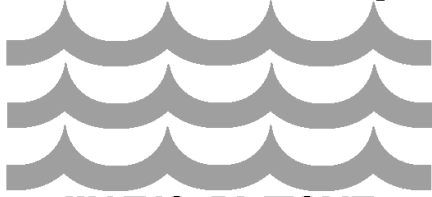

crestline village



WATER DISTRICT

Memo

To: Board of Directors
From: Karl Drew, General Manager
Date: May 18, 2015
Subject: Wage and Benefits Survey Results

****Confidential****

Attached are several sheets which attempts to comply the survey results we received. Some organizations sent full responses and some sent only partial results. In most of the areas surveyed, the District's wages and benefits are comparable to what appears to be common in the group that responded to the survey.

The final attached sheet is an attempt to generate a comparability score as to how the District's overall package compares to other districts and agencies. With an overall average score of -0.26, with a score of 0 being in the middle of the group, the District scores just slightly below the middle of the group. Again this is an indicator of the District's overall wage and benefit package. Individual areas will vary and this does not place dollar value on any of the areas surveyed.

Crestline Village Water District
Benefit Survey
September 2014

	CVWD	CLAWA	LACSD	RSWD	BBCCSD	CucamongaVWD
Number of Full-Time Employees:	12	9	55	5 Admin, 5 Water, 3 Wastewater Treatment, 4 WW Collections	35	121
Total Number of Employees:	13	9	55	26 including fire department	38	123
Max Mo. Benefit for Medical, Dental & Vision:	\$1,385.00	No max	\$1,836.06 District Share Amount	\$941.31	2015 Medical Cap of 1349.87 2015 Vision and Dental Paid in Full	5 Board of Directors Executive Staff: District pays 80% employee pays 20% All other staff: District pays 85% employee pays 15%
Medical Insurance Carrier:	Kaiser	Kaiser	Blue Shield Of CA HMO Zero Admit Hosp - \$10	Aetna (6 plan options)		Kaiser - 2015 rates
Co-Pays:	\$10.00	\$10.00	\$10.00	\$20-\$60		\$10.00
Deductables:	\$0.00	\$0.00	\$0.00	\$0 - \$4,000		\$0.00
Employee:	\$515.29	\$541.79	\$556.54	\$300 - \$436 (depending on ages)	Please see the attached	\$515.29
2 Persons:	\$1,020.70	\$1,093.58	\$1,113.03	\$700 - \$1,500 (depending on ages)	2015 CalPERS rates	\$1,020.70
3 & More:	\$1,440.19	\$1,408.65	\$1,005.84	\$960 - \$1,500 (depending on ages)		\$1,440.19
Directors:	N/A	N/A	\$1,669.58 N/A	N/A		
Medical Insurance Carrier:	Anthem Blue Cross PPO	Blue Shield Access +	Blue Shield Of CA PPO \$250-90/70			Anthem Blue Cross PPO - 2015 rates
Co-Pays:	\$15.00	\$15.00	\$15.00			\$15.00
Deductables:	\$0.00	\$0.00	\$250.00		Please see the attached	\$200/member \$600/family
Employee:	\$695.68	\$469.91	\$556.54		2015 CalPERS rates	\$695.68
2 Persons:	\$1,415.76	\$939.82	\$1,113.03			\$1,415.76
3 & More:	\$1,902.68	\$1,221.77	\$1,005.84			\$1,902.68
Directors:	N/A	N/A	\$1,669.58 N/A			
Medical Insurance Carrier:	Athem Blue Cross HMO	Blue Shield Net Value	Blue Shield Of CA - PPO Spectrum Savings Plus 2250 MSA			Anthem Blue Cross HMO - 2015 rates
Co-Pays:	\$10.00	\$15.00	\$0.20			\$10.00
Deductables:	\$0.00	\$0.00	\$2,250.00		Please see the attached	\$0.00
Employee:	\$657.52	\$395.50	\$556.54		2015 CalPERS rates	\$657.52
2 Persons:	\$1,305.16	\$791.00	\$1,113.03			\$1,305.16
3 & More:	\$1,750.02	\$1,028.30	\$1,005.84			\$1,750.02
Directors:	N/A	N/A	\$1,669.58 N/A			
Dental Insurance Carrier:	ACWA - Delta Dental	ACWA - Delta Dental	Premier Access	Premier Access	2015 Delta Dental	MetLife Dental - 2015 rates
Type:	PPO	PPO	PPO / HMO Hybrid	HMO / PPO	PPO	PPO
Co-Pays:			Varies by ADA code for HMO benefit only	various depending on procedure		
Deductables:			\$25 - Max 3 per family			
Employee:	\$46.89	\$50.96	\$47.31	\$15.40 / \$41.90	\$48.52	\$51.99 ee only
2 Persons:	\$97.32	\$103.22	\$95.77	\$27.73 / \$80.03	\$98.17	\$106.28 ee+1
3 & More:	\$178.07	\$192.72	\$118.03	\$43.12 / \$124.85	\$183.20	\$137.25 ee + child(ren)
Directors:	N/A	N/A	\$166.48 N/A	N/A	n/a	\$200.31 family
Vision Insurance Carrier:	VSP	VSP	VSP	SafeGuard	VSP	VSP - 2015 rates
Employee:	\$11.45	\$28.65	\$0.00	\$8.23	\$18.56	\$10.25
2 Persons:	\$16.60	\$28.65	\$0.00	\$14.84	\$18.56	\$15.93
3 & More:	\$29.76	\$28.65	\$0.00	\$20.83	\$18.56	\$25.26

