

Survey Classification	Base Salary			Total Cash			Total Compensation			Comparability
	San Juan Water District Maximum Base Salary	Labor Market Median Base Salary	% San Juan Water District Is Above or Below Labor Market Median	San Juan Water District Total Cash	Labor Market Median Total Cash	% San Juan Water District Is Above or Below Labor Market Median	San Juan Water District Total Compensation	Labor Market Median Total Compensation	% San Juan Water District Is Above or Below Labor Market Median	
Accountant	\$7,439	\$7,941	-6.74%	\$7,439	\$8,045	-8.14%	\$11,156	\$10,885	2.43%	10
Accounting Technician II	\$5,801	\$6,075	-4.71%	\$5,801	\$6,124	-5.56%	\$9,376	\$8,654	7.70%	8
Administrative Assistant/Board Secretary	\$7,975	\$7,844	1.64%	\$7,975	\$8,389	-5.19%	\$11,738	\$11,461	2.36%	4
Associate Engineer	\$10,069	\$10,327	-2.56%	\$10,069	\$11,061	-9.85%	\$14,014	\$13,316	4.98%	11
Chief Operator	\$10,029	\$10,408	-3.78%	\$10,029	\$10,976	-9.44%	\$13,970	\$12,963	7.21%	5
CMMS/GIS Coordinator	\$7,589	\$8,372	-10.32%	\$7,589	\$8,709	-14.77%	\$11,318	\$11,155	1.44%	5
Construction Inspector II	\$7,079	\$7,425	-4.89%	\$7,079	\$7,668	-8.32%	\$10,764	\$10,028	6.83%	9
Customer Service Manager	\$11,076	\$11,510	-3.92%	\$11,076	\$11,579	-4.55%	\$15,108	\$14,744	2.41%	5
Customer Services Technician II	\$5,304	\$5,504	-3.78%	\$5,304	\$5,651	-6.54%	\$8,835	\$8,371	5.25%	14
Director of Engineering Services	\$14,349	\$14,513	-1.15%	\$14,349	\$15,359	-7.04%	\$18,535	\$18,233	1.63%	8
Director of Finance	\$15,231	\$15,357	-0.83%	\$15,231	\$15,818	-3.85%	\$19,439	\$18,915	2.69%	11
Director of Operations	\$15,231	\$13,903	8.72%	\$15,231	\$13,903	8.72%	\$19,439	\$17,066	12.21%	3
Distribution Lead Worker	\$8,384	\$8,631	-2.94%	\$8,384	\$9,073	-8.22%	\$12,183	\$11,819	2.98%	8
Distribution Operator II	\$6,219	\$6,509	-4.66%	\$6,219	\$6,786	-9.11%	\$9,830	\$9,251	5.88%	10
Electrical and Instrumentation Technician	\$9,261	\$8,477	8.47%	\$9,261	\$8,677	6.31%	\$13,136	\$11,034	16.00%	10
Engineering Technician II	\$6,602	\$6,992	-5.90%	\$6,602	\$7,259	-9.95%	\$10,246	\$9,710	5.23%	10
Field Services Manager	\$11,357	\$10,631	6.39%	\$11,357	\$11,122	2.07%	\$15,413	\$13,640	11.51%	7
Information Technology Manager	\$11,076	\$12,040	-8.70%	\$11,076	\$12,401	-11.96%	\$15,108	\$15,645	-3.55%	9
Information Technology Technician II	\$6,408	\$7,179	-12.02%	\$6,408	\$7,440	-16.10%	\$10,035	\$9,646	3.88%	8
Maintenance Chief	\$9,783	\$10,066	-2.89%	\$9,783	\$10,066	-2.89%	\$13,703	\$13,369	2.44%	4
Meter Technician	\$5,519	\$6,284	-13.86%	\$5,519	\$6,369	-15.40%	\$9,068	\$9,051	0.20%	4
Purchasing Agent	\$6,472	\$6,886	-6.39%	\$6,472	\$7,096	-9.64%	\$10,105	\$9,549	5.49%	4
Safety and Regulatory Compliance Specialist	\$9,542	\$10,197	-6.86%	\$9,542	\$10,267	-7.60%	\$13,441	\$13,176	1.97%	5
Senior Accountant	\$8,987	\$9,046	-0.65%	\$8,987	\$9,326	-3.77%	\$12,838	\$12,313	4.09%	9
Senior Engineer	\$11,412	\$11,806	-3.45%	\$11,412	\$12,219	-7.07%	\$15,474	\$14,835	4.12%	9
Utilities Coordinator	\$7,589	Insuff Data	---	\$7,589	Insuff Data	---	\$11,318	Insuff Data	---	0
Utilities Maintenance Worker II	\$5,359	Insuff Data	---	\$5,359	Insuff Data	---	\$8,895	Insuff Data	---	1
Utilities Mechanic II	\$6,538	\$7,340	-12.26%	\$6,538	\$7,610	-16.39%	\$10,176	\$10,078	0.96%	8
Water Efficiency Technician II	\$6,219	\$6,402	-2.94%	\$6,219	\$6,588	-5.93%	\$9,830	\$9,272	5.67%	7
Water Resources Manager	\$11,076	\$13,886	-25.37%	\$11,076	\$14,025	-26.62%	\$15,108	\$16,561	-9.61%	3
Water Treatment Plant Manager	\$11,643	\$12,740	-9.42%	\$11,643	\$13,670	-17.41%	\$15,724	\$15,732	-0.05%	5
Water Treatment Plant Operator II	\$6,219	\$6,508	-4.65%	\$6,219	\$6,786	-9.11%	\$9,830	\$9,287	5.52%	10
Water Treatment Plant Operator III	\$6,871	\$7,690	-11.92%	\$6,871	\$7,971	-16.01%	\$10,538	\$10,951	-3.92%	10
			-4.91%			-8.37%			3.74%	

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Accountant	\$6,200	\$7,439	0%	\$0	\$0	\$0	\$0		\$7,439	\$0	\$2,902	\$150	\$19	\$25	\$52	\$0	\$569	\$11,156	0%	\$0	\$11,156	
Carmichael Water District	Senior Accountant	\$6,239	\$7,583	0%	\$0	\$152	\$0	\$0		\$7,735	\$0	\$2,902	\$115	\$29	\$71	\$17	\$0	\$580	\$11,448	0%	\$0	\$11,448	
Citrus Heights Water District	Accountant	\$6,483	\$8,749	0%	\$0	\$262	\$0	\$0		\$9,011	\$0	\$2,898	\$136	\$25	\$13	\$30	\$0	\$669	\$12,782	0%	\$0	\$12,782	
City of Fairfield	Accountant/Auditor II	\$7,793	\$9,473	2.5%	\$237	\$899	\$0	\$0		\$10,609	\$0	\$1,743	\$112	\$13	\$12	\$14	\$50	\$137	\$12,690	5.25%	\$497	\$12,193	
City of Folsom	No Comparable Class																						
City of Roseville	Accountant II	\$5,703	\$8,025	6.197%	\$497	\$241	\$201	\$0		\$8,964	\$1,945	inc	inc	inc	\$24	\$22	\$100	\$116	\$11,171	6.197%	\$497	\$10,673	
City of Vallejo	Accountant	\$5,955	\$7,096	0%	\$0	\$0	\$0	\$0		\$7,096	\$0	\$1,671	\$127	\$26	\$5	\$10	\$106	\$543	\$9,585	1%	\$71	\$9,514	
El Dorado Irrigation District	Accountant	\$6,613	\$8,038	0%	\$0	\$0	\$0	\$0		\$8,038	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$615	\$10,833	0%	\$0	\$10,833	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Accountant	\$6,155	\$7,856	0%	\$0	\$0	\$196	\$0		\$8,053	\$0	\$2,167	\$58	\$18	\$21	\$20	\$0	\$601	\$10,937	0%	\$0	\$10,937	
Sacramento County	Accountant	\$5,606	\$6,816	0%	\$0	\$0	\$0	\$170	2.5% MA	\$6,986	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$521	\$9,328	1.78%	\$121	\$9,206	
Sacramento Suburban Water District	Accountant II	\$5,479	\$7,827	0%	\$0	\$0	\$0	\$0		\$7,827	\$0	\$1,927	\$189	\$20	\$28	\$20	\$0	\$599	\$10,610	0%	\$0	\$10,610	
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	Accountant	\$6,759	\$8,215	0%	\$0	\$0	\$0	\$0		\$8,215	\$0	\$3,015	\$123	\$23	\$27	\$29	\$0	\$119	\$11,552	0%	\$0	\$11,552	

<i>Labor Market Median</i>		\$7,941								\$8,045												\$10,885	
<i>% San Juan Water District is above or below Median</i>		-6.74%								-8.14%												2.43%	
<i># Of Comparable Matches</i>		10																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Accounting Technician II	\$4,833	\$5,801	0%	\$0	\$0	\$0	\$0		\$5,801	\$0	\$2,902	\$150	\$19	\$19	\$41	\$0	\$444	\$9,376	0%	\$0	\$9,376	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	Payroll Specialist II	\$4,875	\$5,925	0.0%	\$0	\$237	\$0	\$0		\$6,162	\$0	\$1,958	\$111	\$13	\$4	\$9	\$50	\$86	\$8,393	2.50%	\$148	\$8,245	
City of Folsom	Accounting Technician II	\$4,517	\$6,249	0%	\$0	\$0	\$0	\$250	\$250 MA	\$6,499	\$0	\$1,674	\$113	\$20	\$6	\$22	\$50	\$478	\$8,862	0%	\$0	\$8,862	
City of Roseville	Payroll Technician II	\$4,825	\$6,466	6.197%	\$401	\$194	\$162	\$0		\$7,222	\$1,945	inc	inc	inc	\$19	\$10	\$100	\$94	\$9,391	6.197%	\$401	\$8,990	
City of Vallejo	Accounting Technician	\$4,988	\$6,063	0%	\$0	\$0	\$0	\$0		\$6,063	\$0	\$1,671	\$127	\$26	\$5	\$9	\$91	\$464	\$8,456	1%	\$61	\$8,395	
El Dorado Irrigation District	Finance Technician	\$5,008	\$6,086	0%	\$0	\$0	\$0	\$0		\$6,086	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$466	\$8,732	0%	\$0	\$8,732	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Accounting Technician II	\$4,483	\$5,722	0%	\$0	\$0	\$143	\$0		\$5,865	\$0	\$2,167	\$58	\$18	\$16	\$14	\$0	\$438	\$8,575	0%	\$0	\$8,575	
Sacramento County	Accounting Technician	\$4,547	\$5,526	0%	\$0	\$0	\$0	\$276	5% max	\$5,802	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$423	\$8,045	1.78%	\$98	\$7,947	
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	Accounting Technician	\$5,321	\$6,472	4%	\$259	\$208	\$0	\$0		\$6,939	\$0	\$2,655	\$150	inc	inc	inc	\$0	\$495	\$10,240	0%	\$0	\$10,240	
Stockton East Water District	No Comparable Class																						
Labor Market Median		\$6,075								\$6,124												\$8,654	
% San Juan Water District is above or below Median		-4.71%								-5.56%												7.70%	
# Of Comparable Matches		8																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Administrative Assistant/Board Secretary	\$6,647	\$7,975	0%	\$0	\$0	\$0	\$0		\$7,975	\$0	\$2,902	\$150	\$19	\$27	\$56	\$0	\$610	\$11,738	0%	\$0	\$11,738	AA
Carmichael Water District	No Comparable Class																						Administrative Specialist is responsible for human resources and board support
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	No Comparable Class																						
