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Human Resources Consulting Since 1984

Groveland Community Services District

Total Compensation Study

April 2019

Agenda

- Methodology
- Study Results & Recommendations
- Recommendation to Accept & File

Survey Elements

Comparator Agencies (12)

Benchmark Classifications (10)

Benefit Data

Comparator Agencies

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

Demographic Profile

- Classic Tier
 - PEPRA
- Five Year Employee
- Employee plus Family

Benefit Data

■ Retirement

- PERS; Social Security; Deferred Compensation

■ Insurances

- Flexible Benefit and/or Health, Dental, Vision, Life, Long-Term and Short-Term Disability

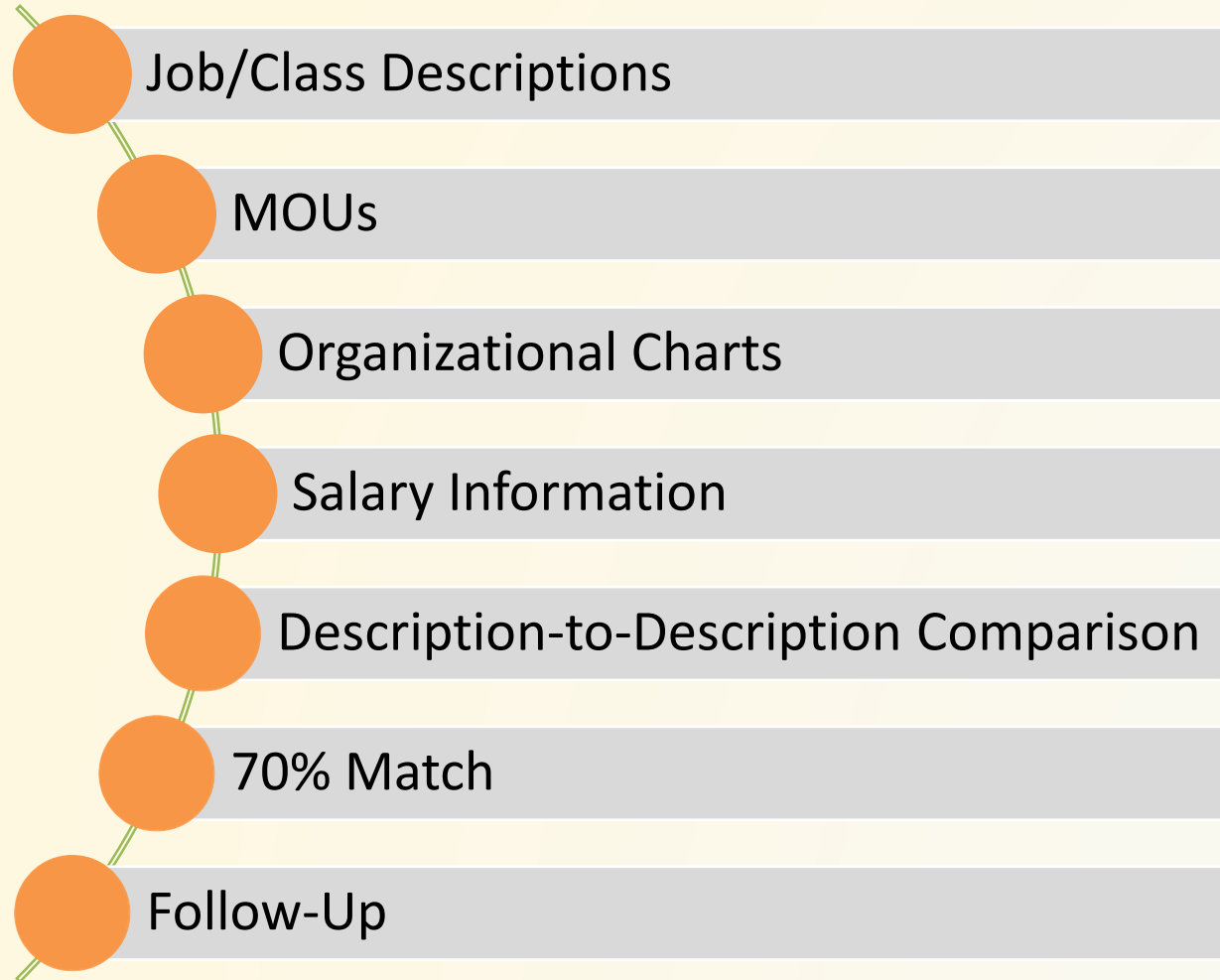
■ Leaves

- Holidays, Vacation, Administrative/Personnel

■ Other

- Auto Allowance

Data Collection



Results Summary

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Administrative Services Technician II	\$ 4,344	\$ 4,955	-14.1%	\$ 4,906	-12.9%	\$ 7,918	\$ 8,237	-4.0%	\$ 8,128	-2.7%	12
Chief Plant Operator	\$ 6,483	\$ 8,215	-26.7%	\$ 8,292	-27.9%	\$ 10,500	\$ 12,116	-15.4%	\$ 11,549	-10.0%	7
Collection and Distribution System Operator II	\$ 4,543	\$ 5,568	-22.6%	\$ 5,373	-18.3%	\$ 8,123	\$ 9,033	-11.2%	\$ 8,693	-7.0%	10
Collections and Distribution Lead	\$ 5,666	\$ 5,976	-5.5%	\$ 6,401	-13.0%	\$ 9,514	\$ 9,598	-0.9%	\$ 10,234	-7.6%	7
Finance Clerk (Accountant)	\$ 5,564	\$ 6,656	-19.6%	\$ 6,658	-19.7%	\$ 9,391	\$ 10,424	-11.0%	\$ 10,278	-9.4%	11
Maintenance Mechanic II	\$ 4,543	\$ 6,306	-38.8%	\$ 6,397	-40.8%	\$ 8,159	\$ 9,980	-22.3%	\$ 10,122	-24.1%	7
