

MEDIAN + 5%

Survey Classification	Base Salary			Total Cash			Comparability
	San Juan Water District Maximum Base Salary	Labor Market Median + 5% Base Salary	% San Juan Water District Is Above or Below Labor Market Median + 5%	San Juan Water District Total Cash	Labor Market Median + 5% Total Cash	% San Juan Water District Is Above or Below Labor Market Median + 5%	
Accountant	\$9,899	\$9,746	1.55%	\$9,899	\$9,931	-0.32%	10
Accounting Technician II	\$7,568	\$7,398	2.25%	\$7,568	\$7,485	1.09%	10
Assistant General Manager	Market Check	\$19,383	Market Check	Market Check	\$20,257	Market Check	4
Associate Engineer	\$13,612	\$13,126	3.57%	\$13,612	\$13,454	1.16%	11
Chief Operator	\$13,477	\$13,462	0.11%	\$13,477	\$14,231	-5.59%	5
Clerk of the Board/Executive Assistant	\$10,719	\$9,879	7.84%	\$10,719	\$10,390	3.07%	3
Construction Inspector II	\$9,419	\$9,051	3.91%	\$9,419	\$9,342	0.82%	10
Customer Service Manager	\$15,035	\$14,128	6.03%	\$15,035	\$15,199	-1.09%	6
Customer Services Technician II	\$6,989	\$6,946	0.61%	\$6,989	\$7,127	-1.98%	14
Director of Finance	\$18,896	\$20,252	-7.18%	\$18,896	\$20,881	-10.50%	13
Director of Operations	\$18,346	Insuff Data	---	\$18,346	Insuff Data	---	0
Distribution Lead Worker	\$11,724	\$11,509	1.83%	\$11,724	\$12,356	-5.39%	8
Director of Water Resources and Strategic Affairs	\$18,346	Insuff Data	---	\$18,346	Insuff Data	---	2
Distribution Operator II	\$8,358	\$8,258	1.20%	\$8,358	\$8,790	-5.17%	10
Electrical and Instrumentation Technician	\$11,608	\$10,539	9.21%	\$11,608	\$10,871	6.35%	10
Director of Engineering and Retail Services	\$18,346	\$18,729	-2.09%	\$18,346	\$19,297	-5.19%	8
Engineering Technician II	\$8,961	\$8,728	2.61%	\$8,961	\$9,218	-2.87%	11
Field Services Manager	\$15,035	\$14,173	5.73%	\$15,035	\$15,038	-0.02%	7
Human Resources Specialist	\$11,411	\$11,102	2.71%	\$11,411	\$12,094	-5.99%	10
Senior Accountant	\$11,494	\$10,935	4.86%	\$11,494	\$11,512	-0.16%	8
Information Technology Manager	\$15,035	\$14,795	1.60%	\$15,035	\$15,392	-2.38%	9
Information Technology Technician II	\$9,142	\$8,724	4.56%	\$9,142	\$9,234	-1.01%	10
Maintenance Chief	\$12,823	\$12,635	1.47%	\$12,823	\$12,635	1.47%	4
Operational Technology Coordinator	\$11,608	Insuff Data	---	\$11,608	Insuff Data	---	0
Meter Technician II	\$8,358	\$7,744	7.35%	\$8,358	\$7,847	6.12%	4
Procurement Specialist	\$9,899	\$8,549	13.64%	\$9,899	\$9,054	8.53%	4
Safety and Regulatory Compliance Coordinator	\$12,695	\$12,644	0.40%	\$12,695	\$12,687	0.06%	5
Senior Engineer	\$15,035	\$14,337	4.64%	\$15,035	\$14,967	0.45%	10
Utilities Coordinator	\$10,613	Insuff Data	---	\$10,613	Insuff Data	---	0
Utilities Maintenance Worker II	\$6,919	Insuff Data	---	\$6,919	Insuff Data	---	1
Utilities Mechanic II	\$9,325	\$9,428	-1.10%	\$9,325	\$9,763	-4.69%	8
Water Efficiency Lead Worker	\$8,961	Insuff Data	---	\$8,961	Insuff Data	---	2
Water Efficiency Technician II	\$8,114	\$8,023	1.12%	\$8,114	\$8,175	-0.76%	7
Water Treatment Plant Manager	\$16,775	\$15,403	8.18%	\$16,775	\$16,166	3.63%	6
Water Treatment Plant Operator II	\$8,873	\$8,439	4.89%	\$8,873	\$8,792	0.92%	10
Water Treatment Plant Operator III	\$9,802	\$10,087	-2.91%	\$9,802	\$10,531	-7.44%	10
Distribution Maintenance Temporary Helper	\$22	\$30	-33.04%	NA	NA	NA	8
		Average	3.05%			-0.93%	

San Juan Water District
Total Compensation Study
4/2026

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	Comments
San Juan Water District	Accountant	\$8,249	\$9,899	0%	\$0	\$0	\$0	\$0		\$9,899	
Carmichael Water District	Senior Accountant	\$7,816	\$9,500	0%	\$0	\$0	\$0	\$0		\$9,500	
Citrus Heights Water District	Accountant	\$7,604	\$10,263	0%	\$0	\$616	\$0	\$0		\$10,879	
City of Fairfield	Accountant/Auditor II	\$8,892	\$10,808	0%	\$0	\$1,081	\$0	\$0		\$11,889	
City of Folsom	No Comparable Class										
City of Roseville	Accountant II	\$6,326	\$8,902	6.197%	\$552	\$267	\$223	\$0		\$9,943	
City of Vallejo	Accountant	\$7,384	\$8,976	0%	\$0	\$0	\$0	\$0		\$8,976	
El Dorado Irrigation District	Accountant	\$7,669	\$9,321	0%	\$0	\$0	\$0	\$0		\$9,321	
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Accountant	\$7,131	\$9,101	0%	\$0	\$0	\$228	\$0		\$9,329	
Sacramento County	Accountant	\$6,569	\$7,985	0%	\$0	\$240	\$319	\$399	5% max	\$8,943	
Sacramento Suburban Water District	Accountant II	\$6,469	\$9,242	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$9,416	
South San Joaquin Irrigation District	Accountant	\$7,933	\$9,643	8%	\$771	\$292	\$0	\$0		\$10,706	
Stockton East Water District	No Comparable Class										
<i>Labor Market Median + 5%</i>			\$9,746							\$9,931	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			1.55%							-0.32%	
<i># Of Comparable Matches</i>			10								

Data effective as of 4/2026

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	Comments
San Juan Water District	Accounting Technician II	\$6,306	\$7,568	0%	\$0	\$0	\$0	\$0		\$7,568	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	No Comparable Class										
City of Fairfield	Payroll Specialist II	\$5,561	\$6,760	0%	\$0	\$270	\$0	\$0		\$7,030	
City of Folsom	Accounting Technician II	\$5,552	\$7,033	0%	\$0	\$100	\$176	\$300	\$300/max	\$7,609	
City of Roseville	Payroll Technician II	\$5,506	\$7,379	6.197%	\$457	\$221	\$184	\$0		\$8,242	
City of Vallejo	Accounting Technician	\$5,943	\$7,223	0%	\$0	\$0	\$0	\$0		\$7,223	
El Dorado Irrigation District	Finance Technician	\$5,807	\$7,058	0%	\$0	\$0	\$0	\$0		\$7,058	
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Accounting Technician II	\$5,454	\$6,961	0%	\$0	\$0	\$174	\$0		\$7,135	
Sacramento County	Accounting Technician	\$5,220	\$6,346	0%	\$0	\$190	\$254	\$317	5% max	\$7,108	
Sacramento Suburban Water District	Accounting Technician II	\$5,310	\$6,642	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$6,815	
South San Joaquin Irrigation District	Accounting Technician	\$6,221	\$7,561	4%	\$302	\$250	\$0	\$0		\$8,113	
Stockton East Water District	Accounting Technician II	\$5,859	\$7,122	0%	\$0	\$0	\$0	\$0		\$7,122	
<i>Labor Market Median</i>			\$7,046							\$7,129	
<i>% San Juan Water District is above or below Median</i>			6.90%							5.80%	
<i>Labor Market Median + 5%</i>			\$7,398							\$7,485	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			2.25%							1.09%	
<i># Of Comparable Matches</i>			10								

