

# PUBLIC NOTICE

by

## The Board of Directors of the Carpinteria Sanitary District:

### AGENDA FOR A SPECIAL MEETING OF THE BOARD'S PERSONNEL COMMITTEE WHICH WILL BE HELD:

Monday, August 19, 2019

A special meeting of the Personnel Committee of the Carpinteria Sanitary District will be held commencing at **10:00 a.m.** The location of the meeting is at 5300 Sixth Street, Carpinteria, California.

The agenda items scheduled for discussion by the Committee are as follows:

1. Call to Order
2. Public Comment— *In accordance with Government Code Section 54954.3, every notice for a special meeting shall provide an opportunity for members of the public to directly address the legislative body concerning any item that has been described in the notice for the meeting before or during consideration of that item.*
3. Internal Personnel Committee Presentation
4. General HR Update
5. Adjournment

THIS IS A SPECIAL MEETING OF THE PERSONNEL COMMITTEE CALLED IN ACCORDANCE WITH GOVERNMENT CODE SECTION 54956. OTHER THAN THE LISTED AGENDA ITEMS, NO OTHER BUSINESS WILL BE CONDUCTED BY THE COMMITTEE.

THE PUBLIC IS INVITED TO ATTEND THE OPEN SESSION ITEMS. MEMBERS OF THE PUBLIC MAY COMMENT ON ANY ITEM ON THIS AGENDA. NO OTHER BUSINESS, OTHER THAN WHAT IS SET FORTH IN THE AGENDA, SHALL BE CONSIDERED BY THE COMMITTEE.

NOTE: THE ABOVE AGENDA WAS POSTED AT CARPINTERIA SANITARY DISTRICT ADMINISTRATIVE OFFICE IN VIEW OF THE PUBLIC, BY 10:00 A.M., AUGUST 16, 2019. THE AMERICANS WITH DISABILITIES ACT PROVIDES THAT NO QUALIFIED INDIVIDUAL WITH A DISABILITY SHALL BE EXCLUDED FROM PARTICIPATION IN, OR DENIED BENEFITS OF, THE DISTRICT'S PROGRAMS, SERVICES, OR ACTIVITIES BECAUSE OF ANY DISABILITY. IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THIS MEETING, PLEASE CONTACT THE DISTRICT OFFICE AT (805) 684-7214. NOTIFICATION AT LEAST TWENTY-FOUR (24) HOURS PRIOR TO THE MEETING WILL ENABLE THE DISTRICT TO MAKE APPROPRIATE ARRANGEMENTS.

MATERIALS RELATED TO THIS AGENDA SUBMITTED TO THE BOARD OF DIRECTORS AFTER THE DISTRIBUTION OF THE AGENDA PACKET ARE AVAILABLE FOR PUBLIC INSPECTION IN THE CARPINTERIA SANITARY DISTRICT OFFICES LOCATED AT 5300 SIXTH STREET, CARPINTERIA DURING NORMAL BUSINESS HOURS, FROM 8 AM TO 5 PM.



# Carpinteria Sanitary District

Board Personnel Committee

## MEMORANDUM

TO: Board of Directors-Personnel Committee

FROM: District Employee Personnel Committee Representatives

SUBJECT: **Personnel Committee Meeting Agenda**

DATE: August 19, 2019

As discussed in the previous internal personnel committee meeting, the District has relied on the implementation of a COLA salary adjustment to the salary matrix in an effort to keep District employee's salaries aligned with that of their industry peers. Although the COLA program is believed to have kept District salaries in close proximity to industry standards, District employees requested that a comprehensive salary/benefit survey be performed to serve as an update to the last survey done in 2007.

As of 8/12/2019, the survey has been completed and the District Employee Personnel Committee would like to discuss the following agenda items on Monday, August 19, 2019:

1. Discuss nuances of survey data and comparison strategies.
2. Review and discuss results of salary/benefit survey.
3. Review proposed modifications to District salary/benefit package.

# 2019 CASA Group 2 and Local agencies Salary Matrix

AGENCY	Ann O&M Budget (in 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	Shift Differential Pay
Carmel Area Wastewater District	\$7.70	16,000	3	1.3	\$83,786	Yes	Annually	7/1/2019	3.00%	N/A
Carpinteria Sanitary District	\$3.50	16,500	2.5	1.4		Yes	Annually	7/1/2019	3.90%	0
Castro Valley Sanitary District	\$12.50	55,000		3.3	\$80,000	Yes	Annually	3/1/2019	4.40%	15%
Crestline Sanitation District	\$4.26	5,000	1.4	0.6		Yes	Annually/4yr deal	7/1/2019	3.00%	N/A
Leucadia Wastewater District	\$6.83	62,000	7	4.1	\$85,700	Yes	No COLA, Merit Only	7/1/2019	3% performance	\$.75/\$1.00 per hour
Mt. View Sanitary District	\$6.20	21,907	3.2	1.2	\$13,800	Yes	Annually	7/1/2019	3.90%	N/A
Novato Sanitary District	\$10.74	60,000	7	4.27	\$70,000	Yes	Annually	7/1/2019	3.00%	N/A
Goleta West Sanitary District	\$3.28	35,500	3.11	1.9	\$37,440	Yes	Annually	7/1/2019	2.25%	N/A
Goleta Sanitary District	\$92.12	85,000	9.7	4.6	\$66,000	Yes	Reviewed Annually	7/1/2019	3.10%	\$2.50 per hour
Montecito Sanitary District		9,000	1.5	0.65		Yes	Annually	7/1/2019	2.75%	
City of Santa Barbara		80,000	12	6.8		Yes	Annually	3/1/2019	3.00%	N/A
Ojai Sanitary District		20,000		1.5		Yes	Annually	7/1/2019	2.50%	N/A
Sewer Authority Mid-Coastside		26,000	12	5	\$50,000	Yes	Annually	7/1/2019	4.00%	N/A
Valley Sanitary District	\$9.53	89,127	12.5	5.44	\$74,000	Yes	Annually	7/1/2019	2.70%	N/A

