTIONS- WHOLESALE

Revenue Assumptions:

- Water Rates from Board adopted 5-year rate schedule
 - Wholesale water rates reduced on July 1, 2019 to reflect lower debt service costs on refinanced debt
 - 2019 Debt Service Charges begin on January 1st – likely not yet needed
- 3% decline in wholesale water deliveries, based on estimates provided (excluding SSWD)
- 7,786 AF of water to be treated for SSWD
- 2% increase in Property Tax Revenues

WHOLESALE BUDGET ASSUMPTIONS

Property Tax Revenues





BUDGET ASSUMPTIONS- WHOLESALE

Revenue Assumptions:

- Water Rates from Board adopted 5-year rate schedule
- Wholesale water rates reduced on July 1, 2019 to reflect lower debt service costs on refinanced debt
- 2019 Debt Service Charges begin on January 1st – likely not yet needed
- 3% decline in wholesale water deliveries, based on estimates provided (excluding SSWD)
- 7,786 AF of water to be treated for SSWD
- 2% increase in Property Tax Revenues

Expense Assumptions:

- No Central Valley Project water to be purchased
- 23% increase in Workers Compensation expense (\$32,500) – increased modifier due to increased claims
- 6% increase in health care costs
- Salary budget prepared in accordance with Compensation Policy using CalPERS assumed salary increases. Any COLA's, adjustments from the Compensation Study or merit increases will be constrained by salary budget.
- No bonuses budgeted

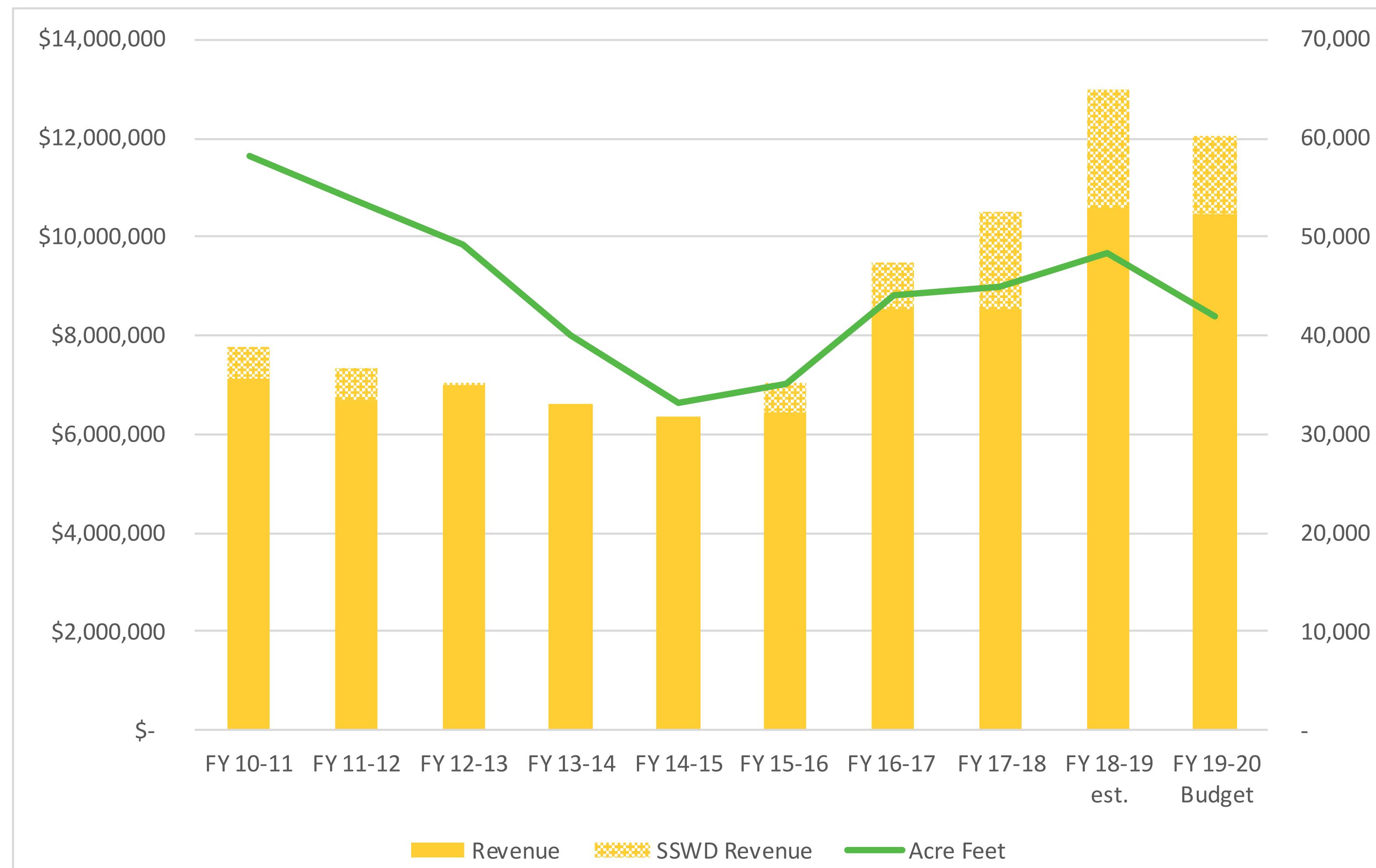


Proposed Wholesale Operating Budget (page 38 of budget document)

	2017-18	2018-19 Estimate	2019-20 Proposed Budget	Variance from 2018-19 Estimate	
				2018-19	2019-20 Proposed Budget
Beginning Available Reserves	\$ 2,175,888	\$ 2,390,365	\$ 1,904,966		
Revenues					
Water Sales	\$ 10,492,472	\$ 13,002,000	\$ 12,072,700	\$ (929,300)	-7%
Other Revenues	561,569	245,700	187,200	(58,500)	-24%
Total Revenues	\$ 11,054,041	\$ 13,247,700	\$ 12,259,900	\$ (987,800)	-7%
Expenses					
Salaries & Benefits	\$ 3,220,943	\$ 3,407,500	\$ 3,712,900	\$ 305,400	9%
Source of Supply	1,083,833	1,729,500	1,055,900	(673,600)	-39%
Professional Services	575,815	975,300	953,700	(21,600)	-2%
Maintenance	415,723	337,100	417,700	80,600	24%
Materials and Supplies	480,790	509,400	604,300	94,900	19%
Debt Service - Interest	917,950	955,000	928,000	(27,000)	-3%
Debt Service - Principal	906,167	675,900	698,500	22,601	3%
Addl. Pmt. towards Unfunded Pension L	1,175,000	-	-	-	-
Other Expenses - excluding depn	429,503	659,200	730,900	71,700	11%
Total Expenses	\$ 9,205,723	\$ 9,248,900	\$ 9,101,900	\$ (147,000)	-2%
Net Income/(Loss)		1,848,318	3,998,801	3,158,000	(840,800)
Transfers In/(Out):					
Year-End Reserve Balancing	(1,633,841)	(4,484,200)	(3,242,500)	1,241,700	
Ending Available Reserves	\$ 2,390,365	\$ 1,904,966	\$ 1,820,466	\$ (84,500)	

PROPOSED WHOLESALE OPERATING BUDGET

Wholesale Water Deliveries and Revenues



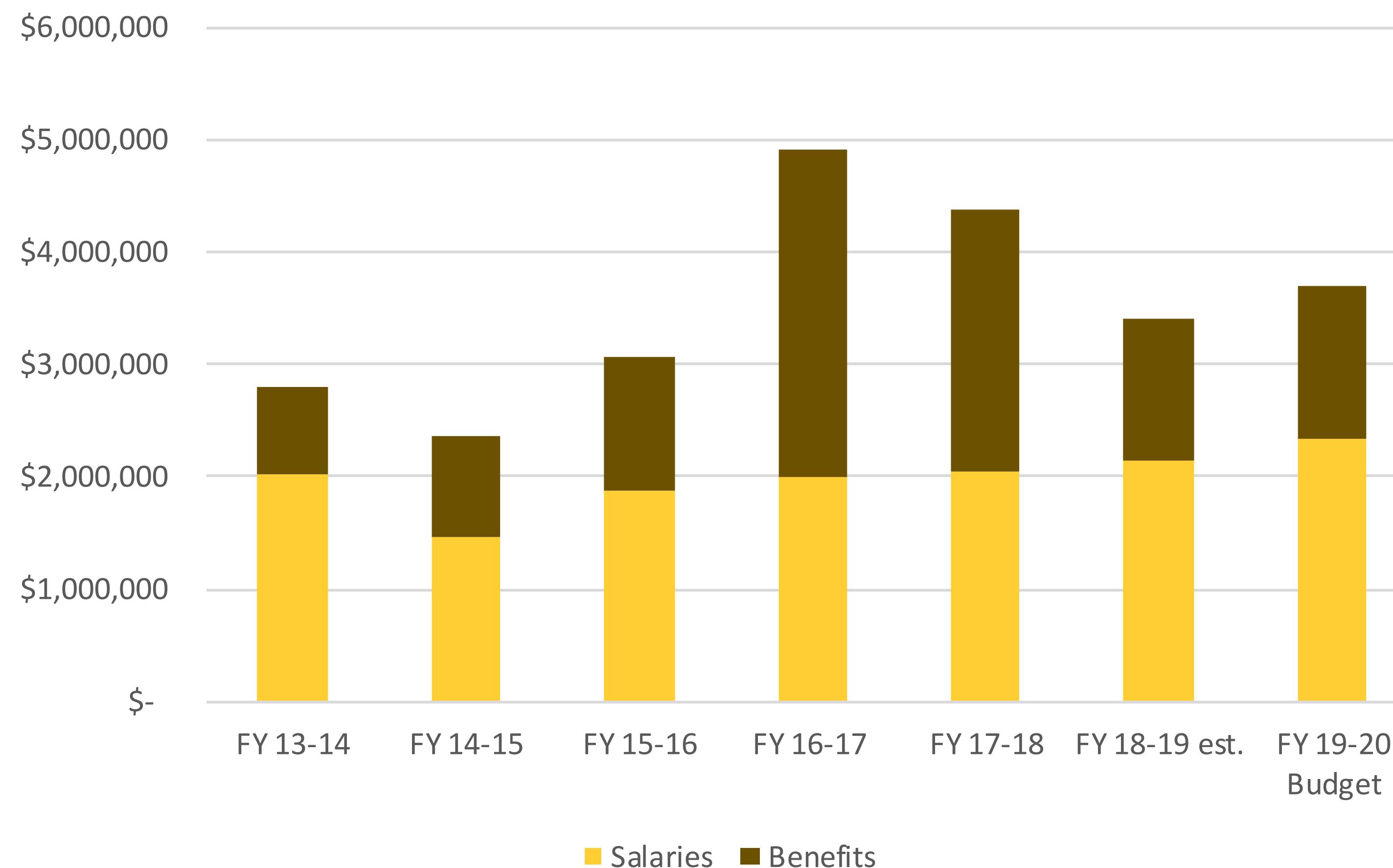


Proposed Wholesale Operating Budget (page 38 of budget document)

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Ending Available Reserves	\$ 2,390,365	\$ 1,904,966	\$ 1,820,466	\$ (84,500)	

PROPOSED WHOLESALE OPERATING BUDGET

Wholesale Salaries and Benefits





Proposed Wholesale Operating Budget (page 38 of budget document)

	2017-18	2018-19 Estimate	2019-20 Proposed Budget	Variance from 2018-19 Estimate	
Beginning Available Reserves	\$ 2,175,888	\$ 2,390,365	\$ 1,904,966		
Revenues					
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Materials and Supplies	480,790	509,400	604,300	94,900	19%
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Debt Service - Principal	906,167	675,900	698,500	22,601	3%
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Ending Available Reserves	\$ 2,390,365	\$ 1,904,966	\$ 1,820,466	\$ (84,500)	



WHOLESALE OPERATING PROJECTS FY 2019-20

- Increased Engineering On-Call Support Contract \$200,000
- Inspection of Twin 54's and Penstocks \$126,000
- Feasibility Study – Treating Water for PCWA \$ 60,000
- SCADA Programming \$ 40,000
- Convert Plant lighting to LED \$ 37,000
- Collaboration/Integration Professional Services \$ 36,000



Proposed Wholesale Operating Budget (page 38 of budget document)

	2017-18	2018-19 Estimate	2019-20 Proposed Budget	Variance from 2018-19 Estimate	
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Source of Supply	1,083,833	1,729,500	1,055,900	(673,600)	-39%
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Maintenance	415,723	337,100	417,700	80,600	24%
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Ending Available Reserves	\$ 2,390,365	\$ 1,904,966	\$ 1,820,466	\$ (84,500)	



Proposed Wholesale CAPITAL Budget

(page 44 of budget document)

	2017-18	2018-19 Estimate	2019-20 Proposed Budget	Variance from 2018-19 est.
Beginning Reserve Balance	\$ 6,708,354	\$ 10,012,861	\$ 15,440,062	
Revenues:				
Capital Contributions - Revenue	\$ 950,048	\$ 2,687,700	\$ 43,700	\$ (2,644,000) -98%
Taxes & Assessments - Revenue	1,061,598	1,101,000	1,123,000	22,000 2%
Tapping & Connection Fees - Revenue	152,351	150,000	100,000	(50,000) -33%
Investment/Interest Revenue	34,613	145,000	145,000	- 0%
Gain/Loss on Sale of Asset	11,408	1,000	-	(1,000) -100%
Total Revenues	\$ 2,210,018	\$ 4,084,700	\$ 1,411,700	\$ (2,673,000) -65.4%
Expenses:				
Maintenance	\$ 245,132	\$ 2,868,500	\$ 934,000	\$ (1,934,500) -67%
Capital Outlay - Buildings & Improvements	-	11,500	68,800	57,300 498%
Capital Outlay - WTP & Improvements	228,980	88,600	6,610,000	6,521,400 7360%
Capital Outlay - Land Improvements	-	27,000	638,000	611,000 2263%
Capital Outlay - Reservoirs & Improvements	35,932	68,900	785,100	716,200 1039%
Capital Outlay - Mains/Pipelines & Improvem	7,306	-	-	-
Capital Outlay - Equipment and Furniture	25,802	57,200	214,500	157,300 275%
Capital Outlay - Vehicles	-	-	38,000	38,000
Capital Outlay - Software	19,677	58,300	85,000	26,700 46%
Contributions to Others	(23,477)	(38,300)	-	38,300 -100%
Total Expenses	\$ 539,352	\$ 3,141,700	\$ 9,373,400	\$ 6,231,700 198.4%
Transfers In/(Out):				
Unfunded Pension Liability Payment	\$ -	\$ -	\$ -	-
Year-End Reserve Balancing	\$ 1,633,841	\$ 4,484,200	\$ 3,242,500	\$ (1,241,700)
Net Capital Fund Income/(Loss)	\$ 3,304,507	\$ 5,427,200	\$ (4,719,200)	\$ (10,146,400)
Ending Reserve Balance	\$ 10,012,861	\$ 15,440,062	\$ 10,720,862	\$ (4,719,200)



WHOLESALE CAPITAL PROJECTS FY 2019-20

Facility Maintenance Projects:

- Clarifier Wall Lining & Leakage Repairs \$522,000
- Hinkle Reservoir 48" Bypass Pipe Cleaning & Repair 317,000

Land Improvements:

- WTP Site Paving, Slurry Seal and Re-Stripe 225,000
- Replace Solar Site Access Culvert 198,000
- Replace East Campus Fence (along bike trail) 162,000

Water Treatment Plant Improvements:

- Filter Floor Repairs & Media/Nozzle Replacement North and South Basins 4,828,000
- Rehabilitation of two Backwash Hoods 580,000
- Construct Solids Containment Area and Handling Imps. 454,000
- Lime Tower Assessment, Design and Improvements 406,000

Reservoir Improvements:

- Replace Hinkle Reservoir Cover & Liner – Planning & Design 758,000



Proposed Wholesale CAPITAL Budget

(page 44 of budget document)

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Beginning Reserve Balance	\$ 6,708,354	\$ 10,012,861	\$ 15,440,062	
Revenues:				
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Taxes & Assessments - Revenue	1,061,598	1,101,000	1,123,000	22,000 2%
Tapping & Connection Fees - Revenue	152,351	150,000	100,000	(50,000) -33%
Investment/Interest Revenue	34,613	145,000	145,000	- 0%
Gain/Loss on Sale of Asset	11,408	1,000	-	(1,000) -100%
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Total Expenses	\$ 539,352	\$ 3,141,700	\$ 9,373,400	\$ 6,231,700 198.4%
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Unfunded Pension Liability Payment	\$ -	\$ -	\$ -	-
Year-End Reserve Balancing	\$ 1,633,841	\$ 4,484,200	\$ 3,242,500	\$ (1,241,700)
Net Capital Fund Income/(Loss)	\$ 3,304,507	\$ 5,427,200	\$ (4,719,200)	\$ (10,146,400)
Ending Reserve Balance	\$ 10,012,861	\$ 15,440,062	\$ 10,720,862	\$ (4,719,200)



WHOLESALE RESERVES

Anticipated Capital Reserves per Budget \$10,720,862

Anticipated Reserves Per Financial Plan \$ 6,380,800

\$4.3 million more than anticipated



PROPOSED WHOLESALE RATE & ALLOCATION CHANGES

Current Rate Model:

- Uniform Water Rate
- Quarterly Service Charge - Allocated using a combination of water use from CY 2012 – 2016 and number of customer accounts - fixed over the 5 year rate schedule.
- 2009A COP Debt Charge (recommending update to 2017 Refunding Bonds) allocated on 2008 water use
- 2012 Revenue Bonds allocated on water deliveries from 2003-2007
- 2019 Debt – allocated on estimated water deliveries
- Capital Charge – for specific projects with specific benefit (only SJ Retail and OVWC right now)



PROPOSED WHOLESALE RATE & ALLOCATION CHANGES

Summary of CY 2020 Fixed Rate Changes

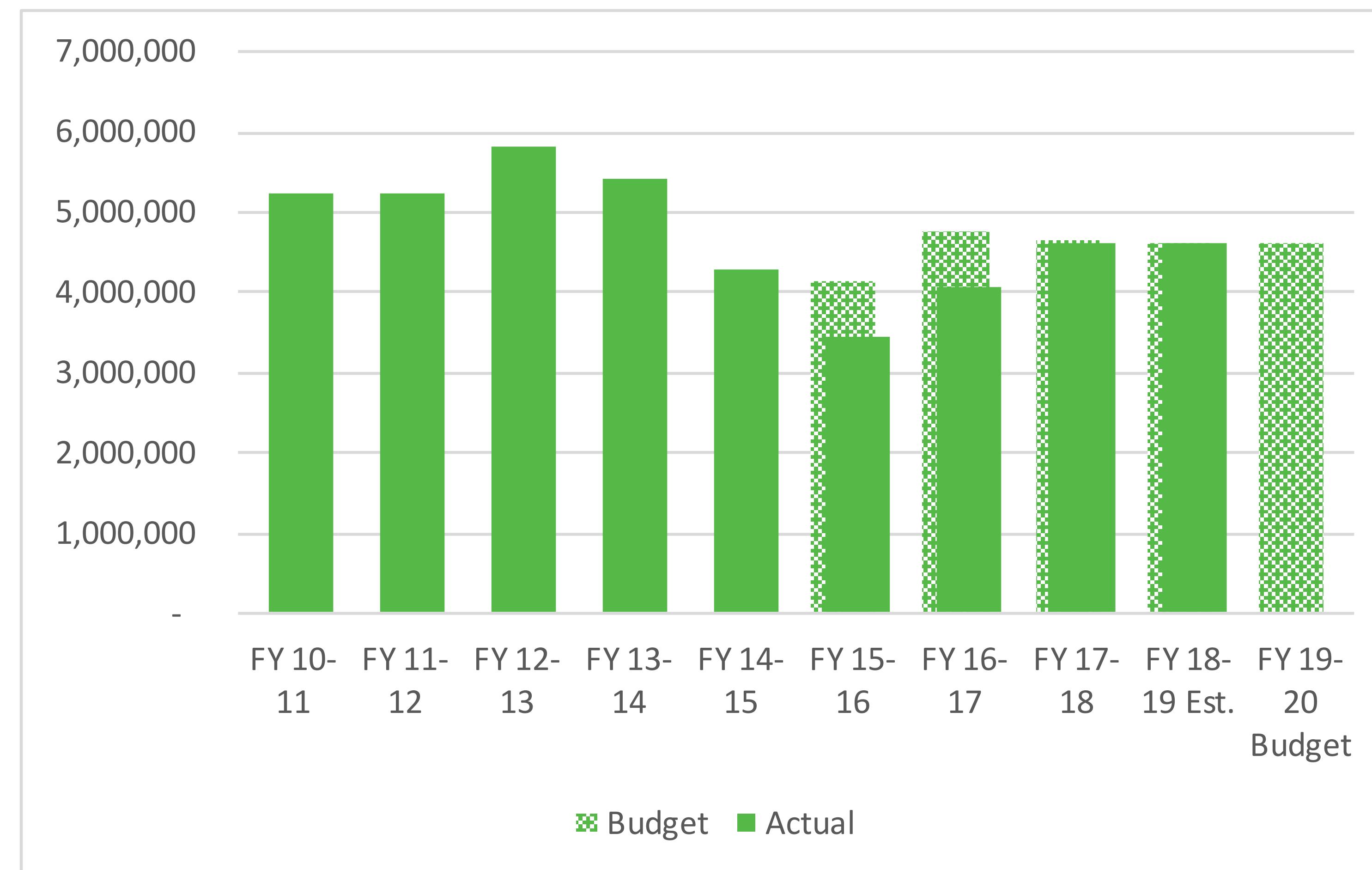
Customer Agency	Effect of Lowered Debt Charge	Effect of Re- allocation of Fixed Charges	Net Effect
San Juan Water District	\$ (108,844)	\$ 109,117	\$ 273
Citrus Heights Water District	\$ (115,908)	\$ (67,776)	\$ (183,684)
Fair Oaks Water District	\$ (72,128)	\$ (85,236)	\$ (157,364)
Orange Vale Water Company	\$ (36,440)	\$ 24,998	\$ (11,442)
City of Folsom	\$ (11,308)	\$ 18,899	\$ 7,591
Total	\$ (344,628)	\$ 2	\$ (344,626)



RETAIL

PROPOSED RETAIL OPERATING BUDGET

RETAIL WATER DELIVERIES (in CCF's)





BUDGET ASSUMPTIONS- RETAIL

Revenue Assumptions:

- Water Rates from Board adopted 5-year rate schedule
- No increase in retail water deliveries
- Property tax increase of 2%

Expense Assumptions:

- Source of Supply Costs reduced on July 1, 2019 to reflect lower wholesale debt service costs
- Source of Supply costs increased on January 1, 2020 to reflect new allocation methodology
- Source of Supply costs increased on January 2020 for 2019 Debt Charge
- 23% increase in Workers Compensation expense (\$32,500) – increased modifier due to increased claims
- 6% increase in health care costs
- Salary budget prepared in accordance with Compensation Policy using CalPERS assumed salary increases. Any COLA's, adjustments from the Compensation Study or merit increases will be constrained by salary budget



Proposed Retail Operating Budget (page 40 of budget document)

	2017-18	2018-19 Estimate	2019-20 Proposed Budget	Variance from 2018-19 Estimate
Beginning Reserve Balance	\$ 3,160,923	\$ 1,973,484	\$ 2,213,684	
Revenues				
Water Sales	\$10,922,285	\$11,493,800	\$12,399,400	\$ 905,600 8.3%
Other Revenues	420,874	543,000	491,500	(51,500) -12.2%
Total Revenues	\$11,343,159	\$12,036,800	\$12,890,900	\$ 854,100 7.5%
Expenses				
Salaries & Benefits	\$ 4,318,105	\$ 4,651,900	\$ 5,040,100	\$ 388,200 9.0%
Source of Supply	3,336,366	3,091,300	3,370,700	279,400 8.4%
Professional Services	377,315	615,400	793,800	178,400 47.3%
Maintenance	537,981	484,200	974,400	490,200 91.1%
Materials and Supplies	118,105	129,600	132,300	2,700 2.3%
Debt Service - Interest	545,299	531,000	516,199	(14,801) -2.7%
Debt Service - Principal	503,834	374,100	386,600	12,501 2.5%
Addl. Pmt. towards Unfunded Pension I	1,670,064	-	-	- 0.0%
Other Expenses - excluding depn	700,901	1,190,300	1,183,200	(7,100) -1.0%
Total Expenses	\$12,107,970	\$11,067,801	\$12,397,300	\$ 1,329,500 11.0%
Net Income/(Loss)	(764,811)	969,000	493,599	1,733,810
Transfers In/(Out):				
Unfunded Pension Liability Payment	\$ -	\$ -		
Year-End Reserve	(422,628)	(728,800)	(227,700)	
Ending Available Reserves	\$ 1,973,484	\$ 2,213,684	\$ 2,479,583	\$ 240,200

PROPOSED RETAIL OPERATING BUDGET

RETAIL SALARIES AND BENEFITS





Proposed Retail Operating Budget (page 40 of budget document)

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Ending Available Reserves	\$ 1,973,484	\$ 2,213,684	\$ 2,479,583	\$ 240,200



RETAIL OPERATING PROJECTS FY 2019-20

- Engineering On-Call Support Contracts \$225,300
- AMR Feasibility Study \$104,700
- Landscape Imagery Pilot Project \$25,000



Proposed Retail CAPITAL Budget (page 49 of budget document)							
	2017-18	2018-19 Estimate	2019-20 Proposed Budget	Variance from 2018-19 Budget			
Beginning Reserve Balance	\$ 6,444,253	\$ 6,921,926	\$ 4,679,241				
Revenues:							
Property Tax Revenue	\$ 1,061,598	\$ 1,101,000	\$ 1,123,000	\$ 22,000	2%		
Tapping & Connection Fees	245,318	100,000	100,000	-	0%		
Investment/Interest Income	35,615	158,000	150,000	(8,000)	-5%		
Other Income	15,035	1,000	-	(1,000)			
Total Revenues	\$ 1,357,565	\$ 1,360,000	\$ 1,373,000	\$ 13,000	1%		
Expenses:							
Mains/Pipelines & Improvements	\$ 705,085	\$ 3,342,700	\$ 2,213,000	\$ (1,129,700)	-51%		
Pump Stations & Improvements	346,549	184,585	848,800	664,215	78%		
Professional Services	897	-	308,000	308,000	100%		
Buildings & Improvements	933	164,300	-	(164,300)			
Land Improvements	8,086	-	20,000	20,000	100%		
Equipment and Furniture	24,684	78,500	165,000	86,500	52%		
Software	107,995	181,800	234,500	52,700	22%		
Maintenance	43,502	106,300	-	(106,300)			
Vehicles	64,789	-	198,000	198,000	100%		
Total Expenses	\$ 1,302,520	\$ 4,058,185	\$ 3,987,300	\$ (70,885)	-2%		
Net Capital Fund Income/(Loss)	\$ 55,045	\$ (2,698,185)	\$ (2,614,300)	\$ 83,885			
Transfers In/(Out):							
Year-end Reserve Balancing	422,628	455,500	227,700	(227,800)			
Total Transfers	\$ 422,628	\$ 455,500	\$ 227,700	\$ (227,800)			
Ending Reserve Balance	\$ 6,921,926	\$ 4,679,241	\$ 2,292,641				



RETAIL CAPITAL PROJECTS FY 2019-20

Main Distribution Lines:

- | | |
|---|-----------|
| • Spahn Ranch Rd. Mainline Extension (1,560 LF 8 inch) | \$620,000 |
| • Install 12" Main Line on Cavitt Stallman between Mystery Creek & Oak Pines | 441,000 |
| • Replace 18 Services on Woodminster | 266,000 |
| • Construct Kokila SJWD/PCWA Intertie | 236,000 |
| • Replace 250 LF 6" Main and Services on 7975 -8005 Auburn Folsom Road | 193,000 |
| • Install 3 Master Meters at Shopping Center on SE Corner of Douglas & Auburn Folsom Road | 131,000 |
| • Replace 8 Services on Margo Lane | 112,000 |

Pump Station & Pressure Reduce Station Improvements:

- | | |
|--|---------|
| • Purchase & Install Upper and Lower Granite Bay Pump Station Low Flow Pumps | 192,500 |
|--|---------|

Professional Services:

- | | |
|----------------------|---------|
| • Retail Master Plan | 308,000 |
|----------------------|---------|

Software:

- | | |
|--|---------|
| • Replace Computerized Maintenance Management System | 150,000 |
|--|---------|

Equipment:

- | | |
|--------------------------------------|---------|
| • Replace SCADA radios – South Phase | 109,000 |
|--------------------------------------|---------|



Proposed Retail CAPITAL Budget (page 49 of budget document)							
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Revenues:							
Property Tax Revenue	\$ 1,061,598	\$ 1,101,000	\$ 1,123,000	\$ 22,000	2%		
Tapping & Connection Fees	245,318	100,000	100,000	-	0%		
Investment/Interest Income	35,615	158,000	150,000	(8,000)	-5%		
Other Income	15,035	1,000	-	(1,000)			
Total Revenues	\$ 1,357,565	\$ 1,360,000	\$ 1,373,000	\$ 13,000	1%		
Expenses:							
Mains/Pipelines & Improvements	\$ 705,085	\$ 3,342,700	\$ 2,213,000	\$ (1,129,700)	-51%		
Pump Stations & Improvements	346,549	184,585	848,800	664,215	78%		
Professional Services	897	-	308,000	308,000	100%		
Buildings & Improvements	933	164,300	-	(164,300)			
Land Improvements	8,086	-	20,000	20,000	100%		
Equipment and Furniture	24,684	78,500	165,000	86,500	52%		
Software	107,995	181,800	234,500	52,700	22%		
Maintenance	43,502	106,300	-	(106,300)			
Vehicles	64,789	-	198,000	198,000	100%		
Total Expenses	\$ 1,302,520	\$ 4,058,185	\$ 3,987,300	\$ (70,885)	-2%		
Net Capital Fund Income/(Loss)	\$ 55,045	\$ (2,698,185)	\$ (2,614,300)	\$ 83,885			
Transfers In/(Out):							
Year-end Reserve Balancing	422,628	455,500	227,700	(227,800)			
Total Transfers	\$ 422,628	\$ 455,500	\$ 227,700	\$ (227,800)			
Ending Reserve Balance	\$ 6,921,926	\$ 4,679,241	\$ 2,292,641				



RETAIL CAPITAL RESERVES

Anticipated Capital Reserves per Budget \$ 2,292,641

Anticipated Reserves Per Financial Plan \$ 2,074,173

\$218,468 more than anticipated



SAN JUAN WATER DISTRICT MISSION STATEMENT

**Ensure the delivery of a reliable water supply of
the highest quality at the lowest reasonable cost.**

AGENDA ITEM VIII-1.1

STAFF REPORT

To: Board of Directors
From: Paul Helliker, General Manager
Date: May 22, 2019
Subject: General Manager's Monthly Report (April)

RECOMMENDED ACTION

For information only, no action requested.

TREATMENT PLANT OPERATIONS

Water Production for April

Item	2019	2018	Difference
Monthly Production AF	3,007.76	2,240.47	34.2%
Daily Average MG	31.62	23.55	34.2%
Annual Production AF	8,777.74	6,196.60	41.7%

Water Turbidity

Item	April 2019	March 2019	Difference
Raw Water Turbidity NTU	4.15	4.58	-9%
Treated Water Turbidity NTU	0.021	0.023	-9%
Monthly Turbidity Percentage Reduction	99.49%	99.50%	

*Folsom Lake Reservoir Storage Level AF**

Item	2019	2018	Difference
Lake Volume AF	741,047	816,838	-9%

AF – Acre Feet

MG – Million Gallons

NTU – Nephelometric Turbidity Unit

* Total Reservoir Capacity: 977,000 AF

Other Items of Interest:

- Performed south influent meter verification.
- Replaced 70 amp Weld Shop breaker.
- Repaired south basin pillow block bearing #1 of floc drive #1.
- Perform annual EQ basin vacuum out and grit removal.
- Complete non-evasive repair of south basin rapid mix drain valve.

STAFF REPORT

General Manager's Monthly Report

Paul Helliker

SYSTEM OPERATIONS*Distribution Operations:*

Item	April 2019	March 2019	Difference
Leaks and Repairs	4	11	-7
MainsFlushed	24	99	-75
Valves Exercised	39	59	-20
Back Flows Tested	39	48	-9
Customer Service Calls	48	33	+15

Distribution System Water Quality:

Water Quality Samples Taken	# Failed Samples	Supporting Information
40 Lab	0	
28 In-House	0	

Other Items of Interest:

- Field Services staff were heavily involved with the service lateral/mainline replacement and Fair Oaks 40" projects.

CUSTOMER SERVICE ACTIVITIES*Billing Information for Month of April*

Total Number of Bills Issued	Total Number of Reminders Mailed	Total Number of Shut-off Notices Delivered	Total Number of Disconnections
5189	634	180	11

Water Efficiency Activities

Water Waste Complaints Received	Number of Customers Contacted for High Usage (potential leaks)	Number of Rebates Processed	Number of Meters Tested/Repaired (non-reads)
6	77	5	22

Other Activities

- 7 people attended the "Leak Detection Around Your Home" workshop on April 27th.
- The 2020 Student Art Calendar is complete and winners will be presented their awards at the May Board meeting.

STAFF REPORT*General Manager's Monthly Report*

Paul Helliker

ENGINEERING - NEW URBAN DEVELOPMENTS (SJWD Retail Service Area)

Project Title	Description	Status	Issues / Notes
Ali Minor Subdivision	3-Lot Subdivision	Approved for Construction	Planning for spring 2019 const. start
Barton Ranch	10-Lot Subdivision	In Construction	Nearing completion. Water done,
Chula Acres	4-Lot Minor Subdivision	Approved for Construction	Planning for spring 2019 const. start
Colina Estates	10-Lot Subdivision	In Construction	Nearing Completion. Water is done.
Eureka at GB (former Micherra Place Proj.)	28 Condominium Units	Approved for Construction	Planning for 2019 const. start.
GB Memory Care	Commercial Business	In Design Review	
Greyhawk III	44 high-density, and 28 single family Lots	In Design Review	
Wellquest Senior Living (prior Ovation)	Commercial Business (114-Unit 2-story Assisted Living Facility)	Approved for Construction	Planning for 2019 const. start
Placer County Retirement Residence	Commercial Business (145-Unit Multi-story Assisted Living Facility)	In Design Review	
Pond View	Commercial Business	Approved for Construction	Planning to begin const in 2019
SPFD Station 15	Fire Station Bldg Improvements, with water service upgrades	In Construction	Nearing completion. Water done.
Quarry Ridge Prof. Office Park	Commercial Business (4 parcels to develop four general/medical office buildings)	In Design Review	Planning to begin const in summer 2019
Rancho Del Oro	89 Lot Subdivision	Will need re-approval for Construction	On hold pending County and envr Approvals
Self Parcel Split (3600 & 3630 Allison Ave)	4 Lot Minor Subdivision (on a new street "Laura Lane", off Allison Dr.)	In Construction	Re-start in summer 2019
The Park at Granite Bay	56 lot Subdivision	Approved for Construction	Mass grading done. Re-start in 2019.
The Residences at GB	4-Lot Minor Subdivision	In Design Review	
Ventura of GB	33-Lot Subdivision	In Design Review	
Whitehawk I	24-Lot Subdivision	In Design Review	Planning Dept review underway
Whitehawk II	56-Lot Subdivision	In Design Review	Planning Dept review underway. Likely to build before Whitehawk I.

