



Memo

To: Board of Directors
From: Alan Clanin, General Manager
Date: June 21, 2019
Subject: Salary Survey Review

Last June, the Board of Directors requested the District conduct a Salary Survey to ensure the District is in a position to retain current employees and to attract quality employees.

History: Salary Surveys are typically conducted every 3 to 5 years and are designed to compare several areas of compensation with that of other districts. Crestline Village Water District last conducted a similar Salary Survey in 2015 that addressed the following;

- Transfer responsibility for the employee CalPERS contributions back to the employees.
- Adjust employee compensation and benefits to be competitive with other Districts and to encourage longevity.
- Adjust Paid Time Off (PTO) policy to reflect changes in State law regarding mandatory Sick Leave.

Analysis: District Staff met with the Salary Survey AD-HOC committee in January 2019, and again on June 17, 2019. The results of the Salary and Benefits Survey conducted solicited information from seven neighboring water districts that would be likely candidates to hire current or potential employees. While exact comparisons are difficult at best to establish, the survey indicates that the District appears to be slightly above the average of the other districts surveyed. The Committee discussed several options that would encourage an employee to continue with education and increasing certification levels. The Committee recommendation of a 5% adjustment to the salary schedule will place the District in an above average position.

Financial Impact: Increases the gross, base payroll by approximately **\$44,200** per year. The 2019-20 approved budget includes a 10% increase in payroll costs.

Recommendation: Approve and Adopt Revised Hourly Salary Schedule effective June 27, 2019 as updated by 5.0%. This recommendation **does not include** the General Manager.