Did not report on CASA survey

Admin	TOTAL EMP	AVG ANNUAL FLOW	GEN MGR	GEN MGR	DIR ADMIN SERV.	DIR ADMIN SERV.	ADMIN SUP SPEC I	ADMIN SUP SPEC I	ENGR TECH	ENGR TECH
AGENCY		(MGD)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Carmel Area Wastewater District	27	1.3		\$16,438						
Castro Valley Sanitary District	23	3.3		\$19,517	\$8,826	\$10,733				
Crestline Sanitation District	19	0.6		\$12,103						
Leucadia Wastewater District	19	4.1		\$19,770	\$12,484	\$15,605	\$4,705	\$5,881		
Mt. View Sanitary District	16	1.2		\$20,562	\$10,006	\$12,163				
Novato Sanitary District	20	4.27		\$20,725	\$11,034	\$13,412				
Goleta West Sanitary District	12	1.9		\$13,983						
Goleta Sanitary District	33	4.6		\$18,666	\$10,619	\$13,554	\$3,731	\$4,761		
Montecito Sanitary District	23	0.65		\$19,428		\$11,834	\$6,629	\$8,059		
Ojai Sanitary District	28	1.5		\$19,561	\$9,686	\$11,772	\$4,075	\$4,954	\$6,006	\$7,302
Sewer Authority Mid-Coastside	19	5		\$19,337	\$9,649	\$11,523	\$4,595	\$5,487		
Valley Sanitary District	29	5.44		\$20,352			\$5,196	\$6,962		
City of Santa Barbara	29	5.44		\$18,105						
<b>Group 2 Avg 50 Percentile</b>				<b>\$18,350</b>	<b>\$10,329</b>	<b>\$12,575</b>	<b>\$4,822</b>	<b>\$6,017</b>	<b>\$6,006</b>	<b>\$7,302</b>
Group 2 Differential				-16.9	-7.9	-8.1	9.0	6.6	-4.9	-4.9
<b>Group 2 Avg 60 Percentile</b>				<b>\$19,212</b>	<b>\$10,695</b>	<b>\$13,062</b>	<b>\$5,112</b>	<b>\$6,347</b>	<b>\$6,006</b>	<b>\$7,302</b>
Group 2 Differential				-22.4	-11.8	-12.2	3.5	1.5	-4.9	-4.9
Carpinteria Sanitary District	16	1.4		\$15,698	\$9,569	\$11,637	\$5,299	\$6,441	\$5,728	\$6,962

7/1/2019

Administration % increase to budget

	Monthly diff	Salary	Fully Burdened		Current Budget
50 Percentile	\$3,692	\$44,301	\$59,674	11.59%	\$515,000 \$574,674
60 Percentile	\$5,679	\$68,148	\$91,795	17.82%	\$606,795

Operations	Operations Manager	Operations Manager	COLL SYST SUPVR	COLL SYST SUPVR	LD COLL SYS MECH	LD COLL SYS MECH	COLL SYS WORKER II	COLL SYS WORKER II	COLL SYS TECH I	COLL SYS TECH I
AGENCY	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Carmel Area Wastewater District			\$9,143	\$11,114	\$6,315	\$7,676	\$5,312	\$6,457	\$4,812	\$5,849
Castro Valley Sanitary District			\$8,830	\$10,733	\$7,071	\$8,594	\$7,071	\$8,594	\$5,949	\$7,230
Crestline Sanitation District	\$8,071	\$10,332			\$5,965	\$7,634	\$3,954	\$5,063	\$3,469	\$4,749
Leucadia Wastewater District	\$9,782	\$12,227	\$8,047	\$10,058	\$6,306	\$7,882	\$5,719	\$7,149	\$5,187	\$6,484
Mt.View Sanitary District	\$8,499	\$10,330								
Novato Sanitary District			\$9,764	\$11,869	\$8,033	\$9,764	\$5,851	\$7,113	\$5,308	\$6,082
Goleta West Sanitary District					\$5,996	\$7,288	\$5,217	\$6,341	\$4,723	\$5,740
Goleta Sanitary District	\$8,846	\$10,650	\$7,062	\$9,014	\$5,639	\$7,198	\$5,129	\$6,546	\$4,423	\$5,644
Montecito Sanitary District		\$12,300	\$8,854	\$10,763	\$6,504	\$7,906	\$5,264	\$6,400	\$4,700	\$5,711
Ojai Sanitary District	\$12,420	\$15,098	\$8,343	\$10,141	\$6,045	\$7,302	\$4,778	\$5,808	\$4,283	\$5,206
Sewer Authority Mid-Coastside					\$6,850	\$8,765	\$6,066	\$7,244		
Valley Sanitary District			\$6,315	\$8,462					\$4,274	\$6,315
City of Santa Barbara	\$11,566	\$14,058	\$7,919	\$9,626	\$5,264	\$6,399	\$4,355	\$5,294	\$3,662	\$4,816
<b>Group 2 Avg 50 Percentile</b>	<b>\$9,864</b>	<b>\$12,142</b>	<b>\$8,253</b>	<b>\$10,198</b>	<b>\$6,363</b>	<b>\$7,855</b>	<b>\$5,338</b>	<b>\$6,546</b>	<b>\$4,617</b>	<b>\$5,802</b>
Group 2 Differential	-1.8	-3.1	-7.3	-9.1	-2.8	-4.5	-8.8	-9.8	-5.4	-8.9
<b>Group 2 Avg 60 Percentile</b>	<b>\$10,299</b>	<b>\$12,619</b>	<b>\$8,598</b>	<b>\$10,538</b>	<b>\$6,639</b>	<b>\$8,192</b>	<b>\$5,650</b>	<b>\$6,899</b>	<b>\$4,865</b>	<b>\$6,050</b>
Group 2 Differential	-6.3	-7.2	-11.8	-12.8	-7.3	-9.0	-15.2	-15.7	-11.1	-13.6
Carpinteria Sanitary District	\$9,687	\$11,775	\$7,690	\$9,344	\$6,187	\$7,518	\$4,906	\$5,963	\$4,381	\$5,327

