

TO: GCSB Board of Directors

FROM: Peter Kampa, General Manager

DATE: November 12, 2024

SUBJECT: Agenda Item 6B: Presentation and Discussion Regarding the Employee Compensation and Benefits Study Prepared by Bryce Consulting Inc.

RECOMMENDED ACTION:

Staff recommends the following action:

I move to Accept the Compensation and Benefit Study Prepared by Bryce Consulting Inc. and Directing the Development of an Implementation Plan for Revised Salaries.

BACKGROUND:

On June 11, 2024, the Board approved the issuance of a Request for Proposal (RFP) for the completion of an Employee Compensation and Benefit Study. Staff issued the RFP to Professional Consultants via email and on the CSDA listserv on June 12, 2024. To determine the adequacy of our salary and benefits package; on July 12, 2024, following a request for proposals process, staff received five (5) proposals and entered into an agreement with Bryce Consulting Inc., a human resources firm specializing in classification and compensation studies for public agencies.

Evaluation of the classifications and compensation of employees is only one aspect of determining why GCSB has had difficulty in attracting and retaining employees. The District currently has most vacant positions filled with solid employees who either meet, or are actively in the process of meeting their position requirements. Due to an extremely high level of competition for employees in the public water and wastewater industry, it is important that we consider the retention of these employees as we have invested much time and tens of thousands of dollars in training and certification expenses. Considering the cost, effort and lost efficiencies of a high employee turnover rate, the Board placed the establishment of a workplace that allows for the recruitment and retention of excellent employees as the highest management priority in 2018.

The compensation review process was precipitated by:

- The concern of the Board of Directors and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the District to recruit and retain a high-quality staff;

- The desire to have a compensation plan that can meet the needs of the District; and
- The desire to ensure that internal relationships of salaries are based upon objective, nonquantitative evaluation factors, resulting in equity across the District.

Bryce Consulting Inc. has now completed the draft Total Compensation Study Draft Report which is included herein for consideration.

The results of the total compensation study showed:

- The District's base salaries, overall, in comparison to the market median are 7.96% below the market.
- The District's total compensation, overall, in comparison to the market mean is 12.24% below the market.
- The District's benefits package puts the District in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.

In comparison with the last total compensation and benefit study conducted in early 2019, the District has done a good job at remaining competitive within the market and its comparator agencies. The 2019 study showed that the District's base salaries overall were 26.9% below the median and 15.2% below in total compensation. In addition, the 2019 study reflected that all District positions were below the median, whereas this study reflects that many positions are at or slightly above the median. The actions taken by the Board over the last several years of providing a COLA that reflected the true average CPI number has no doubt been the main contributing factor to the District's total compensation not falling far below the competitor market.

We believe that the Compensation Report prepared by Bryce Consulting Inc. accurately reflects the expected scope of work and the data evaluated and presented is relevant and accurate. It is also management's strong recommendation that the following actions be directed, as included in the attached draft resolution:

1. Accept the Draft Total Compensation Report as presented
2. Accept and approve the Salary Schedule subject to an implementation plan
3. Approve establishing salary ranges for District positions at the Total Compensation Study Median
4. Prepare an implementation plan to move existing employees into the revised salary schedule and classification ranges

ATTACHMENTS:

1. Bryce Consulting Inc. Compensation Study Report

BRYCE
CONSULTING

GROVELAND COMMUNITY SERVICES DISTRICT
2024 COMPENSATION STUDY REPORT

Prepared By
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916-974-0199



November 2024

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the Groveland Community Services District to conduct a comprehensive compensation study of District classifications. This report presents the compensation study and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Salary Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Review and confirm the survey parameters including survey agencies, survey classifications, and data elements.
- Collect and analyze base salary and benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology, results, and recommendations.

The data presented in this report provides an analysis of the maximum of the salary range, total cash, (maximum base salary and additional cash benefits), and total compensation (the elements of total cash plus health and welfare benefits). The analysis is presented for the three data points to assist in determining which benefits are influencing the results should the District's position, when compared to the market, changes from base salary to total compensation.

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 12 survey agencies identified by the District. All of the agencies surveyed participated in the study.

TABLE 1 SURVEY AGENCIES
Amador Water Agency
Calaveras County Water District
Clear Creek Community Services District
Hidden Valley Lake Community Services District
Humboldt Community Services District
Northstar Community Services District
Rancho Murieta Community Services District
San Francisco Public Utility Commission
South Tahoe Public Utility District
Tuolumne Utilities District
Turlock Irrigation District
Twain Harte Community Services District

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.
- Where there is a series, the journey level serves as the benchmark as it will result in the best data, with the entry and advanced journey set a percentage below and above the journey.

TABLE 2 SURVEY CLASSIFICATIONS
Administrative Services Manager
Administrative Services Technician II
Chief Plant Operator
Collections and Distribution Operator II
Collections and Distribution Supervisor
District Property, Easement, and Asset Technician
Executive Assistant - Board Secretary
Finance Officer
General Manager
Information-Instrumentation System Administrator
Maintenance Mechanic II
Operations Manager
Wastewater-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:
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/education incentive 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 (PEPRA)
- Date and amount of next cost of living/salary range increase
- Retirement information (plan, benefit, formula, employer contribution)

- Retiree health benefits
- Leave benefits (vacation, sick, holiday, administrative/management leave)
- Auto allowance

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 median and mean to determine the percentage the District is above or below the labor market. Given that the District does not have a compensation philosophy, both statistics were calculated; however, the median is the preferred statistic as it is less likely to be skewed by outliers. Therefore, the recommendations are based on the median. The data is effective October 2024.

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, leave benefits, and other benefit policies. 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
Administrative Services Manager	8
Administrative Services Technician II	9
Chief Plant Operator	7
Collections and Distribution Operator II	12
Collections and Distribution Supervisor	7
District Property, Easement, and Asset Technician	2*
Executive Assistant - Board Secretary	9
Finance Officer	5
General Manager	12
Information-Instrumentation System Administrator	7
Maintenance Mechanic II	7
Operations Manager	9
Wastewater-Water Treatment Plant Operator II	10

****Insufficient Data – Fewer than 3 matches***

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 for median and mean for maximum monthly base salary
- Percentage the District’s maximum base salary is above or below the labor market median and mean

TABLE 4 SUMMARY OF BASE SALARY					
Survey Classification	GCS D Maximum Base Salary	Labor Market Median Base Salary	% GCS D Is Above or Below Labor Market Median	Labor Market Mean Base Salary	% GCS D Is Above or Below Labor Market Mean
Administrative Services Manager	\$13,521	\$16,597	-22.75%	\$17,237	-27.49%
Administrative Services Technician II	\$5,558	\$5,927	-6.63%	\$5,893	-6.02%
Chief Plant Operator	\$9,108	\$10,017	-9.98%	\$10,730	-17.81%
Collections and Distribution Operator II	\$6,135	\$6,295	-2.61%	\$6,868	-11.95%
Collections and Distribution Supervisor	\$9,108	\$10,017	-9.98%	\$9,976	-9.53%
District Property, Easement, and Asset Technician	\$9,108	Insuff Data	---	Insuff Data	---
Executive Assistant - Board Secretary	Market Check	\$7,397	Market Check	\$7,591	Market Check
Finance Officer	\$12,555	\$11,762	6.31%	\$11,784	6.14%
General Manager	\$17,602	\$17,285	1.80%	\$18,580	-5.56%
Information-Instrumentation System Administrator	\$11,097	\$11,592	-4.46%	\$12,734	-14.75%
Maintenance Mechanic II	\$7,115	\$7,761	-9.08%	\$7,899	-11.02%
Operations Manager	\$11,950	\$15,013	-25.63%	\$14,614	-22.29%
Wastewater-Water Treatment Plant Operator II	\$6,772	\$7,077	-4.51%	\$7,744	-14.36%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies’ contribution towards deferred compensation, longevity pay, up to and including year 10, certification/education incentive pay, and uniform/boot/shoe allowance. **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 labor market for median and mean for total cash
- Percentage the District’s total cash is above or below the labor market median and mean

TABLE 5 SUMMARY OF TOTAL CASH					
Survey Classification	GCSD Total Cash	Labor Market Median Total Cash	% GCSD Is Above or Below Labor Market Median	Labor Market Mean Total Cash	% GCSD Is Above or Below Labor Market Mean
Administrative Services Manager	\$13,859	\$16,597	-19.76%	\$17,483	-26.15%
Administrative Services Technician II	\$5,697	\$6,112	-7.28%	\$6,011	-5.52%
Chief Plant Operator	\$9,336	\$10,017	-7.30%	\$10,790	-15.57%
Collections and Distribution Operator II	\$6,288	\$6,505	-3.45%	\$7,088	-12.72%
Collections and Distribution Supervisor	\$9,336	\$10,017	-7.30%	\$10,005	-7.17%
District Property, Easement, and Asset Technician	\$9,336	Insuff Data	---	Insuff Data	---
Executive Assistant - Board Secretary	Market Check	\$7,503	Market Check	\$7,684	Market Check
Finance Officer	\$12,869	\$12,350	4.03%	\$11,902	7.52%
General Manager	\$18,042	\$17,452	3.27%	\$18,865	-4.56%
Information-Instrumentation System Administrator	\$11,374	\$11,925	-4.84%	\$12,855	-13.01%
Maintenance Mechanic II	\$7,293	\$7,844	-7.56%	\$7,929	-8.72%
Operations Manager	\$12,249	\$15,346	-25.29%	\$14,818	-20.98%
Wastewater-Water Treatment Plant Operator II	\$6,941	\$7,265	-4.67%	\$7,990	-15.11%

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus the agencies’ contribution towards cafeteria plan, health, dental, vision, life insurance, long-term disability, retiree health savings plan, and Social Security/Medicare, 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 labor market for median and mean for total compensation
- Percentage the District’s total compensation is above or below the labor market median and mean