HOURLY SALARY SCHEDULE
 REVISED AND ADOPTED AT THE REGULAR MEETING OF THE
 BOARD OF DIRECTORS ON JUNE 25, 2019

Position Classification	RANGE NUMBER	STEP					2.5% STEPS				
		A	B	C	D	E	F	G	H	I	
General Manager	SPEC	79.95									
	50	67.22	70.58	74.11	77.82	81.71	83.75	85.84	87.99	90.19	
	49	65.58	68.86	72.30	75.92	79.71	81.71	83.75	85.84	87.99	
	48	63.98	67.18	70.54	74.07	77.77	79.71	81.71	83.75	85.84	
	47	62.42	65.54	68.82	72.26	75.87	77.77	79.71	81.71	83.75	
	46	60.90	63.94	67.14	70.50	74.02	75.87	77.77	79.71	81.71	
	45	59.41	62.38	65.50	68.78	72.22	74.02	75.87	77.77	79.71	
	44	57.96	60.86	63.90	67.10	70.45	72.22	74.02	75.87	77.77	
	43	56.55	59.38	62.35	65.46	68.74	70.45	72.22	74.02	75.87	
	42	55.17	57.93	60.83	63.87	67.06	68.74	70.45	72.22	74.02	
	41	53.82	56.52	59.34	62.31	65.42	67.06	68.74	70.45	72.22	
	40	52.51	55.14	57.89	60.79	63.83	65.42	67.06	68.74	70.45	
Office Manager	39	51.23	53.79	56.48	59.31	62.27	63.83	65.42	67.06	68.74	
	38	49.98	52.48	55.10	57.86	60.75	62.27	63.83	65.42	67.06	
	37	48.76	51.20	53.76	56.45	59.27	60.75	62.27	63.83	65.42	
	36	47.57	49.95	52.45	55.07	57.83	59.27	60.75	62.27	63.83	
	35	46.41	48.73	51.17	53.73	56.41	57.83	59.27	60.75	62.27	
	34	45.28	47.54	49.92	52.42	55.04	56.41	57.83	59.27	60.75	
Field Supervisor	33	44.18	46.39	48.70	51.14	53.70	55.04	56.42	57.83	59.27	
	32	43.10	45.25	47.52	49.89	52.39	53.70	55.04	56.41	57.83	
	31	42.05	44.15	46.36	48.68	51.11	52.39	53.70	55.04	56.41	
	30	41.02	43.07	45.23	47.49	49.86	51.11	52.39	53.70	55.04	
	29	40.02	42.02	44.12	46.33	48.65	49.86	51.11	52.39	53.70	
	28	39.05	41.00	43.05	45.20	47.46	48.65	49.86	51.11	52.39	
Serviceman - Lead	27	38.09	40.00	42.00	44.10	46.30	47.46	48.65	49.86	51.11	
	26	37.16	39.02	40.97	43.02	45.17	46.30	47.46	48.65	49.86	
	25	36.26	38.07	39.97	41.97	44.07	45.17	46.30	47.46	48.65	
	24	35.37	37.14	39.00	40.95	43.00	44.07	45.17	46.30	47.46	
	23	34.51	36.24	38.05	39.95	41.95	43.00	44.07	45.17	46.30	
	22	33.67	35.35	37.12	38.98	40.92	41.95	43.00	44.07	45.17	
Serviceman	21	32.85	34.49	36.21	38.03	39.93	40.92	41.95	43.00	44.07	
	20	32.05	33.65	35.33	37.10	38.95	39.93	40.92	41.95	43.00	
	19	31.26	32.83	34.47	36.19	38.00	38.95	39.93	40.92	41.95	
	18	30.50	32.03	33.63	35.31	37.08	38.00	38.95	39.93	40.92	
	17	29.76	31.25	32.81	34.45	36.17	37.08	38.00	38.95	39.93	
	16	29.03	30.48	32.01	33.61	35.29	36.17	37.08	38.00	38.95	
Customer Service Representative	15	28.32	29.74	31.23	32.79	34.43	35.29	36.17	37.08	38.00	
	14	27.63	29.02	30.47	31.99	33.59	34.43	35.29	36.17	37.08	
	13	26.96	28.31	29.72	31.21	32.77	33.59	34.43	35.29	36.17	
	12	26.30	27.62	29.00	30.45	31.97	32.77	33.59	34.43	35.29	
	11	25.66	26.94	28.29	29.71	31.19	31.97	32.77	33.59	34.43	
	10	25.03	26.29	27.60	28.98	30.43	31.19	31.97	32.77	33.59	
Part Time/Seasonal	9	19.08	20.04	21.04	22.09	23.20	23.78	24.37	24.98	25.60	
	8	18.62	19.55	20.53	21.55	22.63	23.20	23.77	24.37	24.98	
	7	18.16	19.07	20.02	21.03	22.08	22.63	23.19	23.77	24.37	
	6	17.72	18.61	19.54	20.51	21.54	22.08	22.63	23.20	23.77	
	5	17.29	18.15	19.06	20.01	21.01	21.54	22.08	22.63	23.20	
	4	16.87	17.71	18.60	19.52	20.50	21.01	21.54	22.08	22.63	
	3	16.45	17.28	18.14	19.05	20.00	20.50	21.01	21.54	22.08	
	2	16.05	16.86	17.70	18.58	19.51	20.00	20.50	21.01	21.54	
	1	15.66	16.45	17.27	18.13	19.04	19.51	20.00	20.50	21.01	
	0	15.28	16.04	16.85	17.69	18.57	19.04	19.51	20.00	20.50	

**CRESTLINE VILLAGE WATER DISTRICT
ADJUSTED COMPENSATION with 5%**

Office Manager:				Field Supervisor:				
1	RSWD Compensated 8% for CalPERS	Base	\$158,486	1	RSWD Compensated 8% for CalPERS	Base	\$158,836	
2	CVWD Currently \$112,273	High Median Low	\$154,373 \$117,109 \$79,846	2	CucamongaVWD Compensated 6% for CalPERS	High Median Low	\$147,641 \$126,539 \$105,436	
			Up 3					
3	CucamongaVWD Compensated 6% for CalPERS	High Median Low	\$147,641 \$116,973 \$93,174	3	CLAWA Compensated 8% for CalPERS	High Median Low	\$150,919 \$121,636 \$92,352	
4	East Valley WD Compensated 6% for CalPERS	High Median Low	\$129,840 \$114,395 \$98,951	4	CVWD Currently \$112,423	High Median Low	\$136,676 \$104,623 \$72,571	Up 1
5	West Valley WD Compensated 8% for CalPERS	High Median Low	\$124,854 \$113,781 \$72,469	5	East Valley WD Compensated 6% for CalPERS	High Median Low	\$109,503 \$104,377 \$99,251	
6	CLAWA Compensated 8% for CalPERS	High Median Low	\$136,702 \$109,128 \$81,635	6	BBCCSD	High Median Low	\$112,568 \$97,291 \$82,013	
7	BBCCSD	High Median Low	\$118,476 \$103,303 \$88,150	7	West Valley WD Compensated 8% for CalPERS	High Median Low	\$119,302 \$96,085 \$72,869	
8	LACSD	High Median Low	\$117,166 \$102,304 \$87,443	8	LACSD	High Median Low	\$101,384 \$88,540 \$75,695	