STAFF REPORT

General Manager's Monthly Report

Paul Helliker

ENGINEERING - CAPITAL PROJECTS*Status Update for Current Retail Projects*

Project Title	Description	Status	Issues / Notes
Douglas Blvd Main Replacement	Replacement of ±4,125-LF of old steel main with new 16-in and 12-in pipeline between Auburn Folsom Rd and Hidden Lakes Dr.	Construction Complete	In closeout.
Dambacher Drive Services Replacement	Replacement of ±19 aged, corroded steel service taps with new bronze saddle taps to reduce potential for failures and leaks	Construction Complete	In closeout
Lou Place Main Replacement	Replacement of approximately 460-LF of aged main and 4 services on Lou Place between Troy Way and Crown Point Vista	In Construction Phase	Construction is complete. Closeout after the punchlist is done.
Edward Ct Main Replacement	Replacement of approximately 300-LF of aged main and 3 services on between Lou Place and the south end of Edward Court	In Construction Phase	Construction essentially complete, in Punchlist phase.
Spahn Ranch Rd. Main Extension	Install new pipeline; provides looped distribution network	In Design Phase	Working with property owner for easement
Cavitt Stallman 12" (Oak Pines to Sierra Ponds)	Install new pipeline on Cavitt Stallman between Oak Pines Lane and Sierra Ponds Lane	In Design	Will delay construction to FY 20/21
Cavitt Stallman 12" (Mystery Cr to Oak Pines)	Install new pipeline on Cavitt Stallman between Mystery Creek Ln and Oak Pines Ln.	In Design	Construction in FY 19/20
Woodminister Services Replacements	Replace 18 aged services	In Design	Construction in FY 19/20
Redbud/Lupin/Meadowlark Services Replmts	Replace 43 aged services	In Construction Phase	Construction complete, in Punchlist phase
Sandstone & Auberry to Hill Rd 8" Ext & Serv	Replace pipeline and services	In Construction Phase	Construction complete, in Punchlist phase
Kokila (SJWD/PCWA) 12-Inch Intertie Pipeline	Interconnection with PCWA	In Design	Working with RWA on Grant Funding

STAFF REPORT

General Manager's Monthly Report

Paul Helliker

Project Title	Description	Status	Issues / Notes
Mooney Tank Building New Roof	Replace the existing aged roof before failure	Design consultant is selected.	Reviewing options to reduce cost. Const in FY 20/21
Canyon Falls Village PRS Replacement	Rehabilitation of an existing Pressure Reducing Station (PRV) located near the intersection of Canyon Falls Drive and Santa Juanita Ave.	In Design	Bundling to bid with other two planned PRS's
Eastridge Dr CV Station	Design and construct CV station between Sierra and Gravity Zones. Needed to supply 3,125-gpm fire flow for the Wellquest project on SCB	In Design	Bundling to bid with other two planned PRS's
Vactor Solids Handling Station	Design and construct a storage and drying station for managing the vactor truck solids.	Design completed.	Const in FY 20/21
UGB & LGB Low Flow Pumps and LGB/CP MOV	Installation of two new low flow pumps, one each at the Lower and Upper Granite Bay pump stations	In Design. Ready to pre-purchase the pumps	Installation and commissioning in FY 19/20.

Status Update for Current Wholesale Projects

Project Title	Description	Status (% Complete)	Issues/ Notes
WTP Thickeners Lining	Clean, repair and line the interior walls and floor of the three thickeners to eliminate leakage and protect the concrete and reinforcing from damage	In Design. Preparing to Bid.	
FO-40 T-Main Relining	Relining of the existing ±11,000 foot long steel pipeline	In Construction	North and South sections essentially done. Filling and disinfecting South section now.
Hinkle Liner & Cover Repl'mt	Replace both the hypalon cover and liner	In pre-design phase. Planning to operate WTP without Hinkle.	Applying for WIFIA and SRF funding.
Lime System Improvements	Improvements for the WTP's lime system control and feeder system	In Design	
WTP On-Site Residuals Management Improvement Project	Management of the WTP residuals disposal area and improvements needed to meet regulatory requirements.	In Design Phase.	Const in FY 19/20

STAFF REPORT
General Manager's Monthly Report
Paul Helliker

SAFETY & REGULATORY TRAINING – APRIL 2019

Training Course	Staff
Spill Prevention, Control and Countermeasures Plan	All
Fire Extinguisher Basics	All
Heat Illness Prevention	FS
OSHA/ASME Basic Rigging	Select FS and WTP employees
Aerial lift Certificate Training	Select WTP Maintenance employees

FINANCE/BUDGET

See attached.



San Juan Water District, CA

Wholesale Operating Income Statement

Group Summary

For Fiscal: 2018-2019 Period Ending: 04/30/2019

Account	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
Fund: 010 - WHOLESALE					
Revenue					
41000 - Water Sales	12,666,300.00	12,666,300.00	1,847,243.00	11,465,175.66	1,201,124.34
43000 - Rebate	1,500.00	1,500.00	0.00	1,194.49	305.51
45000 - Other Operating Revenue	0.00	0.00	0.00	58,387.40	-58,387.40
49000 - Other Non-Operating Revenue	151,900.00	151,900.00	0.00	179,254.49	-27,354.49
Revenue Total:	12,819,700.00	12,819,700.00	1,847,243.00	11,704,012.04	1,115,687.96
Expense					
51000 - Salaries and Benefits	3,514,900.00	3,514,900.00	249,214.64	2,631,586.50	883,313.50
52000 - Debt Service Expense	955,000.00	955,000.00	0.00	562,903.91	392,096.09
53000 - Source of Supply	2,006,800.00	2,006,800.00	210,698.23	1,437,008.23	569,791.77
54000 - Professional Services	887,400.00	887,400.00	5,370.31	382,675.58	504,724.42
55000 - Maintenance	450,900.00	450,900.00	17,341.46	287,606.54	163,293.46
56000 - Utilities	90,500.00	90,500.00	0.00	118,781.05	-28,281.05
57000 - Materials and Supplies	478,300.00	478,300.00	33,481.36	395,520.80	82,779.20
58000 - Public Outreach	88,500.00	88,500.00	0.00	46,247.58	42,252.42
59000 - Other Operating Expenses	470,300.00	470,300.00	11,143.65	302,808.53	167,491.47
69000 - Other Non-Operating Expenses	2,700.00	2,700.00	0.00	1,473.50	1,226.50
69900 - Transfers Out	2,776,900.00	2,776,900.00	0.00	0.00	2,776,900.00
Expense Total:	11,722,200.00	11,722,200.00	527,249.65	6,166,612.22	5,555,587.78
Fund: 010 - WHOLESALE Surplus (Deficit):					
Total Surplus (Deficit):	1,097,500.00	1,097,500.00	1,319,993.35	5,537,399.82	-4,439,899.82

Wholesale Operating Income Statement

For Fiscal: 2018-2019 Period Ending: 04/30/2019

Fund Summary

Fund	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
010 - WHOLESALE	1,097,500.00	1,097,500.00	1,319,993.35	5,537,399.82	-4,439,899.82
Total Surplus (Deficit):	1,097,500.00	1,097,500.00	1,319,993.35	5,537,399.82	



San Juan Water District, CA

Wholesale Capital Income Statement

Group Summary

For Fiscal: 2018-2019 Period Ending: 04/30/2019

Account	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
Fund: 011 - Wholesale Capital Outlay					
Revenue					
42000 - Taxes & Assessments	1,094,700.00	1,094,700.00	0.00	613,153.19	481,546.81
44000 - Connection Fees	75,000.00	75,000.00	3,333.38	116,685.38	-41,685.38
44500 - Capital Contributions - Revenue	2,285,400.00	2,285,400.00	10,925.00	1,319,765.79	965,634.21
49000 - Other Non-Operating Revenue	65,000.00	65,000.00	2,500.00	163,454.01	-98,454.01
49990 - Transfer In	2,776,900.00	2,776,900.00	0.00	0.00	2,776,900.00
Revenue Total:	6,297,000.00	6,297,000.00	16,758.38	2,213,058.37	4,083,941.63
Expense					
55000 - Maintenance	3,101,000.00	3,101,000.00	0.00	2,012,963.36	1,088,036.64
61000 - Capital Outlay	1,755,700.00	1,755,700.00	8,733.72	143,622.33	1,612,077.67
63000 - Contributions to Others	0.00	0.00	0.00	-38,318.00	38,318.00
Expense Total:	4,856,700.00	4,856,700.00	8,733.72	2,118,267.69	2,738,432.31
Fund: 011 - Wholesale Capital Outlay Surplus (Deficit):					
Total Surplus (Deficit):	1,440,300.00	1,440,300.00	8,024.66	94,790.68	1,345,509.32
	1,440,300.00	1,440,300.00	8,024.66	94,790.68	

Wholesale Capital Income Statement

For Fiscal: 2018-2019 Period Ending: 04/30/2019

Fund Summary

Fund	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
011 - Wholesale Capital Outlay	1,440,300.00	1,440,300.00	8,024.66	94,790.68	1,345,509.32
Total Surplus (Deficit):	1,440,300.00	1,440,300.00	8,024.66	94,790.68	



San Juan Water District, CA

Retail Operating Income Statement

Group Summary

For Fiscal: 2018-2019 Period Ending: 04/30/2019

Account	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
Fund: 050 - RETAIL					
Revenue					
41000 - Water Sales	11,479,700.00	11,479,700.00	697,441.18	7,467,485.09	4,012,214.91
45000 - Other Operating Revenue	379,600.00	379,600.00	9,175.92	265,084.90	114,515.10
49000 - Other Non-Operating Revenue	116,200.00	116,200.00	24,408.00	121,003.59	-4,803.59
Revenue Total:	11,975,500.00	11,975,500.00	731,025.10	7,853,573.58	4,121,926.42
Expense					
51000 - Salaries and Benefits	4,720,300.00	4,720,300.00	342,131.06	3,635,177.76	1,085,122.24
52000 - Debt Service Expense	531,000.00	531,000.00	0.00	313,036.79	217,963.21
53000 - Source of Supply	3,095,300.00	3,095,300.00	571,006.00	2,792,983.91	302,316.09
54000 - Professional Services	1,213,400.00	1,213,400.00	31,209.98	547,724.76	665,675.24
55000 - Maintenance	345,800.00	345,800.00	5,323.67	175,662.14	170,137.86
56000 - Utilities	246,200.00	246,200.00	0.00	226,273.82	19,926.18
57000 - Materials and Supplies	292,800.00	292,800.00	9,832.41	264,165.65	28,634.35
58000 - Public Outreach	65,000.00	65,000.00	0.00	61,239.89	3,760.11
59000 - Other Operating Expenses	577,600.00	577,600.00	11,557.73	359,501.93	218,098.07
69000 - Other Non-Operating Expenses	2,200.00	2,200.00	0.00	1,473.50	726.50
69900 - Transfers Out	275,300.00	275,300.00	0.00	0.00	275,300.00
Expense Total:	11,364,900.00	11,364,900.00	971,060.85	8,377,240.15	2,987,659.85
Fund: 050 - RETAIL Surplus (Deficit):					
Total Surplus (Deficit):	610,600.00	610,600.00	-240,035.75	-523,666.57	1,134,266.57

Retail Operating Income Statement

For Fiscal: 2018-2019 Period Ending: 04/30/2019

Fund Summary

Fund	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
050 - RETAIL	610,600.00	610,600.00	-240,035.75	-523,666.57	1,134,266.57
Total Surplus (Deficit):	610,600.00	610,600.00	-240,035.75	-523,666.57	



San Juan Water District, CA

Retail Capital Income Statement

Group Summary

For Fiscal: 2018-2019 Period Ending: 04/30/2019

Account	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
Fund: 055 - Retail Capital Outlay					
Revenue					
42000 - Taxes & Assessments	1,094,700.00	1,094,700.00	0.00	613,153.20	481,546.80
44000 - Connection Fees	100,000.00	100,000.00	6,010.53	57,361.53	42,638.47
49000 - Other Non-Operating Revenue	65,000.00	65,000.00	2,500.00	98,133.93	-33,133.93
49990 - Transfer In	275,300.00	275,300.00	0.00	0.00	275,300.00
Revenue Total:	1,535,000.00	1,535,000.00	8,510.53	768,648.66	766,351.34
Expense					
54000 - Professional Services	358,000.00	358,000.00	0.00	0.00	358,000.00
55000 - Maintenance	150,800.00	150,800.00	0.00	106,306.91	44,493.09
61000 - Capital Outlay	5,505,300.00	5,505,300.00	596,930.34	3,013,558.35	2,491,741.65
Expense Total:	6,014,100.00	6,014,100.00	596,930.34	3,119,865.26	2,894,234.74
Fund: 055 - Retail Capital Outlay Surplus (Deficit):					
Total Surplus (Deficit):	-4,479,100.00	-4,479,100.00	-588,419.81	-2,351,216.60	-2,127,883.40

Fund Summary

Fund	Original Total Budget	Current Total Budget	MTD Activity	YTD Activity	Budget Remaining
055 - Retail Capital Outlay	-4,479,100.00	-4,479,100.00	-588,419.81	-2,351,216.60	-2,127,883.40
Total Surplus (Deficit):	-4,479,100.00	-4,479,100.00	-588,419.81	-2,351,216.60	

Summary**Project Summary**

Project Number	Project Name	Total Revenue	Total Expense	Revenue Over/ (Under) Expenses
<u>121965</u>	Oak Avenue - American River Canyon I	0.00	5,261.50	-5,261.50
<u>141043</u>	2014 Drought Response - SSWD Antel	0.00	-33,883.00	33,883.00
<u>171107</u>	FO 40 Transmission Pipeline Re-Lining	0.00	1,903,282.55	-1,903,282.55
<u>171109</u>	GIS Assessment and Implementation	0.00	109,995.27	-109,995.27
<u>175105</u>	6690-7767 Douglas Boulevard & Assoc	0.00	1,454,450.95	-1,454,450.95
<u>175107</u>	5700-5708 & 5640-5682 Main Avenue	0.00	17,206.88	-17,206.88
<u>175109</u>	9151-9219 Oak Avenue Main Replacer	0.00	17,972.75	-17,972.75
<u>175113</u>	7225-7355 Dambacher Drive	0.00	138,604.44	-138,604.44
<u>175117</u>	Bacon Pressure Zone - Olive Ranch PR	0.00	6,292.00	-6,292.00
<u>175119</u>	Bacon Pressure Zone - Cavitt Stallman	0.00	5,138.72	-5,138.72
<u>181105</u>	Lime System Control & Feeder System	0.00	19,219.54	-19,219.54
<u>181110</u>	Alum Feed Pumps Replacement	0.00	394.09	-394.09
<u>181120</u>	Lime Grit Containment - Curbing and C	0.00	18.71	-18.71
<u>181130</u>	Hinkle Reservoir Monitoring Wells Lev	0.00	24,913.76	-24,913.76
<u>181150</u>	Madison #2 Mag Meter Replacement	0.00	30,479.63	-30,479.63
<u>185115</u>	Lou Place-Tray Wy to Crown Point Vist	0.00	373,898.99	-373,898.99
<u>185135</u>	Upper & Lower GB Pump Stn Low Flow	0.00	37,517.95	-37,517.95
<u>185140</u>	Canyon Falls Village Pressure Reducing	0.00	3,461.65	-3,461.65
<u>185155</u>	Bacon Pump Station HVAC Improvement	0.00	922.90	-922.90
<u>185160</u>	Containment Area for Vacuum & Mater	0.00	24,585.00	-24,585.00
<u>185165</u>	Field Services/Engineering Building (Sh	0.00	84,185.20	-84,185.20
<u>185185</u>	Edward Court Mainline - South of Lou	0.00	181.99	-181.99
<u>191260</u>	On-Site Residuals Management Improv	0.00	22,040.26	-22,040.26
<u>191275</u>	Clarifier Wall Lining & Leakage Repairs	0.00	20,350.00	-20,350.00
<u>191280</u>	Hinkle Reservoir Cover	0.00	13,205.04	-13,205.04
<u>195205</u>	Electrical Improvements to Field Servi	0.00	11,497.41	-11,497.41
<u>195210</u>	SCADA Radio Replacements North Phas	0.00	1,150.00	-1,150.00
<u>195225</u>	Kokila SJWD/PCWA Intertie	0.00	5,653.00	-5,653.00
<u>195230</u>	Redbud/Lupin/Meadowlark Svc Replac	0.00	403,475.83	-403,475.83
<u>195235</u>	Sandstone & Auberry Court to Hill Roa	0.00	124,252.91	-124,252.91
<u>195255</u>	Bacon Pump Station Security Improve	0.00	4,375.00	-4,375.00
<u>195260</u>	Replace Variable Frequency Drives (3 I	0.00	64,457.06	-64,457.06
<u>195270</u>	SCADA Fiber Optic Comm Cabling - Ba	0.00	8,898.50	-8,898.50
<u>195290</u>	Mooney Tank Building Roof Replacem	0.00	23,723.00	-23,723.00
Project Totals:		0.00	4,927,179.48	-4,927,179.48

Group Summary

Group	Total Revenue	Total Expense	Revenue Over/ (Under) Expenses
CIP - Asset	0.00	3,057,761.22	-3,057,761.22
CIP - Capital Contribution	0.00	-33,883.00	33,883.00
CIP - Expense	0.00	1,903,301.26	-1,903,301.26
Group Totals:	0.00	4,927,179.48	-4,927,179.48

Type Summary

Type	Total Revenue	Total Expense	Revenue Over/ (Under) Expenses
Administration	0.00	-33,883.00	33,883.00
Engineering	0.00	2,907,091.75	-2,907,091.75
Field Services	0.00	36,082.41	-36,082.41
Information Technology	0.00	8,898.50	-8,898.50
Water Treatment Plant	0.00	2,008,989.82	-2,008,989.82
Type Totals:	0.00	4,927,179.48	-4,927,179.48

GL Account Summary

GL Account Number	GL Account Name	Total Revenue	Total Expense	Revenue Over/ (Under) Expenses
010-220-54120	Professional Services - Other	0.00	11,113.99	11,113.99
011-20030	Retentions Payable	0.00	4,435.00	4,435.00
011-700-57120	Maintenance - Facility	0.00	-89,330.81	-89,330.81
011-700-61145	Capital Outlay - WTP & Improv...	0.00	2,012,963.36	2,012,963.36
011-700-61155	Capital Outlay - Reservoirs & I...	0.00	41,672.60	41,672.60
011-700-61160	Capital Outlay - Equipment and..	0.00	38,118.80	38,118.80
011-700-61180	Capital Outlay - Software	0.00	19,365.64	19,365.64
011-700-74090	Contributions to Others	0.00	27,498.83	27,498.83
055-20030	Retentions Payable	0.00	-38,318.00	-38,318.00
055-700-61135	Capital Outlay - Pump Stations...	0.00	-78,601.44	-78,601.44
055-700-61140	Capital Outlay - Buildings & Im...	0.00	119,633.06	119,633.06
055-700-61150	Capital Outlay - Mains/Pipeline...	0.00	148,421.41	148,421.41
055-700-61160	Capital Outlay - Equipment and..	0.00	2,626,560.60	2,626,560.60
055-700-61180	Capital Outlay - Software	0.00	1,150.00	1,150.00
GL Account Totals:		0.00	4,927,179.48	4,927,179.48



San Juan Water District, CA

Balance Sheet
Account Summary
As Of 04/30/2019

Account	010 - WHOLESALE	011 - Wholesale Capital Outlay	050 - RETAIL	055 - Retail Capital Outlay	Total
Asset					
Type: 1000 - Assets					
10010 - Cash and Investments	6,884,885.52	10,261,077.87	1,735,187.39	5,306,133.72	24,187,284.50
10510 - Accounts Receivable	1,520,234.97	0.84	206,632.52	0.06	1,726,868.39
11000 - Inventory	0.00	0.00	192,568.34	0.00	192,568.34
12000 - Prepaid Expense	30,420.00	0.00	29,920.00	0.00	60,340.00
14010 - Deferred Outflows	4,924,499.53	0.00	5,745,077.75	0.00	10,669,577.28
17010 - Capital Assets - Work in Progress	119,719.83	0.00	1,200,506.28	0.00	1,320,226.11
17150 - Capital Assets - Land Non-depreciable	98,212.00	0.00	166,272.00	0.00	264,484.00
17160 - Capital Assets - Land Improvements	814,105.59	0.00	83,970.80	0.00	898,076.39
17200 - Capital Assets - Pump Stations & Improvements	7,047,178.00	0.00	5,527,475.04	0.00	12,574,653.04
17300 - Capital Assets - Buildings & Improvements	1,296,460.92	0.00	55,440.68	0.00	1,351,901.60
17350 - Capital Assets - Water Treatment Plant & Imp	35,529,240.97	0.00	16,000.00	0.00	35,545,240.97
17400 - Capital Assets - Mains/Pipelines & Improvements	29,288,015.94	0.00	42,097,313.07	0.00	71,385,329.01
17500 - Capital Assets - Reservoirs & Improvements	2,876,930.81	0.00	2,492,421.90	0.00	5,369,352.71
17700 - Capital Assets - Equipment & Furniture	13,623,189.97	0.00	1,051,807.09	0.00	14,674,997.06
17750 - Capital Assets - Vehicles	316,440.00	0.00	510,886.87	0.00	827,326.87
17800 - Capital Assets - Software	447,653.38	0.00	403,200.40	0.00	850,853.78
17850 - Capital Assets - Intangible	666,196.00	0.00	0.00	0.00	666,196.00
17900 - Less Accumulated Depreciation	-35,623,074.98	0.00	-27,567,347.98	0.00	-63,190,422.96
Total Type 1000 - Assets:		69,860,308.45	10,261,078.71	33,947,332.15	5,306,133.78
Total Asset:		69,860,308.45	10,261,078.71	33,947,332.15	5,306,133.78
Liability					
Type: 1000 - Assets					
10510 - Accounts Receivable	0.00	0.00	85,424.28	0.00	85,424.28
Total Type 1000 - Assets:		0.00	0.00	85,424.28	0.00
Type: 2000 - Liabilities					
20010 - Accounts Payable	90,522.39	64,095.87	40,580.88	606,332.30	801,531.44
20100 - Retentions Payable	0.00	89,330.81	0.00	129,092.49	218,423.30
21200 - Salaries & Benefits Payable	32,853.33	0.00	55,815.65	0.00	88,668.98
21250 - Payroll Taxes Payable	0.01	0.00	-4,090.10	0.00	-4,090.09
21300 - Compensated Absences	313,125.59	0.00	470,930.53	0.00	784,056.12
21500 - Premium on Issuance of Bonds Series 2017	1,935,590.64	0.00	1,077,976.74	0.00	3,013,567.38
21600 - OPEB Liability	1,868,077.67	0.00	2,435,346.48	0.00	4,303,424.15
21700 - Pension Liability	1,985,100.80	0.00	2,816,714.96	0.00	4,801,815.76

Balance Sheet

As Of 04/30/2019

Account	010 - WHOLESALE	011 - Wholesale Capital Outlay	050 - RETAIL	055 - Retail Capital Outlay	Total
22010 - Deferred Income	0.00	0.00	60,398.41	0.00	60,398.41
22050 - Deferred Inflows	1,448,541.04	0.00	1,934,601.33	0.00	3,383,142.37
24200 - 2012 Bonds Payable	6,244,443.50	0.00	3,390,556.50	0.00	9,635,000.00
24250 - Bonds Payable 2017 Refunding	15,753,600.00	0.00	8,861,400.00	0.00	24,615,000.00
29010 - Other Payables	230,200.00	0.00	0.00	0.00	230,200.00
Total Type 2000 - Liabilities:	29,902,054.97	153,426.68	21,140,231.38	735,424.79	51,931,137.82
Total Liability:	29,902,054.97	153,426.68	21,225,655.66	735,424.79	52,016,562.10
Equity					
Type: 3000 - Equity					
30100 - Investment in Capital Assets	33,105,804.95	0.00	13,014,612.39	0.00	46,120,417.34
30500 - Designated Reserves	1,315,048.71	10,012,861.35	230,730.67	6,921,925.59	18,480,566.32
Total Type 3000 - Equity:	34,420,853.66	10,012,861.35	13,245,343.06	6,921,925.59	64,600,983.66
Total Total Beginning Equity:	34,420,853.66	10,012,861.35	13,245,343.06	6,921,925.59	64,600,983.66
Total Revenue	11,704,012.04	2,213,058.37	7,853,573.58	768,648.66	22,539,292.65
Total Expense	6,166,612.22	2,118,267.69	8,377,240.15	3,119,865.26	19,781,985.32
Revenues Over/Under Expenses	5,537,399.82	94,790.68	-523,666.57	-2,351,216.60	2,757,307.33
Total Equity and Current Surplus (Deficit):	39,958,253.48	10,107,652.03	12,721,676.49	4,570,708.99	67,358,290.99
Total Liabilities, Equity and Current Surplus (Deficit):	69,860,308.45	10,261,078.71	33,947,332.15	5,306,133.78	119,374,853.09



San Juan Water District, CA

Check Report

By Check Number

Date Range: 04/01/2019 - 04/30/2019

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: APBNK-APBNK						
03091	Granite Bay Ace Hardware	04/30/2019	Regular	0.00	-267.25	53112
02328	Rocklin Industrial Co	04/26/2019	Regular	0.00	-502.57	53787
01182	Bartkiewicz, Kronick & Shanahan	04/01/2019	Regular	0.00	16,426.12	54012
03594	Borges & Mahoney, Inc.	04/01/2019	Regular	0.00	1,732.79	54013
03316	Brown, Lisa	04/01/2019	Regular	0.00	44.55	54014
02613	Clark, Tom	04/01/2019	Regular	0.00	26.00	54015
01068	Glenn C. Walker	04/01/2019	Regular	0.00	1,024.40	54016
03091	Granite Bay Ace Hardware	04/01/2019	Regular	0.00	263.10	54017
03098	On Scene Event Medical Services LLC	04/01/2019	Regular	0.00	1,618.25	54018
02223	Rexel Inc (Platt - Rancho Cordova)	04/01/2019	Regular	0.00	3,396.00	54019
03705	Snipes Construction Inc.	04/01/2019	Regular	0.00	450.00	54020
02651	United Parcel Service Inc	04/01/2019	Regular	0.00	96.65	54021
03079	Van Dusen, Darren	04/01/2019	Regular	0.00	45.00	54022
01687	W. W. Grainger, Inc.	04/01/2019	Regular	0.00	189.55	54023
03445	Zlotnick, Greg	04/01/2019	Regular	0.00	172.26	54024
03406	Alpha Analytical Laboratories Inc.	04/08/2019	Regular	0.00	1,694.00	54025
01073	Amarjeet Singh Garcha	04/08/2019	Regular	0.00	1,500.00	54026
01026	American River Ace Hardware, Inc.	04/08/2019	Regular	0.00	95.51	54027
03649	Caggiano General Engineering, Inc.	04/08/2019	Regular	0.00	124,046.25	54028
03707	Carlson, Paul Douglas	04/08/2019	Regular	0.00	2,500.00	54029
01372	City of Folsom	04/08/2019	Regular	0.00	28.00	54030
01378	Clark Pest Control of Stockton	04/08/2019	Regular	0.00	150.00	54031
03172	Cosens, Eric	04/08/2019	Regular	0.00	273.43	54032
02214	County of Placer Engineering & Surveying	04/08/2019	Regular	0.00	5,934.75	54033
01423	County of Sacramento	04/08/2019	Regular	0.00	391.50	54034
03376	Del Paso Pipe & Steel Inc.	04/08/2019	Regular	0.00	497.69	54035
01554	Electrical Equipment Co	04/08/2019	Regular	0.00	34.41	54036
01609	Federal Express Corporation	04/08/2019	Regular	0.00	27.50	54037
01681	Golden State Flow Measurements, Inc.	04/08/2019	Regular	0.00	5,822.98	54038
03091	Granite Bay Ace Hardware	04/08/2019	Regular	0.00	199.54	54039
01706	Graymont Western US Inc.	04/08/2019	Regular	0.00	6,413.00	54040
03383	Inferrera Construction Management Group, Inc.	04/08/2019	Regular	0.00	27,931.75	54041
03544	Morgan, Robert	04/08/2019	Regular	0.00	24.00	54042
02131	Office Depot, Inc.	04/08/2019	Regular	0.00	1,279.86	54043
02150	Pace Supply Corp	04/08/2019	Regular	0.00	2,305.17	54044
02208	Placer County Environmental Health	04/08/2019	Regular	0.00	13,508.00	54045
02223	Rexel Inc (Platt - Rancho Cordova)	04/08/2019	Regular	0.00	267.47	54046
02328	Rocklin Industrial Co	04/08/2019	Regular	0.00	42.90	54047
02514	State Water Resources Control Board - SWRCB	04/08/2019	Regular	0.00	60.00	54048
01411	SureWest Telephone	04/08/2019	Regular	0.00	1,617.37	54049
02463	The New AnswerNet	04/08/2019	Regular	0.00	260.00	54050
02667	US Bank Corporate Payments Sys (CalCard)	04/08/2019	Regular	0.00	25,064.62	54051
Void		04/08/2019	Regular	0.00	0.00	54052
Void		04/08/2019	Regular	0.00	0.00	54053
Void		04/08/2019	Regular	0.00	0.00	54054
Void		04/08/2019	Regular	0.00	0.00	54055
Void		04/08/2019	Regular	0.00	0.00	54056
Void		04/08/2019	Regular	0.00	0.00	54057
Void		04/08/2019	Regular	0.00	0.00	54058
Void		04/08/2019	Regular	0.00	0.00	54059
Void		04/08/2019	Regular	0.00	0.00	54060
Void		04/08/2019	Regular	0.00	0.00	54061
Void		04/08/2019	Regular	0.00	0.00	54062
Void		04/08/2019	Regular	0.00	0.00	54063

Check Report

Date Range: 04/01/2019 - 04/30/2019

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
01687	W. W. Grainger, Inc.	04/08/2019	Regular	0.00	17.36	54064
03406	Alpha Analytical Laboratories Inc.	04/11/2019	Regular	0.00	3,030.00	54070
03594	Borges & Mahoney, Inc.	04/11/2019	Regular	0.00	357.90	54071
03649	Caggiano General Engineering, Inc.	04/11/2019	Regular	0.00	2,085.00	54072
01494	Dewey Services Inc.	04/11/2019	Regular	0.00	85.00	54073
01681	Golden State Flow Measurements, Inc.	04/11/2019	Regular	0.00	17,853.47	54074
01733	Harris Industrial Gases	04/11/2019	Regular	0.00	375.32	54075
02024	MCI WORLDCOM	04/11/2019	Regular	0.00	134.68	54076
02150	Pace Supply Corp	04/11/2019	Regular	0.00	1,609.51	54077
02379	Sacramento Metropolitan Chamber of Commerce	04/11/2019	Regular	0.00	1,000.00	54078
02452	Sierra National Construction, Inc.	04/11/2019	Regular	0.00	6,531.88	54079
03309	Sorum, Mark	04/11/2019	Regular	0.00	650.00	54080
02651	United Parcel Service Inc	04/11/2019	Regular	0.00	102.05	54081
02690	Verizon Wireless	04/11/2019	Regular	0.00	1,255.52	54082
03406	Alpha Analytical Laboratories Inc.	04/18/2019	Regular	0.00	598.00	54083
03316	Brown, Lisa	04/18/2019	Regular	0.00	39.90	54084
01437	California Utilities Emergency Association	04/18/2019	Regular	0.00	500.00	54085
03345	Cessna, Chris	04/18/2019	Regular	0.00	188.00	54086
01681	Golden State Flow Measurements, Inc.	04/18/2019	Regular	0.00	1,577.41	54087
03091	Granite Bay Ace Hardware	04/18/2019	Regular	0.00	40.40	54088
01733	Harris Industrial Gases	04/18/2019	Regular	0.00	56.79	54089
02047	Heasley, Mike	04/18/2019	Regular	0.00	23.20	54090
03072	HUNT & SONS INC.	04/18/2019	Regular	0.00	659.03	54091
01483	Hyde Veith, Denise	04/18/2019	Regular	0.00	104.27	54092
01814	J. Fletcher Creamer & Son, Inc.	04/18/2019	Regular	0.00	627,070.06	54093
01890	Johnson Petroleum Construction, Inc.	04/18/2019	Regular	0.00	216.25	54094
03533	M&C Bliss Enterprises Inc	04/18/2019	Regular	0.00	47.70	54095
03669	MFDB Architects, Inc.	04/18/2019	Regular	0.00	3,647.00	54096
03239	NorCal RotoCo, Inc.	04/18/2019	Regular	0.00	269.70	54097
02129	Occu-Med Ltd.	04/18/2019	Regular	0.00	277.50	54098
02131	Office Depot, Inc.	04/18/2019	Regular	0.00	1,002.19	54099
02150	Pace Supply Corp	04/18/2019	Regular	0.00	1,977.31	54100
03026	PFM Asset Management	04/18/2019	Regular	0.00	853.56	54101
02146	PG&E	04/18/2019	Regular	0.00	6,444.10	54102
	Void	04/18/2019	Regular	0.00	0.00	54103
02206	Placer County Clerk-Recorder-Registrar	04/18/2019	Regular	0.00	750.00	54104
02210	Placer County Water Agency	04/18/2019	Regular	0.00	72,625.00	54105
02223	Rexel Inc (Platt - Rancho Cordova)	04/18/2019	Regular	0.00	4,116.61	54106
02293	RFI Enterprises, Inc	04/18/2019	Regular	0.00	51.34	54107
02328	Rocklin Windustrial Co	04/18/2019	Regular	0.00	43.24	54108
02357	Sacramento Municipal Utility District (SMUD)	04/18/2019	Regular	0.00	8,069.05	54109
02580	The Eidam Corporation	04/18/2019	Regular	0.00	10,782.25	54110
02638	Tyler Technologies, Inc.	04/18/2019	Regular	0.00	5,495.25	54111
03284	Vavrinek, Trine, Day & Co, LLP	04/18/2019	Regular	0.00	780.00	54112
02700	Viking Shred LLC	04/18/2019	Regular	0.00	50.00	54113
01687	W. W. Grainger, Inc.	04/18/2019	Regular	0.00	569.54	54114
03445	Zlotnick, Greg	04/18/2019	Regular	0.00	102.66	54115
01641	Sun Life Assurance Company of Canada	04/01/2019	Bank Draft	0.00	10,061.88	210386
01199	Bentley Systems, Incorporated	04/01/2019	EFT	0.00	302.00	405924
01521	DataProse, LLC	04/01/2019	EFT	0.00	925.00	405925
01486	Department of Energy	04/01/2019	EFT	0.00	3,400.73	405926
03237	GM Construction & Developers, Inc	04/01/2019	EFT	0.00	5,279.48	405927
01721	Hach Company	04/01/2019	EFT	0.00	534.51	405928
01741	HDR Engineering, Inc.	04/01/2019	EFT	0.00	1,296.71	405929
03628	Lees Automotive Repair Inc.	04/01/2019	EFT	0.00	333.68	405930
02027	Mcmaster-Carr Supply Company	04/01/2019	EFT	0.00	49.15	405931
01472	Mel Dawson, Inc.	04/01/2019	EFT	0.00	4,627.35	405932
01898	Association of California Water Agencies / JPIA	04/08/2019	EFT	0.00	31,155.38	405933
	Void	04/08/2019	EFT	0.00	0.00	405934
03221	Chemtrade Chemicals Corporation	04/08/2019	EFT	0.00	8,364.96	405935
03063	D&T Fiberglass, Inc.	04/08/2019	EFT	0.00	3,621.00	405936