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	Executive Assistant/Clerk to the Board	\$7,094	\$8,623	0%	\$0	\$0	\$0	\$0		\$8,623	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$660	\$11,463	0%	\$0	\$11,463	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Clerk to the Board	\$6,524	\$8,327	0%	\$0	\$0	\$208	\$0		\$8,536	\$0	\$2,167	\$58	\$18	\$23	\$21	\$0	\$637	\$11,459	0%	\$0	\$11,459	AA; 6% added for confidential pay
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	Executive Assistant to the General Manager	\$5,051	\$7,216	0%	\$0	\$0	\$0	\$0		\$7,216	\$0	\$1,927	\$189	\$20	\$26	\$18	\$0	\$552	\$9,949	0%	\$0	\$9,949	No BA required
South San Joaquin Irrigation District	Executive Secretary-Clerk of the Board	\$6,056	\$7,361	8%	\$589	\$292	\$0	\$0		\$8,242	\$0	\$2,655	\$139	\$24	\$55	\$19	\$0	\$563	\$11,697	0%	\$0	\$11,697	No BA required
Stockton East Water District	No Comparable Class																						
	Labor Market Median		\$7,844							\$8,389												\$11,461	
	% San Juan Water District is above or below Median		1.64%							-5.19%												2.36%	
	# Of Comparable Matches		4																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
San Juan Water District	Associate Engineer	\$8,610	\$10,069	0%	\$0	\$0	\$0	\$0		\$10,069	\$0	\$2,902	\$150	\$19	\$34	\$70	\$0	\$770	\$14,014	0%	\$0	\$14,014	PE	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Associate Civil Engineer	\$9,402	\$12,692	0%	\$0	\$381	\$0	\$60	\$40 for D2; \$20 for T1	\$13,133	\$0	\$2,898	\$136	\$25	\$13	\$43	\$0	\$944	\$17,191	0%	\$0	\$17,191	PE	
City of Fairfield	Associate Civil Engineer	\$8,392	\$10,201	2.5%	\$255	\$968	\$0	\$0		\$11,424	\$0	\$1,743	\$112	\$13	\$12	\$15	\$50	\$148	\$13,517	5.25%	\$536	\$12,982	PE	
City of Folsom	Associate Civil Engineer	\$7,647	\$9,789	0%	\$0	\$275	\$0	\$300	\$300 MA	\$10,364	\$0	\$1,674	\$113	\$20	\$9	\$35	\$50	\$749	\$13,014	0%	\$0	\$13,014		
City of Roseville	Associate Engineer-PE	\$7,049	\$9,919	6.197%	\$615	\$298	\$248	\$0		\$11,079	\$1,945	inc	inc	inc	\$30	\$27	\$100	\$144	\$13,324	6.197%	\$615	\$12,710	PE	
City of Vallejo	Associate Civil Engineer	\$7,976	\$9,695	0%	\$0	\$0	\$0	\$0		\$9,695	\$0	\$1,671	\$127	\$26	\$5	\$14	\$145	\$742	\$12,424	1%	\$97	\$12,327	PE	
El Dorado Irrigation District	Associate Civil Engineer	\$8,917	\$10,839	0%	\$0	\$0	\$0	\$0		\$10,839	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$829	\$13,848	0%	\$0	\$13,848	PE	
Elk Grove Water District	Associate Civil Engineer	\$8,391	\$10,199	1%	\$102	\$0	\$255	\$0		\$10,556	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$148	\$13,296	0%	\$0	\$13,296	PE	
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Associate Engineer	\$8,455	\$10,791	0%	\$0	\$0	\$270	\$0		\$11,061	\$0	\$2,167	\$58	\$18	\$30	\$27	\$0	\$826	\$14,185	0%	\$0	\$14,185	PE	
Sacramento County	Associate Civil Engineer	\$8,712	\$10,590	0%	\$0	\$0	\$0	\$530	5% dual license	\$11,120	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$810	\$13,749	1.78%	\$189	\$13,561	PE; acts as supervisor to a small group of engineers and/or paraprofessional engineering staff. Associates may serve as project/resident engineers on a single major or several minor engineering projects.	
Sacramento Suburban Water District	Associate Engineer	\$7,229	\$10,327	0%	\$0	\$0	\$0	\$0		\$10,327	\$0	\$1,927	\$189	\$20	\$37	\$26	\$0	\$790	\$13,316	0%	\$0	\$13,316	PE	
South San Joaquin Irrigation District	Associate Civil Engineer	\$8,641	\$10,501	8%	\$840	\$292	\$0	\$0		\$11,632	\$0	\$2,655	\$139	\$24	\$55	\$22	\$0	\$803	\$15,329	0%	\$0	\$15,329	PE	
Stockton East Water District	No Comparable Class																							
		Labor Market Median	\$10,327									\$11,061											\$13,316	
		% San Juan Water District is above or below Median	-2.56%									-9.85%											4.98%	
		# Of Comparable Matches	11																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Chief Operator	\$8,358	\$10,029	0%	\$0	\$0	\$0	\$0		\$10,029	\$0	\$2,902	\$150	\$19	\$34	\$70	\$0	\$767	\$13,970	0%	\$0	\$13,970	T4
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						Over operations and maintenance
City of Folsom	Water Treatment Plant Supervisor	\$7,101	\$9,550	0%	\$0	\$275	\$0	\$300	\$300 MA	\$10,125	\$0	\$1,674	\$113	\$20	\$9	\$34	\$50	\$731	\$12,755	0%	\$0	\$12,755	
City of Roseville	Water Treatment Plant Chief Operator	\$7,766	\$10,408	6.197%	\$645	\$312	\$0	\$0		\$11,365	\$1,945	inc	inc	inc	\$31	\$16	\$100	\$151	\$13,608	6.197%	\$645	\$12,963	T5
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	No Comparable Class																						Over operations and maintenance
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Treatment Plant Operations Supervisor	\$7,303	\$9,322	0%	\$0	\$0	\$233	\$0		\$9,555	\$0	\$2,167	\$58	\$18	\$26	\$24	\$0	\$713	\$12,560	0%	\$0	\$12,560	T5
Sacramento County	No Comparable Class																						Over operations and maintenance
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	Water Treatment Chief Plant Operator	\$9,578	\$11,645	8%	\$932	\$292	\$0	\$0		\$12,868	\$0	\$2,655	\$139	\$24	\$55	\$22	\$0	\$891	\$16,653	0%	\$0	\$16,653	T5, D4
Stockton East Water District	Chief Plant Operator	\$9,030	\$10,976	0%	\$0	\$0	\$0	\$0		\$10,976	\$0	\$3,015	\$123	\$23	\$27	\$30	\$0	\$159	\$14,353	0%	\$0	\$14,353	
	Labor Market Median		\$10,408							\$10,976												\$12,963	
	% San Juan Water District is above or below Median		-3.78%							-9.44%												7.21%	
	# Of Comparable Matches		5																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	CMMS/GIS Coordinator	\$6,325	\$7,589	0%	\$0	\$0	\$0	\$0		\$7,589	\$0	\$2,902	\$150	\$19	\$25	\$53	\$0	\$581	\$11,318	0%	\$0	\$11,318	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	GIS Specialist	\$6,051	\$8,372	0%	\$0	\$0	\$0	\$250	\$250 MA	\$8,622	\$0	\$1,674	\$113	\$20	\$6	\$30	\$50	\$640	\$11,155	0%	\$0	\$11,155	
City of Roseville	GIS Analyst II	\$5,702	\$8,023	6.197%	\$497	\$241	\$201	\$0		\$8,961	\$1,945	inc	inc	inc	\$24	\$22	\$100	\$116	\$11,168	6.197%	\$497	\$10,671	
City of Vallejo	GIS Specialist II	\$6,548	\$7,959	0%	\$0	\$0	\$0	\$0		\$7,959	\$0	\$1,671	\$127	\$26	\$5	\$12	\$119	\$609	\$10,528	1%	\$80	\$10,448	AA
El Dorado Irrigation District	GIS Analyst	\$7,165	\$8,709	0%	\$0	\$0	\$0	\$0		\$8,709	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$666	\$11,555	0%	\$0	\$11,555	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	GIS Analyst II	\$7,129	\$9,099	0%	\$0	\$0	\$227	\$0		\$9,326	\$0	\$2,167	\$58	\$18	\$25	\$23	\$0	\$696	\$12,313	0%	\$0	\$12,313	
Sacramento County	No Comparable Class																						GIS Analyst also creates GIS software programming applications
Sacramento Suburban Water District	No Comparable Class																						Supervises
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
	Labor Market Median	\$8,372								\$8,709												\$11,155	
	% San Juan Water District is above or below Median									-14.77%												1.44%	
	# Of Comparable Matches		5																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
San Juan Water District	Construction Inspector II	\$5,899	\$7,079	0%	\$0	\$0	\$0	\$0		\$7,079	\$0	\$2,902	\$150	\$19	\$24	\$50	\$0	\$542	\$10,764	0%	\$0	\$10,764	D3	
Carmichael Water District	No Comparable Class																							
Citrus Heights Water District	Senior Construction Inspector	\$6,350	\$8,574	0%	\$0	\$257	\$0	\$120	\$60 for D3; \$60 for T3	\$8,951	\$0	\$2,898	\$136	\$25	\$13	\$29	\$0	\$656	\$12,707	0%	\$0	\$12,707	D2, T2	
City of Fairfield	Public Works Inspector II	\$6,240	\$7,585	0%	\$0	\$140	\$0	\$0		\$7,725	\$0	\$1,958	\$111	\$13	\$4	\$11	\$50	\$110	\$9,983	2.5%	\$190	\$9,793		
City of Folsom	Construction Inspector II	\$5,102	\$7,058	0%	\$0	\$0	\$0	\$300	\$300 Max	\$7,358	\$0	\$1,674	\$113	\$20	\$6	\$25	\$50	\$540	\$9,786	0%	\$0	\$9,786		
City of Roseville	Construction Inspector II	\$5,277	\$7,425	6.197%	\$460	\$223	\$186	\$0		\$8,294	\$1,945	inc	inc	inc	\$22	\$20	\$100	\$108	\$10,488	6.197%	\$460	\$10,028		
City of Vallejo	No Comparable Class																						Not budgeted	
El Dorado Irrigation District	Construction Inspector II	\$5,990	\$7,282	0%	\$0	\$0	\$0	\$0		\$7,282	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$557	\$10,019	0%	\$0	\$10,019		
Elk Grove Water District	No Comparable Class																							
Fair Oaks Water District	Construction Inspector	\$5,167	\$6,975	0%	\$0	\$0	\$0	\$0		\$6,975	\$0	\$3,015	\$128	\$24	\$8	\$26	\$0	\$534	\$10,709	0%	\$0	\$10,709		