Serviceman:		
1	High	CucamongaWVD Compensated 6% for CalPERS
	Median	\$79,521
	Low	\$63,650
2	High	CLAWA
	Median	Compensated 8% for CalPERS
	Low	\$52,345
3	High	CWVD
	Median	Currently
	Low	\$55,556 - \$83,844
4	High	West Valley WD
	Median	Compensated 8% for CalPERS
	Low	\$45,777
5	High	RSWD
	Median	Compensated 8% for CalPERS
	Low	\$78,595
6	High	East Valley WD
	Median	Compensated 6% for CalPERS
	Low	\$77,601
7	High	LACSD
	Median	\$53,793
	Low	\$37,320
8	High	BCCSD
	Median	\$50,157
	Low	\$41,681

Up 1

Foreman:		
1	High	CLAWA
	Median	Compensated 8% for CalPERS
	Low	\$79,639
2	High	CucamongaWVD
	Median	Compensated 6% for CalPERS
	Low	\$84,384
3	Base	RSWD
	Median	Compensated 8% for CalPERS
	Low	\$86,009
4	High	CWVD
	Median	Currently
	Low	\$0
5	High	West Valley WD
	Median	Compensated 8% for CalPERS
	Low	\$94,659
6	High	LACSD
	Median	\$78,306
	Low	\$66,938
7	High	East Valley WD
	Median	Compensated 6% for CalPERS
	Low	\$73,852
8	High	BCCSD
	Median	\$69,720
	Low	\$60,942

Customer Service Representative:

1	CVWD Currently \$50,648 - \$64,729	High Median Low	\$89,172 \$68,107 \$47,043	Same
2	CLAWA Compensated 8% for CalPERS	High Median Low	\$75,609 \$59,823 \$44,038	
3	CucamongaVWD Compensated 6% for CalPERS	High Median Low	\$66,869 \$59,154 \$51,440	
4	West Valley WD Compensated 8% for CalPERS	High Median Low	\$74,261 \$58,919 \$43,176	
5	RSWD Compensated 8% for CalPERS	High Median Low	\$67,305 \$58,611 \$49,918	
6	East Valley WD Compensated 6% for CalPERS	High Median Low	\$66,673 \$58,118 \$49,563	
7	BBCCSD	High Median Low	\$59,550 \$50,990 \$42,429	
8	LACSD	High Median Low	\$57,678 \$47,424 37,170	