Crestline Village Water District
Benefit Survey
September 2014

	CVWD	CLAWA	LACSD	RSWD	BCCSD	CucamongaVWD
Life, AD & D, & Long Term Disability:				SDRMA		AD&D, Long Term Disability & Short Term Disability
Premiums Paid By:	Employer	Employer	Employer	Employer		Employer
Employee:	Twice annual salary to a maximum of \$100,000	Twice annual salary to a maximum of \$150,000	Twice annual salary to a maximum of \$350,000	Twice annual salary to a maximum of \$175,000		AD&D = \$4.90 per employee monthly
2 Persons:	N/A	N/A	N/A	N/A	\$15,000 death benefit for active employees	LTD = \$0.305 per \$100 of covered monthly payroll
3 & More:	N/A	N/A	N/A	N/A	Paid by District	STD = \$0.050 per \$10 of weekly benefit
Directors:	N/A	\$ 10,000.00 (decreases with age)	N/A	N/A		
Paid Holidays:	10 New Years Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving and day after, Christmas and Christmas Floating holiday	11.5 New Years Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving and day after, Christmas and Christmas Floating holiday	12 New Years Day, Martin Luther Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving and day after, Christmas and day after	13 New Years Day, Martin Luther King Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving and day after, Christmas day, New Year's Eve Day, floating holiday	11 New Years Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve and Christmas Day and 16 hours of Floating Holiday	11 Full Day Holidays: New Year's 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. Half Day Holidays - Good Friday, and New Years Eve (must be employee's scheduled work day)
Vacation Leave:	PTO: 1-5 years = 22 working days/year 6-10 years = 27 days working days/year 11+ years = 32 working days/year	1-5 years = 2 weeks 6-10 years = 3 weeks 11 - 15 years - 4 weeks 1 additional week for every 5 years	PTO: 1-4 years = 10 working days/year 5-9 years = 15 days working days/year 10+ years = 20 working days/year	1-5 years = 2 work weeks 6-10 years = 3 work weeks 11-15 years = 4 work weeks Longevity = 8 additional hours for each year from 16-20	From 4.00 to 7.39 hours per biweekly pay period based on years of service Upto 4+ weeks	see vacation accrual schedule below Upto 5 weeks Vacation accrual may accumulate to a maximum of 200 hours
Sick Leave:	PTO included in above.	1 day per month	12 Days	8 hours per month	5.54 hours per pay period 18 days per year	accrue 4 hours of sick leave per pay period
Administrative Leave: Annual Leave hours for Supervisors and Managers.	No	No	No	Comp time accrued for exempt staff = 1.5 hours for each hour worked in excess of 8 hours/day	40 hours per year for Exempt employees	GM - 10 days C/O's - 5 days Executive Staff - 3 days Managers & Supervisors - 2 days
Employee Assistance Program:	No	No	Yes, 3 Face-to-Face Counseling Sessions	Yes	yes	Yes
Alternative Work Schedule:	Yes Employee has a choice of traditional work schedule or a 9/80 work schedule.	No	Yes Employee has a choice of traditional work schedule or a 9/80 work schedule.	No	yes 9/80s and 4/10s	Yes 9/80 work schedule Executive Staff works 8 hour days Monday - Friday Water Treatment Plant - rotating shifts
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 Currently: \$131,061	Wage set by Board Currently: \$186,444	Wage set by Board Currently: \$155,000	Wage set by Board Currently: \$155,304	Wage set by Board Currently: \$150,010	Wage set by Board of Directors Currently: \$251,304