+ No treatment Plant  
+ No treatment Plant  
7 step range,two longevity

	WW SUPRV	WW SUPRV	WW OPR III	WW OPR III	WW OPR II	WW OPR II	WW OPR I	WW OPR I	LAB SUPRV	LAB SUPRV
AGENCY	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)	(MIN)	(MAX)
Carmel Area Wastewater District		\$9,585	\$6,800	\$8,266	\$6,315	\$7,676	\$5,581	\$6,784	\$7,506	\$9,124
Castro Valley Sanitary District										
Crestline Sanitation District			\$6,120	\$7,834	\$4,496	\$5,923	\$4,007	\$5,331		
Leucadia Wastewater District										
Mt.View Sanitary District					\$6,500	\$7,901	\$5,200	\$6,321		
Novato Sanitary District										
Goleta West Sanitary District										
Goleta Sanitary District	\$7,293	\$9,307	\$6,042	\$7,711	\$5,402	\$6,896	\$4,823	\$6,156	\$7,570	\$9,659
Montecito Sanitary District			\$5,794	\$7,043	\$5,255	\$6,388	\$4,678	\$5,971		\$9,530
Ojai Sanitary District	\$8,344	\$10,141	\$6,045	\$7,302	\$5,715	\$6,948			\$6,905	\$8,395
Sewer Authority Mid-Coastside			\$7,679	\$9,168	\$6,980	\$8,336	\$6,345	\$7,578		
Valley Sanitary District			\$5,196	\$6,962	\$4,712	\$6,315				
City of Santa Barbara	\$7,919	\$9,626	\$5,874	\$7,140	\$5,304	\$6,447	\$4,830	\$5,871	\$7,640	\$9,298
<b>Group 2 Avg</b>	<b>\$7,852</b>	<b>\$9,665</b>	<b>\$6,194</b>	<b>\$7,678</b>	<b>\$5,631</b>	<b>\$6,981</b>	<b>\$5,066</b>	<b>\$6,287</b>	<b>\$7,405</b>	<b>\$9,201</b>
Group 2 Differential	-4.3	-5.7	-3.5	-5.6	-6.8	-8.9	-2.4	-4.5	1.6	-0.9
<b>Group 2 Avg 60 Percentile</b>	<b>\$7,957</b>	<b>\$9,748</b>	<b>\$6,442</b>	<b>\$7,899</b>	<b>\$5,879</b>	<b>\$7,222</b>	<b>\$5,300</b>	<b>\$6,512</b>	<b>\$7,479</b>	<b>\$9,328</b>
Group 2 Differential	-5.7	-6.6	-7.7	-8.6	-11.5	-12.7	-7.1	-8.3	0.6	-2.3
Carpinteria Sanitary District	\$7,527	\$9,147	\$5,982	\$7,271	\$5,272	\$6,410	\$4,949	\$6,014	\$7,527	\$9,115

	Operations	% increase to budget		Current Budget
	Monthly diff	Annual	Fully Burdened	
50 Percentile	\$4,526	\$54,310	\$73,155	\$990,000
60 Percentile	\$9,896	\$118,747	\$159,952	\$1,044,310
				\$1,108,747

2019 Benefit Survey

Benefit	Carpinteria SD	Montecito SD	Goleta West SD	Goleta SD	Casa Average
Vacation Total Max	20	22	20	25	23
Vacation 0-3	10				10
Vacation 0-5	12	10	10	10	15
Vacation 5-10	15	15	15	15	18
Vacation 10-15	20	15+1 until each year up to 22	20	20	21
Vacation 15-20				25	23
Sick leave	12	12	12	Base 3, Supl 9 past year 1=12	12
Sick max	480 hrs.	960 hrs.	1040 hrs., paid out 12/31 excess	480 hrs., buy back over 66 hrs.	N/A
Sick cash out on separation	No	UK	<15 paid 50%, 15+ paid 100%	paid 100%	N/A
Holidays observed	11	7	12	8	13
Floating Holidays	1	4	0	4	13
Bereavement	3	yes	3 Personal, sick 3 days bereavement	2 personal, 3 but are sick leave	3 to 5
Health Insurance	<b>Paid standard rate Emp + Fam</b>	Emp 100% Fam Caf plan	up to /52024 mo.	100% of PERS choice	see survey
Dental	<b>\$2500/year café plan</b>	100% of premium	100% of premium	Included in medical	
Vision	<b>Included in dental</b>	Included in medical		Included in medical	
Retirement Medical Insurance	<b>None</b>	Employee only until 65	Same as active PERS Medical	Same as active PERS Medical	
Boot allowance	<b>\$175</b>	Yes	\$150	Yes	N/A
Retirement	<b>2%@55 paid, 2%@62</b>	2%@55 paid, 2%@62	2%@55 paid, 2%@62	2%@55 paid after 5, 2%@62	2%@55 paid, 2%@62.
Life Insurance	<b>\$40,000</b>	\$50,000	\$100,000	2X annual Salary	Low \$20k most 1-2 x sal. Max \$250k
Standby Pay	<b>Avg 1.5 hr./day of staff, plus call out</b>	2 hrs. weekday, 3 hrs. weekend.+CO	2 hr. of UW3 E step, +CO	Tided by experience up to 2.5 hrs.	Varies
				Plus call out pay.	
Shift differential	<b>NA</b>	NA	NA	\$2.50 hr.	Varies
Safety rewards	<b>None</b>	UK	9 hrs. off	1 day off	Varies
Incentive Program/ longevity	<b>Yes, \$750 one time for certification not required by job description</b>	2.5-5% annually based on performance above regular step	5% at 15 yrs., 5% more at 20 yrs. and 5% more at 25 yrs., above step	None	Varies
COLA	<b>Yes based on cpi</b>	Negotiated annually	Yes based on cpi	Negotiated annually	Yes based on cpi or Negotiated annually
Education assistance	<b>Yes</b>	Yes	Yes	Yes	Yes

Not in CASA Survey

Rank		Standby Pay Amount Reported	Per Hour Rate breakdown
9	Carmel Area Wastewater District	\$40/Day	\$2.66
<b>7</b>	<b>Carpinteria Sanitary District</b>	<b>\$59/Day</b>	<b>\$3.67 m-f, \$2.85 we/hol</b>
3	Castro Valley Sanitary District	\$40 M-F, \$50 WE/Holidays/off shift	\$5 m-f, \$6.25 we/Hol
4	Crestline Sanitation District	\$5.00 per hour	\$5
4	Las Virgenes Municipal Water District	\$5.00 per hour	\$5
5	Leucadia Wastewater District	\$35/Day/off shift	\$4.50
5	Mt. View Sanitary District	\$175/week	\$4.50
6	Novato Sanitary District	\$55.10/wkdays/\$99.14/wknds/holidays	\$3.67 m-f, \$5.83 we/hol
10	Goleta West Sanitary District	\$35.77	\$2.05
2	Goleta Sanitary District	1-2.5 hours depending on time in program	
1	Montecito Sanitary District	2 hrs. weekday, 3 hrs. weekend	
11	Ojai Sanitary District		\$2.25
8	Sewer Authority Mid-Coastside	\$3.25 per hour	\$3.25
5	Valley Sanitary District	\$35/\$75	\$4.50 m-f, \$4.50 we/hol