Placer County Water Agency	Inspector II	\$5,861	\$7,481	0%	\$0	\$0	\$187	\$0		\$7,668	\$0	\$2,167	\$58	\$18	\$20	\$19	\$0	\$572	\$10,522	0%	\$0	\$10,522		
Sacramento County	Construction Inspector	\$6,537	\$7,207	0%	\$0	\$0	\$0	\$360	5% max	\$7,567	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$551	\$9,939	1.78%	\$128	\$9,810		
Sacramento Suburban Water District	Senior Inspector	\$6,109	\$7,636	0%	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$7,723	\$0	\$1,927	\$189	\$20	\$27	\$19	\$0	\$584	\$10,490	0%	\$0	\$10,490	D2, T1	
South San Joaquin Irrigation District	No Comparable Class																							
Stockton East Water District	No Comparable Class																							
		<i>Labor Market Median</i>	\$7,425									\$7,668											\$10,028	
		<i>% San Juan Water District is above or below Median</i>	-4.89%									-8.32%											6.83%	
		<i># Of Comparable Matches</i>	9																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Customer Service Manager	\$9,230	\$11,076	0%	\$0	\$0	\$0	\$0		\$11,076	\$0	\$2,902	\$150	\$19	\$37	\$78	\$0	\$847	\$15,108	0%	\$0	\$15,108	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	Utility Billing Operations Manager	\$9,864	\$13,219	6.197%	\$819	\$397	\$0	\$0		\$14,435	\$1,945	inc	inc	inc	\$40	\$16	\$100	\$192	\$16,727	6.197%	\$819	\$15,908	Not over conservation
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	Customer Service Manager	\$9,469	\$11,510	0%	\$0	\$0	\$0	\$0		\$11,510	\$0	\$2,023	\$136	\$18	\$21	\$0	\$0	\$881	\$14,588	0%	\$0	\$14,588	Not over conservation
Elk Grove Water District	No Comparable Class																						Supervisor level
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Deputy Director of Customer Service	\$8,852	\$11,297	0%	\$0	\$0	\$282	\$0		\$11,579	\$0	\$2,167	\$58	\$18	\$31	\$27	\$0	\$864	\$14,744	0%	\$0	\$14,744	One over customer service and one over water efficiency
Sacramento County	Chief, Consolidated Utilities Billing and Services Division	\$11,946	\$13,171	0%	\$0	\$132	\$0	\$0		\$13,303	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$950	\$16,075	1.78%	\$234	\$15,841	3.35% added to base for management differential
Sacramento Suburban Water District	Customer Service Manager	\$7,498	\$10,711	0%	\$0	\$0	\$0	\$0		\$10,711	\$0	\$1,927	\$189	\$27	\$39	\$27	\$0	\$819	\$13,740	0%	\$0	\$13,740	
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
	Labor Market Median		\$11,510							\$11,579												\$14,744	
	% San Juan Water District is above or below Median		-3.92%							-4.55%												2.41%	
	# Of Comparable Matches		5																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Customer Services Technician II	\$4,420	\$5,304	0%	\$0	\$0	\$0	\$0		\$5,304	\$0	\$2,902	\$150	\$19	\$18	\$37	\$0	\$406	\$8,835	0%	\$0	\$8,835	
Carmichael Water District	Billing Specialist II	\$4,080	\$4,959	0%	\$0	\$152	\$0	\$0		\$5,111	\$0	\$2,902	\$115	\$29	\$46	\$11	\$0	\$379	\$8,593	0%	\$0	\$8,593	
Citrus Heights Water District	Customer Services Specialist	\$5,603	\$7,565	0%	\$0	\$227	\$0	\$0		\$7,792	\$0	\$2,898	\$136	\$25	\$13	\$26	\$0	\$579	\$11,468	0%	\$0	\$11,468	
City of Fairfield	Accounting Assistant II	\$4,416	\$5,368	0%	\$0	\$118	\$0	\$0		\$5,486	\$0	\$1,958	\$111	\$13	\$4	\$8	\$50	\$78	\$7,708	2.5%	\$134	\$7,574	
City of Folsom	Revenue Technician	\$3,997	\$5,531	0%	\$0	\$0	\$0	\$250	\$250 MA	\$5,781	\$0	\$1,674	\$113	\$20	\$6	\$20	\$50	\$423	\$8,087	0%	\$0	\$8,087	
City of Roseville	Utility Customer Service Specialist II	\$4,046	\$5,693	6.197%	\$353	\$171	\$142	\$0		\$6,359	\$1,945	inc	inc	inc	\$17	\$15	\$100	\$83	\$8,519	6.197%	\$353	\$8,166	
City of Vallejo	Customer Service Representative	\$3,809	\$4,630	0%	\$0	\$0	\$0	\$0		\$4,630	\$0	\$1,671	\$127	\$26	\$5	\$7	\$69	\$354	\$6,889	1%	\$46	\$6,843	
El Dorado Irrigation District	Finance Assistant II	\$4,314	\$5,243	0%	\$0	\$0	\$0	\$0		\$5,243	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$401	\$7,824	0%	\$0	\$7,824	
Elk Grove Water District	Utility Billing Specialist	\$4,791	\$5,821	1%	\$58	\$0	\$146	\$0		\$6,024	\$0	\$2,403	\$128	\$23	\$35	\$0	\$0	\$84	\$8,698	0%	\$0	\$8,698	
Fair Oaks Water District	Customer Service Representative II	\$4,001	\$5,399	0%	\$0	\$0	\$0	\$0		\$5,399	\$0	\$3,015	\$128	\$24	\$6	\$20	\$0	\$413	\$9,006	0%	\$0	\$9,006	
Placer County Water Agency	Customer Services Representative II	\$4,484	\$5,723	0%	\$0	\$0	\$143	\$0		\$5,866	\$0	\$2,167	\$58	\$18	\$16	\$14	\$0	\$438	\$8,576	0%	\$0	\$8,576	
Sacramento County	Utility Billing Services Representative II	\$3,664	\$4,454	0%	\$0	\$0	\$0	\$223	5% max	\$4,677	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$341	\$6,837	1.78%	\$79	\$6,758	
Sacramento Suburban Water District	Customer Service Representative II	\$4,382	\$5,477	0%	\$0	\$0	\$0	\$43	\$0.25 hour for certification not required for position	\$5,521	\$0	\$1,927	\$189	\$20	\$20	\$14	\$0	\$419	\$8,110	0%	\$0	\$8,110	
South San Joaquin Irrigation District	Accounting Technician	\$5,321	\$6,472	8%	\$518	\$292	\$0	\$0		\$7,282	\$0	\$2,655	\$139	\$24	\$55	\$17	\$0	\$495	\$10,666	0%	\$0	\$10,666	
Stockton East Water District	Account Clerk II	\$5,302	\$6,445	0%	\$0	\$0	\$0	\$0		\$6,445	\$0	\$3,015	\$123	\$23	\$27	\$23	\$0	\$93	\$9,750	0%	\$0	\$9,750	
Labor Market Median		\$5,504								\$5,651											\$8,371		
% San Juan Water District is above or below Median		-3.78%								-6.54%											5.25%		
# Of Comparable Matches		14																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Director of Engineering Services	\$11,957	\$14,349	0%	\$0	\$0	\$0	\$0		\$14,349	\$0	\$2,902	\$150	\$19	\$48	\$100	\$0	\$968	\$18,535	0%	\$0	\$18,535	PE
Carmichael Water District	Engineering Manager	\$11,499	\$13,977	0%	\$0	\$152	\$0	\$0		\$14,129	\$0	\$2,902	\$115	\$29	\$78	\$19	\$0	\$962	\$18,233	0%	\$0	\$18,233	PE
Citrus Heights Water District	Director of Engineering-District Engineer	\$12,511	\$16,892	0%	\$0	\$507	\$0	\$0		\$17,399	\$0	\$2,898	\$136	\$25	\$13	\$51	\$0	\$1,004	\$21,525	0%	\$0	\$21,525	PE, D2, T1
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	Engineering Manager	\$10,773	\$14,437	6.197%	\$895	\$433	\$0	\$0		\$15,765	\$1,945	inc	inc	inc	\$43	\$16	\$100	\$209	\$18,078	6.197%	\$895	\$17,184	PE
City of Vallejo	Water Engineering Manager	\$11,145	\$13,547	0%	\$0	\$0	\$0	\$0		\$13,547	\$0	\$1,671	\$131	\$23	\$5	\$14	\$203	\$956	\$16,550	1%	\$135	\$16,414	PE
El Dorado Irrigation District	Director of Engineering	\$13,684	\$16,633	0%	\$0	\$167	\$0	\$0		\$16,800	\$0	\$2,023	\$136	\$18	\$53	\$0	\$0	\$1,001	\$20,030	0%	\$0	\$20,030	PE
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						Technical Services Manager- PE preferred
Placer County Water Agency	Deputy Director of Technical Services	\$11,431	\$14,589	0%	\$0	\$0	\$365	\$0		\$14,954	\$0	\$2,167	\$58	\$18	\$40	\$27	\$0	\$971	\$18,234	0%	\$0	\$18,234	Reports to Director of Technical Services; PE
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	Engineering Manager	\$9,422	\$13,461	0%	\$0	\$0	\$0	\$0		\$13,461	\$0	\$1,927	\$189	\$20	\$48	\$34	\$0	\$955	\$16,634	0%	\$0	\$16,634	PE
South San Joaquin Irrigation District	No Comparable Class																						Engineering Department Manager does not require PE
Stockton East Water District	District Engineer	\$13,126	\$15,955	0%	\$0	\$0	\$0	\$0		\$15,955	\$0	\$3,015	\$123	\$23	\$27	\$30	\$0	\$231	\$19,404	0%	\$0	\$19,404	PE
Labor Market Median		\$14,513								\$15,359												\$18,233	
% San Juan Water District is above or below Median		-1.15%								-7.04%												1.63%	
# Of Comparable Matches		8																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Director of Finance	\$12,692	\$15,231	0%	\$0	\$0	\$0	\$0		\$15,231	\$0	\$2,902	\$150	\$19	\$51	\$107	\$0	\$980	\$19,439	0%	\$0	\$19,439	
Carmichael Water District	Finance Manager	\$10,209	\$12,409	0%	\$0	\$152	\$0	\$0		\$12,561	\$0	\$2,902	\$115	\$29	\$78	\$19	\$0	\$939	\$16,642	0%	\$0	\$16,642	
Citrus Heights Water District	Director of Finance and Administrative Services	\$11,375	\$15,357	0%	\$0	\$461	\$0	\$0		\$15,818	\$0	\$2,898	\$136	\$25	\$13	\$51	\$0	\$982	\$19,922	0%	\$0	\$19,922	
City of Fairfield	Director of Finance	\$14,341	\$18,645	0%	\$0	\$1,769	\$0	\$0		\$20,414	\$0	\$1,743	\$112	\$13	\$12	\$25	\$0	\$270	\$22,590	3%	\$466	\$22,124	
City of Folsom	Finance Director	\$12,500	\$15,833	0%	\$0	\$1,029	\$0	\$0		\$16,862	\$0	\$1,674	\$113	\$20	\$11	\$56	\$50	\$989	\$19,775	0%	\$0	\$19,775	