TABLE 6 SUMMARY OF TOTAL COMPENSATION					
Survey Classification	GCS D Total Compensation	Labor Market Median Total Compensation	% GCS D Is Above or Below Labor Market Median	Labor Market Mean Total Compensation	% GCS D Is Above or Below Labor Market Mean
Administrative Services Manager	\$18,580	\$20,454	-10.08%	\$21,385	-15.10%
Administrative Services Technician II	\$9,805	\$9,293	5.22%	\$9,304	5.11%
Chief Plant Operator	\$13,719	\$13,924	-1.49%	\$14,260	-3.94%
Collections and Distribution Operator II	\$10,442	\$9,859	5.58%	\$10,405	0.35%
Collections and Distribution Supervisor	\$13,719	\$13,924	-1.49%	\$13,417	2.21%
District Property, Easement, and Asset Technician	\$13,719	Insuff Data	---	Insuff Data	---
Executive Assistant - Board Secretary	Market Check	\$10,854	Market Check	\$11,206	Market Check
Finance Officer	\$17,516	\$15,259	12.88%	\$15,447	11.81%
General Manager	\$22,855	\$21,246	7.04%	\$22,741	0.50%
Information-Instrumentation System Administrator	\$15,910	\$16,182	-1.70%	\$16,492	-3.66%

TABLE 6 SUMMARY OF TOTAL COMPENSATION					
Survey Classification	GCSD Total Compensation	Labor Market Median Total Compensation	% GCSD Is Above or Below Labor Market Median	Labor Market Mean Total Compensation	% GCSD Is Above or Below Labor Market Mean
Maintenance Mechanic II	\$11,523	\$11,568	-0.38%	\$11,260	2.28%
Operations Manager	\$16,850	\$19,063	-13.13%	\$18,545	-10.06%
Wastewater-Water Treatment Plant Operator II	\$11,145	\$10,596	4.92%	\$11,254	-0.98%

RELATIONSHIP TO THE MARKET

On average, for all of the classifications surveyed, the District is **7.96% below** market for base salary, **7.29% below** market for total cash, and **0.67% above** the market for total compensation when compared to the median. When compared to the mean, the District is **12.24%** below market for base salary, **11.09% below** market for total cash, and **1.04% below** market for total compensation. The District gains on the market when health insurance is taken into consideration as the labor market average contribution is \$2,708 and the District contributes \$3,437.

MISCELLANEOUS BENEFIT DATA

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

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

The District has a cost of living increase scheduled for July 2025 based on the CPI, which is common for public agencies.

One agency has an increase scheduled for later in 2024 and 10 have an increase scheduled for 2025 ranging from 1.5% to 6%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The District has a CalPERS retirement plan with a benefit of 2% @ 62 and a formula of Highest Three Years for PEPRA tier employees.

Of the responding agencies, 10 have a CalPERS retirement plan, one is a 1937 Act agency, and one has its own plan. All but one has a benefit of 2% @ 62 with a formula of Highest Three Years, consistent with the District. San Francisco PUC has a benefit of 1% @ 53 with 20 years of service, 1.756% @ 60 with 10 years of service, and 2.3% @ 65 with any number of years.

EDUCATION/CERTIFICATION INCENTIVE PAY – APPENDIX B - TABLE 3

The District does not provide education/certification pay. Five of the survey agencies provide some level of education and/or certification pay with the details varying by agency, bargaining unit, and classification as provided in Table 3 of Appendix B.

It is not uncommon for agencies to provide additional compensation to incentivize employees to obtain certifications that benefit the agency, but are not required, such as for possessing a commercial driver's license or a state issued certification related to collections or water distribution that is above what is minimally required. Certification pay can assist with succession planning in that, should a supervisor who requires a higher level of certification than staff suddenly leave the organization, there is another employee who possesses the certification required of the supervisor.

EMPLOYER/EMPLOYEE SPLIT OF MEDICAL INSURANCE – APPENDIX B – TABLE 4

For the District, the employer pays 100% of the medical insurance premium and \$785 per month towards out of pocket expenses.

The details regarding employer/employee split of medical insurance varies by agency provided in Table 4 of Appendix B. Only four of the agencies pay 100% of the medical insurance premium and for one of those agencies, it is for management only.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 5

The District does not contribute to a Retiree Health Savings Plan and does not provide post-employment retiree health.

Four agencies contribute to a retiree health savings account, ranging from \$80 per month up to 2% of salary. Nine agencies contribute to post employment retiree health benefits ranging from the PEMCHA minimum to 100% based on years of service for retiree only. Four agencies contribute towards retiree plus one and retiree plus two, ranging from 50% up to 100%, depending on years of service.

The District is inconsistent with the market by not contributing to either a Retiree Health Savings Account of post-employment retiree health benefits.

LEAVE BENEFITS – APPENDIX B – TABLE 6

The District offers 80 hours of vacation leave at year 1; 120 hours at year 6; 160 hours at year 11; and 152 hours at year 16. In addition, the District provides 12 days of sick leave with an unlimited accrual, 13 holidays, and 40 hours of administrative/management leave for exempt classifications.

One survey agency has annual leave whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 84 hours at year 1, 122 – 127 hours at year 6; 153 hours at year 11; and 181 – 183 hours at year 16, depending on unit. The majority of the agencies provide 12 days of sick leave with an unlimited accrual. The labor market average for holidays is 13 with eight of the agencies providing administrative/management leave, depending on group, ranging from 16 to 104 hours.

The District is slightly below the market average for vacation accrual at year 1, year 6, at year 16. The District is above the market average at year 11. With respect to sick leave, holidays, and administrative/management leave, the District is consistent with the market.

AUTO ALLOWANCE – APPENDIX B – TABLE 7

The District does not provide auto allowance

Of the responding agencies, four provide auto allowance ranging from \$175 to \$700 per month, depending on classification and four agencies provide a vehicle. Eight of the agencies provide the General Manager with either a vehicle allowance or a vehicle, leaving the District inconsistent with the market.

HOUSING BENEFITS – APPENDIX B – TABLE 7

The District does not currently provide housing benefits.

Northstar Community Services District has an employee housing benefit through an arrangement with a local apartment and they are prioritized on a waitlist and if they receive an apartment, they are taxed on the lease amount but do not pay rent. Some employees at the San Francisco PUC are allowed to rent rooms for a minimal amount, depending on location, with the details provide in Appendix B. Turlock Irrigation District provides housing for those employees that are required to be on call at one of the District's remote plants

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary setting methodology and salary recommendation guidelines for District classes.

SALARY SETTING METHODOLOGY

In setting salaries for the District, Bryce Consulting has applied consistent compensation principles and practices typically utilized in the public sector as outlined below:

1. The median maximum labor market salary adjusted for benefits is used to set the maximum of the range for the District's benchmark classification salary if the classification is behind market. No change has been made to classifications that are above market.
2. The adjusted labor market median is placed on the closest salary range of the District's salary matrix.
3. Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines typically utilized by local government agencies:
 - Approximately 10% between entry and journey level classes in a series.
 - Approximately 10% between journey and advanced journey level classes in a series.
 - A minimum of 15% between manager and highest level supervised.

As a practical matter, there could be occasions when market data will skew internal alignments. In those cases, internal alignments may take precedence over market data.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting prepared salary recommendations for all District classes which has been provided in Appendix C. Currently the District has inconsistencies in the internal alignment. For instance, with respect to the Water/Wastewater Operator, Collection and Distribution System Operator, and Maintenance Mechanic series, there is 10% between the classification levels with the exception of the entry level. The entry level is 16% below the journey level. It is recommended that the relationship be changed to 10%. For the Administrative Services Technician series, there is 10% between the entry and journey level but 16% between the journey and advanced journey level. It is recommended that the relationship be 10% throughout the series.

APPENDIX A

DETAILED MARKET DATASHEETS

	Median									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Groveland CSD Maximum Base Salary	Labor Market Median Base Salary	% Groveland CSD Is Above or Below Labor Market Median	Groveland CSD Total Cash	Labor Market Median Total Cash	% Groveland CSD Is Above or Below Labor Market Median	Groveland CSD Total Compensation	Labor Market Median Total Compensation	% Groveland CSD Is Above or Below Labor Market Median	Comparability
Administrative Services Manager	\$13,521	\$16,597	-22.75%	\$13,859	\$16,597	-19.76%	\$18,580	\$20,454	-10.08%	8
Administrative Services Technician II	\$5,558	\$5,927	-6.63%	\$5,697	\$6,112	-7.28%	\$9,805	\$9,293	5.22%	9
Chief Plant Operator	\$9,108	\$10,017	-9.98%	\$9,336	\$10,017	-7.30%	\$13,719	\$13,924	-1.49%	7
Collections and Distribution Operator II	\$6,135	\$6,295	-2.61%	\$6,288	\$6,505	-3.45%	\$10,442	\$9,859	5.58%	12
Collections and Distribution Supervisor	\$9,108	\$10,017	-9.98%	\$9,336	\$10,017	-7.30%	\$13,719	\$13,924	-1.49%	7
District Property, Easement, and Asset Technician	\$9,108	Insuff Data	---	\$9,336	Insuff Data	---	\$13,719	Insuff Data	---	2
Executive Assistant - Board Secretary	Market Check	\$7,397	Market Check	Market Check	\$7,503	Market Check	Market Check	\$10,854	Market Check	9
Finance Officer	\$12,555	\$11,762	6.31%	\$12,869	\$12,350	4.03%	\$17,516	\$15,259	12.88%	5
General Manager	\$17,602	\$17,285	1.80%	\$18,042	\$17,452	3.27%	\$22,855	\$21,246	7.04%	12
Information-Instrumentation System Administrator	\$11,097	\$11,592	-4.46%	\$11,374	\$11,925	-4.84%	\$15,910	\$16,182	-1.70%	7
Maintenance Mechanic II	\$7,115	\$7,761	-9.08%	\$7,293	\$7,844	-7.56%	\$11,523	\$11,568	-0.38%	7
Operations Manager	\$11,950	\$15,013	-25.63%	\$12,249	\$15,346	-25.29%	\$16,850	\$19,063	-13.13%	9
Wastewater-Water Treatment Plant Operator II	\$6,772	\$7,077	-4.51%	\$6,941	\$7,265	-4.67%	\$11,145	\$10,596	4.92%	10
		Average	-7.96%		Average	-7.29%		Average	0.67%	

