

**BIG BEAR AREA REGIONAL WASTEWATER AGENCY**

Notice of a Special Meeting Administrative Committee

February 13, 2023 at 1:00 p.m.

121 Palomino Drive

Big Bear City, California 92314

1. **CALL TO ORDER**

2. **PLEDGE OF ALLEGIANCE**

3. **PUBLIC FORUM**

Public testimony is permitted only on matters listed on the posted agenda. Public comment on items listed on the posted agenda will be taken at the time each item is called for discussion. State law prohibits the Agency from taking action on any items not listed on the posted agenda.

4. **OLD BUSINESS**

None

5. **NEW BUSINESS**

5.A. Compensation Study

6. **ADJOURNMENT**

In compliance with the Americans with Disabilities Act and Government Code Section 54954.2, if you need special assistance to participate in an Agency meeting or other services offered by the Agency, please contact the Agency at (909) 584-4018. Notification at least 48 hours prior to the meeting or time when services are needed will assist Agency staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.

Copies of staff reports or other written documentation relating to each item of business referred to on this agenda are on file in the office of the Big Bear Area Regional Wastewater Agency and are available for public inspection during normal business hours.

Visit [www.bbarwa.org](http://www.bbarwa.org) to view and/or print the Agenda Package.



Big Bear Area Regional  
Wastewater Agency  
*Rick Herrick – Chair*  
*John Green – Vice-Chair*  
*Jim Miller – Director*  
*Bynette Mote – Director*  
*Larry Walsh – Director*

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## AGENDA ITEM: 5.A.

**MEETING DATE:** February 13, 2023

**TO:** Administrative Committee of the Governing Board of the Big Bear Area Regional Wastewater Agency

**FROM:** David Lawrence, P.E., General Manager

**PREPARED BY:** Sonja Kawa, Human Resources Coordinator/Accounting Technician

**REVIEWED BY:** Christine Bennett, Finance Manager

**SUBJECT:** Compensation Study

### **BACKGROUND & DISCUSSION:**

The Agency engaged the services of Bryce Consulting in 2016 to conduct an Agency-wide classification and compensation study (the Study). The Study was completed in July 2017, accepted by the Governing Board in August 2017, and the recommended classification plan was implemented with a Pay Schedule effective August 22, 2017. It was agreed that staff should update its compensation study on an annual basis in order to monitor the labor market (within the comparable agency group used in the Study) in an effort to keep pay scales in line with market, to better stabilize costs, and to avoid large, infrequent pay schedule adjustments that can be difficult to manage.

The compensation study was last updated by Bryce Consulting in December 2021 (the 2021 Study). The pay schedule was adjusted, effective February 26, 2022, based on those results and using the Agency's Compensation Studies policy (the Policy) which established guidelines for compensation studies and pay range adjustments. The current annual compensation study of 2022 market data was completed in January 2023 (the 2022 Study). The 2022 Study has an expanded pool of comparable agencies, following input from the Governing Board when reviewing the 2021 Study. One previous agency was deleted and three new agencies were added to bring the total number to eleven. The results of the 2022 Study show the Agency is 1.41% above the labor market, in aggregate, when comparing the Total Cash median across all classifications.

Based on the Policy, the following actions are recommended:

Position	Variance from Labor Market Median	Indication
General Manager	Within +/- 5%	No Adjustment
Finance Manager	Within +/- 5%	No Adjustment
Plant Manager	Within +/- 5%	No Adjustment
Management Analyst\Board Secretary	Within +/- 5%	No Adjustment
Plant Supervisor	Within +/- 5%	No Adjustment
Senior Laboratory Analyst	Within +/- 5%	No Adjustment
Plant Operator II	Within +/- 5%	No Adjustment
Plant Operator-in-Training	> 5% below	Adjustment
HR Coordinator/Acctg Tech	> 5% above	Freeze
Operations Administrative/Lab Assistant	> 5% above	Freeze

**RECOMMENDATION:**

The following adjustments to the pay schedule are recommended using the established Policy guidelines:

1. Adjust Plant Operator-in-Training pay schedule by 10%.
2. Freeze Human Resources Coordinator/Accounting Technician and Operations Administrative/Laboratory Assistant pay schedule – no COLA adjustment to pay range until after the next study or other determination by the Governing Board.

**FINANCIAL IMPACT:**

There is no financial impact from making the recommended pay schedule adjustments during the current year, with a positive financial impact of approximately \$24,000 estimated for the subsequent fiscal year (FY 2024) due to the pay schedule freezes. The Plant Operator-in-Training position is currently vacant and has no financial impact for the subsequent fiscal year.

**ATTACHMENTS:**

- Compensation Study – January 2023
- Appendix A Datasheets
- Appendix B Datasheets
- Pay Schedule Recommendation
- Informational: Compensation Studies policy

BRYCE  
CONSULTING

BIG BEAR AREA REGIONAL WASTEWATER  
AGENCY  
COMPENSATION STUDY  
JANUARY 2023

Prepared by  
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916-974-0199



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## **SECTION I - INTRODUCTION**

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The Big Bear Area Regional Wastewater Agency retained Bryce Consulting to conduct an Agency-wide compensation study. This report presents the compensation survey results and includes:

Section I	Introduction
Section II	Compensation Survey Parameters
Section III	Compensation Survey Results
Section IV	Salary Recommendations

### **STUDY OBJECTIVES**

In conducting the compensation study, Bryce Consulting, had the following major objectives:

- Research and recommend an appropriate labor market.
- Collect and analyze base salary and benefit data for the Agency's survey classes from the survey agencies.
- Develop a salary plan for all Agency classes using market data and internal relationships to ensure parity to the labor market and internal equity within the organization.

### **STUDY METHODOLOGY**

To achieve the above objectives, the following tasks have occurred:

- The consultant collected salary and benefit data, as well as job descriptions to confirm comparability, from each of the agencies determined by the Agency.
- Once the data was collected and analyzed, the consultant prepared the necessary spreadsheets with calculations for both the mean and median which were reviewed with Agency management prior to finalizing the data.

## SECTION II – COMPENSATION SURVEY PARAMETERS

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This section of the report presents the compensation survey parameters and includes:

- Labor market employers and survey classes
- Survey scope
- Survey methodology

### SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the Agency's "Labor Market." The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the Agency are likely to have departmental structures and organization of positions more similar to the Agency than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the Agency must directly compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
  - Employers who provide similar services are most likely to compete with one another for employees.
  - These employers are most likely to have comparable jobs.
  - These employers are most likely to have similar organizational characteristics.

**LABOR MARKET**

**Table 1** displays the survey agencies. All were able to participate in the process.

<b>TABLE 1 SURVEY AGENCIES</b>
City of Barstow
City of Colton
City of Redlands
City of San Clemente
Crestline Sanitary District
Goleta Sanitary District
Lake Arrowhead Community Services District
Mountain View Sanitary District
Valley Sanitary District
Victor Valley Wastewater Reclamation
Yucaipa Valley Water District

**SURVEY CLASSES**

Given the relatively small size of the Agency, all classifications were surveyed as provided in **Table 2**. It should be noted that while the Agency does not have a Lab Analyst, the classification was surveyed in case there is insufficient data for the Senior Lab Analyst. In that instance, the Senior Lab Analyst salary can be set a certain percentage above the Lab Analyst market data. In addition, the Agency is considering some potential classification changes. Therefore, Accounting Technician, Laboratory Assistant and Senior Management Analyst were also surveyed.

<b>TABLE 2 SURVEY CLASSIFICATIONS</b>
Accounting Technician
Finance Manager
General Manager
Human Resources Coordinator/Accounting Technician
Lab Analyst
Laboratory Assistant
Management Analyst-Board Secretary
Operations Administrative-Lab Assistant
Plant Supervisor
Plant Manager
Plant Operator II
Plant Operator-in-Training



<b>TABLE 2 SURVEY CLASSIFICATIONS</b>
Senior Lab Analyst
Senior Management Analyst

**SURVEY SCOPE**

The scope of the survey included the labor market agencies presented in this report. The data collected for each survey classification included:

- Title of comparable class
- Maximum monthly salary
- Employer pick-up of the employee contribution for retirement
- Employer contribution towards deferred compensation
- Longevity pay at year 10
- Education/certification pay
- Employer contribution towards health, dental, vision insurance
- Employer paid life insurance
- Employer paid long term disability insurance
- Retiree Health Savings Account contribution
- Social Security
- Employee cost sharing of employer contribution for retirement
- Cost of living information including date and amount of next cost of living increase
- Retirement plan, benefit, formula and employer’s rate
- Retiree health benefit information
- Paid leave (vacation, sick leave, holidays, administrative/management leave)

It should be noted that benefit data was collected for newly hired employees, unless otherwise noted.

**SURVEY METHODOLOGY**

The survey methodology utilized by Bryce Consulting included:

- The consultant utilized the survey agencies’ websites, where available, to collect base salary data and to collect and compare job descriptions, organization charts and position

allocation lists to determine comparability.

- The consultant contacted the survey agencies to gain clarification and/or collect additional information regarding the classifications and salary and benefit data.

In addition to the collection of base salary information, careful efforts were made to document the full range of duties and requirements of all job classes as comparable to the Agency's corresponding survey classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

The data was analyzed to produce the labor market mean and median for each classification using maximum base salary, total cash and total compensation. The Agency's position was then compared to the labor market, for each survey classification, which produced the percentage the Agency is above or below the labor market mean and median for maximum base salary, total cash, and total compensation. The data is effective January 2023.

## SECTION III – COMPENSATION SURVEY RESULTS

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This section of the report presents the compensation survey findings. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification out of the nine survey agencies.

TABLE 3 COMPARABILITY	
Survey Classifications	Number of Comparable Matches
Accounting Technician	6
Finance Manager	8
General Manager	7
Human Resources Coordinator/Accounting Technician	7
Lab Analyst	6
Lab Assistant	2*
Management Analyst-Board Secretary	8
Operations Administrative-Lab Assistant	7
Plant Supervisor	4
Plant Manager	6
Plant Operator II	10
Plant Operator-in-Training	5
Senior Lab Analyst	2*
Senior Management Analyst	0*

**\*Insufficient Data**

### BASE SALARY SURVEY RESULTS

The data has been organized into a number of tables that summarize the Agency's relationship to the labor market for each class. The detailed compensation survey data sheets are presented in **Appendix A** of this report. **Table 4** summarizes, for each classification, how the Agency's base salaries compare to the labor market. The following data is presented:

- Title of the Agency's classification
- The Agency's current maximum base salary
- The labor market mean and median for maximum monthly base salary
- Percentage the Agency's maximum base salary is above or below the mean and median of the labor market

Table 4 Base Salary					
Classification	BBARWA Maximum Base Salary	Labor Market Mean Base	% BBARWA is Above or Below Market Mean	Labor Market Median	% BBARWA is Above or Below Market Median
Accounting Technician	Market Check	\$5,698	Market Check	\$5,631	Market Check
Finance Manager	\$14,324	\$14,183	0.99%	\$14,654	-2.30%
General Manager	\$19,836	\$20,386	-2.77%	\$21,153	-6.64%
Human Resources Coordinator/Accounting Technician	\$9,299	\$8,862	4.70%	\$8,110	12.79%
Lab Analyst	Market Check	\$8,073	Market Check	\$7,848	Market Check
Lab Assistant	Market Check	Insuff Data	---	Insuff Data	---
Management Analyst- Board Secretary	\$7,944	\$8,028	-1.06%	\$8,296	-4.43%
Operations Administrative-Lab Assistant	\$6,271	\$5,655	9.82%	\$5,899	5.94%
Plant Supervisor	\$9,440	\$9,451	-0.11%	\$9,504	-0.68%
Plant Manager	\$13,988	\$13,604	2.74%	\$14,057	-0.49%
Plant Operator II	\$6,878	\$6,949	-2.03%	\$6,843	-1.41%
Plant Operator-in-Training	\$4,436	\$5,190	-24.35%	\$5,318	-30.81%
Senior Lab Analyst	\$8,980	Insuff Data	---	Insuff Data	---
Senior Management Analyst	Market Check	Insuff Data	---	Insuff Data	---

### TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary, the employee's share of retirement paid by the agency for Classic tier, the employer's contribution towards deferred compensation, longevity pay at year 10, and education/certification pay. **Table 5** displays, for each classification, how the Agency compares to the labor market with respect to total cash for new Classic employees. The following data is presented:

- Title of the Agency's classification
- The Agency's current total cash for each classification
- The labor market mean and median for total cash

- Percentage the Agency's total cash is above or below the mean and median of the labor market

Table 5 Total Cash					
Classification	BBARWA Total Cash	Labor Market Mean Total Cash	% BBARWA is Above or Below Market Mean	Labor Market Median Total Cash	% BBARWA is Above or Below Market Median
Accounting Technician	Market Check	\$5,906	Market Check	\$5,631	Market Check
Finance Manager	\$15,327	\$14,680	4.22%	\$14,777	3.59%
General Manager	\$21,820	\$21,068	3.45%	\$21,267	2.53%
Human Resources Coordinator/Accounting Technician	\$9,950	\$9,112	8.42%	\$8,210	17.49%
Lab Analyst	Market Check	\$8,396	Market Check	\$8,354	Market Check
Lab Assistant	Market Check	Insuff Data	---	Insuff Data	---
Management Analyst- Board Secretary	\$8,500	\$8,250	2.94%	\$8,324	2.07%
Operations Administrative-Lab Assistant	\$6,710	\$5,766	14.07%	\$5,899	12.09%
Plant Supervisor	\$10,101	\$9,805	2.93%	\$9,765	3.32%
Plant Manager	\$14,967	\$14,195	5.16%	\$14,948	0.13%
Plant Operator II	\$7,359	\$7,331	0.38%	\$7,214	1.97%
Plant Operator-in-Training	\$4,746	\$5,741	-20.96%	\$6,192	-30.47%
Senior Lab Analyst	\$9,609	Insuff Data	---	Insuff Data	---
Senior Management Analyst	Market Check	Insuff Data	---	Insuff Data	---

### TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements provided in total cash plus the agency's contribution towards cafeteria, health, dental, vision, life and long-term disability insurance, Retiree Health Savings Account, Social Security, less the employer's share of retirement paid by the employee. **Table 6** displays, for each classification, how the Agency compares to the labor market with respect to total compensation for new Classic employees. The following data is presented:

- Title of the Agency's classification
- The Agency's current total compensation for each classification
- The labor market mean and median for total compensation
- Percentage the Agency's total compensation is above or below the mean and median of the labor market

<b>Classification</b>	<b>BBARWA Total Compensation</b>	<b>Labor Market Mean Total Compensation</b>	<b>% BBARWA is Above or Below Market Mean</b>	<b>Labor Market Median Total Compensation</b>	<b>% BBARWA is Above or Below Market Median</b>
Accounting Technician	Market Check	\$7,981	Market Check	\$7,260	Market Check
Finance Manager	\$18,222	\$17,662	3.07%	\$18,065	0.86%
General Manager	\$25,361	\$24,131	4.85%	\$24,688	2.66%
Human Resources Coordinator/Accounting Technician	\$12,772	\$11,150	12.70%	\$11,098	13.11%
Lab Analyst	Market Check	\$11,233	Market Check	\$11,590	Market Check
Lab Assistant	Market Check	Insuff Data	---	Insuff Data	---
Management Analyst-Board Secretary	\$11,302	\$10,424	7.77%	\$10,206	9.70%
Operations Administrative-Lab Assistant	\$9,488	\$7,910	16.63%	\$8,262	12.93%
Plant Supervisor	\$12,925	\$12,190	5.68%	\$12,201	5.60%
Plant Manager	\$17,857	\$16,736	6.28%	\$18,636	-4.36%
Plant Operator II	\$10,146	\$9,478	6.59%	\$9,342	7.92%
Plant Operator-in-Training	\$7,498	\$8,029	-7.09%	\$8,904	-18.76%
Senior Lab Analyst	\$12,426	Insuff Data	---	Insuff Data	---
Senior Management Analyst	Market Check	Insuff Data	---	Insuff Data	---

### RELATIONSHIP TO THE MARKET

On average, for all classifications surveyed, the Agency is 1.34% below market for maximum base salary, 2.29% above market for total cash, and 6.28% above market for total compensation when compared to the mean. When compared to the median, the Agency is 3.12% below market for

maximum base salary, 1.41% above market for total cash, and 3.30% above market for total compensation.

#### **MISCELLANEOUS BENEFIT DATA**

**Appendix B** presents the miscellaneous benefit data that was collected including cost of living increase, retirement practices, retiree health benefits, certification/education pay, and paid leave.

#### **COST OF LIVING INCREASE- APPENDIX B – TABLE 1**

The Agency's next increase is scheduled for July 2023 with the amount to be determined. Seven agencies have an increase scheduled for July 2023, ranging from 1% to 6%.

#### **RETIREMENT PRACTICES – APPENDIX B – TABLE 2**

With respect to retirement practices, the Agency has a CalPERS retirement plan with a benefit of 2.7% @ 55 and a formula of Single Highest Year.

With respect to the survey agencies, all the responding agencies, with the exception of one, participate in CalPERS. Five have a retirement benefit of 2% @ 55; three have a benefit of 2.5% @ 55; two have a benefit of 2% @55; and one has a benefit of 2% @ 60. Eight have a formula of Single Highest Year and three have a formula of Average of 3 Highest Years.

#### **RETIREE MEDICAL BENEFITS – APPENDIX B – TABLE 3**

The Agency does not contribute to a Retiree Health Savings Account but does contribute 90% of the highest HMO for retiree health benefits, depending on years of service.

With respect to the survey agencies, none contribute to a Retiree Health Savings Account. Eight of the responding survey agencies contribute to retiree health benefits ranging from the PEMHCA minimum to 100% based on years of service.

#### **CERTIFICATION/EDUCATION PAY – APPENDIX B – TABLE 4**

The Agency does not provide certification/education pay.

Seven of the survey agencies provide certification/education pay with the details varying by agency and bargaining unit. The details are provided in Table 4 of Appendix B.

**LEAVE BENEFITS – APPENDIX B – TABLE 5**

The Agency's vacation accrual is 104 hours at year 1; 144 hours at year 7; 152 hours at year 11; 160 at year 12; 168 hours at year 13; 176 hours at year 14; 184 at year 15; and 192 at year 16. The Agency offers 12 days of sick leave per year with an unlimited accrual, observes 12 holidays, and provides 80 hours of administrative/management leave for exempt staff.

The labor market average for vacation is 91 - 93 hours at year 1; 131 - 133 hours at year 7; 165 - 167 hours at year 11; 167 - 168 at year 12; 167 - 169 hours at year 13; 169 -171 hours at year 14; 175 - 176 at year 15; and 175 - 177 at year 16, depending on bargaining group. The labor market average for sick leave is 12 days with the majority providing an unlimited accrual. The labor market average for holidays ranges from 13 to 14, depending on bargaining unit. Nine of the agencies provide administrative/management leave, depending on classification, ranging from 20 to 120 hours.



## SECTION IV – SALARY RECOMMENDATIONS

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This section of the report presents the salary recommendations for all Agency classifications and includes the salary setting methodology and the salary recommendations.

In setting salary levels, both market data and internal relationships are taken into consideration so that the Agency's compensation plan is both competitive with the market and internally balanced. While both the mean and median were calculated, it is recommended that the labor market median be utilized for the purposes of setting salaries. The labor market median is less likely to be skewed by outliers.

Where sufficient data has been collected, the salary has generally been set to market; however, the internal alignment has been reviewed to ensure that like classifications are similarly situated and that there is sufficient spread between supervisor and highest level supervised. As a practical matter, there could be occasions when market data will skew internal alignments, or an internal relationship is a more logical method of setting the salary rather than relying on the market data.

The salary recommendations are presented in **Table 7** on the following page. In recommending salaries for the Agency, the consultant used the labor market median to set the top step of the Agency's classification. The Agency's Compensation Policy states that if total cash for a comparable position is plus or minus 5% from the labor market median, no adjustment in pay range is indicated. If total cash is more than 5% below the market median, an adjustment to the pay range to 5% below the labor market median is indicated, but no more than 10%. If total cash is more than 5% above the market median, an adjustment of the pay range to 5% above the market median is indicated, provided that position is currently vacant.

With respect to the implementation of the recommendations, there are a variety of options.

- The employee's salary is placed in their new range at their current salary. Where an employee's current salary is below the recommended range, the employee's salary is placed at the new starting salary. This is the most commonly utilized option for increases.
- Where an employee's current salary is above the maximum of the recommended range, the employee's salary is frozen (Y-rated) until the market catches up. Any new employees brought into the classification will be placed in the new lower range.

**TABLE 7  
SALARY RECOMMENDATIONS**

<b>Classification</b>	<b>Current Start</b>	<b>Current Top</b>	<b>% Total Cash is from Market</b>	<b>Recommended Start</b>	<b>Recommended Top</b>	<b>Rationale</b>
Finance Manager	\$61.22	\$82.64	3.59%	\$61.21	\$82.64	No change; total cash is within 5% of market
General Manager	\$84.77	\$114.44	2.53%	\$84.77	\$114.44	No change; total cash is within 5% of market
Human Resources Coordinator/ Accounting Technician	\$39.74	\$53.65	17.49%	\$39.74	\$53.65	No change; freeze; total cash is more than 5% above market but position is filled
Management Analyst-Board Secretary	\$33.95	\$45.83	2.07%	\$33.95	\$45.83	No change; total cash is within 5% of market
Operations Administrative-Lab Assistant	\$26.80	\$36.18	12.09%	\$26.80	\$36.18	It is recommended that the salary be set 5% above market due to additional duties assigned; however, total cash is 14.07% above market. No change; freeze; total cash is more than 5% above market but position is filled
Plant Supervisor	\$40.34	\$54.46	3.32%	\$40.34	\$54.46	No change; total cash is within 5% of market
Plant Manager	\$59.78	\$80.70	0.13%	\$59.78	\$80.70	No change; total cash is within 5% of market
Plant Operator II	\$29.39	\$39.68	1.97%	\$29.39	\$39.68	No change; total cash is within 5% of market
Plant Operator-in-Training	\$18.95	\$25.59	-30.47%	\$20.85	\$28.15	Maximum increase of 10%
Senior Lab Analyst	\$38.38	\$51.81	---	\$38.38	\$51.81	10% above Lab Analyst market; within 5% of market; no change

