

BRYCE
CONSULTING

SAN JUAN WATER DISTRICT
2026 COMPENSATION STUDY REPORT

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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the San Juan Water District to conduct a comprehensive compensation study of District classifications. This report presents the compensation survey results and includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Compensation Survey Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Review and confirm the survey parameters including survey agencies and data elements.
- Collect and analyze base salary and total cash benefit data for the survey classifications.
- Prepare and present a comprehensive report outlining the methodology, results and recommendations.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the District's "Labor Market." A labor market consists of those employers with whom the District might compete with for employees. The criteria typically utilized in identifying those employers include the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the District are likely to have departmental structures and organization of positions more similar to the District than organizations that are significantly larger or smaller in size.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees.
 - These employers are most likely to have comparable jobs.
 - These employers are most likely to have similar organizational characteristics.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the District must directly compete with to recruit and retain quality staff.

LABOR MARKET

Consistent with Board policy, **Table 1** displays the 14 survey agencies. All of the agencies surveyed participated in the process.

TABLE 1 SURVEY AGENCIES
Carmichael Water District
Citrus Heights Water District
City of Fairfield
City of Folsom
City of Roseville
City of Vallejo
El Dorado Irrigation District
Elk Grove Water District
Fair Oaks Water District
Placer County Water Agency
Sacramento County
Sacramento Suburban Water District
South San Joaquin Irrigation District
Stockton East Water District

SURVEY CLASSES

Survey classes, as displayed in **Table 2**, are generally selected utilizing the following criteria:

- The survey classifications should have a significant relationship to other classes in their occupational group. This ensures that they will make good reference points in relating and establishing salaries for other classes within their occupational group.
- They should be reasonably well known and able to be clearly and concisely described. This enables the employer to more easily communicate with survey employers in establishing accurate comparabilities for the survey classes.
- They should be classes for which counterparts can readily be found in other agencies so that sufficient compensation data can be gathered.

TABLE 2 SURVEY CLASSIFICATIONS
Accountant
Accounting Technician II
Assistant General Manager
Associate Engineer
Chief Operator
Clerk of the Board/Executive Assistant
Construction Inspector II
Customer Service Manager
Customer Services Technician II
Director of Finance
Director of Operations
Distribution Lead Worker
Director of Water Resources and Strategic Affairs
Distribution Operator II
Electrical and Instrumentation Technician
Director of Engineering and Retail Services
Engineering Technician II
Field Services Manager
Human Resources Specialist
Senior Accountant
Information Technology Manager
Information Technology Technician II
Maintenance Chief
Operational Technology Coordinator
Meter Technician II
Procurement Specialist
Safety and Regulatory Compliance Coordinator
Senior Engineer
Utilities Coordinator
Utilities Maintenance Worker II
Utilities Mechanic II
Water Efficiency Lead Worker
Water Efficiency Technician II
Water Treatment Plant Manager
Water Treatment Plant Operator II
Water Treatment Plant Operator III
Distribution Maintenance Temporary Helper (Base Salary Only)

SURVEY SCOPE

The scope of the survey included the labor market agencies previously presented. The data collected for each survey class included:

- Title of each comparable class
- Minimum and maximum monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement for new “classic” employees
 - ◆ Deferred compensation contribution made by the employer
 - ◆ Longevity pay at year 10
 - ◆ Certification/Education Pay
- Cost of living information including date and amount of next increase
- Retirement practices including plan, employer’s share, benefit, and formula
- Leave benefits
- Retiree health benefits

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- The agencies’ websites were utilized to collect salary and benefit data and to compare job descriptions, where available.
- The consultant followed up the survey agencies to collect additional information and seek clarification.

In addition to the collection of base salary and benefit information, careful efforts were made to analyze the full range of duties and requirements of the job classes determined to be comparable to the District’s classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

For each classification using maximum base salary and total cash as the basis of comparison, the District’s position was compared to the labor market to determine the percentage the District is above or below the labor market median plus 5%. The data is effective April 2026.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary and total cash. In addition, miscellaneous benefit data is presented including cost of living information, retirement practices, retiree health benefits, and leave benefits.

As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification.

TABLE 3 COMPARABILITY	
Accountant	10
Accounting Technician II	10
Assistant General Manager	4
Associate Engineer	11
Chief Operator	5
Clerk of the Board/Executive Assistant	3
Construction Inspector II	10
Customer Service Manager	6
Customer Services Technician II	14
Director of Finance	13
Director of Operations	0*
Distribution Lead Worker	8
Director of Water Resources and Strategic Affairs	2*
Distribution Operator II	10
Electrical and Instrumentation Technician	10
Director of Engineering and Retail Services	8
Engineering Technician II	11
Field Services Manager	7
Human Resources Specialist	10
Senior Accountant	8
Information Technology Manager	9
Information Technology Technician II	10
Maintenance Chief	4
Operational Technology Coordinator	0*
Meter Technician II	4
Procurement Specialist	4
Safety and Regulatory Compliance Coordinator	5
Senior Engineer	10
Utilities Coordinator	0*
Utilities Maintenance Worker II	1*
Utilities Mechanic II	8

**TABLE 3
COMPARABILITY**

Water Efficiency Lead Worker	2*
Water Efficiency Technician II	7
Water Treatment Plant Manager	6
Water Treatment Plant Operator II	10
Water Treatment Plant Operator III	10
Distribution Maintenance Temporary Helper	8

***Insufficient Data – Fewer than 3 matches**

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the District's relationship to the labor market for each class. The detailed market compensation survey datasheets are presented in **Appendix A** of this report. **Table 4** summarizes for each classification how the District's base salaries compare to the labor market. The following data is presented:

- Title of the District's classification
- The District's current maximum monthly base salary for each classification
- The labor market median plus 5% for maximum monthly base salary
- Percentage the District's maximum base salary is above or below the median plus 5% of the labor market

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	SJWD Maximum Base Salary	Labor Market Median + 5%	% SJWD IS Above or Below Labor Market Median + 5%
Accountant	\$9,899	\$9,746	1.55%
Accounting Technician II	\$7,568	\$7,398	2.25%
Assistant General Manager	Market Check	\$19,383	Market Check
Associate Engineer	\$13,612	\$13,126	3.57%
Chief Operator	\$13,477	\$13,462	0.11%
Clerk of the Board/Executive Assistant	\$10,719	\$9,879	7.84%
Construction Inspector II	\$9,419	\$9,051	3.91%
Customer Service Manager	\$15,035	\$14,128	6.03%
Customer Services Technician II	\$6,989	\$6,946	0.61%
Director of Finance	\$18,896	\$20,252	-7.18%
Director of Operations	\$18,346	Insuff Data	---
Distribution Lead Worker	\$11,724	\$11,509	1.83%
Director of Water Resources and Strategic Affairs	\$18,346	Insuff Data	---
Distribution Operator II	\$8,358	\$8,258	1.20%
Electrical and Instrumentation	\$11,608	\$10,539	9.21%

**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	SJWD Maximum Base Salary	Labor Market Median + 5%	% SJWD IS Above or Below Labor Market Median + 5%
Technician			
Director of Engineering and Retail Services	\$18,346	\$18,729	-2.09%
Engineering Technician II	\$8,961	\$8,728	2.61%
Field Services Manager	\$15,035	\$14,173	5.73%
Human Resources Specialist	\$11,411	\$11,102	2.71%
Senior Accountant	\$11,494	\$10,935	4.86%
Information Technology Manager	\$15,035	\$14,795	1.60%
Information Technology Technician II	\$9,142	\$8,724	4.56%
Maintenance Chief	\$12,823	\$12,635	1.47%
Operational Technology Coordinator	\$11,608	Insuff Data	---
Meter Technician II	\$8,358	\$7,744	7.35%
Procurement Specialist	\$9,899	\$8,549	13.64%
Safety and Regulatory Compliance Coordinator	\$12,695	\$12,644	0.40%
Senior Engineer	\$15,035	\$14,337	4.64%
Utilities Coordinator	\$10,613	Insuff Data	---
Utilities Maintenance Worker II	\$6,919	Insuff Data	---
Utilities Mechanic II	\$9,325	\$9,428	-1.10%
Water Efficiency Lead Worker	\$8,961	Insuff Data	---
Water Efficiency Technician II	\$8,114	\$8,023	1.12%
Water Treatment Plant Manager	\$16,775	\$15,403	8.18%
Water Treatment Plant Operator II	\$8,873	\$8,439	4.89%
Water Treatment Plant Operator III	\$9,802	\$10,087	-2.91%
Distribution Maintenance Temporary Helper	\$22	\$30	-33.04%