	Mean									
	Base Salary			Total Cash			Total Compensation			
Survey Classification	Groveland CSD Maximum Base Salary	Labor Market Mean Base Salary	% Groveland CSD Is Above or Below Labor Market Mean	Groveland CSD Total Cash	Labor Market Mean Total Cash	% Groveland CSD Is Above or Below Labor Market Mean	Groveland CSD Total Compensation	Labor Market Mean Total Compensation	% Groveland CSD Is Above or Below Labor Market Mean	Comparability
Administrative Services Manager	\$13,521	\$17,237	-27.49%	\$13,859	\$17,483	-26.15%	\$18,580	\$21,385	-15.10%	8
Administrative Services Technician II	\$5,558	\$5,893	-6.02%	\$5,697	\$6,011	-5.52%	\$9,805	\$9,304	5.11%	9
Chief Plant Operator	\$9,108	\$10,730	-17.81%	\$9,336	\$10,790	-15.57%	\$13,719	\$14,260	-3.94%	7
Collections and Distribution Operator II	\$6,135	\$6,868	-11.95%	\$6,288	\$7,088	-12.72%	\$10,442	\$10,405	0.35%	12
Collections and Distribution Supervisor	\$9,108	\$9,976	-9.53%	\$9,336	\$10,005	-7.17%	\$13,719	\$13,417	2.21%	7
District Property, Easement, and Asset Technician	\$9,108	Insuff Data	---	\$9,336	Insuff Data	---	\$13,719	Insuff Data	---	2
Executive Assistant - Board Secretary	Market Check	\$7,591	Market Check	Market Check	\$7,684	Market Check	Market Check	\$11,206	Market Check	9
Finance Officer	\$12,555	\$11,784	6.14%	\$12,869	\$11,902	7.52%	\$17,516	\$15,447	11.81%	5
General Manager	\$17,602	\$18,580	-5.56%	\$18,042	\$18,865	-4.56%	\$22,855	\$22,741	0.50%	12
Information-Instrumentation System Administrator	\$11,097	\$12,734	-14.75%	\$11,374	\$12,855	-13.01%	\$15,910	\$16,492	-3.66%	7
Maintenance Mechanic II	\$7,115	\$7,899	-11.02%	\$7,293	\$7,929	-8.72%	\$11,523	\$11,260	2.28%	7
Operations Manager	\$11,950	\$14,614	-22.29%	\$12,249	\$14,818	-20.98%	\$16,850	\$18,545	-10.06%	9
Wastewater-Water Treatment Plant Operator II	\$6,772	\$7,744	-14.36%	\$6,941	\$7,990	-15.11%	\$11,145	\$11,254	-0.98%	10
		Average	-12.24%		Average	-11.09%		Average	-1.04%	

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Administrative Services Manager	\$11,124	\$13,521	\$0	\$338	\$0		\$13,859	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$1,034	\$18,580	0%	\$0	\$18,580	Serves in capacity of AGM
Amador Water Agency	No Comparable Class																				Finance Manager is not approved
Calaveras County Water District	Director of Administrative Services	\$10,682	\$14,578	\$333	\$0	\$0		\$14,911	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$1,082	\$19,363	0%	\$0	\$19,363	Accounting, Finance, Risk, IT, Assets; No Assistant General Manager level
Clear Creek Community Services District	No Comparable Class																				No Assistant General Manager; Accountant/Bookkeeper
Hidden Valley Lake Community Services District	No Comparable Class																				Accounting Supervisor is highest level; no AGM
Humboldt Community Services District	Finance Manager	\$8,196	\$9,962	\$0	\$498	\$0		\$10,460	\$0	\$3,680	\$106	\$16	\$44	\$38	\$0	\$762	\$15,106	0%	\$0	\$15,106	No Assistant General Manager
Northstar Community Services District	Assistant General Manager	\$22,681	\$22,681	\$0	\$1,134	\$0		\$23,815	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$329	\$26,882	0%	\$0	\$26,882	The AGM is used as a transitional/succession planning position
Rancho Murieta Community Services District	Director of Finance and Administration	\$10,171	\$14,126	\$0	\$0	\$0		\$14,126	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$205	\$17,161	0%	\$0	\$17,161	
San Francisco Public Utility Commission	Manager IV	\$13,468	\$17,184	\$0	\$0	\$0		\$17,184	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,120	\$20,958	2%	\$344	\$20,614	Broad management class
South Tahoe Public Utility District	Chief Financial Officer	\$14,948	\$19,078	\$0	\$0	\$0		\$19,078	\$0	\$2,389	\$154	\$24	\$46	\$57	\$382	\$1,148	\$23,277	0%	\$0	\$23,277	Not using AGM
Tuolumne Utilities District	Finance Director	\$13,170	\$16,011	\$0	\$0	\$0		\$16,011	\$0	\$2,905	\$123	\$17	\$69	\$66	\$0	\$1,103	\$20,293	0%	\$0	\$20,293	Administrative Services Director is over HR, Public Relations, Safety and Risk and is lower paid. No Assistant General Manager
Turlock Irrigation District	Chief Financial Officer/Assistant General Manager	\$19,024	\$24,280	\$0	\$0	\$0		\$24,280	\$42	\$2,624	\$133	\$26	\$28	\$28	\$0	\$1,223	\$28,384	0%	\$0	\$28,384	
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$16,597					\$16,597												\$20,454	
		% Groveland CSD is Above or Below Median	-22.75%					-19.76%												-10.08%	
		Labor Market Mean	\$17,237					\$17,483												\$21,385	
		% Groveland CSD is Above or Below Mean	-27.49%					-26.15%												-15.10%	
		# Of Comparable Matches	8																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Administrative Services Technician II	\$4,573	\$5,558	\$0	\$139	\$0		\$5,697	\$0	\$3,437	\$198	\$30	\$6	\$12	\$0	\$425	\$9,805	0%	\$0	\$9,805	AA
Amador Water Agency	Customer Service Representative II	\$4,753	\$5,941	\$125	\$0	\$0		\$6,066	\$0	\$2,465	\$123	\$24	\$34	\$15	\$100	\$454	\$9,281	0%	\$0	\$9,281	AA preferred
Calaveras County Water District	Customer Service Representative III	\$5,568	\$6,769	\$83	\$0	\$0		\$6,852	\$0	\$3,103	\$96	\$2	\$31	\$25	\$80	\$518	\$10,707	0%	\$0	\$10,707	Journey; AA preferred
Clear Creek Community Services District	No Comparable Class																				Clerical
Hidden Valley Lake Community Services District	No Comparable Class																				Clerical
Humboldt Community Services District	Customer Service Representative II	\$4,474	\$5,437	\$0	\$272	\$0		\$5,709	\$0	\$3,680	\$106	\$16	\$25	\$21	\$0	\$416	\$9,973	0%	\$0	\$9,973	
Northstar Community Services District	Administrative/Customer Services Specialist	\$4,756	\$5,927	\$0	\$296	\$0		\$6,223	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$86	\$9,048	0%	\$0	\$9,048	AA or Business certificate
Rancho Murieta Community Services District	Accounting Technician	\$4,808	\$6,138	\$0	\$0	\$0		\$6,138	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$89	\$8,495	0%	\$0	\$8,495	
San Francisco Public Utility Commission	No Comparable Class																				Clerical
South Tahoe Public Utility District	Customer Service Representative II	\$5,112	\$6,524	\$0	\$0	\$0		\$6,524	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$499	\$9,751	0%	\$0	\$9,751	
Tuolumne Utilities District	Customer Service Representative II	\$4,787	\$5,822	\$0	\$0	\$0		\$5,822	\$0	\$2,905	\$123	\$17	\$32	\$24	\$0	\$445	\$9,368	0%	\$0	\$9,368	No AA
Turlock Irrigation District	Customer Service Representative II	\$3,829	\$4,654	\$0	\$0	\$0		\$4,654	\$0	\$2,624	\$133	\$26	\$16	\$11	\$0	\$356	\$7,820	0%	\$0	\$7,820	Salary is for a new hire
Twain Harte Community Services District	Customer Service Representative	\$4,789	\$5,822	\$0	\$289	\$0		\$6,112	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$445	\$9,293	0%	\$0	\$9,293	Step 5 is max base salary
Labor Market Median		\$5,927						\$6,112											\$9,293		
% Groveland CSD is Above or Below Median		-6.63%						-7.28%											5.22%		
Labor Market Mean		\$5,893						\$6,011											\$9,304		
% Groveland CSD is Above or Below Mean		-6.02%						-5.52%											5.11%		
# Of Comparable Matches		9																			

