Koff & Associates
A Gallagher Company

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Total Compensation Study Final Report

Orange County Sanitation District

KOFF & ASSOCIATES

KATIE KANEKO
Managing Director

2835 Seventh Street
Berkeley, CA 94710
www.KoffAssociates.com

kkaneko@koffassociates.com
Tel: 510.658.5633
Fax: 510.652.5633

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EXECUTIVE SUMMARY

Background

In March 2022, Koff & Associates ("K&A") conducted a comprehensive Total Compensation Study for Orange County Sanitation District ("OC San"). All market compensation findings are presented in this report.

This compensation review process was precipitated by the Board of Directors and management to:

- Ensure employees are recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows OC San to recruit and retain a high-quality staff;
- Have a compensation plan that can meet the needs of OC San; and
- Ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across OC San.

The goals of the compensation study are to assist OC San in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of OC San with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study by employee group are shown in Table 1.

Table 1. Summary of Market Findings by Employee Group

Employee Group	Top Monthly Salary % Above or Below 75th Percentile	Top Monthly Salary Average Market Percentile	Total Compensation % Above or Below 75th Percentile		
			Plan H Classic – Closed	Plan B Classic – Open	Plan U PEPRA Plan
Executive	-1.5%	66th	4.3%	-0.3%	2.8%
Management	-0.4%	75th	2.2%	-2.7%	-0.4%
Confidential	-0.1%	75th	0.5%	-5.1%	-3.6%
Professional & Supervisor	0.4%	75th	0.6%	-4.3%	-2.9%
Local 501	1.7%	79th	0.1%	-4.3%	-2.8%

Employee Group	Top Monthly Salary % Above or Below 75th Percentile	Top Monthly Salary Average Market Percentile	Total Compensation % Above or Below 75th Percentile		
			Plan H Classic – Closed	Plan B Classic – Open	Plan U PEPRA Plan
OCEA	3.2%	82nd	-0.9%	-5.6%	-4.8%
Overall	0.7%	76th	0.8%	-4.0%	-2.4%
Represented	1.3%	78th	0.2%	-4.7%	-3.4%

The Classic Plan – Closed (Plan H, 2.5%@55) is the Orange County Employees Retirement System (OCERS) plan. This plan is closed to all new hires.

The Classic Plan, Open (Plan B, 1.667%@57.5 also known as 2.43%@65) is the OCERS plan offered to employees hired on or after 10/01/10 (Professional and Supervisor, Management, Executives, and Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA and Confidential Non-Exempt) and before 01/01/13. New hire employees with reciprocity may be eligible for this plan.

The PEPRA Plan (Plan U, 2.5%@67 with reciprocity 2.43%@65) is the OCERS plan offered to employees hired on or after 01/01/13. This plan has the highest enrollment.

The market data shows that OC San's benefits package with Plan H keeps OC San in a competitive position in the market compared to base salaries; whereas OC San's benefits package with Plan B or Plan U puts OC San in a less competitive position compared to base salaries.

STUDY PROCESS

Benchmark Classifications

The study included 130 classifications, and of those 76 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as "benchmarks" to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring OC San's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

Table 2. Benchmark Classifications

Classification Title
1. Accounting Supervisor
2. Accounting Technician*
3. Administration Manager
4. Administrative Assistant
5. Assistant Clerk of the Board
6. Assistant General Manager
7. Automotive/Heavy Equipment Technician
8. Chief Plant Operator
9. Clerk of the Board
10. Construction Inspection Supervisor
11. Construction Inspector
12. Contracts Supervisor
13. Controller
14. Cost Estimator
15. Data Management Technician II
16. Director of Engineering
17. Director of Environmental Services
18. Director of Finance
19. Director of Finance and Administrative Services
20. Director of Human Resources
21. Director of Operations and Maintenance
22. Electrical Technician II
23. Engineer
24. Engineering Associate
25. Engineering Manager

Classification Title
26. Engineering Supervisor
27. Environmental Protection Manager
28. Environmental Supervisor
29. Environmental Technician
30. Executive Assistant
31. Facilities Worker*
32. General Manager
33. Graphics Designer
34. Human Resources and Risk Manager
35. Human Resources Analyst
36. Human Resources Supervisor
37. Human Resources Technician II*
38. Information Technology Analyst III
39. Information Technology Manager
40. Information Technology Supervisor
41. Information Technology Technician
42. Instrumentation Technician II
43. Machinist
44. Maintenance Manager
45. Maintenance Specialist
46. Maintenance Superintendent
47. Maintenance Supervisor
48. Materials Management Clerk*
49. Mobile Crane Operator
50. Operations Manager
51. Operations Supervisor

Classification Title
52. Payroll Technician
53. Planner/Scheduler
54. Power Plant Operator II
55. Principal Information Technology Analyst
56. Purchasing and Contracts Manager
57. Purchasing Supervisor
58. Regulatory Specialist
59. Reliability Maintenance Technician
60. Safety and Health Supervisor
61. Scientist
62. Secretary to the General Manager
63. Security/Emergency Planning Specialist
64. Senior Accountant
65. Senior Buyer
66. Senior Contracts Administrator
67. Senior Environmental Specialist
68. Senior Human Resources Analyst
69. Senior Mechanic
70. Senior Plant Operator
71. Senior Public Affairs Specialist
72. Senior Safety and Health Specialist*
73. Senior Staff Analyst
74. Source Control Inspector II
75. Source Control Supervisor
76. Welder/Fabricator

** These classifications were recommended for a title change as part of the Classification Study to reflect the level and scope of work performed more clearly, to consolidate work into broader*

categories that could be used OC San-wide, as well as establish consistency with the labor market and industry standards. Any compensation recommendations are not dependent upon a new title, but upon the market value as defined by job scope, level and responsibilities, and the qualifications required for successful job performance.

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. The study included the 17 Board-approved comparator agencies.

When selecting comparator agencies, the following are taken into consideration:

1. **Organizational type and structure:** K&A generally recommends that agencies of a similar size and structure providing similar core services to that of OC San be used as comparators.
   When it comes to organizational size, technical job classifications perform similar work across agencies so organizational size is not critical. The difference in size of an organization becomes more important when comparing management classes. Factors such as management of a large staff, consequence of error, the political nature of the job and its visibility all increase with organizational size. When it is difficult to find agencies that are similar in size, a good balance of smaller and larger agencies is used instead.

2. **Staff, operational budgets, and scope of services and population:** Staff and operational budget size determine the amount of resources available for the agencies to provide services, and population size accounts for the ratio of resources to constituents served. Organizations providing the same services are ideal for comparison; therefore, most comparator agencies included provide similar services to OC San.

3. **Geographic location and labor market:** Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce do not live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Therefore, the geographic labor market area where OC San may be recruiting from or losing employees to, is taken into consideration when selecting comparator organizations.

OC San's Board-approved labor market includes the 17 agencies presented in Table 3.

Table 3. Comparator Agencies

Agency
1. Central Contra Costa Sanitary District
2. City of Anaheim
3. City of Garden Grove
4. City of Huntington Beach
5. City of Irvine
6. City of Los Angeles, Bureau of Sanitation
7. City of San Diego
8. County of Los Angeles, Public Works
9. East Bay Municipal Utility District
10. Eastern Municipal Water District
11. Inland Empire Utilities Agency
12. Irvine Ranch Water District
13. Las Virgenes Municipal Water District
14. Metropolitan Water District of Southern California
15. Orange County Water District
16. Sanitation Districts of Los Angeles County
17. Western Municipal Water District

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in the appendices II, III, and IV [see Benefits Detail spreadsheets] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the following benefits offered to employees.

- **Retirement Formula**: The service retirement formula for each tier based on employment (i.e., hire) date was collected and reported. The tiers are based on OC San's retirement plans including:
  - **Plan H Summary Description:** Employees hired on or after 09/21/79 and before 10/01/10 (Professional & Supervisor, Management, Executive, and Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA and Confidential Non-Exempt) receive the 2.5%@55 benefit with OC San paying 3.5% of an eligible employee's base salary towards the employee's contribution to OCERS. This plan is closed to new employees.
  - **Plan B Summary Description:** Employees hired on or after 10/01/10 (Professional & Supervisor, Management, Executive, and Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA and Confidential Non-Exempt) and before 01/01/13 receive the 1.667%@57.5 (also known as 2.43%@65) benefit with OC San paying 0% of an eligible employee's base salary towards the employee's contribution to OCERS. Employees hired on or after 01/01/13 with reciprocity at other agencies may be eligible for this plan.
  - **Plan U Summary Description:** Employees hired on or after 01/01/13 (except those employees with reciprocity and are eligible for Plan B) receive the 2.5%@67 benefit with OC San paying 0% of an eligible employee's base salary towards the employee's contribution to OCERS. This plan has the highest enrollment.
- **Enhanced Formula Cost and 12 Months of Highest Salary**:
  - **Enhanced Formula Cost**: The baseline formula is 2%@62 for miscellaneous employees (in accordance with the Public Employees' Retirement System [PERS]). There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.
  - **12 Months of Highest Salary**: The base period for determining the average monthly pay rate when calculating retirement benefits is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.

The costs applied are presented below.

Formula	Enhanced Formula % Cost	12 Months Highest Salary % Cost
2%@60	1.3%	0.5%
2%@55	3.0%	0.5%
2.5%@55	5.3%	0.6%
2.7%@55	7.1%	0.7%
3%@60	8.1%	0.7%

- **Employer Paid Member Contribution:** The amount of the employee's contribution to the retirement agency that is paid by the employer (Employer Paid Member Contribution).
- **Employer Paid Member Contribution Reported as Special Compensation**: The amount of the employer paid member contribution reported to the retirement agency as special compensation.
- **Employee Paid Employer Contribution**: The amount of the employer's contribution to the retirement agency that is paid by the employee (reported as a deduction to total compensation).
- **Social Security**: If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of $759.50 per month was reported.
- **Deferred Compensation**: Contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.
- **Other**: Any other retirement contributions made by the employer.

3. Insurances

The employer paid premiums for an employee with family coverage were reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

4. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation**: The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays**: The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act ("FLSA") Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

5. Technology Allowance

This category includes the provision of a technology allowance for the purchase of computers, cellular phones, and related technologies.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at $450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of February and March 2022, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the classification descriptions revised as part of the classification study as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at OC San. Therefore, K&A does not match based upon job titles, which can often be misleading, but rather analyzes class descriptions before a comparable match is determined.

K&A's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at OC San is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where OC San's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

1. Top Monthly Base Salary
2. Benefits Detail
3. Total Compensation Data (base salary + benefits)

The average (mean), median (midpoint or 50th percentile), and 75th percentile of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that OC San is compared to these market calculations is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the 50th percentile of all data with 50% of data points below and 50% of data points above. The 75th percentile is the point in the data array with 75% of data points below and 25% of data points above.

Finally, K&A reported and presented the percentile that OC San falls within the data array.

In order to calculate the market calculations, K&A requires that there be a minimum of four comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 74 of the 76 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A usually recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values. OC San has a history of targeting an aggregate market position of the 75th percentile since 1995 to attract and retain highly qualified employees.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position), employee group, and percent above or below the top monthly salary 75th percentile, sorted alphabetically is presented in Table 4.

Table 4. Base Salary Market Compensation Results Summary

Classification Title	Employee Group	# of Matches	Top Monthly Salary % above or below 75th Percentile	Total Comp – Plan H, Classic Closed % above or below 75th Percentile	Total Comp – Plan B, Classic Open % above or below 75th Percentile	Total Comp – Plan U, PEPRA % above or below 75th Percentile
Accounting Supervisor	Supervisor	15	4.3%	5.2%	0.7%	1.9%
Accounting Technician	OCEA	17	-4.4%	-8.5%	-14.1%	-12.9%
Administration Manager	Manager	7	2.6%	3.0%	-0.5%	0.5%
Administrative Assistant	OCEA	13	9.9%	4.6%	-0.6%	-0.7%
Assistant Clerk of the Board	Confidential	9	0.9%	0.5%	-4.7%	-5.4%
Assistant General Manager	Executive	6	1.0%	6.1%	3.3%	6.8%
Automotive/Heavy Equipment Technician	Local 501	14	-0.9%	-1.8%	-7.4%	-5.7%
Chief Plant Operator	Supervisor	9	-4.9%	-8.7%	-14.8%	-13.2%
Clerk of the Board	Confidential	8	-1.9%	-5.0%	-10.8%	-5.3%
Construction Inspection Supervisor	Supervisor	9	5.1%	3.3%	-0.4%	0.4%
Construction Inspector	OCEA	14	9.0%	0.9%	-1.7%	-0.6%
Contracts Supervisor	Supervisor	7	7.9%	6.3%	1.8%	3.3%

Classification Title	Employee Group	# of Matches	Top Monthly Salary % above or below 75th Percentile	Total Comp – Plan H, Classic Closed % above or below 75th Percentile	Total Comp – Plan B, Classic Open % above or below 75th Percentile	Total Comp – Plan U, PEPRA % above or below 75th Percentile
Controller	Manager	17	6.3%	5.2%	-0.1%	5.3%
Cost Estimator	Professional	4	12.8%	11.5%	6.7%	12.7%
Data Management Technician II	OCEA	8	11.5%	8.5%	4.9%	6.5%
Director of Engineering	Executive	12	-3.6%	1.5%	-3.4%	-1.4%
Director of Environmental Services	Executive	7	-6.8%	1.8%	-3.6%	-1.3%
Director of Finance	Executive	12	7.4%	9.6%	6.4%	7.0%
Director of Finance and Administrative Services	Executive	13	-6.0%	1.7%	-3.7%	-1.6%
Director of Human Resources	Executive	13	-1.4%	7.7%	2.6%	5.9%
Director of Operations and Maintenance	Executive	16	-4.2%	2.0%	-3.4%	-0.4%
Electrical Technician II	Local 501	12	-1.7%	-3.0%	-8.6%	-5.2%
Engineer	Professional	17	-3.5%	-0.9%	-6.1%	-6.1%
Engineering Associate	OCEA	9	14.0%	12.8%	9.1%	10.8%
Engineering Manager	Manager	14	-5.0%	-0.8%	-6.5%	-4.2%

Classification Title	Employee Group	# of Matches	Top Monthly Salary % above or below 75th Percentile	Total Comp – Plan H, Classic Closed % above or below 75th Percentile	Total Comp – Plan B, Classic Open % above or below 75th Percentile	Total Comp – Plan U, PEPRA % above or below 75th Percentile
Engineering Supervisor	Supervisor	12	1.3%	2.0%	-3.1%	-3.0%
Environmental Protection Manager	Manager	7	-3.9%	-0.9%	-5.6%	-5.2%
Environmental Supervisor	Supervisor	8	0.6%	0.1%	-5.5%	-5.8%
Environmental Technician	OCEA	7	-7.0%	-9.1%	-15.0%	-15.5%
Executive Assistant	OCEA	13	7.6%	4.0%	0.7%	-0.0%
Facilities Worker	Local 501	12	-4.9%	-4.2%	-9.6%	-6.1%
General Manager	Executive	15	1.3%	6.3%	2.3%	4.1%
Graphics Designer	OCEA	10	0.4%	-3.2%	-6.5%	-5.1%
Human Resources & Risk Manager	Manager	11	1.7%	6.0%	1.6%	2.8%
Human Resources Analyst	Confidential	15	-2.1%	0.4%	-3.4%	-1.8%
Human Resources Supervisor	Confidential	6	-7.9%	-1.4%	-6.4%	-4.8%
Human Resources Technician II	Confidential	11	8.1%	9.0%	-1.7%	-0.7%
Information Technology Analyst III	Professional	14	-1.9%	0.1%	-5.3%	-3.2%

Classification Title	Employee Group	# of Matches	Top Monthly Salary % above or below 75th Percentile	Total Comp – Plan H, Classic Closed % above or below 75th Percentile	Total Comp – Plan B, Classic Open % above or below 75th Percentile	Total Comp – Plan U, PEPRA % above or below 75th Percentile
Information Technology Manager	Manager	13	1.3%	4.6%	-0.7%	0.9%
Information Technology Supervisor	Supervisor	9	-6.0%	-5.1%	-9.8%	-9.9%
Information Technology Technician	OCEA	15	-1.9%	-4.8%	-10.5%	-11.0%
Instrumentation Technician II	Local 501	15	-0.7%	-2.2%	-6.7%	-6.0%
Machinist	Local 501	12	4.6%	-1.5%	-5.5%	-3.0%
Maintenance Manager	Manager	12	-5.7%	-3.5%	-7.6%	-6.6%
Maintenance Specialist	Professional	6	3.1%	5.0%	-0.2%	-0.5%
Maintenance Superintendent	Supervisor	9	-14.2%	-10.7%	-16.9%	-16.9%
Maintenance Supervisor	Supervisor	16	-3.8%	-3.4%	-8.6%	-8.5%
Materials Management Clerk	OCEA	16	-14.9%	-19.0%	-25.1%	-21.9%
Mobile Crane Operator	Local 501	15	-2.5%	-1.0%	-5.2%	-3.7%
Operations Manager	Manager	12	-11.8%	-6.8%	-12.8%	-6.9%
Operations Supervisor	Supervisor	11	-3.0%	1.8%	-3.6%	-2.8%

Classification Title	Employee Group	# of Matches	Top Monthly Salary % above or below 75th Percentile	Total Comp – Plan H, Classic Closed % above or below 75th Percentile	Total Comp – Plan B, Classic Open % above or below 75th Percentile	Total Comp – Plan U, PEPRA % above or below 75th Percentile
Payroll Technician	OCEA	11	7.0%	1.2%	-4.3%	-3.3%
Planner/Scheduler	Professional	2	ISD	ISD	ISD	ISD
Power Plant Operator II	Local 501	7	1.9%	0.7%	-2.6%	-4.0%
Principal Information Technology Analyst	Professional	10	2.9%	1.4%	-2.0%	-1.1%
Purchasing and Contracts Manager	Manager	10	11.3%	13.1%	8.3%	10.1%
Purchasing Supervisor	Supervisor	12	7.3%	8.7%	5.5%	6.6%
Regulatory Specialist	Professional	7	-2.7%	-6.5%	-12.4%	-9.3%
Reliability Maintenance Technician	Local 501	4	19.9%	14.4%	11.6%	14.4%
Safety and Health Supervisor	Supervisor	9	3.2%	3.7%	-1.8%	-1.2%
Scientist	Professional	3	ISD	ISD	ISD	ISD
Secretary to the General Manager	Confidential	11	1.9%	-3.1%	-8.7%	-8.5%
Security/Emergency Planning Specialist	Professional	6	-11.1%	-8.0%	-14.0%	-10.7%
Senior Accountant	Professional	15	6.0%	5.5%	2.0%	2.8%

Classification Title	Employee Group	# of Matches	Top Monthly Salary % above or below 75th Percentile	Total Comp – Plan H, Classic Closed % above or below 75th Percentile	Total Comp – Plan B, Classic Open % above or below 75th Percentile	Total Comp – Plan U, PEPRA % above or below 75th Percentile
Senior Buyer	Professional	14	10.4%	6.3%	1.5%	2.6%
Senior Contracts Administrator	Professional	5	13.8%	10.8%	7.4%	8.1%
Senior Environmental Specialist	Professional	9	-10.1%	-4.0%	-9.6%	-6.1%
Senior Human Resources Analyst	Confidential	16	0.4%	2.9%	-0.1%	1.1%
Senior Mechanic	Local 501	15	-0.6%	-1.5%	-6.0%	-5.9%
Senior Plant Operator	Local 501	14	-0.9%	-1.9%	-7.5%	-7.9%
Senior Public Affairs Specialist	Professional	14	-5.5%	-4.2%	-9.7%	-9.3%
Senior Safety and Health Specialist	Professional	11	3.7%	2.3%	-3.0%	0.6%
Senior Staff Analyst	Professional	13	0.7%	-0.7%	-5.3%	-2.3%
Source Control Inspector II	OCEA	10	7.6%	1.6%	-4.0%	-4.1%
Source Control Supervisor	Supervisor	9	-6.6%	-5.3%	-9.3%	-8.4%
Welder/Fabricator	Local 501	12	4.6%	2.7%	-0.1%	2.7%

ISD = Insufficient number of comparator agencies with a comparable classification.