BENEFIT SURVEY

	CYWD 13	CLAWA 10	LACSD 55	RSWD Wastewater Treatment, 4 WW	CucamongaVWD 127	BBCCSD 35	East Valley WD 70	West Valley WD 77
Number of Full-Time Employees:	13	10	55	4 WW	127	35	70	77
General Manager: Under policy direction of the Board of Directors, is chief executive of the District; working through subordinate managers and supervisors, is responsible for all agency activities, including design, construction, finance, operations and maintenance.	Wage set by Board	Wage set by Board	Wage set by Board	Wage set by Board	Wage set by Board	Wage set by Board	Wage set by Board	Wage set by Board
Office Manager: Under administrative direction of the General Manager, is responsible for a variety of administrative service activities, which include finance, investments, data processing, customer service, meter reading and collections, insurance and risk management, personnel and employee relations and purchasing.	Pay Range 28-43 \$77,128 - \$146,203 Currently: \$111,425 annually	Pay Range 24AA-30AF \$75,588 - \$126,576	Operations Manager 19A1 - 19A77 \$87,443.20 - \$117,166.40	Administration Supervisor Base \$146,515	Chief Financial Officer \$87,900 - \$139,284	Administrative Department Manager \$88,150 - \$118,476	Cust Serv Supv / Business Services Manager \$93,350 - \$122,491	Cust Serv Supv / Business Services Manager \$67,101-\$115,606
Customer Service Representative: Under general supervision, provides customer service, is responsible for maintaining customer accounts, processing water billings, answering customer inquiries, processing payments and following up on delinquent accounts, may balance receipts and prepare bank deposits; other duties as required.	Pay Range 7-21 \$44,803 - \$84,926 Currently: \$50,648 - \$64,729	Pay Range 12-18 \$40,776 - \$70,008	Grade 1000-1150 \$37,169.60 - \$57,678.40	Administrative Assistant/Senior Billing Clerk \$45,989 - \$62,088	Customer Service Representative \$48,528 - \$63,084	Customer Service Representative \$42,429 - \$59,550	Customer Service Representative 1-3 \$46,758 - \$62,899	Customer Service Representative 1-3 \$39,978 - \$68,390
Field Supervisor: Under general supervision of the General Manager, is responsible for planning, design construction and inspection of new wtr treatment equipment and wtr distribution facilities and appurtenances; coordinates and directs operations activities, including treatment equipment and distribution system maintenance; performs customer service work and other duties as required.	Pay Range 24-38 \$68,161 - \$129,230 Currently: \$111,425 annually	Pay Range 27-32 \$85,512 - \$139,740	Grade 17B \$75,545.60 - \$101,233.60	Water Division Supervisor \$146,515.00	Water Supervisor/Manager \$99,468 - \$139,284	Superintendents \$81,848 - \$112,403	Field Service Supervisor \$93,350 - \$103,022	Maintenance / Water Quality Supervisor \$67,101 - \$110,094
Foreman: Under general supervision, is responsible for coordinating and directing operations activities, including treatment equipment and distribution system functions; performs customer service work and other duties as required.	Pay Range 20-26 \$61,755 - \$96,075 Currently: \$0.00	Pay Range 24-26A \$73,740 - \$106,476	Grade 1600 \$66,788.80 - \$89,523.20	Operator 3 Base \$79,082	Water Utility Supervisor \$79,608 - \$103,500	Foreman \$60,777 - \$78,332	Senior Field Service Worker \$69,389 - \$76,566	Senior Field Service Worker \$62,046 - \$87,277
Serviceaman: Under direct supervision, operates, maintains and installs water treatment equipment and water distribution facilities and appurtenances, maintains records of activities; performs varied unskilled or semi-skilled manual tasks in the field or shop; performs customer service work and other duties as required.	Pay Range 10-22 \$48,235 - \$87,048 Currently: \$54,558 - \$82,846	Pay Range 15AA-23AF \$48,468 - \$91,824	Grade 11A - 1350 \$37,169.60 - \$70,116.80	Water Operator 1-3 \$52,416-\$72,218	Water Utility Worker II / Water Treatment Operator II Base \$56,648-\$84,900	Service Workers, Operators, Specialists \$41,516 - \$58,468	Field Service Worker \$54,025 - \$72,925	Water Maintenance Worker / Operator 2 \$42,016 - \$83,117