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Chief Plant Operator	\$7,493	\$9,108	\$0	\$228	\$0		\$9,336	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$697	\$13,719	0%	\$0	\$13,719	WWT3, T2, D3
Amador Water Agency	Wastewater Supervisor	\$8,424	\$10,529	\$208	\$0	\$0		\$10,738	\$0	\$2,465	\$123	\$24	\$61	\$26	\$100	\$806	\$14,341	0%	\$0	\$14,341	Supervises collection and treatment; WWT3; Collections 2
Calaveras County Water District	No Comparable Class																				Operators and maintenance staff report to Plant Operations Manager
Clear Creek Community Services District	Water Treatment Chief Plant Operator	\$8,185	\$9,119	\$0	\$0	\$0		\$9,119	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$132	\$12,099	0%	\$0	\$12,099	T5; D3; Does not require Wastewater Treatment certification.
Hidden Valley Lake Community Services District	Utility Supervisor	\$7,472	\$9,227	\$0	\$0	\$0		\$9,227	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$134	\$12,925	0%	\$0	\$12,925	T2; D2; Collections 3; WWT3
Humboldt Community Services District	No Comparable Class																				No water or wastewater treatment
Northstar Community Services District	No Comparable Class																				
Rancho Murieta Community Services District	Chief Plant Operator	\$7,888	\$9,739	\$0	\$0	\$0		\$9,739	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$141	\$12,711	0%	\$0	\$12,711	WWT3; T3, Lab 1, D2
San Francisco Public Utility Commission	Chief Stationary Engineer, Sewage Plant	\$13,930	\$13,930	\$0	\$0	\$209	1.5% for one grade higher	\$14,138	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,066	\$17,858	2%	\$279	\$17,579	Operations and maintenance; WWT4; water plays the same
South Tahoe Public Utility District	Chief Plant Operator	\$9,833	\$12,550	\$0	\$0	\$0		\$12,550	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$960	\$16,238	0%	\$0	\$16,238	WWT5
Tuolumne Utilities District	Wastewater Treatment Superintendent	\$8,240	\$10,017	\$0	\$0	\$0		\$10,017	\$0	\$2,905	\$123	\$17	\$55	\$41	\$0	\$766	\$13,924	0%	\$0	\$13,924	WWT4; water pays the same
Turlock Irrigation District	No Comparable Class																				
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$10,017					\$10,017												\$13,924	
		% Groveland CSD is Above or Below Median	-9.98%					-7.30%												-1.49%	
		Labor Market Mean	\$10,730					\$10,790												\$14,260	
		% Groveland CSD is Above or Below Mean	-17.81%					-15.57%												-3.94%	
		# Of Comparable Matches	7																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Collections and Distribution Operator II	\$5,048	\$6,135	\$0	\$153	\$0		\$6,288	\$0	\$3,437	\$198	\$30	\$6	\$13	\$0	\$469	\$10,442	0%	\$0	\$10,442	Journey; D2, Collections 1, Class A
Amador Water Agency	Distribution II	\$5,247	\$6,559	\$125	\$0	\$0		\$6,684	\$0	\$2,465	\$123	\$24	\$38	\$16	\$100	\$502	\$9,951	0%	\$0	\$9,951	D2
Calaveras County Water District	Collection System Worker III	\$5,680	\$6,905	\$83	\$0	\$276	2% Class A; 2% Backhoe Certificate	\$7,265	\$0	\$3,103	\$96	\$2	\$31	\$25	\$80	\$528	\$11,130	0%	\$0	\$11,130	Collections 3, D2, Class A; backhoe certificate; Distribution pays less
Clear Creek Community Services District	Distribution Operator II	\$5,075	\$5,654	\$0	\$0	\$0		\$5,654	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$82	\$8,584	0%	\$0	\$8,584	Class A may be required; D2; T1; No collections
Hidden Valley Lake Community Services District	Utility Operator II	\$5,439	\$6,677	\$0	\$0	\$0		\$6,677	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$97	\$10,338	0%	\$0	\$10,338	Utility Operator requires T2, D2, WWT2, Collections 2
Humboldt Community Services District	Utility Worker II	\$4,323	\$5,255	\$0	\$263	\$0		\$5,518	\$0	\$3,680	\$106	\$16	\$24	\$20	\$0	\$402	\$9,766	0%	\$0	\$9,766	D2; Class A; no collections cert
Northstar Community Services District	Utilities Service Worker	\$7,118	\$8,652	\$0	\$433	\$865	10% max	\$9,950	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$125	\$12,814	0%	\$0	\$12,814	T2, D2, Class B, Collection I
Rancho Murieta Community Services District	Utility Worker II	\$4,722	\$5,904	\$0	\$0	\$295	5% max	\$6,199	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$86	\$8,553	0%	\$0	\$8,553	D1
San Francisco Public Utility Commission	Utility Plumber	\$12,010	\$12,010	\$0	\$0	\$0		\$12,010	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$919	\$15,582	2%	\$240	\$15,342	Appointments are made at Step 5
South Tahoe Public Utility District	Underground Service Repairer II	\$5,689	\$7,261	\$0	\$0	\$0		\$7,261	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$555	\$10,544	0%	\$0	\$10,544	
Tuolumne Utilities District	Utility Worker II	\$4,812	\$5,848	\$0	\$0	\$0		\$5,848	\$0	\$2,905	\$123	\$17	\$32	\$24	\$0	\$447	\$9,397	0%	\$0	\$9,397	Collections 2, Class A or B
Turlock Irrigation District	Maintenance Worker II	\$5,659	\$5,659	\$0	\$0	\$0		\$5,659	\$0	\$2,624	\$133	\$26	\$19	\$13	\$0	\$433	\$8,908	0%	\$0	\$8,908	Irrigation; Salary is for a new hire
Twain Harte Community Services District	Operator II	\$4,963	\$6,032	\$0	\$302	\$0		\$6,334	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$461	\$9,531	0%	\$0	\$9,531	Step 5 is max base salary; water treatment, water distribution, collection and parks and recreation; T2, D2, Collections I
Labor Market Median		\$6,295						\$6,505		\$2,703	\$154	\$17								\$9,859	
% Groveland CSD is Above or Below Median		-2.61%						-3.45%												5.58%	
Labor Market Mean		\$6,868						\$7,088												\$10,405	
% Groveland CSD is Above or Below Mean		-11.95%						-12.72%												0.35%	
# Of Comparable Matches		12																			

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used
Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Collections and Distribution Supervisor	\$7,493	\$9,108	\$0	\$228	\$0		\$9,336	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$697	\$13,719	0%	\$0	\$13,719	Class A; D3; Collections 3; Backflow Prevention Tester Certification within 12 months; Cross Connection Control Specialist Certification within 18 months
Amador Water Agency	Distribution Supervisor	\$8,424	\$10,529	\$208	\$0	\$0		\$10,738	\$0	\$2,465	\$123	\$24	\$61	\$26	\$100	\$806	\$14,341	0%	\$0	\$14,341	D4; Cross Connection; Backflow; Construction Supervisor has same salary
Calaveras County Water District	No Comparable Class																				Collections and Distribution report to Construction/Maintenance Manager
Clear Creek Community Services District	Distribution Supervisor	\$6,549	\$7,294	\$0	\$0	\$0		\$7,294	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$106	\$10,247	0%	\$0	\$10,247	Class A may be required; D3; T2; No Collections
Hidden Valley Lake Community Services District	No Comparable Class																				Utility Supervisor also over water and wastewater treatment
Humboldt Community Services District	No Comparable Class																				Foreman does not supervise
Northstar Community Services District	No Comparable Class																				Utility Field Operations Supervisor requires T3
Rancho Murieta Community Services District	Utilities Supervisor	\$6,584	\$9,145	\$0	\$0	\$0		\$9,145	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$133	\$12,108	0%	\$0	\$12,108	D2, Backflow Prevention Tester
San Francisco Public Utility Commission	Plumber Supervisor I	\$13,503	\$13,503	\$0	\$0	\$0		\$13,503	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,033	\$17,189	2%	\$270	\$16,919	Appointments are made at Step 5
South Tahoe Public Utility District	Underground Water Repair Supervisor	\$8,734	\$11,146	\$0	\$0	\$0		\$11,146	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$853	\$14,726	0%	\$0	\$14,726	D4, Class A. T2 desired; pays more than sewer
Tuolumne Utilities District	Collections Superintendent	\$8,240	\$10,017	\$0	\$0	\$0		\$10,017	\$0	\$2,905	\$123	\$17	\$55	\$41	\$0	\$766	\$13,924	0%	\$0	\$13,924	Collections 4; Class B
Turlock Irrigation District	Crew Supervisor	\$7,807	\$8,195	\$0	\$0	\$0		\$8,195	\$0	\$2,624	\$133	\$26	\$28	\$19	\$0	\$627	\$11,652	0%	\$0	\$11,652	Irrigation
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$10,017					\$10,017													\$13,924
		% Groveland CSD is Above or Below Median	-9.98%					-7.30%													-1.49%
		Labor Market Mean	\$9,976					\$10,005													\$13,417
		% Groveland CSD is Above or Below Mean	-9.53%					-7.17%													2.21%
		# Of Comparable Matches	7																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	District Property, Easement, and Asset Technician	\$7,493	\$9,108	\$0	\$228	\$0		\$9,336	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$697	\$13,719	0%	\$0	\$13,719	Salary listed is for District Property, Easements, and Assets Manager
Amador Water Agency	Asset Management Analyst II	\$8,010	\$10,012	\$125	\$0	\$0		\$10,137	\$0	\$2,465	\$123	\$24	\$58	\$25	\$100	\$766	\$13,697	0%	\$0	\$13,697	
Calaveras County Water District	No Comparable Class																				
Clear Creek Community Services District	No Comparable Class																				
Hidden Valley Lake Community Services District	No Comparable Class																				
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	No Comparable Class																				
Rancho Murieta Community Services District	No Comparable Class																				
San Francisco Public Utility Commission	No Comparable Class																				
South Tahoe Public Utility District	Asset Management Analyst II	\$7,858	\$10,029	\$0	\$0	\$0		\$10,029	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$767	\$13,524	0%	\$0	\$13,524	
Tuolumne Utilities District	No Comparable Class																				
Turlock Irrigation District	No Comparable Class																				
Twain Harte Community Services District	No Comparable Class																				
Labor Market Median		Insuff Data						Insuff Data												Insuff Data	
% Groveland CSD is Above or Below Median		---						---												---	
Labor Market Mean		Insuff Data						Insuff Data												Insuff Data	
% Groveland CSD is Above or Below Mean		---						---												---	
# Of Comparable Matches		2																			

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Groveland Community Services District	Executive Assistant - Board Secretary	Market Check	Market Check					Market Check									Market Check			Market Check	BA desired; Notary desired	
Amador Water Agency	Executive/Human Resources Assistant	\$5,836	\$7,295	\$208	\$0	\$0		\$7,503	\$0	\$2,465	\$123	\$24	\$63	\$18	\$100	\$558	\$10,854	0%	\$0	\$10,854	Serves as Deputy Clerk to the Board; HR/Risk Management Manager is Board Clerk	
Calaveras County Water District	Executive Assistant-Clerk to the Board	\$5,790	\$7,772	\$333	\$0	\$0		\$8,105	\$0	\$3,103	\$96	\$2	\$35	\$28	\$80	\$595	\$12,045	0%	\$0	\$12,045		
Clear Creek Community Services District	Administrative Assistant	\$5,427	\$6,046	\$0	\$0	\$0		\$6,046	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$88	\$8,981	0%	\$0	\$8,981	Supports General Manager but does not perform Board functions	
Hidden Valley Lake Community Services District	Administrative Services Manager	\$5,569	\$6,835	\$0	\$0	\$0		\$6,835	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$99	\$10,498	0%	\$0	\$10,498	Supports General Manager and Board; does not manage staff	
Humboldt Community Services District	Administrative Assistant/Board Secretary	\$4,879	\$5,931	\$0	\$297	\$0		\$6,228	\$0	\$3,680	\$106	\$16	\$27	\$23	\$0	\$454	\$10,533	0%	\$0	\$10,533		
Northstar Community Services District	No Comparable Class																				Human Resources Administrator services as Board Secretary	
Rancho Murieta Community Services District	District Secretary	\$5,326	\$7,397	\$0	\$0	\$0		\$7,397	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$107	\$10,335	0%	\$0	\$10,335		
San Francisco Public Utility Commission	Executive Secretary III	\$8,515	\$10,348	\$0	\$0	\$0		\$10,348	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$792	\$13,793	1.5%	\$155	\$13,638	Supports executives	
South Tahoe Public Utility District	No Comparable Class																				Executive Services Manager serves as Board Clerk	
Tuolumne Utilities District	Executive Secretary-Board Clerk	\$6,575	\$7,987	\$0	\$0	\$0		\$7,987	\$0	\$2,905	\$123	\$17	\$44	\$33	\$0	\$611	\$11,720	0%	\$0	\$11,720		
Turlock Irrigation District	Executive Secretary to the Board	\$6,827	\$8,711	\$0	\$0	\$0		\$8,711	\$42	\$2,624	\$133	\$26	\$28	\$20	\$0	\$666	\$12,251	0%	\$0	\$12,251		
Twain Harte Community Services District	No Comparable Class																				Administrative Coordinator/Board Secretary is part time	
<i>Labor Market Median</i>		\$7,397						\$7,503													\$10,854	
<i>% Groveland CSD is Above or Below Median</i>		Market Check						Market Check													Market Check	
<i>Labor Market Mean</i>		\$7,591						\$7,684													\$11,206	
<i>% Groveland CSD is Above or Below Mean</i>		Market Check						Market Check													Market Check	
<i># Of Comparable Matches</i>		9																				