Check Report

Date Range: 04/01/2019 - 04/30/2019

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
01055	Divers, Alan Richard	04/08/2019	EFT	0.00	5,653.00	405937
03702	Flowline Contractors, Inc.	04/08/2019	EFT	0.00	346,598.00	405938
03237	GM Construction & Developers, Inc	04/08/2019	EFT	0.00	6,655.85	405939
03708	ifm efector	04/08/2019	EFT	0.00	836.96	405940
01794	Innovyze, Inc	04/08/2019	EFT	0.00	11,525.00	405941
01938	Kyle Yates, Inc.	04/08/2019	EFT	0.00	1,425.50	405942
03628	Lees Automotive Repair Inc.	04/08/2019	EFT	0.00	1,270.45	405943
02367	McClatchy Newspapers, Inc.	04/08/2019	EFT	0.00	998.48	405944
02027	Mcmaster-Carr Supply Company	04/08/2019	EFT	0.00	28.82	405945
02050	Miles Treaster & Associates (MTA)	04/08/2019	EFT	0.00	693.69	405946
02572	Thatcher Company of California, Inc.	04/08/2019	EFT	0.00	4,226.40	405947
02581	The Ferguson Group, LLC	04/08/2019	EFT	0.00	1,785.57	405948
02162	Tobin, Pamela	04/08/2019	EFT	0.00	68.50	405949
03298	United Rentals (North America), Inc.	04/08/2019	EFT	0.00	936.19	405950
03387	WageWorks, Inc	04/08/2019	EFT	0.00	259.15	405951
01611	Ferguson Enterprises, Inc	04/11/2019	EFT	0.00	1,406.07	405952
03695	GHD Inc.	04/11/2019	EFT	0.00	3,850.00	405953
03237	GM Construction & Developers, Inc	04/11/2019	EFT	0.00	13,805.26	405954
03628	Lees Automotive Repair Inc.	04/11/2019	EFT	0.00	198.84	405955
01472	Mel Dawson, Inc.	04/11/2019	EFT	0.00	3,231.15	405956
01328	Association of California Water Agencies / Joint Po	04/18/2019	EFT	0.00	7,733.82	405957
01242	Bureau of Reclamation-MPR	04/18/2019	EFT	0.00	9,360.70	405958
03221	Chemtrade Chemicals Corporation	04/18/2019	EFT	0.00	4,182.49	405959
01521	DataProse, LLC	04/18/2019	EFT	0.00	7,075.59	405960
01486	Department of Energy	04/18/2019	EFT	0.00	624.17	405961
01504	DLT Solutions LLC	04/18/2019	EFT	0.00	5,615.40	405962
03696	Finn Design Group, Inc.	04/18/2019	EFT	0.00	9,795.00	405963
01741	HDR Engineering, Inc.	04/18/2019	EFT	0.00	18,221.26	405964
03703	Hilts Consulting Group, Inc.	04/18/2019	EFT	0.00	13,183.04	405965
03628	Lees Automotive Repair Inc.	04/18/2019	EFT	0.00	1,863.42	405966
02027	Mcmaster-Carr Supply Company	04/18/2019	EFT	0.00	407.54	405967
02158	Pacific Storage Company	04/18/2019	EFT	0.00	46.19	405968
03385	S.J. Electro Systems, Inc	04/18/2019	EFT	0.00	295.50	405969
03298	United Rentals (North America), Inc.	04/18/2019	EFT	0.00	656.40	405970
02710	WageWorks, Inc	04/18/2019	EFT	0.00	86.00	405971
03387	WageWorks, Inc	04/18/2019	EFT	0.00	259.15	405972
03700	Westin Technology Solutions, LLC	04/18/2019	EFT	0.00	46,892.67	405973
03077	VALIC	04/05/2019	Bank Draft	0.00	4,495.88	0007749422
03077	VALIC	04/19/2019	Bank Draft	0.00	4,495.88	0007761001
03078	CalPERS Health	04/02/2019	Bank Draft	0.00	44,334.49	1001292565
03078	CalPERS Health	04/02/2019	Bank Draft	0.00	36,462.55	1001292565
03078	CalPERS Health	04/02/2019	Bank Draft	0.00	42,043.85	1001292565
03130	CalPERS Retirement	04/05/2019	Bank Draft	0.00	34,255.14	1001295357
01366	Citistreet/CalPERS 457	04/05/2019	Bank Draft	0.00	3,627.96	1001295365
03130	CalPERS Retirement	04/19/2019	Bank Draft	0.00	34,277.44	1001304332
03080	California State Disbursement Unit	04/19/2019	Bank Draft	0.00	750.92	AW0IR3Z6663
03080	California State Disbursement Unit	04/04/2019	Bank Draft	0.00	750.92	ICFQY2Y6659
03163	Economic Development Department	04/05/2019	Bank Draft	0.00	8,005.49	0-413-143-232
03163	Economic Development Department	04/19/2019	Bank Draft	0.00	7.13	1-370-249-408
03163	Economic Development Department	04/19/2019	Bank Draft	0.00	8,313.05	1-370-249-408
03163	Economic Development Department	04/19/2019	Bank Draft	0.00	756.86	1-370-249-408
03163	Economic Development Department	04/08/2019	Bank Draft	0.00	336.82	2-103-881-920
01039	American Family Life Assurance Company of Colu	04/19/2019	Bank Draft	0.00	691.28	Q3869 04-19-19
01039	American Family Life Assurance Company of Colu	04/19/2019	Bank Draft	0.00	691.28	Q3869 04-19-19
01366	Citistreet/CalPERS 457	04/19/2019	Bank Draft	0.00	3,829.67	1000000156486
03164	Internal Revenue Service	04/05/2019	Bank Draft	0.00	47,526.12	2709495232895
03164	Internal Revenue Service	04/08/2019	Bank Draft	0.00	1,280.02	2709498959381
03164	Internal Revenue Service	04/19/2019	Bank Draft	0.00	48,327.34	2709509658192
03164	Internal Revenue Service	04/19/2019	Bank Draft	0.00	3,333.23	2709509658192

Check Report

Date Range: 04/01/2019 - 04/30/2019

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
03164	Internal Revenue Service	04/19/2019	Bank Draft	0.00	203.87	2709509658192

Bank Code APBNK Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	138	86	0.00	1,031,569.37
Manual Checks	0	0	0.00	0.00
Voided Checks	0	15	0.00	-769.82
Bank Drafts	24	24	0.00	338,859.07
EFT's	74	50	0.00	591,641.17
	236	175	0.00	1,961,299.79

All Bank Codes Check Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	138	86	0.00	1,031,569.37
Manual Checks	0	0	0.00	0.00
Voided Checks	0	15	0.00	-769.82
Bank Drafts	24	24	0.00	338,859.07
EFT's	74	50	0.00	591,641.17
	236	175	0.00	1,961,299.79

Fund Summary

Fund	Name	Period	Amount
999	INTERCOMPANY	4/2019	1,961,299.79



San Juan Water District, CA

Vendor History Report**By Vendor Name**

Posting Date Range 07/01/2018 - 04/30/2019

Payment Date Range -

Payable Number Item Description	Description Units	Post Date Price	1099 Amount	Payment Number Account Number	Payment Date Account Name	Amount Dist Amount	Shipping	Tax	Discount	Net	Payment
Vendor Set: 01 - Vendor Set 01											
02556 - Costa, Ted											
Exp Reimb 04-2019	Mileage Reimbursement Cal Water Policy Co	4/30/2019		54138	5/6/2019	684.83	0.00	0.00	0.00	684.83	684.83
Mileage Reimbursement	0.00	0.00	109.96	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	109.96 54.98 54.98	0.00 0.00	0.00 0.00	0.00 0.00	109.96	109.96
Exp Reimb 11-2018	ACWA Fall Conf Expense Reimbursement	11-11/30/2018		53619	12/17/2018	574.87	0.00	0.00	0.00	574.87	574.87
ACWA Fall Conf Expense I	0.00	0.00	574.87	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	287.44 287.43	0.00 0.00	0.00 0.00	0.00 0.00	574.87	574.87
01916 - Miller, Ken											
Exp Reimb 08-2018	Exp Reimb 08-2018-Mileage PCWA 2x2 Meet	8/31/2018		53205	9/10/2018	1,788.51	0.00	0.00	0.00	1,788.51	1,788.51
Exp Reimb 08-2018-Mile	0.00	0.00	16.90	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	16.90 15.21 1.69	0.00 0.00	0.00 0.00	0.00 0.00	16.90	16.90
Exp Reimb 10-2018	Mileage Reimbursement -SGA 20th Anniversa	10/18/2018		53478	11/13/2018	13.63	0.00	0.00	0.00	13.63	13.63
Mileage Reimbursement	0.00	0.00	13.63	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	6.82 6.81	0.00 0.00	0.00 0.00	0.00 0.00	13.63	13.63
Exp Reimb 11-2018	ACWA Fall Conference Exp Reimb 11-2018	11/30/2018		53599	12/10/2018	1,757.98	0.00	0.00	0.00	1,757.98	1,757.98
ACWA Fall Conference Ex	0.00	0.00	1,757.98	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	878.99 878.99	0.00 0.00	0.00 0.00	0.00 0.00	1,757.98	1,757.98
03092 - Rich, Dan											
Exp Reimb 09-2018	Mileage Reimb-EE BBQ	9/30/2018		53350	10/15/2018	228.70	0.00	0.00	0.00	228.70	228.70
Mileage Reimb-EE BBQ	0.00	0.00	6.00	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	6.00 3.00 3.00	0.00 0.00	0.00 0.00	0.00 0.00	6.00	6.00
Exp Reimb 10-2018	Mileage Reimbursement-SGA 20th Anniversa	10/18/2018		53488	11/13/2018	9.27	0.00	0.00	0.00	9.27	9.27
Mileage Reimbursement-	0.00	0.00	9.27	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	4.64 4.63	0.00 0.00	0.00 0.00	0.00 0.00	9.27	9.27
Exp Reimb 11-2018	ACWA Fall Conference Expense Reimb 11-2018	11/30/2018		53633	12/17/2018	213.43	0.00	0.00	0.00	213.43	213.43
ACWA Fall Conference Ex	0.00	0.00	213.43	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	106.72 106.71	0.00 0.00	0.00 0.00	0.00 0.00	213.43	213.43
02162 - Tobin, Pamela											
Exp Reimb 01-2019	Mileage Reimbursement-Various Meetings	1/31/2019		405847	2/11/2019	1,258.84	0.00	0.00	0.00	1,258.84	1,258.84
Mileage Reimbursement-	0.00	0.00	160.70	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	160.70 80.35 80.35	0.00 0.00	0.00 0.00	0.00 0.00	160.70	160.70
Exp Reimb 02-2019	Exp Reimb-ACWA Conf & Mileage Various M	2/28/2019		405900	3/11/2019	286.72	0.00	0.00	0.00	286.72	286.72

Vendor History Report

Posting Date Range 07/01/2018 - 04/30/2019

Payable Number	Description	Post Date	1099	Payment Number	Payment Date	Amount	Shipping	Tax	Discount	Net	Payment
Item Description	Units	Price	Amount	Account Number	Account Name		Dist Amount				
Exp Reimb-ACWA Conf &	0.00	0.00	286.72	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	143.36 143.36					
Exp Reimb 03-2019	Mileage & Parking-Various Meetings	3/31/2019		405949	4/8/2019	68.50	0.00	0.00	0.00	68.50	68.50
Mileage & Parking-Variou	0.00	0.00	68.50	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	34.25 34.25					
Exp Reimb 07-2018	Mileage Exp Reimb-Various Meetings& ACW/7/30/2018			405547	8/7/2018	105.75	0.00	0.00	0.00	105.75	105.75
Mileage Exp Reimb-Vario	0.00	0.00	105.75	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	52.88 52.87					
Exp Reimb 08-2018	Mileage Expense Reimbursement-Various M€8/31/2018			405608	9/10/2018	38.70	0.00	0.00	0.00	38.70	38.70
Mileage Expense Reimbu	0.00	0.00	38.70	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	19.35 19.35					
Exp Reimb 09-2018	Mileage & Exp Reimb-Various Meetings	9/30/2018		405667	10/15/2018	173.33	0.00	0.00	0.00	173.33	173.33
Mileage & Exp Reimb-Var	0.00	0.00	173.33	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	86.66 86.67					
Exp Reimb 10-2018	Mileage Reimbursement-Various Meetings	10/26/2018		405718	11/13/2018	83.93	0.00	0.00	0.00	83.93	83.93
Mileage Reimbursement-	0.00	0.00	83.93	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	41.97 41.96					
Exp Reimb 11-2018	ACWA Fall Conference Expense Reimbursem€11/30/2018			405758	12/10/2018	321.59	0.00	0.00	0.00	321.59	321.59
ACWA Fall Conference Ex	0.00	0.00	321.59	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	160.80 160.79					
Exp Reimb 12-2018	Mileage Reimbursement Various Meetings 1:12/26/2018			405803	1/15/2019	19.62	0.00	0.00	0.00	19.62	19.62
Mileage Reimbursement'	0.00	0.00	19.62	010-010-52110 050-010-52110	Training - Meetings, Education & Trai Training - Meetings, Education & Trai	9.81 9.81					
Vendors: (4) Total 01 - Vendor Set 01:						3,960.88	0.00	0.00	0.00	3,960.88	3,960.88
Vendors: (4) Report Total:						3,960.88	0.00	0.00	0.00	3,960.88	3,960.88



Payroll Set: 01-San Juan Water District

Employee Number	Employee Name	Pay Code	# of Payments	Units	Pay Amount
<u>0690</u>	Costa,Ted	Reg - Regular Hours	10	46.00	5,750.00
			0690 - Costa Total:	46.00	5,750.00
<u>1028</u>	Hanneman,Martin W	Reg - Regular Hours	10	46.00	5,750.00
			1028 - Hanneman Total:	46.00	5,750.00
<u>0670</u>	Miller,Ken	Reg - Regular Hours	10	36.00	4,500.00
			0670 - Miller Total:	36.00	4,500.00
<u>1003</u>	Rich,Daniel T	Reg - Regular Hours	10	27.00	3,375.00
			1003 - Rich Total:	27.00	3,375.00
<u>0650</u>	Tobin,Pamela	Reg - Regular Hours	10	67.00	8,375.00
			0650 - Tobin Total:	67.00	8,375.00
				Report Total:	222.00
					27,750.00



Pay Code Report

Account Summary

7/1/2018 - 4/30/2019

Payroll Set: 01-San Juan Water District

Account	Account Description	Units	Pay Amount
<u>010-010-58110</u>	Director - Stipend	111.00	13,875.00
		010 - WHOLESALE Total:	111.00 13,875.00
<u>050-010-58110</u>	Director - Stipend	111.00	13,875.00
		050 - RETAIL Total:	111.00 13,875.00
		Report Total:	222.00 27,750.00

**Pay Code Report**

Pay Code Summary

7/1/2018 - 4/30/2019

Payroll Set: 01-San Juan Water District

Pay Code	Description	# of Payments	Units	Pay Amount
Reg	Regular Hours	50	222.00	27,750.00
		Report Total:	222.00	27,750.00

2018/19 Actual Deliveries and Revenue - By Wholesale Customer Agency

	July 2018 - April 2019						
	Budgeted Deliveries	Budgeted Revenue	Actual Deliveries	Actual Revenue	Delivery Variance	Revenue Variance	
San Juan Retail	8,875.62	\$ 2,456,733	8,488.31	\$ 2,425,307	(387.31)	-4.4%	\$ (31,427) -1.3%
Citrus Heights Water District	8,332.11	\$ 2,492,097	7,491.46	\$ 2,423,886	(840.65)	-10.1%	\$ (68,210) -2.7%
Fair Oaks Water District	5,841.01	\$ 1,784,028	5,130.30	\$ 1,726,361	(710.71)	-12.2%	\$ (57,667) -3.2%
Orange Vale Water Co.	3,042.97	\$ 840,167	3,101.88	\$ 844,947	58.91	1.9%	\$ 4,780 0.6%
City of Folsom	909.90	\$ 245,755	849.50	\$ 240,854	(60.40)	-6.6%	\$ (4,901) -2.0%
Granite Bay Golf Course	207.72	\$ 8,980	200.90	\$ 8,685	(6.82)	-3.3%	\$ (295) -3.3%
Sac Suburban Water District	8,400.00	\$ 1,482,516	11,101.87	\$ 1,959,369	2,701.87	32.2%	\$ 476,853 32.2%
Water Transfer	3,840.00	\$ 1,536,000	3,050.02	\$ 1,220,008	(789.98)	-20.6%	\$ (315,992) -20.6%
TOTAL	39,449.34	\$ 10,846,276	39,414.24	\$ 10,849,417	(35.10)	-0.1%	\$ 3,141 0.0%

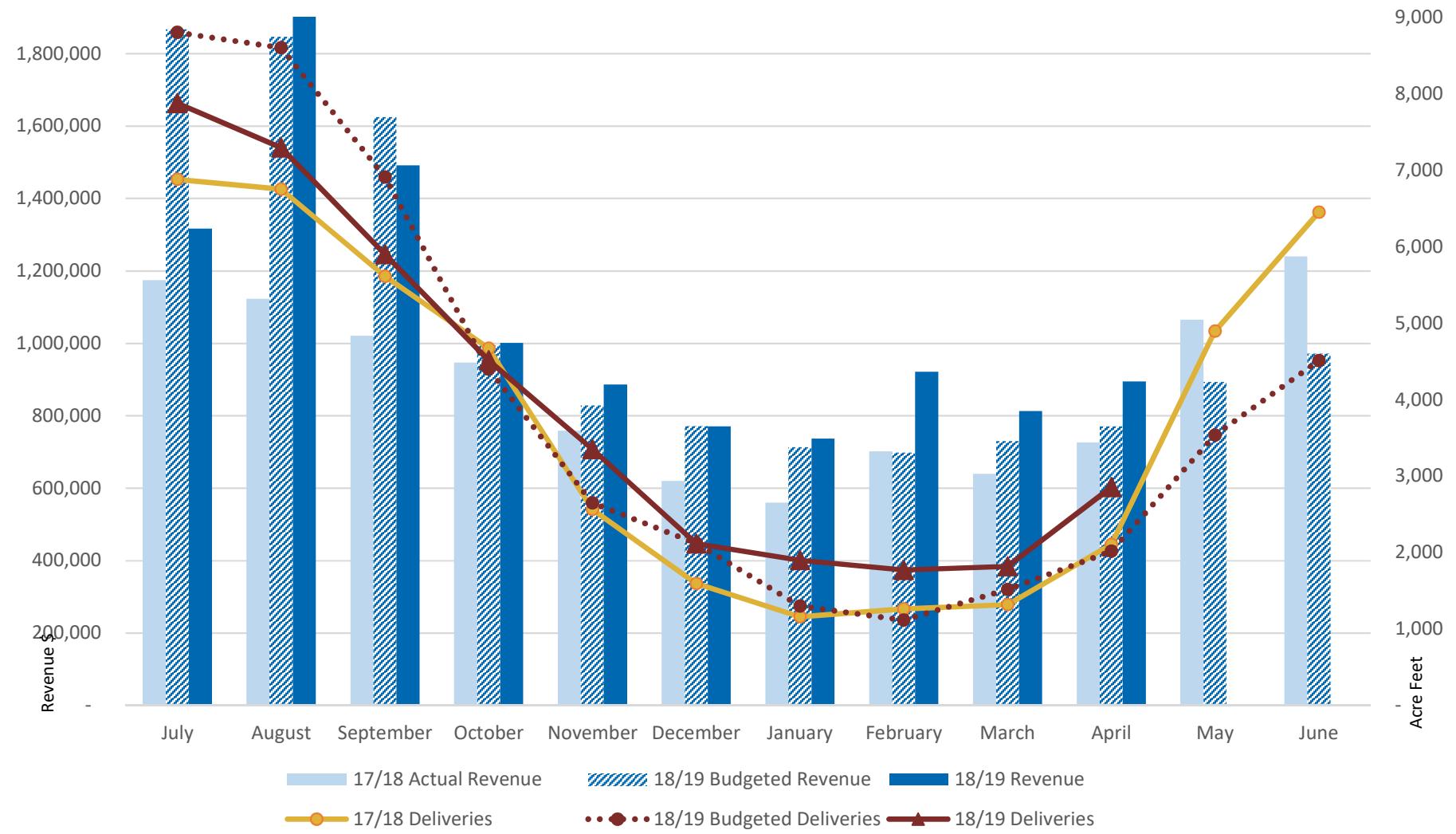
Budgeted Deliveries	39,449.34
Actual Deliveries	<u>39,414.24</u>
Difference	(35.10)
	-0.1%

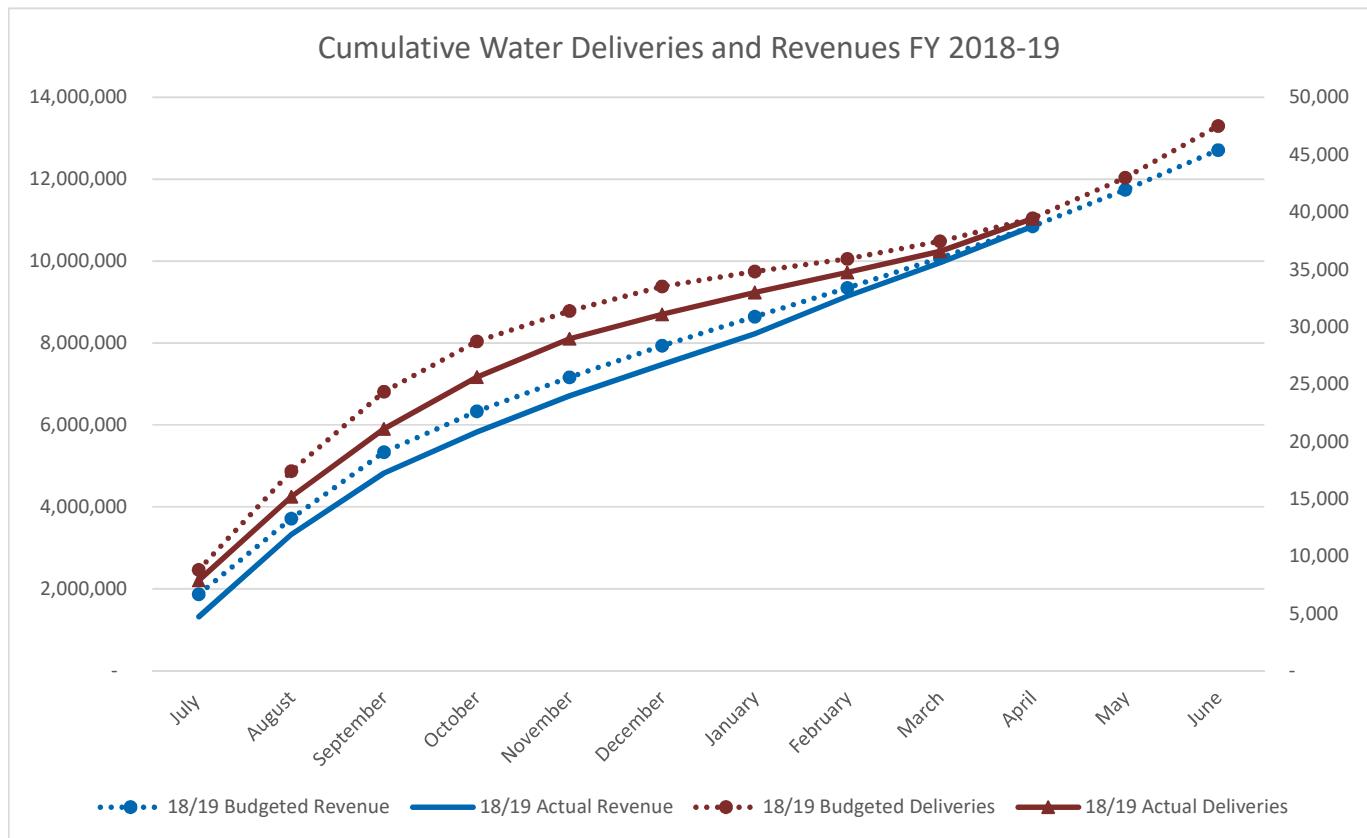
Budgeted Water Sale Revenue	\$ 10,846,276
Actual Water Sale Revenue	\$ 10,849,417
Difference	\$ 3,141
	0.03%

Conclusion:

All regular wholesale customer agencies, except Orange Vale Water Company have taken less water than anticipated in the budget. However, greater than anticipated deliveries to SSWD have almost completely made up the difference. Total deliveries are just 35 acre feet below anticipated deliveries for July through April, a variance of just -.1%. Due to the increase in water treated for SSWD revenues for the period are on track with the budget, with a .03% percent positive variance.

Comparison of Fiscal Year 2017/2018 Actual to 2018/2019 Projections of Deliveries and Revenue





AGENDA ITEM IX- 2, 3.1 & 3.2

Tobin Report
5/22/2019

JPIA BOARD OF DIRECTORS' MEETING MONDAY, MAY 6, 2019 1:30PM

Executive Committee Elections New Four Year Terms

- 1) Fred Bockmiller ~ Mesa Water District
- 2) Jerry Gladbach ~ Santa Clarita Valley Water Agency (incumbent)
- 3) Brent Hastey ~ Yuba County Water Agency
- 4) Bruce Rupp ~ Humboldt Bay Municipal Water District (incumbent)

CA Water Insurance Fund Election

- 1) Paul E Dorsey ~ Vista Irrigation
- 2) Scott Quady ~ Calleguas Municipal Water District

Other Business:

\$0 rate increases in Vision Care, PPO's HMO's and Dental insurance coverage
2 ½% increase from Kaiser.

JPIA has had

- 1) Significant growth
- 2) Expanded overages
- 3) Creation of the JPIA Captive ~ the California Water Insurance Fund (CWIF)

RWA Executive Committee Meeting May 22, 2019

The board has given instructions to the Chair, Paul Schubert, Vice Chair, Kerry Schmitz and Marcus Yasutaka to deliberate on compensation for the new ED of RWA after all background checks have been made and an offer to the #1 candidate pending the background check. The recommendations will come back to the board on June 13, 2019 at 10:30AM.

Policy 400.1 was approved in order to save on long-term retiree health benefit costs. It adopts an employer contribution at an equal amount for employees and annuitants and adopted a new cafeteria plan and retiree health premium reimbursement plan. There will be 3 separate tiers, Tier I, Tier II, and Tier III, for retiree health insurance purposes.

Legislative Regulatory Update

- 1) Support Senate Budget Proposal: It supports the \$150 Million in the general fund, how we get the will be the focus because it opens the door to replace general fund (\$150M) money to other sources.

- 2) AB 508 focuses on private domestic well owner that are barriers to consolidation projects. Support
- 3) SB 134 Water Efficiency “water use objective” would be a support if amended. It could take away all flexibility. It would amend enforcement only if, as determined by the State Water Resource Control Board. Water loss is the sole reason for noncompliance with the water use objective and the water loss standard under SB 555 is separately being enforced. The CA Municipal Utility Assn. (CMUA) is sponsoring the bill.

Regional Smart Controller Program.

The goal of the program is to convert higher water use households to more water efficient one through the installation of smart controllers to manage outdoor water use. Time line is June 2019-March 2020 and could be extended. Current funding is \$110K from CA Dept of Water Resources grant and does not have a local water agencies funding match.

The program

- 1) provides design & administration framework, with an online platform for RWA's oversight & Management
- 2) Marketing, customer assistance, training and installation services for a multiagency smart controller program
- 3) Develop & provide evaluation metrics
- 4) Program status & completion reports

Rachio/Valley Soil will provide consulting services for this program.

Approval for Prop 1 integrated Regional Water Management Implementation Grant Application Project

Approval for Regional Aquifer Storage and Recovery Project Agreement

Approval for the interim EC to execute an agency agreement to provide support for final report preparation for the 2018 Regional Groundwater Substitution Transfer Project Agency Agreement. Rob Swartz provided contour maps and hydrographs for San Juan and purchased a software program so that reports could be done in-house. SAFCA is willing to reimburse RWA if Rob was in agreement and would manage the details.

ACWA Spring Conference, May 7-9th, 2019

Federal Affairs: Attached

Local Government: Attached.

ACWA Nominations with board resolutions. GM and BOD Chair to receive nomination package. I was asked to run for ACWA Vice President

Local Government

5/7/2019

Discussion on Disadvantaged Communities Policy Principles. Darrin from Water Board spoke via phone conference. He said that 90% of systems that have 500 connections are under standard for water and size and they are looking at how to address that issue. Permitted water systems number 7,400 and 3,000 are water community systems. There are 900 Waste water plants and 75 electric utilities in CA

Requirement to consider consolidation if by a larger water system, costs, and maintained. Managerial and financial guidelines will be a work in progress on smaller water systems.

AB1263 consolidation bill. ACWA and Ca building Assn worked together on this bill. Research on small water systems discovered that it's going to pay 12% more for all components than a larger system because they can't purchase in bulk and overhead operating costs are dramatically higher.

There is a role for LAFCO and broad discussion about rules going forward. With new land developments, Water Board is looking to the water agencies to help with 15 connections or more. Public water systems are defined at 15 connections or more, as Safe Drinking Water Act. Under that you are considered by a small well production, private water. Needs to interface with County Land use components

In the Permitting, the State has authority when considering capacity and financial consideration of water agencies and a needs analysis to include financial liabilities and system health.

ERA report data has a very strong trend for not charging more than \$100 per month. Even disadvantaged community can't pay that much so the needs study will talk about what kind of \$ components will be evaluated. How to create more efficient water systems on smaller scales.

Timing, we need to think about how approval in land use process needs to happen much sooner in the process prior to permitting for water systems.

Work group to work on policy guidelines Ron Greenwood, Larry McKenny, Pam Tobin

Bills

ACA1 Constitutional amendments reducing 2/3 voting threshold for local government down to 55% for unfractured and building projects

Bill AB508 gives state water board the right to contact a tenant of a home of a failing well to inform them of the failing well. By notifying the occupant, it may encourage the owner of well to take part in consolidation. Will be held for vote next week...ACWA Favors.

SB330 (Skinner) housing crisis has a number of provisions. Burdensome impediments to housing developments would freeze rates in place for ten years and would not be allowed to raise their rates, despite any fee studies. Bill is on suspense right now and hopeful ACWA wants that removed from the bill. ACWA Opposed

AB402(Bill Quirk) intended to address local privacy agencies, any water system that has 12-200 connections or less (small public water systems) are overseen by the local health department. Those LPA's (health agencies) don't have proper finances to oversee these smaller failing systems. Some of these LPA's want to turn back over to State Water Board. Water could assess fees on all public water

systems to cover oversight costs. ACWA is negotiations and submitted language to the appropriations committee would limit small water systems. This element would give new fee authority to state water board. ACWA watch position.

Property Tax and Reserve Policy Principals (Adam Quinonez)

Property Taxes~ CA state legislature would like to redirect local revenues to the state which could cause challenges for many water districts.

Reserve funds ~ Reserve levels and adequate funds are critical to successful and stable short- and long-term operations of water and waste water agencies. The Benefit is that customers get both stable rates for service and security that an agency can respond to short term emergencies, especially regarding water quality issues. Special districts are required to establish reserve funds “deemed reasonable and proper” for: 1) restricted funds to satisfy creditors, capital improvements, pension plan, etc 2) Obligated funds for contractual commitments for unfulfilled services and purchases.3) Designated funds for things like rate stabilization, unforeseen significant rate increases to rate payers. 4) Operational reserves for water quality emergencies, and catastrophic or self-insurance requirements.

Federal Affairs Committee May 7, 2019

Cindy Tuck ~ Safe drinking water funding. 3 proposals pending for funding mechanism 1)ACWA SB669 is the Trust, passed two policy committee hearing and headed to appropriations on May 13th 2) water tax, governors trailer bill language, pending in budget process 3)AB217 (garcia) proposes a 3) water tax \$.50 each connection each month SB200 (monning) AB134 (bloom) how funding would be used. ACWA wants the funding to be a trust and not a tax.

State budge, big ask is for funding of the trust. Gov issued executive order, directing resources agency and Cal Epa to write a new documents called the resilience portfolio.

Garrett Durst, Natural Resource Results spoke to the ACWA. He said WIIN Act 2016 signed into law by Obama. All programs are maxed out and congressional folks are agreeable to extend the appropriations actions. Feinstein in the house and supports operational provisions. Fairly unlikely that she will support in the house knowing that it probably won't be supported going forward. Opponents are Sen Harris and majority of house democrats. Sen water and appropriations could have funding.

