2026 CASA Salary/Benefits Survey

Agency	Ann O&M Budget (Millions)	Pop Served	Design Capacity	Avg Ann Flow (MGD)	Ann Trng Budget	Salary Range Structure	COLA Adjustments	Date of Last COLA	Amount of Last COLA	Projected Date of Next COLA	Projected Amount of Next COLA	Shift Differential Pay	Standby Pay Amount	Cert pay Incent.	Deferred Comp Program	Agency Matching Funds	Matching Funds Maximum
Rodeo Sanitary Disctrict	$4.20	10,409	1.1	0.9	$19,500	Yes	Annually	7/1/2025	3.0%	7/1/2026	TBD	N/A	$600 per week	4% sbove rate	Yes	No	N/A
Victor Valley Wastewater Reclamation Authority	$25,462,456.00	200,000	18.0	12.0	$175,000	Yes	Annually	7/1/2025	3.5%	7/1/2026	Min. 3.5$ - Max 5%	$.75 cents/hr - Swing - $1.00/hr - Grave	$65 per day	1 time 5% increase to base pay	Yes	Yes	3%
Crockett Community Services District	$3,538,604.00	3,432	1.8	1.8	$10,000	Yes	Considered Annually	6/1/2025	N/A	6/1/2026	N/A	$0	$0	$0	No	No	N/A
El Dorado Irrigation District	N/A	N/A	N/A	N/A	N/A	Yes	Per MOU	1/10/2026	3.0%	1/9/2026	3.0%	5%	$4.55 per hour	N/A	Yes	No	N/A
Carpinteria Sanitary District	$5.30	16,500	3.0	1.4	$27,000	Yes	Annually	7/1/2025	3.1%	7/1/2026	3.2%	0	2x per hour On-call Employee Salary	$0	Yes	No	N/A
Carmel Area Wastewater District	$12.20	11,000	3.0	1.1	$66,180	Yes	Annually	7/1/2025	3.0%	7/1/2026	3.0%	None	$85 per day	$40 - $60 max two certificates	Yes	No	N/A
Castro Valley Sanitary District	$18.00	63,000	5.0	3.5	$86,000	Yes	Annually	7/1/2025	1.6%	7/1/2026	CPI-W TBD	15% additional per hour	2x hourly rate, for holidays 3x hourly rate	$0	Yes	Yes	Rep max $2,400, Unrep max $5,000
Western Municipal Water District	$166.40	1,000,000,000	17.0	9.8	$160,000	Yes	Annually	7/1/2025	N/A	7/1/2026	1-4%	N/A	N/A	N/A	Yes	No	N/A
Bear Valley Water District	$832,522.00	128	0.5	0.1	$1,000	Yes	Annually	7/1/2025	2.5%	7/1/2026	2.5%	N/A	2 hours per day	N/A	Yes	Yes	3%
Las Gallinas Valley Sanitary District	N/A	30,000	2.9	2.2	$47,500	Yes	Annually	7/1/2025	3.0%	N/A	N/A	N/A	2 hours of regular pay	Dual certification $450 per month, Triple certification $450 per month	Yes	Yes	$1,200 per calendat year
Eastern Municipal Water District	$22,174,320.00	1,000,000	74.0	45.0	$336,460	Yes	Annual, depending on what's negotiated	12/28/2025	2.7%	TBD	TBD	2.9 per hour above normal pay rate	7.96/hour approved Holidays, 2x reg. on-call pay, adj./year based on actual CPI % change	N/A	Yes	Yes	$1,179.75 max per year, add't Classic m
City of Santa Rosa	$103,000,000.00	175,000	22.0	19.0	$170,000	Yes	varies per MOU	7/1/2025	4.0%	7/1/2026	4.0%	5%	$95/24-hrs + overtime rate for actual hrs	n/a	Yes	No	n/a
LA Sanitation and Environment	$582.14	4,000,000	580.0	328.0	$235,178	Yes	varies by MOU	varies by MOU	varies by MOU	varies by MOU		$ 778,149.84	$ 3,609,904.00	N/A	Yes	Yes	below age 50, $23,500, 50+ $31,000, 60
Monterey One Water	$131.20	25,000	29.6	17	$431,352	Yes	varies by MOU	6/20/2025	3.0%	7/1/2026	6.0%	6% weekend day shift & swing shift base salary per hour, 8% graveyard base salary per hour		Weekday: 2 hours pay at time & one-half, Weekend: 3 hours pay at time and one-half	Yes	Yes	$50 bi-weekly