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the agencies' contribution towards the employees' share of retirement, the agencies' contribution towards deferred compensation, longevity pay, up to and including year 10, and education/certification pay. **Table 5** displays how the District compares to the labor market with respect to total cash for each classification. The following data is presented:

- Title of the District's classification
- The District's current total cash for each classification

- The median plus 5% of the labor market for total cash
- Percentage the District’s total cash is above or below the median plus 5% of the labor market

TABLE 5 SUMMARY OF TOTAL CASH			
Survey Classification	SJWD Maximum Total Cash	Labor Market Median + 5%	% SJWD IS Above or Below Labor Market Median + 5%
Accountant	\$9,899	\$9,931	-0.32%
Accounting Technician II	\$7,568	\$7,485	1.09%
Assistant General Manager	Market Check	\$20,257	Market Check
Associate Engineer	\$13,612	\$13,454	1.16%
Chief Operator	\$13,477	\$14,231	-5.59%
Clerk of the Board/Executive Assistant	\$10,719	\$10,390	3.07%
Construction Inspector II	\$9,419	\$9,342	0.82%
Customer Service Manager	\$15,035	\$15,199	-1.09%
Customer Services Technician II	\$6,989	\$7,127	-1.98%
Director of Finance	\$18,896	\$20,881	-10.50%
Director of Operations	\$18,346	Insuff Data	---
Distribution Lead Worker	\$11,724	\$12,356	-5.39%
Director of Water Resources and Strategic Affairs	\$18,346	Insuff Data	---
Distribution Operator II	\$8,358	\$8,790	-5.17%
Electrical and Instrumentation Technician	\$11,608	\$10,871	6.35%
Director of Engineering and Retail Services	\$18,346	\$19,297	-5.19%
Engineering Technician II	\$8,961	\$9,218	-2.87%
Field Services Manager	\$15,035	\$15,038	-0.02%
Human Resources Specialist	\$11,411	\$12,094	-5.99%
Senior Accountant	\$11,494	\$11,512	-0.16%
Information Technology Manager	\$15,035	\$15,392	-2.38%
Information Technology Technician II	\$9,142	\$9,234	-1.01%
Maintenance Chief	\$12,823	\$12,635	1.47%
Operational Technology Coordinator	\$11,608	Insuff Data	---
Meter Technician II	\$8,358	\$7,847	6.12%
Procurement Specialist	\$9,899	\$9,054	8.53%
Safety and Regulatory Compliance Coordinator	\$12,695	\$12,687	0.06%
Senior Engineer	\$15,035	\$14,967	0.45%
Utilities Coordinator	\$10,613	Insuff Data	---

TABLE 5 SUMMARY OF TOTAL CASH			
Survey Classification	SJWD Maximum Total Cash	Labor Market Median + 5%	% SJWD IS Above or Below Labor Market Median + 5%
Utilities Maintenance Worker II	\$6,919	Insuff Data	---
Utilities Mechanic II	\$9,325	\$9,763	-4.69%
Water Efficiency Lead Worker	\$8,961	Insuff Data	---
Water Efficiency Technician II	\$8,114	\$8,175	-0.76%
Water Treatment Plant Manager	\$16,775	\$16,166	3.63%
Water Treatment Plant Operator II	\$8,873	\$8,792	0.92%
Water Treatment Plant Operator III	\$9,802	\$10,531	-7.44%

RELATIONSHIP TO THE MARKET

On average, for all of the survey classifications, the District is 3.05% above market for base salary and 0.93% below of the market for total cash.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, leave benefits and retiree health benefits.

COST OF LIVING INCREASE – APPENDIX B - TABLE 1

With respect to cost of living, the District’s last increase was in July of 2025 in the amount of 2.5%. There are no future cost of living adjustments scheduled at this time.

With respect to the responding agencies, five had a cost of living increase in 2025 ranging from 1.9% to 5.5%. Eight had an increase earlier in 2026 ranging from 2% to 4%. Five agencies have an increase scheduled for later in 2026 ranging from 1% to 7%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The District has a CalPERS retirement plan with a benefit of 3% @ 60 and a formula of Highest Three Year Average for Classic tier employees.

Of the responding agencies, 13 have a CalPERS retirement plan and one is a 1937 Act Agency. Eight agencies have a benefit of 2% @ 55; three have a benefit of 2.7% @ 55; two have a benefit of 2.5% @ 55; and one has a benefit of 1.92% @ 60. Eight have a formula of Highest 3 Year Average and six have a formula of Single Highest Year.

EDUCATION/CERTIFICATION PAY – APPENDIX B TABLE 3

The District does not provide education or certification pay. Seven of the survey agencies provide certification and/or education pay with the amount varying by classification. The details are provided in Table 3 of Appendix B.

LEAVE BENEFITS – APPENDIX B – TABLES 4 - 5

The District offers 96 hours of vacation leave at year 1; 120 hours at year 4; 144 hours at year 8; 168 hours at year 11; 192 hours at year 16; 216 hours at year 21; and 240 hours at year 26. The District provides 12 days of sick leave with a maximum accrual of 480 hours, recognizes 13 holidays, and provides 40 hours of administrative leave for exempt classifications.

Two of the survey agencies have annual leave whereby vacation and sick leave are combined. Of those with separate leave banks, the labor market average is 81-91 hours at year 1, depending on bargaining unit; 100-109 hours at year 4; 132-137 hours at year 8; 149-155 hours at year 11; 175-181 hours at year 16; 191-198 hours at year 21; and 195-205 hours at year 26. The majority of the survey agencies provide 12 days of sick leave with an unlimited accrual. The labor market average for holidays is 13, with some variations for shift operators. 13 agencies provide administrative/management leave with the amounts varying by agency and classification.

RETIREE HEALTH BENEFITS – APPENDIX B – TABLE 6

The District does not contribute to a retiree health savings account but does contribute to post employment retiree health benefits with 50% of the cost paid by the District with 10 years of service and an additional 5% for each additional year of service up to 100% with 20 years of service for retiree, retiree plus one, and retiree plus two.

Five of the agencies contribute to a retiree health savings account ranging from a flat dollar amount of \$50 per month and one providing 1.5% of salary. Seven agencies contribute to post employment retiree health benefits ranging from the PEMCHA minimum to 100%, depending on years of service for retiree only. Four contribute to retiree plus one and three contribute to retiree plus two.

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary recommendations. In setting salary levels, both market data and internal relationships are taken into consideration so that the District's compensation plan is both competitive with the market and internally balanced. The Board's policy is to set salaries at median plus 5% for total cash.

It should be noted that when conducting compensation studies, not all classifications are surveyed. For example, with a series, the journey level is typically surveyed because it is the most consistent level and results in the strongest and most stable data. Not all agencies will have an entry or advanced journey level or how they utilize the classification level can vary. Classifications above and below the journey level in the series are set 10% from one another. The goal is to survey those classifications where comparable classification are likely to be found in the market. For those classes not surveyed or where insufficient data exists, they are linked to another classification. This can be based on level in the organization (i.e. managers), or a supervisor might be set 15% above the highest level supervised if the market data creates compaction, or a class may be linked to another based on being at a similar organizational level and having similar level of duties and requirements.

Once the internal relationships were developed, taking into consideration Board policy, the consultant reviewed them with the General Manager where modifications to the linkages were made based on the District's internal value of classifications. Additionally, the General Manager has proposed organizational changes with new/modified classifications. Given that job descriptions are not yet available for these classifications, the salary recommendations are based on the General Manager's input.

SALARY RECOMMENDATIONS

Using the above methodology, Bryce Consulting has prepared salary recommendations for all District classes as presented in **Appendix C** with the proposed salary schedule presented in **Appendix D**.

For the Water Treatment Plant Operator series, Bryce has developed recommendations based on the market data; however, the District's Finance team is conducting a more detailed analysis of how each agency pays their shift operators, resulting in possible future revisions to the salary recommendations.