Washington update: New Secty of Interior, Burnhart Has a stuffed Polar Bear and Moose Head on the wall. New Sen Harder is going to introduce a water infrastructure bill. Apporpiators on EPA bill 4.5% Army Cor[increase on House side 4.8%.

HR 243 Wildfires prevention, we are trying to find someone who can help move this forward in congress

Feb 25-27, 2020 Federal Affair Conference

infrastructure and funding top priorities

HR 358 Salt & Sea issue was quality of water that flows in from Mexico. Congressman Vargas is looking for funds for that project. Concerned understanding of the project and how that's going to be funded. In a watch position.

HR 537 bill is caught up in fight in committees ACWA in a position to support.

Subcommittee HR 855 Strong ACT extreme weather resiliencies Support

Hr 855

Hr331 post fire recovery and pollution

Hr1417 transparency \$35B tax to water reliability and trust fund.

Harder Bill HR 2473 ACWA wants to support. Save water resources act. Water storage, feasibility studies, innovation, rural water supply act, recycling, groundwater management, infrastructure fund, infrastructure finance and innovation act.

Regulatory issues WOTUS nothing has changed and state adopted it's own which is more stringent

Pam Tobin

From: Greg Zlotnick <gzlotnick@sjwd.org>
Sent: Wednesday, May 22, 2019 6:03 AM
To: Reynolds, David; Patrick O'Dowd
Cc: Pam Tobin; Paul Helliker; Dave Eggerton; Steve LaMar
Subject: FAC Call today

Hi David:

Pam has a conflict and can't be on the call. I am out of the country so I won't be able to participate either.

Still, we wanted to pass on our perspective on the two bills.

We see no reason not to have ACWA support these bills, and we should continue to be strong supporters of Senator Feinstein's ongoing efforts to be a practical and pragmatic leader garnering federal dollars for and increased engagement on California water issues.

In addition, we should do the same regarding Congressman Harder and see what we can do to provide guidance, input and information that will allow him to push further on issues his caucus might not understand can be done and still not "betray" their NGO constituencies' interests. It is notable and gratifying that his bill doesn't have objectionable stuff in it and yet he still got the co-sponsors he did.

While we believe being supportive of both bills at this time is appropriate and what ACWA should do, it would be nice if we could continue to work with the authors to improve them going forward.

So, considering the two suggestions below, and I'm sure other ideas or others' identified shortcomings that could be improved, if we could do a "Support and amend" position that would be more accurate than simple "Support". We just don't want to be locked into current language and limitations if possible, if we can improve the bills without scaring Harder or his cohorts off.

For example, it would be nice if we might get Harder to change the timeline of his GW facilities study from 4 to 2 years considering all the work that has already been done by ACWA, DWR, PPIC and others (Water Foundation, Community Water Center?). Or, perhaps have them produce an interim report in 18 months that synthesizes existing information and recommendations from these other sources and produce the final report one year after that with Reclamation's recommendations to Congress. 4 years just seems like an eternity, especially when you consider GSP's are required next year per SGMA for critically overdrafted basins.

There's also the idea of some sort of "WIIN-Act like" direction that Reclamation should seek to "maximize" not just the delivery of CVP supplies, but also the utilization of CVP supplies for GW banking activities. I think such language could be helpful and it could be made applicable west-wide such that Reclamation should seek to accelerate approvals for banking/recharging Bureau supplies in critically overdrafted agricultural basins and by M&I contractors who can demonstrate such recharge activities (in-lieu or direct) will enhance drought reliability. While the authority to bank exists under CVPIA, it is still too much of a struggle to get Reclamation (at least regarding CVP supplies) to help out rather than throw up roadblocks it seems.

Thanks.

Tanner, Jay

From: Tanner, Jay
Sent: Friday, May 3, 2019 1:21 PM

Pam Tobin

From: Tanner, Jay <jtanner@sso.org>
Sent: Wednesday, May 22, 2019 12:25 PM
Subject: Legislative Update & Request for Amendments - Harder and Feinstein Bills

Hello again!

This morning we conducted a conference call to discuss two pieces of legislation – a big thank you to those of you that were able to join us and to those that submitted comments!

Upon concluding discussion of the bills the Committee agreed to the following actions:

On Sen. Feinstein's (CA-D) Drought Resiliency and Water Supply Infrastructure Act [To be introduced]

- **Support and amend.** The Federal Affairs Committee will continue the discussion regarding amendments from members that ACWA staff will advocate for. If you have not already done so, **please send us any amendments you have for this piece of legislation.**

On Rep. Harder's (CA-D) S.A.V.E. Water Resources Act [H.R. 2473]

- **Support and amend.** The Federal Affairs Committee will continue the discussion regarding amendments from members that ACWA staff will advocate for. If you have not already done so, **please send us any amendments you have for this piece of legislation.**

If you have any questions regarding either piece of legislation or have comments/amendments, please do not hesitate to reach out.

Best,
Jay

Jay Tanner

Federal Relations Coordinator
Association of California Water Agencies
202-434-4760 | jtanner@sso.org | www.acwa.com



AGENDA ITEM X-1

DRAFT

Engineering Committee Meeting Minutes San Juan Water District May 13, 2019 4:00 p.m.

Committee Members:	Dan Rich, Chair Ted Costa, Director
District Staff:	Paul Helliker, General Manager Tony Barela, Operations Manager Rob Watson, Engineering Services Manager George Machado, Field Services Manager Donna Silva, Finance Director Teri Grant, Board Secretary/Administrative Assistant
Topics:	FO-40 Construction Inspection Contract Amendment (W) Regional Metering Project (W & R) Bacon HVAC Contract (R) Amendment to GM Construction & Development Inc.'s On-Call Contract (R) PG&E Community Wildfire Safety Program (R) Other Engineering Matters Public Comment

1. FO-40 Construction Inspection Contract Amendment (W)

Mr. Watson provided a staff report which will be attached to the meeting minutes. He explained that the total number of pinholes that were discovered when working inside the pipeline that required patch plate welding repairs was significantly more than what was originally anticipated during design. This increased the time for construction inspection since additional inspection was required to locate each pin hole, as well as inspect each weld repair after it was completed.

Mr. Watson informed the committee that the additional cost will not increase the overall budget for the FO-40 project as it will come from the contingencies. In response to Director Costa's question if FOWD is aware of this item, the Board Secretary informed the committee that FOWD received the agenda and staff report regarding this agenda item and GM Helliker commented that he will contact GM Gray as well.

The Engineering Committee recommends approval of a contract amendment to increase the construction management and inspection contract with Inferrera Construction Management Group, Inc. (ICM) by \$50,000 for the completion of construction of the Fair Oaks 40" Pipeline Relining Project.

2. Regional Metering Project (W & R)

Mr. Barela informed the committee that negotiations are complete with Harris & Associates and the total cost to the District for the metering project will be reduced from the original projected cost of \$104K to \$94-96K. He reported that the draft MOU was received, reviewed by legal counsel, and sent to CHWD for comments. Mr. Barela will bring this item to the Board for review.

For information only; no action requested.

3. Bacon HVAC Contract (R)

Mr. Barela provided a staff report which will be attached to the meeting minutes. He explained that the variable frequency drives (VFDs) located at the Bacon Pump Station (BPS) have a history of becoming hot in the summer time, causing them to trip (shut down). In addition, a new fiber optics connection was installed at the BPS which is temperature sensitive and requires climate control to prevent overheating and condensation damage. He explained that, other than fans, the existing station does not have any climate control within the building.

Mr. Barela informed the committee that eight firms attended the pre-bid meeting and only two presented bids. After review of the proposals and supplemental information, and a meeting with Aria Electric to confirm the project, staff is recommending that AEC be awarded the design-build project.

The Engineering Committee recommends awarding a construction contract to Aria Electric & Construction (AEC) for the amount of \$79,000 for the Bacon Pump Station HVAC Project and authorizing a total budget of \$87,000 (includes a 10% contingency).

4. Amendment to GM Construction & Development Inc.'s On-Call Contract (R)

Mr. Machado provided a staff report which will be attached to the meeting minutes. He explained that this change order covers support work such as ARV replacements, backflow replacements, hydrant replacements, and service replacements for the remainder of this fiscal year. The committee discussed the new RFP for next year.

The Engineering Committee recommends amending GM Construction & Development Inc.'s On-Call Contract for additional construction services for FY18/19 in the amount of \$62,500; bringing the total contract to approximately \$772,614.

5. PG&E Community Wildfire Safety Program (R)

Mr. Barela informed the committee that PG&E is implementing operation changes related to fire protection. He explained that PG&E is expecting some areas in California to experience extended outages in the summer months, but the District for the most part will not be affected.

Mr. Barela informed the committee that the Los Lagos Tank and the intertie with PCWA may be affected during some outages; however, discussions with the PG&E representative indicated that these facilities are located on the edge of the Tier 2- Elevated area and may not be affected. He informed the committee that staff is considering installing a solar energy panel at each location to assist the District should a power outage occur.

For information only; no action requested.

6. Other Engineering Matters

There were no other matters discussed.

7. Public Comment

There were no public comments.

The meeting was adjourned at 4:25 p.m.

AGENDA ITEM X-2

DRAFT

Personnel Committee Meeting San Juan Water District May 20, 2019 9:00 a.m.

Committee Members: Ken Miller, Chair

District Staff: Paul Helliker, General Manager
Donna Silva, Finance Director
Tony Barela, Operations Manager
Greg Turner, WTP Manager
April Naatz, Finance & Administrative Services Analyst
Teri Grant, Board Secretary/Administrative Assistant

Members of the Public: Shellie Anderson, Bryce Consulting

Topics: Compensation Study (W & R)
Other Personnel Matters (W & R)
Open Session

1. Compensation Study (W & R)

Ms. Silva informed the committee that staff is requesting that the committee recommend to the Board of Directors the desired market position for the District's salary schedule. Ms. Silva provided the committee with a staff report which was included in the Board meeting packet. Ms. Anderson conducted a presentation and reviewed the results of the Compensation Study and related analysis. A copy of the presentation will be attached to the meeting minutes.

Ms. Anderson reviewed the 14 survey agencies, the data elements, the survey classes, and the methodology used in the study. She explained the compensation findings and showed the results for the District when compared to the market median (middle) and the market mean (average) for all of the survey classifications. For total compensation, the District came in at 11.20% above the market for median and 8.74% above the market for mean.

Ms. Anderson explained that, out of the 29 classifications, 5 classifications are less than 5% of the market median (as shown on page 1 of Appendix A in light blue); 9 classifications are between 5% and 10% of the market median (as shown on page 1 of Appendix A in yellow); and the remaining 15 classifications are more than 10% above the market median. In addition, she reported that only 5 classifications rank 1st in total compensation and 12 classifications rank 2nd in total compensation.

Ms. Silva explained that the Board policy for employee compensation, which was adopted two years ago, authorizes the General Manager to determine the specific advancement within the salary range for each employee, and to determine and award an Annual Cost of Living Adjustment (COLA) under the condition that the total

increase for all employees does not exceed the total assumed increase used by CalPERS. Mr. Helliker explained that any employee whose current compensation range is above the target set by the Board would have their compensation level frozen, and a new compensation range would be adopted for those classifications. A COLA may be awarded to employees whose pay is not frozen if consistent with the compensation policy. In addition, he explained that the Board policy is to complete a compensation study approximately every four years and, at the time of the study, the Board would set the market level for District salaries.

Director Miller would like Mr. Helliker to discuss the meeting with Director Hanneman, as he was unable to attend the committee meeting. Director Miller stated that the Board should review the information and consider setting the desired market position to 10% above median.

2. Other Personnel Matters

There were no other matters discussed.

3. Public Comment

There were no public comments.

The meeting was adjourned at 9:46 a.m.

AGENDA ITEM V-1

STAFF REPORT

To: Personnel Committee
From: Paul Helliker, General Manager
Donna Silva, Director of Finance
Date: May 20, 2019
Subject: Compensation Study

RECOMMENDED ACTION

Review results of Compensation Study and related analysis and recommend to the Board of Directors the desired market position for the San Juan Water District's salary schedule.

BACKGROUND

Board policy #HR-6.5 Employee Compensation states that it is the intention of the District to recruit and retain talented, results-driven employees to support the District's mission, values and goals.

The policy requires periodic Compensation Studies (approximately every four years or sooner as deemed necessary or as directed by the board). The last Compensation Study was done in 2015. Since it has been four years since the last compensation study, the District hired Bryce Consulting to perform a new study. The study was done in conjunction with the Carmichael Water District in order to realize cost savings since both District use similar comparator agencies.

The policy provides direction on the process and methodology to be used for Compensation Studies. The last Compensation Study set the District's top end of the salary schedule at 10% above market average in accordance with the stated market position in the Compensation Policy at that time. Since that time, the Board has amended the Compensation Policy to state that the target position will be set by the Board after reviewing the survey results, but that it will be at least equal to market average as calculated in the survey.

While the Compensation Policy says that the target market position will be at least equal to market average, staff recommends the use of the market median as opposed to the mean or "average". Outliers at either end of the market can skew the calculation of the average, up or down. Using the "median" as opposed to the "average" means that the District positions its salary schedule to relate to the compensation schedule of the District that is in the middle of the range of comparator agencies. This removes the effect of strong outliers.

CURRENT STATUS

The compensation study performed by Bryce Consulting was prepared using the parameters contained within the Board's Compensation Policy and the comparator agencies selected and approved by the Board at their meeting on February 25, 2019.

The study, attached to this staff report, shows that on average, for all of the survey classifications, the District is 11.20% above the market for total compensation when compared to the labor market median 8.74% above market for total compensation when compared to the labor market mean, "or average".

There are significant differences among the job classifications. For example, while the District's total compensation as a whole is 11.20% above the market median, the individual classifications range from 6.16% below market median to 26.78% above market median.

The chart below shows the number of position classifications from the survey that would have ranges falling above or below three different potential market positions: market median, 5% above market median and 10% above market median.

Market Position Target	# Classifications Above Range	# Classifications Below Range
Market Median	28	1
5% above Median	23	6
10% above Median	15	14

Compensation ranges are generally set to recruit and retain talented employees. The Board has historically set compensation at some amount above the market average in recognition that job classifications, responsibilities, assigned duties and compensation ranges are not collectively bargained. By setting the top of the salary range above average, the Board signals to employees that the District's expectations are above average, provides flexibility to management and staff to assign duties outside of rigid job descriptions, provides opportunities for employees to take on additional challenges outside their defined job duties, and provides incentive to employees to perform above average to reach the top of pay ranges. For historical context....in 2001 the Board set ranges at the 75th percentile. The 2006 compensation study resulted in top end salaries at 10% over average as did the 2015 compensation study.

As dictated by the Compensation Policy, the annual budget for salaries and benefits is prepared using the CalPERS salary assumptions table. If the Board chooses to retain its previous market position of 10% above market, there would

be room in the budget for a COLA and a small merit increase for eligible employees, however the Board would need to approve additional funding if it desired the bonus program to be funded. The General Manager does not recommend immediate pay adjustments as a result of implementing the new salary schedules, unless an employee's salary ends up below the bottom of the new range. Additionally, any employee whose current compensation range is above the target set by the Board would have their compensation level frozen, and a new compensation range would be adopted for those classifications, which would reflect the target. Pay will be adjusted as usual using a combination of COLA's and merit pay adjustments. A COLA may be awarded to employees whose pay is not frozen and merit pay increases may be awarded in February based on performance and based upon available room in the new range.

Once the Board identifies the desired market position, Bryce Consulting, in conjunction with District staff, will propose a new salary schedule for Board approval. As just noted, that salary schedule will likely include two ranges for many positions. Current employees in a range that is currently above the new range, will not be eligible for COLA's or merit pay increases until their compensation falls within the new adjusted range. Any new hires would be hired into the newly adjusted range. The proposed salary schedule will also be adjusted to avoid discrepancies between positions that have comparable duties and levels of responsibilities, and to avoid internal compaction between compensation levels of positions in particular career ladders or chains of command.

Attachments:

Compensation Study Report (including Appendices A and B)

BRYCE
CONSULTING

SAN JUAN WATER DISTRICT
2019 COMPENSATION STUDY REPORT

Prepared By
Bryce Consulting, Inc.
1024 Iron Point Road, Suite 100
Folsom, CA 95630
916-974-0199



May 2019

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the San Juan Water District to conduct a comprehensive compensation study of District classifications. This report presents the compensation survey results and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results

STUDY OBJECTIVES

The study consisted of the following objectives:

- Research and recommend an appropriate labor market.
- Collect and analyze base salary and benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology and results.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market." A labor market consists of those employers with whom the District might compete with for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.

LABOR MARKET

Table 1 displays the survey agencies that were recommended and approved by the Board of Directors. All of the agencies surveyed participated in the process.

Agency	Operating Budget (millions)	FTE	Connections	Water Treatment	Water Distribution	Miles from San Juan
<i>San Juan Water District</i>	<i>\$9.6 Wholesale \$11.5 Retail \$21.1 Total</i>	<i>47</i>	<i>10,673</i>	<i>Yes (150 mgd) Grade 5</i>	<i>Yes</i>	<i>----</i>
Carmichael Water District	\$7.8	27	11,600	Yes (17 mgd) Grade 4	Yes	19
Citrus Heights Water District	\$12.2	35	19,600	No	Yes	10
City of Fairfield	\$95.7 (GF) \$30 (water fund)	558 (total) 55 (water)	30,711	Yes (70 mgd) Grade 5	Yes	69
City of Folsom	\$87 (total GF) \$12.5 (water fund)	466 53.25 (water/wastewater)	20,648	Yes (50 mgd) Grade 5	Yes	10
City of Roseville	\$369 (total GF) \$30.9 (water fund)	1162 48.75 (water)	44,338	Yes (100 mgd) Grade 5	Yes	10
City of Vallejo	\$106 (GF) \$45.5 (water fund)	580 (total) 42 (water)	38,000	Yes (42 mgd) Grade 5	Yes	84
El Dorado Irrigation District	\$51 \$12 (water fund)	220	41,133	Yes (101 mgd) Grade 5	Yes	34
Elk Grove Water District	\$12.6	29	12,500	Yes (10.4) Grade 4	Yes	27
Fair Oaks Water District	\$7.3	30	13,850	No	Yes	14
Placer County Water Agency	\$68 \$40 (water)	226 35(water)	40,000	Yes (80 mgd) Grade 5	Yes	11
Sacramento County	\$2.77 billion \$31.9 (water)	12,361 (135 water)	55,600	Yes (60 mgd) Grade 5	Yes	25
Sacramento Suburban Water District	\$23	70	46,268	Wells	Yes	20
South San Joaquin Irrigation District	\$31.6	97	Wholesale	Yes (40 mdg) Grade 5	Wholesale	84
Stockton East Water District	\$21.8	37	Wholesale	Yes (40 mdg) Grade 5	Wholesale	74

SURVEY CLASSES

Survey classes, as displayed in **Table 2**, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

TABLE 2 SURVEY CLASSIFICATIONS	
Accountant	
Accounting Technician II	
Administrative Assistant-Board Secretary	
Associate Engineer	
Chief Operator	
Conservation Technician II	
Construction Inspector II	
Customer Service Manager	
Customer Service Technician II	
Director of Finance	
Distribution Lead Worker	
Distribution Operator II	
Engineering Services Manager	
Engineering Technician II	
Facilities Maintenance Worker II	
Field Services Manager	
Finance and Administrative Services Analyst	
Information Technology Manager	
Information Technology Technician II	
Instrumentation Technician	
Maintenance Chief	
Meter Technician	
Operations Manager	
Purchasing Agent	
Safety/Regulatory Compliance Specialist	
Water Resources Manager	
Senior Engineer	
Water Treatment Plant Manager	
Water Treatment Plant Operator II	

SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected for each survey class included:

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement for new “classic” employees
 - ◆ Auto allowance
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/Education Pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement
- Cost of living information including date and amount of next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Leave benefits
- Retiree health benefits

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies’ websites were utilized to collect salary and benefit data and to compare job descriptions, where available.
- The consultant followed up the survey agencies to collect additional information and seek clarification.

In addition to the collection of base salary and benefit information, careful efforts were made to analyze the full-range of duties and requirements of the job classes determined to be comparable to the District’s classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility

- The class's relationship to other classes in the series

For each classification using maximum base salary, total cash, and total compensation as the basis of comparison, the District's position was compared to the labor market to determine the percentage the District is above or below the labor market median and mean. The data is effective April 2019.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash, and total compensation. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, and leave benefits.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

TABLE 3
COMPARABILITY

Survey Classification	Number of Comparable Classes
Accountant	10
Accounting Technician II	9
Administrative Assistant-Board Secretary	4
Associate Engineer	10
Chief Operator	4
Conservation Technician II	6
Construction Inspector II	10
Customer Service Manager	4
Customer Service Technician II	14
Director of Finance	11
Distribution Lead Worker	5
Distribution Operator II	10
Engineering Services Manager	7
Engineering Technician II	10
Facilities Maintenance Worker II	9
Field Services Manager	6
Finance and Administrative Services Analyst	7
Information Technology Manager	8
Information Technology Technician II	7
Instrumentation Technician	9
Maintenance Chief	3
Meter Technician	4
Operations Manager	5
Purchasing Agent	4
Safety/Regulatory Compliance Specialist	5
Senior Engineer	9
Water Resources Manager	3
Water Treatment Plant Manager	5
Water Treatment Plant Operator II	11

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the District's relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes for each classification how the District's base salaries compare to the labor market. The following data is presented:

- Title of the District's classification
- The District's current maximum monthly base salary for each classification
- The labor market median for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the median of the labor market
- The labor market mean for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the mean of the labor market

TABLE 4
SUMMARY OF BASE SALARY

Survey Classification	SJWD Maximum Base Salary	Labor Market Median	% SJWD IS Above or Below Labor Market Median	Labor Market Mean	% SJWD IS Above or Below Labor Market Mean
Accountant	\$7,864	\$7,183	9.49%	\$7,247	8.52%
Accounting Technician II	\$5,867	\$5,517	6.35%	\$5,697	3.00%
Administrative Assistant-Board Secretary	\$6,791	\$7,419	-8.47%	\$7,307	-7.06%
Associate Engineer	\$11,064	\$9,584	15.44%	\$9,686	14.23%
Chief Operator	\$10,033	\$9,327	7.57%	\$9,231	8.68%
Conservation Technician II	\$6,309	\$5,757	9.59%	\$5,737	9.99%
Construction Inspector II	\$7,306	\$6,806	7.35%	\$6,925	5.51%
Customer Service Manager	\$10,794	\$9,925	8.75%	\$10,359	4.19%
Customer Service Technician II	\$5,191	\$5,154	0.72%	\$5,202	-0.20%
Director of Finance	\$14,465	\$14,347	0.82%	\$14,278	0.48%
Distribution Lead Worker	\$7,670	\$6,867	11.69%	\$7,086	8.24%
Distribution Operator II	\$6,160	\$6,048	1.86%	\$6,007	2.55%
Engineering Services Manager	\$13,775	\$13,387	2.90%	\$13,579	1.45%
Engineering Technician II	\$7,133	\$6,557	8.78%	\$6,393	11.57%
Facilities Maintenance Worker II	\$6,958	\$6,244	11.43%	\$6,594	5.52%
Field Services Manager	\$11,899	\$9,890	20.32%	\$10,618	12.06%
Finance and Administrative Services Analyst	\$9,324	\$8,384	11.21%	\$8,974	3.90%
Information Technology Manager	\$10,279	\$10,763	-4.50%	\$10,578	-2.83%

TABLE 4
SUMMARY OF BASE SALARY

Survey Classification	SJWD Maximum Base Salary	Labor Market Median	% SJWD IS Above or Below Labor Market Median	Labor Market Mean	% SJWD IS Above or Below Labor Market Mean
Information Technology Technician II	\$7,306	\$6,472	12.89%	\$6,300	15.97%
Instrumentation Technician	\$8,459	\$7,779	8.74%	\$8,189	3.29%
Maintenance Chief	\$9,790	\$9,141	7.10%	\$9,074	7.89%
Meter Technician	\$5,588	\$5,226	6.93%	\$5,577	0.21%
Operations Manager	\$14,827	\$13,387	10.76%	\$13,335	11.19%
Purchasing Agent	\$6,958	\$6,318	10.13%	\$6,204	12.15%
Safety/Regulatory Compliance Specialist	\$8,979	\$9,448	-4.97%	\$9,213	-2.55%
Senior Engineer	\$12,196	\$10,629	14.74%	\$10,448	16.73%
Water Resources Manager	\$10,603	\$11,041	1.93%	\$11,041	-3.97%
Water Treatment Plant Manager	\$12,196	\$11,400	6.98%	\$12,074	1.01%
Water Treatment Plant Operator II	\$7,306	\$5,675	28.74%	\$5,917	23.48%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies' contribution towards the employees' share of retirement, auto allowance the agencies' contribution towards deferred compensation, longevity pay, up to and including year 10, and education/certification pay. **Table 5** displays how the District compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the District's classification
- The District's current total cash for each classification
- The median of the labor market for total cash
- Percentage the District's total cash is above or below the median of the labor market
- The mean of the labor market for total cash
- Percentage the District's total cash is above or below the mean of the labor market

TABLE 5
SUMMARY OF TOTAL CASH

Survey Classification	SJWD Total Cash	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Accountant	\$7,864	\$7,445	5.64%	\$7,534	4.38%
Accounting Technician II	\$5,867	\$5,720	2.57%	\$5,982	-1.92%
Administrative Assistant-Board Secretary	\$6,791	\$7,786	-12.78%	\$7,732	-12.17%
Associate Engineer	\$11,064	\$10,124	9.28%	\$10,225	8.20%
Chief Operator	\$10,033	\$9,686	3.57%	\$9,731	3.10%
Conservation Technician II	\$6,309	\$5,895	7.03%	\$6,061	4.10%
Construction Inspector II	\$7,306	\$7,022	4.04%	\$7,222	1.16%
Customer Service Manager	\$10,794	\$10,643	1.41%	\$10,922	-1.17%
Customer Service Technician II	\$5,191	\$5,447	-4.70%	\$5,408	-4.01%
Director of Finance	\$14,465	\$14,847	-2.58%	\$14,996	-0.99%
Distribution Lead Worker	\$7,670	\$7,243	5.89%	\$7,343	4.45%
Distribution Operator II	\$6,160	\$6,234	-1.18%	\$6,304	-2.29%
Engineering Services Manager	\$13,775	\$14,618	-5.77%	\$14,146	-2.62%
Engineering Technician II	\$7,133	\$6,699	6.48%	\$6,631	7.57%
Facilities Maintenance Worker II	\$6,958	\$6,445	7.95%	\$6,825	1.94%
Field Services Manager	\$11,899	\$10,450	13.87%	\$10,914	9.03%
Finance and Administrative Services Analyst	\$9,324	\$8,748	6.58%	\$9,538	-2.25%
Information Technology Manager	\$10,279	\$11,269	-8.79%	\$11,181	-8.07%
Information Technology Technician II	\$7,306	\$6,512	12.19%	\$6,531	11.86%
Instrumentation Technician	\$8,459	\$7,921	6.79%	\$8,508	-0.58%
Maintenance Chief	\$9,790	\$9,141	7.10%	\$9,503	3.02%
Meter Technician	\$5,588	\$5,476	2.06%	\$5,712	-2.16%
Operations Manager	\$14,827	\$14,618	1.43%	\$14,098	5.17%
Purchasing Agent	\$6,958	\$6,486	7.28%	\$6,483	7.32%
Safety/Regulatory Compliance Specialist	\$8,979	\$9,638	-6.84%	\$9,457	-5.06%
Senior Engineer	\$12,196	\$11,302	7.91%	\$10,824	12.67%
Water Resources Manager	\$10,603	\$11,619	-8.74%	\$11,740	-9.69%
Water Treatment Plant Manager	\$12,196	\$11,400	6.98%	\$12,653	-3.61%

TABLE 5
SUMMARY OF TOTAL CASH

Survey Classification	SJWD Total Cash	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Water Treatment Plant Operator II	\$7,306	\$6,169	18.43%	\$6,144	18.92%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agencies' contribution towards a cafeteria plan, health, dental, vision, life insurance, long-term disability, retiree health savings plan, Social Security, minus the employers' share of retirement paid by the employee. **Table 6** displays how the District compares to the labor market with respect to total compensation. The following data is presented:

- Title of the District's classification
- The District's current total compensation for each classification
- The median of the labor market for total compensation
- Percentage the District's total compensation is above or below the median of the labor market
- The mean of the labor market for total compensation
- Percentage the District's total compensation is above or below the mean of the labor market

TABLE 6
SUMMARY OF TOTAL COMPENSATION

Survey Classification	SJWD Total Comp	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Accountant	\$11,006	\$9,600	14.64%	\$9,839	11.86%
Accounting Technician II	\$8,836	\$8,082	9.32%	\$8,299	6.47%
Administrative Assistant-Board Secretary	\$9,840	\$10,486	-6.16%	\$10,417	-5.54%
Associate Engineer	\$14,484	\$12,538	15.52%	\$12,658	14.42%
Chief Operator	\$13,363	\$11,975	11.59%	\$12,058	10.82%
Conservation Technician II	\$9,316	\$8,474	9.94%	\$8,381	11.16%
Construction Inspector II	\$10,399	\$9,388	10.77%	\$9,611	8.21%
Customer Service Manager	\$14,190	\$13,513	5.01%	\$13,801	2.81%

TABLE 6
SUMMARY OF TOTAL COMPENSATION

Survey Classification	SJWD Total Comp	Labor Market Median	% SJWD is Above or Below Labor Market Median	Labor Market Mean	% SJWD is Above or Below Labor Market Mean
Customer Service Technician II	\$8,101	\$7,693	5.30%	\$7,777	4.17%
Director of Finance	\$17,970	\$17,571	2.27%	\$17,585	-0.08%
Distribution Lead Worker	\$10,795	\$9,173	17.69%	\$9,466	14.04%
Distribution Operator II	\$9,154	\$8,591	6.55%	\$8,709	5.11%
Engineering Services Manager	\$17,263	\$16,005	7.86%	\$16,811	2.69%
Engineering Technician II	\$10,211	\$8,749	16.72%	\$8,926	14.39%
Facilities Maintenance Worker II	\$10,021	\$8,713	15.01%	\$9,086	10.29%
Field Services Manager	\$15,341	\$12,879	19.11%	\$13,437	14.17%
Finance and Administrative Services Analyst	\$12,592	\$11,195	12.48%	\$12,046	4.53%
Information Technology Manager	\$13,630	\$13,563	0.49%	\$13,561	0.51%
Information Technology Technician II	\$10,399	\$8,425	23.44%	\$8,600	20.92%
Instrumentation Technician	\$11,652	\$10,348	12.60%	\$10,818	7.71%
Maintenance Chief	\$13,099	\$12,064	8.58%	\$11,760	11.38%
Meter Technician	\$8,532	\$7,785	9.59%	\$8,007	6.57%
Operations Manager	\$18,341	\$15,654	17.17%	\$16,372	12.02%
Purchasing Agent	\$10,021	\$8,639	15.99%	\$8,537	17.38%
Safety/Regulatory Compliance Specialist	\$12,217	\$11,951	2.23%	\$11,951	2.23%
Senior Engineer	\$15,644	\$12,783	22.39%	\$13,206	18.46%
Water Resources Manager	\$13,983	\$13,733	1.82%	\$13,853	0.93%
Water Treatment Plant Manager	\$15,644	\$14,223	9.99%	\$15,207	2.88%
Water Treatment Plant Operator II	\$10,399	\$8,203	26.78%	\$8,467	22.82%

RELATIONSHIP TO THE MARKET

On average, for all of the survey classifications, the District is 7.77% above market for base salary, 3.21% above of the market for total cash, and 11.20% above the market for total compensation when compared to the labor market median. The District is, on average, 6.04% above market for base salary, 1.60% above market for total cash, and 8.74% above market for total compensation when compared to the labor market mean.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, short-term disability, leave benefits and retiree health

benefits.

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

With respect to cost of living, the District's last increase was in July of 2018 in the amount of 2.6%. The District does not have a future increase scheduled at this time.

With respect to the responding agencies, nine of the agencies received an increase in early 2019, depending on bargaining unit, ranging from 2.2% to 5%. Four of the agencies are scheduled to receive an increase later in 2019, depending on bargaining unit, ranging from 2% to 4%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The District has a CalPERS retirement plan with a benefit of 3% @ 60 and a formula of Highest Three Year Average for Classic tier employees.

Of the responding agencies, 13 have a CalPERS retirement plan and one is a 1937 Act Agency. Eight agencies have a benefit of 2% @ 55; three have a benefit of 2.7% @ 55; two have a benefit of 2.5% @ 55; and one has a benefit of 1.92% @ 60. Eight have a formula of Highest 3 Year Average and three have a formula of Single Highest Year.

EDUCATION/CERTIFICATION PAY – APPENDIX B TABLE 3

The District does not provide education or certification pay. Eight of the survey agencies provide certification and/or education pay with the amount varying by classification. The details are provided in Table 3 of Appendix B.

LEAVE BENEFITS – APPENDIX B – TABLES 4 - 5

The District offers 96 hours of vacation leave at year 1; 120 hours at year 4; 144 hours at year 8; 168 hours at year 11; 192 hours at year 16; 216 hours at year 21; and 240 hours at year 26. The District provides 12 days of sick leave with an unlimited accrual, recognizes 12 holidays, and provides 40 hours of administrative leave for exempt classification; however, the employee is required to track their time to show they have worked at least 40 hours over 80 per pay period.

Two of the survey agencies have annual leave whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 79 - 95 hours at year 1, depending on bargaining unit; 103 - 116 hours at year 4; 132 -140 hours at year 8; 153 - 161 hours at year 11; 175 – 186 hours at year 16; 195 – 199 hours at year 21; and 199 – 211 hours at year 26. The majority of the survey agencies provide 12 days of sick leave with 10 providing an unlimited accrual. The labor market average for holidays is 12 with 13 agencies providing administrative/management leave with the amounts varying by agency and classification.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 6

The District does not contribute to a retiree health savings account but does contribute to post employment retiree health benefits with 50% of the cost paid by the District with 10 years of service and an additional 5% for each additional year of service up to 100% with 20 years of service.

Five of the agencies contribute to a retiree health savings account ranging from a flat dollar amount of \$25 per pay period to \$100 per month and one providing 1.5% of salary. Eight agencies contribute to post employment retiree health benefits ranging from the PEMCHA minimum to 100%, depending on years of service.