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Agency	Sick Leave Gen.	Sick Leave Mgmt.	Admin Leave Gen.	Admin Leave Mgmt.	1 Year Gen.	1 Year Mgmt.	3 Years Gen.	3 Years Mgmt.	5 Years Gen.	5 Years Mgmt.	10 Years Gen.	10 Years Mgmt.	12 Years Gen.	12 Years Mgmt.	15 Years Gen.	15 Years Mgmt.	18 Years Gen.	18 Years Mgmt.	20 Years Gen.	20 Years Mgmt.	22 Years Gen.	22 Years Mgmt.	25 Years Gen.	25 Years Mgmt.	Holidays Gen.	Holidays Mgmt.	Bereavement Leave Gen.	Bereavement Leave Mgmt.	Other Benefits
Rodeo Sanitary Disctrict	12	12	0	0	11	20	11	20	16	20	21	21	21	21	26	26	26	26	26	26	26	26	26	26	9 + 3 float	9 + 3 float	3	3	EAP VOYA, 100% Tuition Reimbursement, if job related
Victor Valley Wastewater Reclamation Authority	11	11	2	10	10	10	12	12	15	15	20	20	25	25	25	25	25	25	25	25	25	25	25	25	14	14	3	3	EAP ADP, 100% CA State residents, Vehicle Allowance $600 per month, Car provided to GM & AGM
Crockett Community Services District	10	10	0	14	7	7	7	7	14	14	21	21	21	21	21	21	21	21	21	21	21	21	21	21	12	12	2	2	Federal Mileage Reimbursement, 1 trcuk provided and shared by approved employees
El Dorado Irrigation District	0	0	5	10	22	22	22	22	27	27	32	32	32	32	37	37	37	37	37	37	37	37	37	37	13	13	3	3	EAP Prudential, Tuition Reimbursement $3,000 per year, Vehicle Allowance $500 Dept Heads Only, Car Provided for O&M Manager
Carpinteria Sanitary District	12	12	0	5	10	10	12	12	15	15	20	20	20	20	20	20	20	20	20	20	20	20	20	20	12	12	3	3	N/A
Carmel Area Wastewater District	15	15	0	6	14	14	14	14	19	19	24	24	24	24	24	24	24	24	24	24	24	24	29	29	12	12	3	3	EAP Controlling Ins. cost in CA schools, Tuition Reimbursement IRS limit $5,250
Castro Valley Sanitary District	12	12	0	5	11.75	11.75	11.75	11.75	17	17	17	17	19.25	19.25	21.5	21.5	21.5	21.5	21.5	21.5	21.5	21.5	21.5	21.5	12	12	5	5	EAP Concern, Tuition Reimbursement $10,000 per year divided by all employees applying for reimbursement
Western Municipal Water District	96	96	0	32-40	80	80	80	80	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	10	10	5	5	N/A
Bear Valley Water District	12	12	N/A	N/A	10	10	10	10	10	10	15	15	20	20	20	20	25	25	25	25	25	25	25	25	15	15	5	5	N/A
Las Gallinas Valley Sanitary District	12	12	0	10	14	14	14	14	19	19	19	19	22	22	22	22	24	24	29	29	24	24	24	24	13	13	3	3	EAP ADP, Vehicle Allowance $210.90 per month for 2 managers. Car provided for Admin Services Manager and District Engineer
Eastern Municipal Water District	N/A	N/A	N/A	N/A	7	7	7	7	10	10	11	11	11	11	11	11	11	11	11	11	11	11	11	11	12	12	1.5	1.5	EAP Professional Resources, Tuition Reimbursement $6,366, Vehicle Allowance $800 per month, Car provided to GM
City of Santa Rosa	12	12	0	10	10	10	10	10	15	15	20	20	20	20	21.25	21.25	21.25	21.25	22.5	22.5	22.5	22.5	25	25	14	14	5	5	EAP Concern
LA Sanitation and Environment	12	12	varies	varies	11	11	11	11	17	17	17	17	17	17	20	20	23	23	24	24	24	24	25	25	12	12	3	3	EAP Optimum, Tuition Reimbursement $212,091
Monterey One Water	12	12	0	5	10	10	15	15	15	15	20	20	22	22	22	22	22	22	22	22	25	25	25	25	13	13	5	5	22 hours of floating holiday leave, EAP Claremont, Tuition Reimbursement $4,000, $500 Vehicle allowance for AGM, Dir of Fin, Sr. Dir of Admin Svcs., Car provided for GM & Approved Maintenance Staff

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Agency	Board Compensation	Life Insurance	Paid STD	Paid LTD
Rodeo Sanitary Disctrict	$199 per regular meeting/ $170 Committee, Special or Days Service up to 10 max per month	$50,000 employees-3x salary Mgmt	No	No
Victor Valley Wastewater Reclamation Authority	$100 per month	2.5 x Salary - 300K Max	Yes	Yes
Crockett Community Services District	None	N/A	No	No
El Dorado Irrigation District	N/A	1x Annual Salary	No	No
Carpinteria Sanitary District	N/A	$40,000	No	Yes
Carmel Area Wastewater District	Dir. $200 per meeting/ maximum 6 meeting/month, Board President	$50,000	No	Yes
Castro Valley Sanitary District	Per diem @ government rate for M&I/day when attending an overnight	$50,000	No	N/A
Western Municipal Water District	$300 per meeting	GM $500,000, All other EEs $50,000	Yes	Yes
Bear Valley Water District	$100 per meeting	$200,000	Yes	Yes
Las Gallinas Valley Sanitary District	$252.70 per meeting/ maximum 6 meetings per month pertaining to Sewer Sanitary Service	Union Members $50,000, Non-Union Members $100,000	No	Yes
Eastern Municipal Water District	N/A	1x EE Annual salary	No	Yes
City of Santa Rosa	None	varies per MOU	Yes	Yes
LA Sanitation and Environment	N/A	Varies	Yes	Yes
Monterey One Water	$100 per meeting/ $400 monthly maximum	1x Annual salary max + 15K - $250k max, $400 for Execs	Yes	Yes