Data effective as of 4/2026

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	Comments
San Juan Water District	Assistant General Manager	Market Check	Market Check							Market Check	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Assistant General Manager	\$14,676	\$19,815	0%	\$0	\$1,189	\$0	\$0		\$21,004	Not Budgeted
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	Assistant General Manager	\$11,761	\$16,737	0%	\$0	\$167	\$0	\$0		\$16,904	
Placer County Water Agency	No Comparable Class										
Sacramento County	No Comparable Class										
Sacramento Suburban Water District	Assistant General Manager	\$11,974	\$17,105	0%	\$0	\$0	\$0	\$477	\$1/hr-MA; \$1/hr PE; \$.50/hr D5; \$.25/hr T3	\$17,581	D4; T2
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	Assistant General Manager	\$19,203	\$23,342	0%	\$0	\$0	\$0	\$0		\$23,342	
<i>Labor Market Median</i>			\$18,460							\$19,293	
<i>% San Juan Water District is above or below Median</i>			<i>Market Check</i>							<i>Market Check</i>	
<i>Labor Market Median + 5%</i>			\$19,383							\$20,257	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			<i>Market Check</i>							<i>Market Check</i>	
<i># Of Comparable Matches</i>			4								

Data effective as of 4/2026

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	Comments
San Juan Water District	Associate Engineer	\$11,343	\$13,612	0%	\$0	\$0	\$0	\$0		\$13,612	PE
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Associate Civil Engineer	\$11,027	\$14,888	0%	\$0	\$893	\$0	\$0		\$15,781	PE
City of Fairfield	Associate Civil Engineer	\$9,576	\$11,639	0%	\$0	\$1,164	\$0	\$0		\$12,803	PE
City of Folsom	Associate Civil Engineer	\$9,088	\$11,512	0%	\$0	\$325	\$288	\$300	\$300- BA/MA	\$12,425	PE
City of Roseville	Associate Engineer-PE	\$8,291	\$11,667	6.197%	\$723	\$350	\$292	\$0		\$13,032	PE
City of Vallejo	Associate Civil Engineer	\$9,502	\$11,550	0%	\$0	\$0	\$0	\$0		\$11,550	PE
El Dorado Irrigation District	Associate Civil Engineer	\$10,340	\$12,569	0%	\$0	\$0	\$0	\$0		\$12,569	PE
Elk Grove Water District	Associate Civil Engineer	\$10,436	\$12,688	1%	\$127	\$0	\$317	\$0		\$13,132	PE
Fair Oaks Water District	No Comparable Class										EIT
Placer County Water Agency	Associate Engineer	\$9,795	\$12,501	0%	\$0	\$0	\$313	\$0		\$12,814	PE
Sacramento County	Associate Civil Engineer	\$10,616	\$12,902	0%	\$0	\$387	\$0	\$258	2% MA	\$13,547	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	\$8,538	\$12,198	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$12,371	PE
South San Joaquin Irrigation District	Associate Engineer	\$11,137	\$13,536	8%	\$1,083	\$292	\$0	\$0		\$14,910	PE
Stockton East Water District	No Comparable Class										

Labor Market Median	\$12,501	\$12,814
% San Juan Water District is above or below Median	8.16%	5.86%
Labor Market Median + 5%	\$13,126	\$13,454
% San Juan Water District is above or below Labor Market Median + 5%	3.57%	1.16%
# Of Comparable Matches	11	

Data effective as of 4/2026

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	Comments
San Juan Water District	Chief Operator	\$11,230	\$13,477	0%	\$0	\$0	\$0	\$0		\$13,477	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	\$9,309	\$11,793	0%	\$0	\$325	\$295	\$300	\$300- BA/MA	\$12,713	Appropriate treatment plant operator certification
City of Roseville	Water Treatment Plant Chief Operator	\$9,567	\$12,821	6.197%	\$795	\$385	\$321	\$0		\$14,321	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	\$8,667	\$11,061	0%	\$0	\$0	\$277	\$0		\$11,338	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	\$11,568	\$14,061	8%	\$1,125	\$292	\$0	\$0		\$15,477	T5, D4
Stockton East Water District	Chief Plant Operator	\$11,150	\$13,553	0%	\$0	\$0	\$0	\$0		\$13,553	T5, Lab Analyst
		<i>Labor Market Median</i>	\$12,821							\$13,553	
		<i>% San Juan Water District is above or below Median</i>	4.87%							-0.57%	
		<i>Labor Market Median + 5%</i>	\$13,462							\$14,231	
		<i>% San Juan Water District is above or below Labor Market Median + 5%</i>	0.11%							-5.59%	
		<i># Of Comparable Matches</i>	5								

Data effective as of 4/2026

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	Comments	
San Juan Water District	Clerk of the Board/Executive Assistant	\$8,934	\$10,719	0%	\$0	\$0	\$0	\$0		\$10,719		
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	No Comparable Class										PIO/Clerk to the Board	
Elk Grove Water District	No Comparable Class										HR Administrator	
Fair Oaks Water District	No Comparable Class											
Placer County Water Agency	Clerk to the Board	\$8,417	\$10,743	0%	\$0	\$0	\$269	\$0		\$11,012		
Sacramento County	No Comparable Class											
Sacramento Suburban Water District	Executive Assistant/Board Secretary	\$6,583	\$9,409	0%	\$0	\$0	\$0	\$173	\$1.00/hour BA	\$9,582		
South San Joaquin Irrigation District	Executive Secretary-Clerk of the Board	\$7,315	\$8,892	8%	\$711	\$292	\$0	\$0		\$9,895		
Stockton East Water District	No Comparable Class											
		<i>Labor Market Median</i>	\$9,409								\$9,895	
		<i>% San Juan Water District is above or below Median</i>	12.23%								7.69%	
		<i>Labor Market Median + 5%</i>	\$9,879								\$10,390	
		<i>% San Juan Water District is above or below Labor Market Median + 5%</i>	7.84%								3.07%	
		<i># Of Comparable Matches</i>	3									

Data effective as of 4/2026

San Juan Water District
Total Compensation Study
4/2026

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	Comments
San Juan Water District	Construction Inspector II	\$7,849	\$9,419	0%	\$0	\$0	\$0	\$0		\$9,419	D3
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Senior Construction Inspector	\$7,448	\$10,059	0%	\$0	\$604	\$0	\$60	\$60 for D3	\$10,723	D2, T2
City of Fairfield	Public Works Inspector II	\$7,162	\$8,705	0%	\$0	\$162	\$44	\$0		\$8,911	
City of Folsom	Construction Inspector II	\$6,271	\$7,944	0%	\$0	\$100	\$199	\$300	\$300/max	\$8,543	
City of Roseville	Construction Inspector II	\$5,946	\$8,366	6.197%	\$518	\$251	\$209	\$0		\$9,345	
City of Vallejo	Engineering Technician II	\$6,733	\$8,184	0%	\$0	\$0	\$0	\$0		\$8,184	
El Dorado Irrigation District	Construction Inspector II	\$6,949	\$8,445	0%	\$0	\$0	\$0	\$0		\$8,445	
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	Construction Inspector	\$6,349	\$8,573	0%	\$0	\$167	\$0	\$0		\$8,740	D2, T2, Cross Connection; Backflow; also assists with backflow program
Placer County Water Agency	Inspector II	\$6,790	\$8,667	0%	\$0	\$0	\$217	\$0		\$8,884	
Sacramento County	Construction Inspector	\$8,086	\$8,914	0%	\$0	\$267	\$357	\$535	6% max	\$10,073	
Sacramento Suburban Water District	Senior Inspector	\$7,214	\$9,019	0%	\$0	\$0	\$0	\$303	\$.50 per hour for D3; \$.25/hr for T2; \$1/hr for BA	\$9,322	D2, T1
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	No Comparable Class										
<i>Labor Market Median</i>			\$8,620							\$8,897	
<i>% San Juan Water District is above or below Median</i>			8.48%							5.54%	
<i>Labor Market Median + 5%</i>			\$9,051							\$9,342	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			3.91%							0.82%	
<i># Of Comparable Matches</i>			10								