Base Salary

Base salary market results show that 35 classifications are paid below the market 75th percentile and 39 classifications are paid above the market 75th percentile.

# of Classifications	<5%	5-10%	10-15%	15%+	Total
Below the 75th Percentile	22	8	5	0	35
Above the 75th Percentile	20	12	6	1	39

Total Compensation – Plan H (Classic – Closed)

Total compensation market results show that 31 classifications are paid below the market 75th percentile and 43 classifications are paid above the market 75th percentile.

# of Classifications	<5%	5-10%	10-15%	15%+	Total
Below the 75th Percentile	21	8	1	1	31
Above the 75th Percentile	25	13	5	0	43

Total Compensation – Plan B (Classic – Open)

Total compensation market results show that 57 classifications are paid below the market 75th percentile and 17 classifications are paid above the market 75th percentile.

# of Classifications	<5%	5-10%	10-15%	15%+	Total
Below the 75th Percentile	24	23	8	2	57
Above the 75th Percentile	10	6	1	0	17

Total Compensation – Plan U (PEPRA)

Total compensation market results show that 51 classifications are paid below the market 75th percentile and 23 classifications are paid above the market 75th percentile.

# of Classifications	<5%	5-10%	10-15%	15%+	Total
Below the 75th Percentile	23	21	4	3	51
Above the 75th Percentile	12	7	4	0	23

Generally, a classification falling within 5% (either above or below) of the 75th percentile is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, OC San can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that OC San's benefits package with Plans B (Classic – Open) and Plan U (PEPRA), puts OC San at a less competitive advantage. Further analysis indicates that, on average, classifications are 1.0% above the market 75th percentile for base salaries, while that figure changes to 1.1% above the market 75th percentile for total compensation with Plan H (Classic – Closed), 3.7 below the market 75th percentile for total compensation with Plan B (Classic – Open), and 2.2% below the market 75th percentile for total compensation with Plan U (PEPRA).

Benefits

The market benefits data reveals the major contributing factor that puts OC San in a less competitive advantage compared to the market is OC San's retirement benefits.

Plan B (Classic – Open): Of the 17 comparator agencies, 15 offer a defined benefit plan, such as Orange County Employees Retirement System (OCERS) or Public Employees Retirement System (PERS); and of the 15 agencies, 11 agencies offer a retirement formula with richer benefits compared to OC San's Plan B (Classic – Open) retirement benefit. Furthermore, 8 of those agencies also provide the enhanced retirement benefit of calculating final compensation based on 12 months highest salary. In addition, 11 of the comparator agencies provide a matching or direct contribution to deferred compensation.

Plan U (PEPRA): After the implementation of PEPRA effective January 1, 2013, most retirement systems implemented retirement benefits comparable across all systems. The factors that put OC San in a less competitive position to the market compared to base salaries are a combination of participation in Social Security, contributions to deferred compensation, and contributions to "other" retirement benefits. OC San offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; and contributions range from 4-6% plus an additional $1,250 per year. Whereas, at the comparator agencies, 10 of the agencies provide a larger dollar amount contribution per month in terms of the contribution to Social Security, contributions to deferred compensation, and/or contributions to "other" retirement benefits.

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships can be developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, OC San may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same whole position factors analyzed when comparing OC San's classifications to the labor market should be used when making internal salary alignment recommendations (see whole position factors are listed under Matching Methodology).

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the organization's targeted market position (above or below), which for OC San is the 75th percentile, is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, OC San can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
  - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%.
  - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
  - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and "worth" to OC San. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for OC San's management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

OC San may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by OC San to determine market indexing and salary determination.

Pay Philosophy

OC San has many options regarding what type of compensation plan it wants to implement. This decision will be based on what OC San's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

As noted, OC San has a history of targeting an aggregate market position of the 75th percentile since 1995 to attract and retain highly qualified employees.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for OC San to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and OC San's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give OC San an instrument to make future compensation decisions.

It has been a pleasure working with the Orange County Sanitation District on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Koff & Associates

Katie Kaneko
Managing Director

Appendix I

Results Summary

Summary of Market Findings by Employee Group

Employee Group	Top Monthly Salary % Above or Below 75th Percentile	Top Monthly Salary Average Market Percentile	Total Compensation % Above or Below 75th Percentile		
			Plan H Classic – Closed	Plan B Classic – Open	Plan U PEPRA Plan
Executive	-1.5%	68th	4.6%	0.1%	2.4%
Management	-0.4%	75th	2.2%	-2.7%	-0.4%
Confidential	-0.1%	75th	0.5%	-5.1%	-3.6%
Professional & Supervisor	0.4%	75th	0.6%	-4.3%	-2.9%
Local 501	1.7%	79th	0.1%	-4.3%	-2.8%
OCEA	3.2%	82nd	-0.9%	-5.6%	-4.8%
Overall	0.7%	76th	0.9%	-3.9%	-2.4%
Represented	1.3%	78th	0.2%	-4.7%	-3.4%

- The Classic Plan – Closed (Plan H, 2.5%@55) is the Orange County Employees Retirement System (OCERS) plan. This plan is closed to all new hires.
- The Classic Plan, Open (Plan B, 1.667%@57.5 also known as 2.43%@65) is the OCERS plan offered to employees hired on or after 10/01/10 (Professional and Supervisor, Management, Executives, and Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA and Confidential Non-Exempt) and before 01/01/13. New hire employees with reciprocity may be eligible for this plan.
- The PEPRA Plan (Plan U, 2.5%@67 with reciprocity 2.43%@65) is the OCERS plan offered to employees hired on or after 01/01/13. This plan has the highest enrollment.

Orange County Sanitation District
Market Compensation Data - Results Summary - Top Monthly Salary
February 2022

Classification	Bargaining Unit	# of Matches	Top Monthly Salary Data							
			OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Accounting Supervisor	Supervisor	15	$ 12,901	$ 10,924	15.3%	$ 10,589	17.9%	$ 12,347	4.3%	88
Accounting Technician	OCEA	17	$ 6,722	$ 6,374	5.2%	$ 6,309	6.1%	$ 7,018	-4.4%	67
Administration Manager	Manager	7	$ 16,928	$ 14,967	11.6%	$ 15,314	9.5%	$ 16,486	2.6%	101
Administrative Assistant	OCEA	13	$ 8,395	$ 6,782	19.2%	$ 6,492	22.7%	$ 7,565	9.9%	102
Assistant Clerk of the Board	Confidential	9	$ 9,594	$ 9,264	3.4%	$ 9,036	5.8%	$ 9,508	0.9%	77
Assistant General Manager	Executive	6	$ 25,132	$ 22,478	10.6%	$ 21,678	13.7%	$ 24,886	1.0%	76
Automotive/Heavy Equipment Technician	Local 501	14	$ 8,519	$ 7,640	10.3%	$ 7,824	8.2%	$ 8,596	-0.9%	68
Chief Plant Operator	Supervisor	9	$ 13,556	$ 13,993	-3.2%	$ 13,744	-1.4%	$ 14,215	-4.9%	36
Clerk of the Board	Confidential	8	$ 13,556	$ 12,977	4.3%	$ 13,183	2.8%	$ 13,809	-1.9%	57
Construction Inspection Supervisor	Supervisor	9	$ 12,281	$ 10,940	10.9%	$ 11,481	6.5%	$ 11,655	5.1%	87
Construction Inspector	OCEA	14	$ 9,981	$ 8,732	12.5%	$ 8,576	14.1%	$ 9,085	9.0%	91
Contracts Supervisor	Supervisor	7	$ 14,246	$ 12,383	13.1%	$ 12,094	15.1%	$ 13,121	7.9%	90
Controller	Manager	17	$ 16,928	$ 15,067	11.0%	$ 15,017	11.3%	$ 15,857	6.3%	81
Cost Estimator	Professional	4	$ 11,128	$ 9,263	16.8%	$ 9,557	14.1%	$ 9,699	12.8%	112
Data Management Technician II	OCEA	8	$ 10,230	$ 8,412	17.8%	$ 8,526	16.7%	$ 9,054	11.5%	111
Director of Engineering	Executive	12	$ 22,214	$ 21,616	2.7%	$ 22,046	0.8%	$ 23,012	-3.6%	52
Director of Environmental Services	Executive	7	$ 21,143	$ 20,193	4.5%	$ 20,425	3.4%	$ 22,588	-6.8%	56
Director of Finance	Executive	12	$ 21,143	$ 19,385	8.3%	$ 18,642	11.8%	$ 19,574	7.4%	86
Director of Finance and Administrative Services	Executive	13	$ 21,143	$ 20,538	2.9%	$ 20,306	4.0%	$ 22,414	-6.0%	63
Director of Human Resources	Executive	13	$ 21,143	$ 19,305	8.7%	$ 18,391	13.0%	$ 21,431	-1.4%	69
Director of Operations and Maintenance	Executive	16	$ 21,672	$ 20,755	4.2%	$ 20,477	5.5%	$ 22,576	-4.2%	60
Electrical Technician II	Local 501	12	$ 9,400	$ 9,068	3.5%	$ 8,959	4.7%	$ 9,562	-1.7%	69
Engineer	Professional	17	$ 12,281	$ 11,885	3.2%	$ 12,015	2.2%	$ 12,708	-3.5%	63
Engineering Associate	OCEA	9	$ 10,485	$ 8,120	22.6%	$ 8,191	21.9%	$ 9,017	14.0%	103
Engineering Manager	Manager	14	$ 17,787	$ 16,959	4.7%	$ 16,274	8.5%	$ 18,682	-5.0%	68
Engineering Supervisor	Supervisor	12	$ 14,962	$ 14,069	6.0%	$ 13,662	8.7%	$ 14,768	1.3%	91
Environmental Protection Manager	Manager	7	$ 16,928	$ 16,226	4.1%	$ 16,706	1.3%	$ 17,585	-3.9%	60
Environmental Supervisor	Supervisor	8	$ 14,246	$ 13,469	5.5%	$ 13,515	5.1%	$ 14,158	0.6%	76
Environmental Technician	OCEA	7	$ 7,240	$ 7,191	0.7%	$ 7,095	2.0%	$ 7,750	-7.0%	55
Executive Assistant	OCEA	13	$ 8,824	$ 7,433	15.8%	$ 7,311	17.2%	$ 8,150	7.6%	93
Facilities Worker	Local 501	12	$ 7,531	$ 7,188	4.6%	$ 6,921	8.1%	$ 7,899	-4.9%	63
General Manager	Executive	15	$ 28,434	$ 27,693	2.6%	$ 27,013	5.0%	$ 28,051	1.3%	79
Graphics Designer	OCEA	10	$ 8,824	$ 7,792	11.7%	$ 7,812	11.5%	$ 8,787	0.4%	76
Human Resources & Risk Manager	Manager	11	$ 16,928	$ 15,348	9.3%	$ 16,369	3.3%	$ 16,643	1.7%	81
Human Resources Analyst	Confidential	15	$ 8,696	$ 8,169	6.1%	$ 8,270	4.9%	$ 8,879	-2.1%	71
Human Resources Supervisor	Confidential	6	$ 14,246	$ 13,730	3.6%	$ 12,992	8.8%	$ 15,369	-7.9%	65
Human Resources Technician II	Confidential	11	$ 8,395	$ 6,781	19.2%	$ 7,356	12.4%	$ 7,712	8.1%	101
Information Technology Analyst III	Professional	14	$ 10,856	$ 10,092	7.0%	$ 10,089	7.1%	$ 11,066	-1.9%	68
Information Technology Manager	Manager	13	$ 16,928	$ 16,077	5.0%	$ 15,857	6.3%	$ 16,706	1.3%	78

Orange County Sanitation District
Market Compensation Data - Results Summary - Top Monthly Salary
February 2022

Classification	Bargaining Unit	# of Matches	Top Monthly Salary Data							
			OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Information Technology Supervisor	Supervisor	9	$ 13,556	$ 12,979	4.3%	$ 13,784	-1.7%	$ 14,370	-6.0%	48
Information Technology Technician	OCEA	15	$ 7,989	$ 7,731	3.2%	$ 7,662	4.1%	$ 8,142	-1.9%	72
Instrumentation Technician II	Local 501	15	$ 9,400	$ 8,789	6.5%	$ 8,700	7.4%	$ 9,467	-0.7%	73
Machinist	Local 501	12	$ 8,727	$ 7,918	9.3%	$ 8,038	7.9%	$ 8,322	4.6%	80
Maintenance Manager	Manager	12	$ 16,928	$ 16,215	4.2%	$ 15,859	6.3%	$ 17,899	-5.7%	66
Maintenance Specialist	Professional	6	$ 11,128	$ 9,947	10.6%	$ 9,882	11.2%	$ 10,783	3.1%	98
Maintenance Superintendent	Supervisor	9	$ 13,556	$ 13,621	-0.5%	$ 13,744	-1.4%	$ 15,477	-14.2%	48
Maintenance Supervisor	Supervisor	16	$ 11,688	$ 11,071	5.3%	$ 10,967	6.2%	$ 12,131	-3.8%	63
Materials Management Clerk	OCEA	16	$ 5,803	$ 6,338	-9.2%	$ 6,205	-6.9%	$ 6,670	-14.9%	24
Mobile Crane Operator	Local 501	15	$ 8,519	$ 7,734	9.2%	$ 7,901	7.3%	$ 8,735	-2.5%	70
Operations Manager	Manager	12	$ 16,928	$ 16,882	0.3%	$ 16,964	-0.2%	$ 18,926	-11.8%	49
Operations Supervisor	Supervisor	11	$ 12,281	$ 11,291	8.1%	$ 11,656	5.1%	$ 12,648	-3.0%	65
Payroll Technician	OCEA	11	$ 8,395	$ 6,734	19.8%	$ 6,613	21.2%	$ 7,810	7.0%	103
Planner/Scheduler	Professional	2	$ 11,128	ISD	ISD	ISD	ISD	ISD	ISD	N/A
Power Plant Operator II	Local 501	7	$ 9,400	$ 8,517	9.4%	$ 8,776	6.6%	$ 9,223	1.9%	82
Principal Information Technology Analyst	Professional	10	$ 13,224	$ 12,078	8.7%	$ 12,258	7.3%	$ 12,845	2.9%	87
Purchasing and Contracts Manager	Manager	10	$ 16,928	$ 13,897	17.9%	$ 13,849	18.2%	$ 15,014	11.3%	94
Purchasing Supervisor	Supervisor	12	$ 12,901	$ 10,981	14.9%	$ 10,844	15.9%	$ 11,965	7.3%	85
Regulatory Specialist	Professional	7	$ 11,688	$ 11,318	3.2%	$ 11,655	0.3%	$ 12,005	-2.7%	52
Reliability Maintenance Technician	Local 501	4	$ 10,376	$ 8,149	21.5%	$ 8,040	22.5%	$ 8,315	19.9%	117
Safety and Health Supervisor	Supervisor	9	$ 14,246	$ 13,180	7.5%	$ 13,287	6.7%	$ 13,784	3.2%	89
Scientist	Professional	3	$ 11,688	ISD	ISD	ISD	ISD	ISD	ISD	N/A
Secretary to the General Manager	Confidential	11	$ 9,360	$ 8,949	4.4%	$ 8,624	7.9%	$ 9,179	1.9%	81
Security/Emergency Planning Specialist	Professional	6	$ 11,128	$ 11,074	0.5%	$ 10,559	5.1%	$ 12,359	-11.1%	58
Senior Accountant	Professional	15	$ 10,079	$ 8,582	14.9%	$ 8,958	11.1%	$ 9,479	6.0%	99
Senior Buyer	Professional	14	$ 10,079	$ 8,662	14.1%	$ 8,718	13.5%	$ 9,034	10.4%	107
Senior Contracts Administrator	Professional	5	$ 11,688	$ 9,456	19.1%	$ 9,304	20.4%	$ 10,071	13.8%	109
Senior Environmental Specialist	Professional	9	$ 10,079	$ 10,352	-2.7%	$ 10,257	-1.8%	$ 11,094	-10.1%	47
Senior Human Resources Analyst	Confidential	16	$ 10,079	$ 9,495	5.8%	$ 9,461	6.1%	$ 10,037	0.4%	76
Senior Mechanic	Local 501	15	$ 8,519	$ 7,843	7.9%	$ 7,947	6.7%	$ 8,570	-0.6%	74
Senior Plant Operator	Local 501	14	$ 9,400	$ 8,987	4.4%	$ 8,774	6.7%	$ 9,481	-0.9%	74
Senior Public Affairs Specialist	Professional	14	$ 10,079	$ 9,443	6.3%	$ 9,790	2.9%	$ 10,629	-5.5%	54
Senior Safety and Health Specialist	Professional	11	$ 10,079	$ 9,098	9.7%	$ 9,166	9.1%	$ 9,706	3.7%	87
Senior Staff Analyst	Professional	13	$ 10,079	$ 9,181	8.9%	$ 9,138	9.3%	$ 10,005	0.7%	77
Source Control Inspector II	OCEA	10	$ 9,734	$ 8,666	11.0%	$ 8,129	16.5%	$ 8,994	7.6%	82
Source Control Supervisor	Supervisor	9	$ 12,281	$ 11,661	5.0%	$ 11,799	3.9%	$ 13,090	-6.6%	56
Welder/Fabricator	Local 501	12	$ 8,519	$ 7,372	13.5%	$ 7,585	11.0%	$ 8,126	4.6%	102
				AVERAGE:	8.1%	AVERAGE:	8.3%	AVERAGE:	0.7%	76.1

ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Market Compensation Data - Results Summary - Total Compensation Data - Plan H
February 2022