Rank		Holidays	Rank		Vacation Max	Overall	Rank Overall
3	Carmel Area Wastewater District	12	1	Carmel Area Wastewater District	25	37	3
<b>3</b>	<b>Carpinteria Sanitary District</b>	<b>12</b>	<b>6</b>	<b>Carpinteria Sanitary District</b>	<b>20</b>	<b>32</b>	<b>8</b>
3	Castro Valley Sanitary District	12	4	Castro Valley Sanitary District	21.5	33.5	6
2	Crestline Sanitation District	13	5	Crestline Sanitation District	20	33	7
3	Las Virgenes Municipal Water District	12	4	Las Virgenes Municipal Water District	21	33	7
3	Leucadia Wastewater District	12	6	Leucadia Wastewater District	20	32	8
1	Mt. View Sanitary District	15	5	Mt. View Sanitary District	20	35	4
2	Novato Sanitary District	13	1	Novato Sanitary District	25	38	2
3	Goleta West Sanitary District	12	6	Goleta West Sanitary District	20	32	8
3	Goleta Sanitary District	12	2	Goleta Sanitary District	25	37	3
4	Montecito Sanitary District	11	3	Montecito Sanitary District	22	33	7
3	Ojai Sanitary District	12	1	Ojai Sanitary District	27	39	1

2	Sewer Authority Mid-Coastside	13	5	Sewer Authority Mid-Coastside	21	34	5
5	Valley Sanitary District	10	1	Valley Sanitary District	25	35	4

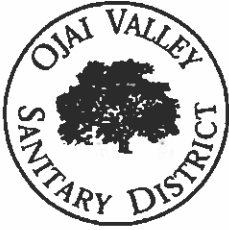
Rank	Health Insurance	PPO - Employer Individual Family	PPO - Employee Individual Family	HMO - Employer Individual Family	HMO - Employee Individual Family	Deductible Coverage	Retirement Medical				
3	Carmel Area Wastewater District	\$819.75	\$1,632.37	\$0.00	\$0.00	N/A N/A N/A N/A	5,000.00	No			
<b>3</b>	<b>Carpinteria Sanitary District</b>	<b>\$400</b>	<b>\$1,800</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$400 \$1,800</b>	<b>\$0.00</b>	<b>\$750-\$1500</b>	<b>No</b>		
1	Castro Valley Sanitary District			\$768	\$1,997	\$76.83	\$199.75	PERS			
3	Crestline Sanitation District	\$1,250.00	\$1,250.00	Balance	Balance	\$1,250.00	\$1,250.00	Balance	\$1250	No	
2	Las Virgenes Municipal Water District	\$810.70	\$1,710.54	\$0.00	\$421.52	\$623.16	\$1,710.54	\$0.00	\$34.91	\$200 Single \$600 Family 80/20	Yes w/10 yrs. Service
1	Leucadia Wastewater District	\$907.29	\$2,358.95	\$0.00	\$0.00	\$760.04	\$1,976.10	\$0.00	\$0.00	\$500/\$1000	PERS
1	Mt. View Sanitary District	\$734.00	\$1,788.00	\$132.27	\$464.30	\$734.00	\$1,788.00	\$34.25	\$209.45	N/A	PERS
1	Novato Sanitary District					\$768.25	\$1,997.45				PERS
1	Goleta West Sanitary District	\$907.29				\$760.04	\$1,976.10			\$200.00	PERS
1	Goleta Sanitary District	\$721.11	\$1,874.89	\$0.00	\$0.00	\$721.11	\$1,874.89	\$39.00	\$101.00	\$500/\$1000 80/60	PERS
2	Montecito Sanitary District					100% Employee & Fam					Yes to 65 by District
1	Ojai Sanitary District					\$1743					PERS
1	Sewer Authority Mid-Coastside	\$327.69	\$885.23	\$0.00	\$0.00	\$388.62	\$902.31	\$0.00	\$237.01		PERS
1	Valley Sanitary District	\$712.00	\$1,851.20	\$9.11	\$23.69	\$625.07	\$1,625.18	\$0.00	\$0.00	\$500/\$1000 80/20	PERS

	Dental Premium or Fund	Vision Premium	
Carmel Area Wastewater District	\$2,000	\$24.65	?
<b>Carpinteria Sanitary District</b>	<b>\$2,500</b>	<b>In Dental</b>	<b>Self</b>
Castro Valley Sanitary District	\$138.17	\$350	PERS
Crestline Sanitation District	\$60.68 / \$208.83 / \$0.0	\$10.50 / \$25.80	Other
Las Virgenes Municipal Water District	\$44.29 / \$158.38 / \$0.0	\$5.00 / \$5.00	PERS
Leucadia Wastewater District	\$73.85 / \$228.38 / \$0.0	Included In Medical	PERS
Mt. View Sanitary District	up to \$3250	Included In Medical	?
Novato Sanitary District	\$63.83 / \$159.44 / \$0.00	\$16.17 / \$42.03	PERS
Goleta West Sanitary District	\$51.61 / \$132.09	Included In Medical	PERS
Goleta Sanitary District	\$57.50 / \$190.40	Included In Medical	PERS
Montecito Sanitary District	Included In Medical	Included In Medical	Other
Ojai Sanitary District	Included In Medical	Included In Medical	Other Delta Dental
Sewer Authority Mid-Coastside	\$33.23 / \$17.68 / \$0.00	\$7.38 / \$10.15	PERS
Valley Sanitary District	\$625.07 / \$1,625.18 / \$0.00	\$10.31 / \$32.99	Other

Rank	Tier 1	Tier 2	Tier 3	Other	Employee Contribution	Employer Contribution
5	2%@60	2.5%@62			7%	0%
<b>4</b>	<b>2%@55</b>	<b>2%@62</b>			<b>Tier 1: 0% Tier 2: 50%</b>	<b>Tier 1: 100% Tier 2: 50%</b>
2	2.7%@55	2%@55	2%@62	Tier 1: 1%, Tier 2: 3.5%, Tier 3: 6.25%		Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%
6				SBCERA 2.5%@55, 2%@67	Tier 1: Based on hire date, Tier 2: 9.16%	Tier 1: 7%, Tier 2: 0%
5	2%@55	2%@62			Tier 1: 7%, Tier 2: 6.5%	0%
1	3%@60	2@62			8%	0%
2	2.7%@55	2%@60			3%	5%
5	2%@55	2%@60	2%@62		6.25% or 7%	0%
4	2%@55	2%@62			Tier 1: 0% Tier 2: 100%	Tier 1: 100% Tier 2: 0%
4	2%@55	2%@62			Tier 1: 0% > 5yrs Tier 2: 100%	Tier 1: 100% Tier 2: 0%
4	2%@55	2%@62			Tier 1: 0% Tier 2: 100%	Tier 1: 100% Tier 2: 0%
4	2%@55	2%@62			Tier 1: 0% > 10yrs Tier 2: 100%	Tier 1: 100% Tier 2: 0%
5	2%@55	2%@60	2%@62		100% except for GM	0% except for GM
3	2.5%@55	2%@62			Tier 1: 8%, Tier 2: 6.5%	0%

