

**APPENDIX B - TABLE 1  
COLA/Salary Increase Information**

<b>Survey Agency</b>	<b>Last COLA/Increase (Date)</b>	<b>Last COLA/Increase (Amount)</b>	<b>Next COLA/Increase (Date)</b>	<b>Net COLA/Increase (Amount)</b>
<i>San Juan Water District</i>	<i>7/2021</i>	<i>2.6%</i>	<i>None Scheduled</i>	<i>NA</i>
Carmichael Water District	Represented/Unrepresented 7/2021	Represented/Unrepresented 1.76%	Represented/Unrepresented None Scheduled	Represented/Unrepresented NA
Citrus Heights Water District	1/2022	3.2%	None Scheduled	NA
City of Fairfield	7/2021	2%	7/2022	5% - 6% depending on bargaining unit
City of Folsom	Local 39 7/2021	Local 39 2.25%	Local 39 None Scheduled (MOU expires 6/30)	Local 39 NA
	FMMG 1/2022	FMMG 2.75%	FMMG None Scheduled	FMMG NA
City of Roseville	Local 39 1/2022	Local 39 3%	Local 39 1/2023	Local 39 TBD by study
	Management 1/2022	Management 3%	Management 1/2023	Management TBD by study
	IBEW 5/2021	IBEW Varied by class	IBEW 5/2022	IBEW Based on compensation study and varies by class
City of Vallejo	1/2022	Varied by class	7/2022	2%
El Dorado Irrigation District	1/2022	6%	1/2023	3% - 5%
Elk Grove Water District	7/2021	3.97%	7/2022	7.2% (subject to Board approval)
Fair Oaks Water District	No COLAs provided			
Placer County Water Agency	1/2022	5%	1/2023	1.6% - 5%
Sacramento County	Unit 1 6/2021	Unit 1 2%	Unit 1 6/2022	Unit 1 4%
	Unit 5 6/2021	Unit 5 2%	Unit 5 6/2022	Unit 5 4%
	Unit 6		Unit 6	Unit 6

**APPENDIX B - TABLE 1  
COLA/Salary Increase Information**

<b>Survey Agency</b>	<b>Last COLA/Increase (Date)</b>	<b>Last COLA/Increase (Amount)</b>	<b>Next COLA/Increase (Date)</b>	<b>Net COLA/Increase (Amount)</b>
	6/2021	Unit 2%	6/2022	4%
	Unit 10 6/2021	Unit 10 2%	Unit 10 6/2022	Unit 10 4%
	Unit 17 6/2020	Unit 17 3%	Unit 17 6/2022	Unit 17 4%
	Unit 23 6/2021	Unit 23 2%	Unit 23 6/2022	Unit 23 4%
	Unit 26 6/2021	Unit 26 2%	Unit 26 6/2022	Unit 26 4%
	Unit 28 6/2021	Unit 28 2%	Unit 28 6/2022	Unit 28 4%
	Unit 32 6/2021	Unit 32 2%	Unit 32 6/2022	Unit 32 4%
	Unit 34 6/2021	Unit 34 2%	Unit 34 6/2022	Unit 34 4%
	Unit 50 6/2021	Unit 50 2%	Unit 50 6/2022	Unit 50 4%
Sacramento Suburban Water District	1/2022	5.6%	None Scheduled	NA
Stockton East Water District	4/2022	6%	None Scheduled	NA
South San Joaquin Irrigation Distribution	1/2021	3%	None Scheduled	NA