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Finance Officer	\$10,329	\$12,555	\$0	\$314	\$0		\$12,869	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$960	\$17,516	0%	\$0	\$17,516	
Amador Water Agency	No Comparable Class																				Accountant level
Calaveras County Water District	No Comparable Class																				Accountant level
Clear Creek Community Services District	No Comparable Class																				Accountant/Bookkeeper does not require degree
Hidden Valley Lake Community Services District	Accounting Supervisor	\$6,949	\$8,531	\$0	\$0	\$0		\$8,531	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$124	\$12,220	0%	\$0	\$12,220	
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	Accounting Manager	\$9,287	\$11,762	\$0	\$588	\$0		\$12,350	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$171	\$15,259	0%	\$0	\$15,259	
Rancho Murieta Community Services District	No Comparable Class																				Accountant level
San Francisco Public Utility Commission	Manager I	\$10,831	\$13,830	\$0	\$0	\$0		\$13,830	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,058	\$17,541	2%	\$277	\$17,265	Broad management class
South Tahoe Public Utility District	Accounting Manager	\$11,261	\$14,373	\$0	\$0	\$0		\$14,373	\$0	\$2,389	\$154	\$24	\$40	\$47	\$287	\$1,080	\$18,393	0%	\$0	\$18,393	Accounting Supervisor does not have budget responsibilities
Tuolumne Utilities District	No Comparable Class																				
Turlock Irrigation District	Accounting Division Manager	\$8,163	\$10,423	\$0	\$0	\$0		\$10,423	\$42	\$2,624	\$133	\$26	\$28	\$24	\$0	\$797	\$14,098	0%	\$0	\$14,098	
Twain Harte Community Services District	No Comparable Class																				Finance Officer is part time
<i>Labor Market Median</i>		\$11,762						\$12,350													\$15,259
<i>% Groveland CSD is Above or Below Median</i>		6.31%						4.03%													12.88%
<i>Labor Market Mean</i>		\$11,784						\$11,902													\$15,447
<i>% Groveland CSD is Above or Below Mean</i>		6.14%						7.52%													11.81%
<i># Of Comparable Matches</i>		5																			

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Groveland Community Services District	General Manager	\$17,602	\$17,602	\$0	\$440	\$0		\$18,042	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$1,126	\$22,855	0%	\$0	\$22,855		
Amador Water Agency	General Manager	\$14,303	\$17,879	\$0	\$0	\$0		\$17,879	\$0	\$2,465	\$123	\$24	\$144	\$31	\$100	\$1,130	\$21,896	0%	\$0	\$21,896		
Calaveras County Water District	General Manager	\$17,500	\$17,500	\$333	\$0	\$0		\$17,833	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$1,125	\$22,328	0%	\$0	\$22,328		
Clear Creek Community Services District	General Manager	\$11,673	\$11,673	\$0	\$0	\$0		\$11,673	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$169	\$14,690	0%	\$0	\$14,690		
Hidden Valley Lake Community Services District	General Manager	\$11,042	\$11,042	\$0	\$0	\$0		\$11,042	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$160	\$14,766	0%	\$0	\$14,766	Salary may increase at October Board meeting	
Humboldt Community Services District	General Manager	\$12,026	\$14,617	\$150	\$731	\$0		\$15,498	\$0	\$3,680	\$106	\$16	\$55	\$56	\$0	\$1,083	\$20,493	0%	\$0	\$20,493		
Northstar Community Services District	General Manager	\$25,424	\$25,424	\$0	\$1,271	\$0		\$26,695	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$369	\$29,802	0%	\$0	\$29,802		
Rancho Murieta Community Services District	General Manager	\$12,932	\$17,070	\$0	\$0	\$0		\$17,070	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$248	\$20,148	0%	\$0	\$20,148		
San Francisco Public Utility Commission	Deputy Director V	\$18,900	\$24,115	\$0	\$0	\$0		\$24,115	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,221	\$27,989	2%	\$482	\$27,507	Highest level at Hetch Hetchy	
South Tahoe Public Utility District	General Manager	\$20,644	\$26,348	\$0	\$0	\$0		\$26,348	\$0	\$2,389	\$154	\$24	\$46	\$57	\$527	\$1,253	\$30,798	0%	\$0	\$30,798		
Tuolumne Utilities District	General Manager	\$16,309	\$16,309	\$0	\$0	\$0		\$16,309	\$0	\$2,905	\$123	\$17	\$69	\$67	\$0	\$1,108	\$20,597	0%	\$0	\$20,597		
Turlock Irrigation District	General Manager	\$26,709	\$26,709	\$0	\$0	\$0		\$26,709	\$42	\$2,624	\$133	\$26	\$28	\$28	\$0	\$1,258	\$30,848	0%	\$0	\$30,848		
Twain Harte Community Services District	General Manager	\$14,279	\$14,279	\$931	\$0	\$0		\$15,210	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$1,078	\$19,024	0%	\$0	\$19,024		
<i>Labor Market Median</i>		\$17,285						\$17,452													\$21,246	
<i>% Groveland CSD is Above or Below Median</i>		1.80%						3.27%													7.04%	
<i>Labor Market Mean</i>		\$18,580						\$18,865													\$22,741	
<i>% Groveland CSD is Above or Below Mean</i>		-5.56%						-4.56%													0.50%	
<i># Of Comparable Matches</i>		12																				

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Information-Instrumentation System Administrator	\$9,130	\$11,097	\$0	\$277	\$0		\$11,374	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$849	\$15,910	0%	\$0	\$15,910	AA; Electrical/Instrumentation Technology Grade III or ISA Certified Control Systems Technician Grade II within 2 years; Certified IS Security Professional designation is desired
Amador Water Agency	No Comparable Class																				
Calaveras County Water District	Information Systems Administrator	\$8,637	\$11,592	\$333	\$0	\$0		\$11,925	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$887	\$16,182	0%	\$0	\$16,182	Plan, configure, install, manage and maintain the District's information systems, computer hardware and software systems, local area and wide area networks, telecommunications and voice-mail systems ; BA
Clear Creek Community Services District	No Comparable Class																				
Hidden Valley Lake Community Services District	No Comparable Class																				
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	Information Technology and GIS Coordinator	\$8,225	\$10,284	\$0	\$514	\$0		\$10,798	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$149	\$13,686	0%	\$0	\$13,686	
Rancho Murieta Community Services District	Information Technology Manager	\$7,993	\$10,000	\$0	\$0	\$0		\$10,000	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$145	\$12,975	0%	\$0	\$12,975	
San Francisco Public Utility Commission	IS Project Director	\$13,308	\$16,738	\$0	\$0	\$0		\$16,738	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,114	\$20,505	2%	\$335	\$20,170	AA; last 5 steps are performance, recruitment/retention
South Tahoe Public Utility District	Information Technology Manager	\$12,236	\$15,616	\$0	\$0	\$0		\$15,616	\$0	\$2,389	\$154	\$24	\$43	\$51	\$312	\$1,098	\$19,687	0%	\$0	\$19,687	
Tuolumne Utilities District	Information Technology and Systems Administrator	\$7,842	\$9,532	\$0	\$0	\$0		\$9,532	\$0	\$2,905	\$123	\$17	\$53	\$39	\$0	\$729	\$13,397	0%	\$0	\$13,397	BA desirable
Turlock Irrigation District	Information Technology Information Security Manager	\$12,045	\$15,374	\$0	\$0	\$0		\$15,374	\$42	\$2,624	\$133	\$26	\$28	\$28	\$0	\$1,094	\$19,349	0%	\$0	\$19,349	
Twain Harte Community Services District	No Comparable Class																				
		<i>Labor Market Median</i>	\$11,592					\$11,925												\$16,182	
		<i>% Groveland CSD is Above or Below Median</i>	-4.46%					-4.84%												-1.70%	
		<i>Labor Market Mean</i>	\$12,734					\$12,855												\$16,492	
		<i>% Groveland CSD is Above or Below Mean</i>	-14.75%					-13.01%												-3.66%	
		<i># Of Comparable Matches</i>	7																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Maintenance Mechanic II	\$5,854	\$7,115	\$0	\$178	\$0		\$7,293	\$0	\$3,437	\$198	\$30	\$6	\$15	\$0	\$544	\$11,523	0%	\$0	\$11,523	Class A; Master Automobile Trainer certification within 12 months; Plant Maintenance Technologist 1 within 18 months
Amador Water Agency	Mechanical Technician	\$6,509	\$8,136	\$125	\$0	\$0		\$8,261	\$0	\$2,465	\$123	\$24	\$47	\$20	\$100	\$622	\$11,662	0%	\$0	\$11,662	
Calaveras County Water District	Mechanic II	\$6,384	\$7,761	\$83	\$0	\$0		\$7,844	\$0	\$3,103	\$96	\$2	\$35	\$28	\$80	\$594	\$11,783	0%	\$0	\$11,783	D2, CWEA Plant Maintenance Mechanical Technologist 2, Backflow Tester, Class B
Clear Creek Community Services District	No Comparable Class																				Operators also do maintenance
Hidden Valley Lake Community Services District	No Comparable Class																				Operators also do maintenance
Humboldt Community Services District	No Comparable Class																				
Northstar Community Services District	No Comparable Class																				
Rancho Murieta Community Services District	Equipment Mechanic	\$5,805	\$7,256	\$0	\$0	\$0		\$7,256	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$105	\$9,630	0%	\$0	\$9,630	
San Francisco Public Utility Commission	General Utility Mechanic	\$10,872	\$10,872	\$0	\$0	\$0		\$10,872	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$832	\$14,358	1.5%	\$163	\$14,194	
South Tahoe Public Utility District	Maintenance Mechanical Technologist II	\$6,434	\$8,212	\$0	\$0	\$0		\$8,212	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$628	\$11,568	0%	\$0	\$11,568	Mechanical Technologist 2; Class B
Tuolumne Utilities District	Equipment Mechanic II	\$5,552	\$6,748	\$0	\$0	\$0		\$6,748	\$0	\$2,905	\$123	\$17	\$37	\$28	\$0	\$516	\$10,374	0%	\$0	\$10,374	Operators maintain plant
Turlock Irrigation District	Fleet Equipment Technician	\$6,011	\$6,311	\$0	\$0	\$0		\$6,311	\$0	\$2,624	\$133	\$26	\$21	\$15	\$0	\$483	\$9,613	0%	\$0	\$9,613	No plant; Master Technician certificate
Twain Harte Community Services District	No Comparable Class																				
		Labor Market Median	\$7,761					\$7,844												\$11,568	
		% Groveland CSD is Above or Below Median	-9.08%					-7.56%												-0.38%	
		Labor Market Mean	\$7,899					\$7,929												\$11,260	
		% Groveland CSD is Above or Below Mean	-11.02%					-8.72%												2.28%	
		# Of Comparable Matches	7																		