APPENDIX A

DETAILED MARKET DATASHEETS

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								

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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	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										

Labor Market Median	\$9,409	\$9,895
% San Juan Water District is above or below Median	12.23%	7.69%
Labor Market Median + 5%	\$9,879	\$10,390
% San Juan Water District is above or below Labor Market Median + 5%	7.84%	3.07%
# Of Comparable Matches	3	

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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	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										

Labor Market Median	\$8,620	\$8,897
% San Juan Water District is above or below Median	8.48%	5.54%
Labor Market Median + 5%	\$9,051	\$9,342
% San Juan Water District is above or below Labor Market Median + 5%	3.91%	0.82%
# 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	Customer Service Manager	\$12,530	\$15,035	0%	\$0	\$0	\$0	\$0		\$15,035	
Carmichael Water District	No Comparable Class										
Citrus Heights Water District	No Comparable Class										
City of Fairfield	No Comparable Class										
City of Folsom	Revenue Services Manager	\$10,288	\$13,032	0%	\$0	\$652	\$0	\$300	\$300- BA/MA	\$13,984	
City of Roseville	Customer Care Manager	\$10,000	\$13,400	6.197%	\$830	\$402	\$335	\$0		\$14,967	Not over conservation
City of Vallejo	No Comparable Class										
El Dorado Irrigation District	Customer Service Manager	\$10,980	\$13,347	0%	\$0	\$0	\$0	\$0		\$13,347	Not over conservation
Elk Grove Water District	No Comparable Class										Supervisor level
Fair Oaks Water District	No Comparable Class										
Placer County Water Agency	Deputy Director of Customer Service	\$11,872	\$15,151	0%	\$0	\$0	\$379	\$0		\$15,530	
Sacramento County	Chief, Consolidated Utilities Billing and Services Division	\$13,407	\$14,780	0%	\$0	\$739	\$591	\$0		\$16,110	Not over conservation
Sacramento Suburban Water District	Customer Service Manager	\$9,455	\$13,511	0%	\$0	\$0	\$0	\$173	\$1.00/hour MA	\$13,685	Not over conservation
South San Joaquin Irrigation District	No Comparable Class										
Stockton East Water District	No Comparable Class										
<i>Labor Market Median</i>			\$13,456							\$14,475	
<i>% San Juan Water District is above or below Median</i>			10.50%							3.72%	
<i>Labor Market Median + 5%</i>			\$14,128							\$15,199	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			6.03%							-1.09%	
<i># Of Comparable Matches</i>			6								

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	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	

Labor Market Median	\$6,616	\$6,788
% San Juan Water District is above or below Median	5.34%	2.88%
Labor Market Median + 5%	\$6,946	\$7,127
% San Juan Water District is above or below Labor Market Median + 5%	0.61%	-1.98%
# Of Comparable Matches	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	
		Labor Market Median	\$17,837								\$18,379	
		% San Juan Water District is above or below Median	2.77%								-0.18%	
		Labor Market Median + 5%	\$18,729								\$19,297	
		% San Juan Water District is above or below Labor Market Median + 5%	-2.09%								-5.19%	
		# 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	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										

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	

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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											
		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									

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	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										
<i>Labor Market Median</i>		\$10,961								\$11,768	
<i>% San Juan Water District is above or below Median</i>		6.51%								-0.37%	
<i>Labor Market Median + 5%</i>		\$11,509								\$12,356	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>		1.83%								-5.39%	
<i># Of Comparable Matches</i>		8									

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	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									

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	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
<i>Labor Market Median</i>		\$10,038								\$10,354	
<i>% San Juan Water District is above or below Median</i>		13.53%								10.81%	
<i>Labor Market Median + 5%</i>		\$10,539								\$10,871	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>		9.21%								6.35%	
<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	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; \$0.25/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	

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	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

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

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	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	

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 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										

Labor Market Median	\$14,090	\$14,659
% San Juan Water District is above or below Median	6.28%	2.50%
Labor Market Median + 5%	\$14,795	\$15,392
% San Juan Water District is above or below Labor Market Median + 5%	1.60%	-2.38%
# Of Comparable Matches	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

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	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	
		Labor Market Median	\$12,034							\$12,034		
		% San Juan Water District is above or below Median	6.16%							6.16%		
		Labor Market Median + 5%	\$12,635							\$12,635		
		% San Juan Water District is above or below Labor Market Median + 5%	1.47%							1.47%		
		# Of Comparable Matches	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	
% San Juan Water District is above or below Median			11.76%							10.59%	
<i>Labor Market Median + 5%</i>		\$7,744								\$7,847	
% San Juan Water District is above or below Labor Market Median + 5%			7.35%							6.12%	
# Of Comparable Matches			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										
		<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>								

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

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	

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	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										

Labor Market Median	\$13,655	\$14,254
% San Juan Water District is above or below Median	9.18%	5.19%
Labor Market Median + 5%	\$14,337	\$14,967
% San Juan Water District is above or below Labor Market Median + 5%	4.64%	0.45%
# 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	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										

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	

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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	

Labor Market Median	\$8,979	\$9,298
% San Juan Water District is above or below Median	3.71%	0.29%
Labor Market Median + 5%	\$9,428	\$9,763
% San Juan Water District is above or below Labor Market Median + 5%	-1.10%	-4.69%
# 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	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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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										
<i>Labor Market Median</i>			\$7,641							\$7,786	
<i>% San Juan Water District is above or below Median</i>			5.83%							4.04%	
<i>Labor Market Median + 5%</i>			\$8,023							\$8,175	
<i>% San Juan Water District is above or below Labor Market Median + 5%</i>			1.12%							-0.76%	
<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	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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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								

Data effective as of 4/2026

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

Data effective as of 4/2026

APPENDIX B

MISCELLANEOUS BENEFITS

**APPENDIX B - TABLE 1
COLA/Salary Increase Information¹**

Survey Agency	Last COLA/Increase	Next COLA/Increase
San Juan Water District	7/2025-2.5%	TBD
Carmichael Water District	Non Represented 7/2025-3% Represented 7/2025-5%	Non Represented 7/2026-2.7% Represented 7/2026- 1% - 7%
Citrus Heights Water District	1/2026- 3%	1/2027-TBD
City of Fairfield	FGMA 7/2024-5.5% Non-Management Confidential 7/2024-5% FEA 7/2024-5% Executive 7/2024-5.5%	FGMA None Scheduled (Get 1x bonus of 1.5% on 7/2026) Non-Management Confidential None Scheduled FEA None Scheduled (Get 1x bonus of 1% on 7/2026) Executive None Scheduled
City of Folsom	Local 39 7/2025-3% FMMG 1/2026-3% Dept. Heads 7/2025- DNA Unrepresented-Exempt 7/2025- DNA	Local 39 7/2026-3% FMMG 1/2027-3% Dept. Heads 7/2026-3% Unrepresented-Exempt 7/2026-3%

¹ Salary data in datasheets is effective through 4/30/2026

**APPENDIX B - TABLE 1
COLA/Salary Increase Information¹**

Survey Agency	Last COLA/Increase	Next COLA/Increase
City of Roseville	<p align="center">Local 39 1/2026- varied by study</p> <p align="center">Management/Confidential 1/2026- vary by study</p> <p align="center">IBEW 4/2025-vary by study</p>	<p align="center">Local 39 1/2027-3%</p> <p align="center">Management/Confidential 1/2027-3%</p> <p align="center">IBEW TBD by study</p>
City of Vallejo	<p align="center">IBEW 7/2025-5%</p> <p align="center">CAMP 7/2025-5%</p> <p align="center">Unrepresented 7/2025-5%</p>	<p align="center">IBEW 7/2026-5%</p> <p align="center">CAMP None Scheduled</p> <p align="center">Unrepresented None Scheduled</p>
El Dorado Irrigation District	<p align="center">EE Association 1/2026-3%</p> <p align="center">Managers/Supervisors 1/2026-3%</p> <p align="center">Dept. Heads/Executive 1/2026-3%</p> <p align="center">Confidential Non Represented 1/2026-3%</p>	<p align="center">EE Association 1/2027-3%</p> <p align="center">Managers/Supervisors 1/2027-3%</p> <p align="center">Dept. Heads/Executive TBD</p> <p align="center">Confidential Non Represented TBD</p>
Elk Grove Water District	<p align="center">7/2025-1.9%</p>	<p align="center">7/2026- TBD</p>
Fair Oaks Water District	<p align="center">1/2026-3%</p>	<p align="center">1/2027-TBD</p>
Placer County Water Agency	<p align="center">1/2026-4%</p>	<p align="center">1/2027-3.5%</p>