Rank		Cert pay Incent.	Life Insurance	Short Term Disability Paid	Long Term Disability Paid
6	Carmel Area Wastewater District	No	\$50,000	No	Yes
<b>6</b>	<b>Carpinteria Sanitary District</b>	<b>No</b>	<b>\$40,000</b>	<b>No</b>	<b>Yes</b>
4	Castro Valley Sanitary District	No	\$50,000	Yes	Yes
4	Crestline Sanitation District	\$.30 per hour	\$100,000	No	No
1	Las Virgenes Municipal Water District	5% Base Salary	\$100,000/\$50,000	Yes	Yes
4	Leucadia Wastewater District	\$500 one time only, above required grade	\$50,000/\$100,000/\$200,000 GM	Yes	Yes
2	Mt. View Sanitary District	up to 5%	\$25K E, \$30K ADM, \$40K DM	No	Yes
6	Novato Sanitary District	No	\$50,000	No	Yes
5	Goleta West Sanitary District	No	\$100,000	No	Yes
2	Goleta Sanitary District	\$1,000 one time only, above required grade	2X Annual Salary up to \$250k	Yes	Yes
6	Montecito Sanitary District	No	\$50,000	No	Yes
3	Ojai Sanitary District	No	\$45,000/\$80,000Sup/\$230,000 GM	Yes	Yes
7	Sewer Authority Mid-Coastside	2.50%	20,000	Yes	Yes
2	Valley Sanitary District	5.00%	\$50k minimum or 1x salary	No	Yes

Rank		Other Benefits
1	Carmel Area Wastewater District	EAP, \$250 Tuition Reimbursement
<b>1</b>	<b>Carpinteria Sanitary District</b>	<b>EAP, No cap on Tuition Reimbursement, car provided to General Manager and on-call staff</b>
2	Castro Valley Sanitary District	Vehicle Allowance \$450 for GM
3	Crestline Sanitation District	No
1	Las Virgenes Municipal Water District	EAP, \$685 per class, car provided to GM
1	Leucadia Wastewater District	EAP, \$2,000 Tuition Reimbursement a year, Vehicle Allowance GM \$600, Managers, \$400, car provided to Field Services Supt and FS Supervisor.
1	Mt. View Sanitary District	\$2,500 Tuition Reimbursement, vehicle allowance \$200/month DM only
1	Novato Sanitary District	EAP, Car provided to GM, Deputy GM, Field Service Manager, Collection Supt.
2	Goleta West Sanitary District	Car provided to General Manager
1	Goleta Sanitary District	\$1,000 Tuition Reimbursement, car provided to General Manager
1	Montecito Sanitary District	EAP, Car provided for GM
1	Ojai Sanitary District	EAP, Car provided for GM
1	Sewer Authority Mid-Coastside	EAP, \$900 Tuition Reimbursement, \$600 Vehicle Allowance GM
1	Valley Sanitary District	\$3,000 Tuition Reimbursement



## OJAI VALLEY SANITARY DISTRICT

A Public Agency

1072 Tico Road, Ojai, California 93023  
(805) 646-5548 • FAX (805) 640-0842  
[www.ojaisan.org](http://www.ojaisan.org)

### **MEETING OF THE BOARD OF DIRECTORS' PERSONNEL COMMITTEE**

**Date & Time:**

August 14, 2019  
Wednesday, 5:00 p.m.

**Location:**

OVSD Board Room  
1072 Tico Road, Ojai

Members  
Steve Quilici  
William M. Stone  
William Ulrich, Chairman

### **AGENDA**

1. **Call the Meeting to Order**
2. **Public Comment - (Items not on the agenda - 3-minute limit)**

### **FOR DISCUSSION & RECOMMENDATION**

3. **2018/2019 Classification & Compensation Study Results**

### **FOR DISCUSSION & REVIEW**

4. **Reports**
  - a. Committee Members pursuant to Government Code §54954.2
  - b. General Manager on District Activities related to this Board Committee.

A staff report providing more detailed information is available for most agenda items, and may be reviewed in the District office during regular business hours. Copies of individual reports may be requested from Brenda Krout (646-5548).

ATTEST TO POSTING:

  
Brenda Krout, Clerk of The Board

**Aug. 8, 2019 3:30 p.m**  
Date & Time Posted At District Office



Memorandum

**Ojai Valley Sanitary District**

August 8, 2019

To: Bill Stone, Bill Ulrich & Steve Quilici  
From: Jeff Palmer, General Manager  
Subject: 2018/2019 Classification & Compensation Study Results

In November 2018 the Board awarded a contract to Koff & Associates to perform a compensation survey of all District positions.

This contract requires Koff to show the resulting data in graphic format, to include a "low to high" bar for each benefit and classification and a dot or mark to show where the District falls in comparison to the range of compared agencies. This will provide visual verification of how the District compares to other agencies for each item.

I have had several phone conferences with Koff as they compile and process the appropriate data and have reviewed several drafts of their graphical displays.