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

<b>Survey Agency</b>	<b>Retirement Agency</b>	<b>Retirement Benefit</b>	<b>Retirement Formula</b>	<b>20/21 Employer Contribution Normal Cost</b>
<i>San Juan Water District</i>	<i>CalPERS</i>	<i>3% @ 60</i>	<i>H3Y</i>	<i>14.54%</i>
Carmichael Water District	CalPERS	2% @ 55	SHY	11.66%
Citrus Heights Water District	CalPERS	2% @ 55	H3Y	10.34%
City of Fairfield	CalPERS	2.5% @ 55	H3Y	11.29%
City of Folsom	CalPERS	2% @ 55	H3Y	11.06%
City of Roseville	CalPERS	2.7% @ 55	SHY	11.04%
City of Vallejo	CalPERS	2.7% @ 55	SHY	11.06%
El Dorado Irrigation District	CalPERS	2% @ 55	H3Y	10.7%
Elk Grove Water District	CalPERS	2% @ 55	H3Y	10.34%
Fair Oaks Water District	CalPERS	2% @ 55	H3Y	10.34%
Placer County Water Agency	CalPERS	2.7% @ 55	SHY	11.19%
Sacramento County	SCERS	1.92% @ 60	H3Y	12.85%
Sacramento Suburban Water District	CalPERS	2% @ 55	H3Y	11.06%
Stockton East Water District	CalPERS	2% @ 55	SHY	12.38%
South San Joaquin Irrigation Distribution	CalPERS	2.5% @ 55	SHY	12.2%

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
<i>San Juan Water District</i>	<i>None</i>
Carmichael Water District	<p align="center">Non Exempt, Exempt None</p> <p align="center">Represented Treatment Operator with T5 = \$1.00/hour Distribution Operator with D4 = \$1.00/hour</p>
Citrus Heights Water District	<p align="center">In addition to salary compensation received, FLSA (Fair Labor Standards Act) exempt, who are not department heads (Senior Management), and non-exempt Regular Employees are authorized to receive the following compensation:</p> <p align="center">Certified California State Water Distribution System Operators Grade D1 \$ 20.00 / month Grade D2 \$ 40.00 / month Grade D3 \$ 60.00 / month Grade D4 \$ 80.00 / month Grade D5 \$100.00 / month</p> <p align="center">Certified California State Water Treatment Operators Grade T1 \$ 20.00 / month Grade T2 \$ 40.00 / month Grade T3 \$ 60.00 / month Grade T4 \$ 80.00 / month Grade T5 \$100.00 / month (\$200-max)</p>
City of Fairfield	None
City of Folsom	<p align="center">FMMG \$300-BA \$300-MA \$150-BA/MA unrelated field</p> <p align="center">Local 39 \$300/month Max \$150-AA \$250-BA \$250-MA \$150-BA/MA (unrelated field)</p>

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>Building Inspector- \$50 each (Certified Combination Inspector, Certified Electrical Inspector, Certified Mechanical Inspector, Certified Plumbing Inspector, Uniform Fire Code Certificate, ADA Specialist Certificate            Clerical- \$50 for Notary Public Commission            Code Enforcement Technician- \$100 for Certified Code Enforcement Officer            Construction Inspector- \$200- Registered Public Works Inspector            Engineering Technician- \$200-Licensed Land Surveyor            IS Technician/Analyst- \$75 Microsoft or CISCO            Maintenance I/II/Lead- \$150- Class A            Mechanic- \$50- ASE Certs            Mechanic/Welder- \$200- ASE Master, \$50- for each- Automatic Transmission, Brakes, Electrical Systems, Engine Performance, Heating and Air, Manual Transmission, Refrigerant License, SMOG, Suspension and Steering            Park Maintenance Worker I/II- \$100- Playground Safety and Pool Operator; \$50- Landscape Irrigation Auditor, Landscape Technician, Irrigation Contractor            Park Planner/Associate Planner- \$50- Irrigation Designer            Plan Checker- \$50 for each- Building Inspector, Electrical Inspector, Plumbing Inspector, Mechanical Inspector, Fire Code Certificate, ADA Specialist            Traffic Control/Lighting Technician I/II- \$50- IMSA Level I/II/III, IMSA Roadway Lighting certificate; Fiber Optics Installation Certification            Water Utility Worker I/II/III/Senior, WTPO I/II/III/Senior; Water Distribution Operator I/II/III/Chief; Wastewater Collection Technician I/II/III/Senior, Water Management Specialist, Water Quality Technician, Water Management Coordinator- \$300- advanced state certification for D5, T5, G4 only; \$200- advanced state certification for D4, T4, G3; \$150- Class A</p> <p align="center">Dept. Heads None</p> <p align="center">Unrepresented            AA-\$150            BA-\$250            MA-\$250            BA/MA-\$300 (exempt, confidential)            BA/MA- \$150 (Unrelated field)</p>
City of Roseville	<p align="center">Management            5% for PE if not required, except for Water Utility Manager</p> <p align="center">IBEW            Water and Wastewater Classifications:            Senior Water Distribution Worker (Maximum 5%)            Cross Connection Control Specialist – 1%            Backflow Tester Certification – 1 %</p>