APPENDIX A  
DETAILED DATASHEETS

Classification	Base Salary			Mean Total Cash			Total Compensation			Comparability
	BBARWA Maximum Base Salary	Labor Market Mean Base Salary	% BBARWA is above or below Market Mean	BBARWA Total Cash	Labor Market Mean Total Cash	% BBARWA is above or below Market Mean	BBARWA Total Compensation	Labor Market Total Mean Compensation	% BBARWA is above or below Market Mean	
Accounting Technician	Market Check	\$5,698	Market Check	Market Check	\$5,906	Market Check	Market Check	\$7,981	Market Check	6
Finance Manager	\$14,324	\$14,183	0.99%	\$15,327	\$14,680	4.22%	\$18,222	\$17,662	3.07%	8
General Manager	\$19,836	\$20,386	-2.77%	\$21,820	\$21,068	3.45%	\$25,361	\$24,131	4.85%	7
Human Resources Coordinator/Accounting Technician	\$9,299	\$8,862	4.70%	\$9,950	\$9,112	8.42%	\$12,772	\$11,150	12.70%	7
Lab Analyst	Market Check	\$8,073	Market Check	Market Check	\$8,396	Market Check	Market Check	\$11,233	Market Check	6
Lab Assistant	Market Check	Insuff Data	---	Market Check	Insuff Data	---	Market Check	Insuff Data	---	2
Management Analyst-Board Secretary	\$7,944	\$8,028	-1.06%	\$8,500	\$8,250	2.94%	\$11,302	\$10,424	7.77%	8
Operations Administrative-Lab Assistant	\$6,271	\$5,655	9.82%	\$6,710	\$5,766	14.07%	\$9,488	\$7,910	16.63%	7
Plant Supervisor	\$9,440	\$9,451	-0.11%	\$10,101	\$9,805	2.93%	\$12,925	\$12,190	5.68%	4
Plant Manager	\$13,988	\$13,604	2.74%	\$14,967	\$14,195	5.16%	\$17,857	\$16,736	6.28%	6
Plant Operator II	\$6,878	\$7,018	-2.03%	\$7,359	\$7,331	0.38%	\$10,146	\$9,478	6.59%	10
Plant Operator-in-Training	\$4,436	\$5,516	-24.35%	\$4,746	\$5,741	-20.96%	\$7,498	\$8,029	-7.09%	5
Senior Lab Analyst	\$8,980	Insuff Data	---	\$9,609	Insuff Data	---	\$12,426	Insuff Data	---	2
Senior Management Analyst	Market Check	Insuff Data	---	Market Check	Insuff Data	---	Market Check	Insuff Data	---	0
		<b>Average</b>	<b>-1.34%</b>		<b>Average</b>	<b>2.29%</b>		<b>Average</b>	<b>6.28%</b>	

Classification	Base Salary			Median Total Cash			Total Compensation			Comparability
	BBARWA Maximum Base Salary	Labor Market Median Base	% BBARWA is above or below Market Median	BBARWA Total Cash	Labor Market Median Total Cash	% BBARWA is above or below Market Median	BBARWA Total Compensation	Labor Market Total Median Compensation	% BBARWA is above or below Market Median	
Accounting Technician	Market Check	\$5,631	Market Check	Market Check	\$5,631	Market Check	Market Check	\$7,260	Market Check	6
Finance Manager	\$14,324	\$14,654	-2.30%	\$15,327	\$14,777	3.59%	\$18,222	\$18,065	0.86%	8
General Manager	\$19,836	\$21,153	-6.64%	\$21,820	\$21,267	2.53%	\$25,361	\$24,688	2.66%	7
Human Resources Coordinator/Accounting Technician	\$9,299	\$8,110	12.79%	\$9,950	\$8,210	17.49%	\$12,772	\$11,098	13.11%	7
Lab Analyst	Market Check	\$7,848	Market Check	Market Check	\$8,354	Market Check	Market Check	\$11,590	Market Check	6
Lab Assistant	Market Check	Insuff Data	---	Market Check	Insuff Data	---	Market Check	Insuff Data	---	2
Management Analyst-Board Secretary	\$7,944	\$8,296	-4.43%	\$8,500	\$8,324	2.07%	\$11,302	\$10,206	9.70%	8
Operations Administrative-Lab Assistant	\$6,271	\$5,899	5.94%	\$6,710	\$5,899	12.09%	\$9,488	\$8,262	12.93%	7
Plant Supervisor	\$9,440	\$9,504	-0.68%	\$10,101	\$9,765	3.32%	\$12,925	\$12,201	5.60%	4
Plant Manager	\$13,988	\$14,057	-0.49%	\$14,967	\$14,948	0.13%	\$17,857	\$18,636	-4.36%	6
Plant Operator II	\$6,878	\$6,975	-1.41%	\$7,359	\$7,214	1.97%	\$10,146	\$9,342	7.92%	10
Plant Operator-in-Training	\$4,436	\$5,802	-30.81%	\$4,746	\$6,192	-30.47%	\$7,498	\$8,904	-18.76%	5
Senior Lab Analyst	\$8,980	Insuff Data	---	\$9,609	Insuff Data	---	\$12,426	Insuff Data	---	2
Senior Management Analyst	Market Check	Insuff Data	---	Market Check	Insuff Data	---	Market Check	Insuff Data	---	0
		<b>Average</b>	<b>-3.12%</b>		<b>Average</b>	<b>1.41%</b>		<b>Average</b>	<b>3.30%</b>	

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Accounting Technician</b>	<b>Market Check</b>						<b>Market Check</b>													
City of Barstow	Accounting Technician	\$5,899	0%	\$0	\$0	\$0	\$0	\$5,899	\$1,000	inc	inc	inc	\$14	\$10	\$0	\$86	\$7,009	0%	\$0	\$7,009	
City of Colton	Account Technician II	\$4,610	0%	\$0	\$0	\$92	\$231	\$4,933	\$1,183	inc	inc	inc	\$7	\$21	\$0	\$67	\$6,211	0%	\$0	\$6,211	
City of Redlands	Accounting Technician II	\$4,538	0%	\$0	\$0	\$0	\$0	\$4,538	\$0	\$900	\$122	\$19	\$4	\$0	\$0	\$347	\$5,929	0%	\$0	\$5,929	
City of San Clemente	Accounting Specialist II	\$5,362	0%	\$0	\$0	\$0	\$0	\$5,362	\$0	\$1,739	inc	DNA	DNA	DNA	\$0	\$410	\$7,511	0%	\$0	\$7,511	
Crestline Sanitary District	No Comparable Class																				Account Clerk I is entry level and clerical accounting; no salary for Account Clerk II; Fiscal Assistant is interim and also does HR
Goleta Sanitary District	Accounting Technician	\$6,318	7%	\$442	\$0	\$0	\$0	\$6,760	\$0	\$2,638	\$206	\$24	\$56	\$51	\$0	\$483	\$10,219	0%	\$0	\$10,219	
Lake Arrowhead Community Services District	Accounting Technician	\$7,459	0%	\$0	\$65	\$143	\$275	\$7,942	\$0	\$2,311	\$142	\$0	\$22	\$17	\$0	\$571	\$11,006	0%	\$0	\$11,006	
Mountain View Sanitary District	No Comparable Class																				
Valley Sanitary District	No Comparable Class																				Not budgeted
Victor Valley Wastewater Reclamation	No Comparable Class																				Accounting Technician requires BA
Yucaipa Valley Water District	No Comparable Class																				
<b>Labor Market Mean</b>		<b>\$5,698</b>						<b>\$5,906</b>									<b>\$7,981</b>			<b>\$7,981</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		<b>Market Check</b>						<b>Market Check</b>									<b>Market Check</b>			<b>Market Check</b>	
<b>Labor Market Median</b>		<b>\$5,631</b>						<b>\$5,631</b>									<b>\$7,260</b>			<b>\$7,260</b>	
<b>% BBARWA is above or below Labor Market Median</b>		<b>Market Check</b>						<b>Market Check</b>									<b>Market Check</b>			<b>Market Check</b>	
<b># of Comparable Matches</b>		<b>6</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Finance Manager</b>	<b>\$14,324</b>	<b>3%</b>	<b>\$430</b>	<b>\$430</b>	<b>\$143</b>	<b>\$0</b>	<b>\$15,327</b>	<b>\$0</b>	<b>\$2,451</b>	<b>\$203</b>	<b>\$22</b>	<b>\$11</b>	<b>\$0</b>	<b>\$0</b>	<b>\$208</b>	<b>\$18,222</b>	<b>0%</b>	<b>\$0</b>	<b>\$18,222</b>	
City of Barstow	No Comparable Class																				
City of Colton	Finance Manager	\$10,174	0%	\$0	\$0	\$203	\$509	\$10,886	\$1,225	inc	inc	inc	\$7	\$46	\$0	\$148	\$12,311	0%	\$0	\$12,311	
City of Redlands	Assistant Director, Finance	\$14,290	0%	\$0	\$380	\$0	\$0	\$14,670	\$0	\$913	\$122	\$19	\$4	\$0	\$0	\$1,035	\$16,761	0%	\$0	\$16,761	
City of San Clemente	Financial Services Officer	\$13,227	0%	\$0	\$0	\$0	\$0	\$13,227	\$0	\$1,739	inc	DNA	DNA	DNA	\$0	\$1,012	\$15,978	0%	\$0	\$15,978	
Crestline Sanitary District	No Comparable Class																				Assistant General Manager
Goleta Sanitary District	Finance and Human Resources Manager	\$15,006	7%	\$1,050	\$0	\$0	\$0	\$16,056	\$0	\$2,638	\$206	\$24	\$93	\$85	\$0	\$1,045	\$20,147	0%	\$0	\$20,147	Over Finance and Human Resources
Lake Arrowhead Community Services District	Finance Manager	\$16,550	0%	\$0	\$60	\$318	\$225	\$17,153	\$0	\$2,311	\$142	\$0	\$50	\$29	\$0	\$1,068	\$20,752	0%	\$0	\$20,752	Over Finance, Customer Service, and Information Systems
Mountain View Sanitary District	Chief Financial Officer/Administrative Services Manager	\$14,522	0%	\$0	\$0	\$0	\$0	\$14,522	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$1,038	\$17,934	0%	\$0	\$17,934	Over Finance and Human Resources
Valley Sanitary District	Chief Administrative Officer	\$14,785	0%	\$0	\$0	\$100	\$0	\$14,885	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$1,042	\$18,195	0%	\$0	\$18,195	Over Finance and Lab
Victor Valley Wastewater Reclamation	No Comparable Class																				No longer have Controller, now Accounting Supervisor
Yucaipa Valley Water District	Chief Financial Officer	\$14,908	0%	\$0	\$1,135	\$0	\$0	\$16,043	\$0	\$1,981	\$108	\$0	\$11	\$32	\$0	\$1,044	\$19,219	0%	\$0	\$19,219	Bonus range is \$15,653
<b>Labor Market Mean</b>		<b>\$14,183</b>						<b>\$14,680</b>									<b>\$17,662</b>			<b>\$17,662</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		<b>0.99%</b>						<b>4.22%</b>									<b>3.07%</b>			<b>3.07%</b>	
<b>Labor Market Median</b>		<b>\$14,654</b>						<b>\$14,777</b>									<b>\$18,065</b>			<b>\$18,065</b>	
<b>% BBARWA is above or below Labor Market Median</b>		<b>-2.30%</b>						<b>3.59%</b>									<b>0.86%</b>			<b>0.86%</b>	
<b># of Comparable Matches</b>		<b>8</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
Big Bear Area Regional Wastewater Agency	General Manager	\$19,836	3%	\$595	\$1,190	\$198	\$0	\$21,820	\$0	\$2,451	\$203	\$22	\$577	\$0	\$0	\$288	\$25,361	0%	\$0	\$25,361	Operator cert is desired with the ability to obtain Grade IV within 5 years
City of Barstow	No Comparable Class																				
City of Colton	No Comparable Class																				
City of Redlands	No Comparable Class																				
City of San Clemente	No Comparable Class																				
Crestline Sanitary District	General Manager	\$14,934	0%	\$0	\$217	\$0	\$0	\$15,151	\$598	\$1,000	inc	\$27	\$35	\$0	\$0	\$217	\$17,026	0%	\$0	\$17,026	
Goleta Sanitary District	General Manager	\$21,202	7%	\$1,484	\$0	\$0	\$0	\$22,686	\$0	\$2,638	\$206	\$24	\$93	\$85	\$0	\$1,135	\$26,867	0%	\$0	\$26,867	Possession of a valid certificate of registration as a Civil Engineer issued by the California Board for Professional Engineers, Land Surveyors, and Geologists.
Lake Arrowhead Community Services District	General Manager	\$20,041	0%	\$0	\$601	\$385	\$0	\$21,028	\$0	\$2,311	\$142	\$0	\$60	\$29	\$0	\$1,118	\$24,688	0%	\$0	\$24,688	
Mountain View Sanitary District	District Manager	\$21,153	0%	\$0	\$0	\$0	\$0	\$21,153	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$1,134	\$24,661	0%	\$0	\$24,661	Registration as a Professional Engineer in the State of California and/or possession of a Wastewater Operator Grade IV Certification issued by the State Water Resources Control Board is highly desirable
Valley Sanitary District	General Manager	\$21,970	0%	\$0	\$0	\$100	\$0	\$22,070	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$1,146	\$25,484	0%	\$0	\$25,484	
Victor Valley Wastewater Reclamation	General Manager	\$20,417	0%	\$0	\$613	\$238	\$0	\$21,267	\$1,150	inc	inc	inc	\$32	\$30	\$0	\$296	\$22,774	0%	\$0	\$22,774	MA desired
Yucaipa Valley Water District	General Manager	\$22,987	0%	\$0	\$1,135	\$0	\$0	\$24,122	\$0	\$1,981	\$108	\$0	\$11	\$32	\$0	\$1,161	\$27,416	0%	\$0	\$27,416	No spec
<b>Labor Market Mean</b>		<b>\$20,386</b>						<b>\$21,068</b>									<b>\$24,131</b>			<b>\$24,131</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		<b>-2.77%</b>						<b>3.45%</b>									<b>4.85%</b>			<b>4.85%</b>	
<b>Labor Market Median</b>		<b>\$21,153</b>						<b>\$21,267</b>									<b>\$24,688</b>			<b>\$24,688</b>	
<b>% BBARWA is above or below Labor Market Median</b>		<b>-6.64%</b>						<b>2.53%</b>									<b>2.66%</b>			<b>2.66%</b>	
<b># of Comparable Matches</b>		<b>7</b>																			
<b>Data effective as of 1/2023</b>																					