Classification	Bargaining Unit	Total Monthly Compensation Data - Plan H							
		OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Accounting Supervisor	Supervisor	$ 18,285	$ 15,620	14.6%	$ 15,047	17.7%	$ 17,336	5.2%	85
Accounting Technician	OCEA	$ 10,068	$ 10,047	0.2%	$ 10,031	0.4%	$ 10,923	-8.5%	53
Administration Manager	Manager	$ 23,792	$ 20,915	12.1%	$ 21,170	11.0%	$ 23,074	3.0%	94
Administrative Assistant	OCEA	$ 12,066	$ 10,657	11.7%	$ 10,248	15.1%	$ 11,510	4.6%	84
Assistant Clerk of the Board	Confidential	$ 14,525	$ 13,725	5.5%	$ 13,245	8.8%	$ 14,455	0.5%	76
Assistant General Manager	Executive	$ 35,614	$ 30,358	14.8%	$ 30,110	15.5%	$ 33,426	6.1%	101
Automotive/Heavy Equipment Technician	Local 501	$ 12,440	$ 11,646	6.4%	$ 11,756	5.5%	$ 12,670	-1.8%	67
Chief Plant Operator	Supervisor	$ 19,105	$ 19,592	-2.6%	$ 18,947	0.8%	$ 20,774	-8.7%	52
Clerk of the Board	Confidential	$ 19,596	$ 18,620	5.0%	$ 18,576	5.2%	$ 20,583	-5.0%	63
Construction Inspection Supervisor	Supervisor	$ 17,509	$ 15,834	9.6%	$ 15,625	10.8%	$ 16,937	3.3%	86
Construction Inspector	OCEA	$ 13,960	$ 12,902	7.6%	$ 12,503	10.4%	$ 13,828	0.9%	76
Contracts Supervisor	Supervisor	$ 19,968	$ 17,535	12.2%	$ 17,227	13.7%	$ 18,706	6.3%	87
Controller	Manager	$ 23,792	$ 20,928	12.0%	$ 20,657	13.2%	$ 22,553	5.2%	86
Cost Estimator	Professional	$ 16,067	$ 13,619	15.2%	$ 13,483	16.1%	$ 14,216	11.5%	107
Data Management Technician II	OCEA	$ 14,258	$ 12,534	12.1%	$ 12,744	10.6%	$ 13,050	8.5%	108
Director of Engineering	Executive	$ 31,822	$ 29,544	7.2%	$ 29,627	6.9%	$ 31,337	1.5%	77
Director of Environmental Services	Executive	$ 30,430	$ 27,546	9.5%	$ 28,855	5.2%	$ 29,885	1.8%	83
Director of Finance	Executive	$ 30,430	$ 26,784	12.0%	$ 25,799	15.2%	$ 27,511	9.6%	91
Director of Finance and Administrative Services	Executive	$ 30,430	$ 27,963	8.1%	$ 26,819	11.9%	$ 29,920	1.7%	83
Director of Human Resources	Executive	$ 30,430	$ 26,489	13.0%	$ 26,163	14.0%	$ 28,084	7.7%	87
Director of Operations and Maintenance	Executive	$ 31,117	$ 28,254	9.2%	$ 28,200	9.4%	$ 30,494	2.0%	81
Electrical Technician II	Local 501	$ 13,515	$ 13,443	0.5%	$ 13,186	2.4%	$ 13,914	-3.0%	59
Engineer	Professional	$ 17,509	$ 16,883	3.6%	$ 16,631	5.0%	$ 17,668	-0.9%	68
Engineering Associate	OCEA	$ 14,562	$ 11,917	18.2%	$ 11,824	18.8%	$ 12,701	12.8%	100
Engineering Manager	Manager	$ 24,877	$ 23,183	6.8%	$ 22,496	9.6%	$ 25,079	-0.8%	72
Engineering Supervisor	Supervisor	$ 20,864	$ 19,655	5.8%	$ 19,325	7.4%	$ 20,452	2.0%	81
Environmental Protection Manager	Manager	$ 23,792	$ 22,264	6.4%	$ 22,487	5.5%	$ 24,011	-0.9%	73
Environmental Supervisor	Supervisor	$ 19,968	$ 19,017	4.8%	$ 18,599	6.9%	$ 19,942	0.1%	75
Environmental Technician	OCEA	$ 10,687	$ 11,069	-3.6%	$ 11,046	-3.4%	$ 11,661	-9.1%	43
Executive Assistant	OCEA	$ 12,579	$ 11,252	10.5%	$ 10,894	13.4%	$ 12,080	4.0%	85
Facilities Worker	Local 501	$ 11,234	$ 11,114	1.1%	$ 10,778	4.1%	$ 11,708	-4.2%	73
General Manager	Executive	$ 42,280	$ 37,974	10.2%	$ 37,746	10.7%	$ 39,604	6.3%	88
Graphics Designer	OCEA	$ 12,579	$ 11,801	6.2%	$ 11,580	7.9%	$ 12,979	-3.2%	61
Human Resources & Risk Manager	Manager	$ 24,281	$ 21,435	11.7%	$ 22,175	8.7%	$ 22,834	6.0%	83
Human Resources Analyst	Confidential	$ 13,376	$ 12,238	8.5%	$ 12,379	7.5%	$ 13,316	0.4%	81
Human Resources Supervisor	Confidential	$ 20,479	$ 19,427	5.1%	$ 18,681	8.8%	$ 20,760	-1.4%	73
Human Resources Technician II	Confidential	$ 13,348	$ 10,590	20.7%	$ 11,555	13.4%	$ 12,147	9.0%	101
Information Technology Analyst III	Professional	$ 15,726	$ 14,713	6.4%	$ 14,754	6.2%	$ 15,708	0.1%	76
Information Technology Manager	Manager	$ 23,792	$ 22,039	7.4%	$ 21,299	10.5%	$ 22,690	4.6%	79
Information Technology Supervisor	Supervisor	$ 19,105	$ 18,301	4.2%	$ 18,606	2.6%	$ 20,078	-5.1%	55
Information Technology Technician	OCEA	$ 11,581	$ 11,712	-1.1%	$ 11,767	-1.6%	$ 12,138	-4.8%	48
Instrumentation Technician II	Local 501	$ 13,515	$ 12,965	4.1%	$ 13,126	2.9%	$ 13,807	-2.2%	68
Machinist	Local 501	$ 12,694	$ 12,018	5.3%	$ 11,678	8.0%	$ 12,881	-1.5%	74

Orange County Sanitation District
Market Compensation Data - Results Summary - Total Compensation Data - Plan H
February 2022

Classification	Bargaining Unit	Total Monthly Compensation Data - Plan H							
		OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Maintenance Manager	Manager	$ 23,792	$ 22,454	5.6%	$ 21,828	8.3%	$ 24,623	-3.5%	69
Maintenance Specialist	Professional	$ 16,067	$ 14,805	7.9%	$ 14,422	10.2%	$ 15,269	5.0%	88
Maintenance Superintendent	Supervisor	$ 19,105	$ 19,118	-0.1%	$ 18,947	0.8%	$ 21,145	-10.7%	52
Maintenance Supervisor	Supervisor	$ 16,767	$ 15,921	5.0%	$ 15,475	7.7%	$ 17,337	-3.4%	70
Materials Management Clerk	OCEA	$ 8,971	$ 9,977	-11.2%	$ 9,665	-7.7%	$ 10,677	-19.0%	15
Mobile Crane Operator	Local 501	$ 12,440	$ 11,735	5.7%	$ 11,807	5.1%	$ 12,560	-1.0%	66
Operations Manager	Manager	$ 23,792	$ 23,279	2.2%	$ 23,315	2.0%	$ 25,407	-6.8%	53
Operations Supervisor	Supervisor	$ 17,509	$ 16,102	8.0%	$ 16,342	6.7%	$ 17,186	1.8%	79
Payroll Technician	OCEA	$ 12,066	$ 10,605	12.1%	$ 10,100	16.3%	$ 11,925	1.2%	83
Planner/Scheduler	Professional	$ 16,067	ISD	ISD	ISD	ISD	ISD	ISD	N/A
Power Plant Operator II	Local 501	$ 13,515	$ 12,527	7.3%	$ 12,533	7.3%	$ 13,422	0.7%	77
Principal Information Technology Analyst	Professional	$ 18,689	$ 17,246	7.7%	$ 17,492	6.4%	$ 18,428	1.4%	81
Purchasing and Contracts Manager	Manager	$ 23,792	$ 19,370	18.6%	$ 19,885	16.4%	$ 20,681	13.1%	99
Purchasing Supervisor	Supervisor	$ 18,285	$ 15,526	15.1%	$ 15,068	17.6%	$ 16,701	8.7%	85
Regulatory Specialist	Professional	$ 16,767	$ 16,251	3.1%	$ 16,937	-1.0%	$ 17,862	-6.5%	48
Reliability Maintenance Technician	Local 501	$ 14,706	$ 12,239	16.8%	$ 11,842	19.5%	$ 12,595	14.4%	104
Safety and Health Supervisor	Supervisor	$ 19,968	$ 18,625	6.7%	$ 18,606	6.8%	$ 19,232	3.7%	89
Scientist	Professional	$ 16,767	ISD	ISD	ISD	ISD	ISD	ISD	N/A
Secretary to the General Manager	Confidential	$ 13,589	$ 13,234	2.6%	$ 12,838	5.5%	$ 14,010	-3.1%	72
Security/Emergency Planning Specialist	Professional	$ 16,067	$ 15,588	3.0%	$ 15,607	2.9%	$ 17,357	-8.0%	53
Senior Accountant	Professional	$ 14,755	$ 12,840	13.0%	$ 12,762	13.5%	$ 13,949	5.5%	89
Senior Buyer	Professional	$ 14,755	$ 12,931	12.4%	$ 12,991	12.0%	$ 13,825	6.3%	102
Senior Contracts Administrator	Professional	$ 16,767	$ 14,203	15.3%	$ 14,232	15.1%	$ 14,958	10.8%	102
Senior Environmental Specialist	Professional	$ 14,755	$ 14,843	-0.6%	$ 14,425	2.2%	$ 15,344	-4.0%	56
Senior Human Resources Analyst	Confidential	$ 15,313	$ 13,862	9.5%	$ 13,817	9.8%	$ 14,876	2.9%	94
Senior Mechanic	Local 501	$ 12,440	$ 11,785	5.3%	$ 11,767	5.4%	$ 12,625	-1.5%	71
Senior Plant Operator	Local 501	$ 13,515	$ 13,209	2.3%	$ 12,722	5.9%	$ 13,775	-1.9%	64
Senior Public Affairs Specialist	Professional	$ 14,755	$ 13,901	5.8%	$ 14,500	1.7%	$ 15,378	-4.2%	59
Senior Safety and Health Specialist	Professional	$ 14,755	$ 13,204	10.5%	$ 13,322	9.7%	$ 14,422	2.3%	91
Senior Staff Analyst	Professional	$ 14,755	$ 13,480	8.6%	$ 13,789	6.5%	$ 14,858	-0.7%	68
Source Control Inspector II	OCEA	$ 13,666	$ 12,843	6.0%	$ 12,237	10.5%	$ 13,453	1.6%	77
Source Control Supervisor	Supervisor	$ 17,509	$ 16,648	4.9%	$ 16,868	3.7%	$ 18,433	-5.3%	58
Welder/Fabricator	Local 501	$ 12,440	$ 11,188	10.1%	$ 11,524	7.4%	$ 12,099	2.7%	91
			AVERAGE:	7.5%	AVERAGE:	8.2%	AVERAGE:	0.9%	76

ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Market Compensation Data - Results Summary - Total Compensation Data - Plan H
February 2022

Classification	Bargaining Unit	Total Monthly Compensation Data - Plan B							
		OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Accounting Supervisor	Supervisor	$ 17,318	$ 15,466	10.7%	$ 14,595	15.7%	$ 17,196	0.7%	76
Accounting Technician	OCEA	$ 9,564	$ 9,974	-4.3%	$ 9,935	-3.9%	$ 10,910	-14.1%	37
Administration Manager	Manager	$ 22,523	$ 20,647	8.3%	$ 21,170	6.0%	$ 22,637	-0.5%	67
Administrative Assistant	OCEA	$ 11,436	$ 10,590	7.4%	$ 10,193	10.9%	$ 11,510	-0.6%	74
Assistant Clerk of the Board	Confidential	$ 13,805	$ 13,648	1.1%	$ 13,145	4.8%	$ 14,455	-4.7%	56
Assistant General Manager	Executive	$ 33,730	$ 29,957	11.2%	$ 29,282	13.2%	$ 32,615	3.3%	82
Automotive/Heavy Equipment Technician	Local 501	$ 11,801	$ 11,569	2.0%	$ 11,652	1.3%	$ 12,670	-7.4%	62
Chief Plant Operator	Supervisor	$ 18,088	$ 19,394	-7.2%	$ 18,672	-3.2%	$ 20,774	-14.8%	32
Clerk of the Board	Confidential	$ 18,580	$ 18,510	0.4%	$ 18,377	1.1%	$ 20,583	-10.8%	57
Construction Inspection Supervisor	Supervisor	$ 16,588	$ 15,699	5.4%	$ 15,555	6.2%	$ 16,657	-0.4%	74
Construction Inspector	OCEA	$ 13,211	$ 12,810	3.0%	$ 12,473	5.6%	$ 13,436	-1.7%	72
Contracts Supervisor	Supervisor	$ 18,900	$ 17,389	8.0%	$ 17,227	8.9%	$ 18,559	1.8%	77
Controller	Manager	$ 22,523	$ 20,788	7.7%	$ 20,537	8.8%	$ 22,553	-0.1%	75
Cost Estimator	Professional	$ 15,232	$ 13,619	10.6%	$ 13,483	11.5%	$ 14,216	6.7%	101
Data Management Technician II	OCEA	$ 13,491	$ 12,414	8.0%	$ 12,725	5.7%	$ 12,836	4.9%	104
Director of Engineering	Executive	$ 30,156	$ 29,322	2.8%	$ 29,627	1.8%	$ 31,192	-3.4%	59
Director of Environmental Services	Executive	$ 28,844	$ 27,350	5.2%	$ 28,855	-0.0%	$ 29,885	-3.6%	50
Director of Finance	Executive	$ 28,844	$ 26,506	8.1%	$ 25,519	11.5%	$ 27,006	6.4%	86
Director of Finance and Administrative Services	Executive	$ 28,844	$ 27,756	3.8%	$ 26,230	9.1%	$ 29,920	-3.7%	65
Director of Human Resources	Executive	$ 28,844	$ 26,331	8.7%	$ 25,603	11.2%	$ 28,084	2.6%	82
Director of Operations and Maintenance	Executive	$ 29,492	$ 28,052	4.9%	$ 27,728	6.0%	$ 30,494	-3.4%	62
Electrical Technician II	Local 501	$ 12,810	$ 13,351	-4.2%	$ 13,082	-2.1%	$ 13,914	-8.6%	33
Engineer	Professional	$ 16,588	$ 16,741	-0.9%	$ 16,383	1.2%	$ 17,604	-6.1%	55
Engineering Associate	OCEA	$ 13,776	$ 11,869	13.8%	$ 11,824	14.2%	$ 12,527	9.1%	95
Engineering Manager	Manager	$ 23,543	$ 23,031	2.2%	$ 22,040	6.4%	$ 25,079	-6.5%	65
Engineering Supervisor	Supervisor	$ 19,741	$ 19,488	1.3%	$ 19,325	2.1%	$ 20,363	-3.1%	65
Environmental Protection Manager	Manager	$ 22,523	$ 22,053	2.1%	$ 22,286	1.1%	$ 23,794	-5.6%	55
Environmental Supervisor	Supervisor	$ 18,900	$ 18,928	-0.2%	$ 18,399	2.6%	$ 19,942	-5.5%	64
Environmental Technician	OCEA	$ 10,144	$ 10,969	-8.1%	$ 11,046	-8.9%	$ 11,661	-15.0%	36
Executive Assistant	OCEA	$ 11,917	$ 11,156	6.4%	$ 10,756	9.7%	$ 11,835	0.7%	76
Facilities Worker	Local 501	$ 10,669	$ 11,032	-3.4%	$ 10,764	-0.9%	$ 11,689	-9.6%	44
General Manager	Executive	$ 40,148	$ 37,733	6.0%	$ 37,098	7.6%	$ 39,212	2.3%	82
Graphics Designer	OCEA	$ 11,917	$ 11,718	1.7%	$ 11,580	2.8%	$ 12,688	-6.5%	53
Human Resources & Risk Manager	Manager	$ 23,011	$ 21,355	7.2%	$ 22,002	4.4%	$ 22,638	1.6%	81
Human Resources Analyst	Confidential	$ 12,723	$ 12,124	4.7%	$ 12,379	2.7%	$ 13,160	-3.4%	55
Human Resources Supervisor	Confidential	$ 19,411	$ 19,215	1.0%	$ 18,190	6.3%	$ 20,660	-6.4%	66
Human Resources Technician II	Confidential	$ 11,658	$ 10,458	10.3%	$ 11,201	3.9%	$ 11,859	-1.7%	69
Information Technology Analyst III	Professional	$ 14,912	$ 14,604	2.1%	$ 14,747	1.1%	$ 15,708	-5.3%	52
Information Technology Manager	Manager	$ 22,523	$ 21,921	2.7%	$ 21,299	5.4%	$ 22,690	-0.7%	72
Information Technology Supervisor	Supervisor	$ 18,088	$ 18,192	-0.6%	$ 18,606	-2.9%	$ 19,866	-9.8%	42
Information Technology Technician	OCEA	$ 10,982	$ 11,648	-6.1%	$ 11,586	-5.5%	$ 12,138	-10.5%	32
Instrumentation Technician II	Local 501	$ 12,810	$ 12,874	-0.5%	$ 13,037	-1.8%	$ 13,665	-6.7%	48
Machinist	Local 501	$ 12,040	$ 11,917	1.0%	$ 11,587	3.8%	$ 12,705	-5.5%	69

Orange County Sanitation District
Market Compensation Data - Results Summary - Total Compensation Data - Plan H
February 2022