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">                     Distribution Operator Grade 4 or Grade 5 (DPH) - (cumulative) – 1%                      Treatment Operator Grade 1, 2, 3, 4, or 5 (DPH) (non-cumulative) – 1%                      Water Distribution Worker II (Maximum 5%):                          Cross Connection Control Specialist – 1%                          Backflow Tester Certification – 1 %                          Conservation Certification – 1%                      Distribution Operator Grade 3, 4 or 5 (DPH)(cumulative) – 1%                      Treatment Operator Grade 1, 2, 3, 4, or 5 (non-cumulative) – 1%                      Sr. Wastewater Utility Maintenance Worker (Maximum 5%):                          CWEA Grade 3 or Grade 4 (cumulative) – 1%                          Collection System Maintenance – 1%                          Environmental Compliance Inspection – 1%                      Wastewater Utility Maintenance Worker II (Maximum 5%):                          CWEA Grade 2, Grade 3 or Grade 4 (cumulative) – 1%                          Collection System Maintenance – 1%                          Environmental Compliance Inspection – 1%                          Water Conservation Worker II                      Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (cumulative) – 1%                          Distribution Operator Grade 2 (DPH) – 1%                          Water Conservation Worker I                      Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1%                          Distribution Operator Grade 1,2 (DPH) (non-cumulative) – 1%                          Certified Landscape Irrigation Auditor (CLIA) – 1%                          Water Conservation Specialist-                      Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (cumulative) – 1%                          Distribution Operator Grade 2 (DPH) – 1%                       Local 39                      Engineering Classifications: Professional Engineer Certificate - 5%                          3% Max for below                      Water Treatment Plant Operator 3- 1% for Grade 4 WTPO; 1% for Grade 5 WTPO; 1% for Distribution Operator Grade 2 or 3                          Water Treatment Plant Operator 2 – 1% for each (Grade 3, 4, 5 WTPO); 1% for Distribution Operator Grade 2 or 3                          Wastewater Treatment Plant Operator Grade 4- 1% for Grade 5 WWTPO                      Wastewater Treatment Plant Operator Grade 3- 1% for WWTPO Grade 4 and 1% for WWTPO Grade 5; 1% for CWEA Collections Grade                          1; 1% for Lab Cert Grade 1                      Wastewater Treatment Plant Operator Grade 2 - 1% for WWTPO Grade 3, 1% for WWTPO Grade 4; 1% for WWTPO Grade 5; 1% for                          CWEA Collections Grade1; 1% for Lab Cert Grade 1                 </p>
City of Vallejo	None

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
El Dorado Irrigation District	None
Elk Grove Water District	None
Fair Oaks Water District	None
Placer County Water Agency	<p align="center">MMU None</p> <p align="center">DMU None</p> <p align="center">WSU Canal Operator I/II- 2.5% with D2 or higher Lead Canal Operator-2.5% with D2 or higher Field Maintenance eSupervisor-2.5% with D4; 2.5% with D5 Lead Worker, Treated Water Maintenance-2.5% with D4; 2.5% with D5 Maintenance Worker I/II- 2.5% Class A Service Worker- 2.5% for D4 and 2.5% for D5 Distribution Operator II-2.5% for D4 and 2.5% for D5 Lead Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Treatment Plant Operator- 2.5% for T4 and 2.5% for T5 Water Quality Specialist- 2.5% for D3 and 2.5% for D4 Water Quality Supervisor-2.5% for D4 and 2.5% for D5</p>
Sacramento County	<p align="center">Unit 1 2.5% -Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification. 2.5%- Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification.</p> <p>Employees who are required to maintain a Class A License, Hazardous Material Endorsement (H or X) or Tanker Endorsement (N) as a condition of employment when the class specification does not make the same requirement for all of the positions in the classes of Mechanical Maintenance Supervisor, Wastewater Treatment Plant Operations Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, Water Treatment Operations Supervisor, Senior Equipment Mechanic, Park Maintenance Supervisor, Waste Management Operations Supervisor, and Sanitation District Maintenance &amp; Operations Supervisor will receive an additional 1% of pay.</p> <p>2% incentive pay to an employee in the class of Wastewater Treatment Plant Operations Supervisor who obtains a Treatment Plant Operator Grade V Certificate.</p>