2026 CASA Salary/Benefits Survey

AGENCY	Medical									Dental				Vision			
	PPO - Employer		PPO - Employee		HMO - Employer		HMO - Employee			Employer		Employee		Employer		Employee	
	Individual	Family	Individual	Family	Individual	Family	Individual	Family	Deductible	Individual	Family	Individual	Family	Individual	Family	Individual	Family
Rodeo Sanitary Disctrict	$0.00	$0.00	$0.00	$0.00	$1,062.34	$2,721.67	$118.04	$302.41	$1,000.00	$40.17	$100.06	$0.00	$6.65	$7.62	$21.89	$0.00	$1.59
Victor Valley Wastewater Reclamation Aut	$960.03	$2,496.08	$960.03	$2,496.08	$740.11	$1,924.29	$740.11	$1,924.29	20/40	$24.62	$49.36	$49.36	$124.99	$10.49	$24.75	$10.49	$24.75
Crockett Community Services District	$1,429.82	Varies	$0.00	Varies	$1,429.82	Varies	N/A	N/A	Varies	None	None	None	None	None	None	None	None
El Dorado Irrigation District	$969.58	$2,520.91	$0.00	$107.40	$1,168.86	$3,039.04	$0.00	$129.48	N/A	$51.70	$180.11	$0.00	$8.89	$7.85	$16.12	$0.00	$0.57
Carpinteria Sanitary District	N/A	N/A	N/A	N/A	$1.00	$1.00	N/A	N/A	N/A	$2,500.00	Combined $2,500 w/ Employee	N/A	N/A	Combined w/ Dental	Combined w/ Dental	N/A	N/A
Carmel Area Wastewater District	$992.40	$2,908.02	N/A	N/A	N/A	N/A	N/A	N/A	$10,000.00	$2,000 max	$2K max per member	N/A	N/A	$20.93	$20.93	N/A	N/A
Castro Valley Sanitary District	$1,168.86	$3,039.04	$0.00	$0.00	$1,168.86	$3,039.04	EE pays all above ER	EE pays all above ER	N/A	$73.68	$263.89	$0.00	$0.00	$11.70	$32.73	$0.00	$0.00
Western Municipal Water District	N/A	$2,992.11	N/A	$2,992.11	N/A	EE pay difference	N/A	EE pay difference	N/A	N/A	$2,992.11	N/A	EE pay difference	N/A	$2,992.11	N/A	EE pay difference
Bear Valley Water District	$16,776.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$53.00	N/A	N/A	N/A	$17.00	N/A	N/A	N/A
Las Gallinas Valley Sanitary District	N/A	N/A	N/A	N/A	100%	100%	N/A	N/A	N/A	80%	80%	N/A	N/A	50%	50%	50%	50%
Eastern Municipal Water District	$1,670.14	$4,342.36	$532.14	$1,400.36	$1,612.08	$4,191.41	$474.08	$1,249.42	$500/$1,000	$50.02	$130.04	$0.00	$0.00	$7.48	$20.44	$0.00	$0.00
City of Santa Rosa	$832.00	$2,369.00	$119.00	$338.00	$864.00	$2,445.00	$153.00	$431.00	n		$191.00	$0.00	$0.00	w/Dental	w/Dental	$0.00	$0.00
LA Sanitation and Environment	$711.65	$1,120.26	$0.00	$730.01	$430.87	$1,120.26	$0.00	$0.00	varies	$21.46	$21.46	$3.79	$44.39	varies		varies	
Monterey One Water	$1,055.02	$2,738.30	$0.00	$108.29	$0.00	$0.00	$0.00	$0.00		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

2025 CASA Salary/Benefits Survey

AGENCY	Retirement					
	Tier 1	Tier 2	Tier 3	Other	Employee Contribution	Employer Contribution
Rodeo Sanitary Disctrict	1.67%@55 up to 2.6%@65	2% @62 up to 2.5%@67			Tier 1:8.80% to 15.70%, Tier 2: 13.72%	Tier 1: 4%, Tier 2: None
Victor Valley Wastewater Reclamation Authority	2.5%@55	2.0%@62			100%	0%
Crockett Community Services District	2%@62				50%	50%
El Dorado Irrigation District	2.7%@55	2.0%@55	2.0%@62		100%	0%
Carpinteria Sanitary District	2%@55	2%@62			Classic 0%, PEPRA 50%	Classic 100%, PEPRA 50%
Carmel Area Wastewater District	2%@60	2%@62			100%	0%
Castro Valley Sanitary District	2%@62	2%@55	2.7%@55 EEs hired on or before 6/12/11		Tier 1: 1%, Tier 2: 3.5%, Tier 3: 7.75%	Tier 1: 24.54%, Tier 2: 17.11%, Tier 3: 7.68%
Western Municipal Water District	2.5%@55	2%@55	2%@62		100%	0%
Bear Valley Water District	3% grant + 3% matching Defined Contribution Plan				N/A	N/A
Las Gallinas Valley Sanitary District	2%@55	2%@62			8%	Classic 16.09%, PEPRA 6.43%
Eastern Municipal Water District	2.5%@55	2%@55	2%@62		Tier 1: 8%, Tier 2: 7%, Tier 3: 7%	6.75%%
City of Santa Rosa	3% at 60	2.5% @ 55	2% @ 62		9.50%	14%
LA Sanitation and Environment					6%	
Monterey One Water	3% at 60	2%@55	2%@62		Tier 1: 9.622% Tier 2: 8.435% Tier 3: 7.95%	0.00%

2026
CASA Salary/Benefits Survey

Average Vacation (days)	Gen	Mgmt
1 Year	16	17
3 Years	17	18
5 Years	24	24
10 Years	30	30
12 Years	33	33
15 Years	34	34
18 Years	35	35
20 Years	35	35
22 Years	35	35
25 Years	36	36

	Gen	Mgmt
Average Sick Leave (days)	13	13
Average Admin Leave (days)	1	8

Average Amount of Last COLA	2.95%
Average Amount of Projected COLA	2.71%

Retirement Formula	Tier 1	Tier 2	Tier 3
2%@55	2	5	0
2.5%@55	3	1	0
2.7%@55	1	0	1
3%@60	2	0	0
2%@60	1	0	0
2%@62	2	5	5