Crestline Village Water District
Benefit Survey
September 2014

	CVWD	CLAWA	LACSD	RSWD	BCCSD	CucamongaVWD

Crestline Village Water District
Benefit Survey
September 2014

	CVWD	CLAWA	LACSD	RSWD	BBCCSD	CucamongaVWD
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 28-42 \$61,110 \$107,578 Currently: \$78,000	\$60,060 \$131,940 Currently: \$131,940	N/A	Administration Supervisor \$60,998 \$126,811 Currently: \$115,021	Administrative Department Manager \$69,930 \$86,008	Chief Financial Officer \$130,296 \$182,388 Currently: \$182,394
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 \$36,317 \$62,379 Currently: \$40,040 \$51,230	\$25,944 \$64,500 Average \$45,222	Grade 1000 -1150 \$34,704 \$52,584 Average \$43,644	Receptionist/Secretary (1-3) \$31,176 \$53,584 Average \$42,380	Customer Service Representatives \$37,565 \$52,666 Average \$45,115	Customer Service Representative \$41,454 \$55,536 Average \$48,495
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 \$55,328 \$97,448 Currently: \$86,112	\$76,872 \$122,508	Grade 17B \$67,596 \$89,820 Currently: \$67,596 \$89,820	Water Division Supervisor \$60,998 \$126,811 Currently: \$104,327	Superintendents \$72,384 \$99,403	Chief Operating Officer \$130,296 \$182,388 Currently: \$182,394
Lead Person: 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 21-25 \$49,920 \$69,056 Currently: \$69,056	Average \$0	Grade 1600 \$58,728 \$77,964 Average \$68,346	Average \$0	Foremen \$53,747 \$69,264 Average \$61,506	\$62,184 \$80,832 Average \$71,508
Serviceman: 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 \$39,146 \$64,022 Currently: \$42,141 \$62,380	\$31,608 \$91,104 Average \$61,356	Grade 11A - 1350 \$36,852 \$61,572 Currently: \$36,852 \$61,572	Water Operator 1-4 \$44,187 \$68,254 Average \$56,221	Service Workers, Operators, Specialists \$36,712 \$51,730 Average \$44,221	Water System Operator I & II \$45,300 \$68,988 Average \$57,144
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.	Rotated between field personnel. 16 hours overtime at time and one-half for the week minimum. Holiday Standby pays double hourly rate.	Compensation for on-call will be \$700 per week and any partial week will be prorated at \$100 per day	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.	16 hours of straight time for week of on-call after hours Duty	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