**APPENDIX B - TABLE 1
COLA/Salary Increase Information¹**

Survey Agency	Last COLA/Increase	Next COLA/Increase
Sacramento County	Unit 1 6/2025- 2.8% Unit 5 6/2025- 2.8% Unit 10 6/2025- 2.8% Unit 17 6/2025- 2.8% Unit 23 6/2025- 2.8% Unit 28 6/2025- 2.8% Unit 32 6/2025- 2.8% Unit 50 6/2025- 2.8%	Unit 1 6/2026-3% Unit 5 6/2026-3% Unit 10 6/2026-2% - 4% Unit 17 6/2026-3% Unit 23 6/2026-3% Unit 28 6/2026-3% Unit 32 6/2026-3% Unit 50 6/2026-3%
Sacramento Suburban Water District	1/2026-3.5%	1/2027-TBD
South San Joaquin Irrigation Distribution	IBEW 3/2026-2% Management 1/2026-3.3%	IBEW None Scheduled Management None Scheduled
Stockton East Water District	4/2026 Amount varied	4/2027 2.5% - 6%

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

Survey Agency	Retirement Agency	Retirement Benefit	Retirement Formula	25/26 Employer Contribution Normal Cost
<i>San Juan Water District</i>	<i>CalPERS</i>	<i>3% @ 60</i>	<i>Highest 3 Years</i>	<i>16.56%</i>
Carmichael Water District	CalPERS	2% @ 55	Single Highest Year	13.11%
Citrus Heights Water District	CalPERS	2% @ 55	Highest 3 Years	11.94%
City of Fairfield	CalPERS	2.5% @ 55	Highest 3 Years	11.19%
City of Folsom	CalPERS	2% @ 55	Highest 3 Years	11.27%
City of Roseville	CalPERS	2.7% @ 55	Single Highest Year	11.18%
City of Vallejo	CalPERS	2.7% @ 55	Single Highest Year	11.05%
El Dorado Irrigation District	CalPERS	2% @ 55	Highest 3 Years	10.69%
Elk Grove Water District	CalPERS	2% @ 55	Highest 3 Years	11.94%
Fair Oaks Water District	CalPERS	2% @ 55	Highest 3 Years	11.94%
Placer County Water Agency	CalPERS	2.7% @ 55	Single Highest Year	11.31%
Sacramento County	SCERS	1.92% @ 60	Highest 3 Years	10.47%
Sacramento Suburban Water District	CalPERS	2% @ 55	Highest 3 Years	12.74%
South San Joaquin Irrigation Distribution	CalPERS	2.5% @ 55	Single Highest Year	14.18%
Stockton East Water District	CalPERS	2% @ 55	Single Highest Year	13.91%

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

Survey Agency	Education/Certification Pay
San Juan Water District	None
Carmichael Water District	<p align="center">Non Represented 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>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</p> <p align="center">\$20- Backflow Prevention Assembly Tester \$20-Cross Connection \$20- Grade 1 Water Use Efficiency Practitioner \$40-Grade 2 Water Use Efficiency Practitioner \$60- Grade 3- Water Use Efficiency Practitioner (\$200-max)</p>
City of Fairfield	None
City of Folsom	<p align="center">Local 39 \$150-AA \$250-BA/MA</p>

APPENDIX B - TABLE 3
Education/Certification Pay

Survey Agency	Education/Certification Pay
	<p align="center">\$150- BA/MA- unrelated field Plus have various cert pay which varies by class and certification Max of \$300/month</p> <p align="center">FMMG \$300- BA/MA \$150- BA/MA unrelated field</p> <p align="center">Dept. Heads None</p> <p align="center">Unrepresented Exempt \$300- BA/MA \$150- BA/MA unrelated field</p>
City of Roseville	<p align="center">Local 39 Certs vary by class, but Employees in the Environmental Utilities Department will have the ability to earn a maximum of three percent (3%) (cumulative) in certification pay.</p> <p align="center">Management/Confidential None for matches</p> <p align="center">IBEW 3% max- certs vary by class-Represented employees in the Environmental Utilities Department will have the ability to earn a maximum of three percent (3%) in certification pay based on the certifications</p>
City of Vallejo	<p align="center">IBEW None</p> <p align="center">CAMP None</p> <p align="center">Unrepresented None</p>

**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	MMU None DMU None WSU 2.5% per cert; varies by class; max 5%
Sacramento County	Certifications vary by class/certification
Sacramento Suburban Water District	<p>State Certification at a Level Higher Than Required for Position Employees who meet the minimum certification requirement(s) for positions requiring the State of California State Water Resources Control Board (State Water Board) Distribution and/or Treatment Operator certifications will be compensated as follows:</p> <p style="padding-left: 40px;">\$0.50 per hour for one certification above the required level. \$0.25 per hour for each additional certification level above the required level.</p> <p style="padding-left: 40px;">State Certification Not Required for Position</p> <p>Employees who obtain certification from the State Water Board for either Water Distribution Operator or Treatment Operator and the certification is not required for their current position will be compensated as follows:</p> <p style="padding-left: 40px;">\$0.25 per hour for each certification level.</p> <p>Other Certification or License at a Higher Level or Not Required for Position Employees who obtain a certification that requires renewal or license that is either above the required level, or who obtain a certification that requires renewal or license that is not required for their current position, may be compensated as follows:</p> <p style="padding-left: 40px;">\$0.25 per hour for each certification that is either above the required level or not required for their current position.</p> <p style="padding-left: 40px;">Bachelors, Masters, or Advanced Degree from an Accredited College or University</p> <p>Employees with a bachelors, masters, or other advanced degree approved by the General Manager that is not required for their current position may be compensated as follows:</p>

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

Survey Agency	Education/Certification Pay
	<p align="center">\$1.00 per hour for a maximum of one degree incentive pay per employee.</p> <p align="center">Professional Engineer (PE) Licensure Employees with a PE that is not required for their current position may be compensated as follows: \$1.00 per hour for a maximum of one PE incentive pay per employee.</p> <p align="center">Other Professional Certification Employees with a professional level certification that requires renewal and is not required for their current position per General Manager approval, (i.e., Project Management Professional/PMP) may be compensated as follows: \$.50 per hour for each certification.</p>
South San Joaquin Irrigation Distribution	None
Stockton East Water District	None

**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
San Juan Water District	96	120	144	168	192	216	240	240
Carmichael Water District	96	96	120	144	176	200	200	300
Citrus Heights Water District	96	120	144	144	192	216	216	200
City of Fairfield	FGMA 80	FGMA 80	FGMA 120	FGMA 120	FGMA 160	FGMA 160	FGMA 160	2x (All)
	Non Mngt Conf/ FEA 80	Non Mngt Conf/ FEA 120	Non Mngt Conf/ FEA 120	Non Mngt Conf/ FEA 168	Non Mngt Conf/ FEA 176	Non Mngt Conf/ FEA 184	Non Mngt Conf/ FEA 184	
	Executive 173	Executive 213	Executive 213	Executive 253	Executive 253	Executive 253	Executive 333	
City of Folsom ²	Local 39, FMMG, Unrep 192	Local 39, FMMG, Unrep 192	Local 39, FMMG, Unrep 224	Local 39, FMMG, Unrep 256	Local 39, FMMG, Unrep 288	Local 39, FMMG, Unrep 288	Local 39, FMMG, Unrep 288	Local 39, FMMG, Unrep 320
	Shift Operators 269	Shift Operators 269	Shift Operators 280	Shift Operators 358	Shift Operators 403	Shift Operators 403	Shift Operators 403	Shift Operators 448
	Dept. Heads 288	Dept. Heads 288	Dept. Heads 288	Dept. Heads 288	Dept. Heads 288	Dept. Heads 288	Dept. Heads 288	Dept. Heads 320

² Folsom- Have combined sick and vacation leave

**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
City of Roseville	Local 39, Mngt/Conf, IBEW 96	Local 39, Mngt/Conf, IBEW 96	Local 39, Mngt/Conf, IBEW 112	Local 39, Mngt/Conf, IBEW 128	Local 39, Mngt/Conf, IBEW 144	Local 39, Mngt/Conf, IBEW 160	Local 39, Mngt/Conf, IBEW 160	Local 39, Mngt/Conf, IBEW 400
	Shift Operators 144	Shift Operators 144	Shift Operators 168	Shift Operators 192	Shift Operators 216	Shift Operators 240	Shift Operators 240	Shift Operators 600
City of Vallejo	IBEW 80	IBEW 80	IBEW 120	IBEW 160	IBEW 160	IBEW 200	IBEW 200	3x (All)
	CAMP 80	CAMP 120	CAMP 120	CAMP 160	CAMP 160	CAMP 200	CAMP 224	
	Unrep 80	Unrep 120	Unrep 120	Unrep 160	Unrep 200	Unrep 200	Unrep 200	
El Dorado Irrigation District ³	176	216	216	256	296	296	296	280 (Excess goes to PTO Bank B)
Elk Grove Water District	40	80	120	160	200	208	248	320
Fair Oaks Water District	80	120	160	160	160	160	160	320

³ EID- Have combined sick and vacation leave; Employees on a Twenty-Four Hour Plant Coverage Schedule who utilize PTO, personal business day, or other paid leave for an entire 24-hour work period shall have their leave balance debited by 16 hours.