2026 CASA Salary/Benefits Survey

	TOTAL EMP	AVG ANNUAL FLOW	GEN MGR	GEN MGR	AGM	AGM	ENGR MGR	ENGR MGR	PROJECT ENGR	PROJECT ENGR	ASSOC ENGR	ASSOC ENGR	ENGR TECH	ENGR TECH
AGENCY		(MGD)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Crockett Community Services District	4	Port Costa:	$10,536	$20,860										
Bear Valley Water District	5	0.052	$8,417	$8,417										
Rodeo Sanitary District	9	0.9	$22,887	$22,887										
Carpinteria Sanitary District	18	1.4	$21,781	$21,781										
Castro Valley Sanitary District	24	3.5	$24,035	$24,035							$11,264	$13,692	$8,376	$10,180
Carmel Area Wastewater District	30	1.1	$22,073	$22,073			$17,295	$21,022	$14,550	$17,685	$11,941	$14,515		
Las Gallinas Valley Sanitary District	31	2.19	$27,838	$27,838			$16,823	$21,471			$10,266	$13,103	$8,221	$10,492
Victor Valley Wastewater Reclamation Authority	53	12	$22,922	$22,922	$20,833	$20,833	$12,849	$15,636						
Monterey One Water	116	17	$13,999	$13,999	$11,955	$11,955	$11,068	$11,068	$7,132	$9,102	$5,958	$7,605	$5,148	$6,570
Western Municipal Water District	177	9.75	$33,167	$33,167	$19,790	$29,455	$14,867	$22,127	$12,287	$1,829	$9,201	$1,701	$6,237	$10,772
El Dorado Irrigation District	245		$22,262	$27,060			$15,868	$19,288	$11,429	$13,892	$9,359	$11,376	$5,983	$8,031
City of Santa Rosa	282	18.96	$15,920	$20,791	$12,303	$15,914	$13,906	$17,073	$12,630	$15,507	$8,727	$10,619	$7,850	$9,532
Eastern Municipal Water District	644	45	$32,500	$32,500	$26,102	$32,505	$16,025	$19,956	$13,182	$16,418	$11,391	$14,893	$6,658	$9,143
LA Sanitation and Environment	3612	328	$34,299	$34,299	$14,686	$21,472	$12,829	$18,757	$10,983	$16,058	$9,342	$13,657		

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	DIR. OF FIN	DIR. OF FIN	ACCT SUPVR	ACCT SUPVR	BKKPR/ SR. ACCT	BKKPR/ SR. ACCT	ACCT I	ACCT I	ACCT CLERK	ACCT CLERK	ACCT TECH II	ACCT TECH II	IT MGR
AGENCY	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)
Crockett Community Services District													
Bear Valley Water District			$5,807	$7,415									
Rodeo Sanitary District													
Carpinteria Sanitary District	$11,935	$14,507											
Castro Valley Sanitary District					$9,245	$11,237			$6,874	$8,356			
Carmel Area Wastewater District	$10,818	$13,150											
Las Gallinas Valley Sanitary District	$16,412	$20,947	$16,412	$20,947	$9,301	$11,871	$9,301	$11,871	$9,301	$11,871	$9,301	$11,871	
Victor Valley Wastewater Reclamation Authority	$12,849	$15,636					$6,653	$8,102					
Monterey One Water	$10,815	$10,815	$6,572	$8,388			$4,341	$5,538			$3,195	$4,485	$9,402
Western Municipal Water District	$14,867	$22,127	$9,890	$14,720	$8,772	$13,583	$6,550	$11,849	$4,886	$8,862	$4,886	$8,862	$14,867
El Dorado Irrigation District	$15,868	$19,288	$8,911	$10,831	$7,512	$10,100					$4,526	$6,079	$11,314
City of Santa Rosa	$12,303	$15,914											
Eastern Municipal Water District	$15,262	$19,003	$11,391	$14,177	$9,838	$12,251	$7,342	$10,585			$5,476	$8,294	$20,452
LA Sanitation and Environment	$14,919	$21,813	$7,174	$10,487	$6,894	$10,080	$5,862	$8,571	$5,107	$7,463			$12,829

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	IT MGR	INFO SYS SPEC	INFO SYS SPEC	DIR ADMIN SERV.	DIR ADMIN SERV.	DIR OF HR	DIR OF HR	HR MGR	HR MGR	HR SPEC.	HR SPEC.	EXEC ASST GM/BOARD	EXEC ASST GM/BOARD	ADMIN SUP SPEC II
AGENCY	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)
Crockett Community Services District				$4,524	$12,006							$5,056	$8,189	
Bear Valley Water District														
Rodeo Sanitary District				$5,356	$6,180									$6,869
Carpinteria Sanitary District				$11,935	$14,507									$6,610
Castro Valley Sanitary District		$9,245	$11,237	$10,721	$13,032							$8,171	$9,932	$7,046
Carmel Area Wastewater District												$9,329	$11,339	
Las Gallinas Valley Sanitary District				$16,412	$20,947	$16,412	$20,947	$16,412	$20,947	$9,301	$11,871			
Victor Valley Wastewater Reclamation Authority		$6,817	$8,307			$12,849	$15,636			$6,817	$8,307	$7,721	$9,405	
Monterey One Water	$9,402	$6,322	$8,069			$8,964	$8,964	$5,004	$6,387	$3,422	$4,368	$6,790	$6,790	$3,250
Western Municipal Water District	$22,127	$9,201	$13,694			$14,867	$22,127	$10,632	$15,823	$5,657	$8,862	$7,962	$11,849	$5,657
El Dorado Irrigation District	$13,752	$7,902	$10,614			$15,868	$19,288	$7,515	$10,099	$6,287	$7,641	$6,949	$8,445	
City of Santa Rosa						$9,317	$12,303					$7,302	$8,891	$5,944
Eastern Municipal Water District	$25,468	$6,658	$9,143	$20,452	$25,468	$16,825	$20,951	$13,842	$17,238	$6,658	$9,143	$7,708	$10,585	$7,708
LA Sanitation and Environment	$18,757	$9,229	$10,861	$12,829	$18,757	$12,398	$18,124	$11,138	$16,285	$7,426	$10,861	$6,781	$9,913	$6,323