Office Manager (Administrative Services Manager)	\$ 6,101	\$ 8,012	-31.3%	\$ 7,774	-27.4%	\$ 10,157	\$ 12,109	-19.2%	\$ 12,792	-25.9%	7
Operations Manager	\$ 6,916	\$ 10,224	-47.8%	\$ 10,763	-55.6%	\$ 11,156	\$ 14,943	-33.9%	\$ 15,256	-36.8%	12
Operations Superintendent	\$ 0	\$ 7,723		\$ 7,772		\$ 0	\$ 11,602		\$ 11,919		8
Water/Wastewater Operator II	\$ 4,746	\$ 6,049	-27.5%	\$ 6,014	-26.7%	\$ 8,404	\$ 9,437	-12.3%	\$ 9,498	-13.0%	10
		AVERAGE:	-26.0%	AVERAGE:	-26.9%	AVERAGE:	-14.5%	AVERAGE:	-15.2%		

Market Findings

- Overall, base salary market results are 26.9% below median
 - Range from 12.9% to 55.6% below median
- Overall, total compensation results are 15.2% below median
 - Benefits contribute to the District's competitiveness
 - Range from 2.7% to 36.8% below median
- Salary within 5% of market - competitive

Benefit Findings cont'd

- Retirement benefits:
 - 8 comparators offer a retirement formula with a lower benefit
 - 3 comparators pay a portion of member contribution
 - 1 comparator requires contribution towards employer retirement costs
 - 8 other agencies pay Social Security
 - Only 1 agency contributes to a deferred compensation benefit
- Health, dental, vision:
 - 3 comparators contribute more

Compensation Structure and Strategy Development

- Market data provides reference point
- Step 1: Determine compensation structure p 149
- Step 2: Decide compensation philosophy
- Step 3: Place job classes within structure p152
- Step 4: Determine actual employee pay
- Continued maintenance & administration



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Questions

Thank you!