**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Human Resources Coordinator/Accounting Technician</b>	<b>\$9,299</b>	<b>3%</b>	<b>\$279</b>	<b>\$279</b>	<b>\$93</b>	<b>\$0</b>	<b>\$9,950</b>	<b>\$0</b>	<b>\$2,451</b>	<b>\$203</b>	<b>\$22</b>	<b>\$11</b>	<b>\$0</b>	<b>\$0</b>	<b>\$135</b>	<b>\$12,772</b>	<b>0%</b>	<b>\$0</b>	<b>\$12,772</b>	BA
City of Barstow	Human Resources Manager	\$10,716	0%	\$0	\$107	\$0	\$0	\$10,823	\$1,000	inc	inc	inc	\$14	\$10	\$0	\$155	\$12,003	0%	\$0	\$12,003	BA; can supervise per job description, but no other staff in HR; MA desired
City of Colton	Human Resources Analyst	\$7,106	0%	\$0	\$0	\$142	\$355	\$7,603	\$1,225	inc	inc	inc	\$7	\$32	\$0	\$103	\$8,970	0%	\$0	\$8,970	BA
City of Redlands	Human Resources Analyst	\$7,711	0%	\$0	\$72	\$0	\$0	\$7,783	\$0	\$913	\$122	\$19	\$4	\$0	\$0	\$590	\$9,429	0%	\$0	\$9,429	BA
City of San Clemente	Human Resources Analyst II	\$8,734	0%	\$0	\$0	\$0	\$0	\$8,734	\$0	\$1,739	inc	DNA	DNA	DNA	\$0	\$668	\$11,141	0%	\$0	\$11,141	BA
Crestline Sanitary District	No Comparable Class																				Assistant General Manager
Goleta Sanitary District	No Comparable Class																				Finance/HR Manager
Lake Arrowhead Community Services District	Human Resources Manager	\$12,350	0%	\$0	\$60	\$238	\$225	\$12,873	\$0	\$2,311	\$142	\$0	\$37	\$29	\$0	\$945	\$16,336	0%	\$0	\$16,336	No BA required, but duties are consistent; Supervises one HR Administrative Analyst
Mountain View Sanitary District	No Comparable Class																				
Valley Sanitary District	Human Resources Specialist	\$8,110	0%	\$0	\$0	\$100	\$0	\$8,210	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$620	\$11,098	0%	\$0	\$11,098	BA; substitution allowed
Victor Valley Wastewater Reclamation	Human Resources/Payroll Technician	\$7,308	0%	\$0	\$0	\$85	\$365	\$7,759	\$1,150	inc	inc	inc	\$32	\$30	\$0	\$106	\$9,075	0%	\$0	\$9,075	BA; duties consistent with an Analyst
Yucaipa Valley Water District	No Comparable Class																				
	<b>Labor Market Mean</b>	<b>\$8,862</b>						<b>\$9,112</b>									<b>\$11,150</b>			<b>\$11,150</b>	
	<b>% BBARWA is above or below Labor Market Mean</b>	<b>4.70%</b>						<b>8.42%</b>									<b>12.70%</b>			<b>12.70%</b>	
	<b>Labor Market Median</b>	<b>\$8,110</b>						<b>\$8,210</b>									<b>\$11,098</b>			<b>\$11,098</b>	
	<b>% BBARWA is above or below Labor Market Median</b>	<b>12.79%</b>						<b>17.49%</b>									<b>13.11%</b>			<b>13.11%</b>	
	<b># of Comparable Matches</b>	<b>7</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Lab Analyst</b>	<b>Market Check</b>						<b>Market Check</b>									<b>Market Check</b>			<b>Market Check</b>	
City of Barstow	No Comparable Class																				
City of Colton	No Comparable Class																				
City of Redlands	Lab Analyst II	\$6,117	0%	\$0	\$0	\$0	\$0	\$6,117	\$0	\$900	\$122	\$19	\$4	\$0	\$0	\$468	\$7,629	0%	\$0	\$7,629	BA; Grade II Lab Analyst cert
City of San Clemente	No Comparable Class																				
Crestline Sanitary District	No Comparable Class																				
Goleta Sanitary District	Lab Analyst II	\$8,129	7%	\$569	\$0	\$0	\$0	\$8,698	\$0	\$2,638	\$206	\$24	\$72	\$66	\$0	\$622	\$12,326	0%	\$0	\$12,326	AA; Grade I Laboratory Analyst Certificate is required; Grade II within 18 months
Lake Arrowhead Community Services District	Lab Analyst	\$9,064	0%	\$0	\$65	\$174	\$275	\$9,578	\$0	\$2,311	\$142	\$0	\$27	\$21	\$0	\$693	\$12,773	0%	\$0	\$12,773	Certificate; Grade I Environmental Compliance Inspector Certificate; Grade I Wastewater Treatment Plant Operator Certificate; Grade II Water Treatment
Mountain View Sanitary District	Lab Analyst	\$10,028	0%	\$0	\$0	\$0	\$0	\$10,028	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$767	\$13,169	0%	\$0	\$13,169	Grade II Laboratory Analyst Certificate within 12 months; AA; BA desired
Valley Sanitary District	Lab Technician II	\$7,534	0%	\$0	\$0	\$100	\$377	\$8,010	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$576	\$10,854	0%	\$0	\$10,854	BA; Laboratory Technician Certificate Grade II or higher is required.
Victor Valley Wastewater Reclamation	No Comparable Class																				Contracted out
Yucaipa Valley Water District	Water Quality Chemist	\$7,567	0%	\$0	\$379	\$0	\$0	\$7,946	\$0	\$1,981	\$108	\$0	\$11	\$22	\$0	\$579	\$10,647	0%	\$0	\$10,647	Bonus Range is \$7945; BA; Possession of a valid Grade II Laboratory Technologist Certificate or Grade II Water Quality Analyst Certificate
	<b>Labor Market Mean</b>	<b>\$8,073</b>						<b>\$8,396</b>									<b>\$11,233</b>			<b>\$11,233</b>	
	<b>% BBARWA is above or below Labor Market Mean</b>	<b>Market Check</b>						<b>Market Check</b>									<b>Market Check</b>			<b>Market Check</b>	
	<b>Labor Market Median</b>	<b>\$7,848</b>						<b>\$8,354</b>									<b>\$11,590</b>			<b>\$11,590</b>	
	<b>% BBARWA is above or below Labor Market Median</b>	<b>Market Check</b>						<b>Market Check</b>									<b>Market Check</b>			<b>Market Check</b>	
	<b># of Comparable Matches</b>	<b>6</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments	
<b>Big Bear Area Regional Wastewater Agency</b>		<b>Lab Assistant</b>	<b>Market Check</b>					<b>Market Check</b>										<b>Market Check</b>		<b>Market Check</b>		
City of Barstow	No Comparable Class																					
City of Colton	No Comparable Class																					
City of Redlands	No Comparable Class																					
City of San Clemente	Lab Technician II																					
Crestline Sanitary District	No Comparable Class																					
Goleta Sanitary District	No Comparable Class																					
Lake Arrowhead Community Services District	Lab Technician	\$7,101	0%	\$0	\$65	\$137	\$275	\$7,578	\$0	\$2,311	\$142	\$0	\$21	\$17	\$0	\$543	\$10,612	0%	\$0	\$10,612		
Mountain View Sanitary District	No Comparable Class																					
Valley Sanitary District	No Comparable Class																					
Victor Valley Wastewater Reclamation	No Comparable Class																					Contracted out
Yucaipa Valley Water District	Water Quality Technician	\$5,947	0%	\$0	\$379	\$0	\$0	\$6,326	\$0	\$1,981	\$108	\$0	\$11	\$17	\$0	\$455	\$8,898	0%	\$0	\$8,898	Bonus Range is \$6244	
<b>Labor Market Mean</b>		<b>Insuff Data</b>						<b>Insuff Data</b>								<b>Insuff Data</b>				<b>Insuff Data</b>		
<b>% BBARWA is above or below Labor Market Mean</b>		---						---								---				---		
<b>Labor Market Median</b>		<b>Insuff Data</b>						<b>Insuff Data</b>								<b>Insuff Data</b>				<b>Insuff Data</b>		
<b>% BBARWA is above or below Labor Market Median</b>		---						---								---				---		
<b># of Comparable Matches</b>		2																				
<b>Data effective as of 1/2023</b>																						