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	ADMIN SUP SPEC II	ADMIN SUP SPEC I	ADMIN SUP SPEC I	COLL SYST SUPVR	COLL SYST SUPVR	LD COLL SYS MECH	LD COLL SYS MECH	COLL SYS WORKER II	COLL SYS WORKER II	CHIEF PLANT OPERATOR OR PLANT MANAGER	CHIEF PLANT OPERATOR OR PLANT MANAGER	WW SUPRV	WW SUPRV	WW SHIFT SUPRV
AGENCY	(MIN)	(MAX)	(MIN)	(MAX)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)
Crockett Community Services District				$4,751	$13,090									
Bear Valley Water District												$5,973	$8,209	
Rodeo Sanitary District	$8,351									$16,387	$19,167			
Carpinteria Sanitary District	$8,034			$10,405	$12,648			$6,443	$7,832	$14,407	$17,512	$9,611	$11,683	
Castro Valley Sanitary District	$8,564	$5,370	$6,527	$10,721	$13,032	$8,171	$9,932	$8,171	$9,932	$7,046	$8,564			
Carmel Area Wastewater District				$12,240	$14,878	$8,451	$10,273	$7,110	$8,642	$12,240	$14,878	$10,818	$13,150	
Las Gallinas Valley Sanitary District				$16,012	$20,436	$8,221	$10,492	$7,089	$9,047	$16,412	$20,947	$11,906	$15,195	
Victor Valley Wastewater Reclamation Authority		$4,937	$6,009			$6,987	$8,516	$6,570	$8,004	$12,849	$15,636	$10,660	$12,986	$9,420
Monterey One Water	$4,150	$3,025	$3,858	$5,470	$6,981	$3,814	$5,370	$3,165	$51	$7,690	$9,815	$5,409	$6,903	$4,718
Western Municipal Water District	$8,037	$6,237	$8,862	$9,890	$14,720	$7,962	$11,849	$6,550	$9,304	$16,035	$24,339	$14,867	$22,127	$12,287
El Dorado Irrigation District				$9,086	$11,044	$5,983	$8,031	$5,418	$8,031	$13,264	$16,122	$10,980	$13,347	$8,646
City of Santa Rosa	$7,208			$9,135	$10,880	$7,167	$8,525	$6,375	$7,751	$13,769	$16,905	$11,681	$14,336	$9,945
Eastern Municipal Water District	$11,112	$5,217	$7,164	$10,847	$13,506	$8,089	$10,078	$6,039	$8,294	$13,842	$17,238			$10,332
LA Sanitation and Environment	$9,245	$5,258	$7,687	$7,611	$11,127	$10,426	$10,426	$6,501	$8,077	$14,686	$21,472	$12,829	$18,757	$13,447

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	WW SHIFT SUPRV	WW OPR III	WW OPR III	WW OPR II	WW OPR II	WW OPR I	WW OPR I	OPR IN TRAINING	OPR IN TRAINING	MAINT MGR	MAINT MGR	PLANT MAINT SUPRV	PLANT MAINT SUPRV
AGENCY	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Crockett Community Services District													
Bear Valley Water District				$5,304	$6,148	$4,740	$5,493						
Rodeo Sanitary District		$8,753	$11,062	$8,405	$10,624	$7,672	$9,327	$7,261	$8,005				
Carpinteria Sanitary District		$7,949	$9,662	$6,758	$8,215	$6,172	$7,502	$5,464	$6,642				
Castro Valley Sanitary District													
Carmel Area Wastewater District		$8,879	$10,793	$8,044	$9,778	$7,110	$8,642			$13,848	$16,833	$10,818	$13,150
Las Gallinas Valley Sanitary District		$9,074	$11,581	$8,221	$10,492	$7,447	$9,505	$7,089	$9,047	$16,012	$20,436	$11,906	$15,195
Victor Valley Wastewater Reclamation Authority	$11,476	$7,527	$9,172			$6,570	$8,004	$4,197	$5,120			$10,660	$12,986
Monterey One Water	$6,016	$4,485	$5,731	$4,274	$5,455	$3,880	$4,947	$3,526	$4,502	$6,819	$8,702	$5,470	$6,981
Western Municipal Water District	$18,287	$7,221	$10,259	$6,550	$9,304	$5,940	$8,439	$5,131	$7,289	$14,867	$22,127	$13,515	$20,115
El Dorado Irrigation District	$10,509	$7,443	$9,048	$7,082	$8,608	$6,739	$8,190	$6,417	$7,798				
City of Santa Rosa	$12,210	$9,010	$11,062	$7,921	$9,577	$7,517	$9,133	$5,599	$7,478	$11,121	$13,654	$10,806	$11,821
Eastern Municipal Water District	$12,863	$8,089	$10,078	$6,989	$8,705	$6,344	$7,897	$5,749	$7,164	$16,025	$19,956	$10,332	$12,863
LA Sanitation and Environment	$14,988	$12,786	$12,786	$11,789	$11,789	$11,178	$11,178	$10,076	$10,076	$12,829	$18,757	$9,716	$14,211