**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
Placer County Water Agency ⁴	WSU 96	WSU 96	WSU 120	WSU 160	WSU 160	WSU 200	WSU 200	320 (All)
	MMU/DMU 120	MMU/DMU 120	MMU/DMU 120	MMU/DMU 160	MMU/DMU 160	MMU/DMU 200	MMU/DMU 200	
Sacramento County	80	120	144	168	200	200	200	400
Sacramento Suburban Water District	96	96	120	120	160	200	200	400
South San Joaquin Irrigation Distribution	IBEW 48	IBEW 96	IBEW 144	IBEW 168	IBEW 192	IBEW 192	IBEW 192	360 (all)
	Mngt 96	Mngt 96	Mngt 144	Mngt 168	Mngt 192	Mngt 192	Mngt 208	
Stockton East Water District	80	120	160	160	200	200	208	360

⁴ PCWA- at year 20, EE receives 40 hours of Longevity Leave (not included above); A Treatment Plant Operator using vacation, sick leave, floating holiday, or other paid leave for an entire 24-hour shift shall have their leave balance debited by 16 hours. A Treatment Plant Operator taking paid leave for only a portion of a 24-hour shift shall have their leave balance debited for the amount of the time taken, up to 16 hours for a 24-hour shift.

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

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
<i>San Juan Water District</i>	12	480 hours	12 + 1 = 13	Non-Exempt 0 Exempt 40
Carmichael Water District	12	Unlimited	11 + 1 = 12	Unrepresented 80 for some Represented 0
Citrus Heights Water District	12	Unlimited	10 + 5 = 15	Exempt 80 Non-Exempt 0
City of Fairfield	12	Unlimited	14 + 0 = 14	FGMA 100 Non-Management Confidential 50 FEA 50 Executive 100

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

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
City of Folsom	Included in vacation	NA	12 + 1 = 13 Shift Operator's 5% in lieu	Local 39 0 FMMG 80 Dept. Head 80 Unrepresented Exempt 80
City of Roseville	12 Shift operators 6 shifts per year = (144 hours)	Unlimited	10 + 2 = 12 Shift operators 6 shifts per year = (144 hours)	Local 39 45 Management Up to 100 Confidential 45 IBEW 45

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

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
City of Vallejo	IBEW 12 CAMP/Unrepresented 18	Unlimited	IBEW 12 + 2 = 14 Shift Employee's shall be allowed fourteen (14) days of annual leave, or the same number of days that the other bargaining unit employees receive, in lieu of holidays. CAMP 12 + 2 = 14 Unrepresented 12 + 0 = 12	IBEW 0 CAMP 60 Unrepresented 80
El Dorado Irrigation District	Included in vacation	NA	13 + 1 = 14	EE Association 40 if exempt Managers/Supervisors 80 Dept. Heads/Executive 120 Confidential Non-Represented varies

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

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
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 40 (1-5 years) 64 (6+ years) Non-Management 0
Placer County Water Agency	12	Unlimited	10 + 3 = 13	MMU/DMU 72 WSU 0
Sacramento County	15	Unlimited	14.5 + 0 = 14.5	Management 80 Non Management 0
Sacramento Suburban Water District	12	240 hours (under age 55) Unlimited (over age 55)	13 + 0 = 13	Exempt 40 Non-Exempt 0

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

Agency	Sick Leave Annual Accrual (days/year)	Sick Leave Max Accrual	Fixed Holidays + Floating Holidays (number of holidays per year)	Administrative, Management Leave, Personal Leave (number of hours per year)
South San Joaquin Irrigation Distribution	12	Unlimited	10 + 2 = 12	Exempt 40 Non-Exempt 0
Stockton East Water District	12	Unlimited	13 + 2 = 15	0

**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	10 years = 50%; + 5% for each additional year to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year to max of 100% of active rate with 20 years	10 years
Carmichael Water District	\$0	10 years = 50%; + 5% for each additional year to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year to max of 100% of active rate with 20 years	10 years = 50%; + 5% for each additional year to max of 100% of active rate with 20 years	10 years
Citrus Heights Water District	\$0	\$0	\$0	\$0	NA
City of Fairfield	FGMA \$50 Non-Management Confidential \$50 FEA \$50 Executive \$0	\$0	\$0	\$0	NA
City of Folsom	\$50	\$0	\$0	\$0	NA
City of Roseville	\$100/month (with 5 years)	PEMHCA Minimum	No additional contribution	No additional contribution	5 years

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
City of Vallejo	IBEW 1.5%	IBEW/CAMP PEMHCA Minimum	IBEW/CAMP No Additional Contribution	IBEW/CAMP No Additional Contribution	IBEW/CAMP 5 years
	CAMP 1.5%	Unrep \$300	Unrep No Additional Contribution	Unrep No Additional Contribution	Unrep 5 years
	Unrep \$0				
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
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% (100/90 formula) with 20 years	10 years = 50%; + 5% for each additional year to max of 100% (100/90 formula) with 20 years	10 years = 50%; + 5% for each additional year to max of 100% (100/90 formula) with 20 years	10 years

**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
Sacramento County	Units 1 \$30/ppp Unit 5 \$25/ppp Unit 10 \$25/ppp Unit 17 \$30/ppp Unit 23 \$0 Unit 28 \$30/ppp Unit 32 \$30/ppp Unit 50 \$30/ppp	\$0	\$0	\$0	NA
Sacramento Suburban Water District	\$0	10 years = 50%; + 5% for each additional year to max of 100% (100/90 formula) with 20 years	10 years = 50%; + 5% for each additional year to max of 100% (100/90 formula) with 20 years	10 years = 50%; + 5% for each additional year to max of 100% (100/90 formula) with 20 years	10 years
South San Joaquin Irrigation Distribution	\$0	\$0	\$0	\$0	NA
Stockton East Water District	\$0	\$0	\$0	\$0	NA