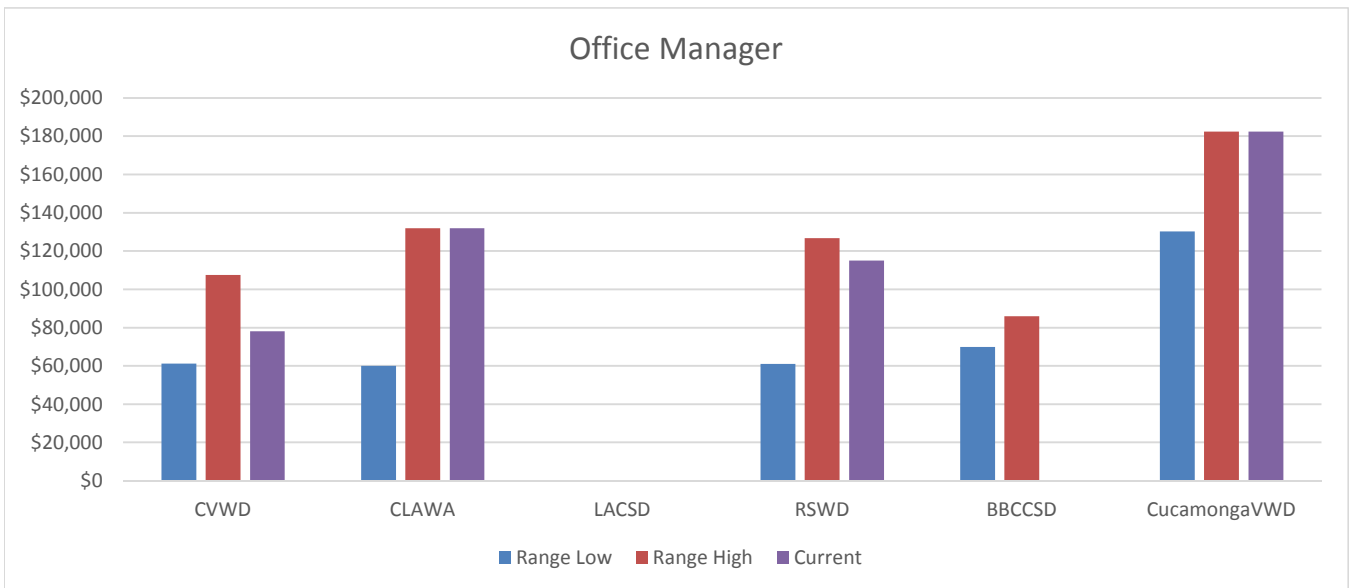
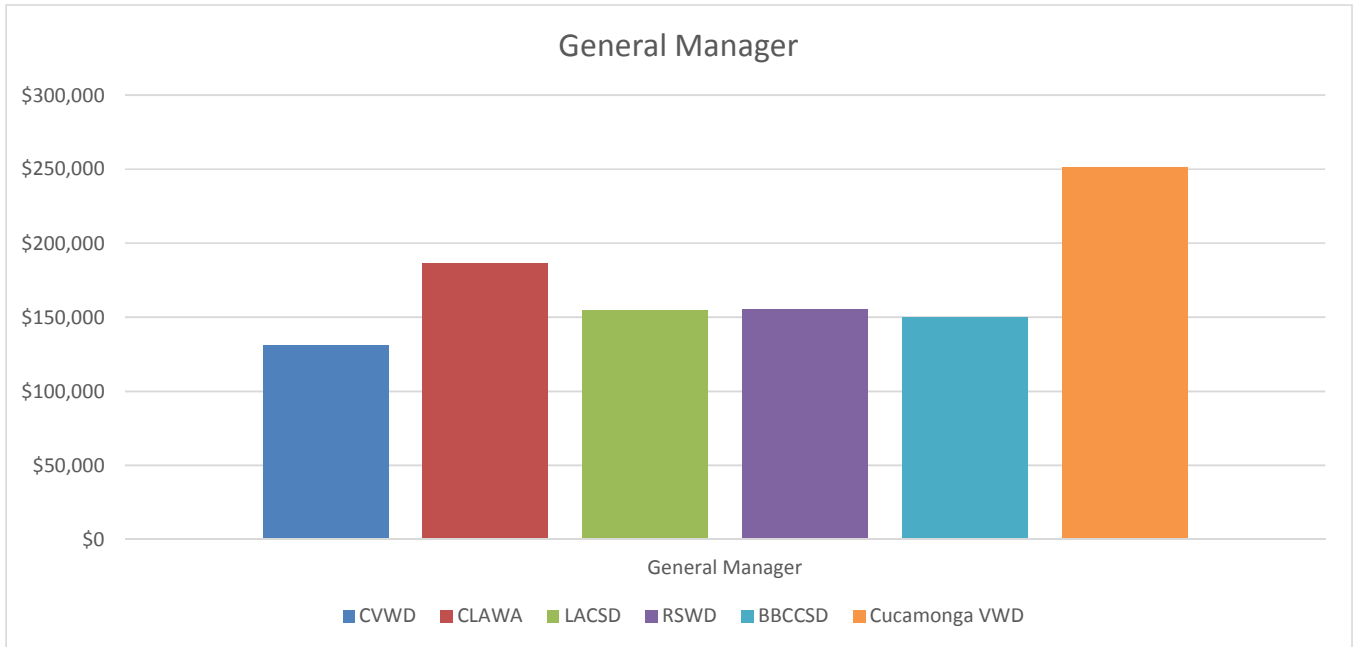
Crestline Village Water District
Benefit Survey
September 2014