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	LD MAINT MECH	LD MAINT MECH	MAINT MECH II	MAINT MECH II	ELEC/INSTRMT SUPVR		LD ELEC/INSTRMT TECH		ELEC/INSTRMT TECH II		LABORER/ UTIL WORKER		LAB SUPRV	LAB SUPRV
AGENCY	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Crockett Community Services District														
Bear Valley Water District														
Rodeo Sanitary District														
Carpinteria Sanitary District													$9,386	$11,408
Castro Valley Sanitary District														
Carmel Area Wastewater District	$8,879	$10,793	$7,110	$8,642									$12,240	$14,878
Las Gallinas Valley Sanitary District			$8,221	$10,492			$9,772	$12,471	$9,772	$12,471				
Victor Valley Wastewater Reclamation Authority	$9,420	$11,476	$7,527	$9,172			$9,421	$11,476	$6,817	$8,307	$4,044	$4,933		
Monterey One Water			$4,205	$5,370	$5,593	$7,138	$4,679	$5,974	$4,211	$5,380	$3,016	$4,042	$6,165	$7,868
Western Municipal Water District	$12,287	$18,287			$7,962	$11,849	$7,583	$10,772	$6,550	$10,259	$5,131	$8,439	$12,287	$18,287
El Dorado Irrigation District			$5,983	$8,031	$11,314	$13,752	$8,310	$10,100	$7,082	$9,511	$4,803	$5,840		
City of Santa Rosa	$10,202	$11,164	$8,044	$9,591	$11,298	$12,412	$10,291	$11,258	$9,348	$10,242	$5,711	$6,800	$10,670	$12,805
Eastern Municipal Water District			$6,658	$9,143	$11,957	$14,893	$7,342	$10,585	$7,342	$9,143	$4,503	$5,614		
LA Sanitation and Environment	$12,725	$12,725	$10,426	$10,426	$12,996	$12,996	$12,890	$12,890	$12,229	$12,229	$4,214	$6,160	$8,594	$12,565

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	LAB ANAL II	LAB ANAL II	LAB TECH	LAB TECH	ENV SVS MGR	ENV SVS MGR	SOURCE CNTRL SUPRV	SOURCE CNTRL SUPRV	SOURCE CNTRL INSP II	SOURCE CNTRL INSP II	CUST SERV SUPRV	CUST SERV SUPRV	CUST SERV REP II	CUST SERV REP II
AGENCY	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Crockett Community Services District														
Bear Valley Water District														
Rodeo Sanitary District														
Carpinteria Sanitary District														
Castro Valley Sanitary District														
Carmel Area Wastewater District	$8,879	$10,793	$7,848	$9,539										
Las Gallinas Valley Sanitary District	$9,074	$11,581	$7,825	$9,986	$11,906	$15,195								
Victor Valley Wastewater Reclamation Authority														
Monterey One Water	$4,878	$6,227	$3,565	$4,782	$5,871	$7,493			$4,476	$5,711	$4,925	$6,286	$3,518	$4,485
Western Municipal Water District	$6,550	$10,259	$5,940	$8,439	$12,287	$18,287	$10,632	$15,823	$7,962	$11,849	$7,962	$11,849	$5,657	$8,037
El Dorado Irrigation District							$11,314	$13,752	$9,177	$11,154	$10,980	$13,347	$7,512	$10,100
City of Santa Rosa	$8,845	$10,859	$6,883	$8,380	$12,303	$15,914	$9,700	$11,641	$8,122	$9,803	$8,030	$10,614	$6,222	$7,565
Eastern Municipal Water District	$6,039	$12,251	$5,749	$7,164	$13,842	$17,238	$12,556	$15,636	$7,708	$9,601	$8,089	$10,078	$5,749	$7,164
LA Sanitation and Environment	$6,910	$10,101	$4,780	$6,983			$11,514	$16,833	$8,162	$11,936			$4,835	$7,070

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	BUYER	BUYER	STORE ROOM CLERK	STORE ROOM CLERK	COMM REL REP	COMM REL REP	MAINT PLANNER	MAINT PLANNER	SCADA ANALYST	SCADA ANALYST	CONTRACTS ADMIN	CONTRACTS ADMIN	SAFETY OFFICER	SAFETY OFFICER
AGENCY	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Crockett Community Services District														
Bear Valley Water District														
Rodeo Sanitary District														
Carpinteria Sanitary District														
Castro Valley Sanitary District					$10,721	$13,032	$8,376	$10,180	$9,245	$11,237				
Carmel Area Wastewater District	$8,044	$9,778											$8,879	$10,793
Las Gallinas Valley Sanitary District	$9,301	$11,871							$8,221	$10,492			$16,012	$20,436
Victor Valley Wastewater Reclamation Authority	$6,325	$7,708			$8,850	$10,777					$6,987	$8,516		
Monterey One Water	$3,366	$4,738	$3,495	$4,459			$4,947	$6,317	$5,640	$7,198	$4,025	$5,137	$5,470	$6,981
Western Municipal Water District	$7,962	$11,849	$7,962	$11,849	$10,632	$15,823	$5,940	$9,304	$7,221	$10,259	$10,632	$10,632	$10,632	$15,823
El Dorado Irrigation District	$6,100	$8,190	$5,807	$7,058	$10,658	$12,954			$9,651	$11,729	$7,512	$10,100	$9,941	$12,083
City of Santa Rosa	$6,443	$7,835	$5,418	$6,573	$9,486	$12,112			$10,291	$11,258	$7,963	$10,525	$8,020	$10,363
Eastern Municipal Water District	$8,500	$10,585	$5,476	$7,519	$8,500	$12,251	$7,342	$10,585	$10,332	$12,863	$13,182	$16,418	########	$20,951
LA Sanitation and Environment	$5,107	$7,463			$6,029	$8,815			$9,730	$9,730	$11,313	$16,540		