Classification	Bargaining Unit	Total Monthly Compensation Data - Plan B							
		OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Maintenance Manager	Manager	$ 22,523	$ 22,339	0.8%	$ 21,586	4.2%	$ 24,241	-7.6%	64
Maintenance Specialist	Professional	$ 15,232	$ 14,721	3.4%	$ 14,422	5.3%	$ 15,269	-0.2%	74
Maintenance Superintendent	Supervisor	$ 18,088	$ 18,883	-4.4%	$ 18,549	-2.5%	$ 21,145	-16.9%	46
Maintenance Supervisor	Supervisor	$ 15,891	$ 15,812	0.5%	$ 15,392	3.1%	$ 17,264	-8.6%	53
Materials Management Clerk	OCEA	$ 8,536	$ 9,915	-16.2%	$ 9,522	-11.5%	$ 10,677	-25.1%	6
Mobile Crane Operator	Local 501	$ 11,801	$ 11,632	1.4%	$ 11,676	1.1%	$ 12,411	-5.2%	57
Operations Manager	Manager	$ 22,523	$ 23,161	-2.8%	$ 23,109	-2.6%	$ 25,407	-12.8%	43
Operations Supervisor	Supervisor	$ 16,588	$ 15,942	3.9%	$ 16,034	3.3%	$ 17,186	-3.6%	66
Payroll Technician	OCEA	$ 11,436	$ 10,505	8.1%	$ 9,951	13.0%	$ 11,925	-4.3%	58
Planner/Scheduler	Professional	$ 15,232	ISD	ISD	ISD	ISD	ISD	ISD	N/A
Power Plant Operator II	Local 501	$ 12,810	$ 12,359	3.5%	$ 12,389	3.3%	$ 13,143	-2.6%	70
Principal Information Technology Analyst	Professional	$ 17,697	$ 17,126	3.2%	$ 17,492	1.2%	$ 18,051	-2.0%	55
Purchasing and Contracts Manager	Manager	$ 22,523	$ 19,230	14.6%	$ 19,725	12.4%	$ 20,651	8.3%	94
Purchasing Supervisor	Supervisor	$ 17,318	$ 15,405	11.0%	$ 14,876	14.1%	$ 16,369	5.5%	81
Regulatory Specialist	Professional	$ 15,891	$ 16,146	-1.6%	$ 16,657	-4.8%	$ 17,862	-12.4%	41
Reliability Maintenance Technician	Local 501	$ 13,928	$ 12,090	13.2%	$ 11,655	16.3%	$ 12,315	11.6%	97
Safety and Health Supervisor	Supervisor	$ 18,900	$ 18,490	2.2%	$ 18,606	1.6%	$ 19,232	-1.8%	59
Scientist	Professional	$ 15,891	ISD	ISD	ISD	ISD	ISD	ISD	N/A
Secretary to the General Manager	Confidential	$ 12,887	$ 13,200	-2.4%	$ 12,506	3.0%	$ 14,010	-8.7%	61
Security/Emergency Planning Specialist	Professional	$ 15,232	$ 15,588	-2.3%	$ 15,607	-2.5%	$ 17,357	-14.0%	48
Senior Accountant	Professional	$ 13,999	$ 12,723	9.1%	$ 12,594	10.0%	$ 13,723	2.0%	81
Senior Buyer	Professional	$ 13,999	$ 12,836	8.3%	$ 12,991	7.2%	$ 13,789	1.5%	93
Senior Contracts Administrator	Professional	$ 15,891	$ 13,956	12.2%	$ 13,801	13.1%	$ 14,716	7.4%	92
Senior Environmental Specialist	Professional	$ 13,999	$ 14,785	-5.6%	$ 14,425	-3.0%	$ 15,344	-9.6%	25
Senior Human Resources Analyst	Confidential	$ 14,557	$ 13,757	5.5%	$ 13,780	5.3%	$ 14,569	-0.1%	75
Senior Mechanic	Local 501	$ 11,801	$ 11,673	1.1%	$ 11,593	1.8%	$ 12,507	-6.0%	53
Senior Plant Operator	Local 501	$ 12,810	$ 13,065	-2.0%	$ 12,623	1.5%	$ 13,775	-7.5%	55
Senior Public Affairs Specialist	Professional	$ 13,999	$ 13,793	1.5%	$ 14,265	-1.9%	$ 15,353	-9.7%	46
Senior Safety and Health Specialist	Professional	$ 13,999	$ 13,127	6.2%	$ 13,322	4.8%	$ 14,422	-3.0%	63
Senior Staff Analyst	Professional	$ 13,999	$ 13,355	4.6%	$ 13,570	3.1%	$ 14,743	-5.3%	59
Source Control Inspector II	OCEA	$ 12,936	$ 12,783	1.2%	$ 12,047	6.9%	$ 13,453	-4.0%	68
Source Control Supervisor	Supervisor	$ 16,588	$ 16,491	0.6%	$ 16,868	-1.7%	$ 18,124	-9.3%	48
Welder/Fabricator	Local 501	$ 11,801	$ 11,089	6.0%	$ 11,524	2.3%	$ 11,818	-0.1%	75
			AVERAGE:	3.1%	AVERAGE:	4.0%	AVERAGE:	-3.9%	63

ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Market Compensation Data - Results Summary - Total Compensation Data - Plan H
February 2022

Classification	Bargaining Unit	Total Monthly Compensation Data - Plan U							
		OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Accounting Supervisor	Supervisor	$ 17,150	$ 15,033	12.3%	$ 14,216	17.1%	$ 16,826	1.9%	77.5
Accounting Technician	OCEA	$ 9,477	$ 9,692	-2.3%	$ 9,608	-1.4%	$ 10,699	-12.9%	42.7
Administration Manager	Manager	$ 22,303	$ 20,168	9.6%	$ 20,634	7.5%	$ 22,184	0.5%	84.0
Administrative Assistant	OCEA	$ 11,327	$ 10,306	9.0%	$ 9,955	12.1%	$ 11,411	-0.7%	74.2
Assistant Clerk of the Board	Confidential	$ 13,681	$ 13,222	3.4%	$ 12,819	6.3%	$ 14,425	-5.4%	58.2
Assistant General Manager	Executive	$ 33,403	$ 28,629	14.3%	$ 28,631	14.3%	$ 31,132	6.8%	102.0
Automotive/Heavy Equipment Technician	Local 501	$ 11,690	$ 11,209	4.1%	$ 11,385	2.6%	$ 12,355	-5.7%	69.3
Chief Plant Operator	Supervisor	$ 17,912	$ 18,788	-4.9%	$ 18,154	-1.4%	$ 20,277	-13.2%	34.6
Clerk of the Board	Confidential	$ 18,403	$ 17,885	2.8%	$ 17,947	2.5%	$ 19,372	-5.3%	60.4
Construction Inspection Supervisor	Supervisor	$ 16,428	$ 15,192	7.5%	$ 14,844	9.6%	$ 16,366	0.4%	75.7
Construction Inspector	OCEA	$ 13,082	$ 12,371	5.4%	$ 12,197	6.8%	$ 13,163	-0.6%	74.1
Contracts Supervisor	Supervisor	$ 18,714	$ 16,931	9.5%	$ 17,069	8.8%	$ 18,103	3.3%	79.9
Controller	Manager	$ 22,303	$ 20,087	9.9%	$ 19,763	11.4%	$ 21,125	5.3%	83.0
Cost Estimator	Professional	$ 15,088	$ 12,796	15.2%	$ 12,796	15.2%	$ 13,171	12.7%	107.6
Data Management Technician II	OCEA	$ 13,358	$ 12,106	9.4%	$ 12,359	7.5%	$ 12,486	6.5%	104.2
Director of Engineering	Executive	$ 29,867	$ 28,277	5.3%	$ 28,947	3.1%	$ 30,288	-1.4%	72.2
Director of Environmental Services	Executive	$ 28,569	$ 26,361	7.7%	$ 27,386	4.1%	$ 28,947	-1.3%	63.4
Director of Finance	Executive	$ 28,569	$ 25,458	10.9%	$ 24,673	13.6%	$ 26,574	7.0%	91.9
Director of Finance and Administrative Services	Executive	$ 28,569	$ 26,654	6.7%	$ 25,621	10.3%	$ 29,040	-1.6%	72.6
Director of Human Resources	Executive	$ 28,569	$ 25,317	11.4%	$ 25,023	12.4%	$ 26,893	5.9%	86.1
Director of Operations and Maintenance	Executive	$ 29,210	$ 27,057	7.4%	$ 26,738	8.5%	$ 29,329	-0.4%	74.0
Electrical Technician II	Local 501	$ 12,688	$ 12,930	-1.9%	$ 12,763	-0.6%	$ 13,354	-5.2%	45.1
Engineer	Professional	$ 16,428	$ 16,224	1.2%	$ 15,892	3.3%	$ 17,438	-6.1%	61.5
Engineering Associate	OCEA	$ 13,640	$ 11,476	15.9%	$ 11,089	18.7%	$ 12,167	10.8%	95.1
Engineering Manager	Manager	$ 23,311	$ 22,126	5.1%	$ 21,532	7.6%	$ 24,287	-4.2%	72.2
Engineering Supervisor	Supervisor	$ 19,547	$ 18,706	4.3%	$ 17,847	8.7%	$ 20,127	-3.0%	66.8
Environmental Protection Manager	Manager	$ 22,303	$ 21,133	5.2%	$ 21,501	3.6%	$ 23,456	-5.2%	60.4
Environmental Supervisor	Supervisor	$ 18,714	$ 18,116	3.2%	$ 17,792	4.9%	$ 19,808	-5.8%	66.3
Environmental Technician	OCEA	$ 10,050	$ 10,707	-6.5%	$ 10,254	-2.0%	$ 11,610	-15.5%	37.4
Executive Assistant	OCEA	$ 11,803	$ 10,804	8.5%	$ 10,560	10.5%	$ 11,807	-0.0%	74.8
Facilities Worker	Local 501	$ 10,571	$ 10,663	-0.9%	$ 10,274	2.8%	$ 11,214	-6.1%	65.0
General Manager	Executive	$ 39,778	$ 36,457	8.3%	$ 36,153	9.1%	$ 38,163	4.1%	87.6
Graphics Designer	OCEA	$ 11,803	$ 11,296	4.3%	$ 11,240	4.8%	$ 12,407	-5.1%	53.6
Human Resources & Risk Manager	Manager	$ 22,791	$ 20,645	9.4%	$ 21,501	5.7%	$ 22,142	2.8%	82.4
Human Resources Analyst	Confidential	$ 12,610	$ 11,759	6.7%	$ 11,865	5.9%	$ 12,838	-1.8%	66.1
Human Resources Supervisor	Confidential	$ 19,226	$ 18,432	4.1%	$ 17,802	7.4%	$ 20,140	-4.8%	68.2
Human Resources Technician II	Confidential	$ 11,549	$ 10,161	12.0%	$ 10,861	6.0%	$ 11,632	-0.7%	72.7
Information Technology Analyst III	Professional	$ 14,771	$ 14,160	4.1%	$ 14,535	1.6%	$ 15,242	-3.2%	69.5
Information Technology Manager	Manager	$ 22,303	$ 21,052	5.6%	$ 20,121	9.8%	$ 22,110	0.9%	76.7
Information Technology Supervisor	Supervisor	$ 17,912	$ 17,463	2.5%	$ 17,160	4.2%	$ 19,679	-9.9%	54.2
Information Technology Technician	OCEA	$ 10,878	$ 11,281	-3.7%	$ 11,122	-2.2%	$ 12,072	-11.0%	43.2
Instrumentation Technician II	Local 501	$ 12,688	$ 12,477	1.7%	$ 12,154	4.2%	$ 13,451	-6.0%	55.9
Machinist	Local 501	$ 11,926	$ 11,538	3.3%	$ 11,278	5.4%	$ 12,278	-3.0%	71.7

Orange County Sanitation District
Market Compensation Data - Results Summary - Total Compensation Data - Plan H
February 2022

Classification	Bargaining Unit	Total Monthly Compensation Data - Plan U							
		OC San	Market Average	% above or below	Market Median	% above or below	75th Percentile	% above or below	OC San Market Percentile
Maintenance Manager	Manager	$ 22,303	$ 21,605	3.1%	$ 21,068	5.5%	$ 23,784	-6.6%	65.0
Maintenance Specialist	Professional	$ 15,088	$ 14,378	4.7%	$ 14,093	6.6%	$ 15,162	-0.5%	73.5
Maintenance Superintendent	Supervisor	$ 17,912	$ 18,372	-2.6%	$ 18,136	-1.3%	$ 20,944	-16.9%	48.1
Maintenance Supervisor	Supervisor	$ 15,739	$ 15,303	2.8%	$ 15,022	4.6%	$ 17,069	-8.5%	56.8
Materials Management Clerk	OCEA	$ 8,460	$ 9,626	-13.8%	$ 9,282	-9.7%	$ 10,313	-21.9%	10.8
Mobile Crane Operator	Local 501	$ 11,690	$ 11,279	3.5%	$ 11,399	2.5%	$ 12,121	-3.7%	55.1
Operations Manager	Manager	$ 22,303	$ 22,355	-0.2%	$ 22,603	-1.3%	$ 23,832	-6.9%	47.2
Operations Supervisor	Supervisor	$ 16,428	$ 15,588	5.1%	$ 15,677	4.6%	$ 16,882	-2.8%	70.9
Payroll Technician	OCEA	$ 11,327	$ 10,220	9.8%	$ 9,797	13.5%	$ 11,705	-3.3%	64.8
Planner/Scheduler	Professional	$ 15,088	ISD	ISD	ISD	ISD	ISD	ISD	ISD
Power Plant Operator II	Local 501	$ 12,688	$ 12,043	5.1%	$ 11,612	8.5%	$ 13,189	-4.0%	65.8
Principal Information Technology Analyst	Professional	$ 17,525	$ 16,537	5.6%	$ 17,187	1.9%	$ 17,719	-1.1%	68.5
Purchasing and Contracts Manager	Manager	$ 22,303	$ 18,656	16.4%	$ 19,102	14.4%	$ 20,041	10.1%	94.2
Purchasing Supervisor	Supervisor	$ 17,150	$ 14,886	13.2%	$ 14,596	14.9%	$ 16,025	6.6%	82.2
Regulatory Specialist	Professional	$ 15,739	$ 15,490	1.6%	$ 16,366	-4.0%	$ 17,206	-9.3%	45.4
Reliability Maintenance Technician	Local 501	$ 13,793	$ 11,633	15.7%	$ 11,343	17.8%	$ 11,812	14.4%	105.0
Safety and Health Supervisor	Supervisor	$ 18,714	$ 17,860	4.6%	$ 18,044	3.6%	$ 18,933	-1.2%	68.3
Scientist	Professional	$ 15,739	ISD	ISD	ISD	ISD	ISD	ISD	N/A
Secretary to the General Manager	Confidential	$ 12,766	$ 12,713	0.4%	$ 11,863	7.1%	$ 13,848	-8.5%	65.0
Security/Emergency Planning Specialist	Professional	$ 15,088	$ 14,945	0.9%	$ 14,802	1.9%	$ 16,700	-10.7%	52.4
Senior Accountant	Professional	$ 13,868	$ 12,345	11.0%	$ 12,145	12.4%	$ 13,477	2.8%	82.9
Senior Buyer	Professional	$ 13,868	$ 12,435	10.3%	$ 12,370	10.8%	$ 13,504	2.6%	100.1
Senior Contracts Administrator	Professional	$ 15,739	$ 13,574	13.8%	$ 13,532	14.0%	$ 14,464	8.1%	102.8
Senior Environmental Specialist	Professional	$ 13,868	$ 14,291	-3.0%	$ 14,180	-2.3%	$ 14,715	-6.1%	36.1
Senior Human Resources Analyst	Confidential	$ 14,426	$ 13,336	7.6%	$ 13,197	8.5%	$ 14,264	1.1%	78.5
Senior Mechanic	Local 501	$ 11,690	$ 11,379	2.7%	$ 11,315	3.2%	$ 12,385	-5.9%	61.3
Senior Plant Operator	Local 501	$ 12,688	$ 12,756	-0.5%	$ 12,178	4.0%	$ 13,688	-7.9%	58.2
Senior Public Affairs Specialist	Professional	$ 13,868	$ 13,383	3.5%	$ 14,078	-1.5%	$ 15,157	-9.3%	47.7
Senior Safety and Health Specialist	Professional	$ 13,868	$ 12,681	8.6%	$ 12,334	11.1%	$ 13,784	0.6%	76.1
Senior Staff Analyst	Professional	$ 13,868	$ 12,948	6.6%	$ 13,341	3.8%	$ 14,188	-2.3%	69.4
Source Control Inspector II	OCEA	$ 12,809	$ 12,428	3.0%	$ 11,708	8.6%	$ 13,336	-4.1%	70.6
Source Control Supervisor	Supervisor	$ 16,428	$ 16,021	2.5%	$ 16,714	-1.7%	$ 17,803	-8.4%	48.5
Welder/Fabricator	Local 501	$ 11,690	$ 10,721	8.3%	$ 10,961	6.2%	$ 11,378	2.7%	86.3
			AVERAGE:	5.4%	AVERAGE:	6.2%	AVERAGE:	-2.4%	69

ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Appendix II

Market Compensation Findings – Plan H (Classic – Closed)

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Supervisor	$ 13,260	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Accounting Systems Supervisor	$ 13,025	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Accounting Supervisor	$ 12,901	7/2/2021		
4	Western Municipal Water District	Accounting Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
5	Las Virgenes Municipal Water District	Accounting Supervisor	$ 12,821	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Accounting Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Financial Manager	$ 11,655	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Principal Accountant II	$ 10,819	1/19/2020	6/19/2022	2.00%
9	Irvine Ranch Water District	Accounting Supervisor	$ 10,589	7/1/2021	7/1/2022	CPI
10	Los Angeles County Sanitation Districts	Supervising Accountant	$ 10,328	7/1/2021	unknown	unknown
11	City of Huntington Beach	Principal Accountant	$ 10,206	1/1/2022	unknown	unknown
12	City of Anaheim	Principal Accountant	$ 10,164	12/24/2021	7/8/2022	3.00%
13	City of Irvine	Supervisor of Accounting Services	$ 10,020	6/25/2021	6/25/2022	1.00%
14	City of San Diego	Accountant IV	$ 9,542	7/1/2021	unknown	unknown
15	City of Garden Grove	Accounting Supervisor	$ 9,481	7/1/2021	unknown	unknown
16	County of Los Angeles, Public Works	Accounting Officer I	$ 7,221	7/1/2021	unknown	unknown
17	Orange County Water District	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,924
% Orange County Sanitation District Above/Below	15.3%
Median of Comparators	$ 10,589
% Orange County Sanitation District Above/Below	17.9%
75th Percentile of Comparators	$ 12,347
% Orange County Sanitation District Above/Below	4.3%
Orange County Sanitation District Percentile	88
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Accounting Supervisor	Accounting Supervisor	Principal Accountant	Accounting Supervisor	Principal Accountant	Supervisor of Accounting Services	Principal Accountant II	Accountant IV	Accounting Officer I	Accounting Systems Supervisor	Financial Manager	Accounting Supervisor	Accounting Supervisor	Accounting Supervisor	Supervising Accountant	N/C	N/C	Accounting Supervisor
	Top Step	$ 12,901	$ 13,260	$ 10,164	$ 9,481	$ 10,206	$ 10,020	$ 10,819	$ 9,542	$ 7,221	$ 13,025	$ 11,655	$ 11,873	$ 10,589	$ 12,821	$ 10,328			$ 12,853
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55			2.5%@55
Retirement	Enhanced Formula Cost	$ 684	$ 398	$ 722	$ 502	$ 541	$ 711	$ 325	$ 506		$ 169	$ 618	$ 629	$ 561	$ 385	$ 310			$ 681
Retirement	Employee Paid Employer Contribution			$ -407		$ -102										$ -52			
Retirement	Employer Paid Member Contribution	$ 452														$ 723			
Retirement	EPMC Reported as Special Comp															$ 51			
Retirement	12 Months Highest Salary		$ 66	$ 71	$ 57	$ 61	$ 70	$ 54	$ 57			$ 70	$ 71	$ 64	$ 64	$ 52			$ 77
Retirement	Social Security										$ 760		$ 736		$ 760				$ 760
Retirement	Deferred Compensation		$ 822				$ 200			$ 289		$ 466	$ 54	$ 424	$ 385				$ 257
Retirement	Other Retirement						$ 401		$ 577	$ 774		$ 98							
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,792	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759			
Insurance	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132			
Insurance	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5				
Insurance	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 744	$ 816	$ 635	$ 547	$ 981	$ 771	$ 707	$ 807	$ 417	$ 751	$ 1,210	$ 548	$ 611	$ 690	$ 636			$ 742
Leaves	Holidays	$ 595	$ 663	$ 430	$ 570	$ 471	$ 540	$ 583	$ 413	$ 333	$ 751	$ 538	$ 776	$ 489	$ 592	$ 477			$ 643
Leaves	Admin Leave	$ 248	$ 153	$ 78	$ 182	$ 294	$ 578	$ 208	$ 110		$ 351								$ 198
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 620																	
	Benefit Package Total	$ 5,384	$ 6,349	$ 4,372	$ 3,508	$ 4,007	$ 5,605	$ 3,776	$ 4,262	$ 4,180	$ 5,287	$ 5,282	$ 4,505	$ 4,458	$ 4,915	$ 4,087	$ 0	$ 0	$ 5,847