Data effective as of 10/2024
If ER contribution towards benefit is based on years of service, year 10 is used

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments	
Groveland Community Services District	Operations Manager	\$9,832	\$11,950	\$0	\$299	\$0		\$12,249	\$0	\$3,437	\$198	\$30	\$6	\$16	\$0	\$914	\$16,850	0%	\$0	\$16,850	WWT certificate; Water Treatment Plant Operator certificate; Water Distribution Operator certificate (No Grades listed in job description)	
Amador Water Agency	Operations and Engineering Manager	\$13,252	\$16,565	\$208	\$0	\$0		\$16,773	\$0	\$2,465	\$123	\$24	\$143	\$31	\$100	\$1,111	\$20,770	0%	\$0	\$20,770	BA; T3; WWT3; D3; Collections Certificate; Cross Connection Certificate or combination of the above; higher grade certifications are highly desirable.	
Calaveras County Water District	Director of Operations	\$11,186	\$15,013	\$333	\$0	\$0		\$15,346	\$0	\$3,103	\$96	\$2	\$48	\$41	\$80	\$1,089	\$19,805	0%	\$0	\$19,805	D3; T3; WWT4; Collections cert desired; over water treatment, wastewater treatment, collections and water distribution	
Clear Creek Community Services District	No Comparable Class																					
Hidden Valley Lake Community Services District	No Comparable Class																				Utility Supervisor reports to GM	
Humboldt Community Services District	No Comparable Class																				No water or wastewater treatment	
Northstar Community Services District	Utility Operations Manager	\$12,327	\$15,335	\$0	\$767	\$0		\$16,102	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$222	\$19,063	0%	\$0	\$19,063	Water, wastewater collection, road maintenance, snow removal, multiuse trails, and solid waste; T3, D2, Collection 2, Cross Connection Tester and/or Specialist	
Rancho Murieta Community Services District	Director of Operations	\$10,171	\$14,126	\$0	\$0	\$0		\$14,126	\$0	\$2,656	\$113	\$13	\$6	\$43	\$0	\$205	\$17,161	0%	\$0	\$17,161	WWT4, T3, Collection 1	
San Francisco Public Utility Commission	Manager III	\$12,545	\$16,012	\$0	\$0	\$0		\$16,012	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$1,103	\$19,768	2%	\$320	\$19,448	Broad management class	
South Tahoe Public Utility District	Director of Operations	\$15,624	\$19,941	\$0	\$0	\$0		\$19,941	\$0	\$2,389	\$154	\$24	\$46	\$57	\$399	\$1,160	\$24,170	0%	\$0	\$24,170	No certs	
Tuolumne Utilities District	Operations Director	\$11,081	\$13,468	\$0	\$0	\$0		\$13,468	\$0	\$2,905	\$123	\$17	\$69	\$55	\$0	\$1,030	\$17,667	0%	\$0	\$17,667	WW1 certification, Water certification, and Distribution certification (no grades listed in job descriptions)	
Turlock Irrigation District	Water Operations Manager	\$8,163	\$10,423	\$0	\$0	\$0		\$10,423	\$42	\$2,624	\$133	\$26	\$28	\$24	\$0	\$797	\$14,098	0%	\$0	\$14,098	Over irrigation	
Twain Harte Community Services District	Operations Manager/Assistant General Manager	\$8,753	\$10,639	\$0	\$532	\$0		\$11,171	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$814	\$14,721	0%	\$0	\$14,721	Step 5 is max base salary; T3, D3, Collections I	
Labor Market Median		\$15,013						\$15,346													\$19,063	
% Groveland CSD is Above or Below Median		-25.63%						-25.29%													-13.13%	
Labor Market Mean		\$14,614						\$14,818													\$18,545	
% Groveland CSD is Above or Below Mean		-22.29%						-20.98%													-10.06%	
# Of Comparable Matches		9																				

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

PEPRA Employee

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Deferred Compensation	Longevity pay at 10 Years	Certification/ Education Pay	Certification/ Education Pay Notes	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	Retiree Health Savings Account	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%) (PEPRA)	Employer's Portion of Retirement Paid by the Employee (\$) (PEPRA)	Total Compensation minus ER portion of retirement paid by EE	Comments
Groveland Community Services District	Wastewater-Water Treatment Plant Operator II	\$5,572	\$6,772	\$0	\$169	\$0		\$6,941	\$0	\$3,437	\$198	\$30	\$6	\$14	\$0	\$518	\$11,145	0%	\$0	\$11,145	WWT2; T2; D1; D2 within 12 months
Amador Water Agency	Wastewater Operator II	\$6,014	\$7,518	\$125	\$0	\$0		\$7,643	\$0	\$2,465	\$123	\$24	\$43	\$18	\$100	\$575	\$10,991	0%	\$0	\$10,991	Collections 2; WWT2; Plant Operator requires T2 and D2 and is lower paid
Calaveras County Water District	Treatment Plant Operator II	\$5,680	\$6,905	\$83	\$0	\$0		\$6,988	\$0	\$3,103	\$96	\$2	\$31	\$25	\$80	\$528	\$10,854	0%	\$0	\$10,854	If assigned to Water Treatment- T2; D1; WWT1; If assigned to Wastewater Treatment- WWT2; T1; D1
Clear Creek Community Services District	Treatment and Distribution Operator III	\$6,257	\$6,971	\$0	\$0	\$0		\$6,971	\$0	\$2,772	\$30	\$0	\$45	inc	\$0	\$101	\$9,920	0%	\$0	\$9,920	T3; D3
Hidden Valley Lake Community Services District	Utility Operator II	\$5,439	\$6,677	\$0	\$0	\$0		\$6,677	\$0	\$3,392	\$123	\$25	\$25	\$0	\$0	\$97	\$10,338	0%	\$0	\$10,338	T2; D2; WWT2; Collections 2-all within 18 months
Humboldt Community Services District	No Comparable Class																				No water or wastewater treatment
Northstar Community Services District	Utility Services Specialist	\$7,830	\$9,518	\$0	\$476	\$952	10% max	\$10,945	\$0	\$2,378	\$123	\$9	\$12	\$0	\$217	\$138	\$13,822	0%	\$0	\$13,822	T3; D2; Collections 2
Rancho Murieta Community Services District	Plant Operator II	\$5,748	\$7,183	\$0	\$0	\$359	5% max	\$7,542	\$0	\$2,125	\$93	\$16	\$8	\$28	\$0	\$104	\$9,915	0%	\$0	\$9,915	WWT2, T2
San Francisco Public Utility Commission	Stationary Engineer, Sewage Plant	\$10,985	\$10,985	\$0	\$0	\$165	1.5% for one grade higher	\$11,150	\$0	\$2,510	\$144	inc	DNA	DNA	\$0	\$840	\$14,644	1.5%	\$165	\$14,479	Operates and maintains; WWT1 or higher, pays same as water
South Tahoe Public Utility District	Operator III	\$7,041	\$8,986	\$0	\$0	\$0		\$8,986	\$0	\$2,389	\$154	\$24	\$16	\$11	\$134	\$687	\$12,401	0%	\$0	\$12,401	No II; WWT3
Tuolumne Utilities District	Wastewater Operator II	\$5,486	\$6,668	\$0	\$0	\$0		\$6,668	\$0	\$2,905	\$123	\$17	\$37	\$27	\$0	\$510	\$10,287	0%	\$0	\$10,287	WWT2; Collections 2; higher paid than Water Operator II
Turlock Irrigation District	No Comparable Class																				No treatment
Twain Harte Community Services District	Operator II	\$4,963	\$6,032	\$0	\$302	\$0		\$6,334	\$0	\$2,098	\$604	\$34	\$0	\$0	\$0	\$461	\$9,531	0%	\$0	\$9,531	Step 5 is max base salary; water treatment, water distribution, collection and parks and recreation; T2, D2, Collections I
Labor Market Median		\$7,077						\$7,265												\$10,596	
% Groveland CSD is Above or Below Median		-4.51%						-4.67%												4.92%	
Labor Market Mean		\$7,744						\$7,990												\$11,254	
% Groveland CSD is Above or Below Mean		-14.36%						-15.11%												-0.98%	
# Of Comparable Matches		10																			

Data effective as of 10/2024

If ER contribution towards benefit is based on years of service, year 10 is used

Twain Harte CSD- Amount listed under dental are funds placed into employee's HRA accounts can be used for dental expenses and will be the District's only contribution toward employee dental expenses. No other dental insurance will be provided.