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CATEGORY

POSITION		GROUP 1 (0 TO 15 EMP)	GROUP 2 (16 TO 29 EMP)	GROUP 3 (30 TO 55 EMP)	GROUP 4 (56 TO 99 EMP)	GROUP 5 (100 OR MORE EMP)	OVERALL
Number of Agencies		3	2	3	0	6	14
AVG NO. TOTAL EMP		6	21	38	0	846	182
AVG DAILY FLOW (MGD)		0	2	5	0	84	18
GENERAL MANAGER	(MIN)	$13,947	$22,908	$24,278		$25,358	$22,331
GENERAL MANAGER	(MAX)	$17,388	$22,908	$24,278		$26,969	$23,759
ASSISTANT/DEPUTY GM	(MIN)					$16,967	$17,611
ASSISTANT/DEPUTY GM	(MAX)					$22,260	$22,022
ENGINEER MANAGER	(MIN)			$15,656		$14,094	$14,614
ENGINEER MANAGER	(MAX)			$19,376		$18,045	$18,489
PROJECT ENGINEER	(MIN)		$14,550	$14,550		$11,274	$11,742
PROJECT ENGINEER	(MAX)			$17,685		$12,134	$12,927
ASSOCIATE ENGINEER	(MIN)		$11,264	$11,104		$8,996	$9,717
ASSOCIATE ENGINEER	(MAX)		$13,692	$13,809		$9,975	$11,240
ENGINEERING TECH	(MIN)		$8,376	$8,221		$6,375	$6,925
ENGINEERING TECH	(MAX)		$10,180	$10,492		$8,810	$9,246
DIRECTOR OF FINANCE	(MIN)		$11,935	$13,360		$14,006	$13,605
DIRECTOR OF FINANCE	(MAX)		$14,507	$16,577		$14,841	$15,328
ACCOUNTING SUPERVISOR	(MIN)			$16,412		$8,788	$9,451
ACCOUNTING SUPERVISOR	(MAX)			$20,947		$9,071	$10,531
BOOKKEEPER/SR ACCOUNTANT	(MIN)		$9,245	$9,301		$8,254	$8,594
BOOKKEEPER/SR ACCOUNTANT	(MAX)		$11,237	$11,871		$8,447	$9,483
ACCOUNTANT I	(MIN)			$7,977		$6,024	$6,675
ACCOUNTANT I	(MAX)			$9,986		$9,136	$9,420
ACCOUNT CLERK II	(MIN)		$6,874	$9,301		$4,996	$6,542
ACCOUNT CLERK II	(MAX)		$8,356	$11,871		$8,162	$9,138
ACCOUNTING TECH II	(MIN)			$9,301		$4,521	$5,477
ACCOUNTING TECH II	(MAX)			$11,871		$6,930	$7,918
IT MGR	(MIN)					$13,773	$13,773
IT MGR	(MAX)					$17,901	$17,901
INFO SYS SPECIALIST	(MIN)		$9,245	$6,817		$7,862	$7,910
INFO SYS SPECIALIST	(MAX)		$11,237	$8,307		$10,476	$10,275
DIR. ADMIN. SERVICES	(MIN)	$4,940	$11,328	$16,412		$16,640	$11,747
DIR. ADMIN. SERVICES	(MAX)	$9,093	$13,769	$20,947		$22,113	$15,842
DIR. OF HR	(MIN)					$13,040	$13,437
DIR. OF HR	(MAX)					$13,640	$14,803
HR MANAGER	(MIN)					$9,626	$10,757
HR MANAGER	(MAX)					$13,166	$14,463
HR SPECIALIST	(MIN)			$8,059		$5,890	$6,510
HR SPECIALIST	(MAX)			$10,089		$8,175	$8,722
EXEC ASST GM/BOARD	(MIN)	$5,056	$8,171	$8,525		$7,249	$7,377
EXEC ASST GM/BOARD	(MAX)	$8,189	$9,932	$10,372		$9,412	$9,534
ADMIN SUPP SPECIALIST II	(MIN)		$6,828			$5,776	$6,176
ADMIN SUPP SPECIALIST II	(MAX)		$8,299			$7,950	$8,088
ADMIN SUPP SPECIALIST I	(MIN)		$5,370	$4,937		$4,934	$5,007
ADMIN SUPP SPECIALIST I	(MAX)		$6,527	$6,009		$6,893	$6,685
COLL SYS SUPERVISOR	(MIN)	$4,751	$10,563	$14,126		$8,673	$9,652
COLL SYS SUPERVISOR	(MAX)	$13,090	$12,840	$17,657		$11,376	$12,940
LEAD COLL SYS MECH	(MIN)		$8,171	$7,886		$7,240	$7,527
LEAD COLL SYS MECH	(MAX)		$9,932	$9,760		$30,770	$22,383