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>Plant Maintenance Grade III Certificate: 2% differential to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, or Wastewater Treatment Plant Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, or Wastewater Treatment Plant Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 2% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p align="center">California Water Environment Association, Collection Series:</p> <p>Collection Systems Grade III Certificate: 2% differential to an employee in the Department of Water Quality in the classes of Mechanical Maintenance Supervisor or Underground Construction and Maintenance Supervisor who obtains this certificate.</p> <p>Collection Systems Grade IV Certificate: 4% differential to an employee in the Department of Water Quality in the classes of Mechanical Maintenance Supervisor or Underground Construction and Maintenance Supervisor who obtains this certificate.</p> <p>Laboratory Analyst III Certificate: 2% differential to an employee in the class of Water Quality Laboratory Supervisor.</p> <p>Laboratory Analyst IV Certificate: 4% differential to an employee in the class of Water Quality Laboratory Supervisor.</p> <p>Plant Maintenance Grade III Certificate: 2% differential to an employee in the class of Mechanical Maintenance Supervisor or Water Treatment Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to employees in the class of Mechanical Maintenance Supervisor or Water Treatment Operations Supervisor who obtains this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 2% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Plant Maintenance Grade IV Certificate: 4% differential to an employee in the class of Water Quality Control Systems Supervisor who obtains this certificate.</p> <p>Wildlife Society: 2% incentive pay to an employee in the class of Natural Resource Supervisor who obtain the Wildlife Biologist Certification.</p> <p>2% incentive pay to an employee in the class of Mechanical Maintenance Supervisor Underground Construction and Maintenance Supervisor or Water Treatment Operations Supervisor who obtains the T4 Certificate.</p> <p>5% incentive pay to employees in the classes of Mechanical Maintenance Supervisor Underground Construction and Maintenance Supervisor, or Water Treatment Operations Supervisor who obtains the Grade T5 Certificate</p> <p>1% incentive pay to an employee in the classes of Highway Maintenance Supervisor I or Highway Maintenance Supervisor II who obtains the Grade D3 Certificate.</p> <p>2% incentive pay to an employee in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D4 Certificate.</p> <p>4% incentive pay to employees in the classes of Mechanical Maintenance Supervisor, Underground Construction and Maintenance Supervisor, Water Distribution Supervisor, or Water Treatment Operations Supervisor who obtains the Grade D5</p>