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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	Comments
San Juan Water District	Customer Services Technician II	\$5,824	\$6,989	0%	\$0	\$0	\$0	\$0		\$6,989	
Carmichael Water District	Billing Specialist II	\$5,563	\$6,762	0%	\$0	\$0	\$0	\$0		\$6,762	
Citrus Heights Water District	Customer Services Specialist	\$6,569	\$8,875	0%	\$0	\$533	\$0	\$0		\$9,408	
City of Fairfield	Accounting Assistant II	\$5,038	\$6,124	0%	\$0	\$136	\$31	\$0		\$6,291	
City of Folsom	Revenue Technician II	\$4,914	\$6,225	0%	\$0	\$100	\$156	\$300	\$300/max	\$6,781	
City of Roseville	Utility Customer Service Specialist II	\$4,692	\$6,602	6.197%	\$409	\$198	\$165	\$0		\$7,374	
City of Vallejo	Customer Service Representative	\$4,538	\$5,516	0%	\$0	\$0	\$0	\$0		\$5,516	
El Dorado Irrigation District	Finance Assistant II	\$5,002	\$6,079	0%	\$0	\$0	\$0	\$0		\$6,079	
Elk Grove Water District	Utility Billing Specialist III	\$5,677	\$6,897	1%	\$69	\$0	\$172	\$0		\$7,138	Journey
Fair Oaks Water District	Customer Service Representative II	\$4,918	\$6,637	0%	\$0	\$167	\$0	\$0		\$6,804	
Placer County Water Agency	Customer Services Representative II	\$5,194	\$6,629	0%	\$0	\$0	\$166	\$0		\$6,795	
Sacramento County	Utility Billing Services Representative II	\$4,423	\$5,375	0%	\$0	\$161	\$215	\$269	5% max	\$6,020	
Sacramento Suburban Water District	Customer Service Representative II	\$5,174	\$6,469	0%	\$0	\$0	\$0	\$173	\$1.00/hour BA	\$6,642	
South San Joaquin Irrigation District	Accounting Technician	\$6,221	\$7,561	4%	\$302	\$250	\$0	\$0		\$8,113	
Stockton East Water District	Accounting Technician II	\$5,859	\$7,122	0%	\$0	\$0	\$0	\$0		\$7,122	

<i>Labor Market Median</i>		\$6,616								\$6,788	
<i>% San Juan Water District is above or below Median</i>		5.34%								2.88%	
<i>Labor Market Median + 5%</i>		\$6,946								\$7,127	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>		0.61%								-1.98%	
<i># Of Comparable Matches</i>		14									

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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	Comments
San Juan Water District	Director of Engineering and Retail Services	\$15,288	\$18,346	0%	\$0	\$0	\$0	\$0		\$18,346	PE
Carmichael Water District	Engineering Manager	\$15,126	\$18,385	0%	\$0	\$0	\$0	\$0		\$18,385	PE; only over engineering
Citrus Heights Water District	Director of Engineering-District Engineer	\$14,676	\$19,815	0%	\$0	\$1,189	\$0	\$0		\$21,004	PE, D2, T1; not over distribution
City of Fairfield	No Comparable Class										
City of Folsom	No Comparable Class										
City of Roseville	Engineering Manager	\$12,671	\$16,981	6.197%	\$1,052	\$509	\$425	\$0		\$18,967	PE; not over distribution
City of Vallejo	Water Engineering Manager	\$12,910	\$15,692	0%	\$0	\$0	\$0	\$0		\$15,692	PE; not over distribution
El Dorado Irrigation District	Director of Engineering	\$15,868	\$19,288	0%	\$0	\$167	\$0	\$0		\$19,455	PE; not over distribution; Director of Operations is over water, wastewater, hydro and pays the same
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Engineering Services Manager	\$12,295	\$15,691	0%	\$0	\$0	\$392	\$0		\$16,083	PE; Reports to Director of Technical Services which is over engineering, treatment and distribution
Sacramento County	No Comparable Class										
Sacramento Suburban Water District	Director of Technical Services	\$12,111	\$17,302	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$17,476	PE; not over distribution
South San Joaquin Irrigation District	No Comparable Class										Engineering Department Manager does not require PE
Stockton East Water District	District Engineer	\$15,115	\$18,372	0%	\$0	\$0	\$0	\$0		\$18,372	PE; not over distribution
<i>Labor Market Median</i>			\$17,837							\$18,379	
% San Juan Water District is above or below Median			2.77%							-0.18%	
<i>Labor Market Median + 5%</i>			\$18,729							\$19,297	
% San Juan Water District is above or below Labor Market Median + 5%			-2.09%							-5.19%	
# Of Comparable Matches			8								

Data effective as of 4/2026

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	Comments
San Juan Water District	Director of Finance	\$15,288	\$18,896	0%	\$0	\$0	\$0	\$0		\$18,896	
Carmichael Water District	Finance Manager	\$13,710	\$16,664	0%	\$0	\$0	\$0	\$0		\$16,664	
Citrus Heights Water District	Director of Finance and Administrative Services	\$14,676	\$19,815	0%	\$0	\$1,189	\$0	\$0		\$21,004	
City of Fairfield	Director of Finance	\$16,069	\$21,519	0%	\$0	\$2,152	\$0	\$0		\$23,671	
City of Folsom	Finance Director	\$16,317	\$19,852	0%	\$0	\$1,290	\$0	\$0		\$21,142	
City of Roseville	Finance Director	\$15,362	\$20,948	6.197%	\$1,298	\$628	\$524	\$0		\$23,398	
City of Vallejo	Finance Director	\$14,996	\$18,228	0%	\$0	\$182	\$0	\$0		\$18,410	
El Dorado Irrigation District	Director of Finance	\$15,868	\$19,288	0%	\$0	\$167	\$0	\$0		\$19,455	
Elk Grove Water District	Finance Manager	\$15,806	\$19,214	1%	\$192	\$0	\$480	\$0		\$19,886	
Fair Oaks Water District	Finance Manager	\$10,651	\$14,135	0%	\$0	\$167	\$0	\$0		\$14,302	
Placer County Water Agency	Director of Financial Services	\$18,186	\$23,210	0%	\$0	\$0	\$580	\$0		\$23,790	
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	\$11,667	\$16,666	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$16,839	
South San Joaquin Irrigation District	Finance and Administration Manager	\$16,399	\$19,936	8%	\$1,595	\$292	\$0	\$0		\$21,822	
Stockton East Water District	Director of Finance and Administration	\$14,669	\$17,831	0%	\$0	\$0	\$0	\$0		\$17,831	
<i>Labor Market Median</i>			\$19,288							\$19,886	
<i>% San Juan Water District is above or below Median</i>			-2.07%							-5.24%	
<i>Labor Market Median + 5%</i>			\$20,252							\$20,881	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			-7.18%							-10.50%	
<i># Of Comparable Matches</i>			13								

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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	Comments
San Juan Water District	Director of Operations	\$15,288	\$18,346	0%	\$0	\$0	\$0	\$0		\$18,346	
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										Drinking Water Operations Manager is over treatment and distribution
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										Chief, Division of Water Resources is over treatment and distribution
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>	<i>Insuff Data</i>							<i>Insuff Data</i>	
		<i>% San Juan Water District is above or below Median</i>	<i>---</i>							<i>---</i>	
		<i>Labor Market Median + 5%</i>	<i>Insuff Data</i>							<i>Insuff Data</i>	
		<i>% San Juan Water District is above or below Labor Market Median + 5%</i>	<i>---</i>							<i>---</i>	
		<i># Of Comparable Matches</i>	<i>0</i>								

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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	Comments
San Juan Water District	Director of Water Resources and Strategic Affairs	\$15,288	\$18,346	0%	\$0	\$0	\$0	\$0		\$18,346	
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	Director of Strategic Affairs	\$18,186	\$23,210	0%	\$0	\$0	\$580	\$0		\$23,790	Supervises
Sacramento County	Government Relations Legislative Officer	\$14,376	\$15,850	0%	\$0	\$793	\$634	\$0		\$17,277	
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>	<i>Insuff Data</i>							<i>Insuff Data</i>	
		<i>% San Juan Water District is above or below Median</i>	<i>---</i>							<i>---</i>	
		<i>Labor Market Median + 5%</i>	<i>Insuff Data</i>							<i>Insuff Data</i>	
		<i>% San Juan Water District is above or below Labor Market Median + 5%</i>	<i>---</i>							<i>---</i>	
		<i># Of Comparable Matches</i>	<i>2</i>								