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CATEGORY

POSITION		GROUP 1 (0 TO 15 EMP)	GROUP 2 (16 TO 29 EMP)	GROUP 3 (30 TO 55 EMP)	GROUP 4 (56 TO 99 EMP)	GROUP 5 (100 OR MORE EMP)	OVERALL
Number of Agencies		3	2	3	0	6	14
AVG NO. TOTAL EMP		6	21	38	0	846	182
AVG DAILY FLOW (MGD)		0	2	5	0	84	18
COLL SYS WORKER II	(MIN)		$7,307	$6,923		$17,683	$12,862
COLL SYS WORKER II	(MAX)		$8,882	$8,564		$23,976	$17,028
CPO/PLANT MANAGER	(MIN)	$16,387	$10,727	$13,834		$42,611	$27,917
CPO/PLANT MANAGER	(MAX)	$19,167	$13,038	$17,153		$62,271	$39,194
WW OPS SUPERVISOR	(MIN)		$9,611	$11,128		$43,861	$26,827
WW OPS SUPERVISOR	(MAX)		$11,683	$13,777		$63,774	$38,010
WW OPS SHIFT SUPERVISOR	(MIN)			$9,420		$32,422	$29,136
WW OPS SHIFT SUPERVISOR	(MAX)			$11,476		$46,004	$41,071
WW OPERATOR III	(MIN)		$7,949	$8,493		$21,411	$15,514
WW OPERATOR III	(MAX)		$9,662	$10,515		$28,636	$20,371
WW OPERATOR II	(MIN)	$6,855	$6,758	$8,133		$19,443	$13,944
WW OPERATOR II	(MAX)	$8,386	$8,215	$10,135		$25,964	$18,277
WW OPERATOR I	(MIN)		$6,172	$7,042		$17,823	$12,221
WW OPERATOR I	(MAX)		$7,502	$8,717		$23,768	$15,923
WW OPERATOR IN TRAINING	(MIN)	$7,261	$5,464	$5,643		$15,490	$11,695
WW OPERATOR IN TRAINING	(MAX)	$8,005	$6,642	$7,083		$20,748	$15,330
MAINT MANAGER	(MIN)			$14,930		$45,040	$36,437
MAINT MANAGER	(MAX)			$18,634		$65,320	$51,981
PLANT MAINT SUPERVISOR	(MIN)			$11,128		$39,702	$28,987
PLANT MAINT SUPERVISOR	(MAX)			$13,777		$57,451	$41,074
LEAD MAINT MECHANIC	(MIN)			$9,150		$56,791	$37,734
LEAD MAINT MECHANIC	(MAX)			$11,134		$81,109	$53,119
MAINT MECHANIC II	(MIN)			$7,619		$7,063	$7,272
MAINT MECHANIC II	(MAX)			$9,435		$8,512	$8,858
ELEC/INSTRMT SUPERVISOR	(MIN)					$24,783	$24,783
ELEC/INSTRMT SUPERVISOR	(MAX)					$33,897	$33,897
LEAD ELEC/INSTRMT TECH	(MIN)					$22,417	$19,212
LEAD ELEC/INSTRMT TECH	(MAX)					$30,012	$25,503
ELEC/INSTRMT TECH II	(MIN)			$8,295		$19,802	$16,925
ELEC/INSTRMT TECH II	(MAX)			$10,389		$28,269	$23,799
LABORER/UTILITY WORKER	(MIN)			$4,044		$13,970	$12,552
LABORER/UTILITY WORKER	(MAX)			$4,933		$21,620	$19,236
LAB SUPERVISOR	(MIN)		$9,386	$12,240		$43,218	$32,417
LAB SUPERVISOR	(MAX)		$11,408	$14,878		$63,169	$46,494
LAB ANALYST II	(MIN)			$8,977		$21,054	$17,604
LAB ANALYST II	(MAX)			$11,187		$32,510	$26,417
LAB TECH	(MIN)			$0		$18,452	$15,419
LAB TECH	(MAX)			$9,763		$25,714	$21,157
ENV SVCS MGR.	(MIN)					$44,865	$38,274
ENV SVCS MGR.	(MAX)					$65,021	$55,056
SOURC CTRL SUPERVISOR	(MIN)					$34,532	$34,532
SOURC CTRL SUPERVISOR	(MAX)					$49,547	$49,547
SOURC CTRL INSP II	(MIN)					$22,198	$22,198
SOURC CTRL INSP II	(MAX)					$31,733	$31,733
CUST SERVICE SUPERVISOR	(MIN)					$25,513	$25,513
CUST SERVICE SUPERVISOR	(MAX)					$36,503	$36,503
CUST SERVICE REP II	(MIN)					$15,953	$15,953
CUST SERVICE REP II	(MAX)					$22,139	$22,139

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POSITION		GROUP 1 (0 TO 15 EMP)	GROUP 2 (16 TO 29 EMP)	GROUP 3 (30 TO 55 EMP)	GROUP 4 (56 TO 99 EMP)	GROUP 5 (100 OR MORE EMP)	OVERALL
Number of Agencies		3	2	3	0	6	14
AVG NO. TOTAL EMP		6	21	38	0	846	182
AVG DAILY FLOW (MGD)		0	2	5	0	84	18
BUYER	(MIN)					$20,843	$16,525
BUYER	(MAX)					$30,167	$23,373
STORE ROOM CLERK	(MIN)					$23,147	$23,147
STORE ROOM CLERK	(MAX)					$33,560	$33,560
COMM RELATIONS REP	(MIN)		$10,721	$8,850		$32,450	$25,975
COMM RELATIONS REP	(MAX)		$13,032	$10,777		$47,201	$37,116
MAINTENANCE PLANNER	(MIN)		$8,376			$27,858	$22,987
MAINTENANCE PLANNER	(MAX)		$10,180			$42,851	$34,684
SCADA ANALYST	(MIN)		$9,245			$22,050	$22,050
SCADA ANALYST	(MAX)		$11,237			$29,315	$24,702
CONTRACTS ADMINISTRATOR	(MIN)					$28,596	$25,509
CONTRACTS ADMINISTRATOR	(MAX)					$41,432	$36,730
SAFETY OFFICER	(MIN)					$366,711	$265,492
SAFETY OFFICER	(MAX)					$48,051	$38,783