City of Roseville	No Comparable Class																						
City of Vallejo	Finance Director	\$12,947	\$15,737	0%	\$0	\$157	\$0	\$0		\$15,894	\$0	\$2,006	\$107	\$23	\$32	\$23	\$0	\$988	\$19,073	1%	\$157	\$18,915	
El Dorado Irrigation District	Director of Finance	\$13,684	\$16,633	0%	\$0	\$167	\$0	\$0		\$16,800	\$0	\$2,023	\$136	\$18	\$53	\$0	\$0	\$1,001	\$20,030	0%	\$0	\$20,030	
Elk Grove Water District	Finance Manager	\$10,709	\$13,017	1%	\$130	\$0	\$325	\$0		\$13,473	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$189	\$16,254	0%	\$0	\$16,254	
Fair Oaks Water District	Finance Manager	\$8,667	\$11,500	0%	\$0	\$0	\$0	\$0		\$11,500	\$0	\$3,015	\$128	\$24	\$12	\$43	\$0	\$880	\$15,602	0%	\$0	\$15,602	
Placer County Water Agency	Director of Financial Services	\$13,688	\$17,469	0%	\$0	\$0	\$437	\$0		\$17,906	\$0	\$2,167	\$58	\$18	\$48	\$27	\$0	\$1,013	\$21,235	0%	\$0	\$21,235	
Sacramento County	No Comparable Class																						Director of Finance also serves as Auditor Controller, Tax Collector and Treasurer
Sacramento Suburban Water District	Director of Finance and Administration	\$9,921	\$14,174	0%	\$0	\$0	\$0	\$0		\$14,174	\$0	\$1,927	\$189	\$20	\$51	\$36	\$0	\$965	\$17,362	0%	\$0	\$17,362	
South San Joaquin Irrigation District	No Comparable Class																						Assistant General Manager
Stockton East Water District	Finance Director	\$11,940	\$14,512	0%	\$0	\$0	\$0	\$0		\$14,512	\$0	\$3,015	\$123	\$23	\$27	\$30	\$0	\$210	\$17,940	0%	\$0	\$17,940	
	<i>Labor Market Median</i>		\$15,357							\$15,818												\$18,915	
	<i>% San Juan Water District is above or below Median</i>		-0.83%							-3.85%												2.69%	
	<i># Of Comparable Matches</i>		11																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Director of Operations	\$12,692	\$15,231	0%	\$0	\$0	\$0	\$0		\$15,231	\$0	\$2,902	\$150	\$19	\$51	\$107	\$0	\$980	\$19,439	0%	\$0	\$19,439	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	No Comparable Class																						
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	Drinking Water Operations Manager	\$11,438	\$13,903	0%	\$0	\$0	\$0	\$0		\$13,903	\$0	\$2,023	\$136	\$18	\$25	\$0	\$0	\$961	\$17,066	0%	\$0	\$17,066	T5, D5
Elk Grove Water District	Operations Manager	\$9,712	\$11,806	1%	\$118	\$0	\$295	\$0		\$12,219	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$171	\$14,982	0%	\$0	\$14,982	D2, T2
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	No Comparable Class																						
Sacramento County	Chief, Division Water Resources	\$14,527	\$16,015	0%	\$0	\$160	\$0	\$0		\$16,175	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$992	\$18,989	1.78%	\$285	\$18,704	3.35% added to base for management differential
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
Labor Market Median		\$13,903								\$13,903												\$17,066	
% San Juan Water District is above or below Median		8.72%								8.72%												12.21%	
# Of Comparable Matches		3																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Distribution Lead Worker	\$6,987	\$8,384	0%	\$0	\$0	\$0	\$0		\$8,384	\$0	\$2,902	\$150	\$19	\$28	\$59	\$0	\$641	\$12,183	0%	\$0	\$12,183	Class A, D4, Backflow and Cross Connection certificates
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	Water Distribution Supervisor	\$8,707	\$11,727	0%	\$0	\$352	\$0	\$20	\$20 more for D5	\$12,099	\$0	\$2,898	\$136	\$25	\$13	\$40	\$0	\$897	\$16,107	0%	\$0	\$16,107	D3, T1; D4 (\$80 added to base pay for D4)
City of Fairfield	No Comparable Class																						D2
City of Folsom	Water Distribution Supervisor	\$6,911	\$9,294	0%	\$0	\$275	\$0	\$300	\$300 MA	\$9,869	\$0	\$1,674	\$113	\$20	\$9	\$33	\$50	\$711	\$12,479	0%	\$0	\$12,479	D5
City of Roseville	Water Distribution Supervisor	\$6,472	\$8,673	6.197%	\$537	\$260	\$0	\$0		\$9,471	\$1,945	inc	inc	inc	\$26	\$14	\$100	\$126	\$11,681	6.197%	\$537	\$11,144	D4
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	No Comparable Class																						Water Operations Supervisor is over treatment operations and maintenance and distribution
Elk Grove Water District	Water Distribution Supervisor	\$6,738	\$8,190	1%	\$82	\$0	\$205	\$0		\$8,477	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$119	\$11,187	0%	\$0	\$11,187	D3, T2
Fair Oaks Water District	Operations Supervisor	\$6,131	\$8,277	0%	\$0	\$0	\$0	\$0		\$8,277	\$0	\$3,015	\$128	\$24	\$9	\$31	\$0	\$633	\$12,117	0%	\$0	\$12,117	D3, T2, Class A
Placer County Water Agency	Distribution Supervisor	\$7,303	\$9,322	0%	\$0	\$0	\$233	\$0		\$9,555	\$0	\$2,167	\$58	\$18	\$26	\$24	\$0	\$713	\$12,560	0%	\$0	\$12,560	D4, Backflow and Cross Connection
Sacramento County	Water Distribution Supervisor	\$6,727	\$8,176	0%	\$0	\$0	\$0	\$164		\$8,340	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$625	\$10,785	1.78%	\$146	\$10,640	D3; Class A; 2% added to base for D4
Sacramento Suburban Water District	Foreman (Distribution)	\$6,871	\$8,589	0%	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$8,675	\$0	\$1,927	\$189	\$20	\$31	\$22	\$0	\$657	\$11,521	0%	\$0	\$11,521	D3, T2
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
	Labor Market Median		\$8,631							\$9,073												\$11,819	
	% San Juan Water District is above or below Median		-2.94%							-8.22%												2.98%	
	# Of Comparable Matches		8																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments			
San Juan Water District	Distribution Operator II	\$5,183	\$6,219	0%	\$0	\$0	\$0	\$0		\$6,219	\$0	\$2,902	\$150	\$19	\$21	\$44	\$0	\$476	\$9,830	0%	\$0	\$9,830	D2			
Carmichael Water District	Distribution Operator II	\$4,300	\$5,659	0%	\$0	\$152	\$0	\$173	\$1 per hour for D4	\$5,984	\$0	\$2,902	\$115	\$29	\$53	\$13	\$0	\$433	\$9,528	0%	\$0	\$9,528	D2			
Citrus Heights Water District	Distribution Operator II	\$5,870	\$7,911	0%	\$0	\$237	\$0	\$60	\$60 more for D5	\$8,208	\$0	\$2,898	\$136	\$25	\$13	\$27	\$0	\$605	\$11,912	0%	\$0	\$11,912	D1, \$40 added to base pay for D2			
City of Fairfield	Water Distribution Operator IIA	\$5,653	\$6,872	0%	\$0	\$133	\$0	\$0		\$7,005	\$0	\$1,958	\$111	\$13	\$4	\$10	\$50	\$100	\$9,251	2.5%	\$172	\$9,080	D2; CWEA II; Class A			
City of Folsom	Water Distribution Operator II	\$4,860	\$6,722	0%	\$0	\$0	\$0	\$300	\$300 max	\$7,022	\$0	\$1,674	\$113	\$20	\$6	\$24	\$50	\$514	\$9,423	0%	\$0	\$9,423				
City of Roseville	Water Distribution Worker II	\$4,550	\$6,403	6.197%	\$397	\$292	\$0	\$320	5% max	\$7,412	\$1,795	inc	inc	inc	\$19	\$16	\$100	\$93	\$9,435	6.197%	\$397	\$9,038	D2, Class B			
City of Vallejo	No Comparable Class																						D2 is desired			
El Dorado Irrigation District	Distribution Operator II	\$5,210	\$6,334	0%	\$0	\$0	\$0	\$0		\$6,334	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$485	\$8,999	0%	\$0	\$8,999	D2			
Elk Grove Water District	Water Distribution Operator II	\$5,410	\$6,575	1%	\$66	\$0	\$164	\$0		\$6,805	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$95	\$9,492	0%	\$0	\$9,492	D2, T1, Class A			
Fair Oaks Water District	Distribution System Operator II	\$4,001	\$5,399	0%	\$0	\$0	\$0	\$0		\$5,399	\$0	\$3,015	\$128	\$24	\$6	\$20	\$0	\$413	\$9,006	0%	\$0	\$9,006	D2; Class A			
Placer County Water Agency	No Comparable Class																						D3 required			
Sacramento County	Water System Operator	\$5,300	\$6,443	0%	\$0	\$0	\$0	\$0	2% added to base pay for D2	\$6,443	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$493	\$8,756	1.78%	\$115	\$8,641	2% added to base pay for D2			
Sacramento Suburban Water District	Distribution Operator II	\$5,345	\$6,681	0%	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$6,767	\$0	\$1,927	\$189	\$20	\$24	\$17	\$0	\$511	\$9,456	0%	\$0	\$9,456	D2; T2			
South San Joaquin Irrigation District	No Comparable Class																									
Stockton East Water District	No Comparable Class																						No Distribution certs			
<i>Labor Market Median</i>		\$6,509																						\$9,251		
<i>% San Juan Water District is above or below Median</i>		-4.66%																								-9.11%
<i># Of Comparable Matches</i>		10																								5.88%

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Electrical and Instrumentation Technician	\$7,717	\$9,261	0%	\$0	\$0	\$0	\$0		\$9,261	\$0	\$2,902	\$150	\$19	\$31	\$65	\$0	\$708	\$13,136	0%	\$0	\$13,136	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	Instrument Technician	\$7,060	\$8,582	0%	\$0	\$150	\$0	\$0		\$8,732	\$0	\$1,958	\$111	\$13	\$4	\$13	\$50	\$124	\$11,006	2.5%	\$215	\$10,791	