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Supervisor	$ 19,609	4/18/2021	unknown	unknown
2	Western Municipal Water District	Accounting Supervisor	$ 18,700	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Accounting Systems Supervisor	$ 18,312	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Accounting Supervisor	$ 18,285	7/2/2021		
5	Las Virgenes Municipal Water District	Accounting Supervisor	$ 17,736	1/1/2022	1/1/2023	1.5 - 4%
6	Eastern Municipal Water District	Financial Manager	$ 16,937	12/19/2021	1/1/2023	unknown
7	Inland Empire Utilities Agency	Accounting Supervisor	$ 16,378	7/1/2021	7/1/2022	3.00%
8	City of Irvine	Supervisor of Accounting Services	$ 15,625	6/25/2021	6/25/2022	1.00%
9	Irvine Ranch Water District	Accounting Supervisor	$ 15,047	7/1/2021	7/1/2022	CPI
10	City of Los Angeles Bureau of Sanitation	Principal Accountant II	$ 14,595	1/19/2020	6/19/2022	2.00%
11	City of Anaheim	Principal Accountant	$ 14,536	12/24/2021	7/8/2022	3.00%
12	Los Angeles County Sanitation Districts	Supervising Accountant	$ 14,415	7/1/2021	unknown	unknown
13	City of Huntington Beach	Principal Accountant	$ 14,213	1/1/2022	unknown	unknown
14	City of San Diego	Accountant IV	$ 13,804	7/1/2021	unknown	unknown
15	City of Garden Grove	Accounting Supervisor	$ 12,989	7/1/2021	unknown	unknown
16	County of Los Angeles, Public Works	Accounting Officer I	$ 11,401	7/1/2021	unknown	unknown
17	Orange County Water District	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,620
% Orange County Sanitation District Above/Below	14.6%
Median of Comparators	$ 15,047
% Orange County Sanitation District Above/Below	17.7%
75th Percentile of Comparators	$ 17,336
% Orange County Sanitation District Above/Below	5.2%
Orange County Sanitation District Percentile	85
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Accounting Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Accounting Technician	$ 7,950	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Accounting Technician II	$ 7,802	4/18/2021	unknown	unknown
3	City of Garden Grove	Accounting Technician	$ 7,615	7/1/2021	unknown	unknown
4	Metropolitan Water District of Southern California	Accounting Technician II	$ 7,107	7/1/2021	unknown	unknown
5	Western Municipal Water District	Accounting Technician II	$ 7,018	7/1/2021	7/1/2022	1.0 - 4.0%
6	Orange County Water District	Senior Accounting Clerk	$ 6,756	7/1/2021	7/1/2022	2.00%
7	Orange County Sanitation District	Accounting Technician	$ 6,722	7/2/2021		
8	Las Virgenes Municipal Water District	Accounting Technician-General	$ 6,642	1/1/2021	unknown	unknown
9	Irvine Ranch Water District	Senior Accounting Clerk	$ 6,591	7/1/2021	7/1/2022	CPI
10	City of Los Angeles Bureau of Sanitation	Accounting Clerk	$ 6,309	1/19/2020	6/19/2022	4.00%
11	Eastern Municipal Water District	Finance Technician II	$ 6,181	12/19/2021	1/1/2023	unknown
12	Los Angeles County Sanitation Districts	Accounting Assistant	$ 6,122	7/1/2021	unknown	unknown
13	City of Anaheim	Accounting Technician	$ 6,041	6/25/2021	unknown	unknown
14	City of Huntington Beach	Accounting Technician II	$ 5,904	1/1/2022	unknown	unknown
15	City of Irvine	Accounting Technician	$ 5,791	6/25/2021	6/25/2022	1.00%
16	Inland Empire Utilities Agency	Accounting Technician I	$ 5,713	7/1/2021	7/1/2022	3.00%
17	County of Los Angeles, Public Works	Accounting Technician I	$ 4,773	7/1/2021	unknown	unknown
18	City of San Diego	Senior Account Clerk	$ 4,037	7/1/2021	7/1/2022	5.00%

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,374
% Orange County Sanitation District Above/Below	5.2%
Median of Comparators	$ 6,309
% Orange County Sanitation District Above/Below	6.1%
75th Percentile of Comparators	$ 7,018
% Orange County Sanitation District Above/Below	-4.4%
Orange County Sanitation District Percentile	67
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Accounting Technician	Accounting Technician II	Accounting Technician	Accounting Technician	Accounting Technician II	Accounting Technician	Accounting Clerk	Senior Account Clerk	Accounting Technician I	Accounting Technician	Finance Technician II	Accounting Technician I	Senior Accounting Clerk	Accounting Technician-General	Accounting Assistant	Accounting Technician II	Senior Accounting Clerk	Accounting Technician II
	Top Step	$ 6,722	$ 7,802	$ 6,041	$ 7,615	$ 5,904	$ 5,791	$ 6,309	$ 4,037	$ 4,773	$ 7,950	$ 6,181	$ 5,713	$ 6,591	$ 6,642	$ 6,122	$ 7,107	$ 6,756	$ 7,018
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 356	$ 234	$ 429	$ 404	$ 313	$ 411	$ 189	$ 214		$ 103	$ 328	$ 303	$ 349	$ 199	$ 184	$ 213		$ 372
	Employee Paid Employer Contribution			$ -242		$ -59										$ -31			
	Employer Paid Member Contribution	$ 235														$ 429	$ 497		
	EPMC Reported as Special Comp															$ 30	$ 35		
	12 Months Highest Salary		$ 39	$ 42	$ 46	$ 35	$ 41	$ 32	$ 24			$ 37	$ 34	$ 40	$ 33	$ 31	$ 36		$ 42
	Social Security										$ 493		$ 354		$ 412				$ 435
	Deferred Compensation		$ 484			$ 20	$ 116			$ 191		$ 247	$ 54	$ 264	$ 40		$ 320	$ 163	
	Other Retirement						$ 290		$ 244	$ 512		$ 98						$ 1,125	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance							$ 10		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 388	$ 480	$ 378	$ 439	$ 568	$ 334	$ 413	$ 342	$ 275	$ 459	$ 642	$ 264	$ 380	$ 358	$ 377	$ 410	$ 429	$ 405
	Holidays	$ 310	$ 390	$ 232	$ 458	$ 272	$ 312	$ 340	$ 175	$ 220	$ 459	$ 285	$ 363	$ 304	$ 307	$ 283	$ 383	$ 286	$ 351
	Admin Leave	$ 16	$ 30				$ 223	$ 121	$ 62								$ 82		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,346	$ 4,968	$ 3,682	$ 2,996	$ 3,041	$ 4,059	$ 3,004	$ 2,894	$ 3,565	$ 4,018	$ 3,919	$ 3,061	$ 3,647	$ 3,389	$ 3,193	$ 4,756	$ 4,167	$ 4,096

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Accounting Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Technician II	$ 12,769	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Accounting Technician	$ 11,968	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Accounting Technician II	$ 11,863	7/1/2021	unknown	unknown
4	Western Municipal Water District	Accounting Technician II	$ 11,113	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Water District	Senior Accounting Clerk	$ 10,923	7/1/2021	7/1/2022	2.00%
6	City of Garden Grove	Accounting Technician	$ 10,611	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Senior Accounting Clerk	$ 10,238	7/1/2021	7/1/2022	CPI
8	Eastern Municipal Water District	Finance Technician II	$ 10,100	12/19/2021	1/1/2023	unknown
9	Orange County Sanitation District	Accounting Technician	$ 10,068	7/2/2021		
10	Las Virgenes Municipal Water District	Accounting Technician-General	$ 10,031	1/1/2021	unknown	unknown
11	City of Irvine	Accounting Technician	$ 9,850	6/25/2021	6/25/2022	1.00%
12	City of Anaheim	Accounting Technician	$ 9,723	6/25/2021	unknown	unknown
13	Los Angeles County Sanitation Districts	Accounting Assistant	$ 9,315	7/1/2021	unknown	unknown
14	City of Los Angeles Bureau of Sanitation	Accounting Clerk	$ 9,313	1/19/2020	6/19/2022	4.00%
15	City of Huntington Beach	Accounting Technician II	$ 8,945	1/1/2022	unknown	unknown
16	Inland Empire Utilities Agency	Accounting Technician I	$ 8,774	7/1/2021	7/1/2022	3.00%
17	County of Los Angeles, Public Works	Accounting Technician I	$ 8,338	7/1/2021	unknown	unknown
18	City of San Diego	Senior Account Clerk	$ 6,931	7/1/2021	7/1/2022	5.00%

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,047
% Orange County Sanitation District Above/Below	0.2%
Median of Comparators	$ 10,031
% Orange County Sanitation District Above/Below	0.4%
75th Percentile of Comparators	$ 10,923
% Orange County Sanitation District Above/Below	-8.5%
Orange County Sanitation District Percentile	53
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Administration Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administration Manager	$ 16,928	7/2/2021		
2	Central Contra Costa Sanitary District	Communications and Government Relations Manager	$ 16,708	4/18/2021	unknown	unknown
3	Western Municipal Water District[1]	[Director of Strategic Communications / Administrative Services Manager]	$ 16,568	7/1/2021	7/1/2022	1.0 - 4.0%
4	Eastern Municipal Water District	Director of Public and Governmental Affairs	$ 16,404	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Public Affairs and Communications Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Manager of External Affairs	$ 15,153	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	External Affairs Manager	$ 12,354	12/24/2021	7/8/2022	3.00%
8	Irvine Ranch Water District	Public Affairs Manager	$ 12,270	7/1/2021	7/1/2022	CPI
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	East Bay Municipal Utility District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 14,967
% Orange County Sanitation District Above/Below	11.6%
Median of Comparators	$ 15,314
% Orange County Sanitation District Above/Below	9.5%
75th Percentile of Comparators	$ 16,486
% Orange County Sanitation District Above/Below	2.6%
Orange County Sanitation District Percentile	101
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - Las Virgenes Municipal Water District: Public Affairs and Communications Manager reports to the Director of Engineering and External Affairs.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Administration Manager	Communications and Government Relations Manager	External Affairs Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Director of Public and Governmental Affairs	Manager of External Affairs	Public Affairs Manager	Public Affairs and Communications Manager	N/C	N/C	N/C	[Director of Strategic Communications / Administrative Services Manager]
	Top Step	$ 16,928	$ 16,708	$ 12,354								$ 16,404	$ 15,153	$ 12,270	$ 15,314				$ 16,568
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55								2.5%@55	2.5%@55	2.5%@55	2%@55				2.5%@55
Retirement	Enhanced Formula Cost	$ 897	$ 501	$ 877								$ 869	$ 803	$ 650	$ 459				$ 878
Retirement	Employee Paid Employer Contribution			$ -494															
Retirement	Employer Paid Member Contribution	$ 592																	
Retirement	EPMC Reported as Special Comp																		
Retirement	12 Months Highest Salary		$ 84	$ 86								$ 98	$ 91	$ 74	$ 77				$ 99
Retirement	Social Security												$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,036									$ 656	$ 54	$ 491	$ 459				$ 331
Retirement	Other Retirement											$ 98							
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787								$ 2,128		$ 2,064	$ 1,860				
Insurance	Dental	$ 111	$ 195	$ 56								$ 134		$ 128	$ 175				
Insurance	Vision	$ 17	$ 18									$ 19		$ 24	$ 5				
Insurance	Other Insurance	$ 100		$ 158									$ 42						
Leaves	Vacation	$ 977	$ 1,028	$ 772								$ 1,704	$ 699	$ 708	$ 825				$ 956
Leaves	Holidays	$ 781	$ 835	$ 523								$ 757	$ 1,107	$ 566	$ 707				$ 828
Leaves	Admin Leave	$ 326	$ 321	$ 95											$ 530				$ 319
	Technology Allowance											$ 50		$ 93					
	Auto Allowance												$ 300						
	Other	$ 951																	
	Benefit Package Total	$ 6,865	$ 7,441	$ 4,860	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 6,514	$ 5,504	$ 4,799	$ 5,856	$ 0	$ 0	$ 0	$ 6,662

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Administration Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Communications and Government Relations Manager	$ 24,149	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Administration Manager	$ 23,792	7/2/2021		
3	Western Municipal Water District	[Director of Strategic Communications / Administrative Services Manager]	$ 23,230	7/1/2021	7/1/2022	1.0 - 4.0%
4	Eastern Municipal Water District	Director of Public and Governmental Affairs	$ 22,919	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Public Affairs and Communications Manager	$ 21,170	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Manager of External Affairs	$ 20,657	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	External Affairs Manager	$ 17,215	12/24/2021	7/8/2022	3.00%
8	Irvine Ranch Water District	Public Affairs Manager	$ 17,069	7/1/2021	7/1/2022	CPI
9	Orange County Water District	N/C				
10	City of San Diego	N/C				
11	Metropolitan Water District of Southern California	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	City of Huntington Beach	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	County of Los Angeles, Public Works	N/C				
18	East Bay Municipal Utility District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 20,915
% Orange County Sanitation District Above/Below	12.1%
Median of Comparators	$ 21,170
% Orange County Sanitation District Above/Below	11.0%
75th Percentile of Comparators	$ 23,074
% Orange County Sanitation District Above/Below	3.0%
Orange County Sanitation District Percentile	94
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administrative Assistant	$ 8,395	7/2/2021		
2	Central Contra Costa Sanitary District	Administrative Services Assistant	$ 8,213	4/18/2021	unknown	unknown
3	Western Municipal Water District	Administrative Assistant	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
4	Metropolitan Water District of Southern California	Administrative Secretary	$ 7,720	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Administrative Secretary II	$ 7,565	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Administrative Assistant II	$ 6,943	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Administrative Assistant	$ 6,777	1/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Secretary	$ 6,492	1/19/2020	6/19/2022	4.00%
9	Orange County Water District	Administrative Support Specialist	$ 6,436	7/1/2021	7/1/2022	2.00%
10	City of Irvine	Administrative Secretary	$ 6,313	6/25/2021	6/25/2022	1.00%
11	Los Angeles County Sanitation Districts	Secretary II	$ 6,183	7/1/2021	unknown	unknown
12	City of Anaheim	Executive Secretary	$ 6,169	1/7/2022	7/8/2022	3.00%
13	Eastern Municipal Water District	Administrative Assistant II	$ 5,888	12/19/2021	1/1/2023	unknown
14	City of Huntington Beach	Administrative Secretary	$ 5,730	1/1/2022	unknown	unknown
15	City of Garden Grove	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,782
% Orange County Sanitation District Above/Below	19.2%
Median of Comparators	$ 6,492
% Orange County Sanitation District Above/Below	22.7%
75th Percentile of Comparators	$ 7,565
% Orange County Sanitation District Above/Below	9.9%
Orange County Sanitation District Percentile	102
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Administrative Assistant	Administrative Services Assistant	Executive Secretary	N/C	Administrative Secretary	Administrative Secretary	Secretary	N/C	N/C	Administrative Secretary II	Administrative Assistant II	Administrative Assistant II	N/C	Administrative Assistant	Secretary II	Administrative Secretary	Administrative Support Specialist	Administrative Assistant
	Top Step	**$ 8,395**	$ 8,213	$ 6,169		$ 5,730	$ 6,313	$ 6,492			$ 7,565	$ 5,888	$ 6,943		$ 6,777	$ 6,183	$ 7,720	$ 6,436	$ 7,738
Retirement	Retirement Formula	**2.5%@55**	2%@55	2.7%@55		2.5%@55	2.7%@55	2.16%@55			2.6%@62	2.5%@55	2.5%@55		2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	**$ 445**	$ 246	$ 438		$ 304	$ 448	$ 195			$ 98	$ 312	$ 368		$ 203	$ 185	$ 232		$ 410
Retirement	Employee Paid Employer Contribution			$ -247		$ -57										$ -31			
Retirement	Employer Paid Member Contribution	**$ 294**														$ 433	$ 540		
Retirement	EPMC Reported as Special Comp															$ 30	$ 38		
Retirement	12 Months Highest Salary		$ 41	$ 43		$ 34	$ 44	$ 32				$ 35	$ 42		$ 34	$ 31	$ 39		$ 46
Retirement	Social Security										$ 469		$ 430		$ 420				$ 480
Retirement	Deferred Compensation		$ 509			$ 20	$ 253					$ 236	$ 54		$ 40		$ 347	$ 163	
Retirement	Other Retirement						$ 189					$ 98						$ 1,072	
Insurance	Cafeteria		$ 220										$ 1,648						$ 2,491
Insurance	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	**$ 111**	$ 195	$ 56		$ 133	$ 41	$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	**$ 17**	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance							$ 10			$ 76		$ 42						
Leaves	Vacation	**$ 484**	$ 505	$ 386		$ 551	$ 486	$ 424			$ 436	$ 611	$ 320		$ 365	$ 380	$ 445	$ 408	$ 446
Leaves	Holidays	**$ 387**	$ 411	$ 261		$ 264	$ 340	$ 350			$ 436	$ 272	$ 401		$ 313	$ 285	$ 416	$ 272	$ 387
Leaves	Admin Leave	**$ 20**	$ 95	$ 47			$ 243	$ 125									$ 89		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	**$ 3,671**	**$ 5,238**	**$ 3,771**	**$ 0**	**$ 3,008**	**$ 4,336**	**$ 3,035**	**$ 0**	**$ 0**	**$ 3,945**	**$ 3,846**	**$ 3,305**	**$ 0**	**$ 3,415**	**$ 3,206**	**$ 4,927**	**$ 4,080**	**$ 4,260**