APPENDIX A

DETAILED MARKET DATASHEETS

Survey Classification	MEDIAN														
	Base Salary				Total Cash			Total Compensation							
	SJWD Maximum Base Salary	Labor Market Median Base Salary	% SJWD Is Above or Below Labor Market Median	SJWD Total Cash	Labor Market Median Total Cash	% SJWD Is Above or Below Labor Market Median	SJWD Total Compensation	Labor Market Median Total Compensation	% SJWD Is Above or Below Labor Market Median	Number of Agencies with Comparable Positions	SJWD Compensation Rank	Market Low	Market High	Agency Ranked #1	
Accountant	\$7,864	\$7,183	9.49%	\$7,864	\$7,445	5.64%	\$11,006	\$9,600	14.64%	10	3	\$8,605	\$11,044	Fairfield	
Accounting Technician II	\$5,867	\$5,517	6.35%	\$5,867	\$5,720	2.57%	\$8,836	\$8,082	9.32%	9	4	\$7,083	\$10,035	SSJID	
Administrative Assistant-Board Secretary	\$6,791	\$7,419	-8.47%	\$6,791	\$7,786	-12.78%	\$9,840	\$10,486	-6.16%	4	4	\$9,783	\$10,913	SSJID	
Associate Engineer	\$11,064	\$9,584	15.44%	\$11,064	\$10,124	9.28%	\$14,484	\$12,538	15.52%	10	2	\$11,239	\$14,726	CHWD	
Chief Operator	\$10,033	\$9,327	7.57%	\$10,033	\$9,686	3.57%	\$13,363	\$11,975	11.59%	4	1	\$11,433	\$13,363	SJWD	
Conservation Technician II	\$6,309	\$5,757	9.59%	\$6,309	\$5,895	7.03%	\$9,316	\$8,474	9.94%	6	1	\$7,598	\$9,316	SJWD	
Construction Inspector II	\$7,306	\$6,806	7.35%	\$7,306	\$7,022	4.04%	\$10,399	\$9,388	10.77%	10	3	\$8,528	\$11,128	SSJID	
Customer Service Manager	\$10,794	\$9,925	8.75%	\$10,794	\$10,643	1.41%	\$14,190	\$13,513	5.01%	4	2	\$13,207	\$14,972	Sac Cnty	
Customer Service Technician II	\$5,191	\$5,154	0.72%	\$5,191	\$5,447	-4.70%	\$8,101	\$7,693	5.30%	14	7	\$6,265	\$9,329	SEWD	
Director of Finance	\$14,465	\$14,347	0.82%	\$14,465	\$14,847	-2.58%	\$17,970	\$17,571	2.27%	11	5	\$14,475	\$20,079	Folsom	
Distribution Lead Worker	\$7,670	\$6,867	11.69%	\$7,670	\$7,243	5.89%	\$10,795	\$9,173	17.69%	5	1	\$8,859	\$10,795	SJWD	
Distribution Operator II	\$6,160	\$6,048	1.86%	\$6,160	\$6,234	-1.18%	\$9,154	\$8,591	6.55%	10	3	\$7,963	\$9,956	CHWD	
Engineering Services Manager	\$13,775	\$13,387	2.90%	\$13,775	\$14,618	-5.77%	\$17,263	\$16,005	7.86%	7	4	\$15,393	\$18,654	SSJID	
Engineering Technician II	\$7,133	\$6,557	8.78%	\$7,133	\$6,699	6.48%	\$10,211	\$8,749	16.72%	10	3	\$7,262	\$11,218	SSJID	
Facilities Maintenance Worker II	\$6,958	\$6,244	11.43%	\$6,958	\$6,445	7.95%	\$10,021	\$8,713	15.01%	9	2	\$8,196	\$11,662	SSJID	
Field Services Manager	\$11,899	\$9,890	20.32%	\$11,899	\$10,450	13.87%	\$15,341	\$12,879	19.11%	6	2	\$11,994	\$17,198	CHWD	
Finance and Administrative Services Analyst	\$9,324	\$8,384	11.21%	\$9,324	\$8,748	6.58%	\$12,592	\$11,195	12.48%	7	2	\$10,804	\$17,583	SSJID	
Information Technology Manager	\$10,279	\$10,763	-4.50%	\$10,279	\$11,269	-8.79%	\$13,630	\$13,563	0.49%	8	5	\$12,146	\$14,762	SSJID	
Information Technology Technician II	\$7,306	\$6,472	12.89%	\$7,306	\$6,512	12.19%	\$10,399	\$8,425	23.44%	7	2	\$7,057	\$10,587	Folsom	
Instrumentation Technician	\$8,459	\$7,779	8.74%	\$8,459	\$7,921	6.79%	\$11,652	\$10,348	12.60%	9	3	\$8,780	\$14,317	SSJID	
Maintenance Chief	\$9,790	\$9,141	7.10%	\$9,790	\$9,141	7.10%	\$13,099	\$12,064	8.58%	3	1	\$10,984	\$13,099	SJWD	
Meter Technician	\$5,588	\$5,226	6.93%	\$5,588	\$5,476	2.06%	\$8,532	\$7,785	9.59%	4	2	\$7,274	\$9,232	CHWD	
Operations Manager	\$14,827	\$13,387	10.76%	\$14,827	\$14,618	1.43%	\$18,341	\$15,654	17.17%	5	2	\$13,947	\$19,919	Folsom	
Purchasing Agent	\$6,958	\$6,318	10.13%	\$6,958	\$6,486	7.28%	\$10,021	\$8,639	15.99%	4	1	\$7,827	\$10,021	SJWD	
Safety/Regulatory Compliance Specialist	\$8,979	\$9,448	-4.97%	\$8,979	\$9,638	-6.84%	\$12,217	\$11,951	2.23%	5	3	\$10,710	\$14,155	SSJID	
Senior Engineer	\$12,196	\$10,629	14.74%	\$12,196	\$11,302	7.91%	\$15,644	\$12,783	22.39%	9	2	\$11,471	\$15,932	CHWD	
Water Resources Manager	\$10,603	\$11,041	1.93%	\$10,603	\$11,619	-8.74%	\$13,983	\$13,733	1.82%	3	2	\$12,798	\$15,029	Sac Cnty	
Water Treatment Plant Manager	\$12,196	\$11,400	6.98%	\$12,196	\$11,400	Page 1 of 2 6.98%	\$15,644	\$14,223	9.99%	5	2	\$12,901	\$20,823	SSJID	

Survey Classification	MEDIAN													
	Base Salary			Total Cash			Total Compensation							
	SJWD Maximum Base Salary	Labor Market Median Base Salary	% SJWD Is Above or Below Labor Market Median	SJWD Total Cash	Labor Market Median Total Cash	% SJWD Is Above or Below Labor Market Median	SJWD Total Compensation	Labor Market Median Total Compensation	% SJWD Is Above or Below Labor Market Median	Number of Agencies with Comparable Positions	SJWD Compensation Rank	Market Low	Market High	Agency Ranked #1
Water Treatment Plant Operator II	\$7,306	\$5,675	28.74%	\$7,306	\$6,169	18.43%	\$10,399	\$8,203	26.78%	11	2	\$7,650	\$10,756	SSJID
		Average	7.77%		Average	3.21%		Average	11.20%					

- positions that are below 5% of the market median
 - positions that are between 5 and 10% of the market median
 - positions that rank first in total compensation among comparable agencies
 - positions that rank second in total compensation among comparable agencies

	Mean										
	Base Salary			Total Cash			Total Compensation				
Survey Classification	SJWD Maximum Base Salary	Labor Market Mean Base Salary	% SJWD Is Above or Below Labor Market Mean	SJWD Total Cash	Labor Market Mean Total Cash	% SJWD Is Above or Below Labor Market Mean	SJWD Total Compensation	Labor Market Mean Total Compensation	% SJWD Is Above or Below Labor Market Mean	Comparability	
Accountant	\$7,864	\$7,247	8.52%	\$7,864	\$7,534	4.38%	\$11,006	\$9,839	11.86%	10	
Accounting Technician II	\$5,867	\$5,697	3.00%	\$5,867	\$5,982	-1.92%	\$8,836	\$8,299	6.47%	9	
Administrative Assistant-Board Secretary	\$6,791	\$7,307	-7.06%	\$6,791	\$7,732	-12.17%	\$9,840	\$10,417	-5.54%	4	
Associate Engineer	\$11,064	\$9,686	14.23%	\$11,064	\$10,225	8.20%	\$14,484	\$12,658	14.42%	10	
Chief Operator	\$10,033	\$9,231	8.68%	\$10,033	\$9,731	3.10%	\$13,363	\$12,058	10.82%	4	
Conservation Technician II	\$6,309	\$5,737	9.99%	\$6,309	\$6,061	4.10%	\$9,316	\$8,381	11.16%	6	
Construction Inspector II	\$7,306	\$6,925	5.51%	\$7,306	\$7,222	1.16%	\$10,399	\$9,611	8.21%	10	
Customer Service Manager	\$10,794	\$10,359	4.19%	\$10,794	\$10,922	-1.17%	\$14,190	\$13,801	2.81%	4	
Customer Service Technician II	\$5,191	\$5,202	-0.20%	\$5,191	\$5,408	-4.01%	\$8,101	\$7,777	4.17%	14	
Director of Finance	\$14,465	\$14,278	0.48%	\$14,465	\$14,996	-0.99%	\$17,970	\$17,585	-0.08%	11	
Distribution Lead Worker	\$7,670	\$7,086	8.24%	\$7,670	\$7,343	4.45%	\$10,795	\$9,466	14.04%	5	
Distribution Operator II	\$6,160	\$6,007	2.55%	\$6,160	\$6,304	-2.29%	\$9,154	\$8,709	5.11%	10	
Engineering Services Manager	\$13,775	\$13,579	1.45%	\$13,775	\$14,146	-2.62%	\$17,263	\$16,811	2.69%	7	
Engineering Technician II	\$7,133	\$6,393	11.57%	\$7,133	\$6,631	7.57%	\$10,211	\$8,926	14.39%	10	
Facilities Maintenance Worker II	\$6,958	\$6,594	5.52%	\$6,958	\$6,825	1.94%	\$10,021	\$9,086	10.29%	9	
Field Services Manager	\$11,899	\$10,618	12.06%	\$11,899	\$10,914	9.03%	\$15,341	\$13,437	14.17%	6	
Finance and Administrative Services Analyst	\$9,324	\$8,974	3.90%	\$9,324	\$9,538	-2.25%	\$12,592	\$12,046	4.53%	7	
Information Technology Manager	\$10,279	\$10,578	-2.83%	\$10,279	\$11,181	-8.07%	\$13,630	\$13,561	0.51%	8	
Information Technology Technician II	\$7,306	\$6,300	15.97%	\$7,306	\$6,531	11.86%	\$10,399	\$8,600	20.92%	7	
Instrumentation Technician	\$8,459	\$8,189	3.29%	\$8,459	\$8,508	-0.58%	\$11,652	\$10,818	7.71%	9	
Maintenance Chief	\$9,790	\$9,074	7.89%	\$9,790	\$9,503	3.02%	\$13,099	\$11,760	11.38%	3	
Meter Technician	\$5,588	\$5,577	0.21%	\$5,588	\$5,712	-2.16%	\$8,532	\$8,007	6.57%	4	
Operations Manager	\$14,827	\$13,335	11.19%	\$14,827	\$14,098	5.17%	\$18,341	\$16,372	12.02%	5	
Purchasing Agent	\$6,958	\$6,204	12.15%	\$6,958	\$6,483	7.32%	\$10,021	\$8,537	17.38%	4	
Safety/Regulatory Compliance Specialist	\$8,979	\$9,213	-2.55%	\$8,979	\$9,457	-5.06%	\$12,217	\$11,951	2.23%	5	
Senior Engineer	\$12,196	\$10,448	16.73%	\$12,196	\$10,824	12.67%	\$15,644	\$13,206	18.46%	9	
Water Resources Manager	\$10,603	\$11,041	-3.97%	\$10,603	\$11,740	-9.69%	\$13,983	\$13,853	0.93%	3	

Survey Classification	Mean									Comparability
	Base Salary			Total Cash			Total Compensation			
SJWD Maximum Base Salary	Labor Market Mean Base Salary	% SJWD Is Above or Below Labor Market Mean	SJWD Total Cash	Labor Market Mean Total Cash	% SJWD Is Above or Below Labor Market Mean	SJWD Total Compensation	Labor Market Mean Total Compensation	% SJWD Is Above or Below Labor Market Mean		
Water Treatment Plant Manager	\$12,196	\$12,074	1.01%	\$12,196	\$12,653	-3.61%	\$15,644	\$15,207	2.88%	5
Water Treatment Plant Operator II	\$7,306	\$5,917	23.48%	\$7,306	\$6,144	18.92%	\$10,399	\$8,467	22.82%	11
	Average	6.04%		Average	1.60%		Average	8.74%		

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Fairfield	Accountant Auditor II	\$7,064	\$8,586	2.5%	\$215	\$0	\$707	\$0	\$0		\$9,508	\$0	\$1,559	\$110
Stockton East Water District	Accountant	\$6,667	\$8,103	0%	\$0	\$0	\$0	\$0	\$0		\$8,103	\$0	\$2,617	\$123
San Juan Water District	Accountant	\$6,552	\$7,864	0%	\$0	\$0	\$0	\$0	\$0		\$7,864	\$0	\$2,291	\$150
Citrus Heights Water District	Accountant	\$6,050	\$8,166	0%	\$0	\$0	\$0	\$0	\$0		\$8,166	\$0	\$1,750	\$136
Sacramento Suburban Water District	Accountant	\$5,682	\$7,103	7%	\$497	\$0	\$0	\$0	\$0		\$7,600	\$0	\$1,789	\$182
El Dorado Irrigation District	Accountant	\$5,996	\$7,289	0%	\$0	\$0	\$0	\$0	\$0		\$7,289	\$0	\$1,624	\$136
Carmichael Water District	Staff Accountant	\$5,306	\$6,450	0%	\$0	\$0	\$152	\$0	\$0		\$6,601	\$0	\$2,291	\$115
City of Roseville	Accountant II	\$5,161	\$7,262	6.197%	\$450	\$0	\$218	\$182	\$0		\$8,111	\$1,515	inc	inc
Placer County Water Agency	Accountant	\$5,130	\$6,548	2%	\$131	\$0	\$0	\$164	\$0		\$6,843	\$0	\$1,930	\$56
City of Vallejo	Accountant	\$5,397	\$6,561	0%	\$0	\$0	\$0	\$0	\$0		\$6,561	\$0	\$1,498	\$146
Sacramento County	Accountant	\$5,264	\$6,398	0%	\$0	\$0	\$0	\$0	\$160	2.5% CPA	\$6,558	\$0	\$1,505	\$119
City of Folsom	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													
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Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Payroll Clerk	\$5,073	\$6,165	8%	\$493	\$0	\$292	\$0	\$0		\$6,950	\$0	\$2,374	\$139
Citrus Heights Water District	Management Services Technician	\$5,261	\$7,100	0%	\$0	\$0	\$0	\$0	\$0		\$7,100	\$0	\$1,750	\$136
Fair Oaks Water District	Finance and Management Assistant	\$4,361	\$5,888	1%	\$59	\$0	\$0	\$0	\$0		\$5,947	\$0	\$2,617	\$128
San Juan Water District	Accounting Technician II	\$4,888	\$5,867	0%	\$0	\$0	\$0	\$0	\$0		\$5,867	\$0	\$2,291	\$150
City of Folsom	Accounting Technician	\$3,811	\$5,817	0%	\$0	\$0	\$0	\$0	\$291	5% for BA	\$6,108	\$0	\$1,548	\$148
Placer County Water Agency	Accounting Technician II	\$4,221	\$5,387	2%	\$108	\$0	\$0	\$135	\$0		\$5,629	\$0	\$1,930	\$56
El Dorado Irrigation District	Finance Technician	\$4,540	\$5,517	0%	\$0	\$0	\$0	\$0	\$0		\$5,517	\$0	\$1,624	\$136
City of Fairfield	Payroll Specialist II	\$4,419	\$5,371	2.5%	\$134	\$0	\$215	\$0	\$0		\$5,720	\$0	\$1,609	\$108
Sacramento County	Accounting Technician	\$4,061	\$4,938	0%	\$0	\$0	\$0	\$0	\$247	5% max	\$5,185	\$0	\$1,505	\$119
City of Roseville	Finance Technician I	\$3,615	\$5,086	6.197%	\$315	\$0	\$153	\$127	\$0		\$5,681	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$5,517	\$5,720
% SJWD is Above or Below Median	6.35%	2.57%
Mean	\$5,697	\$5,982
% SJWD is Above or Below Mean	3.00%	-1.92%
# Of Comparable Matches	9	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$472	\$0	\$10,035	0%	\$0	\$10,035	
Citrus Heights Water District	\$25	\$13	\$24	\$543	\$0	\$9,591	0%	\$0	\$9,591	
Fair Oaks Water District	\$24	\$5	\$22	\$450	\$0	\$9,193	0%	\$0	\$9,193	
San Juan Water District	\$19	\$20	\$41	\$449	\$0	\$8,836	0%	\$0	\$8,836	
City of Folsom	\$28	\$6	\$21	\$445	\$50	\$8,353	0%	\$0	\$8,353	
Placer County Water Agency	\$18	\$21	\$16	\$412	\$0	\$8,082	0%	\$0	\$8,082	
El Dorado Irrigation District	\$17	\$3	\$0	\$422	\$0	\$7,719	0%	\$0	\$7,719	
City of Fairfield	\$11	\$33	\$8	\$78	\$50	\$7,616	2.5%	\$134	\$7,482	
Sacramento County	inc	\$1	\$0	\$378	\$54	\$7,242	1.9%	\$94	\$7,148	
City of Roseville	inc	\$15	\$14	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	
Carmichael Water District										
City of Vallejo										
Elk Grove Water District										
Sacramento Suburban Water District										
Stockton East Water District										

\$8,082
9.32%
\$8,299
6.47%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Executive Secretary	\$5,697	\$6,925	8%	\$554	\$0	\$292	\$0	\$0		\$7,770	\$0	\$2,374	\$139
Sacramento Suburban Water District	Executive Assistant to the General Manager	\$5,474	\$7,405	7%	\$518	\$0	\$0	\$0	\$0		\$7,923	\$0	\$1,789	\$182
Placer County Water Agency	Agency Secretary/Clerk of the Board	\$5,850	\$7,466	2%	\$149	\$0	\$0	\$187	\$0		\$7,802	\$0	\$1,930	\$56
<i>San Juan Water District</i>	<i>Administrative Assistant-Board Secretary</i>	\$5,659	\$6,791	0%	\$0	\$0	\$0	\$0	\$0		\$6,791	\$0	\$2,291	\$150
El Dorado Irrigation District	Executive Assistant-Clerk to the Board	\$6,117	\$7,434	0%	\$0	\$0	\$0	\$0	\$0		\$7,434	\$0	\$1,624	\$136
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$7,419	\$7,786
% SJWD is Above or Below Median	-8.47%	-12.78%
Mean	\$7,307	\$7,732
% SJWD is Above or Below Mean	-7.06%	-12.17%
# Of Comparable Matches	4	

Data effective as of 4-2019

Data effective as of 4-2019

\$10,486
-6.16%
\$10,417
-5.54%

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Associate Civil Engineer	\$8,774	\$11,844	0%	\$0	\$0	\$0	\$0	\$60	D2 and T1	\$11,904	\$0	\$1,750	\$136
San Juan Water District	Associate Engineer	\$9,220	\$11,064	0%	\$0	\$0	\$0	\$0	\$0		\$11,064	\$0	\$2,291	\$150
South San Joaquin Irrigation District	Associate Civil Engineer	\$8,129	\$9,880	8%	\$790	\$0	\$292	\$0	\$0		\$10,962	\$0	\$2,374	\$139
Placer County Water Agency	Associate Engineer	\$7,580	\$9,674	2%	\$193	\$0	\$0	\$242	\$0		\$10,109	\$0	\$1,930	\$56
Sacramento Suburban Water District	Associate Engineer	\$6,560	\$9,372	7%	\$656	\$0	\$0	\$0	\$0		\$10,028	\$0	\$1,789	\$182
Sacramento County	Associate Civil Engineer	\$8,178	\$9,941	0%	\$0	\$0	\$0	\$0	\$497	Dual PE's	\$10,438	\$0	\$1,505	\$119
Elk Grove Water District	Associate Civil Engineer	\$7,767	\$9,494	1%	\$95	\$0	\$0	\$237	\$0		\$9,826	\$0	\$2,310	\$128
El Dorado Irrigation District	Associate Civil Engineer	\$8,086	\$9,828	0%	\$0	\$0	\$0	\$0	\$0		\$9,828	\$0	\$1,624	\$136
City of Fairfield	Associate Civil Engineer	\$7,607	\$9,246	2.5%	\$231	\$0	\$762	\$0	\$0	added 5% to base pay for PE	\$10,239	\$0	\$1,559	\$110
City of Roseville	Associate Engineer	\$6,451	\$9,077	6.197%	\$563	\$0	\$272	\$227	\$0		\$10,139	\$1,515	inc	inc
City of Folsom	Associate Civil Engineer	\$5,873	\$8,501	0%	\$0	\$0	\$275	\$0	\$0		\$8,776	\$0	\$1,548	\$148
Carmichael Water District	No Comparable Class													
City of Vallejo	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$9,584	\$10,124
% SJWD is Above or Below Median	15.44%	
Mean	\$9,686	
% SJWD is Above or Below Mean	14.23%	
# Of Comparable Matches	10	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$40	\$858	\$0	\$14,726	0%	\$0	\$14,726	PE, D2, T1
<i>San Juan Water District</i>	\$19	\$37	\$77	\$846	\$0	\$14,484	0%	\$0	\$14,484	PE
South San Joaquin Irrigation District	\$24	\$55	\$22	\$756	\$0	\$14,331	0%	\$0	\$14,331	PE
Placer County Water Agency	\$18	\$37	\$29	\$740	\$0	\$12,919	0%	\$0	\$12,919	PE
Sacramento Suburban Water District	\$20	\$31	\$39	\$717	\$0	\$12,805	0%	\$0	\$12,805	PE
Sacramento County	inc	\$1	\$0	\$760	\$0	\$12,824	1.9%	\$189	\$12,635	PE
Elk Grove Water District	\$23	\$17	\$0	\$138	\$0	\$12,441	0%	\$0	\$12,441	PE
El Dorado Irrigation District	\$17	\$3	\$0	\$752	\$0	\$12,360	0%	\$0	\$12,360	PE
City of Fairfield	\$11	\$98	\$14	\$134	\$50	\$12,214	5%	\$462	\$11,752	PE
City of Roseville	inc	\$27	\$24	\$132	\$100	\$11,937	6.197%	\$563	\$11,375	5% for PE added to base
City of Folsom	\$28	\$9	\$30	\$650	\$50	\$11,239	0%	\$0	\$11,239	PE
Carmichael Water District										No PE
City of Vallejo										No PE
Fair Oaks Water District										No PE
Stockton East Water District										EIT

\$12,538
15.52%
\$12,658
14.42%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Chief Operator	\$8,362	\$10,033	0%	\$0	\$0	\$0	\$0	\$0		\$10,033	\$0	\$2,291	\$150
Stockton East Water District	Chief Plant Operator	\$8,154	\$9,913	0%	\$0	\$0	\$0	\$0	\$0		\$9,913	\$0	\$2,617	\$123
City of Roseville	Water Treatment Plant Chief Operator	\$7,392	\$9,906	6.197%	\$614	\$0	\$297	\$0	\$0		\$10,817	\$1,515	inc	inc
City of Folsom	Water Treatment Plant Supervisor	\$6,368	\$8,748	0%	\$0	\$0	\$275	\$0	\$437	5% for BA	\$9,460	\$0	\$1,548	\$148
Placer County Water Agency	Treatment Plant Operations Supervisor	\$6,548	\$8,357	2%	\$167	\$0	\$0	\$209	\$0		\$8,733	\$0	\$1,930	\$56
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,327													
% SJWD is Above or Below Median	7.57%													
Mean	\$9,231													
% SJWD is Above or Below Mean	8.68%													
# Of Comparable Matches	4													

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$34	\$70	\$767	\$0	\$13,363	0%	\$0	\$13,363	T4
Stockton East Water District	\$23	\$27	DNA	\$144	\$0	\$12,847	0%	\$0	\$12,847	T4, T5 within 1 year
City of Roseville	inc	\$30	\$16	\$144	\$100	\$12,621	6.197%	\$614	\$12,007	T5 within 1 year
City of Folsom	\$28	\$9	\$31	\$669	\$50	\$11,943	0%	\$0	\$11,943	T5
Placer County Water Agency	\$18	\$32	\$25	\$639	\$0	\$11,433	0%	\$0	\$11,433	T5
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										Water Treatment Supervisor requires T4 and over operations and maintenance
City of Vallejo										Water Treatment Plant Supervisor over operations and maintenance
El Dorado Irrigation District										Chief Treatment Plant Operator is not a supervisor and Water Operations and Maintenance Supervisor is over both operations and maintenance
Elk Grove Water District										Water Treatment Operations Supervisor is over operations and maintenance
Fair Oaks Water District										
Sacramento County										Water Treatment Operations Supervisor is over operations and maintenance
Sacramento Suburban Water District										
South San Joaquin Irrigation District										Operations Supervisor over operations and maintenance

\$11,975
11.59%
\$12,058
10.82%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Conservation Technician II	\$5,257	\$6,309	0%	\$0	\$0	\$0	\$0	\$0		\$6,309	\$0	\$2,291	\$150
Fair Oaks Water District	Water Efficiency Specialist	\$4,265	\$5,757	1%	\$58	\$0	\$0	\$0	\$0		\$5,815	\$0	\$2,617	\$128
City of Roseville	Water Conservation Specialist	\$4,727	\$6,651	6.197%	\$412	\$0	\$300	\$0	\$200	1% for each Grade-Water Use Eff Practitioner Grade 2/3; 1% for D2	\$7,562	\$1,515	inc	inc
Sacramento Suburban Water District	Water Conservation Technician II	\$4,606	\$5,757	7%	\$403	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$6,247	\$0	\$1,789	\$182
El Dorado Irrigation District	Water Use Efficiency Technician	\$4,916	\$5,975	0%	\$0	\$0	\$0	\$0	\$0		\$5,975	\$0	\$1,624	\$136
Placer County Water Agency	Customer Services Representative II	\$4,020	\$5,130	2%	\$103	\$0	\$0	\$128	\$0		\$5,361	\$0	\$1,930	\$56
City of Folsom	Water Management Specialist	\$3,373	\$5,149	0%	\$0	\$0	\$0	\$0	\$257	5% for BA	\$5,406	\$0	\$1,548	\$148
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													
<hr/>														
Labor Market Median		\$5,757										\$5,895		
% SJWD is Above or Below Median		9.59%										7.03%		
Mean		\$5,737										\$6,061		
% SJWD is Above or Below Mean		9.99%										4.10%		
# Of Comparable Matches		6												

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$21	\$44	\$483	\$0	\$9,316	0%	\$0	\$9,316	Certified Landscape Irrigation Auditor (CLIA) certificate issued by the Irrigation Association; D1
Fair Oaks Water District	\$24	\$5	\$21	\$440	\$0	\$9,051	0%	\$0	\$9,051	D1; Water Use Efficiency Practitioner I; CCIA
City of Roseville	inc	\$20	\$16	\$96	\$100	\$9,310	6.197%	\$412	\$8,898	Water Conservation Practitioner I
Sacramento Suburban Water District	\$20	\$19	\$39	\$440	\$0	\$8,735	0%	\$0	\$8,735	D1, CLIA cert
El Dorado Irrigation District	\$17	\$3	\$0	\$457	\$0	\$8,212	0%	\$0	\$8,212	Landscape Irrigation Auditor cert
Placer County Water Agency	\$18	\$20	\$15	\$392	\$0	\$7,792	0%	\$0	\$7,792	Broad Class- read, record, repair, and services meter and/or implement water efficiency programs
City of Folsom	\$28	\$6	\$18	\$394	\$50	\$7,598	0%	\$0	\$7,598	Water Conservation Practitioner I
Carmichael Water District										
Citrus Heights Water District										Supervisor
City of Fairfield										Water Service Representative performs some duties
City of Vallejo										
Elk Grove Water District										
Sacramento County										
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,474
9.94%
\$8,381
11.16%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Facilities Inspector	\$6,186	\$7,519	4%	\$301	\$0	\$208	\$0	\$0		\$8,028	\$0	\$2,374	\$150
Citrus Heights Water District	Senior Construction Inspector	\$5,926	\$8,000	0%	\$0	\$0	\$0	\$0	\$40	D1, T1	\$8,040	\$0	\$1,750	\$136
<i>San Juan Water District</i>	<i>Construction Inspector II</i>	\$6,087	\$7,306	0%	\$0	\$0	\$0	\$0	\$0		\$7,306	\$0	\$2,291	\$150
Fair Oaks Water District	Construction Inspector	\$5,080	\$6,847	1%	\$68	\$0	\$0	\$0	\$0		\$6,915	\$0	\$2,617	\$128
Sacramento Suburban Water District	Senior Inspector	\$5,544	\$6,930	7%	\$485	\$0	\$0	\$87	\$0.50 per hour for one grade level above		\$7,502	\$0	\$1,789	\$182
Placer County Water Agency	Inspector II	\$5,255	\$6,707	2%	\$134	\$0	\$0	\$168	\$0		\$7,009	\$0	\$1,930	\$56
City of Folsom	Construction Inspector II	\$4,305	\$6,570	0%	\$0	\$0	\$0	\$0	\$329	5% for BA or Registered PW Inspector	\$6,899	\$0	\$1,548	\$148
Sacramento County	Construction Inspector	\$6,137	\$6,765	0%	\$0	\$0	\$0	\$0	\$271	4% max pay	\$7,036	\$0	\$1,505	\$119
El Dorado Irrigation District	Construction Inspector II	\$5,431	\$6,602	0%	\$0	\$0	\$0	\$0	\$0		\$6,602	\$0	\$1,624	\$136
City of Fairfield	Public Works Inspector II	\$5,656	\$6,875	0%	\$0	\$0	\$133	\$0	\$0		\$7,008	\$0	\$1,609	\$108
City of Roseville	Construction Inspector II	\$4,569	\$6,430	6.197%	\$398	\$0	\$193	\$161	\$0		\$7,182	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$6,806	\$7,022
% SJWD is Above or Below Median	7.35%	4.04%
Mean	\$6,925	\$7,222
% SJWD is Above or Below Mean	5.51%	1.16%
# Of Comparable Matches	10	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$575	\$0	\$11,128	0%	\$0	\$11,128	
Citrus Heights Water District	\$25	\$13	\$27	\$612	\$0	\$10,603	0%	\$0	\$10,603	D1, T1
<i>San Juan Water District</i>	\$19	\$25	\$51	\$559	\$0	\$10,399	0%	\$0	\$10,399	
Fair Oaks Water District	\$24	\$6	\$25	\$524	\$0	\$10,240	0%	\$0	\$10,240	D2; T2; Cross Connection
Sacramento Suburban Water District	\$20	\$23	\$39	\$530	\$0	\$10,084	0%	\$0	\$10,084	D2, T1
Placer County Water Agency	\$18	\$26	\$20	\$513	\$0	\$9,572	0%	\$0	\$9,572	
City of Folsom	\$28	\$6	\$23	\$503	\$50	\$9,205	0%	\$0	\$9,205	
Sacramento County	inc	\$1	\$0	\$518	\$54	\$9,232	1.9%	\$129	\$9,104	
El Dorado Irrigation District	\$17	\$3	\$0	\$505	\$0	\$8,887	0%	\$0	\$8,887	
City of Fairfield	\$11	\$33	\$10	\$100	\$50	\$8,928	2.5%	\$172	\$8,756	
City of Roseville	inc	\$19	\$17	\$93	\$100	\$8,927	6.197%	\$398	\$8,528	
Carmichael Water District										
City of Vallejo										Engineering Technician performs duties
Elk Grove Water District										
Stockton East Water District										

\$9,388
10.77%
\$9,611
8.21%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Sacramento County	Chief, Consolidated Utilities Billing & Service Division	\$10,831	\$11,941	0%	\$0	\$0	\$119	\$0	\$597		\$12,658	\$0	\$1,505	\$119
San Juan Water District	Customer Service Manager	\$8,996	\$10,794	0%	\$0	\$0	\$0	\$0	\$0		\$10,794	\$0	\$2,291	\$150
Placer County Water Agency	Deputy Director of Customer Services	\$7,936	\$10,129	2%	\$203	\$300	\$0	\$253	\$0		\$10,885	\$0	\$1,930	\$56
Fair Oaks Water District	Customer Service Manager	\$7,145	\$9,646	1%	\$96	\$0	\$0	\$0	\$0		\$9,742	\$0	\$2,617	\$128
Sacramento Suburban Water District	Customer Service Manager	\$6,805	\$9,721	7%	\$680	\$0	\$0	\$0	\$0		\$10,401	\$0	\$1,789	\$182
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
City of Vallejo	No Comparable Class													
EI Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,925													
% SJWD is Above or Below Median	8.75%													
Mean	\$10,359													
% SJWD is Above or Below Mean	4.19%													
# Of Comparable Matches	4													

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Sacramento County	inc	\$4	\$0	\$860	\$54	\$15,199	1.9%	\$227	\$14,972	3.35% Management Differential added to base
San Juan Water District	\$19	\$36	\$76	\$826	\$0	\$14,190	0%	\$0	\$14,190	Meter Services, Billing, Cash, Collections, Facility Services, Water Efficiency and Grant Administration
Placer County Water Agency	\$18	\$39	\$30	\$775	\$0	\$13,733	0%	\$0	\$13,733	
Fair Oaks Water District	\$24	\$8	\$36	\$738	\$0	\$13,294	0%	\$0	\$13,294	Conservation, Client Services, Information Technology; D3, T2
Sacramento Suburban Water District	\$20	\$32	\$39	\$744	\$0	\$13,207	0%	\$0	\$13,207	Not over conservation
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Roseville										
City of Vallejo										Supervisor level
EI Dorado Irrigation District										
Elk Grove Water District										
Stockton East Water District										Administration Services Manager is also over board function
South San Joaquin Irrigation District										