**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Certificate.</p> <p>Senior Equipment Mechanic, Equipment Maintenance Supervisor, and Automotive Maintenance Supervisor will become eligible for incentive pay up to a maximum of 4% for the certifications (ASE and/or Welder Certification/Qualification Certificate)</p> <p>State of California Welder Certification/Qualification Certificate Incentive pay shall be paid at the rate of two percent 2%.</p> <p>Tree Supervisor who meet the requirements below, may receive up to three percent (3%) pay for either the Arborist Certification or Pesticide Spray Applicators Certification/License, but not both.</p> <p>Arborist Certification: Employees in the classifications of Tree Supervisor who possess an International Society of Arborists (ISA), Arborist Certificate may be assigned duties consistent with the use of such certification. In such case, the employee will receive a three percent (3%) differential. The assignment of duties consistent with the certification shall be made in writing.</p> <p>Pesticide Spray Applicators Certification/License: Employees in the classification of Tree Supervisor who possesses a State of California Qualified Applicators License or Qualified Applicators Certificate may be assigned duties consistent with the use of such certification or license. In such case, the employee will receive a two percent (2%) differential for the license or one and one-half percent (1.5%) for the certificate. The employee may not receive the differential for both the license and the certificate. In addition to the differential for the license or certificate, the employee may receive a one-half percent (.5%) differential for each additional State of California Qualified Applicators License/Certificate category used in conjunction with the employee's prescribed work assignments.</p> <p align="center">Unit 5</p> <p align="center">2.5% -Thirty (30) to fifty-nine (59) undergraduate semester units above the minimum qualifications for the employee's job classification.</p> <p align="center">2.5%- Sixty (60) or more undergraduate semester units above the minimum qualifications for the employee's job classification.</p> <p>Certification Incentive Pay: Additional salary shall be paid to an employee for possession of certification(s). To qualify for additional salary, such certification(s) shall meet the following criteria:</p> <p>Certification is not required as part of the minimum qualifications specified in the employee's job classification.</p> <p>Recognized certificates include those offered at the following institutions: California State University system, University of California system, and the Community College system. UPE and the County shall meet to determine additional recognized certificates and the amount of assigned salary differentials. No employee who qualifies for both Certification and Education Incentive pay shall receive additional salary of more than 5%.</p> <p align="center">Unit 6</p> <p align="center">None</p> <p align="center">Unit 10</p> <p align="center">2.5%- MA, CPA, CIA or CISA</p> <p align="center">Unit 17</p> <p>1 % incentive pay to employees in the class of Wastewater Treatment Plant Operator Apprentice who obtain a Treatment Plant</p>

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p align="center">Operator Grade II Certificate.</p> <p>1 % incentive pay to employees in the class of Wastewater Treatment Plant Operator who obtain a Treatment Plant Operator Grade III Certificate.</p> <p>1 % incentive pay to employees in the class of Senior Wastewater Treatment Plant Operator who obtain a Treatment Plant Operator Grade IV Certificate.</p> <p>Plant Maintenance Grade I Certificate: 1 % differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1 ), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade II Certificate: 1 % differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 1 % differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade II Certificate: 3% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 3% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain this certificate.</p> <p>Plant Maintenance Mechanical Technologist Grade III Certificate: 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 1), Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist and Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 4% differential to employees in the class of Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate and Plant Maintenance Mechanical Technologist Grade IV Certificate: Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate.</p> <p>Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician and Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>Effective May 20, 2009, a 4% differential to employees in the classes of Wastewater Treatment Plant Operator (Level 2), Senior Wastewater Treatment Plant Operator, Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist who obtain a Plant Maintenance Mechanical Technologist Grade IV Certificate.</p> <p>Collection Systems Grade I Certificate: 1 % differential to employees in the Department of Water Quality in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist who obtain this certificate.</p>

