

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

Survey Agency	Last COLA/Increase	Next COLA/Increase
<i>San Juan Water District</i>	<i>7/2025-2.5%</i>	<i>TBD</i>
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

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

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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>

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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>

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Education/Certification Pay**

Survey Agency	Education/Certification Pay
El Dorado Irrigation District	None
Elk Grove Water District	None
Fair Oaks Water District	None
Placer County Water Agency	<p align="center">MMU None DMU None WSU 2.5% per cert; varies by class; max 5%</p>
Sacramento County	Certifications vary by class/certification
Sacramento Suburban Water District	<p align="center">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: \$0.50 per hour for one certification above the required level. \$0.25 per hour for each additional certification level above the required level. State Certification Not Required for Position 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: \$0.25 per hour for each certification level.</p> <p align="center">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: \$0.25 per hour for each certification that is either above the required level or not required for their current position.</p> <p align="center">Bachelors, Masters, or Advanced Degree from an Accredited College or University 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>

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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 Non Mngt Conf/ FEA 80 Executive 173	FGMA 80 Non Mngt Conf/ FEA 120 Executive 213	FGMA 120 Non Mngt Conf/ FEA 120 Executive 213	FGMA 120 Non Mngt Conf/ FEA 168 Executive 253	FGMA 160 Non Mngt Conf/ FEA 176 Executive 253	FGMA 160 Non Mngt Conf/ FEA 184 Executive 253	FGMA 160 Non Mngt Conf/ FEA 184 Executive 333	2x (All)
City of Folsom ²	Local 39, FMMG, Unrep 192 Shift Operators 269 Dept. Heads 288	Local 39, FMMG, Unrep 192 Shift Operators 269 Dept. Heads 288	Local 39, FMMG, Unrep 224 Shift Operators 280 Dept. Heads 288	Local 39, FMMG, Unrep 256 Shift Operators 358 Dept. Heads 288	Local 39, FMMG, Unrep 288 Shift Operators 403 Dept. Heads 288	Local 39, FMMG, Unrep 288 Shift Operators 403 Dept. Heads 288	Local 39, FMMG, Unrep 288 Shift Operators 403 Dept. Heads 288	Local 39, FMMG, Unrep 320 Shift Operators 448 Dept. Heads 320

² Folsom- Have combined sick and vacation leave

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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.

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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	<p align="center"><i>Non-Exempt</i> 0</p> <p align="center"><i>Exempt</i> 40</p>
Carmichael Water District	12	Unlimited	11 + 1 = 12	<p align="center">Unrepresented 80 for some</p> <p align="center">Represented 0</p>
Citrus Heights Water District	12	Unlimited	10 + 5 = 15	<p align="center">Exempt 80</p> <p align="center">Non-Exempt 0</p>
City of Fairfield	12	Unlimited	14 + 0 = 14	<p align="center">FGMA 100</p> <p align="center">Non-Management Confidential 50</p> <p align="center">FEA 50</p> <p align="center">Executive 100</p>

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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

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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

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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

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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

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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

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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