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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	Comments	
San Juan Water District	Distribution Lead Worker	\$9,771	\$11,724	0%	\$0	\$0	\$0	\$0		\$11,724	Class A, D4, Backflow and Cross Connection certificates	
Carmichael Water District	No Comparable Class											
Citrus Heights Water District	Water Distribution Supervisor	\$10,201	\$13,744	0%	\$0	\$825	\$0	\$60	\$20 more for D5; \$20 for Backflow; \$20 for Cross Connection	\$14,629	D3, T1; D4 (\$80 added to base pay for D4)	
City of Fairfield	No Comparable Class										D2	
City of Folsom	Water Distribution Supervisor	\$9,309	\$11,793	0%	\$0	\$325	\$295	\$300	\$300- BA/MA	\$12,713	D5	
City of Roseville	Water Distribution Supervisor	\$7,973	\$10,685	6.197%	\$662	\$321	\$267	\$0		\$11,935	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	\$9,242	\$11,237	1%	\$112	\$0	\$281	\$0		\$11,630	D3, T2, Cross Connection	
Fair Oaks Water District	Operations Supervisor	\$7,537	\$10,171	0%	\$0	\$167	\$0	\$0		\$10,338	D3, T2, Class A	
Placer County Water Agency	Distribution Supervisor	\$9,101	\$11,615	0%	\$0	\$0	\$290	\$0		\$11,905	D5, Backflow and Cross Connection	
Sacramento County	Water Distribution Supervisor	\$8,322	\$10,113	0%	\$0	\$303	\$405	\$303	1% Class A; 2% more for D5	\$11,125	D3; Class A; 2% added to base for D4	
Sacramento Suburban Water District	Foreman (Distribution)	\$8,114	\$10,144	0%	\$0	\$0	\$0	\$347	\$.50/hr for D4; \$.25/hr for D5; \$.25/hr for T3; \$1/hr for BA	\$10,490	D3, T2	
South San Joaquin Irrigation District	No Comparable Class											
Stockton East Water District	No Comparable Class											
		Labor Market Median	\$10,961							\$11,768		
		% San Juan Water District is above or below Median	6.51%							-0.37%		
		Labor Market Median + 5%	\$11,509							\$12,356		
		% San Juan Water District is above or below Labor Market Median + 5%	1.83%							-5.39%		
		# Of Comparable Matches	8									

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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	Comments
San Juan Water District	Distribution Operator II	\$6,966	\$8,358	0%	\$0	\$0	\$0	\$0		\$8,358	D2
Carmichael Water District	Distribution Operator II	\$6,912	\$7,813	0%	\$0	\$0	\$0	\$173	\$1.00/hr for D4	\$7,986	Class A or B; D2
Citrus Heights Water District	Distribution Operator II	\$6,838	\$9,233	0%	\$0	\$554	\$0	\$100	\$60 more for D5; \$20 for Backflow; \$20 for Cross Connection	\$9,887	D2
City of Fairfield	Water Distribution Operator IIA	\$6,449	\$7,839	0%	\$0	\$153	\$39	\$0		\$8,032	D2; CWEA II; Class A
City of Folsom	Water Distribution Operator II	\$6,271	\$7,944	0%	\$0	\$100	\$199	\$300	\$300/max	\$8,543	D2, Class B, Herbicide/Pesticide certification
City of Roseville	Water Distribution Worker II	\$5,313	\$7,476	6.197%	\$463	\$324	\$0	\$224	3% max	\$8,488	D2, Class B
City of Vallejo	No Comparable Class										D2 is desired
El Dorado Irrigation District	Distribution Operator II	\$6,042	\$7,344	0%	\$0	\$0	\$0	\$0		\$7,344	D2
Elk Grove Water District	Water Distribution Operator II	\$6,727	\$8,176	1%	\$82	\$0	\$204	\$0		\$8,462	D2, T2
Fair Oaks Water District	Distribution System Operator II	\$4,918	\$6,637	0%	\$0	\$167	\$0	\$0		\$6,804	D2; Class A
Placer County Water Agency	No Comparable Class										D3 required
Sacramento County	Water System Operator	\$6,689	\$8,129	0%	\$0	\$244	\$325	\$163	2% for T2	\$8,861	2% added to base pay for D2; Class A for some
Sacramento Suburban Water District	Distribution Operator II	\$6,313	\$7,890	0%	\$0	\$0	\$0	\$390	\$.50/hr for D3; \$.25/hr for D4; \$.25/hr for D5; \$.25/hr for T3; \$1/hr for BA	\$8,280	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>			\$7,865							\$8,371	
<i>% San Juan Water District is above or below Median</i>			5.91%							-0.16%	
<i>Labor Market Median + 5%</i>			\$8,258							\$8,790	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			1.20%							-5.17%	
<i># Of Comparable Matches</i>			10								

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San Juan Water District
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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	Comments
San Juan Water District	Electrical and Instrumentation Technician	\$9,674	\$11,608	0%	\$0	\$0	\$0	\$0		\$11,608	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	No Comparable Class										
City of Fairfield	Instrumentation Technician	\$8,054	\$9,790	0%	\$0	\$173	\$49	\$0		\$10,012	
City of Folsom	Electrical and Instrumentation Technician	\$8,201	\$10,389	0%	\$0	\$100	\$260	\$250	\$250- MA	\$10,999	Grade II PM E/I Technologist certificate
City of Roseville	Environmental Utilities Instrument and Control Technician II	\$7,379	\$10,383	6.197%	\$643	\$411	\$0	\$0		\$11,438	
City of Vallejo	Instrument Technician II	\$7,979	\$9,698	0%	\$0	\$0	\$0	\$0		\$9,698	
El Dorado Irrigation District	Electrician and Instrumentation Technician II	\$7,824	\$9,511	0%	\$0	\$0	\$0	\$0		\$9,511	Electrical/Instrumentation certificate II
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Water Quality Instrumentation Technician	\$8,059	\$10,285	0%	\$0	\$0	\$257	\$0		\$10,542	
Sacramento County	Water Quality Control Systems Technician	\$8,305	\$9,158	0%	\$0	\$275	\$366	\$366	4% grade IV Plant Maintenance E/I cert	\$10,165	
Sacramento Suburban Water District	Instrument Technician	\$7,677	\$9,594	0%	\$0	\$0	\$0	\$260	\$.50/hr for D2; \$1/hr for BA	\$9,854	D1; CWEA II or ISA I within 12 months
South San Joaquin Irrigation District	Instrument Technician	\$10,615	\$12,903	4%	\$516	\$250	\$0	\$0		\$13,669	
Stockton East Water District	Electrical Technician II	\$9,271	\$11,269	0%	\$0	\$0	\$0	\$0		\$11,269	CWEA E/I II
Labor Market Median		\$10,038								\$10,354	
% San Juan Water District is above or below Median		13.53%								10.81%	
Labor Market Median + 5%		\$10,539								\$10,871	
% San Juan Water District is above or below Labor Market Median + 5%		9.21%								6.35%	
# Of Comparable Matches		10									