	CVWD	CLAWA	LACSD	RSWD	BBCCSD	CucamongaVWD
Incentive Pay:						
T1	2.50%	T1-T3/D-1-D3 = \$0.75 per hour		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. \$1,040 - \$6,240 per year available for the following: T2 or higher, D3 or higher, Cross connection, Collections System Maint., welding cert., CWEA Lab Analysis, CWEA Plant Maint, CWEA Mechanical Tech., CWEA Electrical/Inst. 40-hour OSHA card, others as approved by GM.		
T2	2.50%	T4-T5/D4-D5= \$1.00 per hour				
D1	2.50%					
D2	2.50%					
D3	2.50%					
Cross Connection Specialist/Backflow Tester	2.50%	Cross Connection Specialist/Backflow Tester = \$0.75 per hour				
2014 COLA:	1.50%	2.00%	On 1/1/14 there will be an accross the board COLA based on the Urban Wage Earners and Clerical Workers, of Los Angeles Anaheim Riverside (CPI-W") percent change year ending aaverage for October preceding the January 1 date, with a ceiling of 4% and a floor of 0%.	CPI-W as of December 2013 = \$1.2%		2.00%
Merit Raise - If not @ top of Salary Scale:	5%	See Attached	5%	2.5% for non-exempt 5% for exempt	No	5%
Social Security:	No	No	Yes	No	Yes	No
Retirement:	CalPERS	CalPERS	CalPERS	CalPERS Classic Hired Prior to April 1, 2014	CalPERS	CalPERS
Formula Classic:	2.5% @ 55	2.7% @ 55	2.5% @ 55	2.7% @ 55, 8% Paid by District (except for GM)	Classic - 2.7% @ 55 and Tier 1 - 2.5% @ 55	Tier 1 - 2.5% @ 55 (ee's hired prior to 1/11/2011)
Employee Portion Classic:	8% Paid by District	8% Paid by District	2014 EEs 2% at 62 District Does Not pay anything	working on transition of 8% EPMC to employees CalPERS Classic hired after April 1, 2014 pay 8% EPMC	8% paid pre-tax by employee for both groups	Employee Portion - ee's pay 2% eff 1/1/2015 Tier 2 - 2% @ 60 (effective 1/11/2011) Employee Portion - ee's pay 2% eff 1/1/2015
Deferred Compensation:	Optional 457 Plan Contribution Paid by Employee	Optional 457 Plan Contribution Paid by Employee	Optional 457 Plan Prior 2014 2% 2014 New Ees = Contribution Paid by Employee	Nationwide 457 Contribution Paid by Employee	3 optional 457 plans available all contributions paid by employee	457(b) Plans Contribution Paid by Employee
Cell Phone:	No Pager provided by District.	Cell Phone Allowance \$30/month for smartphones paid in December	Yes, Some Ees	On-call cell phone provided.	Yes Basic plan for employees / upgrades for Management	District cell phones are issued to Executive Management, Mid Managers, Supervisors, Leads
Telephone Allowance	\$40.65 paid monthly.	\$25 per month paid in December	\$55 paid Monthly	Supervisors \$30/month telecommunication allowance	no	N/A
Boot Allowance	\$150.00 paid annually.	No	\$150	\$250/year uniform allowance \$100/year boot allowance	up to \$165.00 per year	\$150 - twice a year