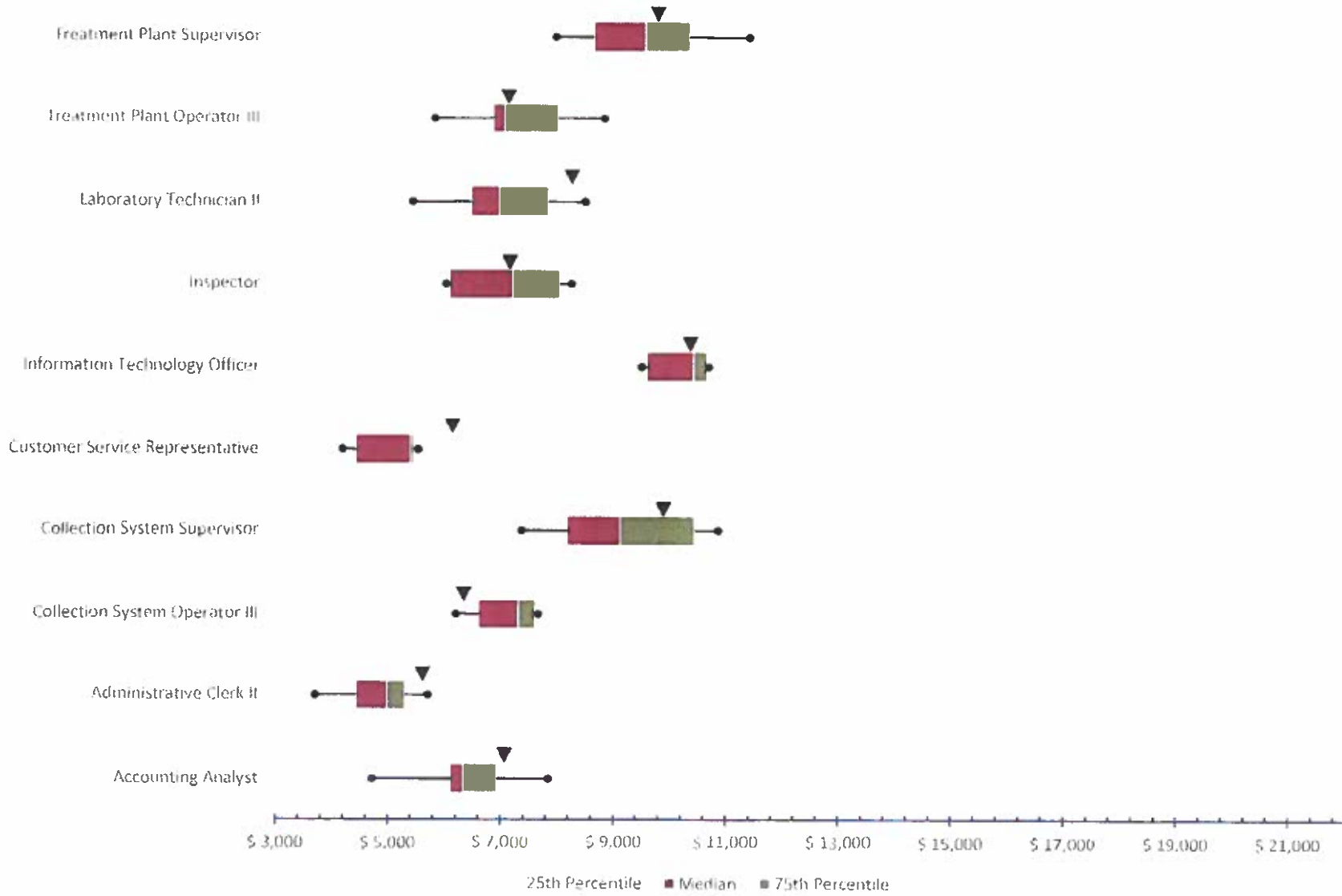
Attached are the preliminary graphs, data and list of comparable agencies for review. No recommendations or actions regarding the Koff report are proposed at this time. It is anticipated that a discussion with the Committee and follow-up data and recommendations will be completed at a subsequent Committee meeting, prior to recommendation to the full Board.

If you have any questions or need additional information, please call me at 646-5548.