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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	Comments
San Juan Water District	Engineering Technician II	\$7,469	\$8,961	0%	\$0	\$0	\$0	\$0		\$8,961	
Carmichael Water District	GIS Specialist	\$6,786	\$8,248	0%	\$0	\$0	\$0	\$0		\$8,248	
Citrus Heights Water District	Engineering/GIS Technician	\$6,961	\$9,400	0%	\$0	\$564	\$0	\$80	\$40 T2; \$40 for D2	\$10,044	
City of Fairfield	Engineering Technician II	\$6,838	\$8,312	0%	\$0	\$158	\$42	\$0		\$8,512	
City of Folsom	Engineering Technician II	\$6,271	\$7,944	0%	\$0	\$100	\$199	\$300	\$300-max	\$8,543	
City of Roseville	Engineering Technician II	\$5,586	\$7,860	6.197%	\$487	\$236	\$197	\$0		\$8,779	
City of Vallejo	Engineering Technician II	\$6,733	\$8,184	0%	\$0	\$0	\$0	\$0		\$8,184	
El Dorado Irrigation District	Engineering Technician II	\$6,606	\$8,031	0%	\$0	\$0	\$0	\$0		\$8,031	
Elk Grove Water District	Engineering Technician II	\$7,790	\$9,471	1%	\$95	\$0	\$237	\$0		\$9,802	
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Engineering Technician II	\$7,488	\$9,556	0%	\$0	\$0	\$239	\$0		\$9,795	
Sacramento County	Engineering Technician II	\$5,728	\$6,965	0%	\$0	\$209	\$279	\$348	5% EIT	\$7,801	
Sacramento Suburban Water District	Engineering Technician	\$6,859	\$8,573	0%	\$0	\$0	\$0	\$217	\$1/hr for BA; \$.25/hr for cert not required	\$8,790	
South San Joaquin Irrigation District	Engineering Technician	\$7,687	\$9,344	4%	\$374	\$250	\$0	\$0		\$9,968	
Stockton East Water District	Engineering Technician	\$7,407	\$9,004	0%	\$0	\$0	\$0	\$0		\$9,004	
<i>Labor Market Median</i>			\$8,312							\$8,779	
<i>% San Juan Water District is above or below Median</i>			7.25%							2.03%	
<i>Labor Market Median + 5%</i>			\$8,728							\$9,218	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			2.61%							-2.87%	
<i># Of Comparable Matches</i>			11								

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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	Comments
San Juan Water District	Field Services Manager	\$12,530	\$15,035	0%	\$0	\$0	\$0	\$0		\$15,035	D4
Carmichael Water District	Distribution Superintendent	\$11,539	\$14,025	0%	\$0	\$0	\$0	\$0		\$14,025	D4, T2, Cross-Connection Control Certificate
Citrus Heights Water District	Director of Operations	\$14,676	\$19,815	0%	\$0	\$1,189	\$0	\$0		\$21,004	D3, T2
City of Fairfield	Water Distribution Manager	\$11,105	\$13,498	0%	\$0	\$1,350	\$0	\$0		\$14,848	D4
City of Folsom	No Comparable Class										Supervisor level
City of Roseville	Water Distribution Superintendent	\$9,427	\$12,822	6.197%	\$795	\$385	\$321	\$0		\$14,322	D5
City of Vallejo	Water Distribution Superintendent	\$10,598	\$12,882	0%	\$0	\$0	\$0	\$0		\$12,882	D5; Class A
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, IT and customer service
Placer County Water Agency	No Comparable Class										Supervisor level
Sacramento County	Water System Manager	\$12,253	\$13,509	0%	\$0	\$675	\$540	\$0		\$14,725	D5
Sacramento Suburban Water District	Superintendent, Distribution	\$8,519	\$12,170	0%	\$0	\$0	\$0	\$303	\$1/hr for BA; \$.50/hr for D5; \$.25/hr for T3	\$12,473	D4, T2
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	No Comparable Class										Supervisor level

<i>Labor Market Median</i>	\$13,498	\$14,322
<i>% San Juan Water District is above or below Median</i>	10.22%	4.74%
<i>Labor Market Median + 5%</i>	\$14,173	\$15,038
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>	5.73%	-0.02%
<i># Of Comparable Matches</i>	7	

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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	Comments
San Juan Water District	Human Resources Specialist	\$9,509	\$11,411	0%	\$0	\$0	\$0	\$0		\$11,411	
Carmichael Water District	No Comparable Class	\$7,816	\$9,500	0%	\$0	\$0	\$0	\$0		\$9,500	
Citrus Heights Water District	Management Analyst	\$7,816	\$10,556	0%	\$0	\$633	\$0	\$0		\$11,189	
City of Fairfield	Human Resources Analyst II	\$8,463	\$10,287	2.5%	\$257	\$1,029	\$0	\$0		\$11,573	
City of Folsom	Senior Human Resources Management Analyst	\$9,792	\$12,404	0%	\$0	\$620	\$0	\$300	\$300-MA	\$13,324	
City of Roseville	Human Resources Analyst II	\$7,887	\$10,570	6.197%	\$655	\$317	\$264	\$0		\$11,806	
City of Vallejo	Personnel Analyst II	\$8,701	\$10,576	0%	\$0	\$0	\$0	\$0		\$10,576	
El Dorado Irrigation District	Human Resources Analyst II	\$8,309	\$10,099	0%	\$0	\$0	\$0	\$0		\$10,099	
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Human Resources Program Manager	\$9,228	\$11,778	0%	\$0	\$0	\$294	\$0		\$12,072	
Sacramento County	Personnel Analyst	\$8,815	\$10,713	0%	\$0	\$321	\$429	\$0		\$11,463	
Sacramento Suburban Water District	No Comparable Class										
South San Joaquin Irrigation District	Human Resources Analyst II	\$8,861	\$10,769	8%	\$862	\$292	\$0	\$0		\$11,922	
Stockton East Water District	No Comparable Class										
		Labor Market Median	\$10,573							\$11,518	
		% San Juan Water District is above or below Median	7.34%							-0.94%	
		Labor Market Median + 5%	\$11,102							\$12,094	
		% San Juan Water District is above or below Labor Market Median + 5%	2.71%							-5.99%	
		# Of Comparable Matches	10								

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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	Comments
San Juan Water District	Information Technology Manager	\$12,530	\$15,035	0%	\$0	\$0	\$0	\$0		\$15,035	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Information Technology Manager	\$10,792	\$14,567	0%	\$0	\$874	\$0	\$0		\$15,441	
City of Fairfield	Information Technology Manager	\$11,667	\$14,181	0%	\$0	\$1,418	\$0	\$0		\$15,599	
City of Folsom	Information Systems Manager	\$10,809	\$13,692	0%	\$0	\$325	\$342	\$300	\$300- BA/MA	\$14,659	
City of Roseville	Assistant Information Technology Director	\$12,492	\$16,740	6.197%	\$1,037	\$502	\$419	\$0		\$18,698	2 division managers
City of Vallejo	Information Systems Manager	\$10,337	\$12,565	0%	\$0	\$0	\$0	\$0		\$12,565	
El Dorado Irrigation District	Information Technology Officer	\$11,314	\$13,752	0%	\$0	\$0	\$0	\$0		\$13,752	
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	No Comparable Class										
Sacramento County	Information Technology Manager	\$12,998	\$14,329	\$0	\$0	\$716	\$573	\$0		\$15,619	
Sacramento Suburban Water District	Information Technology Manager	\$9,863	\$14,090	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$14,264	
South San Joaquin Irrigation District	Systems Administrator	\$10,833	\$13,170	8%	\$1,054	\$292	\$0	\$0		\$14,515	
Stockton East Water District	No Comparable Class										
<i>Labor Market Median</i>		\$14,090								\$14,659	
<i>% San Juan Water District is above or below Median</i>		6.28%								2.50%	
<i>Labor Market Median + 5%</i>		\$14,795								\$15,392	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>		1.60%								-2.38%	
<i># Of Comparable Matches</i>		9									

Data effective as of 4/2026

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	Comments
San Juan Water District	Information Technology Technician II	\$7,618	\$9,142	0%	\$0	\$0	\$0	\$0		\$9,142	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Information Technology Technician	\$6,758	\$9,123	0%	\$0	\$547	\$0	\$0		\$9,670	
City of Fairfield	Information Technology Technician II	\$6,776	\$8,236	0%	\$0	\$157	\$41	\$0		\$8,435	
City of Folsom	Information Technology Technician	\$6,584	\$8,341	0%	\$0	\$100	\$209	\$300	\$300-max	\$8,950	
City of Roseville	Information Technology Technician II	\$5,630	\$7,922	6.197%	\$491	\$238	\$198	\$0		\$8,849	
City of Vallejo	IS Support Technician II	\$5,943	\$7,223	0%	\$0	\$0	\$0	\$0		\$7,223	
El Dorado Irrigation District	Information Technology Technician II	\$6,810	\$8,277	0%	\$0	\$0	\$0	\$0		\$8,277	
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	Information Technology Technician	\$6,349	\$8,573	0%	\$0	\$167	\$0	\$0		\$8,740	
Placer County Water Agency	Information Systems Technician II	\$6,790	\$8,667	0%	\$0	\$0	\$217	\$0		\$8,884	
Sacramento County	Information Technology Technician II	\$4,764	\$6,081	0%	\$0	\$182	\$243	\$152	2.5% MA	\$6,659	
Sacramento Suburban Water District	Information Technology Technician II	\$6,956	\$8,694	0%	\$0	\$0	\$0	\$173	\$1/hr-BA	\$8,868	
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	No Comparable Class										
		Labor Market Median	\$8,309							\$8,794	
		% San Juan Water District is above or below Median	9.11%							3.80%	
		Labor Market Median + 5%	\$8,724							\$9,234	
		% San Juan Water District is above or below Labor Market Median + 5%	4.56%							-1.01%	
		# Of Comparable Matches	10								