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Administrative Services Assistant	$ 13,451	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Administrative Secretary	$ 12,647	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Administrative Assistant	$ 12,066	7/2/2021		
4	Western Municipal Water District	Administrative Assistant	$ 11,998	7/1/2021	7/1/2022	1.0 - 4.0%
5	East Bay Municipal Utility District	Administrative Secretary II	$ 11,510	4/1/2020	unknown	unknown
6	City of Irvine	Administrative Secretary	$ 10,649	6/25/2021	6/25/2022	1.00%
7	Orange County Water District	Administrative Support Specialist	$ 10,516	7/1/2021	7/1/2022	2.00%
8	Inland Empire Utilities Agency	Administrative Assistant II	$ 10,248	7/1/2021	7/1/2022	3.00%
9	Las Virgenes Municipal Water District	Administrative Assistant	$ 10,193	1/1/2021	unknown	unknown
10	City of Anaheim	Executive Secretary	$ 9,940	1/7/2022	7/8/2022	3.00%
11	Eastern Municipal Water District	Administrative Assistant II	$ 9,734	12/19/2021	1/1/2023	unknown
12	City of Los Angeles Bureau of Sanitation	Secretary	$ 9,527	1/19/2020	6/19/2022	4.00%
13	Los Angeles County Sanitation Districts	Secretary II	$ 9,389	7/1/2021	unknown	unknown
14	City of Huntington Beach	Administrative Secretary	$ 8,739	1/1/2022	unknown	unknown
15	County of Los Angeles, Public Works	N/C				
16	Irvine Ranch Water District	N/C				
17	City of Garden Grove	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,657
% Orange County Sanitation District Above/Below	11.7%
Median of Comparators	$ 10,248
% Orange County Sanitation District Above/Below	15.1%
75th Percentile of Comparators	$ 11,510
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	84
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Assistant Clerk of the Board						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation[1]	[Records Management Officer / Legislative Assistant]	$ 12,360	7/4/2001	6/19/2022	4.00%
2	City of Irvine[2]	[Assistant City Clerk / Municipal Records Administrator]	$ 10,020	6/25/2021	6/25/2022	1.00%
3	Orange County Sanitation District	Assistant Clerk of the Board	$ 9,594	7/2/2021		
4	Orange County Water District	Assistant District Secretary	$ 9,508	7/1/2021	7/1/2022	unknown
5	City of Huntington Beach[3]	Assistant City Clerk	$ 9,331	1/1/2022	unknown	unknown
6	Central Contra Costa Sanitary District	Assistant to the Secretary to the District	$ 9,036	4/18/2021	unknown	unknown
7	Eastern Municipal Water District[2]	[Deputy Board Secretary II / Records Management Supervisor/Contracts Specialist I]	$ 8,700	12/19/2021	1/1/2023	unknown
8	City of Anaheim[1]	[Assistant City Clerk / Records & Information Manager]	$ 8,372	12/24/2021	7/8/2022	3.00%
9	County of Los Angeles, Public Works[1]	[Senior Board Specialist / Public Works Records Manager]	$ 8,194	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Deputy Secretary to Boards of Directors	$ 7,854	7/1/2021	unknown	unknown
11	City of Garden Grove	N/C				
12	City of San Diego	N/C				
13	East Bay Municipal Utility District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,264
% Orange County Sanitation District Above/Below	3.4%
Median of Comparators	$ 9,036
% Orange County Sanitation District Above/Below	5.8%
75th Percentile of Comparators	$ 9,508
% Orange County Sanitation District Above/Below	0.9%
Orange County Sanitation District Percentile	77
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2- Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - City of Huntington Beach: Assistant City Clerk requires an Associate's degree and 5 years of experience (Bachelor's degree may substitute for up to 2 years of experience).

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Assistant Clerk of the Board	Assistant to the Secretary to the District	[Assistant City Clerk / Records & Information Manager]	N/C	Assistant City Clerk	[Assistant City Clerk/ Municipal Records Administrator]	[Records Management Officer / Legislative Assistant]	N/C	[Senior Board Specialist / Public Works Records Manager]	N/C	[Deputy Board Secretary II/ Records Management Supervisor/Contracts Specialist I]	N/C	N/C	N/C	Deputy Secretary to Boards of Directors	N/C	Assistant District Secretary	N/C
	Top Step	$ 9,594	$ 9,036	$ 8,372		$ 9,331	$ 10,020	$ 12,360		$ 8,194		$ 8,700				$ 7,854		$ 9,508	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55		2.5%@55	2.7%@55	2.16%@55				2.5%@55				2%@55			
Retirement	Enhanced Formula Cost	$ 508	$ 271	$ 594		$ 495	$ 711	$ 371				$ 461				$ 236			
Retirement	Employee Paid Employer Contribution			$ -335		$ -93										$ -39			
Retirement	Employer Paid Member Contribution	$ 336														$ 550			
Retirement	EPMC Reported as Special Comp															$ 38			
Retirement	12 Months Highest Salary		$ 45	$ 59		$ 56	$ 70	$ 62				$ 52				$ 39			
Retirement	Social Security																		
Retirement	Deferred Compensation		$ 560				$ 200			$ 328		$ 348						$ 163	
Retirement	Other Retirement						$ 401			$ 878		$ 98						$ 1,583	
Insurance	Cafeteria		$ 220							$ 1,393									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841				$ 2,128				$ 1,759		$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48				$ 134				$ 132		$ 128	
Insurance	Vision	$ 17	$ 18			$ 18	$ 7	$ 9				$ 19						$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75									
Leaves	Vacation	$ 830	$ 556	$ 523		$ 897	$ 771	$ 1,188		$ 315		$ 903				$ 483		$ 603	
Leaves	Holidays	$ 443	$ 452	$ 354		$ 431	$ 540	$ 666		$ 378		$ 402				$ 362		$ 402	
Leaves	Admin Leave	$ 185	$ 104	$ 64		$ 269	$ 578	$ 475											
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 488																	
	Benefit Package Total	$ 4,931	$ 5,419	$ 4,261	$ 0	$ 3,814	$ 5,605	$ 4,661	$ 0	$ 3,367	$ 0	$ 4,546	$ 0	$ 0	$ 0	$ 3,561	$ 0	$ 4,917	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Assistant Clerk of the Board						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	[Records Management Officer / Legislative Assistant]	$ 17,021	7/4/2001	6/19/2022	4.00%
2	City of Irvine	[Assistant City Clerk/ Municipal Records Administrator]	$ 15,625	6/25/2021	6/25/2022	1.00%
3	Orange County Sanitation District	Assistant Clerk of the Board	$ 14,525	7/2/2021		
4	Central Contra Costa Sanitary District	Assistant to the Secretary to the District	$ 14,455	4/18/2021	unknown	unknown
5	Orange County Water District	Assistant District Secretary	$ 14,425	7/1/2021	7/1/2022	Unknown
6	Eastern Municipal Water District	[Deputy Board Secretary II/ Records Management Supervisor/Contracts Specialist I]	$ 13,245	12/19/2021	1/1/2023	unknown
7	City of Huntington Beach	Assistant City Clerk	$ 13,145	1/1/2022	unknown	unknown
8	City of Anaheim	[Assistant City Clerk / Records & Information Manager]	$ 12,633	12/24/2021	7/8/2022	3.00%
9	County of Los Angeles, Public Works	[Senior Board Specialist / Public Works Records Manager]	$ 11,561	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Deputy Secretary to Boards of Directors	$ 11,415	7/1/2021	unknown	unknown
11	East Bay Municipal Utility District	N/C				
12	Irvine Ranch Water District	N/C				
13	City of Garden Grove	N/C				
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	City of San Diego	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,725
% Orange County Sanitation District Above/Below	5.5%
Median of Comparators	$ 13,245
% Orange County Sanitation District Above/Below	8.8%
75th Percentile of Comparators	$ 14,455
% Orange County Sanitation District Above/Below	0.5%
Orange County Sanitation District Percentile	76
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Assistant General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	$ 26,551	7/1/2021	unknown	unknown
2	Western Municipal Water District	Deputy General Manager	$ 25,719	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Assistant General Manager	$ 25,132	7/2/2021		
4	Inland Empire Utilities Agency	Deputy General Manager	$ 22,387	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Assistant City Manager	$ 20,968	6/25/2021	6/25/2022	1.00%
6	City of Garden Grove	Assistant City Manager	$ 20,811	7/1/2021	unknown	unknown
7	City of Huntington Beach	Assistant City Manager	$ 18,429	11/2/2020	unknown	unknown
8	Central Contra Costa Sanitary District	N/C				
9	City of Anaheim	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 22,478
% Orange County Sanitation District Above/Below	10.6%
Median of Comparators	$ 21,678
% Orange County Sanitation District Above/Below	13.7%
75th Percentile of Comparators	$ 24,886
% Orange County Sanitation District Above/Below	1.0%
Orange County Sanitation District Percentile	76
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Assistant General Manager	N/C	N/C	Assistant City Manager	Assistant City Manager	Assistant City Manager	N/C	N/C	N/C	N/C	N/C	Deputy General Manager	N/C	N/C	Assistant Chief Engineer and Assistant General Manager	N/C	N/C	Deputy General Manager
	Top Step	$ 25,132			$ 20,811	$ 18,429	$ 20,968						$ 22,387			$ 26,551			$ 25,719
Retirement	Retirement Formula	2.5%@55			2.5%@55	2.5@55	2.7%@55						2.5%@55			2%@55			2.5%@55
	Enhanced Formula Cost	$ 1,332			$ 1,103	$ 977	$ 1,489						$ 1,187			$ 797			$ 1,363
	Employee Paid Employer Contribution															$ -133			
	Employer Paid Member Contribution	$ 880														$ 1,859			
	EPMC Reported as Special Comp															$ 130			
	12 Months Highest Salary				$ 125	$ 111	$ 147						$ 134			$ 133			$ 154
	Social Security												$ 760						$ 760
	Deferred Compensation	$ 200					$ 839						$ 54			$ 797			$ 514
	Other Retirement						$ 419												
Insurance	Cafeteria				$ 1,650								$ 1,648						$ 2,491
	Health	$ 1,913				$ 1,514	$ 2,286									$ 1,759			
	Dental	$ 111				$ 122	$ 41									$ 132			
	Vision	$ 17					$ 7												
	Other Insurance	$ 100				$ 29							$ 42						
Leaves	Vacation	$ 2,175			$ 1,201	$ 1,772	$ 1,613						$ 1,292			$ 1,634			$ 1,484
	Holidays	$ 1,160			$ 1,251	$ 709	$ 1,129						$ 1,292			$ 1,225			$ 1,286
	Admin Leave	$ 483			$ 400	$ 709	$ 1,321						$ 517						$ 495
	Technology Allowance					$ 50	$ 100												
	Auto Allowance	$ 500			$ 868	$ 500	$ 550									$ 450			
	Other	$ 1,612																	
	Benefit Package Total	$ 10,483	$ 0	$ 0	$ 6,597	$ 6,492	$ 9,940	$ 0	$ 0	$ 0	$ 0	$ 0	$ 6,924	$ 0	$ 0	$ 8,782	$ 0	$ 0	$ 8,546

