

| 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> | | <i>\$7,941</i> | | | | | | | | <i>\$8,045</i> | | | | | | | | | | | | <i>\$10,885</i> | |
| <i>% San Juan Water District is above or below Median</i> | | <i>-6.74%</i> | | | | | | | | <i>-8.14%</i> | | | | | | | | | | | | <i>2.43%</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 | 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% | | | | | | | | | | | | | | | | | | | | | 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 | -10.32% | | | | | | | | -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 | | | | | | | | | | | | | | | | | | | | | | |
| Labor Market Median | | | \$7,425 | | | | | | | \$7,668 | | | | | | | | | | | | \$10,028 | |
| % San Juan Water District is above or below Median | | | -4.89% | | | | | | | -8.32% | | | | | | | | | | | | 6.83% | |
| # 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 | 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 |
| <i>Labor Market Median</i> | | <i>\$14,513</i> | | | | | | | | <i>\$15,359</i> | | | | | | | | | | | | <i>\$18,233</i> | |
| <i>% San Juan Water District is above or below Median</i> | | <i>-1.15%</i> | | | | | | | | <i>-7.04%</i> | | | | | | | | | | | | <i>1.63%</i> | |
| <i># Of Comparable Matches</i> | | <i>8</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 | 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> | | <i>\$15,357</i> | | | | | | | | <i>\$15,818</i> | | | | | | | | | | | | <i>\$18,915</i> | |
| <i>% San Juan Water District is above or below Median</i> | | <i>-0.83%</i> | | | | | | | | <i>-3.85%</i> | | | | | | | | | | | | <i>2.69%</i> | |
| <i># Of Comparable Matches</i> | | <i>11</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 | 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 | 2% for D5 | \$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 | | | | | | | | \$6,786 | | | | | | | | | | | | \$9,251 | |
| <i>% San Juan Water District is above or below Median</i> | | -4.66% | | | | | | | | -9.11% | | | | | | | | | | | | 5.88% | |
| <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 | 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 | |
| <i>Labor Market Median</i> | | \$8,477 | | | | | | | | \$8,677 | | | | | | | | | | | | | \$11,034 |
| <i>% San Juan Water District is above or below Median</i> | | 8.47% | | | | | | | | 6.31% | | | | | | | | | | | | | 16.00% |
| <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 | Engineering Technician II | \$5,502 | \$6,602 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,602 | \$0 | \$2,902 | \$150 | \$19 | \$22 | \$46 | \$0 | \$505 | \$10,246 | 0% | \$0 | \$10,246 | |
| Carmichael Water District | GIS Specialist | \$4,861 | \$5,909 | 0% | \$0 | \$152 | \$0 | \$0 | | \$6,061 | \$0 | \$2,902 | \$115 | \$29 | \$55 | \$13 | \$0 | \$452 | \$9,626 | 0% | \$0 | \$9,626 | |
| Citrus Heights Water District | Engineering/GIS Technician | \$5,935 | \$8,014 | 0% | \$0 | \$240 | \$0 | \$80 | \$40 T2; \$40 for D2 | \$8,334 | \$0 | \$2,898 | \$136 | \$25 | \$13 | \$27 | \$0 | \$613 | \$12,046 | 0% | \$0 | \$12,046 | |
| City of Fairfield | Engineering 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 | Engineering Technician 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 | Engineering Technician II | \$4,558 | \$6,413 | 6.197% | \$397 | \$192 | \$160 | \$0 | | \$7,163 | \$1,945 | inc | inc | inc | \$19 | \$17 | \$100 | \$93 | \$9,338 | 6.197% | \$397 | \$8,940 | |
| City of Vallejo | Engineering Technician II | \$5,651 | \$6,869 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,869 | \$0 | \$1,671 | \$127 | \$26 | \$5 | \$10 | \$103 | \$525 | \$9,336 | 1% | \$69 | \$9,268 | |
| El Dorado Irrigation District | Engineering Technician II | \$5,697 | \$6,925 | 0% | \$0 | \$0 | \$0 | \$0 | | \$6,925 | \$0 | \$2,023 | \$136 | \$18 | \$3 | \$0 | \$0 | \$530 | \$9,635 | 0% | \$0 | \$9,635 | |
| Elk Grove Water District | Engineering Technician II | \$5,678 | \$6,904 | 1% | \$69 | \$0 | \$173 | \$0 | | \$7,145 | \$0 | \$2,403 | \$128 | \$23 | \$38 | \$0 | \$0 | \$100 | \$9,837 | 0% | \$0 | \$9,837 | |
| Fair Oaks Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Placer County Water Agency | Engineering Technician II | \$6,463 | \$8,248 | 0% | \$0 | \$0 | \$206 | \$0 | | \$8,454 | \$0 | \$2,167 | \$58 | \$18 | \$23 | \$21 | \$0 | \$631 | \$11,371 | 0% | \$0 | \$11,371 | |
| Sacramento County | Engineering Technician II | \$4,592 | \$5,584 | 0% | \$0 | \$0 | \$0 | \$279 | 5% EIT | \$5,863 | \$0 | \$1,646 | \$119 | inc | \$1 | \$0 | \$54 | \$427 | \$8,110 | 1.78% | \$99 | \$8,011 | |
| Sacramento Suburban Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | GIS/IT Technician |
| South San Joaquin Irrigation District | Engineering Technician | \$6,575 | \$7,992 | 4% | \$320 | \$208 | \$0 | \$0 | | \$8,520 | \$0 | \$2,655 | \$150 | inc | inc | inc | \$0 | \$611 | \$11,937 | 0% | \$0 | \$11,937 | |
| Stockton East Water District | No Comparable Class | | | | | | | | | | | | | | | | | | | | | | |
| Labor Market Median | | \$6,992 | | | | | | | | \$7,259 | | | | | | | | | | | \$9,710 | | |
| % San Juan Water District is above or below Median | | | | | | | | | | -9.95% | | | | | | | | | | | 5.23% | | |
| # 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 | | | | | | | | | | | | | | | | | | | | | | |
| <i>Labor Market Median</i> | | \$6,284 | | | | | | | | \$6,369 | | | | | | | | | | | | \$9,051 | |
| <i>% San Juan Water District is above or below Median</i> | | -13.86% | | | | | | | | -15.40% | | | | | | | | | | | | 0.20% | |
| <i># Of Comparable Matches</i> | | 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 Government Relations | \$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 | 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 | | | | | | | | | | | | | | | | | | | | | | |
| <i>Labor Market Median</i> | | \$13,886 | | | | | | | | \$14,025 | | | | | | | | | | | | | \$16,561 |
| <i>% San Juan Water District is above or below Median</i> | | -25.37% | | | | | | | | -26.62% | | | | | | | | | | | | | -9.61% |
| <i># Of Comparable Matches</i> | | 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 | | | | | | | | | | | | | | | | | | | | | | |
| Labor Market Median | | \$6,508 | | | | | | | | \$6,786 | | | | | | | | | | | | \$9,287 | |
| % San Juan Water District is above or below Median | | -4.65% | | | | | | | | -9.11% | | | | | | | | | | | | 5.52% | |
| # 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 | 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