Ojai Valley Sanitary District  
 Compensation Study  
 April 2019

▼ Ojai Valley Sanitary District

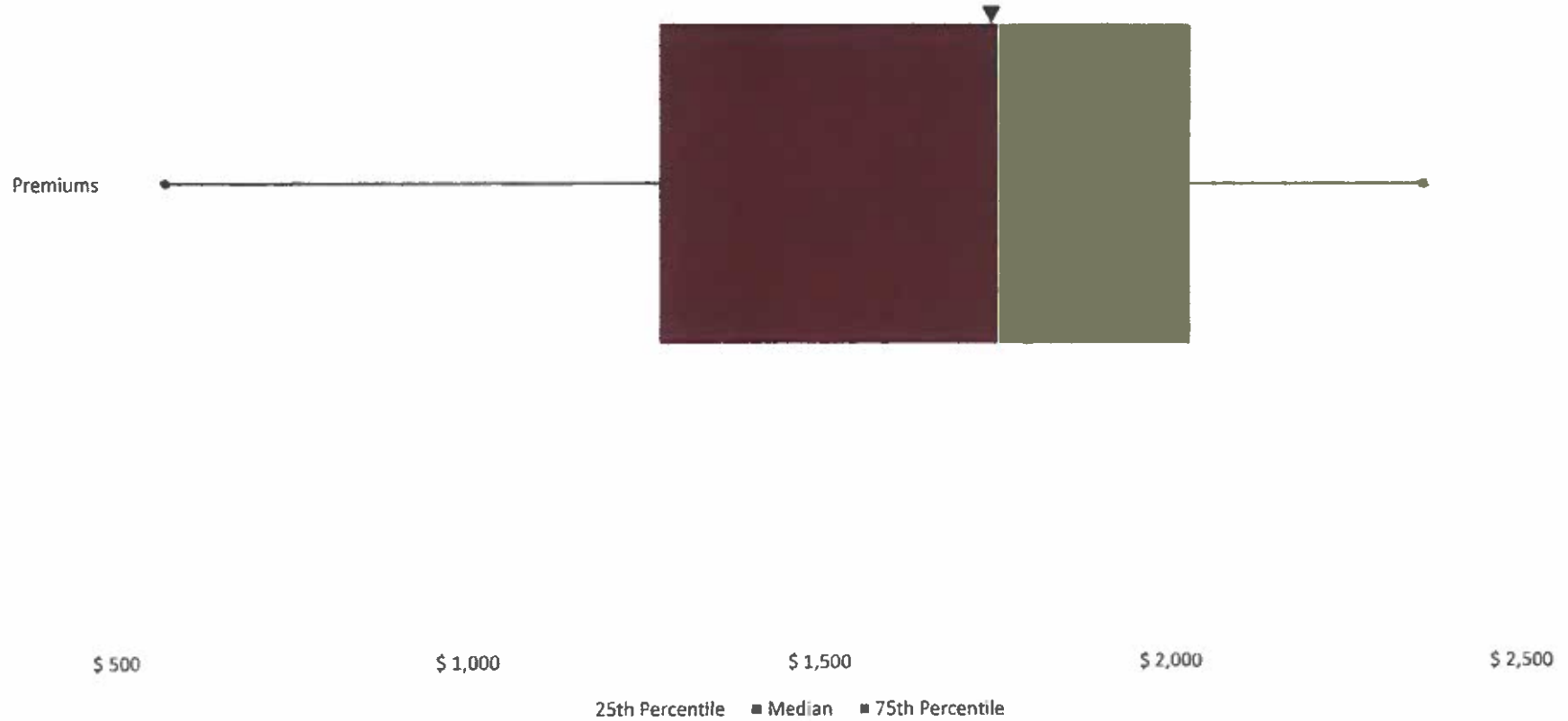
Maximum Base Salary - All Agencies



Ojai Valley Sanitary District  
Compensation Study  
April 2019

▼ Ojai Valley Sanitary District = \$1,743 per month

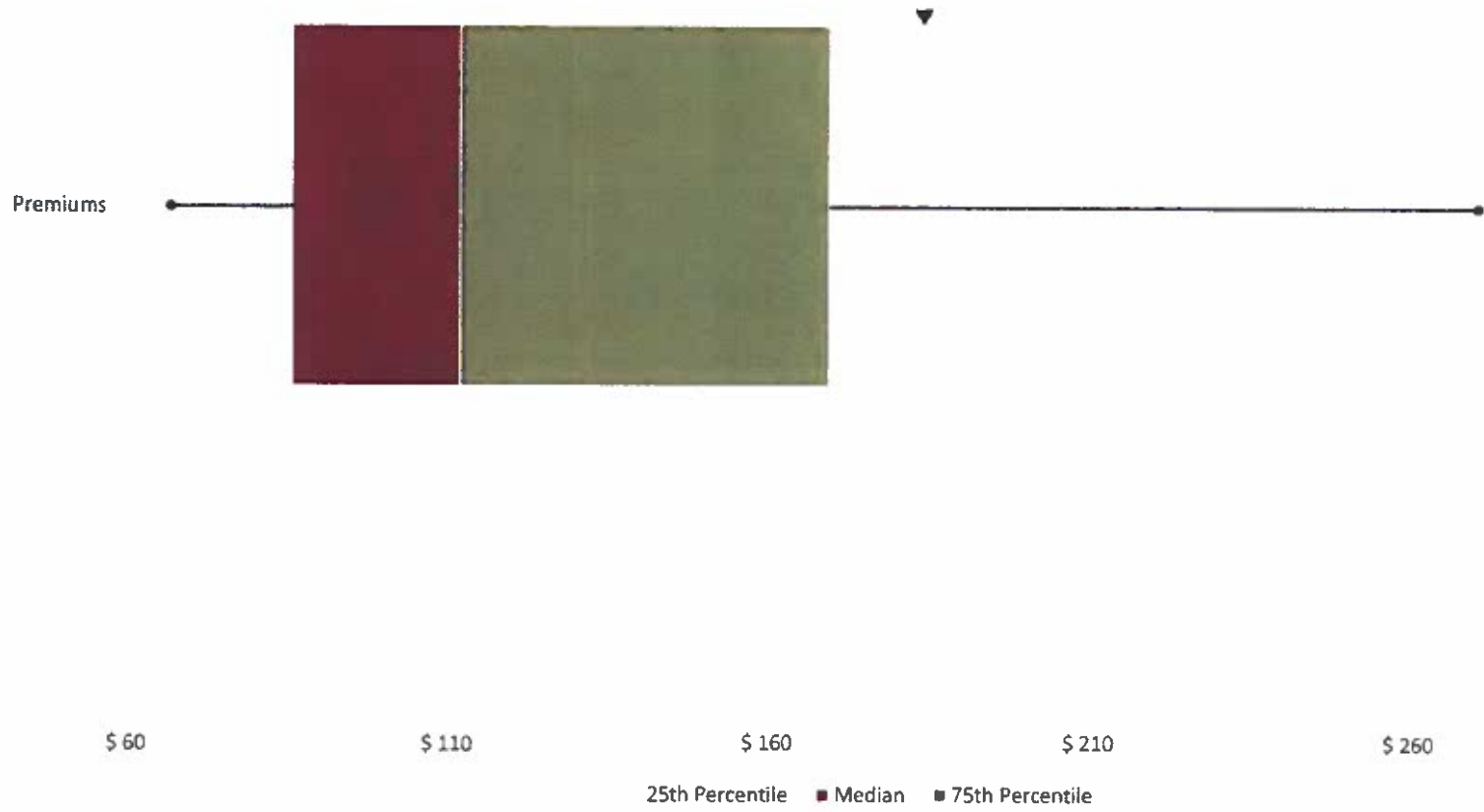
Medical Insurance - All Agencies  
(Includes Cafeteria Plans)