Data effective as of 4/2026

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	Comments
San Juan Water District	Maintenance Chief	\$10,686	\$12,823	0%	\$0	\$0	\$0	\$0		\$12,823	
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										Over operations and maintenance
City of Roseville	Preventative Maintenance Supervisor	\$9,802	\$13,135	6.197%	\$814	\$394	\$328	\$0		\$14,671	Over mechanical/electrical, instrumentation and technology systems including SCADA and/or distributed control system
City of Vallejo	Plant Maintenance Supervisor	\$9,809	\$11,923	0%	\$0	\$0	\$0	\$0		\$11,923	Over the maintenance and repair of water treatment and pumping facilities, systems and equipment; may be assigned to either instrumentation and electrical unit or mechanical unit; D3; Crane Operator certificate
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	Water Quality Mechanical Maintenance Supervisor	\$8,667	\$11,061	0%	\$0	\$0	\$277	\$0		\$11,338	T2, D2
Sacramento County	No Comparable Class										Over operations and maintenance
Sacramento Suburban Water District	No Comparable Class										
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	Maintenance Supervisor	\$9,991	\$12,144	0%	\$0	\$0	\$0	\$0		\$12,144	Over maintenance of shop, building, grounds, electrical repair and communication-control installation and maintenance
<i>Labor Market Median</i>			\$12,034							\$12,034	
<i>% San Juan Water District is above or below Median</i>			6.16%							6.16%	
<i>Labor Market Median + 5%</i>			\$12,635							\$12,635	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			1.47%							1.47%	
<i># Of Comparable Matches</i>			4								

Data effective as of 4/2026

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	Comments
San Juan Water District	Meter Technician II	\$6,966	\$8,358	0%	\$0	\$0	\$0	\$0		\$8,358	D2, Backflow
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Water Efficiency Specialist	\$6,304	\$8,499	0%	\$0	\$510	\$0	\$100	\$20 for Backflow; \$20 for Cross Connection; \$60 for Water Use Efficiency Practitioner III	\$9,109	D1, \$40 added to base for D2
City of Fairfield	No Comparable Class										Water Distribution Operators handle meters
City of Folsom	No Comparable Class										
City of Roseville	No Comparable Class										Utility Customer Service Field Representative does not require a D2 or Backflow
City of Vallejo	Meter Mechanic	\$5,667	\$6,889	0%	\$0	\$0	\$0	\$0		\$6,889	Backflow and Cross Connection certificate
El Dorado Irrigation District	Meter Technician II	\$5,465	\$6,646	0%	\$0	\$0	\$0	\$0		\$6,646	
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Water Efficiency Specialist II	\$6,160	\$7,861	0%	\$0	\$0	\$197	\$0		\$8,058	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>		\$7,375							\$7,473	
	<i>% San Juan Water District is above or below Median</i>		11.76%							10.59%	
	<i>Labor Market Median + 5%</i>		\$7,744							\$7,847	
	<i>% San Juan Water District is above or below Labor Market Median + 5%</i>		7.35%							6.12%	
	<i># Of Comparable Matches</i>		4								

Data effective as of 4/2026

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	Comments
San Juan Water District	Operational Technology Coordinator	\$9,674	\$11,608	0%	\$0	\$0	\$0	\$0		\$11,608	
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	
		% San Juan Water District is above or below Median	---							---	
		Labor Market Median + 5%	Insuff Data							Insuff Data	
		% San Juan Water District is above or below Labor Market Median + 5%	---							---	
		# Of Comparable Matches	0								

Data effective as of 4/2026

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	Comments
San Juan Water District	Procurement Specialist	\$8,249	\$9,899	0%	\$0	\$0	\$0	\$0		\$9,899	
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	\$5,751	\$8,093	6.197%	\$502	\$243	\$202	\$0		\$9,040	BA
City of Vallejo	No Comparable Class										
El Dorado Irrigation District	Buyer II	\$6,739	\$8,190	0%	\$0	\$0	\$0	\$0		\$8,190	BA
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Procurement Specialist II	\$6,629	\$8,461	0%	\$0	\$0	\$212	\$0		\$8,673	
Sacramento County	Contract Services Officer II	\$6,443	\$7,830	0%	\$0	\$235	\$313	\$196	2.5% MA	\$8,574	
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>			\$8,142							\$8,623	
<i>% San Juan Water District is above or below Median</i>			17.75%							12.89%	
<i>Labor Market Median + 5%</i>			\$8,549							\$9,054	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			13.64%							8.53%	
<i># Of Comparable Matches</i>			4								

Data effective as of 4/2026

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	Comments	
San Juan Water District	Safety and Regulatory Compliance Coordinator	\$10,580	\$12,695	0%	\$0	\$0	\$0	\$0		\$12,695		
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	\$7,565	\$10,137	6.197%	\$628	\$304	\$253	\$0		\$11,323		
City of Vallejo	No Comparable Class											
El Dorado Irrigation District	Safety and Security Officer	\$9,941	\$12,083	0%	\$0	\$0	\$0	\$0		\$12,083	Supervises	
Elk Grove Water District	No Comparable Class											
Fair Oaks Water District	No Comparable Class											
Placer County Water Agency	No Comparable Class											
Sacramento County	Safety Specialist	\$8,053	\$9,788	0%	\$0	\$294	\$392	\$245	2.5% MA	\$10,718		
Sacramento Suburban Water District	Safety and Risk Coordinator	\$8,429	\$12,042	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$12,215		
South San Joaquin Irrigation District	Environmental Compliance/Safety Officer	\$10,275	\$12,489	8%	\$999	\$292	\$0	\$0		\$13,779		
Stockton East Water District	No Comparable Class											
		Labor Market Median	\$12,042							\$12,083		
		% San Juan Water District is above or below Median	5.15%							4.82%		
		Labor Market Median + 5%	\$12,644							\$12,687		
		% San Juan Water District is above or below Labor Market Median + 5%	0.40%							0.06%		
		# Of Comparable Matches	5									

Data effective as of 4/2026

San Juan Water District
Total Compensation Study
4/2026

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	Comments
San Juan Water District	Senior Accountant	\$9,578	\$11,494	0%	\$0	\$0	\$0	\$0		\$11,494	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Management Analyst	\$7,816	\$10,556	0%	\$0	\$633	\$0	\$0		\$11,189	
City of Fairfield	Management Analyst II	\$8,463	\$10,287	0%	\$0	\$1,029	\$0	\$0		\$11,316	
City of Folsom	Financial Analyst	\$8,037	\$10,181	0%	\$0	\$509	\$0	\$300	\$300- BA/MA	\$10,990	
City of Roseville	Senior Accountant	\$6,959	\$9,792	6.197%	\$607	\$294	\$245	\$0		\$10,937	
City of Vallejo	Administrative Analyst II	\$8,701	\$10,576	0%	\$0	\$0	\$0	\$0		\$10,576	
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	Financial Analyst	\$8,259	\$10,541	0%	\$0	\$0	\$264	\$0		\$10,805	
Sacramento County	Senior Accountant	\$7,877	\$9,575	0%	\$0	\$287	\$383	\$479	5% max	\$10,724	
Sacramento Suburban Water District	No Comparable Class										
South San Joaquin Irrigation District	Management Accountant	\$10,828	\$13,161	8%	\$1,053	\$292	\$0	\$0		\$14,506	
Stockton East Water District	No Comparable Class										
		<i>Labor Market Median</i>	\$10,414							\$10,964	
		<i>% San Juan Water District is above or below Median</i>	9.39%							4.61%	
		<i>Labor Market Median + 5%</i>	\$10,935							\$11,512	
		<i>% San Juan Water District is above or below Labor Market Median + 5%</i>	4.86%							-0.16%	
		<i># Of Comparable Matches</i>	8								