\$13,513
5.01%
\$13,801
2.81%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Stockton East Water District	Account Clerk II	\$5,302	\$6,445	0%	\$0	\$0	\$0	\$0	\$0		\$6,445	\$0	\$2,617	\$123
South San Joaquin Irrigation District	Customer Service Representative	\$4,605	\$5,599	4%	\$224	\$0	\$208	\$0	\$0		\$6,031	\$0	\$2,374	\$150
Citrus Heights Water District	Customer Services Technician II	\$4,754	\$6,417	0%	\$0	\$0	\$0	\$0	\$0		\$6,417	\$0	\$1,750	\$136
Fair Oaks Water District	Customer Service Representative II	\$3,822	\$5,160	1%	\$52	\$0	\$0	\$0	\$0		\$5,212	\$0	\$2,617	\$128
Placer County Water Agency	Water Efficiency Specialist II	\$4,118	\$5,255	2%	\$105	\$0	\$0	\$131	\$263	2.5% for CLIA; 2.5% for D2	\$5,754	\$0	\$1,930	\$56
Elk Grove Water District	Utility Billing Specialist	\$4,434	\$5,389	1%	\$54	\$0	\$0	\$135	\$0		\$5,577	\$0	\$2,310	\$128
San Juan Water District	Customer Service Technician II	\$4,325	\$5,191	0%	\$0	\$0	\$0	\$0	\$0		\$5,191	\$0	\$2,291	\$150
Sacramento Suburban Water District	Customer Service Representative II	\$3,977	\$4,971	7%	\$348	\$0	\$0	\$0	\$43	\$0.25 hour for certification not required for position	\$5,362	\$0	\$1,789	\$182
City of Folsom	Revenue Technician II	\$3,373	\$5,149	0%	\$0	\$0	\$0	\$0	\$257	5% for BA	\$5,406	\$0	\$1,548	\$148
Carmichael Water District	Billing Specialist II	\$3,749	\$4,557	0%	\$0	\$0	\$152	\$0	\$0		\$4,709	\$0	\$2,291	\$115
City of Fairfield	Billing Systems Specialist	\$4,419	\$5,371	0%	\$0	\$0	\$118	\$0	\$0		\$5,489	\$0	\$1,609	\$108
City of Roseville	Finance Technician II	\$3,615	\$5,086	6.197%	\$315	\$0	\$153	\$127	\$0		\$5,681	\$1,515	inc	inc
El Dorado Irrigation District	Finance Assistant II	\$3,912	\$4,755	0%	\$0	\$0	\$0	\$0	\$0		\$4,755	\$0	\$1,624	\$136
City of Vallejo	Customer Service Representative	\$3,727	\$4,530	0%	\$0	\$0	\$0	\$0	\$0		\$4,530	\$0	\$1,498	\$146
Sacramento County	Utility Billing Services Representative II	\$3,407	\$4,141	0%	\$0	\$0	\$0	\$0	\$207	5% max	\$4,348	\$0	\$1,505	\$119

Labor Market Median	\$5,154	\$5,447
% SJWD is Above or Below Median	0.72%	-4.70%
Mean	\$5,202	\$5,408
% SJWD is Above or Below Mean	-0.20%	-4.01%
# Of Comparable Matches	14	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Stockton East Water District	\$23	\$27	DNA	\$93	\$0	\$9,329	0%	\$0	\$9,329	
South San Joaquin Irrigation District	inc	inc	inc	\$428	\$0	\$8,983	0%	\$0	\$8,983	
Citrus Heights Water District	\$25	\$13	\$22	\$491	\$0	\$8,853	0%	\$0	\$8,853	
Fair Oaks Water District	\$24	\$4	\$19	\$395	\$0	\$8,399	0%	\$0	\$8,399	
Placer County Water Agency	\$18	\$20	\$16	\$402	\$0	\$8,196	0%	\$0	\$8,196	CLIA cert
Elk Grove Water District	\$23	\$14	\$0	\$78	\$0	\$8,131	0%	\$0	\$8,131	
San Juan Water District	\$19	\$17	\$36	\$397	\$0	\$8,101	0%	\$0	\$8,101	
Sacramento Suburban Water District	\$20	\$17	\$39	\$380	\$0	\$7,788	0%	\$0	\$7,788	
City of Folsom	\$28	\$6	\$18	\$394	\$50	\$7,598	0%	\$0	\$7,598	
Carmichael Water District	\$29	\$21	\$10	\$349	\$0	\$7,523	0%	\$0	\$7,523	
City of Fairfield	\$11	\$33	\$8	\$78	\$50	\$7,385	2.5%	\$134	\$7,251	
City of Roseville	inc	\$15	\$14	\$74	\$100	\$7,399	6.197%	\$315	\$7,083	
El Dorado Irrigation District	\$17	\$3	\$0	\$364	\$0	\$6,899	0%	\$0	\$6,899	
City of Vallejo	\$23	\$6	\$8	\$347	\$68	\$6,625	1%	\$45	\$6,580	
Sacramento County	inc	\$1	\$0	\$317	\$54	\$6,344	1.9%	\$79	\$6,265	

\$7,693
5.30%
\$7,777
4.17%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Folsom	Chief Financial Officer/Finance Director	\$12,500	\$15,833	0%	\$0	\$400	\$1,029	\$0	\$0		\$17,263	\$0	\$1,548	\$148
Placer County Water Agency	Director of Financial Services	\$12,272	\$15,662	2%	\$313	\$450	\$0	\$392	\$0		\$16,817	\$0	\$1,930	\$56
City of Fairfield	Director of Finance	\$12,500	\$16,250	0%	\$0	\$350	\$1,339	\$0	\$0		\$17,939	\$0	\$1,559	\$110
City of Roseville	Chief Financial Officer	\$12,454	\$16,690	6.197%	\$1,034	\$0	\$501	\$0	\$0		\$18,225	\$1,515	inc	inc
San Juan Water District	Director of Finance	\$12,055	\$14,465	0%	\$0	\$0	\$0	\$0	\$0		\$14,465	\$0	\$2,291	\$150
City of Vallejo	Finance Director	\$12,668	\$15,398	0%	\$0	\$0	\$154	\$0	\$0		\$15,552	\$0	\$1,498	\$117
El Dorado Irrigation District	Director of Finance	\$11,804	\$14,347	0%	\$0	\$500	\$0	\$0	\$0		\$14,847	\$0	\$1,624	\$136
Citrus Heights Water District	Administrative Services Manager	\$10,615	\$14,331	0%	\$0	\$0	\$0	\$0	\$0		\$14,331	\$0	\$1,750	\$136
Sacramento Suburban Water District	Director of Finance and Administration	\$9,004	\$12,863	7%	\$900	\$0	\$0	\$0	\$0		\$13,763	\$0	\$1,789	\$182
Stockton East Water District	Finance Director	\$10,622	\$12,911	0%	\$0	\$0	\$0	\$0	\$0		\$12,911	\$0	\$2,617	\$123
Elk Grove Water District	Finance Manager	\$9,913	\$12,049	1%	\$120	\$0	\$0	\$301	\$0		\$12,471	\$0	\$2,310	\$128
Fair Oaks Water District	Finance Manager	\$7,947	\$10,729	1%	\$107	\$0	\$0	\$0	\$0		\$10,836	\$0	\$2,617	\$128
Carmichael Water District	No Comparable Class													
Sacramento County	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median

\$14,347

\$14,847

% SJWD is Above or Below Median

0.82%

-2.58%

Mean

\$14,278

\$14,996

% SJWD is Above or Below Mean

0.48%

-0.99%

Of Comparable Matches

11

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Folsom	\$28	\$11	\$56	\$916	\$50	\$20,019	0%	\$0	\$20,019	
Placer County Water Agency	\$18	\$60	\$32	\$914	\$0	\$19,826	0%	\$0	\$19,826	
City of Fairfield	\$11	\$98	\$24	\$236	\$0	\$19,976	2.5%	\$406	\$19,570	
City of Roseville	inc	\$50	\$16	\$242	\$100	\$20,148	6.197%	\$1,034	\$19,114	
San Juan Water District	\$19	\$49	\$101	\$896	\$0	\$17,970	0%	\$0	\$17,970	
City of Vallejo	\$23	\$0	\$0	\$910	\$0	\$18,100	1%	\$154	\$17,946	
El Dorado Irrigation District	\$17	\$52	\$0	\$895	\$0	\$17,571	0%	\$0	\$17,571	
Citrus Heights Water District	\$25	\$13	\$49	\$894	\$0	\$17,198	0%	\$0	\$17,198	Finance, purchasing, customer services, IT, HR and risk
Sacramento Suburban Water District	\$20	\$43	\$39	\$873	\$0	\$16,709	0%	\$0	\$16,709	
Stockton East Water District	\$23	\$27	DNA	\$187	\$0	\$15,889	0%	\$0	\$15,889	
Elk Grove Water District	\$23	\$17	\$0	\$175	\$0	\$15,123	0%	\$0	\$15,123	
Fair Oaks Water District	\$24	\$9	\$40	\$821	\$0	\$14,475	0%	\$0	\$14,475	
Carmichael Water District										
Sacramento County										Director of Finance also serves as Auditor Controller, Tax Collector and Treasurer
South San Joaquin Irrigation District										AGM

\$17,571
2.27%
\$17,585
-0.08%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	<i>Distribution Lead Worker</i>	\$6,391	\$7,670	0%	\$0	\$0	\$0	\$0	\$0		\$7,670	\$0	\$2,291	\$150
Citrus Heights Water District	Water Distribution Lead Worker	\$6,067	\$8,159	0%	\$0	\$0	\$0	\$0	\$20	\$20 more for D5	\$8,179	\$0	\$1,750	\$136
City of Folsom	Water Distribution Chief Operator	\$4,520	\$6,898	0%	\$0	\$0	\$0	\$0	\$345	5% for BA	\$7,243	\$0	\$1,548	\$148
El Dorado Irrigation District	Chief Distribution Operator	\$5,649	\$6,867	0%	\$0	\$0	\$0	\$0	\$0		\$6,867	\$0	\$1,624	\$136
City of Roseville	Senior Water Distribution Worker	\$4,774	\$6,718	6.197%	\$416	\$0	\$302	\$0	\$202	1% for D4 added to base pay; 3% cert pay for variety of certs	\$7,637	\$1,515	inc	inc
Sacramento County	Senior Water Distribution Operator	\$6,159	\$6,789	0%	\$0	\$0	\$0	\$0	\$0	2% for D3 added to base pay	\$6,789	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													
<i>Labor Market Median</i>		\$6,867									\$7,243			
<i>% SJWD is Above or Below Median</i>		11.69%									5.89%			
<i>Mean</i>		\$7,086									\$7,343			
<i>% SJWD is Above or Below Mean</i>		8.24%									4.45%			
<i># Of Comparable Matches</i>		5												

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$26	\$54	\$587	\$0	\$10,795	0%	\$0	\$10,795	D4; Within 6-months of accepting the position become State Certified Water Quality Sampler.
Citrus Heights Water District	\$25	\$13	\$28	\$624	\$0	\$10,754	0%	\$0	\$10,754	Water Distribution Lead Worker requires D2; added \$80 cert pay to base pay for D4
City of Folsom	\$28	\$6	\$24	\$528	\$50	\$9,575	0%	\$0	\$9,575	D4
El Dorado Irrigation District	\$17	\$3	\$0	\$525	\$0	\$9,173	0%	\$0	\$9,173	D5
City of Roseville	inc	\$20	\$17	\$97	\$100	\$9,386	6.197%	\$416	\$8,970	Class B; D3 (added 1% cert pay for D4 to base pay)
Sacramento County	inc	\$1	\$0	\$519	\$54	\$8,988	1.9%	\$129	\$8,859	D2 required; 2% added to base pay for D3
Carmichael Water District										No Lead
City of Fairfield										Waster Distribution Operator Senior requires D2 (no cert pay)
City of Vallejo										D2 required (no cert pay)
Elk Grove Water District										Supervisor level
Fair Oaks Water District										Water System Lead Worker requires D2 (no cert pay)
Placer County Water Agency										Supervisor level
Sacramento Suburban Water District										
Stockton East Water District										
South San Joaquin Irrigation District										

\$9,173
17.69%
\$9,466
14.04%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Water Distribution Operator II	\$5,441	\$7,346	0%	\$0	\$0	\$0	\$0	\$100	\$100 for D5	\$7,446	\$0	\$1,750	\$136
Placer County Water Agency	Distribution Operator II	\$4,886	\$6,237	2%	\$125	\$0	\$0	\$156	\$312	2.5% for D4; 2.5% for D5	\$6,830	\$0	\$1,930	\$56
San Juan Water District	Distribution Operator II	\$5,132	\$6,160	0%	\$0	\$0	\$0	\$0	\$0		\$6,160	\$0	\$2,291	\$150
Sacramento Suburban Water District	Distribution Operator II	\$4,850	\$6,063	7%	\$424	\$0	\$0	\$87		\$0.50 per hour for one grade level above	\$6,574	\$0	\$1,789	\$182
Elk Grove Water District	Water Distribution Operator II	\$5,007	\$6,085	1%	\$61	\$0	\$0	\$152	\$0		\$6,298	\$0	\$2,310	\$128
Carmichael Water District	Distribution Operator II	\$4,226	\$5,561	0%	\$0	\$0	\$152	\$0	\$173	\$1/hour with D4	\$5,886	\$0	\$2,291	\$115
Fair Oaks Water District	Distribution System Operator II	\$3,822	\$5,160	1%	\$52	\$0	\$0	\$0	\$0		\$5,212	\$0	\$2,617	\$128
City of Roseville	Water Distribution Worker II	\$4,288	\$6,033	6.197%	\$374	\$0	\$281	\$0	\$241	4% max cert pay	\$6,929	\$1,515	inc	inc
Sacramento County	Water System Operator	\$5,075	\$6,169	0%	\$0	\$0	\$0	\$0	\$0	2% for D2 added to base pay	\$6,169	\$0	\$1,505	\$119
City of Folsom	Water Distribution Operator II	\$3,719	\$5,675	0%	\$0	\$0	\$0	\$0	\$284	5% for BA	\$5,959	\$0	\$1,548	\$148
EI Dorado Irrigation District	Distribution Operator II	\$4,725	\$5,743	0%	\$0	\$0	\$0	\$0	\$0		\$5,743	\$0	\$1,624	\$136
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$6,048													
% SJWD is Above or Below Median	1.86%													
Mean	\$6,007													
% SJWD is Above or Below Mean	2.55%													
# Of Comparable Matches	10													

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$25	\$562	\$0	\$9,956	0%	\$0	\$9,956	D2
Placer County Water Agency	\$18	\$24	\$19	\$477	\$0	\$9,353	0%	\$0	\$9,353	D3, Back flow prevention assembly tester, cross connection
<i>San Juan Water District</i>	\$19	\$21	\$43	\$471	\$0	\$9,154	0%	\$0	\$9,154	D2
Sacramento Suburban Water District	\$20	\$20	\$39	\$464	\$0	\$9,087	0%	\$0	\$9,087	D2, T1
Elk Grove Water District	\$23	\$16	\$0	\$88	\$0	\$8,863	0%	\$0	\$8,863	Class A; D2, T1
Carmichael Water District	\$29	\$26	\$13	\$425	\$0	\$8,783	0%	\$0	\$8,783	Class B, D2
Fair Oaks Water District	\$24	\$4	\$19	\$395	\$0	\$8,399	0%	\$0	\$8,399	D2, T1, Class A
City of Roseville	inc	\$18	\$15	\$87	\$100	\$8,665	6.197%	\$374	\$8,291	D2
Sacramento County	inc	\$1	\$0	\$472	\$54	\$8,320	1.9%	\$117	\$8,203	D1; 2% added to base pay for D2
City of Folsom	\$28	\$6	\$20	\$434	\$50	\$8,193	0%	\$0	\$8,193	D2
EI Dorado Irrigation District	\$17	\$3	\$0	\$439	\$0	\$7,963	0%	\$0	\$7,963	D2
City of Fairfield										Water Distribution Operator II requires D1
City of Vallejo										Water Distribution Technician only requires D1
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,591
6.55%
\$8,709
5.11%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Engineering Manager/District Engineer	\$11,676	\$15,764	0%	\$0	\$0	\$0	\$0	\$0		\$15,764	\$0	\$1,750	\$136
South San Joaquin Irrigation District	Engineering Department Manager	\$11,222	\$13,638	8%	\$1,091	\$0	\$292	\$0	\$0		\$15,021	\$0	\$2,374	\$139
EI Dorado Irrigation District	Director of Engineering	\$11,804	\$14,347	0%	\$0	\$500	\$0	\$0	\$0		\$14,847	\$0	\$1,624	\$136
San Juan Water District	Engineering Services Manager	\$11,480	\$13,775	0%	\$0	\$0	\$0	\$0	\$0		\$13,775	\$0	\$2,291	\$150
Sacramento Suburban Water District	Engineering Manager	\$8,551	\$12,216	7%	\$855	\$0	\$0	\$0	\$0		\$13,071	\$0	\$1,789	\$182
City of Vallejo	Water Engineering Manager	\$10,923	\$13,276	0%	\$0	\$0	\$0	\$0	\$0		\$13,276	\$0	\$1,498	\$117
City of Roseville	Engineering Manager	\$9,989	\$13,387	6.197%	\$830	\$0	\$402	\$0	\$0		\$14,618	\$1,515	inc	inc
Stockton East Water District	District Engineer	\$10,219	\$12,422	0%	\$0	\$0	\$0	\$0	\$0		\$12,422	\$0	\$2,617	\$123
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento County	No Comparable Class													

Labor Market Median	\$13,387	\$14,618
% SJWD is Above or Below Median	2.90%	-5.77%
Mean	\$13,579	\$14,146
% SJWD is Above or Below Mean	1.45%	-2.62%
# Of Comparable Matches	7	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$51	\$915	\$0	\$18,654	0%	\$0	\$18,654	PE, D2, T1
South San Joaquin Irrigation District	\$24	\$55	\$22	\$884	\$0	\$18,518	0%	\$0	\$18,518	PE
EI Dorado Irrigation District	\$17	\$52	\$0	\$895	\$0	\$17,571	0%	\$0	\$17,571	PE
San Juan Water District	\$19	\$46	\$96	\$886	\$0	\$17,263	0%	\$0	\$17,263	PE
Sacramento Suburban Water District	\$20	\$41	\$39	\$864	\$0	\$16,005	0%	\$0	\$16,005	PE
City of Vallejo	\$23	\$6	\$16	\$879	\$199	\$16,014	1%	\$133	\$15,881	PE
City of Roseville	inc	\$40	\$16	\$194	\$100	\$16,483	6.197%	\$830	\$15,654	PE; Division Manager
Stockton East Water District	\$23	\$27	DNA	\$180	\$0	\$15,393	0%	\$0	\$15,393	PE
Carmichael Water District										
City of Fairfield										
City of Folsom										
Elk Grove Water District										Assistant General Manager
Fair Oaks Water District										
Placer County Water Agency										Director of Technical Service is over engineering and way and treatment water
Sacramento County										

\$16,005
7.86%
\$16,811
2.69%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Engineering Technician	\$6,186	\$7,519	4%	\$301	\$0	\$208	\$0	\$0		\$8,028	\$0	\$2,374	\$150
Placer County Water Agency	Engineering Technician II	\$5,795	\$7,395	2%	\$148	\$0	\$0	\$185	\$0		\$7,728	\$0	\$1,930	\$56
<i>San Juan Water District</i>	<i>Engineering Technician II</i>	\$5,944	\$7,133	0%	\$0	\$0	\$0	\$0	\$0		\$7,133	\$0	\$2,291	\$150
Citrus Heights Water District	Engineering/GIS Specialist	\$5,677	\$7,662	0%	\$0	\$0	\$0	\$0			\$7,662	\$0	\$1,750	\$136
City of Folsom	Engineering Technician II	\$5,138	\$6,570	0%	\$0	\$0	\$0	\$0	\$329	5% for BA or Licensed Land Surveyor	\$6,899	\$0	\$1,548	\$148
City of Vallejo	Engineering Technician II	\$5,532	\$6,724	0%	\$0	\$0	\$0	\$0	\$0		\$6,724	\$0	\$1,498	\$146
El Dorado Irrigation District	Engineering Technician II	\$5,167	\$6,280	0%	\$0	\$0	\$0	\$0	\$0		\$6,280	\$0	\$1,624	\$136
City of Fairfield	Engineering Technician II	\$5,384	\$6,544	0%	\$0	\$0	\$129	\$0	\$0		\$6,673	\$0	\$1,609	\$108
City of Roseville	Engineering Technician II	\$4,034	\$5,676	6.197%	\$352	\$0	\$170	\$142	\$0		\$6,340	\$1,515	inc	inc
Sacramento County	Engineering Technician II	\$4,312	\$5,241	0%	\$0	\$0	\$0	\$0	\$262	5% for EIT	\$5,503	\$0	\$1,505	\$119
Carmichael Water District	GIS Specialist	\$3,550	\$4,316	0%	\$0	\$0	\$152	\$0	\$0		\$4,468	\$0	\$2,291	\$115
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$6,557	\$6,699
% SJWD is Above or Below Median	8.78%	6.48%
Mean	\$6,393	\$6,631
% SJWD is Above or Below Mean	11.57%	7.57%
# Of Comparable Matches	10	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$575	\$0	\$11,128	0%	\$0	\$11,128	
Placer County Water Agency	\$18	\$28	\$22	\$566	\$0	\$10,348	0%	\$0	\$10,348	
<i>San Juan Water District</i>	\$19	\$24	\$50	\$546	\$0	\$10,211	0%	\$0	\$10,211	
Citrus Heights Water District	\$25	\$13	\$26	\$586	\$0	\$10,198	0%	\$0	\$10,198	
City of Folsom	\$28	\$6	\$23	\$503	\$50	\$9,205	0%	\$0	\$9,205	
City of Vallejo	\$23	\$6	\$12	\$514	\$101	\$9,024	1%	\$67	\$8,956	
El Dorado Irrigation District	\$17	\$3	\$0	\$480	\$0	\$8,541	0%	\$0	\$8,541	
City of Fairfield	\$11	\$33	\$10	\$95	\$50	\$8,588	2.5%	\$164	\$8,425	
City of Roseville	inc	\$17	\$15	\$82	\$100	\$8,070	6.197%	\$352	\$7,718	
Sacramento County	inc	\$1	\$0	\$401	\$54	\$7,583	1.9%	\$100	\$7,484	
Carmichael Water District	\$29	\$20	\$10	\$330	\$0	\$7,262	0%	\$0	\$7,262	
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										
Stockton East Water District										

\$8,749
16.72%
\$8,926
14.39%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Mechanical Technician II	\$6,583	\$7,998	4%	\$320	\$0	\$208	\$0	\$0		\$8,526	\$0	\$2,374	\$150
San Juan Water District	<i>Facilities Maintenance Worker II</i>	\$5,798	\$6,958	0%	\$0	\$0	\$0	\$0	\$0		\$6,958	\$0	\$2,291	\$150
City of Fairfield	Mechanical/Electrical Technician II	\$6,243	\$7,589	0%	\$0	\$0	\$140	\$0	\$0		\$7,729	\$0	\$1,609	\$108
Stockton East Water District	Maintenance Mechanic II	\$5,302	\$6,445	0%	\$0	\$0	\$0	\$0	\$0		\$6,445	\$0	\$2,617	\$123
Placer County Water Agency	Water Quality Mechanic	\$4,886	\$6,237	2%	\$125	\$0	\$0	\$156	\$0		\$6,518	\$0	\$1,930	\$56
City of Roseville	Plant and Equipment Mechanic II	\$4,737	\$6,665	6.197%	\$413	\$0	\$300	\$0	\$0		\$7,378	\$1,515	inc	inc
City of Folsom	Water Treatment Plant Mechanic	\$3,905	\$5,960	0%	\$0	\$0	\$0	\$0	\$298	5% for BA	\$6,258	\$0	\$1,548	\$148
City of Vallejo	Utility Mechanic II	\$5,137	\$6,244	0%	\$0	\$0	\$0	\$0	\$0		\$6,244	\$0	\$1,498	\$146
EI Dorado Irrigation District	Plant Mechanic II	\$5,068	\$6,159	0%	\$0	\$0	\$0	\$0	\$0		\$6,159	\$0	\$1,624	\$136
Sacramento County	Water System Operator	\$4,975	\$6,048	0%	\$0	\$0	\$0	\$0	\$121	2% for D2 or T2	\$6,169	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median	\$6,244	\$6,445
% SJWD is Above or Below Median	11.43%	
Mean	\$6,594	
% SJWD is Above or Below Mean	5.52%	
# Of Comparable Matches	9	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$612	\$0	\$11,662	0%	\$0	\$11,662	Class A
San Juan Water District	\$19	\$23	\$49	\$532	\$0	\$10,021	0%	\$0	\$10,021	T2
City of Fairfield	\$11	\$33	\$11	\$110	\$50	\$9,661	2.5%	\$190	\$9,471	
Stockton East Water District	\$23	\$27	DNA	\$93	\$0	\$9,329	0%	\$0	\$9,329	
Placer County Water Agency	\$18	\$24	\$19	\$477	\$0	\$9,041	0%	\$0	\$9,041	T2
City of Roseville	inc	\$20	\$17	\$97	\$100	\$9,126	6.197%	\$413	\$8,713	
City of Folsom	\$28	\$6	\$21	\$456	\$50	\$8,515	0%	\$0	\$8,515	
City of Vallejo	\$23	\$6	\$11	\$478	\$94	\$8,499	1%	\$62	\$8,436	
EI Dorado Irrigation District	\$17	\$3	\$0	\$471	\$0	\$8,410	0%	\$0	\$8,410	T1
Sacramento County	inc	\$1	\$0	\$463	\$54	\$8,311	1.9%	\$115	\$8,196	T1
Carmichael Water District										
Citrus Heights Water District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$8,713
15.01%
\$9,086
10.29%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Operations Manager	\$10,615	\$14,331	0%	\$0	\$0	\$0	\$0	\$0		\$14,331	\$0	\$1,750	\$136
San Juan Water District	Field Services Manager	\$9,916	\$11,899	0%	\$0	\$0	\$0	\$0	\$0		\$11,899	\$0	\$2,291	\$150
City of Vallejo	Water Distribution Superintendent	\$8,962	\$10,893	0%	\$0	\$0	\$0	\$0	\$0		\$10,893	\$0	\$1,498	\$117
Fair Oaks Water District	Operations Superintendent	\$6,929	\$9,354	1%	\$94	\$0	\$0	\$0	\$0		\$9,448	\$0	\$2,617	\$128
Sacramento Suburban Water District	Superintendent (Distribution)	\$6,547	\$9,353	7%	\$655	\$0	\$0	\$0	\$0		\$10,008	\$0	\$1,789	\$182
City of Roseville	Water Distribution Superintendent	\$7,440	\$10,119	6.197%	\$627	\$0	\$304	\$0	\$0		\$11,050	\$1,515	inc	inc
Sacramento County	Water Distribution Manager	\$7,947	\$9,660	0%	\$0	\$0	\$97	\$0	\$0		\$9,757	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,890	\$10,450
% SJWD is Above or Below Median	20.32%	13.87%
Mean	\$10,618	\$10,914
% SJWD is Above or Below Mean	12.06%	9.03%
# Of Comparable Matches	6	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$49	\$894	\$0	\$17,198	0%	\$0	\$17,198	D4, T3
San Juan Water District	\$19	\$40	\$83	\$859	\$0	\$15,341	0%	\$0	\$15,341	D4
City of Vallejo	\$23	\$6	\$16	\$833	\$163	\$13,549	1%	\$109	\$13,440	
Fair Oaks Water District	\$24	\$8	\$35	\$716	\$0	\$12,975	0%	\$0	\$12,975	D4, T2, Cross connection
Sacramento Suburban Water District	\$20	\$31	\$39	\$716	\$0	\$12,784	0%	\$0	\$12,784	D4; T2
City of Roseville	inc	\$30	\$16	\$147	\$100	\$12,858	6.197%	\$627	\$12,231	D5
Sacramento County	inc	\$4	\$0	\$739	\$54	\$12,177	1.9%	\$184	\$11,994	3.35% Management Differential added to base
Carmichael Water District										
City of Fairfield										Water Distribution Manager-D3 desired
City of Folsom										
El Dorado Irrigation District										Over Treatment and Distribution
Elk Grove Water District										
Placer County Water Agency										Drinking Water Operations Manager is over plant operations and maintenance and distribution
Stockton East Water District										
South San Joaquin Irrigation District										

\$12,879
19.11%
\$13,437
14.17%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Management Accountant	\$10,518	\$12,783	8%	\$1,023	\$0	\$292	\$0	\$0		\$14,098	\$0	\$2,374	\$139
San Juan Water District	Finance and Administrative Services Analyst	\$7,771	\$9,324	0%	\$0	\$0	\$0	\$0	\$0		\$9,324	\$0	\$2,291	\$150
Elk Grove Water District	Management Analyst	\$7,222	\$8,777	1%	\$88	\$0	\$0	\$219	\$0		\$9,084	\$0	\$2,310	\$128
Placer County Water Agency	Financial Analyst	\$6,392	\$8,158	2%	\$163	\$0	\$0	\$204	\$0		\$8,525	\$0	\$1,930	\$56
City of Folsom	Financial Analyst	\$5,458	\$8,332	0%	\$0	\$0	\$417	\$0	\$0		\$8,748	\$0	\$1,548	\$148
Sacramento Suburban Water District	Financial Analyst	\$5,485	\$7,835	7%	\$548	\$0	\$0	\$0	\$0		\$8,383	\$0	\$1,789	\$182
El Dorado Irrigation District	Fiscal Analyst	\$6,899	\$8,384	0%	\$0	\$0	\$0	\$0	\$0		\$8,384	\$0	\$1,624	\$136
City of Roseville	Financial Analyst II	\$6,073	\$8,546	6.197%	\$530	\$0	\$256	\$214	\$0		\$9,546	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$8,384	\$8,748
% SJWD is Above or Below Median	11.21%	6.58%
Mean	\$8,974	\$9,538
% SJWD is Above or Below Mean	3.90%	-2.25%
# Of Comparable Matches	7	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$872	\$0	\$17,583	0%	\$0	\$17,583	Certified Management Accountant or CPA required
San Juan Water District	\$19	\$31	\$65	\$713	\$0	\$12,592	0%	\$0	\$12,592	
Elk Grove Water District	\$23	\$17	\$0	\$127	\$0	\$11,689	0%	\$0	\$11,689	
Placer County Water Agency	\$18	\$31	\$24	\$624	\$0	\$11,209	0%	\$0	\$11,209	
City of Folsom	\$28	\$6	\$29	\$637	\$50	\$11,195	0%	\$0	\$11,195	
Sacramento Suburban Water District	\$20	\$26	\$39	\$599	\$0	\$11,038	0%	\$0	\$11,038	
EI Dorado Irrigation District	\$17	\$3	\$0	\$641	\$0	\$10,806	0%	\$0	\$10,806	
City of Roseville	inc	\$26	\$23	\$124	\$100	\$11,333	6.197%	\$530	\$10,804	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Vallejo										
Fair Oaks Water District										Financial Analyst heavily focused on purchasing
Sacramento County										
Stockton East Water District										

\$11,195
12.48%
\$12,046
4.53%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Systems Administrator	\$8,436	\$10,253	8%	\$820	\$0	\$292	\$0	\$0		\$11,365	\$0	\$2,374	\$139
Sacramento County	Information Technology Manager	\$10,622	\$11,711	0%	\$0	\$0	\$117	\$0	\$0		\$11,828	\$0	\$1,505	\$119
City of Fairfield	Information Technology Manager	\$9,268	\$11,266	2.5%	\$282	\$0	\$928	\$0	\$0		\$12,476	\$0	\$1,559	\$110
City of Folsom	Information Systems Manager	\$7,933	\$10,899	0%	\$0	\$0	\$275	\$0	\$0		\$11,174	\$0	\$1,548	\$148
<i>San Juan Water District</i>	<i>Information Technology Manager</i>	\$8,564	\$10,279	0%	\$0	\$0	\$0	\$0	\$0		\$10,279	\$0	\$2,291	\$150
Sacramento Suburban Water District	Information Technology Manager	\$6,860	\$9,800	7%	\$686	\$0	\$0	\$0	\$0		\$10,486	\$0	\$1,789	\$182
City of Roseville	Information Technology Division Manager	\$8,269	\$11,081	6.197%	\$687	\$0	\$332	\$0	\$0		\$12,100	\$1,515	inc	inc
City of Vallejo	Information Systems Manager	\$8,743	\$10,627	0%	\$0	\$0	\$0	\$0	\$0		\$10,627	\$0	\$1,498	\$117
Placer County Water Agency	Information Systems Supervisor	\$7,043	\$8,989	2%	\$180	\$0	\$0	\$225	\$0		\$9,393	\$0	\$1,930	\$56
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
EI Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median	\$10,763	\$11,269
% SJWD is Above or Below Median	-4.50%	-8.79%
Mean	\$10,578	\$11,181
% SJWD is Above or Below Mean	-2.83%	-8.07%
# Of Comparable Matches	8	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$784	\$0	\$14,762	0%	\$0	\$14,762	
Sacramento County	inc	\$4	\$0	\$856	\$54	\$14,366	1.9%	\$223	\$14,143	3.35% Management Differential added to base
City of Fairfield	\$11	\$98	\$17	\$163	\$50	\$14,484	5%	\$563	\$13,920	
City of Folsom	\$28	\$9	\$39	\$834	\$50	\$13,829	0%	\$0	\$13,829	
<i>San Juan Water District</i>	<i>\$19</i>	<i>\$35</i>	<i>\$72</i>	<i>\$786</i>	<i>\$0</i>	<i>\$13,630</i>	<i>0%</i>	<i>\$0</i>	<i>\$13,630</i>	
Sacramento Suburban Water District	\$20	\$33	\$39	\$750	\$0	\$13,297	0%	\$0	\$13,297	
City of Roseville	inc	\$33	\$16	\$161	\$100	\$13,925	6.197%	\$687	\$13,238	
City of Vallejo	\$23	\$6	\$16	\$813	\$159	\$13,259	1%	\$106	\$13,153	
Placer County Water Agency	\$18	\$35	\$27	\$688	\$0	\$12,146	0%	\$0	\$12,146	
Carmichael Water District										
Citrus Heights Water District										
El Dorado Irrigation District										Director of IT
Elk Grove Water District										
Fair Oaks Water District										
Stockton East Water District										