City of Folsom	Electrical and Instrumentation Technician	\$6,051	\$8,372	0%	\$0	\$0	\$0	\$250	\$250 MA	\$8,622	\$0	\$1,674	\$113	\$20	\$6	\$30	\$50	\$640	\$11,155	0%	\$0	\$11,155	
City of Roseville	Environmental Utilities Instrument and Control Technician II	\$6,128	\$8,623	6.197%	\$534	\$359	\$0	\$0		\$9,516	\$1,795	inc	inc	inc	\$26	\$21	\$100	\$125	\$11,583	6.197%	\$534	\$11,049	
City of Vallejo	Instrument Technician II	\$6,697	\$8,140	0%	\$0	\$0	\$0	\$0		\$8,140	\$0	\$1,671	\$127	\$26	\$5	\$12	\$122	\$623	\$10,726	1%	\$81	\$10,644	
El Dorado Irrigation District	Electrician and Instrumentation Technician II	\$6,614	\$8,039	0%	\$0	\$0	\$0	\$0		\$8,039	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$615	\$10,834	0%	\$0	\$10,834	Electrical/Instrumentation certificate II
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Water Quality Instrument Technician	\$6,956	\$8,877	0%	\$0	\$0	\$222	\$0		\$9,099	\$0	\$2,167	\$58	\$18	\$24	\$22	\$0	\$679	\$12,067	0%	\$0	\$12,067	
Sacramento County	Water Quality Control System Technician	\$6,586	\$7,261	0%	\$0	\$0	\$0	\$290	4% grade IV Plant Maintenance E/I cert	\$7,551	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$493	\$8,756	1.78%	\$115	\$8,641	
Sacramento Suburban Water District	Instrument Technician	\$6,500	\$8,124	0%	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$8,211	\$0	\$1,927	\$189	\$20	\$29	\$21	\$0	\$621	\$11,018	0%	\$0	\$11,018	D1; CWEA II or ISA I within 12 months
South San Joaquin Irrigation District	Instrument Technician	\$9,079	\$11,029	4%	\$441	\$208	\$0	\$0		\$11,679	\$0	\$2,655	\$150	inc	inc	inc	\$0	\$844	\$15,327	0%	\$0	\$15,327	Electrical/Instrumentation certificate II
Stockton East Water District	Control Technician	\$7,814	\$9,499	0%	\$0	\$0	\$0	\$0		\$9,499	\$0	\$3,015	\$123	\$23	\$27	\$30	\$0	\$218	\$18,488	0%	\$0	\$18,488	
Labor Market Median		\$8,477								\$8,677												\$11,034	
% San Juan Water District is above or below Median		8.47%								6.31%												16.00%	
# Of Comparable Matches		10																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Field Services Manager	\$9,464	\$11,357	0%	\$0	\$0	\$0	\$0		\$11,357	\$0	\$2,902	\$150	\$19	\$38	\$79	\$0	\$869	\$15,413	0%	\$0	\$15,413	D4
Carmichael Water District	Distribution Superintendent	\$7,907	\$9,611	0%	\$0	\$152	\$0	\$0		\$9,763	\$0	\$2,902	\$115	\$29	\$78	\$19	\$0	\$735	\$13,640	0%	\$0	\$13,640	D4, T2, Cross-Connection Control Certificate
Citrus Heights Water District	Director of Operations	\$11,375	\$15,357	0%	\$0	\$461	\$0	\$0		\$15,818	\$0	\$2,898	\$136	\$25	\$13	\$51	\$0	\$982	\$19,922	0%	\$0	\$19,922	D3, T2
City of Fairfield	Water Distribution Manager	\$9,733	\$11,830	2.5%	\$296	\$1,123	\$0	\$0		\$13,248	\$0	\$1,743	\$112	\$13	\$12	\$18	\$50	\$172	\$15,368	5.25%	\$621	\$14,747	D3 desired
City of Folsom	No Comparable Class																						Supervisor level
City of Roseville	Water Distribution Superintendent	\$7,816	\$10,631	6.197%	\$659	\$319	\$0	\$0		\$11,609	\$1,945	inc	inc	inc	\$32	\$16	\$100	\$154	\$13,856	6.197%	\$659	\$13,197	D4; D5 within 1 year
City of Vallejo	Water Distribution Superintendent	\$9,150	\$11,122	0%	\$0	\$0	\$0	\$0		\$11,122	\$0	\$1,671	\$131	\$23	\$5	\$14	\$167	\$851	\$13,983	1%	\$111	\$13,872	D5
El Dorado Irrigation District	No Comparable Class																						Supervisor level
Elk Grove Water District	No Comparable Class																						Supervisor level
Fair Oaks Water District	No Comparable Class																						Operations Manager is over distribution and customer service
Placer County Water Agency	No Comparable Class																						Supervisor level
Sacramento County	Water Distribution Manager	\$8,466	\$10,292	0%	\$0	\$103	\$0	\$0		\$10,395	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$787	\$13,004	1.78%	\$183	\$12,821	3.35% Management differential added to base pay; D5
Sacramento Suburban Water District	Superintendent, Distribution	\$7,214	\$10,306	0%	\$0	\$0	\$0	\$0		\$10,306	\$0	\$1,927	\$189	\$20	\$37	\$26	\$0	\$788	\$13,294	0%	\$0	\$13,294	
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						Supervisor level
<i>Labor Market Median</i>		<i>\$10,631</i>								<i>\$11,122</i>												<i>\$13,640</i>	
<i>% San Juan Water District is above or below Median</i>		<i>6.39%</i>								<i>2.07%</i>												<i>11.51%</i>	
<i># Of Comparable Matches</i>		<i>7</i>																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Information Technology Manager	\$9,230	\$11,076	0%	\$0	\$0	\$0	\$0		\$11,076	\$0	\$2,902	\$150	\$19	\$37	\$78	\$0	\$847	\$15,108	0%	\$0	\$15,108	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	Information Technology Manager	\$8,919	\$12,040	0%	\$0	\$361	\$0	\$0		\$12,401	\$0	\$2,898	\$136	\$25	\$13	\$41	\$0	\$921	\$16,434	0%	\$0	\$16,434	
City of Fairfield	Information Technology Manager	\$10,225	\$12,429	0%	\$0	\$1,180	\$0	\$0		\$13,609	\$0	\$1,674	\$113	\$20	\$9	\$44	\$50	\$940	\$16,458	0%	\$0	\$16,458	
City of Folsom	Information Systems Manager	\$9,550	\$12,225	0%	\$0	\$275	\$0	\$300	\$300 MA	\$12,800	\$0	\$1,674	\$113	\$20	\$9	\$43	\$50	\$935	\$15,645	0%	\$0	\$15,645	
City of Roseville	Assistant Information Technology Director	\$10,265	\$13,756	6.197%	\$852	\$413	\$0	\$0		\$15,021	\$1,945	inc	inc	inc	\$41	\$16	\$100	\$199	\$17,323	6.197%	\$852	\$16,470	2 division managers
City of Vallejo	Information Systems Manager	\$8,924	\$10,848	0%	\$0	\$0	\$0	\$0		\$10,848	\$0	\$1,671	\$131	\$23	\$5	\$14	\$163	\$830	\$13,684	1%	\$108	\$13,576	
El Dorado Irrigation District	No Comparable Class																						
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	IS Supervisor	\$8,248	\$10,527	0%	\$0	\$0	\$263	\$0		\$10,790	\$0	\$2,167	\$58	\$18	\$29	\$27	\$0	\$805	\$13,893	0%	\$0	\$13,893	
Sacramento County	Information Technology Manager	\$11,315	\$12,474	0%	\$0	\$125	\$0	\$0		\$12,599	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$940	\$15,362	1.78%	\$222	\$15,140	3.35% Management differential added to base pay
Sacramento Suburban Water District	Information Technology Manager	\$7,559	\$10,798	0%	\$0	\$0	\$0	\$0		\$10,798	\$0	\$1,927	\$189	\$20	\$39	\$27	\$0	\$826	\$13,827	0%	\$0	\$13,827	
South San Joaquin Irrigation District	Systems Administrator	\$8,968	\$10,897	8%	\$872	\$292	\$0	\$0		\$12,061	\$0	\$2,655	\$139	\$24	\$55	\$22	\$0	\$834	\$15,789	0%	\$0	\$15,789	
Stockton East Water District	No Comparable Class																						
Labor Market Median		\$12,040								\$12,401													\$15,645
% San Juan Water District is above or below Median		-8.70%								-11.96%													-3.55%
# Of Comparable Matches		9																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Information Technology Technician II	\$5,340	\$6,408	0%	\$0	\$0	\$0	\$0		\$6,408	\$0	\$2,902	\$150	\$19	\$22	\$45	\$0	\$490	\$10,035	0%	\$0	\$10,035	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	Information Technology Technician	\$5,585	\$7,540	0%	\$0	\$226	\$0	\$0		\$7,766	\$0	\$2,898	\$136	\$25	\$13	\$26	\$0	\$577	\$11,440	0%	\$0	\$11,440	
City of Fairfield	Information Technology Technician II	\$5,939	\$7,219	0%	\$0	\$136	\$0	\$0		\$7,355	\$0	\$1,958	\$111	\$13	\$4	\$11	\$50	\$105	\$9,607	2.5%	\$180	\$9,427	
City of Folsom	Information Technology Analyst	\$6,051	\$8,372	0%	\$0	\$0	\$0	\$300	\$300 max	\$8,672	\$0	\$1,674	\$113	\$20	\$6	\$30	\$50	\$640	\$11,205	0%	\$0	\$11,205	
City of Roseville	Information Technology Technician II	\$4,788	\$6,737	6.197%	\$417	\$202	\$168	\$0		\$7,525	\$1,945	inc	inc	inc	\$20	\$18	\$100	\$98	\$9,706	6.197%	\$417	\$9,289	
City of Vallejo	IS Support Technician II	\$4,988	\$6,063	0%	\$0	\$0	\$0	\$0		\$6,063	\$0	\$1,671	\$127	\$26	\$5	\$9	\$91	\$464	\$8,456	1%	\$61	\$8,395	
El Dorado Irrigation District	Information Technology Technician II	\$5,873	\$7,138	0%	\$0	\$0	\$0	\$0		\$7,138	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$546	\$9,864	0%	\$0	\$9,864	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	IS Technician II	\$5,861	\$7,481	0%	\$0	\$0	\$187	\$0		\$7,668	\$0	\$2,167	\$58	\$18	\$20	\$19	\$0	\$572	\$10,522	0%	\$0	\$10,522	
Sacramento County	Information Technology Technician II	\$4,148	\$5,293	0%	\$0	\$0	\$0	\$132	2.5% MA	\$5,425	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$405	\$7,650	1.78%	\$94	\$7,556	