**APPENDIX B - TABLE 3  
Education/Certification Pay**

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

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>Plant Maintenance Electrical/Instrumentation Grade III Certificate: 3% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain this certificate.</p> <p>Plant Maintenance Electrical/Instrumentation Grade IV Certificate: Those employees who were receiving the 4% differential as of May 5, 2009 for the Plant Maintenance Grade IV Certificate will continue to receive the differential as long as they maintain their certificate.</p> <p>Effective May 10, 2009, a 4% differential to employees in the class of Senior Water Quality Control Systems Technician who obtain a Plant Maintenance Electrical/Instrumentation Grade IV Certificate.</p> <p>2% incentive pay to employees in the classes of Natural Resources Specialist and Senior Natural Resources Specialist who obtain the Wildlife Biologist Certification.</p> <p>2% incentive pay to employees in the Department of Water Resources in the classes of Mechanical Maintenance Technician and Senior Water Treatment Operator who obtain the Grade T3 Certificate or higher.</p> <p>2% incentive pay to employees in the Department of Water Resources in the classes of Assistant Mechanical Maintenance Technician and Water System Operator who obtain the T2 Certificate or higher.</p> <p>2% incentive pay to employees in the classes of Mechanical Maintenance Technician, Underground Construction and Maintenance Specialist, Senior Water Distribution Operator, and Senior Water Treatment Operator who obtain the Grade D3 Certificate or higher.</p> <p>2% incentive pay to employees in the classes of Assistant Mechanical Maintenance Technician, Assistant Underground Construction and Maintenance Specialist, and Water System Operator who obtain the Grade D2 Certificate or higher.</p> <p>An employee who is required to maintain a Commercial Class A License, Commercial Class B License with Hazardous Material Endorsement or Tanker Endorsement (N), or Commercial Class C License with Hazardous Material Endorsement (H or X) or Tanker Endorsement (N) as a condition of employment when the class specification does not make the same requirement for all of the positions within the class will receive an additional 1 % of pay.</p> <p align="center">Unit 23 Civil Engineer with dual certification 5%</p> <p align="center">Unit 26 5% differential for Engineering Technicians who possess an Engineer in Training certificate also applies to the advanced classes in the series, the Senior Engineering Technicians and Principal Engineering Technicians who possess such certification.</p> <p>Construction Inspector series: Employees will be paid at the rate of 1.5% for each below listed certification up to a maximum of 5% (4 certificates): American Welding Society Certified Welding Inspector, National Association of Corrosion Engineers (NACE) Coating Inspector, American Concrete Institute Concrete Construction Special Inspector, ICC Structural Masonry Special Inspector, ICC Pre-stressed Concrete Special Inspector, ICC Reinforced Concrete Special Inspector, Structural Welding Special Inspector, Structural Steel and Bolting Special Inspector</p>
Sacramento Suburban Water District	<p align="center">Class 'A' Driver's License Employees in certain job classifications approved by the General Manager who obtain a Class A vehicle operator's license from the State</p>

**APPENDIX B - TABLE 3  
Education/Certification Pay**

Survey Agency	Education/Certification Pay
	<p>of California and who are deemed qualified to operate equipment associated with this level of license by the Operations Manager will be compensated at \$1.00 per hour.</p> <p align="center">State Certification Required for Position</p> <p>Non-exempt employees who meet the minimum certification requirement(s) for positions requiring State of California State Water Resources Control Board, Division of Drinking Water, Distribution and/or Treatment Operator certifications will be compensated \$0.50 per hour for a maximum of one certification above the required level per employee.</p> <p align="center">State Certification Not Required for Position</p> <p>Non-exempt employees who obtain certification from the State of California State Water Resources Control Board, Division of Drinking Water, for either Water Distribution Operator or Treatment Operator and the certification is not required for their current position will be compensated \$0.25 per hour for a maximum of one certification per employee.</p> <p align="center">Other Certification Not Required for Position</p> <p>Non-exempt employees who obtain other certification not required for their current position may be compensated \$0.25 per hour for a maximum of one certificate per employee determined to be of value to the district subject to approval by the General Manager.</p>
Stockton East Water District	<p align="center">Represented</p> <p align="center">Employees driving District vehicles within the ordinary course of their employment and in possession of a valid California Department of Motor Vehicle Class A License will receive a one-time salary increase of 2.5% or Class B License will receive a one-time salary increase of 1.5%. Certain reasonable expenses incurred to obtain Class A or B Driver's Licenses will be paid by the District with the advance written approval of the General Manager.</p> <p align="center">Unrepresented None</p>
South San Joaquin Irrigation Distribution	<p align="center">None</p>