\$13,563
0.49%
\$13,561
0.51%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Folsom	Information Technology Technician	\$5,106	\$7,793	0%	\$0	\$0	\$0	\$0	\$390	5% for BA	\$8,183	\$0	\$1,548	\$148
<i>San Juan Water District</i>	<i>Information Technology Technician II</i>	\$6,087	\$7,306	0%	\$0	\$0	\$0	\$0	\$0		\$7,306	\$0	\$2,291	\$150
Placer County Water Agency	Information Systems Technician II	\$5,130	\$6,548	2%	\$131	\$0	\$0	\$164	\$0		\$6,843	\$0	\$1,930	\$56
El Dorado Irrigation District	Information Technology Technician II	\$5,325	\$6,472	0%	\$0	\$0	\$0	\$0	\$0		\$6,472	\$0	\$1,624	\$136
City of Fairfield	Information Technology Technician II	\$5,384	\$6,544	0%	\$0	\$0	\$129	\$0	\$0		\$6,673	\$0	\$1,609	\$108
City of Vallejo	Information Support Technician II	\$4,889	\$5,943	0%	\$0	\$0	\$0	\$0	\$0		\$5,943	\$0	\$1,498	\$146
City of Roseville	Information Technology Technician II	\$4,143	\$5,830	6.197%	\$361	\$0	\$175	\$146	\$0		\$6,512	\$1,515	inc	inc
Sacramento County	Information Technology Technician II	\$3,894	\$4,968	0%	\$0	\$0	\$0	\$0	\$124	2.5% for MA	\$5,092	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$6,472	\$6,512
% SJWD is Above or Below Median	12.89%	
Mean	\$6,300	
% SJWD is Above or Below Mean	15.97%	
# Of Comparable Matches	7	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Folsom	\$28	\$6	\$28	\$596	\$50	\$10,587	0%	\$0	\$10,587	
San Juan Water District	\$19	\$25	\$51	\$559	\$0	\$10,399	0%	\$0	\$10,399	
Placer County Water Agency	\$18	\$25	\$20	\$501	\$0	\$9,392	0%	\$0	\$9,392	
El Dorado Irrigation District	\$17	\$3	\$0	\$495	\$0	\$8,747	0%	\$0	\$8,747	
City of Fairfield	\$11	\$33	\$10	\$95	\$50	\$8,588	2.5%	\$164	\$8,425	
City of Vallejo	\$23	\$6	\$10	\$455	\$89	\$8,170	1%	\$59	\$8,110	
City of Roseville	inc	\$17	\$16	\$85	\$100	\$8,245	6.197%	\$361	\$7,883	
Sacramento County	inc	\$1	\$0	\$380	\$54	\$7,152	1.9%	\$94	\$7,057	
Carmichael Water District										
Citrus Heights Water District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,425
23.44%
\$8,600
20.92%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Instrument and Control Technician/Industrial Electrical	\$8,540	\$10,376	4%	\$415	\$0	\$208	\$0	\$0		\$10,999	\$0	\$2,374	\$150
City of Roseville	Instrument and Control Technician	\$7,727	\$10,872	6.197%	\$674	\$0	\$426	\$0	\$0		\$11,972	\$1,515	inc	inc
San Juan Water District	Instrumentation Technician	\$7,046	\$8,459	0%	\$0	\$0	\$0	\$0	\$0		\$8,459	\$0	\$2,291	\$150
Stockton East Water District	Control Technician	\$7,148	\$8,689	0%	\$0	\$0	\$0	\$0	\$0		\$8,689	\$0	\$2,617	\$123
City of Folsom	No Comparable Class	\$5,106	\$7,793	0%	\$0	\$0	\$0	\$0	\$390	5% for BA	\$8,183	\$0	\$1,548	\$148
Placer County Water Agency	Water Quality Instrument Technician	\$5,795	\$7,395	2%	\$148	\$0	\$0	\$185	\$0		\$7,728	\$0	\$1,930	\$56
City of Fairfield	Instrument Technician	\$6,399	\$7,779	0%	\$0	\$0	\$142	\$0	\$0		\$7,921	\$0	\$1,609	\$108
El Dorado Irrigation District	Electrical and Instrumentation Technician II	\$5,996	\$7,289	0%	\$0	\$0	\$0	\$0	\$0		\$7,289	\$0	\$1,624	\$136
Sacramento County	Water Quality Control System Technician	\$6,306	\$6,951	0%	\$0	\$0	\$0	\$0	\$278	4% for Plant Maintenance E/I Grade IV	\$7,229	\$0	\$1,505	\$119
City of Vallejo	Instrument Technician II	\$5,397	\$6,561	0%	\$0	\$0	\$0	\$0	\$0		\$6,561	\$0	\$1,498	\$146
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
<i>Labor Market Median</i>		\$7,779											\$7,921	
<i>% SJWD is Above or Below Median</i>		8.74%											6.79%	
<i>Mean</i>		\$8,189											\$8,508	
<i>% SJWD is Above or Below Mean</i>		3.29%											-0.58%	
<i># Of Comparable Matches</i>		9												

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$794	\$0	\$14,317	0%	\$0	\$14,317	CWEA Electrical/Instrument Tech II cert
City of Roseville	inc	\$33	\$25	\$158	\$100	\$13,802	6.197%	\$674	\$13,128	
San Juan Water District	\$19	\$28	\$59	\$647	\$0	\$11,652	0%	\$0	\$11,652	<i>Preferred: State Water Resources Control Board Division of Drinking Water (SWRCB DDW) Treatment and/or California Water Environment Association (CWEA) license(s).</i>
Stockton East Water District	\$23	\$27	DNA	\$126	\$0	\$11,605	0%	\$0	\$11,605	higher paid than Electrical Technician
City of Folsom	\$28	\$6	\$28	\$596	\$50	\$10,587	0%	\$0	\$10,587	Not budgeted
Placer County Water Agency	\$18	\$28	\$22	\$566	\$0	\$10,348	0%	\$0	\$10,348	
City of Fairfield	\$11	\$33	\$12	\$113	\$50	\$9,855	2.5%	\$194	\$9,661	
EI Dorado Irrigation District	\$17	\$3	\$0	\$558	\$0	\$9,627	0%	\$0	\$9,627	CWEA Grade II; Electrical /Instrumentation Technician cert
Sacramento County	inc	\$1	\$0	\$532	\$54	\$9,440	1.9%	\$132	\$9,308	
City of Vallejo	\$23	\$6	\$11	\$502	\$98	\$8,845	1%	\$66	\$8,780	
Carmichael Water District										
Citrus Heights Water District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$10,348
12.60%
\$10,818
7.71%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Maintenance Chief	\$8,157	\$9,790	0%	\$0	\$0	\$0	\$0	\$0		\$9,790	\$0	\$2,291	\$150
City of Roseville	Preventative Maintenance Supervisor	\$7,552	\$10,121	6.197%	\$627	\$0	\$304	\$0	\$0		\$11,052	\$1,515	inc	inc
Stockton East Water District	Maintenance Supervisor	\$7,520	\$9,141	0%	\$0	\$0	\$0	\$0	\$0		\$9,141	\$0	\$2,617	\$123
Placer County Water Agency	Water Quality Mechanic	\$6,237	\$7,959	2%	\$159	\$0	\$0	\$199	\$0		\$8,317	\$0	\$1,930	\$56
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Vallejo	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$9,141	\$9,141
% SJWD is Above or Below Median	7.10%	
Mean	\$9,074	
% SJWD is Above or Below Mean	7.89%	
# Of Comparable Matches	3	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$33	\$69	\$749	\$0	\$13,099	0%	\$0	\$13,099	
City of Roseville	inc	\$30	\$16	\$147	\$100	\$12,860	6.197%	\$627	\$12,233	
Stockton East Water District	\$23	\$27	DNA	\$133	\$0	\$12,064	0%	\$0	\$12,064	
Placer County Water Agency	\$18	\$31	\$24	\$609	\$0	\$10,984	0%	\$0	\$10,984	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Vallejo										Over operations and maintenance
El Dorado Irrigation District										Over operations and maintenance
Elk Grove Water District										Over operations and maintenance
Fair Oaks Water District										
Sacramento County										Over operations and maintenance
Sacramento Suburban Water District										
South San Joaquin Irrigation District										Operations Supervisor over operations and maintenance

\$12,064
8.58%
\$11,760
11.38%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Water Efficiency Specialist	\$4,984	\$6,731	0%	\$0	\$0	\$0	\$0	\$40	D2	\$6,771	\$0	\$1,750	\$136
<i>San Juan Water District</i>	<i>Meter Technician</i>	\$4,656	\$5,588	0%	\$0	\$0	\$0	\$0	\$0		\$5,588	\$0	\$2,291	\$150
Placer County Water Agency	Water Efficiency Specialist II	\$4,118	\$5,255	2%	\$105	\$0	\$0	\$131	\$263	2.5% for CLIA; 2.5% for D2	\$5,754	\$0	\$1,930	\$56
El Dorado Irrigation District	Meter Technician II	\$4,276	\$5,197	0%	\$0	\$0	\$0	\$0	\$0		\$5,197	\$0	\$1,624	\$136
City of Vallejo	Meter Mechanic	\$4,216	\$5,124	0%	\$0	\$0	\$0	\$0	\$0		\$5,124	\$0	\$1,498	\$146
Carmichael Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento County	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$5,226
% SJWD is Above or Below Median	6.93%
Mean	\$5,577
% SJWD is Above or Below Mean	0.21%
# Of Comparable Matches	4

\$5,476
2.06%
\$5,712
-2.16%

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$23	\$515	\$0	\$9,232	0%	\$0	\$9,232	D1
<i>San Juan Water District</i>	\$19	\$19	\$39	\$428	\$0	\$8,532	0%	\$0	\$8,532	
Placer County Water Agency	\$18	\$20	\$16	\$402	\$0	\$8,196	0%	\$0	\$8,196	Broad, read, record, repair and replace meters, implement water efficiency programs
El Dorado Irrigation District	\$17	\$3	\$0	\$398	\$0	\$7,375	0%	\$0	\$7,375	
City of Vallejo	\$23	\$6	\$9	\$392	\$77	\$7,274	1%	\$51	\$7,223	
Carmichael Water District										
City of Fairfield										Distribution Operator
City of Folsom										Water Utility Worker does but also works on pipes
City of Roseville										Distribution Operator
Elk Grove Water District										
Fair Oaks Water District										
Sacramento County										Water System Operator
Sacramento Suburban Water District										Distribution Operator
Stockton East Water District										
South San Joaquin Irrigation District										

\$7,785
9.59%
\$8,007
6.57%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
City of Folsom	Environmental and Water Resource Director	\$12,500	\$15,833	0%	\$0	\$300	\$1,029	\$0	\$0		\$17,163	\$0	\$1,548	\$148
San Juan Water District	Operations Manager	\$12,355	\$14,827	0%	\$0	\$0	\$0	\$0	\$0		\$14,827	\$0	\$2,291	\$150
Sacramento County	Chief Division Water Resources	\$13,171	\$14,520	0%	\$0	\$0	\$145	\$0	\$726		\$15,391	\$0	\$1,505	\$119
City of Roseville	Water Utility Manager	\$9,989	\$13,387	6.197%	\$830	\$0	\$402	\$0	\$0		\$14,618	\$1,515	inc	inc
El Dorado Irrigation District	Drinking Water Operations Manager	\$9,877	\$12,007	0%	\$0	\$0	\$0	\$0	\$0		\$12,007	\$0	\$1,624	\$136
Elk Grove Water District	Operations Manager	\$8,992	\$10,929	1%	\$109	\$0	\$0	\$273	\$0		\$11,311	\$0	\$2,310	\$128
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$13,387	\$14,618
% SJWD is Above or Below Median	10.76%	1.43%
Mean	\$13,335	\$14,098
% SJWD is Above or Below Mean	11.19%	5.17%
# Of Comparable Matches	5	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
City of Folsom	\$28	\$11	\$56	\$916	\$50	\$19,919	0%	\$0	\$19,919	Includes wastewater collections
San Juan Water District	\$19	\$50	\$104	\$902	\$0	\$18,341	0%	\$0	\$18,341	
Sacramento County	inc	\$4	\$0	\$897	\$54	\$17,970	1.9%	\$276	\$17,694	PE; 3.35% Management Differential added to base
City of Roseville	inc	\$40	\$16	\$194	\$100	\$16,483	6.197%	\$830	\$15,654	PE
El Dorado Irrigation District	\$17	\$3	\$0	\$861	\$0	\$14,648	0%	\$0	\$14,648	T5, D5
Elk Grove Water District	\$23	\$17	\$0	\$158	\$0	\$13,947	0%	\$0	\$13,947	D2, T2
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Vallejo										Water Director also over water engineering
Fair Oaks Water District										
Placer County Water Agency										Drinking Operations Manager is a division manager reporting to Director of Technical Services
Sacramento Suburban Water District										Operations Manager not over treatment
Stockton East Water District										
South San Joaquin Irrigation District										

\$15,654
17.17%
\$16,372
12.02%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
San Juan Water District	Purchasing Agent	\$5,798	\$6,958	0%	\$0	\$0	\$0	\$0	\$0		\$6,958	\$0	\$2,291	\$150
Placer County Water Agency	Procurement Specialist II	\$4,886	\$6,237	2%	\$125	\$0	\$0	\$156	\$0		\$6,518	\$0	\$1,930	\$56
EI Dorado Irrigation District	Buyer II	\$5,266	\$6,403	0%	\$0	\$0	\$0	\$0	\$0		\$6,403	\$0	\$1,624	\$136
Sacramento County	Contract Services Officer II	\$5,264	\$6,398	0%	\$0	\$0	\$0	\$0	\$160	2.5% for MA	\$6,558	\$0	\$1,505	\$119
City of Roseville	Buyer II	\$4,106	\$5,778	6.197%	\$358	\$0	\$173	\$144	\$0		\$6,454	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$6,318	\$6,486
% SJWD is Above or Below Median	10.13%	
Mean	\$6,204	
% SJWD is Above or Below Mean	12.15%	
# Of Comparable Matches	4	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	\$19	\$23	\$49	\$532	\$0	\$10,021	0%	\$0	\$10,021	
Placer County Water Agency	\$18	\$24	\$19	\$477	\$0	\$9,041	0%	\$0	\$9,041	AA and cert
EI Dorado Irrigation District	\$17	\$3	\$0	\$490	\$0	\$8,673	0%	\$0	\$8,673	
Sacramento County	inc	\$1	\$0	\$489	\$54	\$8,727	1.9%	\$122	\$8,605	
City of Roseville	inc	\$17	\$16	\$84	\$100	\$8,185	6.197%	\$358	\$7,827	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Vallejo										
Elk Grove Water District										
Fair Oaks Water District										Financial Analyst
Sacramento Suburban Water District										Purchasing Specialist specific to operations
Stockton East Water District										
South San Joaquin Irrigation District										

\$8,639
15.99%
\$8,537
17.38%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Environmental Compliance/Safety Officer	\$8,003	\$9,727	8%	\$778	\$0	\$292	\$0	\$0		\$10,797	\$0	\$2,374	\$139
Sacramento Suburban Water District	Safety and Risk Officer	\$6,401	\$9,144	7%	\$640	\$0	\$0	\$0	\$0		\$9,784	\$0	\$1,789	\$182
<i>San Juan Water District</i>	<i>Safety/Regulatory Compliance Specialist</i>	\$7,452	\$8,979	0%	\$0	\$0	\$0	\$0	\$0		\$8,979	\$0	\$2,291	\$150
El Dorado Irrigation District	Safety and Security Officer	\$7,774	\$9,448	0%	\$0	\$0	\$0	\$0	\$0		\$9,448	\$0	\$1,624	\$136
Sacramento County	Senior Safety Specialist	\$8,653	\$9,542	0%	\$0	\$0	\$95	\$0	\$0		\$9,638	\$0	\$1,505	\$119
City of Roseville	Safety Coordinator	\$6,469	\$8,669	6.197%	\$537	\$0	\$260	\$0	\$0		\$9,466	\$1,515	inc	inc
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Folsom	No Comparable Class													
City of Vallejo	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Stockton East Water District	No Comparable Class													

Labor Market Median \$9,448

% SJWD is Above or Below Median -4.97%

Mean \$9,213

% SJWD is Above or Below Mean -2.55%

Of Comparable Matches 5

\$9,638

-6.84%

\$9,457

-5.06%

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$744	\$0	\$14,155	0%	\$0	\$14,155	
Sacramento Suburban Water District	\$20	\$31	\$39	\$700	\$0	\$12,543	0%	\$0	\$12,543	
<i>San Juan Water District</i>	\$19	\$30	\$63	\$687	\$0	\$12,217	0%	\$0	\$12,217	
El Dorado Irrigation District	\$17	\$3	\$0	\$723	\$0	\$11,951	0%	\$0	\$11,951	
Sacramento County	inc	\$4	\$0	\$730	\$54	\$12,049	1.9%	\$181	\$11,868	3.35% Management Differential added to base
City of Roseville	inc	\$26	\$14	\$126	\$100	\$11,247	6.197%	\$537	\$10,710	
Carmichael Water District										
Citrus Heights Water District										
City of Fairfield										
City of Folsom										
City of Vallejo										Water Treatment Plant Regulatory Compliance Officer also supervises treatment plant staff as needed; requires T5
Elk Grove Water District										
Fair Oaks Water District										
Placer County Water Agency										Manager level
Stockton East Water District										

\$11,951
2.23%
\$11,951
2.23%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Citrus Heights Water District	Senior Civil Engineer	\$9,652	\$13,029	0%	\$0	\$0	\$0	\$0	\$60	D2, T1	\$13,089	\$0	\$1,750	\$136
San Juan Water District	Senior Engineer	\$10,164	\$12,196	0%	\$0	\$0	\$0	\$0	\$0		\$12,196	\$0	\$2,291	\$150
Sacramento Suburban Water District	Senior Engineer	\$7,545	\$10,778	7%	\$754	\$0	\$0	\$0	\$0		\$11,532	\$0	\$1,789	\$182
Sacramento County	Senior Civil Engineer	\$10,263	\$11,315	0%	\$0	\$0	\$113	\$0	\$0		\$11,428	\$0	\$1,505	\$119
El Dorado Irrigation District	Senior Civil Engineer	\$8,937	\$10,863	0%	\$0	\$0	\$0	\$0	\$0		\$10,863	\$0	\$1,624	\$136
City of Fairfield	Senior Civil Engineer	\$8,397	\$10,206	2.5%	\$255	\$0	\$841	\$0	\$0		\$11,302	\$0	\$1,559	\$110
City of Roseville	Senior Engineer	\$7,932	\$10,629	6.197%	\$659	\$0	\$319	\$0	\$0	5% for PE added to base	\$11,607	\$1,515	inc	inc
City of Folsom	Senior Civil Engineer	\$6,802	\$9,846	0%	\$0	\$0	\$275	\$0	\$0		\$10,121	\$0	\$1,548	\$148
Carmichael Water District	Senior Engineer	\$6,847	\$8,324	0%	\$0	\$0	\$108	\$0	\$0		\$8,432	\$0	\$2,291	\$115
City of Vallejo	Senior Civil Engineer	\$7,442	\$9,045	0%	\$0	\$0	\$0	\$0	\$0		\$9,045	\$0	\$1,498	\$146
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Stockton East Water District	No Comparable Class													
South San Joaquin Irrigation District	No Comparable Class													

Labor Market Median	\$10,629	\$11,302
% SJWD is Above or Below Median	14.74%	7.91%
Mean	\$10,448	\$10,824
% SJWD is Above or Below Mean	16.73%	12.67%
# Of Comparable Matches	9	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Citrus Heights Water District	\$25	\$13	\$44	\$876	\$0	\$15,932	0%	\$0	\$15,932	PE, D2, T1
<i>San Juan Water District</i>	\$19	\$41	\$85	\$863	\$0	\$15,644	0%	\$0	\$15,644	PE
Sacramento Suburban Water District	\$20	\$36	\$39	\$825	\$0	\$14,422	0%	\$0	\$14,422	PE
Sacramento County	inc	\$4	\$0	\$851	\$54	\$13,960	1.9%	\$215	\$13,745	PE: 3.35% Management Differential added to base
El Dorado Irrigation District	\$17	\$3	\$0	\$831	\$0	\$13,474	0%	\$0	\$13,474	PE
City of Fairfield	\$11	\$98	\$15	\$148	\$50	\$13,293	5%	\$510	\$12,783	PE
City of Roseville	inc	\$32	\$16	\$154	\$100	\$13,424	6.197%	\$659	\$12,765	5% for PE added to base
City of Folsom	\$28	\$9	\$35	\$753	\$50	\$12,692	0%	\$0	\$12,692	PE
Carmichael Water District	\$29	\$52	\$19	\$637	\$0	\$11,573	0%	\$0	\$11,573	PE
City of Vallejo	\$23	\$6	\$16	\$692	\$136	\$11,561	1%	\$90	\$11,471	PE
Elk Grove Water District										
Fair Oaks Water District										
Placer County Water Agency										
Stockton East Water District										
South San Joaquin Irrigation District										

\$12,783
22.39%
\$13,206
18.46%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
Sacramento County	Government Relations and Legislative Officer	\$11,421	\$12,592	0%	\$0	\$0	\$126	\$0	\$0		\$12,718	\$0	\$1,505	\$119
San Juan Water District	Water Resources Manager	\$8,551	\$10,603	0%	\$0	\$0	\$0	\$0	\$0		\$10,603	\$0	\$2,291	\$150
Placer County Water Agency	Public Affairs Manager	\$7,936	\$10,129	2%	\$203	\$300	\$0	\$253	\$0		\$10,885	\$0	\$1,930	\$56
City of Roseville	Department Government Relations Supervisor	\$7,762	\$10,402	6.197%	\$645	\$0	\$312	\$260	\$0		\$11,619	\$1,515	inc	inc
South San Joaquin Irrigation District	No Comparable Class													
Stockton East Water District	No Comparable Class													
City of Fairfield	No Comparable Class													
City of Vallejo	No Comparable Class													
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Folsom	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median	\$10,402	\$11,619
% SJWD is Above or Below Median	1.93%	-8.74%
Mean	\$11,041	\$11,740
% SJWD is Above or Below Mean	-3.97%	-9.69%
# Of Comparable Matches	3	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
Sacramento County	inc	\$4	\$0	\$869	\$54	\$15,268	1.9%	\$239	\$15,029	3.35% Management Differential added to base
San Juan Water District	\$19	\$36	\$74	\$811	\$0	\$13,983	0%	\$0	\$13,983	
Placer County Water Agency	\$18	\$39	\$30	\$775	\$0	\$13,733	0%	\$0	\$13,733	
City of Roseville	inc	\$31	\$27	\$151	\$100	\$13,443	6.197%	\$645	\$12,798	
South San Joaquin Irrigation District										
Stockton East Water District										
City of Fairfield										
City of Vallejo										
Carmichael Water District										
Citrus Heights Water District										
City of Folsom										
EI Dorado Irrigation District										
Elk Grove Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$13,733
1.82%
\$13,853
0.93%

Data effective as of 4-2019

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Water Treatment Plant Manager	\$12,953	\$15,744	8%	\$1,260	\$0	\$292	\$0	\$0		\$17,295	\$0	\$2,374	\$139
San Juan Water District	Water Treatment Plant Manager	\$10,164	\$12,196	0%	\$0	\$0	\$0	\$0	\$0		\$12,196	\$0	\$2,291	\$150
Stockton East Water District	Water Operations Manager	\$9,379	\$11,400	0%	\$0	\$0	\$0	\$0	\$0		\$11,400	\$0	\$2,617	\$123
City of Fairfield	Water Treatment Manager	\$9,500	\$11,548	2.5%	\$289	\$0	\$952	\$0	\$0		\$12,788	\$0	\$1,559	\$110
City of Vallejo	Water Operations Superintendent	\$9,186	\$11,166	0%	\$0	\$0	\$0	\$0	\$0		\$11,166	\$0	\$1,498	\$117
Sacramento County	Water Treatment Plant Manager	\$8,648	\$10,510	0%	\$0	\$0	\$105	\$0	\$0		\$10,615	\$0	\$1,505	\$119
Carmichael Water District	No Comparable Class													
Citrus Heights Water District	No Comparable Class													
City of Folsom	No Comparable Class													
City of Roseville	No Comparable Class													
El Dorado Irrigation District	No Comparable Class													
Elk Grove Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Placer County Water Agency	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median	\$11,400	\$11,400
% SJWD is Above or Below Median	6.98%	6.98%
Mean	\$12,074	\$12,653
% SJWD is Above or Below Mean	1.01%	-3.61%
# Of Comparable Matches	5	

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	\$24	\$55	\$22	\$915	\$0	\$20,823	0%	\$0	\$20,823	T5, D4
<i>San Juan Water District</i>	\$19	\$41	\$85	\$863	\$0	\$15,644	0%	\$0	\$15,644	T5
Stockton East Water District	\$23	\$27	DNA	\$165	\$0	\$14,356	0%	\$0	\$14,356	T5
City of Fairfield	\$11	\$98	\$17	\$167	\$50	\$14,800	5%	\$577	\$14,223	T5 within 1 year
City of Vallejo	\$23	\$6	\$16	\$849	\$167	\$13,842	1%	\$112	\$13,730	T5
Sacramento County	inc	\$4	\$0	\$804	\$54	\$13,100	1.9%	\$200	\$12,901	T4 with some positions requiring T5, D5 within 4 years; 3.35% Management Differential added to base
Carmichael Water District										
Citrus Heights Water District										
City of Folsom										
City of Roseville										
El Dorado Irrigation District										Supervisor reports to Drinking Water Operations Manager-over treatment and distribution
Elk Grove Water District										
Fair Oaks Water District										
Placer County Water Agency										
Sacramento Suburban Water District										

Data effective as of 4-2019

\$14,223
9.99%
\$15,207
2.88%

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Auto Allowance	Deferred Compensation	Longevity pay at 10 Years	Certification/Education Pay	Certification/Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental
South San Joaquin Irrigation District	Water Treatment Plant Operator II	\$5,909	\$7,186	4%	\$287	\$0	\$208	\$0	\$0		\$7,682	\$0	\$2,374	\$150
San Juan Water District	Water Treatment Plant Operator II	\$6,087	\$7,306	0%	\$0	\$0	\$0	\$0	\$0		\$7,306	\$0	\$2,291	\$150
City of Fairfield	Water Plant Operator II	\$5,943	\$7,223	0%	\$0	\$0	\$136	\$0	\$0		\$7,359	\$0	\$1,609	\$108
Elk Grove Water District	Water Treatment Plant Operator II	\$5,007	\$6,085	1%	\$61	\$0	\$0	\$152	\$0		\$6,298	\$0	\$2,310	\$128
El Dorado Irrigation District	Water Treatment Plant Operator II	\$5,217	\$6,342	0%	\$0	\$0	\$0	\$0	\$0		\$6,342	\$0	\$1,624	\$136
Stockton East Water District	Water Treatment Plant Operator Trainee	\$4,607	\$5,600	0%	\$0	\$0	\$0	\$0	\$0		\$5,600	\$0	\$2,617	\$123
Sacramento County	Water System Operator	\$5,075	\$6,169	0%	\$0	\$0	\$0	\$0	\$0	2% for T2 added to base pay	\$6,169	\$0	\$1,505	\$119
City of Folsom	Water Treatment Plant Operator II	\$3,719	\$5,675	0%	\$0	\$0	\$0	\$0	\$284	5% for BA	\$5,959	\$0	\$1,548	\$148
Carmichael Water District	Treatment Operator II	\$4,134	\$4,649	0%	\$0	\$0	\$152	\$0	\$173	\$1/hour with T5	\$4,974	\$0	\$2,291	\$115
Placer County Water Agency	Treatment Plant Operator Trainee II	\$4,020	\$5,130	2%	\$103	\$0	\$0	\$128	\$0		\$5,361	\$0	\$1,930	\$56
City of Roseville	Water Treatment Plant Operator II	\$3,914	\$5,508	6.197%	\$341	\$0	\$165	\$138	\$165	3% max cert pay	\$6,318	\$1,515	inc	inc
City of Vallejo	Water Treatment Plant Operator Trainee II	\$4,540	\$5,518	0%	\$0	\$0	\$0	\$0	\$0		\$5,518	\$0	\$1,498	\$146
Citrus Heights Water District	No Comparable Class													
Fair Oaks Water District	No Comparable Class													
Sacramento Suburban Water District	No Comparable Class													

Labor Market Median \$5,675

% SJWD is Above or Below Median 28.74%

Mean \$5,917

% SJWD is Above or Below Mean 23.48%

Of Comparable Matches 11

\$6,169
18.43%
\$6,144
18.92%

Data effective as of 4-2019

Agency	Vision	Life Insurance	LTD Insurance	Social Security	RHSA	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
South San Joaquin Irrigation District	inc	inc	inc	\$550	\$0	\$10,756	0%	\$0	\$10,756	T2, D2
<i>San Juan Water District</i>	\$19	\$25	\$51	\$559	\$0	\$10,399	0%	\$0	\$10,399	T2
City of Fairfield	\$11	\$33	\$11	\$105	\$50	\$9,285	2.5%	\$181	\$9,104	T2
Elk Grove Water District	\$23	\$16	\$0	\$88	\$0	\$8,863	0%	\$0	\$8,863	Class A, T2, D1
El Dorado Irrigation District	\$17	\$3	\$0	\$485	\$0	\$8,607	0%	\$0	\$8,607	T2; D1
Stockton East Water District	\$23	\$27	DNA	\$81	\$0	\$8,472	0%	\$0	\$8,472	T2
Sacramento County	inc	\$1	\$0	\$472	\$54	\$8,320	1.9%	\$117	\$8,203	T1; 2% added to base pay for T2
City of Folsom	\$28	\$6	\$20	\$434	\$50	\$8,193	0%	\$0	\$8,193	T2
Carmichael Water District	\$29	\$22	\$11	\$356	\$0	\$7,796	0%	\$0	\$7,796	T2, D1
Placer County Water Agency	\$18	\$20	\$15	\$392	\$0	\$7,792	0%	\$0	\$7,792	T2
City of Roseville	inc	\$17	\$15	\$80	\$100	\$8,044	6.197%	\$341	\$7,702	T2
City of Vallejo	\$23	\$6	\$10	\$422	\$83	\$7,705	1%	\$55	\$7,650	T2
Citrus Heights Water District										
Fair Oaks Water District										
Sacramento Suburban Water District										

\$8,203
26.78%
\$8,467
22.82%

Data effective as of 4-2019

APPENDIX B

MISCELLANEOUS BENEFITS

APPENDIX B - TABLE 1
COLA/Salary Increase Information

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
San Juan Water District	7/2018	2.6%	<i>None Scheduled (typically looked at in July)</i>	NA
Carmichael Water District	Non Exempt, Exempt 7/2018 Represented 7/2018	Non Exempt, Exempt 3% Represented Varies by class	Non Exempt, Exempt TBD Represented 7/2019	Non Exempt, Exempt TBD Represented Varies by class
Citrus Heights Water District	1/2019	3.4%	1/2020	TBD
City of Fairfield	FGMA, Confidential/Non Management, FEA 7/2018	FGMA, Confidential/Non Management, FEA 4%	FGMA, Confidential/Non Management, FEA 7/2019	FGMA, Confidential/Non Management, FEA 4%
City of Folsom	Local 39/FMMG/Unrep. 7/2018 Dept. Heads Varies by contract	Local 39/FMMG/Unrep. 2.5% Dept. Heads Varies by contract	Local 39/FMMG/Unrep. None Scheduled Dept. Heads Varies by contract	Local 39/FMMG/Unrep. NA Dept. Heads Varies by contract
City of Roseville	Local 39 1/2018 Management 3/2019 IBEW 1/2018	Local 39 2% Management Varies by class IBEW 2%	Local 39 None-in negotiations Management 1/2020 IBEW None-in negotiations	Local 39 NA Management 2% + (varies by class) IBEW NA
City of Vallejo	IBEW 1/2019 CAMP 1/2019 Unrep 1/2019	IBEW 2.5% CAMP 2% Unrep 2.5%	IBEW None-in negotiations CAMP None-in negotiations Unrep None Scheduled	IBEW NA CAMP NA Unrep NA
El Dorado Irrigation District	1/2019	5%	1/2020	2% - 5% (based on CPI)
Elk Grove Water District	7/2018	2.77%	7/2019	TBD

APPENDIX B - TABLE 1
COLA/Salary Increase Information

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
Fair Oaks Water District	No COLAs provided			
Placer County Water Agency	1/2019	2.2% COLA + 1.5% for EPMC change	1/2020	2% to 6% based on CPI + 2% for EPMC change
Sacramento County	Unit 1 1/2019	Unit 1 3%	Unit 1 DNA-need new MOU, not available yet	Unit 1 DNA
	Unit 5 9/2018	Unit 5 3%	Unit 5 7/2019	Unit 5 2% - 4% based on CPI
	Unit 10 6/2018	Unit 10 3%	Unit 10 6/2019	Unit 10 2% - 4% based on CPI
	Unit 17 7/2018	Unit 17 3%	Unit 17 7/2019	Unit 17 2% - 4% based on CPI
	Unit 23 10/2018	Unit 23 4%	Unit 23 DNA-need new MOU, not available yet	Unit 23 DNA
	Unit 26 6/2018	Unit 26 3%	Unit 26 6/2019	Unit 26 2% - 4% based on CPI
	Unit 28 6/2018	Unit 28 3%	Unit 28 6/2019	Unit 28 2% - 4% based on CPI
	Unit 32 6/2017	Unit 32 2%	Unit 32 DNA-need new MOU, not available yet	Unit 32 DNA
	Unit 34 6/2018	Unit 34 3%	Unit 34 6/2019	Unit 34 2% - 4% based on CPI
	Unit 80 12/2018	Unit 80 1%	Unit 80 6/2019	Unit 80 TBD

APPENDIX B - TABLE 1
COLA/Salary Increase Information

Survey Agency	Last COLA/Increase (Date)	Last COLA/Increase (Amount)	Next COLA/Increase (Date)	Net COLA/Increase (Amount)
Sacramento Suburban Water District	1/2019	Varied by class	None Scheduled (Typically every Calendar Year)	NA
Stockton East Water District	4/2019	2.5%	4/2020	2.5% - 6% based on CPI
South San Joaquin Irrigation Distribution	1/2019	3.5%	1/2020	3% - 3.5% based on CPI

APPENDIX B - TABLE 2
Retirement Information
New Hire-Classic Employee

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	18/19 Employer Contribution Normal Cost
<i>San Juan Water District</i>	CalPERS	3% @ 60	H3Y	12.759%
Carmichael Water District	CalPERS	2% @ 55	SHY	10.411%
Citrus Heights Water District	CalPERS	2% @ 55	H3Y	8.892%
City of Fairfield	CalPERS	2.5% @ 55	H3Y	10.468%
City of Folsom	CalPERS	2% @ 55	H3Y	10.593%
City of Roseville	CalPERS	2.7% @ 55	SHY	10.179%
City of Vallejo	CalPERS	2.7% @ 55	SHY	11.047%
El Dorado Irrigation District	CalPERS	2% @ 55	H3Y	10.529%
Elk Grove Water District	CalPERS	2% @ 55	H3Y	8.892%
Fair Oaks Water District	CalPERS	2% @ 55	H3Y	8.892%
Placer County Water Agency	CalPERS	2.7% @ 55	SHY	10.512%
Sacramento County	SCERS	1.92% @ 60	H3Y	10.37%
Sacramento Suburban Water District	CalPERS	2% @ 55	H3Y	9.635%
Stockton East Water District	CalPERS	2% @ 55	SHY	11.154%
South San Joaquin Irrigation Distribution	CalPERS	2.5% @ 55	SHY	10.609%