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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	Comments
San Juan Water District	Senior Engineer	\$12,530	\$15,035	0%	\$0	\$0	\$0	\$0		\$15,035	PE
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	Senior Civil Engineer	\$12,133	\$16,375	0%	\$0	\$983	\$0	\$0		\$17,358	PE
City of Fairfield	Senior Civil Engineer	\$10,570	\$12,847	0%	\$0	\$1,285	\$0	\$0		\$14,132	PE; supervises
City of Folsom	Senior Civil Engineer	\$10,539	\$13,350	0%	\$0	\$325	\$334	\$300	\$300- BA/MA	\$14,309	PE; supervises
City of Roseville	Senior Engineer	\$10,012	\$13,417	6.197%	\$831	\$403	\$335	\$0		\$14,986	PE; supervises
City of Vallejo	Senior Civil Engineer	\$10,501	\$12,763	0%	\$0	\$0	\$0	\$0		\$12,763	PE; supervises
El Dorado Irrigation District	Senior Civil Engineer	\$11,429	\$13,892	0%	\$0	\$0	\$0	\$0		\$13,892	PE
Elk Grove Water District	Senior Civil Engineer	\$12,087	\$14,688	1%	\$147	\$0	\$367	\$0		\$15,202	PE
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Senior Engineer	\$10,285	\$13,126	0%	\$0	\$0	\$328	\$0		\$13,454	PE
Sacramento County	Senior Civil Engineer	\$12,937	\$14,263	0%	\$0	\$713	\$571	\$0		\$15,547	PE; Supervises
Sacramento Suburban Water District	Senior Engineer	\$9,818	\$14,026	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$14,200	PE; supervises
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	No Comparable Class										
<i>Labor Market Median</i>		\$13,655								\$14,254	
<i>% San Juan Water District is above or below Median</i>		9.18%								5.19%	
<i>Labor Market Median + 5%</i>		\$14,337								\$14,967	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>		4.64%								0.45%	
<i># Of Comparable Matches</i>		10									

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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	Comments
San Juan Water District	Utilities Coordinator	\$8,845	\$10,613	0%	\$0	\$0	\$0	\$0		\$10,613	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	No Comparable Class										
City of Fairfield	No Comparable Class										Cross Connection Specialist requires only a D1
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										Customer Field Technician does USA locations and Environmental Compliance Inspector does BF
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										
		<i>Labor Market Median</i>	<i>Insuff Data</i>							<i>Insuff Data</i>	
		<i>% San Juan Water District is above or below Median</i>	<i>---</i>							<i>---</i>	
		<i>Labor Market Median + 5%</i>	<i>Insuff Data</i>							<i>Insuff Data</i>	
		<i>% San Juan Water District is above or below Labor Market Median + 5%</i>	<i>---</i>							<i>---</i>	
		<i># Of Comparable Matches</i>	<i>0</i>								

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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	Comments
San Juan Water District	Utilities Maintenance Worker II	\$5,765	\$6,919	0%	\$0	\$0	\$0	\$0		\$6,919	
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	\$5,129	\$7,216	6.197%	\$447	\$316	\$0	\$0		\$7,980	
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	
		% San Juan Water District is above or below Median	---							---	
		Labor Market Median + 5%	Insuff Data							Insuff Data	
		% San Juan Water District is above or below Labor Market Median + 5%	---							---	
		# Of Comparable Matches	1								

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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	Comments
San Juan Water District	Utilities Mechanic II	\$7,772	\$9,325	0%	\$0	\$0	\$0	\$0		\$9,325	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	No Comparable Class										
City of Fairfield	Mechanical/Electrical Technician II	\$7,858	\$9,551	0%	\$0	\$171	\$48	\$0		\$9,769	
City of Folsom	Water Treatment Plant Mechanic	\$5,973	\$7,566	0%	\$0	\$100	\$189	\$300	\$300-max	\$8,155	
City of Roseville	Plant and Equipment Mechanic II	\$6,206	\$8,732	6.197%	\$541	\$362	\$0	\$0		\$9,635	
City of Vallejo	Utility Mechanic II	\$7,590	\$9,226	0%	\$0	\$0	\$0	\$0		\$9,226	D1
El Dorado Irrigation District	Plant Mechanic II	\$6,606	\$8,031	0%	\$0	\$0	\$0	\$0		\$8,031	T1
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Water Quality Mechanic	\$6,790	\$8,667	0%	\$0	\$0	\$217	\$217	2.5% for Grade 2 Mechanical Technologist	\$9,100	T2, D1
Sacramento County	No Comparable Class										Operator also do maintenance
Sacramento Suburban Water District	No Comparable Class										
South San Joaquin Irrigation District	Mechanical Technician II	\$9,273	\$11,272	4%	\$451	\$250	\$0	\$0		\$11,973	Class A may be required; Backflow, D2, Cross Connection
Stockton East Water District	Maintenance Mechanic II	\$7,709	\$9,370	0%	\$0	\$0	\$0	\$0		\$9,370	
<i>Labor Market Median</i>			\$8,979							\$9,298	
<i>% San Juan Water District is above or below Median</i>			3.71%							0.29%	
<i>Labor Market Median + 5%</i>			\$9,428							\$9,763	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			-1.10%							-4.69%	
<i># Of Comparable Matches</i>			8								

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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	Comments
San Juan Water District	Water Efficiency Lead Worker	\$7,469	\$8,961	0%	\$0	\$0	\$0	\$0		\$8,961	CLIA
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	Senior Water Use Efficiency Technician	\$6,949	\$8,445	0%	\$0	\$0	\$0	\$0		\$8,445	Landscape Auditor certificate; Water Conservation Practitioner 2, Radiation Safety and Use Nuclear Gauges cert; does not test meters
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Lead Water Efficiency Specialist	\$6,468	\$8,255	0%	\$0	\$0	\$206	\$0		\$8,461	D2; QWEL or CLIA certificate; both meter repair and conservation
Sacramento County	No Comparable Class										
Sacramento Suburban Water District	No Comparable Class										
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	No Comparable Class										
Labor Market Median		Insuff Data								Insuff Data	
% San Juan Water District is above or below Median		---								---	
Labor Market Median + 5%		Insuff Data								Insuff Data	
% San Juan Water District is above or below Labor Market Median + 5%		---								---	
# Of Comparable Matches		2									

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San Juan Water District
Total Compensation Study
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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	Comments	
San Juan Water District	Water Efficiency Technician II	\$6,762	\$8,114	0%	\$0	\$0	\$0	\$0		\$8,114	QWEL certificate; D1	
Carmichael Water District	Water Efficiency Specialist II	\$6,382	\$7,757	0%	\$0	\$0	\$0	\$0		\$7,757	Certified Landscape Auditor, Water Use Efficiency Practitioner 2, D2; also reads, inspects, tests and troubleshoots meters	
Citrus Heights Water District	No Comparable Class											
City of Fairfield	No Comparable Class											
City of Folsom	Water Management Specialist	\$5,688	\$7,206	0%	\$0	\$100	\$180	\$300	\$300-max	\$7,786	D1, Irrigation Auditor certificate; Water Conservation Practitioner	
City of Roseville	Water Conservation Specialist	\$5,844	\$8,224	6.197%	\$510	\$347	\$0	\$247	3% max	\$9,327	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	\$6,287	\$7,641	0%	\$0	\$0	\$0	\$0		\$7,641	Landscape Auditor certificate; does not test meters	
Elk Grove Water District	No Comparable Class											
Fair Oaks Water District	Water Efficiency Specialist	\$5,242	\$7,074	0%	\$0	\$167	\$0	\$0		\$7,240	D1, Irrigation Auditor	
Placer County Water Agency	Water Efficiency Specialist II	\$6,160	\$7,861	0%	\$0	\$0	\$197	\$0		\$8,058	D2; QWEL or CLIA certificate; both meter repair and conservation	
Sacramento County	No Comparable Class											
Sacramento Suburban Water District	Water Conservation Technician II	\$5,994	\$7,492	0%	\$0	\$0	\$0	\$303	\$1/hr-BA; \$.50/hr for D2; \$.25/hr for additional cert	\$7,795	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	\$7,641								\$7,786	
		% San Juan Water District is above or below Median	5.83%								4.04%	
		Labor Market Median + 5%	\$8,023								\$8,175	
		% San Juan Water District is above or below Labor Market Median + 5%	1.12%								-0.76%	
		# Of Comparable Matches	7									