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Management Analyst-Board Secretary</b>	<b>\$7,944</b>	<b>3%</b>	<b>\$238</b>	<b>\$238</b>	<b>\$79</b>	<b>\$0</b>	<b>\$8,500</b>	<b>\$0</b>	<b>\$2,451</b>	<b>\$203</b>	<b>\$22</b>	<b>\$11</b>	<b>\$0</b>	<b>\$0</b>	<b>\$115</b>	<b>\$11,302</b>	<b>0%</b>	<b>\$0</b>	<b>\$11,302</b>	<b>BA</b>
City of Barstow	Senior Administrative Analyst	\$8,609	0%	\$0	\$86	\$0	\$0	\$8,695	\$1,000	inc	inc	inc	\$14	\$10	\$0	\$125	\$9,844	0%	\$0	\$9,844	BA; MA desired
City of Colton	Administrative Analyst II	\$6,460	0%	\$0	\$0	\$0	\$323	\$6,783	\$1,183	inc	inc	inc	\$7	\$29	\$0	\$94	\$8,096	0%	\$0	\$8,096	BA
City of Redlands	Management Analyst	\$7,121	0%	\$0	\$72	\$0	\$0	\$7,193	\$0	\$913	\$122	\$19	\$4	\$0	\$0	\$545	\$8,794	0%	\$0	\$8,794	BA
City of San Clemente	Management Analyst II	\$8,318	0%	\$0	\$0	\$0	\$0	\$8,318	\$0	\$1,739	inc	DNA	DNA	DNA	\$0	\$636	\$10,693	0%	\$0	\$10,693	BA
Crestline Sanitary District	No Comparable Class																				Assistant General Manager and Interim Fiscal Assistant
Goleta Sanitary District	Senior Management Analyst	\$9,750	7%	\$683	\$0	\$0	\$0	\$10,433	\$0	\$2,638	\$206	\$24	\$87	\$79	\$0	\$746	\$14,212	0%	\$0	\$14,212	BA
Lake Arrowhead Community Services District	No Comparable Class																				Executive Assistant requires high school diploma
Mountain View Sanitary District	Board Secretary/Executive Assistant	\$8,330	0%	\$0	\$0	\$0	\$0	\$8,330	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$637	\$11,341	0%	\$0	\$11,341	10 years of experience or BA required
Valley Sanitary District	Clerk of the Board	\$7,367	0%	\$0	\$0	\$100	\$0	\$7,467	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$564	\$10,298	0%	\$0	\$10,298	No BA
Victor Valley Wastewater Reclamation	Secretary to the General Manager/Board Secretary	\$8,273	0%	\$0	\$0	\$97	\$414	\$8,783	\$1,150	inc	inc	inc	\$32	\$30	\$0	\$120	\$10,114	0%	\$0	\$10,114	AA
Yucaipa Valley Water District	No Comparable Class																				General Manager serves as Board Secretary
	<b>Labor Market Mean</b>	<b>\$8,028</b>						<b>\$8,250</b>									<b>\$10,424</b>			<b>\$10,424</b>	
	<b>% BBARWA is above or below Labor Market Mean</b>	<b>-1.06%</b>						<b>2.94%</b>									<b>7.77%</b>			<b>7.77%</b>	
	<b>Labor Market Median</b>	<b>\$8,296</b>						<b>\$8,324</b>									<b>\$10,206</b>			<b>\$10,206</b>	
	<b>% BBARWA is above or below Labor Market Median</b>	<b>-4.43%</b>						<b>2.07%</b>									<b>9.70%</b>			<b>9.70%</b>	
	<b># of Comparable Matches</b>	<b>8</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Operations Administrative-Lab Assistant</b>	<b>\$6,271</b>	<b>3%</b>	<b>\$188</b>	<b>\$188</b>	<b>\$63</b>	<b>\$0</b>	<b>\$6,710</b>	<b>\$0</b>	<b>\$2,451</b>	<b>\$203</b>	<b>\$22</b>	<b>\$11</b>	<b>\$0</b>	<b>\$0</b>	<b>\$91</b>	<b>\$9,488</b>	<b>0%</b>	<b>\$0</b>	<b>\$9,488</b>	<b>Grade I Lab Analyst within 2 years</b>
City of Barstow	Administrative Assistant	\$5,899	0%	\$0	\$0	\$0	\$0	\$5,899	\$1,000	inc	inc	inc	\$14	\$10	\$0	\$86	\$7,009	0%	\$0	\$7,009	
City of Colton	Administrative Assistant	\$4,373	0%	\$0	\$0	\$87	\$219	\$4,679	\$1,183	inc	inc	inc	\$7	\$20	\$0	\$63	\$5,952	0%	\$0	\$5,952	
City of Redlands	Administrative Assistant II	\$4,405	0%	\$0	\$0	\$0	\$0	\$4,405	\$0	\$900	\$122	\$19	\$4	\$0	\$0	\$337	\$5,786	0%	\$0	\$5,786	
City of San Clemente	Administrative Assistant	\$6,059	0%	\$0	\$0	\$0	\$0	\$6,059	\$0	\$1,739	inc	DNA	DNA	DNA	\$0	\$464	\$8,262	0%	\$0	\$8,262	
Crestline Sanitary District	No Comparable Class																				
Goleta Sanitary District	Administrative Assistant	\$5,274	7%	\$369	\$0	\$0	\$0	\$5,643	\$0	\$2,638	\$206	\$24	\$47	\$43	\$0	\$403	\$9,004	0%	\$0	\$9,004	
Lake Arrowhead Community Services District	No Comparable Class																				
Mountain View Sanitary District	Administrative Assistant	\$7,171	0%	\$0	\$0	\$0	\$0	\$7,171	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$549	\$10,093	0%	\$0	\$10,093	
Valley Sanitary District	Administrative Assistant	\$6,407	0%	\$0	\$0	\$100	\$0	\$6,507	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$490	\$9,265	0%	\$0	\$9,265	
Victor Valley Wastewater Reclamation	No Comparable Class																				
Yucaipa Valley Water District	No Comparable Class																				
	<b>Labor Market Mean</b>	<b>\$5,655</b>						<b>\$5,766</b>									<b>\$7,910</b>			<b>\$7,910</b>	
	<b>% BBARWA is above or below Labor Market Mean</b>	<b>9.82%</b>						<b>14.07%</b>									<b>16.63%</b>			<b>16.63%</b>	
	<b>Labor Market Median</b>	<b>\$5,899</b>						<b>\$5,899</b>									<b>\$8,262</b>			<b>\$8,262</b>	
	<b>% BBARWA is above or below Labor Market Median</b>	<b>5.94%</b>						<b>12.09%</b>									<b>12.93%</b>			<b>12.93%</b>	
	<b># of Comparable Matches</b>	<b>7</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Educator on Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
Big Bear Area Regional Wastewater Agency	Plant Supervisor	\$9,440	3%	\$283	\$283	\$94	\$0	\$10,101	\$0	\$2,451	\$203	\$22	\$11	\$0	\$0	\$137	\$12,925	0%	\$0	\$12,925	Over Operations and Maintenance; Grade IV Wastewater Treatment Plant Operator Certificate, or possession of a Grade III with the ability to obtain a Grade IV within 24 months. Grade II Collection System Maintenance Certificate and a Grade I Plant Maintenance Certificate as issued by the California Water Environment Association, or the ability to obtain within two (2) years of employment.
City of Barstow	No Comparable Class																				WWTP Supervisor not budgeted
City of Colton	Wastewater Utilities Supervisor	\$8,127	0%	\$0	\$0	\$0	\$406	\$8,533	\$1,183	inc	inc	inc	\$7	\$37	\$0	\$118	\$9,878	0%	\$0	\$9,878	Over Operations and Maintenance; Grade IV Wastewater Treatment Plant Operator Certificate; Grade V Wastewater Treatment Plant Operator Certificate is desired.
City of Redlands	Wastewater Operations Supervisor	\$8,580	0%	\$0	\$0	\$0	\$0	\$8,580	\$0	\$900	\$122	\$19	\$4	\$0	\$0	\$656	\$10,280	0%	\$0	\$10,280	Over Operations and Maintenance; Grade IV Wastewater Operator Certificate; Grade V Wastewater Operator Certificate is desirable; Grade IV Laboratory Analyst Certificate is desirable.
City of San Clemente	No Comparable Class																				Separate supervisors over operations and maintenance
Crestline Sanitary District	No Comparable Class																				No supervisory level
Goleta Sanitary District	No Comparable Class																				Have separate supervisors over operations and maintenance
Lake Arrowhead Community Services District	Wastewater Operations Supervisor	\$10,667	0%	\$0	\$60	\$205	\$225	\$11,157	\$0	\$2,311	\$142	\$0	\$32	\$25	\$0	\$816	\$14,483	0%	\$0	\$14,483	Over Operations and Maintenance; Grade IV Wastewater Treatment Plant Operator Certificate
Mountain View Sanitary District	Plant Supervisor	\$10,428	0%	\$0	\$0	\$0	\$521	\$10,949	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$798	\$14,121	0%	\$0	\$14,121	New class; over operations and maintenance; Class B driver's license with tanker and air brake endorsements within nine months of appointment; Grade III Wastewater Treatment Operator Certificate; Grade I Plant Maintenance Technologist Certificate within two years of appointment; Grade II Collections Certificate within two years of appointment; Transportation Worker Identification Credential (TWIC) within one year of appointment
Valley Sanitary District	No Comparable Class																				Separate supervisors over operations and maintenance
Victor Valley Wastewater Reclamation	No Comparable Class																				Separate supervisors over operations and maintenance
Yucaipa Valley Water District	No Comparable Class																				Over water and wastewater treatment
<b>Labor Market Mean</b>		<b>\$9,451</b>						<b>\$9,805</b>									<b>\$12,190</b>			<b>\$12,190</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		<b>-0.11%</b>						<b>2.93%</b>									<b>5.68%</b>			<b>5.68%</b>	
<b>Labor Market Median</b>		<b>\$9,504</b>						<b>\$9,765</b>									<b>\$12,201</b>			<b>\$12,201</b>	
<b>% BBARWA is above or below Labor Market Median</b>		<b>-0.68%</b>						<b>3.32%</b>									<b>5.60%</b>			<b>5.60%</b>	
<b># of Comparable Matches</b>		<b>4</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
Big Bear Area Regional Wastewater Agency	Plant Manager	\$13,988	3%	\$420	\$420	\$140	\$0	\$14,967	\$0	\$2,451	\$203	\$22	\$11	\$0	\$0	\$203	\$17,857	0%	\$0	\$17,857	BA; Grade IV Wastewater Treatment Plant Operator; Grade II Collection System Maintenance certificate and Grade I Plant Maintenance certificate
City of Barstow	Wastewater Treatment Plant Superintendent	\$9,995	0%	\$0	\$100	\$0	\$0	\$10,095	\$1,000	inc	inc	inc	\$14	\$10	\$0	\$145	\$11,264	0%	\$0	\$11,264	BA desired; Must obtain a Class A or B license within 12 months of appointment; Possession of a State Water Resources Control Board Grade V Water Treatment Operator Certificate is required; Possession of a State Water Resources Control Board Grade IV Water Distribution Operator Certificate is required.
City of Colton	No Comparable Class																				Over water and wastewater treatment
City of Redlands	No Comparable Class																				Utilities Operations Manager over water and wastewater
City of San Clemente	No Comparable Class																				Utilities Manager is over water also
Crestline Sanitary District	Operations Manager	\$11,289	0%	\$0	\$167	\$0	\$0	\$11,456	\$598	\$1,000	inc	\$27	\$35	\$0	\$0	\$164	\$13,278	0%	\$0	\$13,278	No BA; Grade IV or higher wastewater treatment operator
Goleta Sanitary District	Plant Operations Manager	\$13,784	7%	\$965	\$0	\$0	\$0	\$14,749	\$0	\$2,638	\$206	\$24	\$93	\$85	\$0	\$1,028	\$18,822	0%	\$0	\$18,822	BA is one option; Grade I Laboratory Technologist Certificate within 18 months of hire date; Grade V Wastewater Treatment Plant Operator Certificate within 18 months of hire date
Lake Arrowhead Community Services District	No Comparable Class																				Over water and wastewater treatment
Mountain View Sanitary District	Operations Manager/Chief Plant Operator	\$15,909	0%	\$0	\$0	\$0	\$0	\$15,909	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$1,058	\$19,341	0%	\$0	\$19,341	BA is one option; Grade V Wastewater Treatment Operator Certificate; California's Class B driver's license within nine months of appointment is highly desirable
Valley Sanitary District	Chief Operations Officer	\$14,330	0%	\$0	\$0	\$100	\$717	\$15,147	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$1,035	\$18,450	0%	\$0	\$18,450	BA preferred; Grade IV WWTPO
Victor Valley Wastewater Reclamation	Plant Superintendent	\$16,318	0%	\$0	\$490	\$190	\$816	\$17,814	\$1,150	inc	inc	inc	\$32	\$30	\$0	\$237	\$19,261	0%	\$0	\$19,261	No BA; Grade V Wastewater Treatment Certification
Yucaipa Valley Water District	No Comparable Class																				Over water and wastewater treatment
<b>Labor Market Mean</b>		<b>\$13,604</b>						<b>\$14,195</b>									<b>\$16,736</b>			<b>\$16,736</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		<b>2.74%</b>						<b>5.16%</b>									<b>6.28%</b>			<b>6.28%</b>	
<b>Labor Market Median</b>		<b>\$14,057</b>						<b>\$14,948</b>									<b>\$18,636</b>			<b>\$18,636</b>	
<b>% BBARWA is above or below Labor Market Median</b>		<b>-0.49%</b>						<b>0.13%</b>									<b>-4.36%</b>			<b>-4.36%</b>	
<b># of Comparable Matches</b>		<b>6</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Plant Operator II</b>	<b>\$6,878</b>	<b>3%</b>	<b>\$206</b>	<b>\$206</b>	<b>\$69</b>	<b>\$0</b>	<b>\$7,359</b>	<b>\$0</b>	<b>\$2,451</b>	<b>\$203</b>	<b>\$22</b>	<b>\$11</b>	<b>\$0</b>	<b>\$0</b>	<b>\$100</b>	<b>\$10,146</b>	<b>0%</b>	<b>\$0</b>	<b>\$10,146</b>	<b>Grade II Wastewater Treatment Plant Operator</b>
City of Barstow	Wastewater Treatment Plant Operator	\$5,340	0%	\$0	\$0	\$0	\$0	\$5,340	\$1,000	inc	inc	inc	\$14	\$10	\$0	\$77	\$6,441	0%	\$0	\$6,441	Ability to obtain a Class A license within 12 months of appointment. Wastewater Treatment Plant Operator must have the ability to obtain a California Wastewater Treatment Operator II Certificate or higher within 4 testing cycles; Possession of a California Water Environmental Association Collection System Maintenance. Grade II is desirable.
City of Colton	Wastewater Treatment Plant Operator II	\$6,417	0%	\$0	\$0	\$0	\$449	\$6,866	\$1,183	inc	inc	inc	\$10	\$29	\$0	\$93	\$8,182	0%	\$0	\$8,182	Grade II Wastewater Treatment Plant Operator; Grade III desired
City of Redlands	Wastewater Facilities Operator II	\$5,997	0%	\$0	\$0	\$0	\$0	\$5,997	\$0	\$900	\$122	\$19	\$4	\$0	\$0	\$459	\$7,500	0%	\$0	\$7,500	Grade II Wastewater Treatment Plant Operator
City of San Clemente	Plant Operator II	\$6,843	0%	\$0	\$0	\$0	\$0	\$6,843	\$0	\$1,739	inc	DNA	DNA	DNA	\$0	\$523	\$9,106	0%	\$0	\$9,106	Grade II Wastewater Treatment Plant Operator if assigned to wastewater
Crestline Sanitary District	Treatment Plant Operator II	\$6,289	0%	\$0	\$167	\$0	\$104	\$6,560	\$275	\$1,000	inc	\$27	\$23	\$0	\$0	\$91	\$7,976	0%	\$0	\$7,976	Grade II Wastewater Treatment Plant Operator
Goleta Sanitary District	Treatment Plant Operator II	\$7,637	7%	\$535	\$0	\$0	\$0	\$8,172	\$0	\$2,638	\$206	\$24	\$68	\$62	\$0	\$584	\$11,753	0%	\$0	\$11,753	Grade III certificate
Lake Arrowhead Community Services District	Wastewater Treatment Plant Operator II	\$7,459	0%	\$0	\$65	\$143	\$275	\$7,942	\$0	\$2,311	\$142	\$0	\$22	\$17	\$0	\$571	\$11,006	0%	\$0	\$11,006	Grade II Water Treatment Plant Operator Certificate issued by the SWRCB, OR a Grade II Wastewater Treatment Plant Operator Certificate issued by the SWRCB. Grade I Certificate in the opposite certification program issued by the SWRCB or the SWRCB.
Mountain View Sanitary District	Wastewater Operator II	\$9,311	0%	\$0	\$0	\$0	\$466	\$9,777	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$712	\$12,862	0%	\$0	\$12,862	Grade II Wastewater Treatment Plant Operator
Valley Sanitary District	Wastewater Operator II	\$7,107	0%	\$0	\$0	\$100	\$355	\$7,562	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$544	\$10,374	0%	\$0	\$10,374	Grade II WWTPO
Victor Valley Wastewater Reclamation	Operator II	\$7,776	0%	\$0	\$0	\$91	\$389	\$8,256	\$1,150	inc	inc	inc	\$32	\$30	\$0	\$113	\$9,579	0%	\$0	\$9,579	Grade II Wastewater Treatment Plant Operator
Yucaipa Valley Water District	No Comparable Class																				Water and wastewater treatment
<b>Labor Market Mean</b>		<b>\$7,018</b>						<b>\$7,331</b>									<b>\$9,478</b>			<b>\$9,478</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		<b>-2.03%</b>						<b>0.38%</b>									<b>6.59%</b>			<b>6.59%</b>	
<b>Labor Market Median</b>		<b>\$6,975</b>						<b>\$7,214</b>									<b>\$9,342</b>			<b>\$9,342</b>	
<b>% BBARWA is above or below Labor Market Median</b>		<b>-1.41%</b>						<b>1.97%</b>									<b>7.92%</b>			<b>7.92%</b>	
<b># of Comparable Matches</b>		<b>10</b>																			
<b>Data effective as of 1/2023</b>																					