Max Med. Benefit for Medical, Dental & Vision:	CVMC	CLAWA	LACSD	RSWD	CueanongawMD	BRCSSD	East Valley WD	West Valley WD
Medical, Dental & Vision	Medical, Dental & Vision	Medical, Dental & Vision	Medical, Dental & Vision	Medical, Dental & Vision	Medical, Dental & Vision	Medical, Dental & Vision	Medical, Dental & Vision	Medical, Dental & Vision
	\$1,538.00 District Share Amount Covers Medical, Dental & Vision	No max	\$1836.06 District Share Amount Covers Medical, Dental & Vision	\$1,374.00	Executive Staff: District pays 80% employee pays 20% All other staff: District pays 85% employee pays 15%	Medical Cap of \$1262.91	Minimum \$128 per month plus 5% of difference for all Management; 10% for all other for all employees and dependents	100% for all classifications and dependents
Life, AD & D, & Long Term Disability:	AD&D Long Term Disability & Short Term Disability	AD&D Long Term Disability & Short Term Disability	AD&D Long Term Disability & Short Term Disability	AD&D Long Term Disability & Short Term Disability	AD&D Long Term Disability & Short Term Disability	AD&D Long Term Disability & Short Term Disability	AD&D Long Term Disability & Short Term Disability	AD&D Long Term Disability & Short Term Disability
Premiums Paid By:	Employee Twice annual salary to a maximum of \$100,000	Employee Twice annual salary to a maximum of \$150,000	Employee Twice annual salary to a maximum of \$350,000	Employee Twice annual salary to a maximum of \$225,000	Employee ADD = \$4.90 per employee monthly LTD = \$0.305 per \$100 of covered monthly payroll. STD = \$0.050 per \$10 of weekly benefit	\$15,000 death benefit for active employees Paid by District	Management: \$150,000 All others \$100,000	Twice annual salary to a maximum of \$125,000 LTD = 70% of earnings or \$5000, whichever is less N/A
2 Persons:	N/A	N/A	N/A	N/A				
3 & More Dependents:	N/A	N/A	N/A	N/A				
Paid Holidays:	Paid Holidays: 10 per year New Years Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Thanksgiving and day after, Christmas and Christmas Floating holiday	Paid Holidays: 11.5 New Years Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Thanksgiving and day after, Christmas and Christmas Floating holiday	Paid Holidays: 12 New Years Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving and day after, Christmas and day after	Paid Holidays: 13 New Years Day, Martin Luther King Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Thanksgiving and day after, Christmas Eve (if it falls Monday - Thursday), and Christmas Day	Paid Holidays: 10 + 3 personal days Fall Day Holidays: New Years Day, Presidents Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day & day after, Christmas Eve (if it falls Monday - Thursday), and Christmas Day	Paid Holidays: 11 per year New Years Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Thanksgiving Friday	Paid Holidays: 13 New Years Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Thanksgiving and day after, Thanksgiving and day after, Christmas and Christmas Floating holiday	Paid Holidays: 12 New Years Day, Presidents Day, MLK Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Thanksgiving and day after, Thanksgiving and day after, Christmas and Christmas Floating holiday
Longevity Pay:	Longevity Pay 2.5% every 5 yrs after 5 years of service	Longevity Pay 0	Longevity Pay Completion of: 84 months = 1.0 week's pay 120 months = 1.5 week's pay 180 months = 2.0 week's pay 240 months = 2.5 week's pay	Longevity Pay 0	Longevity Pay 0	Longevity Pay 0	Longevity Pay 0	Longevity Pay After 05 years: \$150 After 10 years: \$225 After 15 years: \$350 After 20 years: \$475 After 25 years: \$600
Vacation Leave:	Vacation Leave PTO: 1-5 years = 22 working days/year 6-10 years = 27 days working days/year 11+ years = 32 working days/year	Vacation Leave 1-5 years = 2 work weeks 6-10 years = 3 work weeks 11-15 years = 4 work weeks / 1 additional week for every 5 years	Vacation Leave 0-60 Months = 6.67 hours / mo 61-120 Months = 10.00 hours / mo 121 Months + = 13.33 hours / mo	Vacation Leave 1-5 years = 2 work weeks 6-10 years = 3 work weeks 11-15 years = 4 work weeks / 1 additional week for every 5 years	Vacation Leave 10 days after 1 year 20 days after 10 years	Vacation Leave 0-6 yrs = 13 Days, 7-10 yrs = 18 Days plus 1 Day/Yr after up to 24 Days / Year	Vacation Leave less than 3 years -104 hours per year 3-15 years -160 hours per year 15 years plus -208	Vacation Leave After 1 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours After 14 years: 200 hours
Sick Leave:	Sick Leave PTO included in above	Sick Leave 1 day per month	Sick Leave 12 Days	Sick Leave 8 hours per month	Sick Leave 12 days per year	Sick Leave 8 hours per month	Sick Leave 104 hours/year	Sick Leave 12 days per year
Administrative Leave: Annual Leave hours for Supervisors and Managers:	Administrative Leave	Administrative Leave	Administrative Leave	Administrative Leave	Administrative Leave	Administrative Leave	Administrative Leave	Administrative Leave
	No	No	No	Comp time accrued for exempt staff = 1.5 hours for each hour worked in excess of 8 hours/day	GM - 5 days Executive Staff - 3 days Supervisors - 2 days	40 hours per year for Exempt employees	Executive Management 64 hours/year Senior Management: 56 hours/year Management 48 hours/year Professional 40 hours/year	Executive Management 64 hours/year Senior Management: 56 hours/year Management 48 hours/year Professional 40 hours/year
Employee Assistance Program:	No	No	Yes, 3 Face-to-Face Counseling Sessions	Yes	Yes	Yes	No	No
Alternative Work Schedule:	No Staff works 8 hour days Monday - Friday	No	Yes Employee has a choice of traditional work schedule or a 9/80 work schedule.	No	Yes 9/80 work schedule Executive Staff works 8 hour days Monday - Friday Water Treatment Plant - rotating shifts	Yes 80 hours within 2 week period 5/8 (x2), 9/80, 4/10	9/80	Yes 9/80 work schedule Executive Staff works 8 hour days Monday - Friday