APPENDIX C

SALARY RECOMMENDATIONS

Appendix C
Salary Recommendations

Current Classification Title	Current Maximum Base	Current Total Cash	Labor Market Median + 5% (Total Cash)	% Above or Below Market Median +5% (Total Cash)	Recommended Range	Recommended Max	\$ Difference	% Difference	Recommended Internal Relationship
Engineering and Retail Services									
Director of Engineering and Retail Services	\$18,346	\$18,346	\$19,297	-5.19%	173	\$19,464	\$1,118	6.09%	Market
Senior Engineer	\$15,035	\$15,035	\$14,967	0.45%	147	\$15,027	-\$8	-0.05%	Market
Associate Engineer	\$13,612	\$13,612	\$13,454	1.16%	137	\$13,604	-\$8	-0.06%	10% below Senior Engineer
Construction Inspector III	\$10,405	---	---	---	114	\$10,821	\$416	4.00%	Same as Distribution Operator IV
Construction Inspector II	\$9,419	\$9,419	\$9,342	0.82%	104	\$9,796	\$377	4.00%	10% below Construction Inspector III
Construction Inspector I	\$8,526	---	---	---	94	\$8,868	\$342	4.01%	10% below Construction Inspector II
Engineering Technician III	\$9,899	---	---	---	108	\$10,194	\$295	2.98%	10% above Engineering Technician II
Engineering Technician II	\$8,961	\$8,961	\$9,218	-2.87%	98	\$9,228	\$267	2.98%	Market
Engineering Technician I	\$8,114	---	---	---	88	\$8,354	\$241	2.96%	10% below Engineering Technician II
Field Services									
Field Services Manager	\$15,035	\$15,035	\$15,038	-0.02%	150	\$15,482	\$447	2.97%	20% above Pump Station Lead
Pump Station Lead	\$12,823	---	---	---	130	\$12,688	-\$135	-1.05%	Same as Maintenance Chief
Pump Station Technician	\$11,156	---	---	---	115	\$10,929	-\$227	-2.03%	15% below Pump Station Lead
Utilities Coordinator	\$10,613	Insuff Data	---	---	119	\$11,373	\$760	7.16%	5% above Distribution Operator IV
Pump Station Operator	\$10,199	---	---	---	105	\$9,894	-\$305	-2.99%	10% below Pump Station Technician
Procurement Specialist	\$9,899	\$9,899	\$9,054	8.53%	97	\$9,137	-\$762	-7.70%	Market
Distribution Lead Worker	\$11,724	\$11,724	\$12,356	-5.39%	129	\$12,563	\$839	7.15%	15% above Distribution Operator IV
Distribution Operator IV	\$10,199	---	---	---	114	\$10,821	\$622	6.10%	10% above Distribution Operator III
Distribution Operator III	\$9,233	---	---	---	104	\$9,796	\$563	6.09%	10% above Distribution Operator II
Distribution Operator II	\$8,358	\$8,358	\$8,790	-5.17%	94	\$8,868	\$510	6.10%	Market
Distribution Operator I	\$7,568	---	---	---	84	\$8,028	\$461	6.09%	10% below Distribution Operator II
Distribution Helper (Temp)	\$22	---	\$30	-33.04%	NA	\$30	\$8	34.29%	Market
Finance									
Director of Finance	\$18,896	\$18,896	\$20,881	-10.50%	181	\$21,076	\$2,180	11.54%	Market
Senior Accountant	\$11,494	\$11,494	\$11,512	-0.16%	121	\$11,602	\$108	0.94%	15% above Accountant
Accountant	\$9,899	\$9,899	\$9,931	-0.32%	106	\$9,993	\$94	0.95%	Market
Accounting Technician III	\$8,358	---	---	---	87	\$8,272	-\$87	-1.04%	10% above Accounting Technician II
Accounting Technician II	\$7,568	\$7,568	\$7,485	1.09%	77	\$7,488	-\$80	-1.06%	Market
Accounting Technician I	\$6,850	---	---	---	67	\$6,779	-\$71	-1.04%	10% below Accounting Technician II
Customer Service Manager	\$15,035	\$15,035	\$15,199	-1.09%	149	\$15,329	\$294	1.96%	Market
Customer Service Technician III	\$7,719	---	---	---	83	\$7,949	\$230	2.98%	10% above Customer Service Technician II
Customer Service Technician II	\$6,989	\$6,989	\$7,127	-1.98%	73	\$7,196	\$207	2.96%	Market
Customer Service Technician I	\$6,327	---	---	---	63	\$6,514	\$188	2.97%	10% below Customer Service Technician II
Meter Technician III	\$9,233	---	---	---	92	\$8,694	-\$540	-5.85%	10% above Meter Technician II
Meter Technician II	\$8,358	\$8,358	\$7,847	6.12%	82	\$7,870	-\$488	-5.84%	Market

Appendix C
Salary Recommendations

Current Classification Title	Current Maximum Base	Current Total Cash	Labor Market Median + 5% (Total Cash)	% Above or Below Market Median +5% (Total Cash)	Recommended Range	Recommended Max	\$ Difference	% Difference	Recommended Internal Relationship
Meter Technician I	\$7,568	---	---	---	72	\$7,125	-\$443	-5.85%	10% below Meter Technician II
Water Efficiency Lead Worker	\$8,961	Insuff Data	---	---	96	\$9,047	---	--	10% above Water Efficiency Technician II
Water Efficiency Technician II	\$8,114	\$8,114	\$8,175	-0.76%	86	\$8,190	\$76	0.94%	Market
Water Efficiency Technician I	\$7,344	---	---	---	76	\$7,414	\$70	0.95%	10% below Water Efficiency Technician II
Water Efficiency Helper	\$6,020	---	---	---	56	\$6,076	\$56	0.93%	20% below Water Efficiency Technician I
General Manager's Office									
Director of Water Resources and Strategic A	\$18,346	Insuff Data	---	---	181	\$21,076	\$2,730	14.88%	Same as Director of Finance
Human Resources Specialist	\$11,411	\$11,411	\$12,094	-5.99%	126	\$12,193	\$782	6.86%	Market
Clerk of the Board/Executive Assistant	\$10,719	\$10,719	\$10,390	3.07%	110	\$10,399	-\$320	-2.99%	Market
Information Technology									
Information Technology Manager	\$15,035	\$15,035	\$15,392	-2.38%	157	\$16,599	\$1,564	10.40%	Same as Water Treatment Manager
Operational Technology Coordinator	\$11,608	Insuff Data	---	---	115	\$10,929	-\$679	-5.85%	20% below Information Technology Manager
Information Technology Technician II	\$9,142	\$9,142	\$9,234	-1.01%	99	\$9,321	\$179	1.95%	Market
Information Technology Technician I	\$8,277	---	---	---	89	\$8,438	\$161	1.95%	10% below Information Technology Technician II
Operations									
Director of Operations	\$18,346	---	---	---	173	\$19,464	\$1,118	6.09%	Same as Director of Engineering
Water Treatment Plant Manager	\$16,775	\$16,775	\$16,166	3.63%	157	\$16,599	-\$176	-1.05%	15% above Chief Operator
Chief Operator	\$13,477	\$13,477	\$14,231	-5.59%	142	\$14,298	\$821	6.09%	Market
Water Treatment Plant Operator IV	\$10,826	---	---	---	122	\$11,718	\$891	8.23%	10% above Water Treatment Operator III
Water Treatment Plant Operator III	\$9,802	\$9,802	\$10,531	-7.44%	112	\$10,608	\$806	8.22%	Market
Water Treatment Plant Operator II	\$8,873	\$8,873	\$8,792	0.92%	102	\$9,603	\$730	8.23%	10% below Water Treatment Plant Operator III
Water Treatment Plant Operator I	\$8,032	---	---	---	92	\$8,694	\$661	8.23%	10% below Water Treatment Plant Operator II
Maintenance Chief	\$12,823	\$12,823	\$12,635	1.47%	130	\$12,688	-\$135	-1.05%	15% above Electrical and Instrumentation Technician
Electrical & Instrumentation Technician	\$11,608	\$11,608	\$10,871	6.35%	115	\$10,929	-\$679	-5.85%	Market
Utilities Mechanic II	\$9,325	\$9,325	\$9,763	-4.69%	104	\$9,796	\$471	5.05%	Market
Utilities Mechanic I	\$8,443	---	---	---	94	\$8,868	\$425	5.04%	10% below Utilities Mechanic I
Utilities Maintenance Worker II	\$6,919	\$6,919	Insuff Data	---	74	\$7,268	\$349	5.04%	20% below Utilities Mechanic I
Utilities Maintenance Worker I	\$6,264	---	---	---	64	\$6,580	\$316	5.04%	10% below Facilities Maintenance Worker II
Safety/Regulatory Compliance Coordinator	\$12,695	\$12,695	\$12,687	0.06%	130	\$12,688	-\$7	-0.05%	Market

Appendix C
Salary Recommendations (Org Changes)