**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
Big Bear Area Regional Wastewater Agency	Plant Operator-in-Training	\$4,436	3%	\$133	\$133	\$44	\$0	\$4,746	\$0	\$2,451	\$203	\$22	\$11	\$0	\$0	\$64	\$7,498	0%	\$0	\$7,498	OIT certificate within 9 months; Grade I no later than 18 months
City of Barstow	Wastewater Treatment Plant Operator In Training	\$4,834	0%	\$0	\$0	\$0	\$0	\$4,834	\$1,000	inc	inc	inc	\$14	\$10	\$0	\$70	\$5,928	0%	\$0	\$5,928	Ability to obtain a Class A license within 12 months of appointment; Wastewater Treatment Operator I Certificate or higher within 4 testing cycles of receiving your Operator in Training Certificate or 24 months of appointment, whichever is comes first; Wastewater Treatment Operator II Certificate or higher within 4-testing cycles of receiving your California Wastewater Treatment Operator I Certificate.
City of Colton	Wastewater Operator In Training	\$3,694	0%	\$0	\$0	\$0	\$259	\$3,953	\$1,183	inc	inc	inc	\$10	\$17	\$0	\$54	\$5,217	0%	\$0	\$5,217	No Spec available
City of Redlands	No Comparable Class																				
City of San Clemente	No Comparable Class																				
Crestline Sanitary District	No Comparable Class																				
Goleta Sanitary District	Treatment Plant Operator I	\$6,817	7%	\$477	\$0	\$0	\$0	\$7,294	\$0	\$2,638	\$206	\$24	\$61	\$55	\$0	\$522	\$10,799	0%	\$0	\$10,799	Grade I
Lake Arrowhead Community Services District	No Comparable Class																				
Mountain View Sanitary District	Wastewater Operator Trainee	\$6,430	0%	\$0	\$0	\$0	\$0	\$6,430	\$0	\$1,937	\$271	inc	\$18	\$148	\$0	\$492	\$9,295	0%	\$0	\$9,295	Wastewater Treatment Plant Operator-in-Training Certificate within three months of appointment; obtain a valid Grade II Wastewater Treatment Plant Operator Certificate within thirty-six (36) months of employment (Did not include 5% for Grade V cert pay)
Valley Sanitary District	Wastewater Operator In Training	\$5,802	0%	\$0	\$0	\$100	\$290	\$6,192	\$2,268	inc	inc	inc	DNA	DNA	\$0	\$444	\$8,904	0%	\$0	\$8,904	
Victor Valley Wastewater Reclamation	No Comparable Class																				Do not use OIT
Yucaipa Valley Water District	No Comparable Class																				Water and wastewater treatment
<b>Labor Market Mean</b>		<b>\$5,516</b>						<b>\$5,741</b>									<b>\$8,029</b>			<b>\$8,029</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		<b>-24.35%</b>						<b>-20.96%</b>									<b>-7.09%</b>			<b>-7.09%</b>	
<b>Labor Market Median</b>		<b>\$5,802</b>						<b>\$6,192</b>									<b>\$8,904</b>			<b>\$8,904</b>	
<b>% BBARWA is above or below Labor Market Median</b>		<b>-30.81%</b>						<b>-30.47%</b>									<b>-18.76%</b>			<b>-18.76%</b>	
<b># of Comparable Matches</b>		<b>5</b>																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
Big Bear Area Regional Wastewater Agency	Senior Lab Analyst	\$8,980	3%	\$269	\$269	\$90	\$0	\$9,609	\$0	\$2,451	\$203	\$22	\$11	\$0	\$0	\$130	\$12,426	0%	\$0	\$12,426	BA; Grade II Wastewater Treatment Plant Operator within 2 years; Grade I Environmental Compliance Inspector and Grade II Lab Analyst within 2 years; Water Treatment Operator Grade 1 within 2 years
City of Barstow	No Comparable Class																				
City of Colton	No Comparable Class																				
City of Redlands	Lab Analyst IV	\$7,464	0%	\$0	\$0	\$0	\$0	\$7,464	\$0	\$900	\$122	\$19	\$4	\$0	\$0	\$571	\$9,079	0%	\$0	\$9,079	BA; Grade IV Lab Analyst cert
City of San Clemente	Lab Coordinator	\$8,953	0%	\$0	\$0	\$0	\$0	\$8,953	\$0	\$1,739	inc	DNA	DNA	DNA	\$0	\$685	\$11,377	0%	\$0	\$11,377	BA; Grade III certificate of competence as a Lab Technologist; Grade III Laboratory Analyst certification is required within 18 months of employment
Crestline Sanitary District	No Comparable Class																				
Goleta Sanitary District	No Comparable Class																				
Lake Arrowhead Community Services District	No Comparable Class																				
Mountain View Sanitary District	No Comparable Class																				
Valley Sanitary District	No Comparable Class																				
Victor Valley Wastewater Reclamation	No Comparable Class																				Contracted out
Yucaipa Valley Water District	No Comparable Class																				
<b>Labor Market Mean</b>		<b>Insuff Data</b>						<b>Insuff Data</b>								<b>Insuff Data</b>				<b>Insuff Data</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		---						---								---				---	
<b>Labor Market Median</b>		<b>Insuff Data</b>						<b>Insuff Data</b>								<b>Insuff Data</b>				<b>Insuff Data</b>	
<b>% BBARWA is above or below Labor Market Median</b>		---						---								---				---	
<b># of Comparable Matches</b>		2																			
<b>Data effective as of 1/2023</b>																					

**New Hires, Classic Members**

Survey Agency	Classification Title	Maximum Salary	EE Portion of Retirement Paid by ER (%) (Classic)	EE Portion of Retirement Paid by ER (\$) (Classic)	Deferred Comp	Longevity Pay (Year 7)	Education / Certification Pay	Total Cash	Cafeteria Plan	Health	Dental	Vision	Life Insurance	LTD Insurance	RHSA	Social Security / Medi Care	Total Comp	ER Share of Retirement paid by EE (%)	ER Share of Retirement paid by EE (\$)	Total Comp Less ER Share of Retirement paid by EE	Comments
<b>Big Bear Area Regional Wastewater Agency</b>	<b>Senior Management Analyst</b>	<b>Market Check</b>						<b>Market Check</b>												<b>Market Check</b>	
City of Barstow	No Comparable Class																				
City of Colton	No Comparable Class																				
City of Redlands	No Comparable Class																				
City of San Clemente	No Comparable Class																				
Crestline Sanitary District	No Comparable Class																				
Goleta Sanitary District	No Comparable Class																				
Lake Arrowhead Community Services District	No Comparable Class																				
Mountain View Sanitary District	No Comparable Class																				
Valley Sanitary District	No Comparable Class																				
Victor Valley Wastewater Reclamation	No Comparable Class																				
Yucaipa Valley Water District	No Comparable Class																				
<b>Labor Market Mean</b>		<b>Insuff Data</b>						<b>Insuff Data</b>									<b>Insuff Data</b>			<b>Insuff Data</b>	
<b>% BBARWA is above or below Labor Market Mean</b>		---						---									---			---	
<b>Labor Market Median</b>		<b>Insuff Data</b>						<b>Insuff Data</b>									<b>Insuff Data</b>			<b>Insuff Data</b>	
<b>% BBARWA is above or below Labor Market Median</b>		---						---									---			---	
<b># of Comparable Matches</b>		<b>0</b>																			
<b>Data effective as of 1/2023</b>																					