On Call/Standby Pay:	CVWD	CLAWA	LACSD	RSWD	CucamongaVWD	BBCSD	East Valley WD	West Valley WD
On Call/Standby Pay:	On Call/Standby Pay: Rotated between field personnel. \$50.00 per day for 7 day period. Wednesday through Tuesday. Hours actually worked If called back, paid at time and one-half. Holiday Standby pays double hourly rate. Response required with 30 minutes.	On Call/Standby Pay: Rotated between field personnel. 16 hours overtime at time and one-half for the week minimum. Holiday Standby pays double hourly rate.	On Call/Standby Pay: Compensation for on-call will be \$700 per week and any partial week will be prorated at \$100 per day	On Call/Standby Pay: 1.5 hours overtime or comp time hours accrued for each day employee is on-call plus hours actually worked. 30-min response time required. Rotated between field personnel.	On Call/Standby Pay: Rotate between qualified field staff - Stand-by schedule is Monday to Monday. \$37.50 per weekday \$70.00 per weekend day/District Holiday. Call back pay is 2 hour minimum - paid at time & one-half. Response time is 30 minutes	On Call/Standby Pay: 16 hours of straight time for week of on-call after hours Duty	On Call/Standby Pay: Rotated between field personnel. \$40.00 per day for 7 day \$80.00 per holiday 2 hour minimum per call	On Call/Standby Pay: Rotated between field personnel. 1 hour per day, overtime at time and one-half for the week minimum. 2 hour minimum Holiday Standby pays double hourly rate
Incentive Pay:	T1 = 2.5% T2 = 2.5% D1 = 2.5% D2 = 2.5% D3 = 2.5% Cross Connection Specialist/Backflow Tester = 2.5% Notary Public (Necessity determined by General Manager) = 2.5%	T1-T3/D1-D3 = \$0.75 per hour T4-T5/D4-D5 = \$1.00 per hour Cross Connection Specialist/Backflow Tester = \$0.75 per hour	Certification incentive pay Up to \$50 per certification over what is required. \$150 / Mo Max	Certification incentive pay = \$0.50 per hour for each certification over what is required up to a maximum of six incentives for both required and optional certifications available for the following: T2 or higher, D3 or higher, Cross connection, Collections System Maint., welding cart., CWEA Lab Analysis, CWEA Plant Maint., CWEA Mechanical Tech., CWEA Electrical/Inst 40-hour OSHA card, others as approved by GM	0	\$1500.00 one time payment per certification above District requirements	0	
Merit Raise - If not @ top of Salary Scale:	Merit Raise 5% At the discretion of General	Merit Raise No Social Security No	Merit Raise 5% At the discretion of General Social Security Yes	Merit Raise % based At the discretion of General Social Security Yes	Merit Raise No Social Security No	Merit Raise No Social Security No	Merit Raise Up to 5% for hourly Up to 10% for Management based on prerequisite criteria Social Security No	Merit Raise 0% Social Security Yes
Social Security:	No	No	Yes	Yes	No	No	No	Yes
Retirement:	CalPERS 2.5% @ 55	CalPERS 2.7% @ 55	CalPERS 2.5% @ 55	CalPERS 2.7% @ 55, 8% Paid by District (except for GM)	CalPERS Tier 1 - 2.5% @ 55 (ee's hired prior to 1/11/2011) Employee Portion - ee's pay 2% eff 1/1/2015	CalPERS Classic - 2.7% @ 55 and Tier 1 - 2.5% @ 55 8% paid pre-tax by employee for both groups	CalPERS 2.7% @ 55	CalPERS 2.0% @ 55
Formula Classic:	8% Paid by Employee	8% Paid by District	2014 EEs 2% at 62 District Does Not pay anything	COLA compensated transition of 8% EPMC to employees by 2019	Employee Portion - ee's pay 2% eff 1/1/2015	Employee Portion - Reform Act Employees pay 6.5%	Employee Portion - 2% contribution	100% Employer paid
Employee Portion Classic:	Post Employee Pension Reform Act Employees 2.0% @ 62. Employees pay 6.5%					Post Pension Reform Act Employees 2.0% @ 62. Employees pay 6.5%		Post Employee Pension Reform Act Employees 2.0% @ 62. Employees pay 6.5%
Deferred Compensation:	Deferred Compensation: Optional 457 Plan Contribution Paid by Employee	Deferred Compensation: Optional 457 Plan Contribution Paid by Employee	Deferred Compensation: Optional 457 Plan Prior 2014 2% 2014 New Ees = Contribution Paid by Employee	Deferred Compensation: Nationwide 457 Contribution Paid by Employee	Deferred Compensation: 457(b) Plans Contribution Paid by Employee	Deferred Compensation: 3 optional 457 plans available all contributions paid by employee	Deferred Compensation: Optional 457 Plan District Matching Executive and Senior Mgt- \$175/Mo. Management- \$150/Mo. Professional SUPV & Confi- \$125/Mo. Hourly- \$75/Mo	Deferred Compensation: Optional 457 Plan District Matches employee contributions