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Assistant General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Assistant General Manager	$ 35,614	7/2/2021		
2	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	$ 35,333	7/1/2021	unknown	unknown
3	Western Municipal Water District	Deputy General Manager	$ 34,265	7/1/2021	7/1/2022	1.0 - 4.0%
4	City of Irvine	Assistant City Manager	$ 30,908	6/25/2021	6/25/2022	1.00%
5	Inland Empire Utilities Agency	Deputy General Manager	$ 29,311	7/1/2021	7/1/2022	3.00%
6	City of Garden Grove	Assistant City Manager	$ 27,408	7/1/2021	unknown	unknown
7	City of Huntington Beach	Assistant City Manager	$ 24,921	11/2/2020	unknown	unknown
8	East Bay Municipal Utility District	N/C				
9	County of Los Angeles, Public Works	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	Irvine Ranch Water District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	Orange County Water District	N/C				
15	City of Anaheim	N/C				
16	Eastern Municipal Water District	N/C				
17	City of San Diego	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 30,358
% Orange County Sanitation District Above/Below	14.8%
Median of Comparators	$ 30,110
% Orange County Sanitation District Above/Below	15.5%
75th Percentile of Comparators	$ 33,426
% Orange County Sanitation District Above/Below	6.1%
Orange County Sanitation District Percentile	101
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Automotive/Heavy Equipment Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District[1]	Vehicle and Equipment Mechanic	$ 9,667	4/18/2021	unknown	unknown
2	Los Angeles County Sanitation Districts[5]	[Heavy Equipment Mechanic / Auto Mechanic / Diesel Equipment Mechanic]	$ 8,841	7/1/2021	unknown	unknown
3	Orange County Water District	Senior Auto & Equipment Mechanic	$ 8,624	7/1/2021	7/1/2022	2.00%
4	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Fleet	$ 8,609	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Heavy Equipment Mechanic	$ 8,556	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Automotive/Heavy Equipment Technician	$ 8,519	7/2/2021		
7	City of Los Angeles Bureau of Sanitation[5]	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	$ 8,375	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	Senior Vehicle Equipment Maintenance Mechanic	$ 8,132	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Fleet Services Technician II	$ 7,516	12/19/2021	1/1/2023	unknown
10	City of Huntington Beach[3]	Mechanic III	$ 7,062	1/1/2022	unknown	unknown
11	City of Irvine[4]	Senior Equipment Mechanic	$ 6,836	6/25/2021	6/25/2022	1.00%
12	City of Garden Grove	Equipment Mechanic	$ 6,829	7/1/2021	unknown	unknown
13	City of Anaheim[2]	Vehicle Technician III	$ 6,412	6/25/2021	unknown	unknown
14	County of Los Angeles, Public Works	Power Equipment Technician	$ 6,323	7/1/2021	unknown	unknown
15	City of San Diego	Fleet Technician	$ 5,174	7/1/2021	7/1/2022	4.00%
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,640
% Orange County Sanitation District Above/Below	10.3%
Median of Comparators	$ 7,824
% Orange County Sanitation District Above/Below	8.2%
75th Percentile of Comparators	$ 8,596
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: Vehicle and Equipment Mechanic requires Class A Driver's License with special endorsements.
2 - City of Anaheim: Vehicle Technician III requires Class A Driver's License with endorsements and at least 2 Automotive Service Excellence (ASE) certifications in the area of Automotive or Medium/Heavy Truck.
3 - City of Huntington Beach: Mechanic III requires Class A or B Driver's License.
4 - City of Irvine: Senior Equipment Mechanic requires Air Conditioning Mechanic certification; Class B Driver's License is not required.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Automotive/Heavy Equipment Technician	Vehicle and Equipment Mechanic	Vehicle Technician III	Equipment Mechanic	Mechanic III	Senior Equipment Mechanic	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	Fleet Technician	Power Equipment Technician	Heavy Equipment Mechanic	Fleet Services Technician II	N/C	Senior Vehicle Equipment Maintenance Mechanic	N/C	[Heavy Equipment Mechanic/ Auto Mechanic/ Diesel Equipment Mechanic]	Operations and Maintenance Technician IV-Fleet	Senior Auto & Equipment Mechanic	N/C
	Top Step	$ 8,519	$ 9,667	$ 6,412	$ 6,829	$ 7,062	$ 6,836	$ 8,375	$ 5,174	$ 6,323	$ 8,556	$ 7,516		$ 8,132		$ 8,841	$ 8,609	$ 8,624	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55		2.5%@55		2%@55	2%@55		
	Enhanced Formula Cost	$ 452	$ 290	$ 455	$ 362	$ 374	$ 485	$ 251	$ 274		$ 111	$ 398		$ 431		$ 265	$ 258		
	Employee Paid Employer Contribution			$ -256		$ -71										$ -44			
	Employer Paid Member Contribution	$ 298														$ 619	$ 603		
	EPMC Reported as Special Comp															$ 43	$ 42		
	12 Months Highest Salary		$ 48	$ 45	$ 41	$ 42	$ 48	$ 42	$ 31			$ 45		$ 49		$ 44	$ 43		
	Social Security										$ 530								
	Deferred Compensation		$ 599			$ 20	$ 137			$ 253		$ 301		$ 325			$ 387	$ 163	
	Other Retirement						$ 342		$ 313	$ 678		$ 98						$ 1,436	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,278									
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
	Other Insurance							$ 18		$ 75	$ 76								
Leaves	Vacation	$ 737	$ 595	$ 401	$ 394	$ 679	$ 394	$ 548	$ 438	$ 365	$ 494	$ 780		$ 469		$ 544	$ 497	$ 547	
	Holidays	$ 393	$ 483	$ 247	$ 410	$ 326	$ 368	$ 451	$ 224	$ 292	$ 494	$ 347		$ 375		$ 408	$ 464	$ 365	
	Admin Leave		$ 37				$ 263	$ 161	$ 80								$ 99		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,921	$ 5,364	$ 3,734	$ 2,857	$ 3,263	$ 4,371	$ 3,369	$ 3,172	$ 3,997	$ 4,134	$ 4,251	$ 0	$ 3,959	$ 0	$ 3,771	$ 5,174	$ 4,676	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Automotive/Heavy Equipment Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Vehicle and Equipment Mechanic	$ 15,030	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Fleet	$ 13,783	7/1/2021	unknown	unknown
3	Orange County Water District	Senior Auto & Equipment Mechanic	$ 13,300	7/1/2021	7/1/2022	2.00%
4	East Bay Municipal Utility District	Heavy Equipment Mechanic	$ 12,690	4/1/2020	unknown	unknown
5	Los Angeles County Sanitation Districts	[Heavy Equipment Mechanic/ Auto Mechanic/ Diesel Equipment Mechanic]	$ 12,612	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Automotive/Heavy Equipment Technician	$ 12,440	7/2/2021		
7	Irvine Ranch Water District	Senior Vehicle Equipment Maintenance Mechanic	$ 12,091	7/1/2021	7/1/2022	CPI
8	Eastern Municipal Water District	Fleet Services Technician II	$ 11,767	12/19/2021	1/1/2023	unknown
9	City of Los Angeles Bureau of Sanitation	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	$ 11,745	1/19/2020	6/19/2022	4.00%
10	City of Irvine	Senior Equipment Mechanic	$ 11,207	6/25/2021	6/25/2022	1.00%
11	City of Huntington Beach	Mechanic III	$ 10,324	1/1/2022	unknown	unknown
12	County of Los Angeles, Public Works	Power Equipment Technician	$ 10,320	7/1/2021	unknown	unknown
13	City of Anaheim	Vehicle Technician III	$ 10,145	6/25/2021	unknown	unknown
14	City of Garden Grove	Equipment Mechanic	$ 9,686	7/1/2021	unknown	unknown
15	City of San Diego	Fleet Technician	$ 8,346	7/1/2021	7/1/2022	4.00%
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,646
% Orange County Sanitation District Above/Below	6.4%
Median of Comparators	$ 11,756
% Orange County Sanitation District Above/Below	5.5%
75th Percentile of Comparators	$ 12,670
% Orange County Sanitation District Above/Below	-1.8%
Orange County Sanitation District Percentile	67
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Chief Plant Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Unit Manager V - Water Treatment Plant	$ 17,834	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Wastewater Treatment Superintendent	$ 15,477	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District[1]	Superintendent - Operations and Maintenance	$ 14,215	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Water Reclamation Plant Manager	$ 14,170	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Operations	$ 13,744	7/1/2021	7/1/2022	3.00%
6	City of Anaheim[2]	Water Systems Operations Superintendent	$ 13,621	12/24/2021	7/8/2022	3.00%
7	Orange County Sanitation District	Chief Plant Operator	$ 13,556	7/2/2021		
8	Irvine Ranch Water District	Operations Manager	$ 13,196	7/1/2021	7/1/2022	CPI
9	City of San Diego	Wastewater Chief Plant Operator	$ 12,224	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Assistant Superintendent of Treatment Plant Operations	$ 11,454	7/1/2021	unknown	unknown
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,993
% Orange County Sanitation District Above/Below	-3.2%
Median of Comparators	$ 13,744
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 14,215
% Orange County Sanitation District Above/Below	-4.9%
Orange County Sanitation District Percentile	36
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: For Collection Systems, requires Grade IV Collection System Maintenance certificate. For Plant Maintenance and Pump Stations, certifications are not required.
2 - City of Anaheim: Water Systems Operations Superintendent possesses a T5 Water Treatment Operator and a D3 Water Distribution Operator certificates.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Chief Plant Operator	Superintendent - Operations and Maintenance	Water Systems Operations Superintendent	N/C	N/C	N/C	N/C	Wastewater Chief Plant Operator	N/C	Wastewater Treatment Superintendent	Water Reclamation Plant Manager	Deputy Manager of Operations	Operations Manager	N/C	Assistant Superintendent of Treatment Plant Operations	Unit Manager - Water Treatment Plant	N/C	N/C
	Top Step	$ 13,556	$ 14,215	$ 13,621					$ 12,224		$ 15,477	$ 14,170	$ 13,744	$ 13,196		$ 11,454	$ 17,834		
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55					2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 718	$ 426	$ 967					$ 648		$ 201	$ 751	$ 728	$ 699		$ 344	$ 535		
Retirement	Employee Paid Employer Contribution			$ -545												$ -57			
Retirement	Employer Paid Member Contribution	$ 474														$ 802	$ 1,248		
Retirement	EPMC Reported as Special Comp															$ 56	$ 87		
Retirement	12 Months Highest Salary		$ 71	$ 95					$ 73			$ 85	$ 82	$ 79		$ 57	$ 89		
Retirement	Social Security										$ 760		$ 760						
Retirement	Deferred Compensation		$ 881									$ 567	$ 54	$ 528			$ 803		
Retirement	Other Retirement								$ 740			$ 98							
Insurance	Cafeteria		$ 220						$ 1,792				$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787							$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56							$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18								$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance			$ 158							$ 76		$ 42						
Leaves	Vacation	$ 782	$ 875	$ 851					$ 1,034		$ 893	$ 1,472	$ 634	$ 761		$ 705	$ 1,029		
Leaves	Holidays	$ 626	$ 711	$ 576					$ 529		$ 893	$ 654	$ 1,004	$ 609		$ 529	$ 960		
Leaves	Admin Leave	$ 261	$ 164	$ 105					$ 141		$ 417						$ 206		
	Technology Allowance													$ 93					
	Auto Allowance												$ 250						
	Other	$ 646																	
	Benefit Package Total	$ 5,549	$ 6,559	$ 5,051	$ 0	$ 0	$ 0	$ 0	$ 4,957	$ 0	$ 5,668	$ 5,908	$ 5,203	$ 4,987	$ 0	$ 4,326	$ 7,738	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Chief Plant Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Unit Manager - Water Treatment Plant	$ 25,572	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Wastewater Treatment Superintendent	$ 21,145	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District	Superintendent - Operations and Maintenance	$ 20,774	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Water Reclamation Plant Manager	$ 20,078	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Chief Plant Operator	$ 19,105	7/2/2021		
6	Inland Empire Utilities Agency	Deputy Manager of Operations	$ 18,947	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	Water Systems Operations Superintendent	$ 18,672	12/24/2021	7/8/2022	3.00%
8	Irvine Ranch Water District	Operations Manager	$ 18,183	7/1/2021	7/1/2022	CPI
9	City of San Diego	Wastewater Chief Plant Operator	$ 17,181	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Assistant Superintendent of Treatment Plant Operations	$ 15,780	7/1/2021	unknown	unknown
11	Las Virgenes Municipal Water District	N/C				
12	Western Municipal Water District	N/C				
13	Orange County Water District	N/C				
14	City of Irvine	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	City of Huntington Beach	N/C				
17	County of Los Angeles, Public Works	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,592
% Orange County Sanitation District Above/Below	-2.6%
Median of Comparators	$ 18,947
% Orange County Sanitation District Above/Below	0.8%
75th Percentile of Comparators	$ 20,774
% Orange County Sanitation District Above/Below	-8.7%
Orange County Sanitation District Percentile	52
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Clerk of the Board						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Secretary of the District	$ 15,582	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California[1]	[Board Executive Secretary / Team Manager - Records Management]	$ 14,002	7/1/2021	unknown	unknown
3	Inland Empire Utilities Agency	Board Secretary/Office Manager	$ 13,744	7/1/2021	7/1/2022	3.00%
4	Central Contra Costa Sanitary District	Secretary of the District	$ 13,566	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Clerk of the Board	$ 13,556	7/2/2021		
6	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	$ 12,801	1/1/2022	1/1/2023	1.5 - 4%
7	Orange County Water District	District Secretary	$ 12,079	7/1/2021	7/1/2022	unknown
8	Los Angeles County Sanitation Districts	Secretary to the Board of Directors	$ 11,454	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	District Secretary	$ 10,589	7/1/2021	7/1/2022	CPI
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	City of San Diego	N/C				
16	County of Los Angeles, Public Works	N/C				
17	Eastern Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,977
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 13,183
% Orange County Sanitation District Above/Below	2.8%
75th Percentile of Comparators	$ 13,809
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	57
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Clerk of the Board	Secretary of the District	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Secretary of the District	N/C	Board Secretary/Office Manager	District Secretary	Executive Assistant/Clerk of the Board	Secretary to the Board of Directors	[Board Executive Secretary / Team Manager - Records Management]	District Secretary	N/C
	Top Step	$ 13,556	$ 13,566								$ 15,582		$ 13,744	$ 10,589	$ 12,801	$ 11,454	$ 14,002	$ 12,079	
Retirement	Retirement Formula	2.5%@55	2%@55								2.6%@62		2.5%@55	2.5%@55	2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 718	$ 407								$ 203		$ 728	$ 561	$ 384	$ 344	$ 420		
Retirement	Employee Paid Employer Contribution															$ -57			
Retirement	Employer Paid Member Contribution	$ 474														$ 802	$ 980		
Retirement	EPMC Reported as Special Comp															$ 56	$ 69		
Retirement	12 Months Highest Salary		$ 68										$ 82	$ 64	$ 64	$ 57	$ 70		
Retirement	Social Security										$ 760		$ 760		$ 760				
Retirement	Deferred Compensation		$ 841										$ 54	$ 424	$ 384	$ 344	$ 630	$ 163	
Retirement	Other Retirement																	$ 2,011	
Insurance	Cafeteria		$ 425										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998								$ 2,194			$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195								$ 212			$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18								$ 22			$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100									$ 76		$ 42						
Leaves	Vacation	$ 1,173	$ 835								$ 899		$ 634	$ 611	$ 689	$ 705	$ 808	$ 767	
Leaves	Holidays	$ 626	$ 678								$ 899		$ 1,004	$ 489	$ 591	$ 529	$ 754	$ 511	
Leaves	Admin Leave	$ 261	$ 522								$ 420				$ 443		$ 162		
	Technology Allowance													$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 646																	
	Benefit Package Total	$ 6,040	$ 6,986	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,684	$ 0	$ 5,253	$ 4,458	$ 5,355	$ 5,120	$ 6,673	$ 5,617	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Clerk of the Board						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Secretary of the District	$ 21,266	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	[Board Executive Secretary / Team Manager - Records Management]	$ 20,675	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Secretary of the District	$ 20,553	4/18/2021	unknown	unknown
4	Orange County Sanitation District	Clerk of the Board	$ 19,596	7/2/2021		
5	Inland Empire Utilities Agency	Board Secretary/Office Manager	$ 18,997	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	$ 18,156	1/1/2022	1/1/2023	1.5 - 4%
7	Orange County Water District	District Secretary	$ 17,696	7/1/2021	7/1/2022	Unknown
8	Los Angeles County Sanitation Districts	Secretary to the Board of Directors	$ 16,574	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	District Secretary	$ 15,047	7/1/2021	7/1/2022	CPI
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of Anaheim	N/C				
12	County of Los Angeles, Public Works	N/C				
13	City of Huntington Beach	N/C				
14	Western Municipal Water District	N/C				
15	City of Irvine	N/C				
16	City of Garden Grove	N/C				
17	City of San Diego	N/C				
18	Eastern Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,620
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 18,576
% Orange County Sanitation District Above/Below	5.2%
75th Percentile of Comparators	$ 20,583
% Orange County Sanitation District Above/Below	-5.0%
Orange County Sanitation District Percentile	63
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Construction Inspection Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Supervising Construction Inspector	$ 12,393	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Development Services Supervisor	$ 12,331	4/18/2021	unknown	unknown
3	Orange County Sanitation District	Construction Inspection Supervisor	$ 12,281	7/2/2021		
4	Eastern Municipal Water District	Construction and Safety Inspection Supervisor	$ 11,655	12/19/2021	1/1/2023	unknown
5	City of Los Angeles Bureau of Sanitation	Principal Construction Inspector	$ 11,637	1/19/2020	6/19/2022	2.00%
6	Los Angeles County Sanitation Districts	Supervising Construction Inspector	$ 11,481	7/1/2021	unknown	unknown
7	City of Irvine	Construction Inspection Supervisor	$ 10,020	6/25/2021	6/25/2022	1.00%
8	Irvine Ranch Water District	Construction Inspection Supervisor	$ 9,970	7/1/2021	7/1/2022	CPI
9	County of Los Angeles, Public Works	Head Construction Inspector	$ 9,755	7/1/2021	unknown	unknown
10	City of Anaheim	Construction Inspection Supervisor	$ 9,219	12/24/2021	7/8/2022	3.00%
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of San Diego	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Metropolitan Water District of Southern California[1]	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,940
% Orange County Sanitation District Above/Below	10.9%
Median of Comparators	$ 11,481
% Orange County Sanitation District Above/Below	6.5%
75th Percentile of Comparators	$ 11,655
% Orange County Sanitation District Above/Below	5.1%
Orange County Sanitation District Percentile	87
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Metropolitan Water District of Southern California: Engineering Team Manager VII oversees construction inspectors; however this position requires a PE.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Construction Inspection Supervisor	Development Services Supervisor	Construction Inspection Supervisor	N/C	N/C	Construction Inspection Supervisor	Principal Construction Inspector	N/C	Head Construction Inspector	Supervising Construction Inspector	Construction and Safety Inspection Supervisor	N/C	Construction Inspection Supervisor	N/C	Supervising Construction Inspector	N/C	N/C	N/C
	Top Step	$ 12,281	$ 12,331	$ 9,219			$ 10,020	$ 11,637		$ 9,755	$ 12,393	$ 11,655		$ 9,970		$ 11,481			
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55			2.7%@55	2.16%@55			2.6%@62	2.5%@55		2.5%@55		2%@55			
Retirement	Enhanced Formula Cost	$ 651	$ 370	$ 655			$ 711	$ 349			$ 161	$ 618		$ 528		$ 344			
Retirement	Employee Paid Employer Contribution			$ -369												$ -57			
Retirement	Employer Paid Member Contribution	$ 430														$ 804			
Retirement	EPMC Reported as Special Comp															$ 56			
Retirement	12 Months Highest Salary		$ 62	$ 65			$ 70	$ 58				$ 70		$ 60		$ 57			
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation		$ 765				$ 200			$ 390		$ 466		$ 399					
Retirement	Other Retirement						$ 401			$ 1,046		$ 98							
Insurance	Cafeteria		$ 220							$ 2,278									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759			
Insurance	Dental	$ 111	$ 195	$ 56			$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132			
Insurance	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24					
Insurance	Other Insurance			$ 158						$ 75	$ 76								
Leaves	Vacation	$ 709	$ 759	$ 576			$ 771	$ 761		$ 563	$ 715	$ 1,210		$ 575		$ 707			
Leaves	Holidays	$ 567	$ 617	$ 390			$ 540	$ 627		$ 450	$ 715	$ 538		$ 460		$ 530			
Leaves	Admin Leave	$ 236	$ 142	$ 71			$ 578	$ 224			$ 334								
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 5,228	$ 6,144	$ 4,389	$ 0	$ 0	$ 5,605	$ 3,917	$ 0	$ 4,859	$ 5,189	$ 5,282	$ 0	$ 4,332	$ 0	$ 4,332	$ 0	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Construction Inspection Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Development Services Supervisor	$ 18,475	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Supervising Construction Inspector	$ 17,582	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Construction Inspection Supervisor	$ 17,509	7/2/2021		
4	Eastern Municipal Water District	Construction and Safety Inspection Supervisor	$ 16,937	12/19/2021	1/1/2023	unknown
5	Los Angeles County Sanitation Districts	Supervising Construction Inspector	$ 15,813	7/1/2021	unknown	unknown
6	City of Irvine	Construction Inspection Supervisor	$ 15,625	6/25/2021	6/25/2022	1.00%
7	City of Los Angeles Bureau of Sanitation	Principal Construction Inspector	$ 15,555	1/19/2020	6/19/2022	2.00%
8	County of Los Angeles, Public Works	Head Construction Inspector	$ 14,614	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Construction Inspection Supervisor	$ 14,302	7/1/2021	7/1/2022	CPI
10	City of Anaheim	Construction Inspection Supervisor	$ 13,607	12/24/2021	7/8/2022	3.00%
11	Las Virgenes Municipal Water District	N/C				
12	Metropolitan Water District of Southern California	N/C				
13	City of Garden Grove	N/C				
14	City of San Diego	N/C				
15	Orange County Water District	N/C				
16	City of Huntington Beach	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,834
% Orange County Sanitation District Above/Below	9.6%
Median of Comparators	$ 15,625
% Orange County Sanitation District Above/Below	10.8%
75th Percentile of Comparators	$ 16,937
% Orange County Sanitation District Above/Below	3.3%
Orange County Sanitation District Percentile	86
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Construction Inspector						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Inspector	$ 11,157	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction Inspector	$ 10,173	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Construction Inspector	$ 9,981	7/2/2021		
4	Inland Empire Utilities Agency	Construction Project Inspector	$ 9,304	7/1/2021	7/1/2022	3.00%
5	Metropolitan Water District of Southern California	Construction Inspector II	$ 9,107	7/1/2021	unknown	unknown
6	City of Irvine	Senior Construction Inspector	$ 9,019	6/25/2021	6/25/2022	1.00%
7	City of Los Angeles Bureau of Sanitation	Construction Inspector	$ 8,964	7/5/2020	7/4/2022	2.00%
8	Las Virgenes Municipal Water District	Facilities inspector	$ 8,778	1/1/2022	1/1/2023	1.5 - 4%
9	Irvine Ranch Water District	Construction Inspector II	$ 8,374	7/1/2021	7/1/2022	CPI
10	City of Garden Grove	Construction Inspector	$ 8,327	7/1/2021	unknown	unknown
11	Eastern Municipal Water District	Construction and Safety Inspector II	$ 8,284	12/19/2021	1/1/2023	unknown
12	Los Angeles County Sanitation Districts	Construction Inspector II	$ 8,129	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Construction Inspector	$ 7,854	7/1/2021	unknown	unknown
14	City of Huntington Beach	Construction Inspector II	$ 7,540	1/1/2022	unknown	unknown
15	City of Anaheim	Construction Inspector II	$ 7,237	9/3/2021	7/8/2022	1.50%
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,732
% Orange County Sanitation District Above/Below	12.5%
Median of Comparators	$ 8,576
% Orange County Sanitation District Above/Below	14.1%
75th Percentile of Comparators	$ 9,085
% Orange County Sanitation District Above/Below	9.0%
Orange County Sanitation District Percentile	91
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Construction Inspector	Construction Inspector	Construction Inspector II	Construction Inspector	Construction Inspector II	Senior Construction Inspector	Construction Inspector	N/C	Construction Inspector	Construction Inspector	Construction and Safety Inspector II	Construction Project Inspector	Construction Inspector II	Facilities inspector	Construction Inspector II	Construction Inspector II	N/C	N/C
	Top Step	$ 9,981	$ 11,157	$ 7,237	$ 8,327	$ 7,540	$ 9,019	$ 8,964		$ 7,854	$ 10,173	$ 8,284	$ 9,304	$ 8,374	$ 8,778	$ 8,129	$ 9,107		
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55			2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		
	Enhanced Formula Cost	$ 529	$ 335	$ 514	$ 441	$ 400	$ 640	$ 269			$ 132	$ 439	$ 493	$ 444	$ 263	$ 244	$ 273		
	Employee Paid Employer Contribution			$ -289		$ -75										$ -41			
	Employer Paid Member Contribution	$ 349														$ 569	$ 637		
	EPMC Reported as Special Comp															$ 40	$ 45		
	12 Months Highest Salary		$ 56	$ 51	$ 50	$ 45	$ 63	$ 45				$ 50	$ 56	$ 50	$ 44	$ 41	$ 46		
	Social Security										$ 631		$ 577		$ 544				
	Deferred Compensation		$ 692			$ 20	$ 180			$ 314		$ 331	$ 54	$ 335	$ 40		$ 410		
	Other Retirement						$ 451			$ 842		$ 98							
Insurance	Cafeteria		$ 100		$ 1,650					$ 2,278			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619		
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 576	$ 687	$ 452	$ 500	$ 725	$ 520	$ 586		$ 453	$ 587	$ 860	$ 429	$ 483	$ 473	$ 500	$ 525		
	Holidays	$ 461	$ 558	$ 278	$ 480	$ 348	$ 486	$ 483		$ 362	$ 587	$ 382	$ 590	$ 386	$ 405	$ 375	$ 490		
	Admin Leave	$ 24	$ 43				$ 347	$ 172									$ 105		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,979	$ 5,680	$ 3,848	$ 3,122	$ 3,354	$ 5,021	$ 3,454	$ 0	$ 4,381	$ 4,441	$ 4,442	$ 3,889	$ 4,008	$ 3,809	$ 3,619	$ 5,312	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Construction Inspector						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Inspector	$ 16,837	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction Inspector	$ 14,614	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Construction Inspector II	$ 14,419	7/1/2021	unknown	unknown
4	City of Irvine	Senior Construction Inspector	$ 14,039	6/25/2021	6/25/2022	1.00%
5	Orange County Sanitation District	Construction Inspector	$ 13,960	7/2/2021		
6	Inland Empire Utilities Agency	Construction Project Inspector	$ 13,193	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Construction and Safety Inspector II	$ 12,726	12/19/2021	1/1/2023	unknown
8	Las Virgenes Municipal Water District	Facilities inspector	$ 12,587	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation	Construction Inspector	$ 12,418	7/5/2020	7/4/2022	2.00%
10	Irvine Ranch Water District	Construction Inspector II	$ 12,382	7/1/2021	7/1/2022	CPI
11	County of Los Angeles, Public Works	Construction Inspector	$ 12,235	7/1/2021	unknown	unknown
12	Los Angeles County Sanitation Districts	Construction Inspector II	$ 11,748	7/1/2021	unknown	unknown
13	City of Garden Grove	Construction Inspector	$ 11,449	7/1/2021	unknown	unknown
14	City of Anaheim	Construction Inspector II	$ 11,085	9/3/2021	7/8/2022	1.50%
15	City of Huntington Beach	Construction Inspector II	$ 10,894	1/1/2022	unknown	unknown
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,902
% Orange County Sanitation District Above/Below	7.6%
Median of Comparators	$ 12,503
% Orange County Sanitation District Above/Below	10.4%
75th Percentile of Comparators	$ 13,828
% Orange County Sanitation District Above/Below	0.9%
Orange County Sanitation District Percentile	76
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Contracts Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation[1]	[Contract Administrator / Compliance Program Manager II]	$ 14,585	7/4/2001	6/19/2022	4.00%
2	Orange County Sanitation District	Contracts Supervisor	$ 14,246	7/2/2021		
3	Metropolitan Water District of Southern California	Professional Contracting Team Manager IV	$ 14,002	7/1/2021	unknown	unknown
4	Eastern Municipal Water District	Contracts Manager	$ 12,241	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Purchasing Contract Supervisor	$ 12,094	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	Construction Contracts Administrator	$ 11,206	12/24/2021	7/8/2022	3.00%
8	City of San Diego	Supervising Procurement Contracting Officer	$ 10,681	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,383
% Orange County Sanitation District Above/Below	13.1%
Median of Comparators	$ 12,094
% Orange County Sanitation District Above/Below	15.1%
75th Percentile of Comparators	$ 13,121
% Orange County Sanitation District Above/Below	7.9%
Orange County Sanitation District Percentile	90
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Contracts Supervisor	N/C	Construction Contracts Administrator	N/C	N/C	N/C	[Contract Administrator / Compliance Program Manager II]	Supervising Procurement Contracting Officer	N/C	Purchasing Contract Supervisor	Contracts Manager	Contracts and Procurement Supervisor	N/C	N/C	N/C	Professional Contracting Team Manager IV	N/C	N/C
	Top Step	$ 14,246		$ 11,206				$ 14,585	$ 10,681		$ 12,094	$ 12,241	$ 11,873				$ 14,002		
Retirement	Retirement Formula	2.5%@55		2.7%@55				2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55				2%@55		
Retirement	Enhanced Formula Cost	$ 755		$ 796				$ 438	$ 566		$ 157	$ 649	$ 629				$ 420		
Retirement	Employee Paid Employer Contribution			$ -448															
Retirement	Employer Paid Member Contribution	$ 499															$ 980		
Retirement	EPMC Reported as Special Comp																$ 69		
Retirement	12 Months Highest Salary			$ 78				$ 73	$ 64			$ 73	$ 71				$ 70		
Retirement	Social Security										$ 750		$ 736						
Retirement	Deferred Compensation											$ 490	$ 54				$ 630		
Retirement	Other Retirement								$ 646			$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128					$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212	$ 134					$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19					$ 12		
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 822		$ 700				$ 1,402	$ 904		$ 698	$ 1,271	$ 548				$ 808		
Leaves	Holidays	$ 658		$ 474				$ 785	$ 462		$ 698	$ 565	$ 776				$ 754		
Leaves	Admin Leave	$ 274		$ 86				$ 561	$ 164		$ 326						$ 162		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 5,722	$ 0	$ 4,529	$ 0	$ 0	$ 0	$ 5,158	$ 4,640	$ 0	$ 5,133	$ 5,428	$ 4,505	$ 0	$ 0	$ 0	$ 6,673	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Contracts Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Professional Contracting Team Manager IV	$ 20,675	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Contracts Supervisor	$ 19,968	7/2/2021		
3	City of Los Angeles Bureau of Sanitation	[Contract Administrator / Compliance Program Manager II]	$ 19,743	7/4/2001	6/19/2022	4.00%
4	Eastern Municipal Water District	Contracts Manager	$ 17,668	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Purchasing Contract Supervisor	$ 17,227	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 16,378	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	Construction Contracts Administrator	$ 15,735	12/24/2021	7/8/2022	3.00%
8	City of San Diego	Supervising Procurement Contracting Officer	$ 15,321	7/1/2021	7/1/2022	5.00%
9	Irvine Ranch Water District	N/C				
10	County of Los Angeles, Public Works	N/C				
11	Los Angeles County Sanitation Districts	N/C				
12	City of Huntington Beach	N/C				
13	City of Garden Grove	N/C				
14	City of Irvine	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 17,535
% Orange County Sanitation District Above/Below	12.2%
Median of Comparators	$ 17,227
% Orange County Sanitation District Above/Below	13.7%
75th Percentile of Comparators	$ 18,706
% Orange County Sanitation District Above/Below	6.3%
Orange County Sanitation District Percentile	87
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Controller						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Controller	$ 19,880	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Controller	$ 18,520	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Controller	$ 17,222	12/19/2021	1/1/2023	unknown
4	Los Angeles County Sanitation Districts	Chief Accountant	$ 16,958	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Controller	$ 16,928	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Departmental Chief Accountant IV	$ 15,857	7/4/2001	6/19/2022	4.00%
7	Central Contra Costa Sanitary District	Finance Manager	$ 15,408	4/18/2021	unknown	unknown
8	Las Virgenes Municipal Water District[1]	Finance Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
9	Inland Empire Utilities Agency	Manager of Finance and Accounting	$ 15,153	7/1/2021	7/1/2022	3.00%
10	City of Anaheim[2,3]	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	$ 15,017	12/24/2021	7/8/2022	3.00%
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
12	City of Irvine	Manager, Fiscal Services	$ 14,104	6/25/2021	6/25/2022	1.00%
13	Western Municipal Water District	Accounting Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
14	Irvine Ranch Water District	Controller	$ 13,672	7/1/2021	7/1/2022	CPI
15	City of San Diego[4]	Chief Accountant	$ 13,410	7/1/2021	unknown	unknown
16	Orange County Water District[2]	[Finance Manager / Accounting Manager]	$ 13,287	7/1/2021	7/1/2022	unknown
17	City of Huntington Beach[5]	[Finance Manager - Accounting / Budget / Treasury]	$ 12,577	1/1/2022	unknown	unknown
18	City of Garden Grove[5]	[Finance Manager / Revenue Manager / Budget Services Manager]	$ 11,342	7/1/2021	unknown	unknown