**APPENDIX B - TABLE 4  
Vacation Leave**

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

<sup>1</sup> Folsom- Have combined sick and vacation leave

<sup>2</sup> EID- Have combined sick and vacation leave

**APPENDIX B - TABLE 4  
Vacation Leave**

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

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

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

<b>Agency</b>	<b>Sick Leave Annual Accrual (days/year)</b>	<b>Sick Leave Max Accrual</b>	<b>Fixed Holidays + Floating Holidays (number of holidays per year)</b>	<b>Administrative, Management Leave, Personal Leave (number of hours per year)</b>
<i>San Juan Water District</i>	<b>12</b>	<b>480 hours</b>	<b>11 + 1 = 12</b>	<b>40 (Exempt)</b>
Carmichael Water District	12	Unlimited	11 + 1 = 12	Represented 0  General Manager 80  Unrepresented 80 hours
Citrus Heights Water District	12	Unlimited	9 + 0 = 9	Management- 72 Non-Management- 0
City of Fairfield	12	Unlimited	13 + 0 = 13	FGMA- 144.86 Conf. Non-Management- 40 FEA- 50 Exec-122.42
City of Folsom	Included in vacation	NA	12 + 1 = 13	Local 39- 0 FMMG, DH, and Unrep- 80 if exempt
City of Roseville	12	Unlimited	10 + 2 = 12	Local 39- 45 hours Management- up to 100 IBEW- 45 hours
City of Vallejo	IBEW 12  CAMP 18  Unrepresented 12	IBEW Unlimited  CAMP Unlimited  Unrepresented 288 hours	IBEW 11 + 2 = 13  CAMP 11 + 2 = 13  Unrepresented 11 + 0 = 11	0 - IBEW 0 - CAMP 80 hours - Unrepresented



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

<b>Agency</b>	<b>Sick Leave Annual Accrual (days/year)</b>	<b>Sick Leave Max Accrual</b>	<b>Fixed Holidays + Floating Holidays (number of holidays per year)</b>	<b>Administrative, Management Leave, Personal Leave (number of hours per year)</b>
El Dorado Irrigation District	Included in vacation	NA	12 + 1 = 13	Dept. Heads 80 hours  Confidential Non-Represented 40 hours if exempt  EIDEA 40 hours if exempt  Managers/Supervisors 80 hours
Elk Grove Water District	12 (Called PTO)	320 hours	11 + 1 = 12	Exempt-80 Non-exempt-0
Fair Oaks Water District	10	Unlimited	10 + 1 = 11	Management-64 hours (with 6 years) (40 with less than 5 years) Non-Management- 0  General Manager 104 hours
Placer County Water Agency	12	Unlimited	10 + 3 = 13	WSU- 0 Management- 72
Sacramento County	15	Unlimited	13.5 + 0 = 13.5	Management gets Management Time Off but no set number of hours each year Non-Management- 0
Sacramento Suburban Water District	12	240 hours (under age 55)  Unlimited (over age 55)	13 + 0 = 13	General Manager-80 Exempt-40 Non-exempt- 0
Stockton East Water District	12	Unlimited	12 + 2 = 14	0
South San Joaquin Irrigation Distribution	12	Unlimited	9 + 2 = 11	General- 0 Management-Exempt- 40



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

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
<i>San Juan Water District</i>	\$0	<i>10 years = 50%; + 5% for each additional year to max of 100% with 20 years</i>	<i>10 years = 50%; + 5% for each additional year to max of 100% with 20 years</i>	<i>10 years = 50%; + 5% for each additional year to max of 100% with 20 years</i>	<i>10 years</i>
Carmichael Water District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Citrus Heights Water District	\$0	Based on years of service \$365 with 20 years \$409 with 25 years \$457 with 30 years  (Amounts increase with COLAs)	No additional contribution	No additional contribution	20 years
City of Fairfield	\$50/month – FGMA, Conf. Non-Management, FEA  \$0- Exec	\$0	\$0	\$0	NA
City of Folsom	\$25/per pay period	\$0	\$0	\$0	NA
City of Roseville	\$100/month (with 5 years)	PEMHCA Minimum	No additional contribution	No additional contribution	10 years with PERS; 5 years with agency
City of Vallejo	IBEW 1.5%  CAMP 1.5%  Unrep \$0	IBEW/CAMP PEMHCA Minimum  Unrep \$300	IBEW/CAMP No Additional Contribution  Unrep No Additional Contribution	IBEW/CAMP No Additional Contribution  Unrep No Additional Contribution	IBEW/CAMP 10 years with PERS; 5 years with Agency  Unrep 5 years
El Dorado Irrigation District	\$0	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years = 50%; + 5% for each additional year to max of 100% with 20 years	10 years
Elk Grove Water District	\$0	100% of active rate with 15 years	100% of active rate with 15 years	No additional contribution	15 years

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

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