	CYWD	CLAWA	LACSD	RSWD	Cueamonga-WVD	BBCSD	East Valley WD	West Valley WD
Cell Phone:	Cell Phone Allowance Pager provided by District for on-call purposes. \$70.65 per month for field staff \$135.14 per month for GM.	Cell Phone Allowance \$30/month for smartphones paid in December	Cell Phone Allowance \$55 paid Monthly	Cell Phone Allowance GM and Supv \$360/year On-call cell phone provided.	Cell Phone Allowance District cell phones are issued to Executive Management, Mid Managers, Supervisors, Leads	Cell Phone Allowance Basic plan for employees / upgrades for Management	Cell Phone Allowance Option of \$100/month for Senior Management	Cell Phone Allowance Cell Phone provided by District
Boot Allowance:	Boot Allowance \$150.00 paid annually	Boot Allowance No	Boot Allowance \$150	Boot Allowance \$100/year boot allowance \$250/year uniform allowance \$250/year	Boot Allowance Mico a year	Boot Allowance up to \$165 per year	Boot Allowance \$300 per year	Boot Allowance \$200 Mico per year
Physical Fitness Allowance:	Physical Fitness Allowance	Physical Fitness Allowance	Physical Fitness Allowance	Physical Fitness Allowance	Physical Fitness Allowance	Physical Fitness Allowance	Physical Fitness Allowance	Physical Fitness Allowance
Car Allowances:	Car Allowance Vehicle provided to General Manager and Field Supervisor for full-time use.	Car Allowance Vehicle provided to General Manager Vehicle allowance to Assistant General Manager	Car Allowance Yes, \$600 for GM Vehicles provided to others as needed for work	Car Allowance N/A	Car Allowance GM = \$1,100/monthly, Assigned to the AGM, COO, Superintendent, Stand-by personnel	Car Allowance Vehicle provided for General Manager full time use. Vehicle provided others as needed for work.	Car Allowance \$250.00 / Mo for Sr Mgt. \$500.00 /Mo for Exe. Mgt. \$1000.00 / No GM	Car Allowance Vehicle provided to General Manager and Supervisors as required