APPENDIX B

MISCELLANEOUS BENEFITS

**Appendix B - Table 1
MOU/Resolution Expiration Date and Future COLA/Salary Range Increase Information**

Agency	MOU/Resolution Expiration Date	Date of Future COLA/Salary Increase(s)-Amount(s)
<i>Groveland Community Services District</i>	<i>NA</i>	<i>7/2025- TBD- Will be 12-month average of Western Region CPI-U. We use the month of March for FY budgeting purposes</i>
Amador Water Agency	General/Supervisory 6/2025 Unrepresented NA	General/Supervisor None Scheduled Unrepresented None Scheduled
Calaveras County Water District	SEIU 6/2026 Management/Confidential 6/2026 General Manager NA	SEIU 7/2025-2% Management/Confidential 7/2025-2% General Manager 2/2025-4%
Clear Creek Community Services District	UPEC 12/2026 General Manager NA	UPEC 7/2025-2% to 4%- CPI based General Manager 11/2024- TBD by review in October
Hidden Valley Lake Community Services District	NA	Staff 12/2024- salary may increase based on salary study results 7/2025- TBD General Manager 10/2024- TBD at October Board Meeting
Humboldt Community Services District	DNA	7/2025-TBD

**Appendix B - Table 1
MOU/Resolution Expiration Date and Future COLA/Salary Range Increase Information**

Agency	MOU/Resolution Expiration Date	Date of Future COLA/Salary Increase(s)-Amount(s)
Northstar Community Services District	Utilities Represented 6/2029	Utilities Represented 7/2025- 1.5% - 4.5%-CPI
	Unrepresented NA	Unrepresented None Scheduled
Rancho Murieta Community Services District	OE3 12/2026	OE3 1/2025-2.5%
	Unrepresented NA	Unrepresented None Scheduled
San Francisco Public Utility Commission	MEA 6/2027	MEA 1/2025-1.5%
	Local 39 6/2027	Local 39 1/2025-1.5%
	Plumbers 6/2027	Plumbers 1/2025-1.5%
	Professional/Technical-21 6/2027	Professional/Technical-21 1/2025-1.5%
	Auto Machinist 6/2027	Auto Machinist 1/2025-1.5%
South Tahoe Public Utility District	Union 6/2029	Union 6/2025- 2.5% - 4.5%-CPI
	Management 6/2029	Management 6/2025- 2.5% - 4.5%-CPI
Tuolumne Utilities District	Local 1130 6/2026	Local 1130 7/2025-3% - 6%- CPI

**Appendix B - Table 1
MOU/Resolution Expiration Date and Future COLA/Salary Range Increase Information**

Agency	MOU/Resolution Expiration Date	Date of Future COLA/Salary Increase(s)-Amount(s)
	<p align="center">Unrepresented NA</p>	<p align="center">Unrepresented 7/2025-3% - 6%- CPI (General Manager is based on Performance Evaluation- currently under review)</p>
<p align="center">Turlock Irrigation District</p>	<p align="center">TIDEA 12/2026</p> <p align="center">MSPC/GM 12/2024</p>	<p align="center">TIDEA 1/2025-4%</p> <p align="center">MSPC/GM None Scheduled</p>
<p align="center">Twain Harte Community Services District</p>	<p align="center">Union 6/2027</p> <p align="center">General Manager NA</p>	<p align="center">Union 7/2025-2% (3% if CPI is equal to or greater than 3%)</p> <p align="center">General Manager 7/2025-2% (3% if CPI is equal to or greater than 3%) and per performance evaluation</p>

**Appendix B - Table 2
Retirement Practices
PEPRA Employees**

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	Member Rate (24/25)	Employer's Normal Cost Rate (24/25)
<i>Groveland Community Services District</i>	<i>CalPERS</i>	<i>2% @ 62</i>	<i>Highest 3 Years</i>	<i>7.75%</i>	<i>7.87%</i>
Amador Water Agency	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Calaveras County Water District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Clear Creek Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Hidden Valley Lake Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Humboldt Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Northstar Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Rancho Murieta Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
San Francisco Public Utility Commission	SFERS	1% @ 53 with 20 years 1.756% @ 60 with 10 years 2.3% @ 65 with any years	Highest 3 Years	7.5%	11.36%
South Tahoe Public Utility District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%

**Appendix B - Table 2
Retirement Practices
PEPRA Employees**

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	Member Rate (24/25)	Employer's Normal Cost Rate (24/25)
Tuolumne Utilities District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%
Turlock Irrigation District	Own Plan	2% @ 62	Highest 3 Years	6.75%	0%
Twain Harte Community Services District	CalPERS	2% @ 62	Highest 3 Years	7.75%	7.87%

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
Groveland Community Services District	None (Looking to implement in the future)
Amador Water Agency	<p align="center">General/Supervisory None (it's a 1x lump sum)</p> <p align="center">Unrepresented None</p>
Calaveras County Water District	<p align="center">SEIU 2%- if required to maintain Backhoe cert 2%- if required to maintain Commercial Driver's License</p> <p align="center">Management/Confidential None</p>
Clear Creek Community Services District	None
Hidden Valley Lake Community Services District	None
Humboldt Community Services District	<p align="center">None (1x payment only)</p>
Northstar Community Services District	<p align="center">Utilities Represented Certs vary by class and certification- max is 10%</p> <p align="center">Unrepresented None</p>
Rancho Murieta Community Services District	<p align="center">OE3 Utility Workers and Plant Operator- 5% max</p> <p align="center">Unrepresented None</p>

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
San Francisco Public Utility Commission	<p align="center">MEA None</p> <p align="center">Local 39 1.5% for higher grade</p> <p align="center">Plumber None</p> <p align="center">Professional/Technical-21 None</p> <p align="center">Auto Machinist None</p>
South Tahoe Public Utility District	<p align="center">Union Plant Operator I with grade II- 5%</p> <p align="center">Management None</p>
Tuolumne Utilities District	<p align="center">None</p>
Turlock Irrigation District	<p align="center">None</p>
Twain Harte Community Services District	<p align="center">None</p>

**Appendix B - Table 4
Employer/Employee Split of Medical Insurance-Family Level**

Agency	% Split of Medical Insurance-Family level
Groveland Community Services District	Employer pays 100% of medical insurance premium; then District pays up to \$9420/year (\$785/month) for out of pocket expenses. Max employee out of pocket is \$3980/year (\$332/month)
Amador Water Agency	Employer pays 80% of medical insurance premium; EE pays 20% (Dependent coverage premium shall be twenty percent (20%). The formula is determined as follows: Dependent Premium minus the Employee Only premium for the selected plan, times 20%, plus any difference in the Employee Only rate between the chosen plan and base plan, times 12 months, divided by 24 payrolls for the cost per paycheck.)
Calaveras County Water District	Employer pays up to 90.8% of Region 1 Platinum Plan; EE pays 9.2% of Region 1 Platinum Plan
Clear Creek Community Services District	Effective March 1, 2024, the District will contribute to a Section 125 Plan for each eligible employee as follows: Up to \$1,400 per month per employee for the medical insurance premium plus seventy percent (70%) of any remaining premium, based on the premium of the CalPERS Plan selected. Employees are responsible for paying the remaining thirty percent (30%) through pre-tax payroll withholding.
Hidden Valley Lake Community Services District	Employer pays 100%; EE pays \$0
Humboldt Community Services District	EE pays \$20/month; ER pays remainder
Northstar Community Services District	ER pays up to 100% of PERS Gold Plan; EE pays \$0 if Gold Plan selected.
Rancho Murieta Community Services District	OE3 Employer pays up to 80% of Kaiser PERS plan; EE plan 20% Unrepresented Employer pays up to 100% of Kaiser PERS plan; EE pays \$0
San Francisco Public Utility Commission	City shall contribute 83% of the total health insurance premium, provided however, that the City's contribution shall be capped at eighty-three percent (83%) of the Employee Plus Two or More premium of the second-highest-cost plan; EE pays remainder
South Tahoe Public Utility District	Employer pays 100%; EE pays \$0

**Appendix B - Table 4
Employer/Employee Split of Medical Insurance-Family Level**

Agency	% Split of Medical Insurance-Family level
	ACWA-JPIA Prudent Buyer Classic Plan or the ACWA-JPIA Consumer Driven Health Plan for medical and prescription coverage, with the District fully funding the premium for the Employee and their dependent(s).
Tuolumne Utilities District	Employer pays up to 85% of PERS Platinum premium; EE pays 15% of PERS Platinum premium
Turlock Irrigation District	Employer pays up to 85% of PPO Base; EE pays 15% of PPO Base
Twain Harte Community Services District	Employer pays 90%; EE pays 10%

**Appendix B – Table 5
Retiree Health Benefits
(New Hires)**

Agency	Retiree Health Savings Account (Employer Contribution during active employment)	Employer Contribution towards Retiree Only Health Insurance (Post-employment)	Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)	Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)	Vesting
<i>Groveland Community Services District</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>NA</i>
Amador Water Agency	\$100/month	\$0	\$0	\$0	NA
Calaveras County Water District	\$80/month	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Clear Creek Community Services District	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Hidden Valley Lake Community Services District	\$0	50% with 5 years and age 55	50% with 5 years and age 55	50% with 5 years and age 55	5 years and age 55
Humboldt Community Services District	\$0	10 years = 50%; + 5% for each additional year; to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year; to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year; to max of 100% of active rate with 20 years	10 years
Northstar Community Services District	\$100/ppp	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Rancho Murieta Community Services District	\$0	PERS Vesting Schedule 10 years = 50%; + 5% for each additional	PERS Vesting Schedule 10 years = 50%; + 5% for each additional year; to	PERS Vesting Schedule 10 years = 50%; + 5% for each additional year; to	10 years

**Appendix B – Table 5
Retiree Health Benefits
(New Hires)**

Agency	Retiree Health Savings Account (Employer Contribution during active employment)	Employer Contribution towards Retiree Only Health Insurance (Post-employment)	Employer Contribution towards Retiree + 1 Health Insurance (Post-employment)	Employer Contribution towards Retiree + 2 Health Insurance (Post-employment)	Vesting
		year; to max of 100% of active rate with 20 years	max of 100% of active rate with 20 years	max of 100% of active rate with 20 years	
San Francisco Public Utility Commission	\$0	10-15 years- 50% 15-20 years- 75% 20+ years- 100%	10-15 years- 50% 15-20 years- 75% 20+ years- 100%	10-15 years- 50% 15-20 years- 75% 20+ years- 100%	10 years
South Tahoe Public Utility District	Union \$133.57/month Management 2%	\$0	\$0	\$0	NA
Tuolumne Utilities District	\$0	PEMHCA Minimum	No Additional Contribution	No Additional Contribution	5 years
Turlock Irrigation District	\$0	5-10 years = 50% 10-15 years = 75% 15+ years = 100%	No Additional Contribution	No Additional Contribution	5 years
Twain Harte Community Services District	\$0	\$0	\$0	\$0	NA