Ojai Valley Sanitary District  
Compensation Study  
April 2019

▼ Ojai Valley Sanitary District = \$171 per month

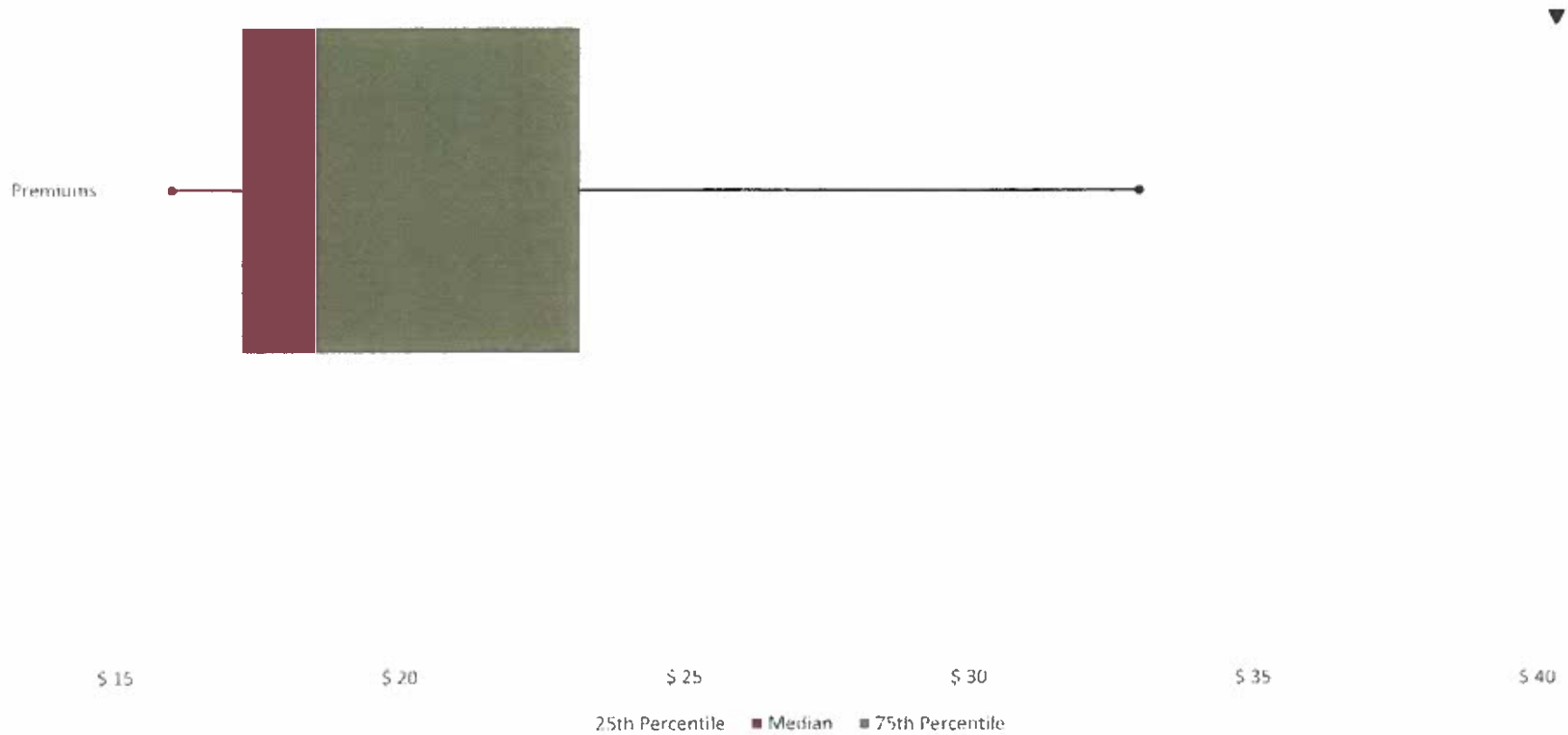
Dental Insurance - All Agencies



Ojai Valley Sanitary District  
Compensation Study  
April 2019

▼ Ojai Valley Sanitary District = \$41 per month

Vision Insurance - All Agencies



Ojai Sanitary District  
 Compensation Survey  
 Retirement Benefits  
 April 2019

Agency	Employee Group	Classic PERS Formula	Employer Paid Member Contribution (EPMC)	Retiree Medical
Ojai Valley Sanitary District	General Manager	2%@55	7.0%	Retirees are provided with the same coverage and cafeteria contribution as active employees.
	All others	2%@55	3.5%	
Camrosa Water District	All	2%@55	7.0%	Agency does not provide this benefit.
Carmel Area Wastewater District <sup>1,2</sup>	All	2%@60	1.0%	Agency contributes 1.25% of employee's salary to tax-free post employment health plan.
Carpinteria Sanitary District <sup>3</sup>	All	2%@55	7.0%	Agency does not provide this benefit.
City of Oxnard	Executive	2%@55	2.0%	If retiree chooses to enroll in PERS health plan, the City contributes the PEMHCA.
	IUOE	2%@55	3.0%	
	Mid Management	2%@55	3.0%	
	SEIU	2%@55	0.0%	
City of Simi Valley	SEIU	2%@55	0.0%	Effective January 2014, City contracted with PERS for medical insurance. For retirees enrolled in a CalPERS plan, the City contributes the PEMHCA.
	Management	2%@55	3.0%	
	Executive Management	2%@55	3.0%	
City of Thousand Oaks	All	2%@55	0.0%	Retirees who sign up with a PERS medical plan receive the same health insurance premium benefit (currently \$435 a month). Supervisory, Senior Manager, Confidential, and Executive Manager employees also receive a \$400 annual contribution to a Retiree Health Savings Account (RHSA).
El Toro Water District <sup>4</sup>	All	N/A	N/A	Employees hired after June 1, 2008 are eligible for retiree medical if they are at least 60 years old with 20 years of continuous service; coverage will be provided to the retiree under the active employee group plan until the retiree reaches eligible Medicare age.
Goleta West Sanitary District	All	2%@55	7%	Agency does not provide this benefit.

**Ojai Sanitary District  
Compensation Survey  
Retirement Benefits  
April 2019**

Agency	Employee Group	Classic PERS Formula	Employer Paid Member Contribution (EPMC)	Retiree Medical
Leucadia Wastewater District	All	3%@60	0%	If retiree chooses to enroll in PERS health plan, the District contributes the PEMHCA.
Mammoth Community Water District <sup>5</sup>	All	N/A	N/A	Agency does not provide this benefit.
Montecito Sanitary District	All	2%@55	0%	Agency has a grandfathered plan with only three (3) eligible employees. The district provides the same coverage and contribution as active employees at the employee + 1 tier until retiree reaches age 65.
Mt. View Sanitary District <sup>5</sup>	All	2.7%@55	5%	District contributes a percentage toward post-retirement health benefits, provided the retiree has at least 10 years of service. Varies from 50% coverage for 10 years of service with 5% coverage for each additional year, up to 100% coverage for 20 years of service (same as active plan).
Sewer Authority - Mid Coastside	General Manager	2%@55	7%	Employees hired prior to January 1, 2013 who retire within 120 days of separation from the authority receive \$115 per month into an HRA account. The contribution ceases upon the retirees' death. Employees hired after 1/1/13 receive 1.5% of base wages into a Medical-After-Retirement Account (MARA) while employed with no other contributions toward retiree health.
	IUOE	2%@55	0%	
Summerland Sanitary District <sup>6</sup>	All	2%@62	0%	Retiree medical benefits are only provided to employees hired prior to 2003 - the district contributes \$4 per year of service toward an RHSA.

Ojai Sanitary District  
 Compensation Survey  
 Retirement Benefits  
 April 2019

Agency	Employee Group	Classic PERS Formula	Employer Paid Member Contribution (EPMC)	Retiree Medical
Vallecitos Water District	All	3%@60	0%	Regular full time employees hired before July 1, 2013 with five consecutive years of service who are at least 50 years old at the age of retirement are eligible for retiree health insurance. District pays base medical premiums at same rate as active employees.
Valley Sanitary District	All	2.5%@55	0%	If a retiree chooses a PERS medical plan, the district pays \$115.20 per month max.
Ventura Regional Sanitation District	IUOE	2%@62	0%	If retiree chooses to enroll in PERS health plan, the District contributes the PEMHCA.
	Independent	2%@62	0%	