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						

Labor Market Median		\$7,179								\$7,440												\$9,646	
% San Juan Water District is above or below Median		-12.02%								-16.10%												3.88%	
# Of Comparable Matches		8																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Maintenance Chief	\$8,152	\$9,783	0%	\$0	\$0	\$0	\$0		\$9,783	\$0	\$2,902	\$150	\$19	\$33	\$68	\$0	\$748	\$13,703	0%	\$0	\$13,703	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						Over operations and maintenance
City of Folsom	No Comparable Class																						
City of Roseville	Preventative Maintenance Supervisor	\$8,334	\$11,169	6.197%	\$692	\$335	\$0	\$0		\$12,196	\$1,945	inc	inc	inc	\$34	\$16	\$100	\$162	\$14,453	6.197%	\$692	\$13,760	
City of Vallejo	Plant Maintenance Supervisor	\$8,469	\$10,294	0%	\$0	\$0	\$0	\$0		\$10,294	\$0	\$1,671	\$131	\$23	\$5	\$14	\$154	\$787	\$13,080	1%	\$103	\$12,977	D3: Crane Operator certificate
El Dorado Irrigation District	No Comparable Class																						
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Water Quality Electrical Maintenance Supervisor	\$7,303	\$9,322	0%	\$0	\$0	\$233	\$0		\$9,555	\$0	\$2,167	\$58	\$18	\$26	\$24	\$0	\$713	\$12,560	0%	\$0	\$12,560	T2, D2
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	Maintenance Supervisor	\$8,092	\$9,837	0%	\$0	\$0	\$0	\$0		\$9,837	\$0	\$3,015	\$123	\$23	\$27	\$30	\$0	\$218	\$18,488	0%	\$0	\$18,488	
Labor Market Median		\$10,066								\$10,066													\$13,369
% San Juan Water District is above or below Median		-2.89%								-2.89%													2.44%
# Of Comparable Matches		4																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Meter Technician	\$4,600	\$5,519	0%	\$0	\$0	\$0	\$0		\$5,519	\$0	\$2,902	\$150	\$19	\$19	\$39	\$0	\$422	\$9,068	0%	\$0	\$9,068	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	Water Efficiency Specialist	\$5,340	\$7,212	0%	\$0	\$216	\$0	\$40	\$40 D2	\$7,468	\$0	\$2,898	\$136	\$25	\$13	\$25	\$0	\$552	\$11,116	0%	\$0	\$11,116	
City of Fairfield	No Comparable Class																						Water Distribution Operators handle meters
City of Folsom	No Comparable Class																						
City of Roseville	No Comparable Class																						
City of Vallejo	Meter Mechanic	\$4,757	\$5,782	0%	\$0	\$0	\$0	\$0		\$5,782	\$0	\$1,671	\$127	\$26	\$5	\$9	\$87	\$442	\$8,148	1%	\$58	\$8,091	Backflow certificate
El Dorado Irrigation District	Meter Technician II	\$4,715	\$5,730	0%	\$0	\$0	\$0	\$0		\$5,730	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$438	\$8,349	0%	\$0	\$8,349	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Water Efficiency Specialist II	\$5,317	\$6,786	0%	\$0	\$0	\$170	\$0		\$6,956	\$0	\$2,167	\$58	\$18	\$19	\$17	\$0	\$519	\$9,753	0%	\$0	\$9,753	D2; QWEL or CLIA certificate; both meter repair and conservation
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
		Labor Market Median	\$6,284							\$6,369											\$9,051		
		% San Juan Water District is above or below Median	-13.86%							-15.40%											0.20%		
		# Of Comparable Matches	4																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Purchasing Agent	\$5,392	\$6,472	0%	\$0	\$0	\$0	\$0		\$6,472	\$0	\$2,902	\$150	\$19	\$22	\$45	\$0	\$495	\$10,105	0%	\$0	\$10,105	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	Buyer II	\$4,806	\$6,763	6.197%	\$419	\$203	\$169	\$0		\$7,554	\$1,945	inc	inc	inc	\$20	\$18	\$100	\$98	\$9,736	6.197%	\$419	\$9,316	BA
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	Buyer II	\$5,808	\$7,062	0%	\$0	\$0	\$0	\$0		\$7,062	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$540	\$9,782	0%	\$0	\$9,782	BA
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Procurement Specialist II	\$5,450	\$6,956	0%	\$0	\$0	\$174	\$0		\$7,130	\$0	\$2,167	\$58	\$18	\$19	\$18	\$0	\$532	\$9,941	0%	\$0	\$9,941	
Sacramento County	Contract Services Officer II	\$5,606	\$6,816	0%	\$0	\$0	\$0	\$170	2.5% MA	\$6,986	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$521	\$9,328	1.78%	\$121	\$9,206	
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
Labor Market Median		\$6,886								\$7,096												\$9,549	
% San Juan Water District is above or below Median		-6.39%								-9.64%												5.49%	
# Of Comparable Matches		4																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Safety and Regulatory Compliance Specialist	\$7,951	\$9,542	0%	\$0	\$0	\$0	\$0		\$9,542	\$0	\$2,902	\$150	\$19	\$32	\$67	\$0	\$730	\$13,441	0%	\$0	\$13,441	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	Safety Coordinator	\$6,796	\$9,107	6.197%	\$564	\$273	\$0	\$0		\$9,945	\$1,945	inc	inc	inc	\$27	\$15	\$100	\$132	\$12,163	6.197%	\$564	\$11,599	
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	Safety and Security Officer	\$8,573	\$10,420	0%	\$0	\$0	\$0	\$0		\$10,420	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$797	\$13,397	0%	\$0	\$13,397	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	No Comparable Class																						
Sacramento County	Senior Safety Specialist	\$9,222	\$10,166	0%	\$0	\$102	\$0	\$0		\$10,267	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$778	\$12,867	1.78%	\$181	\$12,686	3.35% Management differential added to base pay
Sacramento Suburban Water District	Safety and Risk Officer	\$7,138	\$10,197	0%	\$0	\$0	\$0	\$0		\$10,197	\$0	\$1,927	\$189	\$20	\$37	\$26	\$0	\$780	\$13,176	0%	\$0	\$13,176	
South San Joaquin Irrigation District	Environmental Compliance/Safety Officer	\$8,507	\$10,341	8%	\$827	\$292	\$0	\$0		\$11,460	\$0	\$2,655	\$139	\$24	\$55	\$22	\$0	\$791	\$15,145	0%	\$0	\$15,145	
Stockton East Water District	No Comparable Class																						
	Labor Market Median		\$10,197							\$10,267												\$13,176	
	% San Juan Water District is above or below Median		-6.86%							-7.60%												1.97%	
	# Of Comparable Matches		5																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Senior Accountant	\$7,490	\$8,987	0%	\$0	\$0	\$0	\$0		\$8,987	\$0	\$2,902	\$150	\$19	\$30	\$63	\$0	\$688	\$12,838	0%	\$0	\$12,838	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	Management Analyst	\$6,663	\$8,999	0%	\$0	\$270	\$0	\$0		\$9,269	\$0	\$2,898	\$136	\$25	\$13	\$31	\$0	\$688	\$13,059	0%	\$0	\$13,059	
City of Fairfield	Management Analyst II	\$7,418	\$9,016	0%	\$0	\$856	\$0	\$0		\$9,872	\$0	\$1,674	\$113	\$20	\$9	\$32	\$50	\$690	\$12,459	0%	\$0	\$12,459	
City of Folsom	Financial Analyst	\$6,726	\$9,046	0%	\$0	\$452	\$0	\$300	\$300 MA	\$9,798	\$0	\$1,674	\$113	\$20	\$9	\$32	\$50	\$692	\$12,388	0%	\$0	\$12,388	
City of Roseville	Senior Accountant	\$6,274	\$8,827	6.197%	\$547	\$265	\$221	\$0		\$9,859	\$1,945	inc	inc	inc	\$26	\$24	\$100	\$128	\$12,083	6.197%	\$547	\$11,536	
City of Vallejo	Administrative Analyst I	\$7,512	\$9,131	0%	\$0	\$0	\$0	\$0		\$9,131	\$0	\$1,671	\$131	\$23	\$5	\$13	\$137	\$699	\$11,810	1%	\$91	\$11,719	
El Dorado Irrigation District	Fiscal Analyst	\$7,607	\$9,246	0%	\$0	\$0	\$0	\$0		\$9,246	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$707	\$12,134	0%	\$0	\$12,134	
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Financial Analyst	\$7,129	\$9,099	0%	\$0	\$0	\$227	\$0		\$9,326	\$0	\$2,167	\$58	\$18	\$25	\$23	\$0	\$696	\$12,313	0%	\$0	\$12,313	
Sacramento County	Senior Accountant	\$6,723	\$8,173	0%	\$0	\$0	\$0	\$0		\$8,173	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$625	\$10,618	1.78%	\$145	\$10,473	
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	Management Accountant	\$11,180	\$13,588	8%	\$1,087	\$292	\$0	\$0		\$14,966	\$0	\$2,655	\$139	\$24	\$55	\$22	\$0	\$957	\$18,817	0%	\$0	\$18,817	
Stockton East Water District	No Comparable Class																						
<i>Labor Market Median</i>		\$9,046								\$9,326												\$12,313	
<i>% San Juan Water District is above or below Median</i>		-0.65%								-3.77%												4.09%	
<i># Of Comparable Matches</i>		9																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Senior Engineer	\$9,511	\$11,412	0%	\$0	\$0	\$0	\$0		\$11,412	\$0	\$2,902	\$150	\$19	\$38	\$80	\$0	\$873	\$15,474	0%	\$0	\$15,474	PE
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	Senior Civil Engineer	\$10,341	\$13,960	0%	\$0	\$419	\$0	\$60	\$40 for D2, \$20 for T1	\$14,439	\$0	\$2,898	\$136	\$25	\$13	\$47	\$0	\$962	\$18,519	0%	\$0	\$18,519	PE, D2, T1