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
San Juan Water District	None
Carmichael Water District	Non Exempt, Exempt None Represented Treatment Operator with T5 = \$1.00/hour Distribution Operator with D4 = \$1.00/hour
Citrus Heights Water District	In addition to salary compensation received, FLSA (Fair Labor Standards Act) exempt, who are not department heads (Senior Management), and non-exempt Regular Employees are authorized to receive the following compensation: Certified California State Water Distribution System Operators Grade D1 \$ 20.00 / month Grade D2 \$ 40.00 / month Grade D3 \$ 60.00 / month Grade D4 \$ 80.00 / month Grade D5 \$100.00 / month Certified California State Water Treatment Operators Grade T1 \$ 20.00 / month Grade T2 \$ 40.00 / month Grade T3 \$ 60.00 / month Grade T4 \$ 80.00 / month Grade T5 \$100.00 / month (\$200-max)
City of Fairfield	None
City of Folsom	FMMG 2%- 30-59 units 3%-60-119 units 5%- BA or 120 units (5%-max) Local 39 30-59 units- 2% 60-119 units-3% 120 units of BA- 5%

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Park Maintenance Worker I/II- 2.5% for QAC, QA, Playground Safety Inspector Pool Operator; 1% for Landscape Irrigation Auditor, Landscape Technician, and Irrigation Contractor</p> <p style="margin-left: 40px;">Park Planner/Associate Planner 1%- Certification Irrigation Designer</p> <p style="margin-left: 40px;">Mechanic- 1% for ASE certification; 5% for ASE Master; 1% for various ASE certificates</p> <p style="margin-left: 40px;">Maintenance Worker I/LL/Lead- 2.5%- QAC, QAL or Class A</p> <p style="margin-left: 40px;">Water/Sewer MW I/II/Lead- 5% advanced certification</p> <p style="margin-left: 40px;">Clerical- 5% for Notary</p> <p style="margin-left: 40px;">Building Inspector and Plan Checker- 1% for various inspector certificates</p> <p style="margin-left: 40px;">Code Enforcement Officer- 2.5% for Certified Code Enforcement Officer</p> <p style="margin-left: 40px;">Code Enforcement Technician- 2.5%- Certified Code Enforcement Officer</p> <p style="margin-left: 40px;">Construction Inspector- 5%- Registered PW Inspector</p> <p style="margin-left: 40px;">Engineering Technician- 5% for Land Surveyor</p> <p style="margin-left: 40px;">IS Technician- 1.5% for Cisco cert; 1.5% for Microsoft cert (5%-max)</p> <p style="margin-left: 40px;">Dept. Heads</p> <p style="margin-left: 40px;">None</p> <p style="margin-left: 40px;">Unrepresented</p> <p style="margin-left: 40px;">None</p>
City of Roseville	<p>Management</p> <p>5% for PE if not required, except for Water Utility Manager</p> <p style="margin-left: 40px;">IBEW</p> <p style="margin-left: 40px;">Water and Wastewater Classifications:</p> <p style="margin-left: 40px;">Up to six members from each division will receive 2.5% additional pay for maintaining a Class A driver's license (not included in datasheets)-</p> <p style="margin-left: 40px;">Senior Water Distribution Worker (Maximum 4%)</p> <p style="margin-left: 40px;">Cross Connection Control Specialist – 1%</p> <p style="margin-left: 40px;">Backflow Tester Certification – 1 %</p> <p style="margin-left: 40px;">Distribution Operator Grade 4 or Grade 5 (DPH) - (cumulative) – 1%</p> <p style="margin-left: 40px;">Treatment Operator Grade 1, 2, 3, 4, or 5 (DPH) (non-cumulative) – 1%</p> <p style="margin-left: 40px;">Crane Certification (max six staff in series to be appointed by EU management)– 2.5%</p> <p style="margin-left: 40px;">Water Distribution Worker II (Maximum 4%):</p> <p style="margin-left: 40px;">Cross Connection Control Specialist – 1%</p> <p style="margin-left: 40px;">Backflow Tester Certification – 1 %</p> <p style="margin-left: 40px;">Conservation Certification – 1%</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Distribution Operator Grade 3, 4 or 5 (DPH)(cumulative) – 1%</p> <p>Treatment Operator Grade 1, 2, 3, 4, or 5 (non-cumulative) – 1%</p> <p>Crane Certification (max six staff in series to be appointed by EU management) – 2.5%</p> <p>Sr. Wastewater Utility Maintenance Worker (Maximum 4%):</p> <p>CWEA Grade 3 or Grade 4 (cumulative) – 1%</p> <p>Collection System Maintenance – 1%</p> <p>Environmental Compliance Inspection – 1%</p> <p>Crane Certification (max six staff in series to be appointed by EU mgmt staff)-2.5%</p> <p>Wastewater Utility Maintenance Worker II (Maximum 4%):</p> <p>CWEA Grade 2, Grade 3 or Grade 4 (cumulative) – 1%</p> <p>Collection System Maintenance – 1%</p> <p>Environmental Compliance Inspection – 1%</p> <p>Crane Certification (max six staff in series to be appointed by EU mgmt staff) – 2.5%</p> <p>Water Conservation Worker II</p> <p>Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (cumulative) – 1%</p> <p>Distribution Operator Grade 2 (DPH) – 1%</p> <p>Water Conservation Worker I</p> <p>Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1%</p> <p>Distribution Operator Grade 1,2 (DPH) (non-cumulative) – 1%</p> <p>Certified Landscape Irrigation Auditor (CLIA) – 1%</p> <p>Water Conservation Specialist-</p> <p>Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (cumulative) – 1%</p> <p>Distribution Operator Grade 2 (DPH) – 1%</p> <p>Local 39</p> <p>Engineering Classifications: Professional Engineer Certificate - 5%</p> <p>Natural Resource Specialist: Arborist Certification - 2.5%</p> <p>Sr. Parks Maintenance Worker/Park Maintenance Worker II: Playground Safety Inspector Certification or Certified Pesticide Applicator Certification – 1.5%</p> <p>(Sr. Parks Maintenance Worker/Park Maintenance Worker II is eligible for compensation for one of these two certificates, depending on assignment)</p> <p>Certified Pool Operator Certificate – 2.5% (A minimum of two but not more than four will be designated.)</p> <p>Class B Driver's License – 2.5% (3 employees will be designated)</p> <p>Streets Maintenance Worker II/Sr. Street Maintenance Worker - Certified Pesticide Applicator Certificate - 1.5% (As designated by Department Head)</p> <p>Refuse Truck Driver I/II - Class A commercial driver's license with applicable endorsements - 2.5% (Maximum of 3 designated)</p> <p>Crane Certification – 2.5% (2 employees will be designated in E.U.)</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	Water Treatment Plant Operator 3- 1% for Grade 4 TPO; 1% for Grade 5 TPO; 1% for Distribution Operator Grade 2 or 3 Water Plant Operator 2 – 1% for each (Grade 3, 4, 5 TPO); 1% for Distribution Operator Grade 2 or 3 Wastewater Treatment Grade 3 Operator- 2% for WWTPD Grade 4 and 5; 1% for CWEA Collections Grade 1; 1% for Lab Cert Grade 1 Wastewater Treatment Grade 2 Operator- 1% for WTPO Grade 3, 4, 5; 1% for CWEA Collections Grade1; 1% for Lab Cert Grade 1
City of Vallejo	None
El Dorado Irrigation District	None
Elk Grove Water District	None
Fair Oaks Water District	None
Placer County Water Agency	MMU None DMU None WSU Canal Operator- 2.5% with QAC Field Maintenance Supervisor- 2.5% for D4 and 2.5% for D5 Lead Worker, Treated Water Maintenance- 2.5% for D4 and 2.5% for D5 Maintenance Worker I/II- 2.5% Class A Service Worker- 2.5% for D4 and 2.5% for D5 Distribution Operator II-2.5% for D4 and 2.5% for D5 Lead Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Water Quality Specialist- 2.5% for D3 and 2.5% for D4 Water Quality Supervisor-2.5% for D4 and 2.5% for D5 Lead Water Efficiency Specialist-2.5% for CLIA and 2.5% for D2 Water Efficiency Specialist I- 2.5% for CLIA and 2.5% D1 or D2 Water Efficiency Specialist II-2.5% for CLIA and 2.5% for D2
Sacramento County	Unit 1 2.5% -Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification. 2.5%- Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification.

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Employees who are required to maintain a Class A License, Hazardous Material Endorsement (H or X) or Tanker Endorsement (N) as a condition of employment when the class specification does not make the same requirement for all of the positions in the classes of Mechanical Maintenance Supervisor, Wastewater Treatment Plant Operations Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, Water Treatment Operations Supervisor, Senior Equipment Mechanic, Park Maintenance Supervisor, Waste Management Operations Supervisor, and Sanitation District Maintenance & Operations Supervisor will receive an additional 1% of pay.</p> <p>2% incentive pay to an employee in the class of Wastewater Treatment Plant Operations Supervisor who obtains a Treatment Plant Operator Grade V Certificate.</p> <p>Plant Maintenance Grade III Certificate: 2% differential to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, or Wastewater Treatment Plant Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, or Wastewater Treatment Plant Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 2% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p style="text-align: center;">California Water Environment Association, Collection Series:</p> <p>Collection Systems Grade III Certificate: 2% differential to an employee in the Department of Water Quality in the classes of Mechanical Maintenance Supervisor or Underground Construction and Maintenance Supervisor who obtains this certificate.</p> <p>Collection Systems Grade IV Certificate: 4% differential to an employee in the Department of Water Quality in the classes of Mechanical Maintenance Supervisor or Underground Construction and Maintenance Supervisor who obtains this certificate.</p> <p>Laboratory Analyst III Certificate: 2% differential to an employee in the class of Water Quality Laboratory Supervisor.</p> <p>Laboratory Analyst IV Certificate: 4% differential to an employee in the class of Water Quality Laboratory Supervisor.</p> <p>Plant Maintenance Grade III Certificate: 2% differential to an employee in the class of Mechanical Maintenance Supervisor or Water Treatment Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to employees in the class of Mechanical Maintenance Supervisor or Water Treatment Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 2% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Wildlife Society: 2% incentive pay to an employee in the class of Natural Resource Supervisor who obtain the Wildlife Biologist Certification.</p> <p>2% incentive pay to an employee in the class of Mechanical Maintenance Supervisor Underground Construction and Maintenance Supervisor or Water Treatment Operations Supervisor who obtains the T4 Certificate.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>5% incentive pay to employees in the classes of Mechanical Maintenance Supervisor Underground Construction and Maintenance Supervisor, or Water Treatment Operations Supervisor who obtains the Grade T5 Certificate</p> <p>1% incentive pay to an employee in the classes of Highway Maintenance Supervisor I or Highway Maintenance Supervisor II who obtains the Grade D3 Certificate.</p> <p>2% incentive pay to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D4 Certificate.</p> <p>4% incentive pay to employees in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D5 Certificate.</p> <p>Senior Equipment Mechanic, Equipment Maintenance Supervisor, and Automotive Maintenance Supervisor will become eligible for incentive pay up to a maximum of 4% for the certifications (ASE and/or Welder Certification/Qualification Certificate)</p> <p>State of California Welder Certification/Qualification Certificate Incentive pay shall be paid at the rate of two percent 2%.</p> <p>Tree Supervisor who meet the requirements below, may receive up to three percent (3%) pay for either the Arborist Certification or Pesticide Spray Applicators Certification/License, but not both.</p> <p>Arborist Certification: Employees in the classifications of Tree Supervisor who possess an International Society of Arborists (ISA), Arborist Certificate may be assigned duties consistent with the use of such certification. In such case, the employee will receive a three percent (3%) differential. The assignment of duties consistent with the certification shall be made in writing.</p> <p>Pesticide Spray Applicators Certification/License: Employees in the classification of Tree Supervisor who possesses a State of California Qualified Applicators License or Qualified Applicators Certificate may be assigned duties consistent with the use of such certification or license. In such case, the employee will receive a two percent (2%) differential for the license or one and one-half percent (1.5%) for the certificate. The employee may not receive the differential for both the license and the certificate. In addition to the differential for the license or certificate, the employee may receive a one-half percent (.5%) differential for each additional State of California Qualified Applicators License/Certificate category used in conjunction with the employee's prescribed work assignments.</p> <p style="text-align: center;">Unit 5</p> <p>2.5% -Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification.</p> <p>2.5%- Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification.</p> <p>Certification Incentive Pay: Additional salary shall be paid to an employee for possession of certification(s). To qualify for additional salary, such certification(s) shall meet the following criteria:</p> <p>Certification is not required as part of the minimum qualifications specified in the employee's job classification.</p> <p>Recognized certificates include those offered at the following institutions: California State University system, University of California system, and the Community College system. UPE and the County shall meet to determine additional recognized certificates and the amount of assigned salary differentials. No employee who qualifies for both Certification and Education Incentive pay shall receive additional salary of more than 5%.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p style="text-align: center;">Unit 10 2.5%- MA, CPA, CIA or CISA</p> <p style="text-align: center;">Unit 17</p> <p>1 % incentive pay to employees in the class of Wastewater Treatment Plant Operator Apprentice who obtain a Treatment Plant Operator Grade II Certificate.</p> <p>1 % incentive pay to employees in the class of Wastewater Treatment Plant Operator who obtain a Treatment Plant Operator Grade III Certificate.</p> <p>1 % incentive pay to employees in the class of Senior Wastewater Treatment Plant Operator who obtain a Treatment Plant Operator Grade IV Certificate.</p> <p>Plant Maintenance Grade I Certificate: 1 % differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade II Certificate:</p> <p>1 % differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate:</p> <p>1 % differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 3% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate and Plant Maintenance Mechanical Technologist Grade IV Certificate:</p> <p>Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician and Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>Effective May 20, 2009, a 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain a Plant Maintenance Mechanical Technologist Grade IV Certificate.</p> <p>Collection Systems Grade I Certificate: 1 % differential to employees in the Department of Water Quality in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 1 % differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade II Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Assistant.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade III Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade III Certificate: 3% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist, and Sanitation District Maintenance and Operations Assistant who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Department of Water Quality in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Collection Systems Grade IV Certificate: 2% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance & Operations Senior Technician.</p> <p>Collection Systems Grade IV Certificate: 3% differential to employees in the Sanitation Districts Agency in the class of Sanitation District Maintenance and Operations Technician.</p> <p>Collection Systems Grade IV Certificate: 4% differential to employees in the Sanitation Districts Agency in the classes of Mechanical Maintenance Technician and Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Laboratory Analyst I Certificate: 1 % differential to employees in the class of Environmental Laboratory Analyst.</p> <p>Laboratory Analyst II Certificate: 2% differential to employees in the class of Environmental Laboratory Analyst.</p> <p>Laboratory Analyst II Certificate: 1 % differential to employees in the class of Senior Environmental Laboratory Analyst, Biologist and Chemist.</p> <p>Laboratory Analyst III Certificate: 3% differential to employees in the class of Environmental Laboratory Analyst, Senior Environmental Laboratory Analyst, Biologist and Chemist.</p> <p>Laboratory Analyst IV Certificate: 4% differential to employees in the class of Senior Environmental Laboratory Analyst, Biologist and Chemist.</p> <p>California Water Environment Association (CWEA), Plant Maintenance Series:</p> <p>Plant Maintenance Grade I Certificate: 1 % differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 1 % differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the class Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate: Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate.</p> <p>Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>2% incentive pay to employees in the classes of Natural Resources Specialist and Senior Natural Resources Specialist who obtain the Wildlife Biologist Certification.</p> <p>2% incentive pay to employees in the Department of Water Resources in the classes of Mechanical Maintenance Technician and Senior Water Treatment Operator who obtain the Grade T3 Certificate or higher.</p> <p>2% incentive pay to employees in the Department of Water Resources in the classes of Assistant Mechanical Maintenance Technician and Water System Operator who obtain the T2 Certificate or higher.</p> <p>2% incentive pay to employees in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist, Senior Water Distribution Operator, and Senior Water Treatment Operator who obtain the Grade D3 Certificate or higher.</p> <p>2% incentive pay to employees in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist, and Water System Operator who obtain the Grade D2 Certificate or higher.</p> <p>An employee who is required to maintain a Commercial Class A License, Commercial Class B License with Hazardous Material Endorsement or Tanker Endorsement (N), or Commercial Class C License with Hazardous Material Endorsement (H or X) or Tanker Endorsement (N) as a condition of employment when the class specification does not make the same requirement for all of the positions within the class will receive an additional 1 % of pay.</p> <p style="text-align: center;">Unit 23 Civil Engineer with dual certification 5%</p> <p style="text-align: center;">Unit 26</p> <p>5% differential for Engineering Technicians who possess an Engineer in Training certificate also applies to the advanced classes in the series, the Senior Engineering Technicians and Principal Engineering Technicians who possess such certification.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p>Construction Inspector series: Employees will be paid at the rate of 1.5% for each below listed certification up to a maximum of 5% (4 certificates): American Welding Society Certified Welding Inspector, National Association of Corrosion Engineers (NACE) Coating Inspector, American Concrete Institute Concrete Construction Special Inspector, ICC Structural Masonry Special Inspector, ICC Pre-stressed Concrete Special Inspector, ICC Reinforced Concrete Special Inspector, Structural Welding Special Inspector, Structural Steel and Bolting Special Inspector</p> <p style="text-align: center;">Unit 28 2.5%-MA</p> <p style="text-align: center;">Unit 32 None</p> <p style="text-align: center;">Unit 34 2.5%-MA</p> <p style="text-align: center;">Unit 50 None</p>
Sacramento Suburban Water District	<p style="text-align: center;">Class 'A' Driver's License</p> <p>Employees in certain job classifications approved by the General Manager who obtain a Class A vehicle operator's license from the State of California and who are deemed qualified to operate equipment associated with this level of license by the Operations Manager will be compensated at \$1.00 per hour.</p> <p style="text-align: center;">State Certification Required for Position</p> <p>Non-exempt employees who meet the minimum certification requirement(s) for positions requiring State of California State Water Resources Control Board, Division of Drinking Water, Distribution and/or Treatment Operator certifications will be compensated \$0.50 per hour for a maximum of one certification above the required level per employee.</p> <p style="text-align: center;">State Certification Not Required for Position</p> <p>Non-exempt employees who obtain certification from the State of California State Water Resources Control Board, Division of Drinking Water, for either Water Distribution Operator or Treatment Operator and the certification is not required for their current position will be compensated \$0.25 per hour for a maximum of one certification per employee.</p> <p style="text-align: center;">Other Certification Not Required for Position</p> <p>Non-exempt employees who obtain other certification not required for their current position may be compensated \$0.25 per hour for a maximum of one certificate per employee determined to be of value to the District subject to approval by the General Manager.</p>
Stockton East Water District	<p style="text-align: center;">Represented</p> <p>Employees driving District vehicles within the ordinary course of their employment and in possession of a valid California Department of Motor Vehicle Class A License will receive a one-time salary increase of 2.5% or Class B License will receive a one-time salary increase of 1.5%.</p> <p>Certain reasonable expenses incurred to obtain Class A or B Driver's Licenses will be paid by the District with the advance written approval of the General Manager.</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	Unrepresented None
South San Joaquin Irrigation Distribution	None

APPENDIX B - TABLE 4
Vacation Leave

Agency	Year 1 (hours per year)	Year 4 (hours per year)	Year 8 (hours per year)	Year 11 (hours per year)	Year 16 (hours per year)	(Year 21 (hours per year)	Year 26 (hours per year)	Max Accrual
<i>San Juan Water District</i>	96	120	144	168	192	216	240	240
Carmichael Water District	96	96	120	144	176	200	200	300
Citrus Heights Water District	96	120	144	144	192	216	216	300
City of Fairfield	80-FMGA 80-FEA/Conf. Non Mngt 173-Exec	120-FMGA 120-FEA/Conf. Non Mngt 213-Exec	120-FMGA 120-FEA/Conf. Non Mngt 213-Exec	160-FMGA 168-FEA/Conf. Non Mngt 253-Exec	160-FMGA 176-FEA/Conf. Non Mngt 253-Exec	200-FMGA 184-FEA/Conf. Non Mngt 253-Exec	200-FMGA 184-FEA/Conf. Non Mngt 333-Exec	2x (All)
City of Folsom ¹	192	192	224	256	288	288	288	320
City of Roseville	96	96	112	128	144	160	160	2.5x-Local 39/IBEW 2x-Management
City of Vallejo	80-IBEW 80-CAMP 80-Unrep	80-IBEW 120-CAMP 120-Unrep	120-IBEW 120-CAMP 120-Unrep	160-IBEW 160-CAMP 160-Unrep	160-IBEW 160-CAMP 200-Unrep	200-IBEW 200-CAMP 200-Unrep	200-IBEW 224-CAMP 200-Unrep	3x (All)
El Dorado Irrigation District ²	176	216	216	256	296	296	296	280 (Excess goes to PTO Bank B)
Elk Grove Water District	40	80	120	160	200	216	256	320

¹ Folsom- Have combined sick and vacation leave

² EID- Have combined sick and vacation leave

APPENDIX B - TABLE 4

Vacation Leave

Agency	Year 1 (hours per year)	Year 4 (hours per year)	Year 8 (hours per year)	Year 11 (hours per year)	Year 16 (hours per year)	(Year 21 (hours per year)	Year 26 (hours per year)	Max Accrual
Fair Oaks Water District	80	120	160	160	160	160	160	2x
Placer County Water Agency ³	80-WSU	96-WSU	120-WSU	160-WSU	160-WSU	200-WSU	200-WSU	320-WSU
	120-MMU/DMU	120-MMU/DMU	120-MMU/DMU	160-MMU/DMU	160-MMU/DMU	200-MMU/DMU	200-MMU/DMU	320-MMU/DMU
Sacramento County	81	120	143	169	200	200	200	400
Sacramento Suburban Water District	96	96	120	120	160	192	192	400 (up to age 55) Unlimited (over age 55)
Stockton East Water District	80	120	160	160	200	200	208	360
South San Joaquin Irrigation Distribution	48-General 96-Mngt.	96-General 96-Mngt.	144-General 144-Mngt.	168-General 168-Mngt.	192-General 192-Mngt.	192-General 192-Mngt.	192-General 208-Mngt.	360 (all)

³ PCWA- at year 20, EE receives 40 hours of Longevity Leave (not included above)

APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
San Juan Water District	12	Unlimited	$11 + 1 = 12$	<i>40 (Exempt) (but the EE has to "prove it" by tracking their time worked in excess of 80 per pay period. If at the end of the fiscal year, they haven't worked at least 40 hours over 80 per pay period, then the amount of Admin leave they were credited is reduced to match what they "earned". If they used more than they earned, because it is given at the beginning of the year, then their vacation balance is reduced instead.)</i>
Carmichael Water District	12	Unlimited	$11 + 1 = 12$	Confidential- 24 Supervisory-Non Exempt- 30 Exempt/Management- 40 Senior Management- 56
Citrus Heights Water District	12	Unlimited	$9 + 0 = 9$	Management- 72 Non-Management- 0
City of Fairfield	12	Unlimited	$13 + 0 = 13$	FGMA- 144.86 Conf. Non-Management- 40 FEA- 32 Exec-122.42
City of Folsom	Included in vacation	NA	$12 + 1 = 13$	Local 39- 0 FMMG, DH, and Unrep- 80 if exempt
City of Roseville	12	Unlimited	$11 + 1 = 12$	Local 39- 45 Management- up to 100 IBEW- 45
City of Vallejo	12	Unlimited	$11 + 2 = 13$	0
El Dorado Irrigation District	Included in vacation	NA	$12 + 1 = 13$	Exempt- 40 Management-80 Supervisors-40 Non-exempt- 0

APPENDIX B - TABLE 5
Sick Leave, Holidays, and Administrative Leave

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
Elk Grove Water District	12 (Called PTO)	40 days	11 + 1 = 12	Exempt-80 Non-exempt-0
Fair Oaks Water District	10	Unlimited	10 + 1 = 11	Management-64 (with 6 years) (40 with less than 5 years) Non-Management- 0
Placer County Water Agency	12	Unlimited	10 + 3 = 13	WSU- 0 Management- 72
Sacramento County	15	Unlimited	13.5 + 0 = 13.5	Management gets Management Time Off but no set number of hours each year Non-Management- 0
Sacramento Suburban Water District	12	Mandatory buy out with 30 days (under age 55) Unlimited (over age 55)	13 + 0 = 13	Exempt-40 Non-exempt- 0
Stockton East Water District	12	Unlimited	12 + 2 = 14	0
South San Joaquin Irrigation Distribution	12	Unlimited	9 + 2 = 11	General- 0 Management-Exempt- 40

APPENDIX B - TABLE 6
Retiree Health - (New Hires)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
<i>San Juan Water District</i>	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Carmichael Water District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Citrus Heights Water District	\$0	Based on years of service \$350 with 20 years \$393 with 25 years \$439 with 30 years	No additional contribution	No additional contribution	20 years
City of Fairfield	\$50/month – FGMA, Conf. Non-Management, FEA \$0- Exec	\$0	\$0	\$0	NA
City of Folsom	\$25/per pay period	\$0	\$0	\$0	NA
City of Roseville	\$100/month (with 5 years)	PEMCHA Minimum	No additional contribution	No additional contribution	10 years with PERS; 5 years with agency
City of Vallejo	1.5%-IBEW 1.5%- CAMP \$0-Unrep	PEMCHA Minimum	No additional contribution	No additional contribution	10 years with PERS; 5 years with agency
El Dorado Irrigation District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Elk Grove Water District	\$0	100% of active rate with 15 years	100% of active rate with 15 years	No additional contribution	15 years
Fair Oaks Water District	\$0	\$0	\$0	\$0	NA
Placer County Water Agency	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years

APPENDIX B - TABLE 6
Retiree Health - (New Hires)

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
Sacramento County	Units 1, 5, 10, 17, 26, 28, 32, 34, 50 \$25/per pay period Unit 23 \$0	\$0	\$0	\$0	NA
Sacramento Suburban Water District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Stockton East Water District	\$0	\$0	\$0	\$0	NA
South San Joaquin Irrigation Distribution	\$0	\$0	\$0	\$0	NA



San Juan Water District

2019 Compensation Study

Personnel Committee

May 20, 2019

Agenda

- Survey Agencies
- Data Elements
- Survey Classes
- Methodology
- Compensation Findings

Survey Agencies

Agency	Operating Budget (millions)	FTE	Connections	Water Treatment	Water Distribution	Miles from San Juan
San Juan Water District	\$9.6 Wholesale \$11.5 Retail \$21.1 Total	47	10,673	Yes (150 mgd) Grade 5	Yes	----
Carmichael Water District	\$7.8	27	11,600	Yes (17 mgd) Grade 4	Yes	19
Citrus Heights Water District	\$12.2	35	19,600	No	Yes	10
City of Fairfield	\$95.7 (GF) \$30 (water fund)	558 (total) 55 (water)	30,711	Yes (70 mgd) Grade 5	Yes	69
City of Folsom	\$87 (total GF) \$12.5 (water fund)	466 53.25 (water/wastewater)	20,648	Yes (50 mgd) Grade 5	Yes	10
City of Roseville	\$369 (total GF) \$30.9 (water fund)	1162 48.75 (water)	44,338	Yes (100 mgd) Grade 5	Yes	10
City of Vallejo	\$106 (GF) \$45.5 (water fund)	580 (total) 42 (water)	38,000	Yes (42 mgd) Grade 5	Yes	84
El Dorado Irrigation District	\$51 \$12 (water fund)	220	41,133	Yes (101 mgd) Grade 5	Yes	34
Elk Grove Water District	\$12.6	29	12,500	Yes (10.4) Grade 4	Yes	27
Fair Oaks Water District	\$7.3	30	13,850	No	Yes	14
Placer County Water Agency	\$68 \$40 (water)	226 35(water)	40,000	Yes (80 mgd) Grade 5	Yes	11
Sacramento County	\$2.77 billion \$31.9 (water)	12,361 (135 water)	55,600	Yes (60 mgd) Grade 5	Yes	25
Sacramento Suburban Water District	\$23	70	46,268	Wells	Yes	20
South San Joaquin Irrigation District	\$31.6	97	Wholesale	Yes (40 mdg) Grade 5	Wholesale	84
Stockton East Water District	\$21.8	37	Wholesale	Yes (40 mdg) Grade 5	Wholesale	74

Data Elements

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - Employer pick-up of the employee contribution for retirement for new “classic” employees
 - Auto allowance
 - Deferred compensation contribution made by the employer
 - Longevity pay at year 10
 - Certification/Education Pay
- Employer contributions for insurances (cafeteria, health, dental, vision, life, and long-term disability)
- Social Security
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of retirement
- Cost of living information including date and amount of next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Leave benefits
- Retiree health benefits

Survey Classes

- Accountant
- Accounting Technician II
- Administrative Assistant-Board Secretary
- Associate Engineer
- Chief Operator
- Conservation Technician II
- Construction Inspector II
- Customer Service Manager
- Customer Service Technician II
- Director of Finance
- Distribution Lead Worker
- Distribution Operator II
- Engineering Services Manager
- Engineering Technician II
- Facilities Maintenance Worker II
- Field Services Manager
- Finance and Administrative Services Analyst
- Information Technology Manager
- Information Technology Technician II
- Instrumentation Technician
- Maintenance Chief
- Meter Technician
- Operations Manager
- Purchasing Agent
- Safety/Regulatory Compliance Specialist
- Senior Engineer
- Water Resources Manager
- Water Treatment Plant Manager
- Water Treatment Plant Operator II

Methodology

- Collected job descriptions and budget documents to confirm comparability
- Analyzed salary and benefit data
- Calculated labor market median and mean

Compensation Findings

When compared to the median, for all of the survey classifications, the District is on average:

- 7.77% above market for base salary
- 3.21% above of the market for total cash
- 11.20% above the market for total compensation

When compared to the mean, for all of the survey classifications, the District is on average:

- 6.04% above market for base salary
- 1.60% above market for total cash
- 8.74% above market for total compensation

Compensation Findings

Out of 29 survey classifications:

- 5 classifications are less than 5% of the market median
- 9 classifications are between 5% and 10% of the market median
- 15 classifications are more than 10% above the market median
- 5 classifications rank 1st in total compensation
- 12 classifications rank 2nd in total compensation

Q & A

AGENDA ITEM X-3

DRAFT

Finance Committee Meeting Minutes San Juan Water District May 21, 2019 4:00 p.m.

Committee Members: Ken Miller, Director

District Staff: Paul Helliker, General Manager
Donna Silva, Director of Finance
Tony Barela, Operations Manager
Rob Watson, Engineering Services Manager
George Machado, Field Services Manager
Teri Grant, Board Secretary/Administrative Assistant

Topics: Review General Manager Reimbursements (W & R)
Review Check Register from April 2019 (W & R)
LGB BPS Generator Engine Repair - Amendment to Cummins Inc.'s Service Contract (R)
Other Finance Matters
Public Comment

1. **Review General Manager Reimbursements (W & R)**

There was no reimbursement request from the General Manager.

2. **Review Check Register from April 2019 (W & R)**

The committee reviewed the April 2019 check register from the May 22nd Board meeting packet and found it to be in order.

3. **LGB BPS Generator Engine Repair - Amendment to Cummins Inc.'s Service Contract (R)**

Mr. Machado provided a staff report which will be attached to the meeting minutes. He explained that the generator engine was transported to the Cummins facility in West Sacramento. During the inspection, it was discovered that additional parts, repairs and machining work will need to be done before the engine repair can be completed and put back into service.

Mr. Helliker commented that, with the potential PG&E shutoffs over the summer months, the standby/emergency generator needs to be back in service as soon as possible. Mr. Machado explained that staff is pursuing, and will continue to seek recovery for the cost of this repair from other responsible parties after the failure analysis and associated documentation is completed.

The Finance Committee recommends consideration of a motion to amend the existing service contract to Cummins Sales and Service, Inc., for the amount of \$45,554.24 for the repair of the failed LGB BPS generator engine

4. **Other Finance Matters (W & R)**

There were no other matters discussed.

5. **Public Comment**

There were no public comments.

The meeting was adjourned at 4:10 p.m.

STAFF REPORT

To: Finance Committee
From: George Machado, Field Operations Manager
Date: May 21, 2019
Subject: LGB BPS Standby Generator Engine Repair – Contract Amendment

RECOMMENDED ACTION

Staff recommends a motion to approve a contract amendment with Cummins, Inc. for \$45,554.24 for the repair of the failed standby generator engine at the Lower Granite Bay Booster Pump Station.

BACKGROUND

The Lower Granite Bay generator engine suffered a failure on 12/17/18. The failure was identified as a blown head gasket for the Number 6 Cylinder. The cause of the failure was evaluated and identified as most likely attributed to coolant entering the intake manifold and being carried into the cylinder resulting in hydrolocking and subsequent head gasket failure.

On March 27, 2019 the Board approved executing a contract with Cummins, Inc., and on 8 April 2019 a contract was executed for \$60,989.09 for the repair of the engine.

The generator engine was subsequently removed and transported to the Cummins facility in West Sacramento. Cummins technical personnel then took apart the engine to begin the repairs. The first action was to inspect the engine part by part to confirm the cause and extent of the failure, and to verify which parts were serviceable and could be used in the engine rebuild. During the inspection, it was discovered that additional parts, repairs and machining work will need to be done before the engine repair can be completed and put back into service.

This engine is for a standby/emergency generator for a pump station and therefore needs to be repaired as soon as possible.

FINANCIAL CONSIDERATIONS

The existing contract with Cummins, Inc. is a lump sum contract for \$60,989.09 and the amendment would be for an additional \$45,554.24 for a total contract amount of \$106,543.33. This work and the cost was not anticipated and was not planned for in the FY 2018/19 budget. Funding for this cost would be provided from Retail reserves.

It should also be noted that Staff is pursuing, and will continue to seek recovery for the cost of this repair from other responsible parties after the failure analysis and associated documentation is completed.