APPENDIX B  
MISCELLANEOUS BENEFIT DATA

**APPENDIX B TABLE 1**  
**Next COLA/Salary Range Increase<sup>1</sup>**

Survey Agency	Next COLA/Salary Range Increase (Date/Amount)
<b>Big Bear Area Regional Wastewater Agency</b>	7/2023-TBD
City of Barstow	Unit 1-Teamsters/Unit 2-Teamsters/Unit 6-Management 7/2023-6%
City of Colton	Confidential 7/2023-2%  Mid Management 7/2023-2%  General 7/2023-2%  IBEW-Water/Wastewater 1/2024-1.5%
City of Redlands	None Scheduled
City of San Clemente	SCCEA 7/2023-1%  Mid Management 7/2023-1%
Crestline Sanitation District	7/2023 TBD
Goleta Sanitary District	7/2023 TBD
Lake Arrowhead Community Services District	MSC None Scheduled  557 None Scheduled

<sup>1</sup> (1/2023 data already included in datasheets)

**APPENDIX B TABLE 1**  
**Next COLA/Salary Range Increase<sup>1</sup>**

<b>Survey Agency</b>	<b>Next COLA/Salary Range Increase (Date/Amount)</b>
Mountain View Sanitary District	7/2023 TBD
Valley Sanitary District	None Scheduled
Victor Valley Wastewater Reclamation	Data Not Available
Yucaipa Valley Water District	Management 7/2023-2.5%

**APPENDIX B TABLE 2**  
**Retirement Practices**  
**New Hires, Classic Members**

<b>Survey Agency</b>	<b>Retirement Benefit</b>	<b>Retirement Formula</b>	<b>Retirement Plan</b>	<b>Employer Contribution (22/23)</b>
<b><i>Big Bear Area Regional Wastewater Agency</i></b>	<b><i>PERS</i></b>	<b><i>2.7% @ 55</i></b>	<b><i>Single Highest Year</i></b>	<b><i>14.9%</i></b>
City of Barstow	PERS	2.7% @ 55	Single Highest Year	14.03%
City of Colton	PERS	2.5% @ 55	Single Highest Year	10.79%
City of Redlands	PERS	2% @ 55	Single Highest Year	9.09%
City of San Clemente	PERS	2% @ 55	Single Highest Year	9.19%
Crestline Sanitation District	SBCERA	2% @ 55	Single Highest Year	22.19% (Average all)
Goleta Sanitary District	PERS	2% @ 55	Single Highest Year	11.61%
Lake Arrowhead Community Services District	PERS	2% @ 55	Highest 3 Years	10.32%
Mountain View Sanitary District	PERS	2.7% @ 55	Single Highest Year	15.9%
Valley Sanitary District	PERS	2.5% @ 55	Highest 3 Years	12.4%
Victor Valley Wastewater Reclamation	PERS	2.5% @ 55	Highest 3 Year	11.59%
Yucaipa Valley Water District	PERS	2% @ 60	Single Highest Year	9.12%

**APPENDIX B TABLE 3**  
**Retiree Health Benefits**  
**(New Hires)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
<i>Big Bear Area Regional Wastewater Agency</i>	\$0	<p align="center"><i>Less than 5 years - PEMHCA Minimum</i>  <i>5 – 9 years = 25%</i>  <i>10 – 14 = 50%</i>  <i>15 – 19 years = 75%</i>  <i>20 or more = 100%</i>  <i>(Max is 90% of highest HMO plan)</i></p>	<p align="center"><i>Less than 5 years - PEMHCA Minimum</i>  <i>5 – 9 years = 25%</i>  <i>10 – 14 = 50%</i>  <i>15 – 19 years = 75%</i>  <i>20 or more = 100%</i>  <i>(Max is 90% of highest HMO plan)</i></p>	<p align="center"><i>Less than 5 years - PEMHCA Minimum</i>  <i>5 – 9 years = 25%</i>  <i>10 – 14 = 50%</i>  <i>15 – 19 years = 75%</i>  <i>20 or more = 100%</i>  <i>(Max is 90% of highest HMO plan)</i></p>	5 years
City of Barstow	\$0	Data Not Available	No Additional Contribution	No Additional Contribution	10 years
City of Colton	\$0	<p align="center">General/Confidential PEMHCA Minimum</p> <p align="center">Mid Mngt                      5 years = 40%, with 2% increase each year to max of 30 years= 90%                      (Cap is \$500/month)</p> <p align="center">IBEW-Water/Wastewater                      Employees who retire after 15 but less than 20 years of City service shall be eligible for City paid employee only medical insurance coverage, until Medicare age with dependent care available at employee's expense. Employees who retire after having served a minimum of 20 years with the City shall have their and their spouse's, premiums paid for by the City up to Medicare age. After the retiree</p>	<p align="center">General/Confidential                      No Addition Contribution</p> <p align="center">Mid Mngt                      5 years = 40%, with 2% increase each year to max of 30 years= 90%                      (Cap is \$500/month)</p> <p align="center">IBEW Water/Wastewater                      Employees who retire after having served a minimum of 20 years with the City shall have their and their spouse's, premiums paid for by the City up to Medicare age. (Cap- Employees who retire after 15 but less than 20 years of City service shall have a reimbursement cap of \$500 per month until Medicare</p>	<p align="center">General/Confidential                      No Additional Contribution</p> <p align="center">Mid Mngt                      5 years = 40%, with 2% increase each year to max of 30 years= 90%                      (Cap is \$500/month)</p> <p align="center">IBEW Water/Wastewater                      No Additional Contribution</p>	<p align="center">General/Confidential                      10 years- PERS; 5 years with Agency</p> <p align="center">Mid Mngt                      5 years</p> <p align="center">IBEW                      Water/Wastewater                      15 years</p>



**APPENDIX B TABLE 3  
Retiree Health Benefits  
(New Hires)**

Agency	Agency Contribution to Retiree Health Savings	Agency Monthly Contribution for Retiree	Agency Monthly Contribution for Retiree + 1	Agency Monthly Contribution for Retiree + 2	Vesting
		reaches Medicare age, he/she can maintain health insurance with the City, but the retiree must pay his/her, and his/her spouse's, premiums. If the retiree is ineligible for Medicare benefits, the City will continue to pay the premiums, as long as the employee remains insurable. For all other employees, all premiums required by their and their spouses' participation in such health insurance plan shall be paid by the employee. (Cap- Employees who retire after 15 but less than 20 years of City service shall have a reimbursement cap of \$500 per month until Medicare age)(employees who retire after having served a minimum of 20 years with the City shall have a reimbursement cap of \$800 per month until Medicare age. )	age)(employees who retire after having served a minimum of 20 years with the City shall have a reimbursement cap of \$800 per month until Medicare age. )		
City of Redlands	\$0	= to least expensive health plan	No Additional Contribution	No Additional Contribution	10 years
City of San Clemente	\$0	PEMHCA minimum	No Additional Contribution	No Additional Contribution	5 years with Agency; 10 years with PERS
Crestline Sanitation District	\$0	\$98.15/month	No Additional Contribution	No Additional Contribution	5 years
Goleta Sanitary District	\$0	PERS Vesting 10 years = 50%; +5% each	PERS Vesting 10 years = 50%; +5% each	PERS Vesting 10 years = 50%; +5% each	10 years

**APPENDIX B TABLE 3  
Retiree Health Benefits  
(New Hires)**

<b>Agency</b>	<b>Agency Contribution to Retiree Health Savings</b>	<b>Agency Monthly Contribution for Retiree</b>	<b>Agency Monthly Contribution for Retiree + 1</b>	<b>Agency Monthly Contribution for Retiree + 2</b>	<b>Vesting</b>
		additional year; max of 100% with 20 years	additional year; max of 100% with 20 years	additional year; max of 100% with 20 years	
Lake Arrowhead Community Services District	\$0	\$0	\$0	\$0	NA
Mountain View Sanitary District	\$0	PERS Vesting 10 years = 50%; +5% each additional year; max of 100% with 20 years	PERS Vesting 10 years = 50%; +5% each additional year; max of 100% with 20 years	PERS Vesting 10 years = 50%; +5% each additional year; max of 100% with 20 years	10 years
Valley Sanitary District	\$0	PEMHCA minimum	No Additional Contribution	No Additional Contribution	5 years with Agency; 10 years with PERS
Victor Valley Wastewater Reclamation	\$0	PEMHCA minimum	No Additional Contribution	No Additional Contribution	5 years with Agency; 10 years with PERS
Yucaipa Valley Water District	\$0	Data Not Available	Data Not Available	Data Not Available	Data Not Available

**APPENDIX B TABLE 4**  
**Education/Certification Pay (beyond minimum requirements)**

Survey Agency	Education/Certification Monthly Pay
<b>Big Bear Area Regional Wastewater Agency</b>	<i>None</i>
City of Barstow	<p align="center">Unit 1 None for Matches</p> <p align="center">Unit 2 None</p> <p align="center">Unit 6 None</p>
City of Colton	<p align="center">Confidential/General 5%- degree beyond requirement</p> <p align="center">Mid Management 5%- for a certificate, license, grade or degree</p> <p align="center">IBEW-Water Wastewater 5% -cert 2%- Driver license endorsement</p>
City of Redlands	<p align="center">Management None</p> <p align="center">Mid Management None</p> <p align="center">General Only for Water Distribution certification</p>
City of San Clemente	None
Crestline Sanitation District	<p align="center">Represented</p> <p>For employees in a Grade 1 position, the District will provide a differential of fifty cents (\$.50) per hour for acquiring and maintaining a Grade 2 certificate. This differential can only be applied to employees in a Grade 1 position, and will be offered beginning the first pay period after the employee receives their certificate.</p> <p>Certification Differential - A certification differential of thirty cents (\$.30) per hour per certification up to two (2) certifications on all hours paid for Maintenance Workers I, II, III, Treatment Plant Operators I, II, III, and IV, Accounts Representative, Electro Mechanical Specialist, and</p>