City of Fairfield	Senior Civil Engineer	\$9,264	\$11,260	2.5%	\$282	\$1,069	\$0	\$0		\$12,610	\$0	\$1,743	\$112	\$13	\$12	\$17	\$50	\$163	\$14,720	5.25%	\$591	\$14,129	PE; supervises
City of Folsom	Senior Civil Engineer	\$8,868	\$11,352	0%	\$0	\$275	\$0	\$300	\$300 MA	\$11,927	\$0	\$1,674	\$113	\$20	\$9	\$40	\$50	\$868	\$14,701	0%	\$0	\$14,701	
City of Roseville	Senior Engineer	\$8,512	\$11,407	6.197%	\$707	\$342	\$0	\$0		\$12,456	\$1,945	inc	inc	inc	\$34	\$16	\$100	\$165	\$14,717	6.197%	\$707	\$14,010	PE
City of Vallejo	Senior Civil Engineer	\$8,814	\$10,713	0%	\$0	\$0	\$0	\$0		\$10,713	\$0	\$1,671	\$127	\$26	\$5	\$0	\$0	\$0	\$1,829	1%	\$0	\$1,829	PE; supervises
El Dorado Irrigation District	Senior Civil Engineer	\$9,856	\$11,980	0%	\$0	\$0	\$0	\$0		\$11,980	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$916	\$15,077	0%	\$0	\$15,077	PE
Elk Grove Water District	Senior Civil Engineer	\$9,712	\$11,806	1%	\$118	\$0	\$295	\$0		\$12,219	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$171	\$14,982	0%	\$0	\$14,982	PE
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	No Comparable Class																						
Sacramento County	Senior Civil Engineer	\$11,045	\$12,177	0%	\$0	\$122	\$0	\$0		\$12,298	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$932	\$15,052	1.78%	\$217	\$14,835	3.35% Management differential added to base pay; PE; Supervises
Sacramento Suburban Water District	Senior Engineer	\$8,313	\$11,876	0%	\$0	\$0	\$0	\$0		\$11,876	\$0	\$1,927	\$189	\$20	\$43	\$30	\$0	\$909	\$14,994	0%	\$0	\$14,994	PE; supervises
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
Labor Market Median		\$11,806								\$12,219											\$14,835		
% San Juan Water District is above or below Median		-3.45%								-7.07%											4.12%		
# Of Comparable Matches		9																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Utilities Coordinator	\$6,325	\$7,589	0%	\$0	\$0	\$0	\$0		\$7,589	\$0	\$2,902	\$150	\$19	\$25	\$53	\$0	\$581	\$11,318	0%	\$0	\$11,318	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	No Comparable Class																						
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	No Comparable Class																						
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	No Comparable Class																						
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
Labor Market Median		Insuff Data								Insuff Data												Insuff Data	
% San Juan Water District is above or below Median		---								---												---	
# Of Comparable Matches		0																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Utilities Maintenance Worker II	\$4,465	\$5,359	0%	\$0	\$0	\$0	\$0		\$5,359	\$0	\$2,902	\$150	\$19	\$18	\$38	\$0	\$410	\$8,895	0%	\$0	\$8,895	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	Plant and Equipment Maintenance Worker II	\$4,231	\$5,953	6.197%	\$369	\$279	\$0	\$0		\$6,600	\$1,795	inc	inc	inc	\$18	\$15	\$100	\$86	\$8,614	6.197%	\$369	\$8,246	
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	No Comparable Class																						
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	No Comparable Class																						
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
Labor Market Median		Insuff Data								Insuff Data												Insuff Data	
% San Juan Water District is above or below Median		---								---												---	
# Of Comparable Matches		1																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Utilities Mechanic II	\$5,448	\$6,538	0%	\$0	\$0	\$0	\$0		\$6,538	\$0	\$2,902	\$150	\$19	\$22	\$46	\$0	\$500	\$10,176	0%	\$0	\$10,176	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	Mechanical/Electrical Technician II	\$6,888	\$8,372	0%	\$0	\$148	\$0	\$0		\$8,520	\$0	\$1,958	\$111	\$13	\$4	\$13	\$50	\$121	\$10,790	2.5%	\$209	\$10,581	
City of Folsom	Water Treatment Plant Mechanic	\$4,628	\$6,402	0%	\$0	\$0	\$0	\$250	\$250 MA	\$6,652	\$0	\$1,674	\$113	\$20	\$6	\$23	\$50	\$490	\$9,027	0%	\$0	\$9,027	
City of Roseville	Plant and Equipment Mechanic II	\$5,119	\$7,203	6.197%	\$446	\$316	\$0	\$0		\$7,965	\$1,795	inc	inc	inc	\$22	\$18	\$100	\$104	\$10,004	6.197%	\$446	\$9,558	
City of Vallejo	Utility Mechanic II	\$6,371	\$7,744	0%	\$0	\$0	\$0	\$0		\$7,744	\$0	\$1,671	\$127	\$26	\$5	\$11	\$116	\$592	\$10,293	1%	\$77	\$10,215	D1
El Dorado Irrigation District	Plant Mechanic II	\$5,587	\$6,791	0%	\$0	\$0	\$0	\$0		\$6,791	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$520	\$9,491	0%	\$0	\$9,491	T1
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Water Quality Mechanic	\$5,450	\$6,956	0%	\$0	\$0	\$174	\$0		\$7,130	\$0	\$2,167	\$58	\$18	\$19	\$18	\$0	\$532	\$9,941	0%	\$0	\$9,941	T2, D1
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	Mechanical Technician II	\$6,999	\$8,502	4%	\$340	\$208	\$0	\$0		\$9,050	\$0	\$2,655	\$150	inc	inc	inc	\$0	\$650	\$12,506	0%	\$0	\$12,506	
Stockton East Water District	Maintenance Mechanic II	\$6,151	\$7,476	0%	\$0	\$0	\$0	\$0		\$7,476	\$0	\$3,015	\$123	\$23	\$27	\$30	\$0	\$218	\$18,488	0%	\$0	\$18,488	
Labor Market Median		\$7,340								\$7,610												\$10,078	
% San Juan Water District is above or below Median		-12.26%								-16.39%												0.96%	
# Of Comparable Matches		8																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Water Efficiency Technician II	\$5,183	\$6,219	0%	\$0	\$0	\$0	\$0		\$6,219	\$0	\$2,902	\$150	\$19	\$21	\$44	\$0	\$476	\$9,830	0%	\$0	\$9,830	QWEL certificate; D1
Carmichael Water District	Water Efficiency Specialist II	\$3,917	\$4,762	0%	\$0	\$152	\$0	\$0		\$4,914	\$0	\$2,902	\$115	\$29	\$45	\$11	\$0	\$364	\$8,378	0%	\$0	\$8,378	Use Practitioner Grade 2, D2; also reads and tests meters
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	Water Management Specialist	\$4,628	\$6,402	0%	\$0	\$0	\$0	\$300	\$300 max	\$6,702	\$0	\$1,674	\$113	\$20	\$6	\$23	\$50	\$490	\$9,077	0%	\$0	\$9,077	
City of Roseville	Water Conservation Specialist	\$5,014	\$7,056	6.197%	\$437	\$312	\$0	\$212	2% Water Use Eff Practitioner Grade 2 and 3; 1% D2	\$8,017	\$1,795	inc	inc	inc	\$21	\$17	\$100	\$102	\$10,053	6.197%	\$437	\$9,615	Irrigation Auditor certificate; Water Conservation Practitioner Grade I; does not test meters
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	Water Use Efficiency Technician	\$5,422	\$6,588	0%	\$0	\$0	\$0	\$0		\$6,588	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$504	\$9,272	0%	\$0	\$9,272	Landscape Auditor certificate; does not test meters
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	Water Efficiency Specialist	\$4,264	\$5,756	0%	\$0	\$0	\$0	\$0		\$5,756	\$0	\$3,015	\$128	\$24	\$6	\$21	\$0	\$440	\$9,392	0%	\$0	\$9,392	Water Use Practitioner I and CLIA; does not test meters
Placer County Water Agency	Water Efficiency Specialist II	\$5,317	\$6,786	0%	\$0	\$0	\$170	\$0		\$6,956	\$0	\$2,167	\$58	\$18	\$19	\$17	\$0	\$519	\$9,753	0%	\$0	\$9,753	D2; QWEL or CLIA certificate; both meter repair and conservation
Sacramento County	No Comparable Class																						
Sacramento Suburban Water District	Water Conservation Technician II	\$5,075	\$6,344	0%	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$6,430	\$0	\$1,927	\$189	\$20	\$23	\$16	\$0	\$485	\$9,091	0%	\$0	\$9,091	D1; CLIA certificate; does not test meters
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
Labor Market Median		\$6,402								\$6,588												\$9,272	
% San Juan Water District is above or below Median		-2.94%								-5.93%												5.67%	
# Of Comparable Matches		7																					

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Water Resources Manager	\$9,230	\$11,076	0%	\$0	\$0	\$0	\$0		\$11,076	\$0	\$2,902	\$150	\$19	\$37	\$78	\$0	\$847	\$15,108	0%	\$0	\$15,108	
Carmichael Water District	No Comparable Class																						
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	No Comparable Class																						
City of Folsom	No Comparable Class																						
City of Roseville	Utility Government Relations Administrator	\$8,217	\$11,012	6.197%	\$682	\$330	\$0	\$0		\$12,025	\$1,945	inc	inc	inc	\$33	\$16	\$100	\$160	\$14,278	6.197%	\$682	\$13,596	
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	No Comparable Class																						
Elk Grove Water District	No Comparable Class																						