Current Classification Title	Current Maximum Base	Current Total Cash	Labor Market Median + 5% (Total Cash)	% Above or Below Market Median +5% (Total Cash)	Recommended Range	Recommended Max	\$ Difference	% Difference	Recommended Internal Relationship
Engineering and Retail Services									
Assistant General Manager (New class)					191	\$23,282	---	---	10% above Director of Finance
Engineering Manager	\$18,346	\$18,346	\$19,297	-5.19%	167	\$18,336	-\$10	-0.06%	20% above Senior Engineer
Senior Engineer	\$15,035	\$15,035	\$14,967	0.45%	147	\$15,027	-\$8	-0.05%	Market
Associate Engineer	\$13,612	\$13,612	\$13,454	1.16%	137	\$13,604	-\$8	-0.06%	10% below Senior Engineer
Engineering Operations Specialist (New class)	---	---	---	---	139	\$13,877	---	---	Same as Distribution Supervisor
Construction Inspector III	\$10,405	---	---	---	114	\$10,821	\$416	4.00%	Same as Distribution Operator IV
Construction Inspector II	\$9,419	\$9,419	\$9,342	0.82%	104	\$9,796	\$377	4.00%	10% below Construction Inspector III
Construction Inspector I	\$8,526	---	---	---	94	\$8,868	\$342	4.01%	10% below Construction Inspector II
Engineering Technician III	\$9,899	---	---	---	108	\$10,194	\$295	2.98%	10% above Engineering Technician II
Engineering Technician II	\$8,961	\$8,961	\$9,218	-2.87%	98	\$9,228	\$267	2.98%	Market
Engineering Technician I	\$8,114	---	---	---	88	\$8,354	\$241	2.96%	10% below Engineering Technician II
Field Services									
Facilities Maintenance Manager (New class)	---	---	---	---	159	\$16,933	---	---	Same as Field Services Manager
Facilities Maintenance Lead (New class)	---	---	---	---	139	\$13,877	---	---	20% below Facilities Maintenance Manager
Facilities Maintenance Technician IV (New class)	---	---	---	---	124	\$11,953	---	---	15% below Facilities Maintenance Lead
Facilities Maintenance Technician III (New class)	---	---	---	---	114	\$10,821	---	---	10% below Facilities Maintenance Technician IV
Facilities Maintenance Technician II (New class)	---	---	---	---	104	\$9,796	---	---	10% below Facilities Maintenance Technician III
Facilities Maintenance Technician I (New class)	---	---	---	---	94	\$8,868	---	---	10% below Facilities Maintenance Technician II
Cross Connection & Utilities Specialist (New class)	---	---	---	---	124	\$11,953	---	---	15% below Distribution Supervisor
Field Services Manager	\$15,035	\$15,035	\$15,038	-0.02%	159	\$16,933	\$1,898	12.62%	20% above Distribution Supervisor
Distribution Supervisor (New class)	---	---	---	---	139	\$13,877	---	---	15% above Distribution Lead
Distribution Lead (Class change)	\$11,724	\$11,724	\$12,356	-5.39%	124	\$11,953	\$229	1.95%	10% above Distribution Operator IV
Distribution Operator IV	\$10,199	---	---	---	114	\$10,821	\$622	6.10%	10% above Distribution Operator III
Distribution Operator III	\$9,233	---	---	---	104	\$9,796	\$563	6.09%	10% above Distribution Operator II
Distribution Operator II	\$8,358	\$8,358	\$8,790	-5.17%	94	\$8,868	\$510	6.10%	Market
Distribution Operator I	\$7,568	---	---	---	84	\$8,028	\$461	6.09%	10% below Distribution Operator II
Distribution Helper (Temp)	\$22	---	\$30	-33.04%	NA	\$30	\$8	34.29%	Market
Procurement Specialist	\$9,899	\$9,899	\$9,054	8.53%	97	\$9,137	-\$762	-7.70%	Market
Finance									
Director of Finance	\$18,896	\$18,896	\$20,881	-10.50%	181	\$21,076	\$2,180	11.54%	Market
Senior Accountant	\$11,494	\$11,494	\$11,512	-0.16%	121	\$11,602	\$108	0.94%	15% above Accountant
Accountant	\$9,899	\$9,899	\$9,931	-0.32%	106	\$9,993	\$94	0.95%	Market
Accounting Technician III	\$8,358	---	---	---	87	\$8,272	-\$87	-1.04%	10% above Accounting Technician II
Accounting Technician II	\$7,568	\$7,568	\$7,485	1.09%	77	\$7,488	-\$80	-1.06%	Market
Accounting Technician I	\$6,850	---	---	---	67	\$6,779	-\$71	-1.04%	10% below Accounting Technician II
Customer Service Manager	\$15,035	\$15,035	\$15,199	-1.09%	149	\$15,329	\$294	1.96%	Market

Appendix C
Salary Recommendations (Org Changes)

Current Classification Title	Current Maximum Base	Current Total Cash	Labor Market Median +5% (Total Cash)	% Above or Below Market Median +5% (Total Cash)	Recommended Range	Recommended Max	\$ Difference	% Difference	Recommended Internal Relationship
Customer Service Technician III	\$7,719	---	---	---	83	\$7,949	\$230	2.98%	10% above Customer Service Technician II
Customer Service Technician II	\$6,989	\$6,989	\$7,127	-1.98%	73	\$7,196	\$207	2.96%	Market
Customer Service Technician I	\$6,327	---	---	---	63	\$6,514	\$188	2.97%	10% below Customer Service Technician II
Meter Technician III	\$9,233	---	---	---	92	\$8,694	-\$540	-5.85%	10% above Meter Technician II
Meter Technician II	\$8,358	\$8,358	\$7,847	6.12%	82	\$7,870	-\$488	-5.84%	Market
Meter Technician I	\$7,568	---	---	---	72	\$7,125	-\$443	-5.85%	10% below Meter Technician II
Water Efficiency Technician III (Class change)	---	---	---	---	96	\$9,047	---	---	10% above Water Efficiency Technician II
Water Efficiency Technician II	\$8,114	\$8,114	\$8,175	-0.76%	86	\$8,190	\$76	0.94%	Market
Water Efficiency Technician I	\$7,344	---	---	---	76	\$7,414	\$70	0.95%	10% below Water Efficiency Technician II
Water Efficiency Helper	\$6,020	---	---	---	56	\$6,076	\$56	0.93%	20% below Water Efficiency Technician I
General Manager's Office									
Director of Water Resources and Strategic A	\$18,346	Insuff Data	---	---	181	\$21,076	\$2,730	14.88%	Same as Director of Finance
Human Resources Specialsit	\$11,411	\$11,411	\$12,094	-5.99%	126	\$12,193	\$782	6.86%	Market
Clerk of the Board/Executive Assistant	\$10,719	\$10,719	\$10,390	3.07%	110	\$10,399	-\$320	-2.99%	Market
Information Technology									
Information Technology Manager	\$15,035	\$15,035	\$15,392	-2.38%	162	\$17,446	\$2,411	16.03%	Same as Water Treatment Manager
Technical Services Lead (Class Change)	---	---	---	---	130	\$12,688	---	---	15% above Electrical and Instrumentation Technician
Electrical & Instrumentation Technician	\$11,608	\$11,608	\$10,871	6.35%	115	\$10,929	-\$679	-5.85%	Market
Information Technology Technician II	\$9,142	\$9,142	\$9,234	-1.01%	99	\$9,321	\$179	1.95%	Market
Information Technology Technician I	\$8,277	---	---	---	89	\$8,438	\$161	1.95%	10% below Information Technology Technician II
Operations									
Water Treatment Plant Manager	\$16,775	\$16,775	\$16,166	3.63%	162	\$17,446	\$671	4.00%	15% above Water Treatment Supervisor
Water Treatment Supervisor (title change)	\$13,477	\$13,477	\$14,231	-5.59%	147	\$15,027	\$1,550	11.50%	15% above Water Treatment Plant Operator V
Water Treatment Plant Operator V (New lev	---	---	---	---	132	\$12,943	---	---	10% above Water Treatment Plant Operator IV
Water Treatment Plant Operator IV	\$10,826	---	---	---	122	\$11,718	\$891	8.23%	10% above Water Treatment Operator III
Water Treatment Plant Operator III	\$9,802	\$9,802	\$10,531	-7.44%	112	\$10,608	\$806	8.22%	Market
Water Treatment Plant Operator II	\$8,873	\$8,873	\$8,792	0.92%	102	\$9,603	\$730	8.23%	10% below Water Treatment Plant Operator III
Water Treatment Plant Operator I	\$8,032	---	---	---	92	\$8,694	\$661	8.23%	10% below Water Treatment Plant Operator II
Safety/Regulatory Compliance Coordinator	\$12,695	\$12,695	\$12,687	0.06%	130	\$12,688	-\$7	-0.05%	Market

APPENDIX D
SALARY SCHEDULE



SAN JUAN WATER DISTRICT
COMPENSATION SCHEDULE

EFFECTIVE:

Non-Exempt Positions	Range	Hourly Rate Range	
		Minimum	Maximum
Accountant	106	\$48.04	\$57.65
Accounting Technician I	67	\$32.59	\$39.11
Accounting Technician II	77	\$36.00	\$43.20
Accounting Technician III	87	\$39.77	\$47.72
Chief Operator	142	\$68.74	\$82.49
Clerk of the Board/Executive Assistant	110	\$49.99	\$59.99
Construction Inspector I	94	\$42.64	\$51.16
Construction Inspector II	104	\$47.10	\$56.52
Construction Inspector III	114	\$52.02	\$62.43
Customer Service Technician I	63	\$31.32	\$37.58
Customer Service Technician II	73	\$34.60	\$41.52
Customer Service Technician III	83	\$38.22	\$45.86
Distribution Lead Worker	129	\$60.40	\$72.48
Distribution Operator I	84	\$38.60	\$46.32
Distribution Operator II	94	\$42.64	\$51.16
Distribution Operator III	104	\$47.10	\$56.52
Distribution Operator IV	114	\$52.02	\$62.43
Distribution Maintenance Helper (Temp)	NA	\$30.00	\$30.00
Electrical & Instrumentation Technician	115	\$52.54	\$63.05
Engineering Technician I	88	\$40.16	\$48.20
Engineering Technician II	98	\$44.37	\$53.24
Engineering Technician III	108	\$49.01	\$58.81
Information Technology Technician I	89	\$40.57	\$48.68
Information Technology Technician II	99	\$44.81	\$53.77
Maintenance Chief	130	\$61.00	\$73.20
Meter Technician I	72	\$34.25	\$41.10
Meter Technician II	82	\$37.46	\$44.95
Meter Technician III	92	\$41.80	\$50.15
Operational Technology Coordinator	115	\$52.54	\$63.05
Procurement Specialist	97	\$43.93	\$52.71
Pump Station Lead	130	\$61.00	\$73.20
Pump Station Operator	105	\$47.57	\$57.08
Pump Station Technician	115	\$52.54	\$63.05
Senior Accountant	121	\$55.78	\$66.93
Utilities Coordinator	119	\$54.68	\$65.61
Utilities Maintenance Worker I	64	\$31.63	\$37.96
Utilities Maintenance Worker II	74	\$34.94	\$41.93
Utilities Mechanic I	94	\$42.64	\$51.16
Utilities Mechanic II	104	\$47.10	\$56.52
Water Efficiency Helper	56	\$29.21	\$35.05
Water Efficiency Lead Worker	96	\$43.49	\$52.19
Water Efficiency Technician I	76	\$35.64	\$42.77
Water Efficiency Technician II	86	\$39.37	\$47.25
Water Treatment Plant Operator I	92	\$41.80	\$50.15
Water Treatment Plant Operator II	102	\$46.17	\$55.40
Water Treatment Plant Operator III	112	\$51.00	\$61.20
Water Treatment Plant Operator IV	122	\$56.33	\$67.60

Exempt Positions	Range	Annual Rate	
		Minimum	Maximum
Associate Engineer	137	\$136,036.95	\$163,244.34
Customer Service Manager	149	\$153,289.84	\$183,947.80
Director of Engineering and Retail Services	173	\$194,637.42	\$233,564.90
Director of Finance	181	\$210,764.43	\$252,917.32
Director of Operations	173	\$194,637.42	\$233,564.90
Director of Water Resources and Strategic Affairs	181	\$210,764.43	\$252,917.32
Field Services Manager	150	\$154,822.73	\$185,787.28
Human Resources Specialist	126	\$121,933.14	\$146,319.77
Information Technology Manager	157	\$165,990.93	\$199,189.11
Safety/Regulatory Compliance Coordinator	130	\$126,884.12	\$152,260.94
Senior Engineer	147	\$150,269.42	\$180,323.30
Water Treatment Plant Manager	157	\$165,990.93	\$199,189.11
General Manager (Contract)	NA	\$230,000.00	\$230,000.00



SAN JUAN WATER DISTRICT
 COMPENSATION SCHEDULE
 w/Organizational Changes

EFFECTIVE:

Non-Exempt Positions	Range	Hourly Rate Range	
		Minimum	Maximum
Accountant	106	\$48.04	\$57.65
Accounting Technician I	67	\$32.59	\$39.11
Accounting Technician II	77	\$36.00	\$43.20
Accounting Technician III	87	\$39.77	\$47.72
Clerk of the Board/Executive Assistant	110	\$49.99	\$59.99
Construction Inspector I	94	\$42.64	\$51.16
Construction Inspector II	104	\$47.10	\$56.52
Construction Inspector III	114	\$52.02	\$62.43
Cross Connection & Utilities Specialist	124	\$57.47	\$68.96
Customer Service Technician I	63	\$31.32	\$37.58
Customer Service Technician II	73	\$34.60	\$41.52
Customer Service Technician III	83	\$38.22	\$45.86
Distribution Lead	124	\$57.47	\$68.96
Distribution Operator I	84	\$38.60	\$46.32
Distribution Operator II	94	\$42.64	\$51.16
Distribution Operator III	104	\$47.10	\$56.52
Distribution Operator IV	114	\$52.02	\$62.43
Distribution Maintenance Helper (Temp)	NA	\$30.00	\$30.00
Distribution Supervisor	139	\$66.72	\$80.06
Electrical & Instrumentation Technician	115	\$52.54	\$63.05
Engineering Operations Specialist	139	\$66.72	\$80.06
Engineering Technician I	88	\$40.16	\$48.20
Engineering Technician II	98	\$44.37	\$53.24
Engineering Technician III	108	\$49.01	\$58.81
Facilities Maintenance Lead	139	\$66.72	\$80.06
Facilities Maintenance Technician I	94	\$42.64	\$51.16
Facilities Maintenance Technician II	104	\$47.10	\$56.52
Facilities Maintenance Technician III	114	\$52.02	\$62.43
Facilities Maintenance Technician IV	124	\$57.47	\$68.96
Information Technology Technician I	89	\$40.57	\$48.68
Information Technology Technician II	99	\$44.81	\$53.77
Meter Technician I	72	\$34.25	\$41.10
Meter Technician II	82	\$37.46	\$44.95
Meter Technician III	92	\$41.80	\$50.15
Procurement Specialist	97	\$43.93	\$52.71
Senior Accountant	121	\$55.78	\$66.93
Technical Services Lead	130	\$61.00	\$73.20
Utilities Coordinator	119	\$54.68	\$65.61
Water Efficiency Helper	56	\$29.21	\$35.05
Water Efficiency Technician I	76	\$35.64	\$42.77
Water Efficiency Technician II	86	\$39.37	\$47.25
Water Efficiency Technician III	96	\$43.39	\$52.19
Water Treatment Plant Operator I	92	\$41.80	\$50.15
Water Treatment Plant Operator II	102	\$46.17	\$55.40
Water Treatment Plant Operator III	112	\$51.00	\$61.20
Water Treatment Plant Operator IV	122	\$56.33	\$67.60
Water Treatment Plant Operator V	132	\$62.23	\$74.67
Water Treatment Supervisor	147	\$72.24	\$86.69

Exempt Positions	Range	Annual Rate	
		Minimum	Maximum
Assistant General Manager	191	\$232,815.05	\$279,378.06
Associate Engineer	137	\$136,036.95	\$163,244.34
Customer Service Manager	149	\$153,289.84	\$183,947.80
Director of Finance	181	\$210,764.43	\$252,917.32
Director of Water Resources & Strategic Affairs	181	\$210,764.43	\$252,917.32
Engineering Manager	167	\$183,357.25	\$220,028.70
Facilities Maintenance Manager	159	\$169,327.34	\$203,192.81
Field Services Manager	159	\$169,327.34	\$203,192.81
Human Resources Specialist	126	\$121,933.14	\$146,319.77
Information Technology Manager	162	\$174,458.13	\$209,349.76
Safety/Regulatory Compliance Coordinator	130	\$126,884.12	\$152,260.94
Senior Engineer	147	\$150,269.42	\$180,323.30
Water Treatment Plant Manager	162	\$174,458.13	\$209,349.76
General Manager (Contract)	NA	\$230,000.00	\$230,000.00