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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	Comments
San Juan Water District	Water Treatment Plant Manager	\$13,979	\$16,775	0%	\$0	\$0	\$0	\$0		\$16,775	T5
Carmichael Water District	Production Superintendent	\$12,179	\$14,803	0%	\$0	\$0	\$0	\$0		\$14,803	T4, D2, Cross Connection Control Certificate
Citrus Heights Water District	No Comparable Class										
City of Fairfield	Water Treatment Manager	\$11,959	\$14,536	0%	\$0	\$1,454	\$0	\$0		\$15,990	T5
City of Folsom	Water Treatment Plant Manager	\$10,539	\$13,350	0%	\$0	\$325	\$334	\$300	\$300- BA/MA	\$14,309	T5
City of Roseville	No Comparable Class										
City of Vallejo	No Comparable Class										
El Dorado Irrigation District	No Comparable Class										Over treatment and distribution
Elk Grove Water District	No Comparable Class										
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	No Comparable Class										
Sacramento County	Water System Manager	\$12,253	\$13,509	0%	\$0	\$675	\$540	\$0		\$14,725	T5
Sacramento Suburban Water District	No Comparable Class										Production Superintendent requires T2, D4
South San Joaquin Irrigation District	Water Treatment Plant Manager	\$16,628	\$20,212	8%	\$1,617	\$292	\$0	\$0		\$22,121	T5, D4
Stockton East Water District	Water Operations Manager	\$14,965	\$18,190	0%	\$0	\$0	\$0	\$0		\$18,190	T5
<i>Labor Market Median</i>			\$14,670							\$15,396	
<i>% San Juan Water District is above or below Median</i>			12.55%							8.22%	
<i>Labor Market Median + 5%</i>			\$15,403							\$16,166	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			8.18%							3.63%	
<i># Of Comparable Matches</i>			6								

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San Juan Water District
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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	Comments	
San Juan Water District	Water Treatment Plant Operator II	\$7,394	\$8,873	0%	\$0	\$0	\$0	\$0		\$8,873	T2	
Carmichael Water District	Treatment Operator II	\$6,836	\$7,727	0%	\$0	\$0	\$0	\$173	\$1.00/hour for T5	\$7,900	D1, T2, T3 within 24 months	
Citrus Heights Water District	No Comparable Class											
City of Fairfield	No Comparable Class										No T2	
City of Folsom	Water Treatment Plant Operator II	\$6,271	\$7,944	0%	\$0	\$100	\$199	\$300	\$300-max	\$8,543	T2, Class B, Herbicide/Pesticide certificate	
City of Roseville	Water Treatment Plant Operator-Grade II	\$6,129	\$8,625	6.197%	\$534	\$259	\$216	\$259	3% max	\$9,893	T2; 24 hour salary listed	
City of Vallejo	Water Treatment Plant Operator Trainee I	\$5,002	\$6,080	0%	\$0	\$0	\$0	\$0		\$6,080	T2	
El Dorado Irrigation District	Water Treatment Plant Operator II	\$6,810	\$8,277	0%	\$0	\$0	\$0	\$0		\$8,277	T2, D1	
Elk Grove Water District	Water Treatment Operator II	\$6,727	\$8,180	1%	\$82	\$0	\$204	\$0		\$8,466	T2, D2, Class A	
Fair Oaks Water District	No Comparable Class											
Placer County Water Agency	Treatment Plant Operator Trainee II	\$5,454	\$6,961	0%	\$0	\$0	\$174	\$0		\$7,135	T2	
Sacramento County	Water System Operator	\$6,689	\$8,130	0%	\$0	\$244	\$325	2% for D2		\$8,700	2% added to base pay for T2	
Sacramento Suburban Water District	Production Operator II	\$6,313	\$7,890	0%	\$0	\$0	\$0	\$390	\$1/hr for BA; \$.50/hr for T3; \$.25/hr each for D3, D4 and D5	\$8,280	T2; D2	
South San Joaquin Irrigation District	Water Treatment Operator II	\$7,344	\$8,927	4%	\$357	\$250	\$0	\$0		\$9,534	T2; D2; T3 and D3 within 24 months	
Stockton East Water District	No Comparable Class											
		Labor Market Median	\$8,037								\$8,373	
		% San Juan Water District is above or below Median	9.42%								5.63%	
		Labor Market Median + 5%	\$8,439								\$8,792	
		% San Juan Water District is above or below Labor Market Median + 5%	4.89%								0.92%	
		# Of Comparable Matches	10									

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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	Comments
San Juan Water District	Water Treatment Plant Operator III	\$8,167	\$9,802	0%	\$0	\$0	\$0	\$0		\$9,802	T3
Carmichael Water District	Treatment Operator III	\$7,932	\$8,966	0%	\$0	\$0	\$0	\$173	\$1.00/hour for T5	\$9,139	T3, D2; Backflow Tester
Citrus Heights Water District	No Comparable Class										
City of Fairfield	Water Plant Operator III	\$8,054	\$9,790	0%	\$0	\$173	\$49	\$0		\$10,012	T3
City of Folsom	Water Treatment Plant Operator III (Shift)	\$7,439	\$9,423	0%	\$0	\$100	\$236	\$300	\$300-max	\$10,059	T3, Class B, Herbicide/Pesticide certificate
City of Roseville	Water Treatment Plant Operator-Grade III	\$7,079	\$9,961	6.197%	\$617	\$299	\$249	\$299	3% max	\$11,425	T3; 24 hour salary listed
City of Vallejo	Water Treatment Plant Operator	\$8,839	\$10,744	0%	\$0	\$0	\$0	\$0		\$10,744	T3
El Dorado Irrigation District	Water Treatment Plant Operator III	\$7,153	\$8,696	0%	\$0	\$0	\$0	\$0		\$8,696	T3, D2
Elk Grove Water District	Water Treatment Operator III	\$7,419	\$9,019	1%	\$90	\$0	\$225	\$0		\$9,334	D2, T3
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Treatment Plant Operator	\$6,960	\$8,883	0%	\$0	\$0	\$222	\$444	5% max	\$9,549	T3
Sacramento County	No Comparable Class										
Sacramento Suburban Water District	No Comparable Class										
South San Joaquin Irrigation District	Water Treatment Operator III	\$8,689	\$10,561	4%	\$422	\$250	\$0	\$0		\$11,234	T3; D2
Stockton East Water	Water Treatment Plant Operator	\$8,266	\$10,048	0%	\$0	\$0	\$0	\$0		\$10,048	T3, D1
<i>Labor Market Median</i>			\$9,607							\$10,030	
<i>% San Juan Water District is above or below Median</i>			1.99%							-2.33%	
<i>Labor Market Median + 5%</i>			\$10,087							\$10,531	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			-2.91%							-7.44%	
<i># Of Comparable Matches</i>			10								

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New Hires, Classic Members

Agency	Classification	Minimum Base Salary	Maximum Base Salary	Comments
San Juan Water District	Distribution Maintenance Temporary Helper	\$22	\$22	
Carmichael Water District	No Comparable Class			
Citrus Heights Water District	Intern	\$17	\$29	
City of Fairfield	Student Intern	\$17	\$17	
City of Folsom	No Comparable Class			Specific to Parks and Recreation
City of Roseville	Temporary Maintenance Assistant	\$17	\$33	
City of Vallejo	Temporary Maintenance Worker I	\$28	\$33	
El Dorado Irrigation District	IT Intern	\$23	\$23	
Elk Grove Water District	No Comparable Class			
Fair Oaks Water District	No Comparable Class			
Placer County Water Agency	Temporary Laborer I-IV	\$17	\$23	
Sacramento County	Engineering Intern	\$23	\$34	
Sacramento Suburban Water District	No Comparable Class			
South San Joaquin Irrigation District	Maintenance Temp	\$28	\$28	
Stockton East Water	No Comparable Class			
<i>Labor Market Median</i>			\$28	
<i>% San Juan Water District is above or below Median</i>				-26.70%
<i>Labor Market Median + 5%</i>			\$30	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>				-33.04%
<i># Of Comparable Matches</i>				8

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