**APPENDIX B TABLE 4**  
**Education/Certification Pay (beyond minimum requirements)**

Survey Agency	Education/Certification Monthly Pay
	<p>Equipment Maintenance Mechanic who obtain higher levels of certification above and beyond what is required in their discipline for their jobs.</p> <p>Multi-disciplined certification -A multi-disciplined certification differential of thirty cents (\$.30) per hour per certification up to two (2) certifications on all hours paid for Maintenance Workers I, II, III, Treatment Plant Operators I, II, III, and IV, Electro Mechanical Specialist, and Equipment Maintenance Mechanic who obtain certifications in both above and beyond what is required of their jobs with prior written approval of the District Manager.</p> <p align="center">\$.60/hour max</p>
Goleta Sanitary District	Only 1x payment of \$1,000
Lake Arrowhead Community Services District	<p align="center">557            \$25-AA            \$50-BA            \$75-MA</p> <p align="center">\$50- One grade or \$25/month if not in spec (to max of \$200)</p> <p align="center">MSC            \$50- each cert over to max of \$150            \$25-AA            \$50-BA            \$75-MA</p>
Mountain View Sanitary District	<p align="center">Operators            3%- Grade III            4%- Grade IV            5%- Grade V</p>
Valley Sanitary District	<p>Valley Sanitary District encourages employees assigned to Operations, Maintenance, Collection System, Environmental Compliance, and the Laboratory to acquire State certifications. To maintain consistency in the certification process, the following applies: Employees will be reimbursed for the cost of taking a wastewater relevant certification exam that is within their job classification series. Employees must provide proof of successfully passing of the exam before the expense will be reimbursed. Upon meeting minimum qualifications and certifications specified for the next higher level within a classification series, non-probationary employees will progress to the next level within the series without a new probationary period. Employees will be placed on the new wage range at the step in the new range that provides the equivalent of a one-step increase over their previous wage rate, beginning with the next full pay period following receipt of the certificate.</p> <p>Employees that achieve a certification that is required by their job classification but is at a grade higher than what is required and no higher classification exists will receive an incentive pay that is equivalent to 5% of their base hourly pay rate. This incentive pay will begin with the next full pay period following receipt of the certificate</p>

**APPENDIX B TABLE 4**  
**Education/Certification Pay (beyond minimum requirements)**

<b>Survey Agency</b>	<b>Education/Certification Monthly Pay</b>
Victor Valley Wastewater Reclamation	For all, but GM 5% for any cert
Yucaipa Valley Water District	None

**APPENDIX B TABLE 5**  
**Vacation Leave**

<b>Agency</b>	<b>Year 1 (hours per year)</b>	<b>Year 7 (hours per year)</b>	<b>Year 11 (hours per year)</b>	<b>Year 12 (hours per year)</b>	<b>Year 13 (hours per year)</b>	<b>Year 14 (hours per year)</b>	<b>Year 15 (hours per year)</b>	<b>Year 16 (hours per year)</b>	<b>Max Accrual (hours)</b>
<b><i>Big Bear Area Regional Wastewater Agency</i></b>	<b>104</b>	<b>144</b>	<b>152</b>	<b>160</b>	<b>168</b>	<b>176</b>	<b>184</b>	<b>192</b>	<b>256 hours</b>
City of Barstow	122	138	161	161	161	161	177	177	2x
City of Colton	80	120	128	136	144	152	160	160	320 hours
City of Redlands	80	120	136	144	144	152	152	160	Management 1,000 hours  Mid Management 1,000 hours  General 3x
City of San Clemente	104 – 120	120 – 140	160 – 180	160 – 180	160 – 180	160 – 180	160 – 180	160 – 180	<b>2x</b>
Crestline Sanitation District	80	120	160	160	160	160	160	160	350 hours
Goleta Sanitary District	80	120	160	160	160	160	200	200	1x
Lake Arrowhead Community Services District	80	120	160	160	160	160	160	160	MSC 2x  557 1x + 80 hours  GM 2x

**APPENDIX B TABLE 5**  
**Vacation Leave**

<b>Agency</b>	<b>Year 1 (hours per year)</b>	<b>Year 7 (hours per year)</b>	<b>Year 11 (hours per year)</b>	<b>Year 12 (hours per year)</b>	<b>Year 13 (hours per year)</b>	<b>Year 14 (hours per year)</b>	<b>Year 15 (hours per year)</b>	<b>Year 16 (hours per year)</b>	<b>Max Accrual (hours)</b>
Mountain View Sanitary District	96	144	192	192	192	192	192	192	480 hours
Valley Sanitary District	120	160	200	200	200	200	200	200	400 hours
Victor Valley Wastewater Reclamation	80	160	200	200	200	200	200	200	360 hours
Yucaipa Valley Water District	80	120	160	160	160	160	160	160	240 hours

**APPENDIX B TABLE 6**  
**Sick Leave, Holidays, and Administrative Leave**

Agency	Sick Leave Annual Accrual	Sick Leave Max Accrual	Holidays	Administrative/Management Leave/Other Leave
<i>Big Bear Area Regional Wastewater Agency</i>	12	<i>Unlimited</i>	<p align="center"><i>9 + 3 = 12</i></p> <p align="center"><i>At the discretion of the General Manager, Finance Manager, and Plant Manager, Regular employees may receive one additional day (total of two) as an authorized day off with pay when Christmas Day and New Year's Day fall on a Tuesday through Friday. These days will not be considered holidays, but days off at straight-time pay.</i></p>	<i>80 hours - if exempt</i>
City of Barstow	13	Unlimited	135 hours	<p align="center">Unit 1 and 2 0</p> <p align="center">Unit 6 90 hours</p>
City of Colton	12	Unlimited	<p align="center">Confidential 12 + 2 = 14</p> <p align="center">Mid Management 14 + 2 = 16 (8 hr shifts) 12 + 2 = 14 = (10 hr shifts)</p> <p align="center">General 14 + 2 = 16 (8 hr shifts) 12 + 2 = 14 = (10 hr shifts)</p> <p align="center">IBEW 12 + 2 = 14</p>	<p align="center">Confidential 80 hours</p> <p align="center">Mid Management 80 hours</p> <p align="center">General 0</p> <p align="center">IBEW 0</p>



**APPENDIX B TABLE 6**  
**Sick Leave, Holidays, and Administrative Leave**

<b>Agency</b>	<b>Sick Leave Annual Accrual</b>	<b>Sick Leave Max Accrual</b>	<b>Holidays</b>	<b>Administrative/Management Leave/Other Leave</b>
City of Redlands	12	Unlimited	Management $12 + 0 = 12$  Mid Management $12 + 2 = 14$  General $12 + 4.5 = 16.5$	Management 120 hours  Mid Management 120 hours  General 0
City of San Clemente	12	Unlimited	$12 + 2 = 14$	SCCEA 0  Mid Management 64 hours
Crestline Sanitation District	12	Unlimited	$13 + 1 = 14$	0
Goleta Sanitary District	12	480 hours	$8 + 4 = 12$	At the discretion of General Manager (20 – 40 hours)
Lake Arrowhead Community Services District	12	2,000 hours	$11 + 1 = 12$	0
Mountain View Sanitary District	12	Unlimited	$11 + 4 = 15$	48 hours if exempt 80 hours - District Manager
Valley Sanitary District	12	960 hours	$14 + 0 = 14$	General Manager 80 hours  Management 40 hours
Victor Valley Wastewater Reclamation	11	Unlimited	$12 + 1 = 13$	40 - 80 hours - contract staff
Yucaipa Valley Water District	12	Unlimited	$10 + 3 = 13$	40 hours if exempt

**BIG BEAR AREA REGIONAL WASTEWATER AGENCY**

**PAY SCHEDULE**

**Current Effective July 2, 2022 vs. Proposed 2023**

<b>Classification</b>	<b>Current Start</b>	<b>Current Top</b>	<b>New Start</b>	<b>New Top <sup>1</sup></b>	<b>% Change</b>	<b>\$ Change to Top of Scale</b>
	Hourly Pay Rate		Hourly Pay Rate			
<b>Active</b>						
Non-Regular <sup>4</sup>	\$16.70	\$22.54	\$16.70	\$22.54	-	-
Plant Operator-In-Training <sup>2</sup>	\$18.95	\$25.59 <sup>3</sup>	\$20.85	\$28.15 <sup>2</sup>	10.0%	\$2.56
Plant Operator II	\$29.39	\$39.68	\$29.39	\$39.68	-	-
Senior Laboratory Analyst	\$38.38	\$51.81	\$38.38	\$51.81	-	-
Plant Supervisor	\$40.34	\$54.46	\$40.34	\$54.46	-	-
Operations Administrative/ Laboratory Assistant <sup>3</sup>	\$26.80	\$36.18 <sup>3</sup>	\$26.80	\$36.18 <sup>3</sup>	freeze	-
Management Analyst/ Board Secretary	\$33.95	\$45.83	\$33.95	\$45.83	-	-
Human Resources Coordinator / Accounting Technician <sup>3</sup>	\$39.74	\$53.65 <sup>3</sup>	\$39.74	\$53.65 <sup>3</sup>	freeze	-
Plant Manager	\$59.78	\$80.70	\$59.78	\$80.70	-	-
Finance Manager	\$61.22	\$82.64	\$61.22	\$82.64	-	-
General Manager	\$84.77	\$114.44 <sup>3</sup>	\$84.77	\$114.44	-	-

1. Pay range from starting pay to top of scale is set with a 35% spread for all classifications.
2. Pay range is increased to 5% below labor market median per February 2023 study of the comparable agencies, but no more than 10%.
3. Pay range is frozen. No COLA adjustment to pay range until after the next study update or released by Governing Board action.
4. Non-Regular pay is set by the General Manager and classification was not included in the compensation study.

## COMPENSATION STUDIES

### I. PURPOSE

To establish uniform practices for periodic compensation studies. All compensation studies are for informational purposes only and do not commit the Agency to salary adjustments. Compensation studies can help to determine the appropriate level and validity of salary ranges and overall compensation structures and can contribute to financial and rate stability over time.

### II. POLICY

- A. **Compensation Study Update.** The Agency currently utilizes a consulting firm to update its compensation study on an annual basis. The study compares each of the Agency's job positions (referred to as classifications within the study) with comparable positions among a comparable agency group (the Comparable Group). The Comparable Group currently consists of nine agencies. Not all agencies in the Comparable Group have positions that are comparable to the Agency's.
- B. **Compensation Study Labor Market Data.** The study compares Maximum Salary, Total Cash and Total Compensation by job position. The Agency uses Total Cash as the measure for comparison. Total Cash currently includes maximum salary, employer paid member contributions, deferred compensation, longevity pay, and certification pay. The Agency has determined that it wants to remain competitive with the market based on total cash compensation for each position, not just maximum salary. Total Compensation includes health premiums among other items of comparison. The geographic disparity of health premiums reduces the reliability of Total Compensation as a true market indicator of compensation.
- C. **Assessing the Labor Market Data.** The labor market median for each position is used as the basis for the comparison (to the Agency's comparable position).
  - i. If Total Cash for the comparable position is plus or minus five percent from the labor market median, no adjustment to the pay range is indicated.
  - ii. If Total Cash for the comparable position is more than five percent below the market median, an adjustment to the pay range to five percent below the labor market median is indicated.
  - iii. If Total Cash for the comparable position is more than five percent above the labor market median, an adjustment of the pay range to five percent above the labor market median is indicated, provided that the position is currently vacant. If the position is filled, the current pay range will be frozen, and inflationary, cost-of-living adjustments to the pay range will not be granted until after the next study update or until determined otherwise. Using this method, the higher-than-market pay range will correct downward over time.
- D. **Making Market Adjustments.** If an adjustment is indicated, the following calculations will be made to determine the recommended pay range to be included in the Agency's publicly available pay schedule.

- i. For any position in which an adjustment is indicated, the Maximum Salary will be adjusted to the point at which Maximum Salary when combined with the other items of Total Cash is equal to the adjusted labor market median. The adjusted labor market median is plus or minus 5% of the labor market median pursuant to Section II. C. ii. or iii.
- ii. Maximum Salary will be used to determine the top of the Agency's pay range for the position. The beginning of the pay range is determined by applying the percentage range from starting salary to maximum salary – 45% range for management positions and 35% range for all other positions.

E. **Market Adjustment Limitations and Considerations.** When making market adjustments the following will apply.

- i. No market adjustment will exceed 10%.
- ii. If an Agency position has four or less comparable positions in the market (less than 50% of the market), discretion should be exercised prior to any adjustments. If an adjustment is indicated, reasons for the market adjustment should be understood and validated. With such a small comparable group, movements in the labor market median can be volatile and invalid. A market adjustment may be limited to an inflationary adjustment based on an Agency cost-of-living adjustment until the next study update.