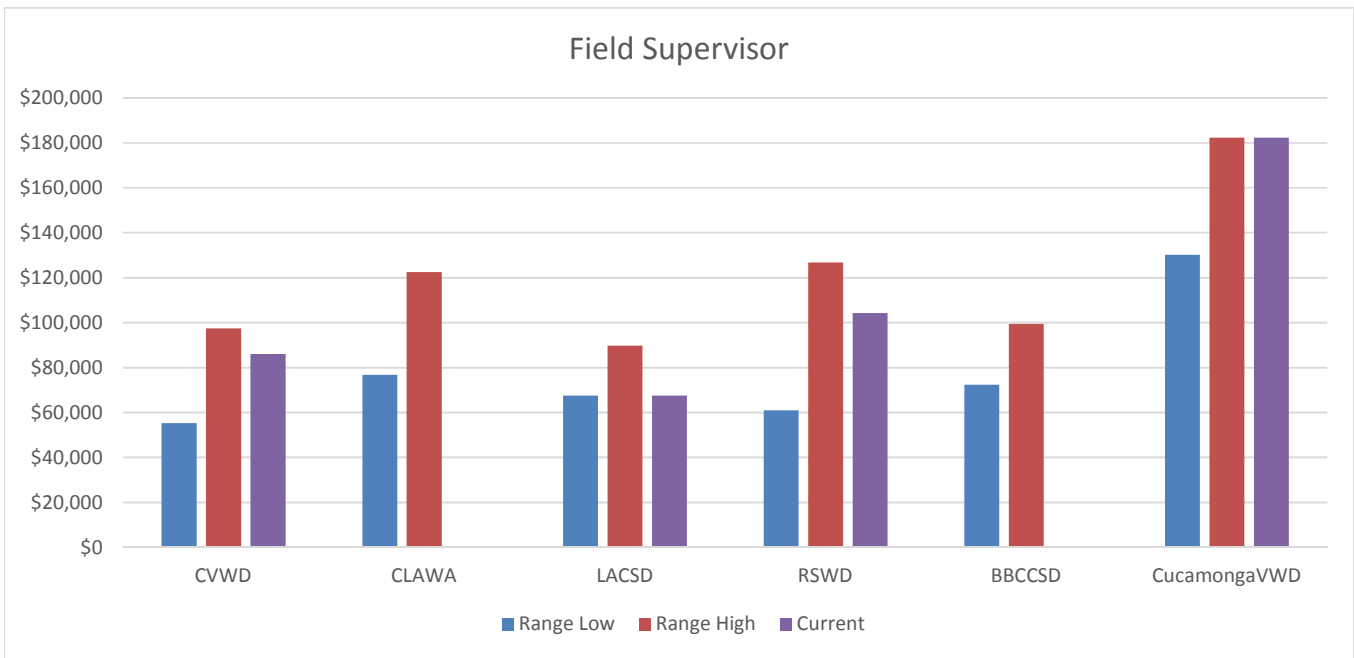
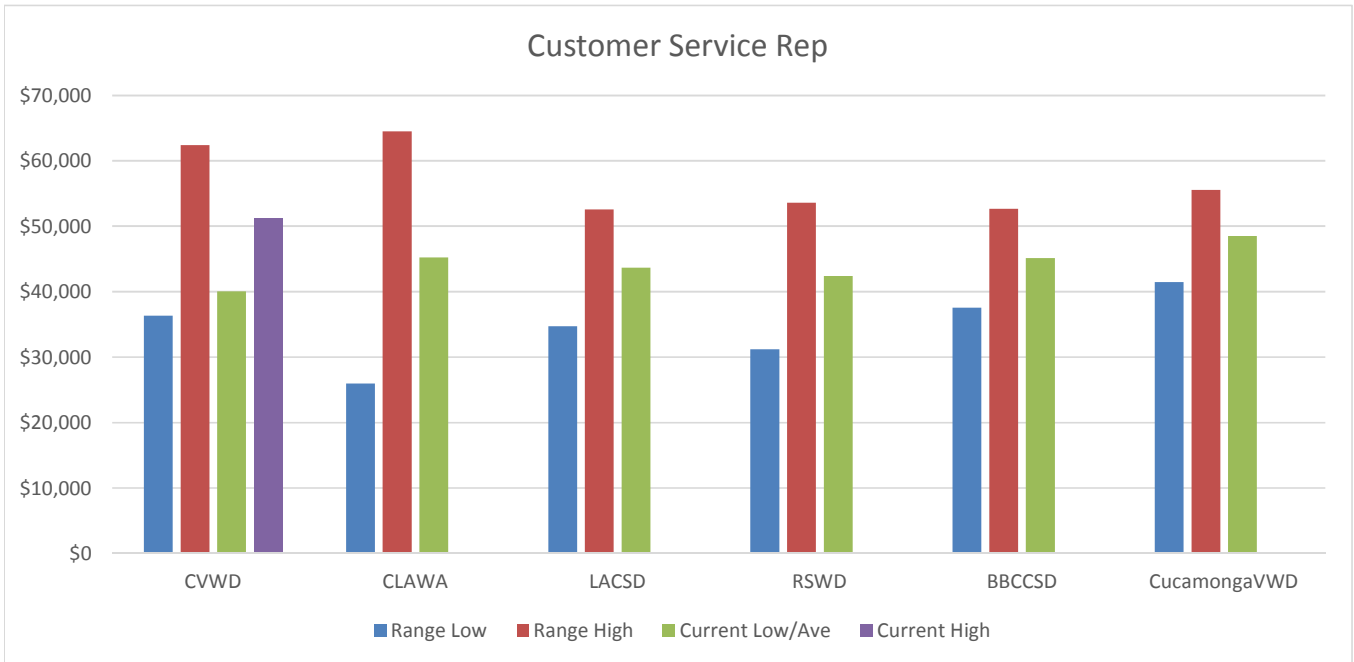
Crestline Village Water District
 Benefit Survey
 September 2014