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Director of Strategic Affairs	\$15,698	\$20,035	0%	\$0	\$0	\$501	\$0		\$20,536	\$0	\$2,167	\$58	\$18	\$55	\$27	\$0	\$1,050	\$23,910	0%	\$0	\$23,910	
Sacramento County	Government Relations Legislative Officer	\$12,595	\$13,886	0%	\$0	\$139	\$0	\$0		\$14,025	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$961	\$16,808	1.78%	\$247	\$16,561	3.35% Management differential added to base pay
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	No Comparable Class																						
Stockton East Water District	No Comparable Class																						
		Labor Market Median		\$13,886						\$14,025												\$16,561	
		% San Juan Water District is above or below Median		-25.37%						-26.62%												-9.61%	
		# Of Comparable Matches		3																			

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Water Treatment Plant Manager	\$9,702	\$11,643	0%	\$0	\$0	\$0	\$0		\$11,643	\$0	\$2,902	\$150	\$19	\$39	\$81	\$0	\$891	\$15,724	0%	\$0	\$15,724	T5
Carmichael Water District	Production Superintendent	\$8,123	\$9,874	0%	\$0	\$152	\$0	\$0		\$10,026	\$0	\$2,902	\$115	\$29	\$78	\$19	\$0	\$755	\$13,923	0%	\$0	\$13,923	T4, D2, Cross Connection Control Certificate
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	Water Treatment Manager	\$10,481	\$12,740	2.5%	\$319	\$1,209	\$0	\$0		\$14,268	\$0	\$1,743	\$112	\$13	\$12	\$19	\$50	\$185	\$16,401	5.25%	\$669	\$15,732	T5
City of Folsom	No Comparable Class																						
City of Roseville	No Comparable Class																						
City of Vallejo	No Comparable Class																						
El Dorado Irrigation District	No Comparable Class																						
Elk Grove Water District	No Comparable Class																						T3 and D2
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	No Comparable Class																						
Sacramento County	Water Treatment Plant Manager	\$9,213	\$11,196	0%	\$0	\$112	\$0	\$0		\$11,308	\$0	\$1,646	\$119	inc	\$4	\$0	\$54	\$856	\$13,987	1.78%	\$199	\$13,787	T5, D4; 3.35% Management differential added to base pay
Sacramento Suburban Water District	No Comparable Class																						Production Superintendent requires T2, D4
South San Joaquin Irrigation District	Water Treatment Plant Manager	\$13,768	\$16,735	8%	\$1,339	\$292	\$0	\$0		\$18,366	\$0	\$2,655	\$139	\$24	\$55	\$22	\$0	\$1,002	\$22,262	0%	\$0	\$22,262	T5
Stockton East Water District	Water Operations Manager	\$11,247	\$13,670	0%	\$0	\$0	\$0	\$0		\$13,670	\$0	\$3,015	\$123	\$23	\$27	\$30	\$0	\$198	\$17,086	0%	\$0	\$17,086	T5
	Labor Market Median		\$12,740							\$13,670												\$15,732	
	% San Juan Water District is above or below Median		-9.42%							-17.41%												-0.05%	
	# Of Comparable Matches		5																				

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments	
San Juan Water District	Water Treatment Plant Operator II	\$5,183	\$6,219	0%	\$0	\$0	\$0	\$0		\$6,219	\$0	\$2,902	\$150	\$19	\$21	\$44	\$0	\$476	\$9,830	0%	\$0	\$9,830	T2	
Carmichael Water District	Treatment Operator II	\$4,378	\$4,924	0%	\$0	\$152	\$0	\$173	\$1 per hour for T5	\$5,249	\$0	\$2,902	\$115	\$29	\$46	\$11	\$0	\$377	\$8,728	0%	\$0	\$8,728	T2, D1	
Citrus Heights Water District	No Comparable Class																							
City of Fairfield	No Comparable Class																						No T2	
City of Folsom	Water Treatment Plant Operator II	\$4,860	\$6,722	0%	\$0	\$0	\$0	\$300	\$300 max	\$7,022	\$0	\$1,674	\$113	\$20	\$6	\$24	\$50	\$514	\$9,423	0%	\$0	\$9,423		
City of Roseville	Water Treatment Plant Operator-Grade II	\$4,569	\$6,429	6.197%	\$398	\$193	\$161	\$193	3% max	\$7,374	\$1,945	inc	inc	inc	\$19	\$17	\$100	\$93	\$9,549	6.197%	\$398	\$9,150	T2; 24 hour salary listed	
City of Vallejo	Water Treatment Plant Operator Trainee I	\$4,199	\$5,103	0%	\$0	\$0	\$0	\$0		\$5,103	\$0	\$1,671	\$127	\$26	\$5	\$8	\$77	\$390	\$7,406	1%	\$51	\$7,355	T2	
El Dorado Irrigation District	Water Treatment Plant Operator II	\$5,755	\$6,994	0%	\$0	\$0	\$0	\$0		\$6,994	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$535	\$9,709	0%	\$0	\$9,709	T2	
Elk Grove Water District	Water Treatment Operator II	\$5,410	\$6,575	1%	\$66	\$0	\$164	\$0		\$6,805	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$95	\$9,492	0%	\$0	\$9,492	T2, D1, Class A	
Fair Oaks Water District	No Comparable Class																							
Placer County Water Agency	Treatment Plant Operator Trainee II	\$4,593	\$5,861	0%	\$0	\$0	\$147	\$0		\$6,008	\$0	\$2,167	\$58	\$18	\$16	\$15	\$0	\$448	\$8,729	0%	\$0	\$8,729	T2	
Sacramento County	Water System Operator	\$5,300	\$6,442	0%	\$0	\$0	\$0	\$0	2% added to base pay for T2	\$6,442	\$0	\$1,646	\$119	inc	\$1	\$0	\$54	\$493	\$8,755	1.78%	\$115	\$8,640	2% added to base pay for T2	
Sacramento Suburban Water District	Production Operator II	\$5,345	\$6,681	0%	\$0	\$0	\$0	\$87	\$0.50 per hour for one grade level above	\$6,767	\$0	\$1,927	\$189	\$20	\$24	\$17	\$0	\$511	\$9,456	0%	\$0	\$9,456	T2; D2	
South San Joaquin Irrigation District	Water Treatment Operator II	\$6,282	\$7,639	4%	\$306	\$208	\$0	\$0		\$8,153	\$0	\$2,655	\$150	inc	inc	inc	\$0	\$584	\$11,542	0%	\$0	\$11,542	T2; D2; T3 and D3 within 24 months	
Stockton East Water District	No Comparable Class																							
<i>Labor Market Median</i>		<i>\$6,508</i>																						
<i>% San Juan Water District is above or below Median</i>		<i>-4.65%</i>																						
<i># Of Comparable Matches</i>		<i>10</i>																						

Data effective as of 4/2022

New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Deferred Compensation	Longevity pay at 10 Years	Education/Certification Pay (\$)	Education/Certification Pay (Notes)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security and/or Medicare	Total Comp	Employer's Portion of Retirement Paid by the Employee (%)	Employer's Portion of Retirement Paid by the Employee (\$)	Total Compensation minus ER portion of retirement paid by EE	Comments
San Juan Water District	Water Treatment Plant Operator III	\$5,725	\$6,871	0%	\$0	\$0	\$0	\$0		\$6,871	\$0	\$2,902	\$150	\$19	\$23	\$48	\$0	\$526	\$10,538	0%	\$0	\$10,538	T3
Carmichael Water District	Treatment Operator III	\$4,975	\$6,546	0%	\$0	\$152	\$0	\$173	\$1 per hour for T5	\$6,871	\$0	\$2,902	\$115	\$29	\$61	\$15	\$0	\$501	\$10,493	0%	\$0	\$10,493	T3, D2
Citrus Heights Water District	No Comparable Class																						
City of Fairfield	Water Treatment Plant Operator III	\$7,237	\$8,796	0%	\$0	\$152	\$0	\$0		\$8,948	\$0	\$1,958	\$111	\$13	\$4	\$13	\$50	\$128	\$11,225	2.5%	\$220	\$11,006	T3
City of Folsom	Water Treatment Plant Operator III	\$5,356	\$7,410	0%	\$0	\$0	\$0	\$300	\$300 max	\$7,710	\$0	\$1,674	\$113	\$20	\$6	\$26	\$50	\$567	\$10,166	0%	\$0	\$10,166	
City of Roseville	Water Treatment Plant Operator-Grade III	\$5,827	\$8,198	6.197%	\$508	\$246	\$205	\$246	3% max	\$9,403	\$1,945	inc	inc	inc	\$25	\$22	\$100	\$119	\$11,613	6.197%	\$508	\$11,105	T3; 24 hour salary listed
City of Vallejo	Water Treatment Plant Operator	\$7,419	\$9,018	0%	\$0	\$0	\$0	\$0		\$9,018	\$0	\$1,671	\$127	\$26	\$5	\$13	\$135	\$690	\$11,685	1%	\$90	\$11,595	T3
El Dorado Irrigation District	Water Treatment Plant Operator III	\$6,047	\$7,349	0%	\$0	\$0	\$0	\$0		\$7,349	\$0	\$2,023	\$136	\$18	\$3	\$0	\$0	\$562	\$10,091	0%	\$0	\$10,091	T3
Elk Grove Water District	Water Treatment Operator III	\$6,114	\$7,431	1%	\$74	\$0	\$186	\$0		\$7,691	\$0	\$2,403	\$128	\$23	\$38	\$0	\$0	\$108	\$10,391	0%	\$0	\$10,391	D2, T3
Fair Oaks Water District	No Comparable Class																						
Placer County Water Agency	Treatment Plant Operator	\$5,861	\$7,481	0%	\$0	\$0	\$187	\$374	5% max	\$8,042	\$0	\$2,167	\$58	\$18	\$20	\$19	\$0	\$572	\$10,896	0%	\$0	\$10,896	T3
Sacramento County	No Comparable Class																						Lead
Sacramento Suburban Water District	No Comparable Class																						
South San Joaquin Irrigation District	Water Treatment Operator III	\$7,433	\$9,036	4%	\$361	\$208	\$0	\$0		\$9,606	\$0	\$2,655	\$150	inc	inc	inc	\$0	\$691	\$13,102	0%	\$0	\$13,102	T3; D2
Stockton East Water	Treatment Plant Operator	\$6,499	\$7,899	0%	\$0	\$0	\$0	\$0		\$7,899	\$0	\$3,015	\$123	\$23	\$27	\$28	\$0	\$115	\$11,230	0%	\$0	\$11,230	T4

Labor Market Median		\$7,690								\$7,971												\$10,951	
% San Juan Water District is above or below Median		-11.92%								-16.01%													-3.92%
# Of Comparable Matches		10																					

Data effective as of 4/2022