**Appendix B – Table 6
Paid Leave**

Agency	Annual Vacation Leave				Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 6	Year 11	Year 16					
Groveland Community Services District	80	120	160	200	2x	12	Unlimited	12 + 1 = 13	40 hours- if exempt
Amador Water Agency ¹	80	120	144	200	1.5x – 2x (varies)	12	Unlimited	12 + 1 = 13	64 – 104 hours- varies by class for exempt
Calaveras County Water District ²	176	216	256	256	380	Included in vacation	NA	12 + 1 = 13	56 hours- Management
Clear Creek Community Services District ³	80	104	160	208	240	13	Unlimited	11 + 0 = 11	General Manager-80 hours
Hidden Valley Lake Community Services District ⁴	80	120	136	160	320	12	Unlimited	11 + 2 = 13	0
Humboldt Community Services District	92	128	144	168	336	12	Unlimited	13 + 0 = 13	Management 40 hours Others 0

¹ General Manager receives 120 hours for vacation leave and 15 days/year for sick leave

² Have Paid Time Off

³ General Manager receives 80 hours at Year 1; 120 hours at Year 6; 160 hours at Year 11 and 200 hours at Year 16; with unlimited carryover

⁴ General Manager receives 160 hours with max carryover of 440 hours

Appendix B – Table 6

Paid Leave

Agency	Annual Vacation Leave				Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 6	Year 11	Year 16					
Northstar Community Services District	96	120	160	200	2x	12	960 hours	12 + 0 = 12	0
Rancho Murieta Community Services District	96	152	176	200	400	12	Unlimited	8 + 4 = 12	80 hours- some classes
San Francisco Public Utility Commission	80	120	120	160	400	13	Unlimited	12 + 5 = 17	MEA 40 hours Others 0
South Tahoe Public Utility District	80	120	160	160	2x	12	Unlimited	Union 12 + 1 = 13 Mngt 10 + 3 = 13	0
Tuolumne Utilities District	80	120	160	160	360	12	Unlimited	13 + 1 = 14	General Manager-40 hours Exempt 40 hours
Turlock Irrigation District	80	120 – 168 Varies by group	160 – 168 Varies by group	176 – 200 Varies by group	2x	12	Unlimited	TIDEA 12 + 0 = 12 MSPC/GM 12 + 1 = 13	0

**Appendix B – Table 6
Paid Leave**

Agency	Annual Vacation Leave				Vacation Max Carryover	Sick Leave	Sick Leave Max Carryover	Holidays Fixed + Floating	Administrative/ Management/Other Leave Hours per year
	Year 1	Year 6	Year 11	Year 16					
Twain Harte Community Services District ⁵	80	120	160	200	2x	12	664 hours	14 + 1 = 15	Exempt 16 hours General Manager 80 hours

⁵ General Manager receives 160 hours per year

**Appendix B - Table 7
Auto Allowance**

Agency	Auto Allowance
Groveland Community Services District	None
Amador Water Agency	General Manager-\$300/month
Calaveras County Water District	General Manager-\$500/month
Clear Creek Community Services District	General Manager-\$175/month
Hidden Valley Lake Community Services District	General Manager is provided with District vehicle.
Humboldt Community Services District	None
Northstar Community Services District	General Manager and Assistant General Manager-\$8400/year (\$700/month) Utilities Operations Manager, Director of Public Works and District Engineer- \$6850/year (\$571/month)
Rancho Murieta Community Services District	Data Not Available
San Francisco Public Utility Commission	Data Not Available
South Tahoe Public Utility District	General Manager is provided with District vehicle. Director of Operations is provided with District vehicle.
Tuolumne Utilities District	Manager of Plant Operations and Manager of Field Operations- may be provided with District vehicle.
Turlock Irrigation District	General Manager is provided with District vehicle.
Turlock Irrigation District	No auto allowance. No vehicle provided.
Twain Harte Community Services District	General Manager is provided with District vehicle.

**Appendix B - Table 8
Housing Benefits**

Agency	Housing Benefits
Groveland Community Services District	<i>To be determined</i>
Amador Water Agency	None
Calaveras County Water District	None
Clear Creek Community Services District	None
Hidden Valley Lake Community Services District	None
Humboldt Community Services District	None
Northstar Community Services District	We do not own any housing/properties that staff lives in or rent. We do have an Employee Housing Benefit through an arrangement with a local apartment community at the entrance of Northstar. It's fairly limited. We are prioritized on a waitlist for one unit (whatever is available) that an employee can lease for one year as a benefit. In this scenario they are just taxed on the lease amount and do not pay rent. We've had a handful of employees take advantage of this, but most of the time, we don't have anyone in need of the benefit.
Rancho Murieta Community Services District	Data Not Available
San Francisco Public Utility Commission	<p align="center">For those under SEIU bargaining unit (which are not matches)</p> <p align="center">V. PUC HOUSING</p> <p>230. The parties agree, subject to the approval of the PUC to the following provisions:</p> <p>231. Bargaining Unit members in classes 7470 (Watershed Keeper) and 7270 (Watershed Keeper Supervisor) occupying PUC housing presently reserved for employees deemed essential by the PUC shall be subject to the following:</p> <p>232. a. Rental rates at Hetch Hetchy shall remain at "\$50 per room" (i.e., \$50 per bedroom plus two rooms).</p> <p>233. b. Effective July 1, 2000, Bay Area Housing rental rates shall be "\$100 per room." Beginning on July 1, 2001, and annually for the duration of the contract, the rents shall be adjusted for changes to the cost of living as reflected in the S.F./Oakland CPI-U Annual Average.</p> <p>234. c. For Hetch Hetchy housing, all utilities shall be billed at \$60 per month. For Bay Area housing,</p>

**Appendix B - Table 8
Housing Benefits**

Agency	Housing Benefits
	<p>payment of all utilities shall be the responsibility of the employee. Provided however, that electricity shall only be billed where meters are in place. Employees will not be billed for heating costs in facilities that are not insulated. Water shall only be billed where meters are in place and water is potable.</p> <p>235. d. Payment of all taxes associated with occupancy are the responsibility of the employee.</p> <p>236. e. All bargaining unit members renting PUC housing shall be subject to signed leases, in the form presently utilized by the PUC. Such leases are not subject to the grievance procedure, but are subject to any applicable law.</p> <p>237. f. No bargaining unit member currently residing in PUC housing shall be displaced during the life of this collective bargaining agreement while employed in the 7470 or 7270 classification at that location. Vacancies shall be offered on the basis of departmental seniority and the required special needs of each location. All things being equal, seniority shall be the determining factor.</p> <p>238. A joint labor-management committee shall be established, with two (2) representatives from the Union and two (2) from the PUC. The purpose of the Committee shall be to discuss and make recommendations regarding assignments and maintenance of PUC housing. No recommendation will be considered or made by the Committee that conflicts with the paragraph above.</p>
South Tahoe Public Utility District	None
Tuolumne Utilities District	None
Turlock Irrigation District	There are positions at our Don Pedro Power Plant that come with TID required housing, due to on call status. Free to employee.
Twain Harte Community Services District	None

APPENDIX C

SALARY RECOMMENDATIONS

Groveland Community Services District
Salary Recommendations

Classification	Current Max Monthly Rate	% Above or Below Market Median (Total Compensation)	Raw Recommended Max	Recommended Range	Recommended Max Monthly	\$ Difference	% Difference	Recommended Internal Relationship
General Manager	\$17,602	7.04%	\$17,602	Contract	\$17,602	\$0	0.00%	No change - based on contract
Administrative Services Manager	\$13,521	-10.08%	\$15,291	48	\$15,298	\$1,777	13.14%	Set to market
Finance Officer	\$12,555	12.88%	\$10,506	40	\$12,555	\$0	0.00%	No change; over market
Executive Assistant-Board Secretary	Market Check	Market Check	\$6,508	14	\$6,607	New	New	Set to market
District Property, Easements, and Assets Technician	\$9,108	ID	---	27	\$9,108	\$0	0.00%	Same as current; while there was insufficient data, the current salary is in line with the two matches
Operations and Maintenance Manager	\$11,950	-13.13%	\$13,960	45	\$14,205	\$2,255	18.87%	Set to market
Information/Instrumentation Systems Manager	\$11,097	-1.70%	\$11,343	36	\$11,375	\$278	2.51%	Set to market
Chief Plant Operator	\$9,108	-1.49%	\$9,294	28	\$9,336	\$228	2.50%	Set to market
Water/Wastewater Operator III	\$7,475	---	---	19	\$7,475	\$0	0.00%	10% above Water/Wastewater Operator II
Water/Wastewater Operator II	\$6,772	4.92%	\$6,275	15	\$6,772	\$0	0.00%	No change; over market
Water/Wastewater Operator I	\$5,840	---	---	11	\$6,135	\$295	5.05%	10% below Water/Wastewater Operator II
Collections and Distribution Supervisor	\$9,108	-1.49%	\$9,294	28	\$9,336	\$228	2.50%	Set to market
Collections and Distribution Lead	\$7,475	---	--	19	\$7,475	\$0	0.00%	10% above Collection and Distribution System Operator III
Collection and Distribution System Operator III	\$6,772	---	--	15	\$6,772	\$0	0.00%	10% above Collection and Distribution System Operator II
Collection and Distribution System Operator II	\$6,135	5.58%	\$5,607	11	\$6,135	\$0	0.00%	No change; over market
Collection and Distribution System Operator I	\$5,291	---	--	7	\$5,558	\$267	5.05%	10% below Collection and Distribution System Operator II
Maintenance Mechanic III	\$7,854	---	--	22	\$8,050	\$196	2.50%	10% above Maintenance Mechanic II
Maintenance Mechanic II	\$7,115	-0.38%	\$7,155	18	\$7,293	\$178	2.50%	Set to market
Maintenance Mechanic I	\$6,135	---	--	14	\$6,607	\$472	7.69%	10% below Maintenance Mechanic II
Administrative Services Technician III	\$6,446	---	--	11	\$6,135	-\$311	-4.82%	10% above Administrative Services Technician II
Administrative Services Technician II	\$5,558	5.22%	\$5,094	7	\$5,558	\$0	0.00%	No change; over market
Administrative Services Technician I	\$5,036	---	--	3	\$5,036	\$0	0.00%	10% below Administrative Services Technician II