	CVWD	CLAWA	LACSD	RSWD	BCCSD	CucamongaVWD
Car Allowance	Vehicle provided to General Manager and Field Supervisor for full-time use.	Vehicle provided to General Manager Vehicle allowance to Assistant General Manager	Yes, Varies from Milage Expense for some positions to \$600 for GM	N/A	Vehicle provided for General Manager full time use. Vehicle provided others as needed for work	Car Allowance for GM = \$1,100/monthly. Vehicles are assigned to the Assistant GM, Chief Operating Officer, Construction & Maintenance Superintendent, Water Treatment Superintendent, Water Production Superintendent, Field Supervisors, and Stand-by personnel

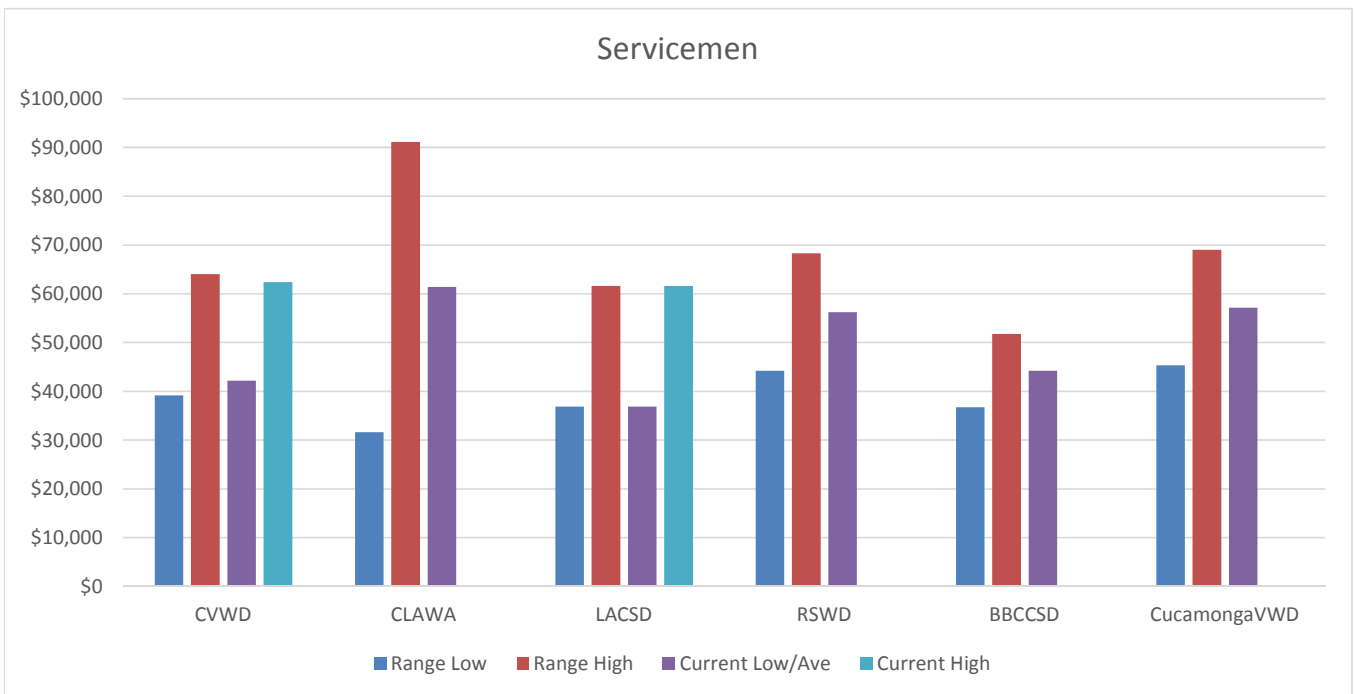
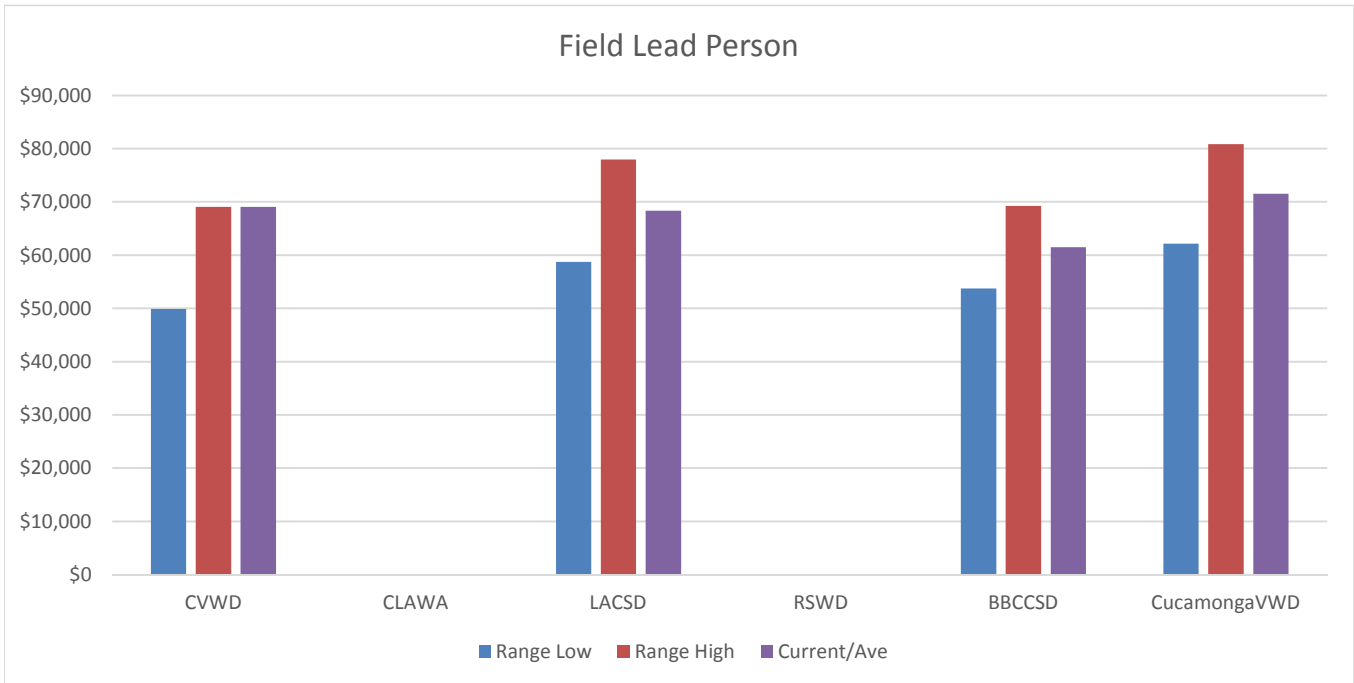
Crestline Village Water District
 Comparative Graphs



Crestline Village Water District
 Comparative Graphs



Crestline Village Water District
 Comparative Graphs



Crestline Village Water District
 Benefits Scoring/Ranking
 5/18/15

	CVWD	Rating
Number of Full-Time Employees:	12	-1
Max Mo. Benefit for Medical, Dental & Vision:	\$1,385.00	0
Retiree Medical	Yes	1
Life, AD & D, & Long Term Disability:		-1
Paid Holidays:	10	-2
Vacation Leave:		-2
Including Sick Leave		
Administrative Leave: Annual Leave hours for Supervisors and Managers.	No	-2
Employee Assistance Program:	No	0
Alternative Work Schedule:	Yes	0
General Manager:	Wage set by Board	-2
Office Manager:	Pay Range 28-42	-1
Customer Service Representative:	Pay Range 7-21	0
Field Supervisor:	Pay Range 24-38	0
Lead Person:	Pay Range 21-25	1
Serviceman:	Pay Range 10-22	1
On Call/Standby Pay:		-1
Incentive Pay:		0
2014 COLA:	1.50%	0
Merit Raise - If not @ top of Salary Scale:	5%	0
Social Security:	No	0
Retirement:	CalPERS	
Formula Classic:	2.5% @ 55	0
Employee Portion Classic:	8% Paid by District	2
Deferred Compensation:	Optional 457 Plan	0
Cell Phone:	No	-1
Telephone Allowance	\$40.65 paid monthly.	1
Boot Allowance	\$150.00 paid annually.	0
Car Allowance	Vehicle provided to General Manager and Field Supervisor for full-time use.	
		0
Total		-7
Ave		-0.26

Scale	
2	Highest
1	Above Middle but not highest
0	Middle
-1	Below Middle but not lowest
-2	Lowest

27 Items