Summary Results	Top Monthly Salary
Average of Comparators	$ 15,067
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 15,017
% Orange County Sanitation District Above/Below	11.3%
75th Percentile of Comparators	$ 15,857
% Orange County Sanitation District Above/Below	6.3%
Orange County Sanitation District Percentile	81
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Las Virgenes Municipal Water District: Salary reported is for a Finance Manager without a CPA.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - Utilities Financial Manager requires CPA license.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Controller	Finance Manager	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	[Finance Manager/ Revenue Manager/ Budget Services Manager]	[Finance Manager - Accounting/ Budget/ Treasury]	Manager, Fiscal Services	Departmental Chief Accountant IV	Chief Accountant	Chief, Administrative Operations, Public Works	Controller	Controller	Manager of Finance and Accounting	Controller	Finance Manager	Chief Accountant	Controller	[Finance Manager/ Accounting Manager]	Accounting Manager
	Top Step	$ 16,928	$ 15,408	$ 15,017	$ 11,342	$ 12,577	$ 14,104	$ 15,857	$ 13,410	$ 14,597	$ 18,520	$ 17,222	$ 15,153	$ 13,672	$ 15,314	$ 16,958	$ 19,880	$ 13,287	$ 13,816
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 897	$ 462	$ 1,066	$ 601	$ 667	$ 1,001	$ 476	$ 711		$ 241	$ 913	$ 803	$ 725	$ 459	$ 509	$ 596		$ 732
Retirement	Employee Paid Employer Contribution			$ -601		$ -126										$ -85			
Retirement	Employer Paid Member Contribution	$ 592														$ 1,187	$ 1,392		
Retirement	EPMC Reported as Special Comp															$ 83	$ 97		
Retirement	12 Months Highest Salary		$ 77	$ 105	$ 68	$ 75	$ 99	$ 79	$ 80			$ 103	$ 91	$ 82	$ 77	$ 85	$ 99		$ 83
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 955				$ 564			$ 584		$ 689	$ 54	$ 547	$ 459	$ 509	$ 895	$ 163	$ 276
Retirement	Other Retirement						$ 282		$ 811	$ 1,565		$ 98						$ 2,212	
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 2,481			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 948	$ 939	$ 654	$ 1,209	$ 1,085	$ 915	$ 1,135	$ 561	$ 1,068	$ 1,788	$ 699	$ 789	$ 825	$ 1,044	$ 1,147	$ 843	$ 797
Leaves	Holidays	$ 781	$ 770	$ 635	$ 682	$ 580	$ 759	$ 854	$ 580	$ 674	$ 1,068	$ 795	$ 1,107	$ 631	$ 707	$ 783	$ 1,070	$ 562	$ 691
Leaves	Admin Leave	$ 326	$ 296	$ 116	$ 218	$ 363	$ 888	$ 610	$ 155		$ 499				$ 530		$ 229		$ 266
	Technology Allowance					$ 50	$ 100							$ 93					
	Auto Allowance						$ 300						$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 6,865	$ 7,145	$ 5,261	$ 3,873	$ 4,529	$ 7,412	$ 4,832	$ 5,264	$ 5,940	$ 6,140	$ 6,668	$ 5,504	$ 5,083	$ 5,856	$ 6,455	$ 8,307	$ 5,946	$ 6,095

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Controller						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Controller	$ 28,187	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Controller	$ 24,660	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Controller	$ 23,890	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Controller	$ 23,792	7/2/2021		
5	Los Angeles County Sanitation Districts	Chief Accountant	$ 23,413	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	Finance Manager	$ 22,553	4/18/2021	unknown	unknown
7	City of Irvine	Manager, Fiscal Services	$ 21,517	6/25/2021	6/25/2022	1.00%
8	Las Virgenes Municipal Water District	Finance Manager	$ 21,170	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation	Departmental Chief Accountant IV	$ 20,689	7/4/2001	6/19/2022	4.00%
10	Inland Empire Utilities Agency	Manager of Finance and Accounting	$ 20,657	7/1/2021	7/1/2022	3.00%
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,537	7/1/2021	unknown	unknown
12	City of Anaheim	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	$ 20,415	12/24/2021	7/8/2022	3.00%
13	Western Municipal Water District	Accounting Manager	$ 19,911	7/1/2021	7/1/2022	1.0 - 4.0%
14	Orange County Water District	[Finance Manager/ Accounting Manager]	$ 19,232	7/1/2021	7/1/2022	Unknown
15	Irvine Ranch Water District	Controller	$ 18,755	7/1/2021	7/1/2022	CPI
16	City of San Diego	Chief Accountant	$ 17,863	7/1/2021	unknown	unknown
17	City of Huntington Beach	[Finance Manager - Accounting/ Budget/ Treasury]	$ 17,106	1/1/2022	unknown	unknown
18	City of Garden Grove	[Finance Manager/ Revenue Manager/ Budget Services Manager]	$ 15,215	7/1/2021	unknown	unknown

Summary Results	Total Monthly Comp
Average of Comparators	$ 20,928
% Orange County Sanitation District Above/Below	12.0%
Median of Comparators	$ 20,657
% Orange County Sanitation District Above/Below	13.2%
75th Percentile of Comparators	$ 22,553
% Orange County Sanitation District Above/Below	5.2%
Orange County Sanitation District Percentile	86
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Cost Estimator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Cost Estimator	$ 11,128	7/2/2021		
2	Los Angeles County Sanitation Districts	Construction Cost Estimator	$ 9,927	7/1/2021	unknown	unknown
3	Metropolitan Water District of Southern California	Project Controls Specialist	$ 9,623	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Construction Estimator	$ 9,492	1/19/2020	6/19/2022	2.00%
5	County of Los Angeles, Public Works	Construction Cost Estimator	$ 8,010	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	N/C				
7	City of Anaheim	N/C				
8	City of Garden Grove	N/C				
9	City of Huntington Beach	N/C				
10	City of Irvine	N/C				
11	City of San Diego	N/C				
12	East Bay Municipal Utility District	N/C				
13	Eastern Municipal Water District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,263
% Orange County Sanitation District Above/Below	16.8%
Median of Comparators	$ 9,557
% Orange County Sanitation District Above/Below	14.1%
75th Percentile of Comparators	$ 9,699
% Orange County Sanitation District Above/Below	12.8%
Orange County Sanitation District Percentile	112
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Cost Estimator	N/C	N/C	N/C	N/C	N/C	Construction Estimator	N/C	Construction Cost Estimator	N/C	N/C	N/C	N/C	N/C	Construction Cost Estimator	Project Controls Specialist	N/C	N/C
	Top Step	$ 11,128						$ 9,492		$ 8,010						$ 9,927	$ 9,623		
Retirement	Retirement Formula	2.5%@55						2.16%@55								2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 590						$ 285								$ 298	$ 289		
Retirement	Employee Paid Employer Contribution															$ -50			
Retirement	Employer Paid Member Contribution	$ 389														$ 695	$ 674		
Retirement	EPMC Reported as Special Comp															$ 49	$ 47		
Retirement	12 Months Highest Salary							$ 47								$ 50	$ 48		
Retirement	Social Security																		
Retirement	Deferred Compensation									$ 320							$ 433		
Retirement	Other Retirement									$ 859									
Insurance	Cafeteria									$ 2,278									
Insurance	Health	$ 1,913						$ 1,841								$ 1,759	$ 2,619		
Insurance	Dental	$ 111						$ 48		$ 57						$ 132	$ 150		
Insurance	Vision	$ 17						$ 9									$ 12		
Insurance	Other Insurance									$ 75									
Leaves	Vacation	$ 642						$ 621		$ 462						$ 611	$ 555		
Leaves	Holidays	$ 514						$ 511		$ 370						$ 458	$ 518		
Leaves	Admin Leave	$ 214						$ 183									$ 111		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	$ 4,939	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,545	$ 0	$ 4,420	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,002	$ 5,456	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Cost Estimator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Cost Estimator	$ 16,067	7/2/2021		
2	Metropolitan Water District of Southern California	Project Controls Specialist	$ 15,079	7/1/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	Construction Cost Estimator	$ 13,929	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Construction Estimator	$ 13,037	1/19/2020	6/19/2022	2.00%
5	County of Los Angeles, Public Works	Construction Cost Estimator	$ 12,430	7/1/2021	unknown	unknown
6	Western Municipal Water District	N/C				
7	East Bay Municipal Utility District	N/C				
8	City of Huntington Beach	N/C				
9	City of Irvine	N/C				
10	City of Garden Grove	N/C				
11	Irvine Ranch Water District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	Orange County Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	City of Anaheim	N/C				
17	Eastern Municipal Water District	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,619
% Orange County Sanitation District Above/Below	15.2%
Median of Comparators	$ 13,483
% Orange County Sanitation District Above/Below	16.1%
75th Percentile of Comparators	$ 14,216
% Orange County Sanitation District Above/Below	11.5%
Orange County Sanitation District Percentile	107
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Data Management Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Data Management Technician II	$ 10,230	7/2/2021		
2	City of Los Angeles Bureau of Sanitation[1]	[Geographic Information Systems Specialist / Information Services Specialist]	$ 9,215	1/19/2020	6/19/2022	2.00%
3	Los Angeles County Sanitation Districts[1]	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	$ 9,175	7/1/2021	unknown	unknown
4	Irvine Ranch Water District[2]	[GIS Technician III/ Asset Management Coordinator]	$ 9,014	7/1/2021	7/1/2022	CPI
5	Eastern Municipal Water District[1]	[Asset Management Technician II / Geographic Information System Analyst]	$ 8,700	12/19/2021	1/1/2023	unknown
6	East Bay Municipal Utility District[1]	[Geographic Information System Specialist / Drafter III]	$ 8,352	4/1/2020	unknown	unknown
7	Orange County Water District	GIS Analyst	$ 8,212	7/1/2021	7/1/2022	2.00%
8	City of Anaheim[1]	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	$ 7,790	6/25/2021	unknown	unknown
9	City of Irvine[3]	GIS Application Specialist	$ 6,836	6/25/2021	6/25/2022	1.00%
10	Central Contra Costa Sanitary District	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,412
% Orange County Sanitation District Above/Below	17.8%
Median of Comparators	$ 8,526
% Orange County Sanitation District Above/Below	16.7%
75th Percentile of Comparators	$ 9,054
% Orange County Sanitation District Above/Below	11.5%
Orange County Sanitation District Percentile	111
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
3 - City of Irvine: GIS Application Specialist requires any combination of education and experience equivalent to Associate's degree and 3 years of experience.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Data Management Technician II	N/C	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	N/C	N/C	GIS Application Specialist	[Geographic Information Systems Specialist / Information Services Specialist]	N/C	N/C	[Geographic Information System Specialist / Drafter III]	[Asset Management Technician II/ Geographic Information System Analyst]	N/C	[GIS Technician III/ Asset Management Coordinator]	N/C	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	N/C	GIS Analyst	N/C
	Top Step	$ 10,230		$ 7,790			$ 6,836	$ 9,215			$ 8,352	$ 8,700		$ 9,014		$ 9,175		$ 8,212	
Retirement	Retirement Formula	2.5%@55		2.7%@55			2.7%@55	2.16%@55			2.6%@62	2.5%@55		2.5%@55		2%@55			
Retirement	Enhanced Formula Cost	$ 542		$ 553			$ 485	$ 276			$ 109	$ 461		$ 478		$ 275			
Retirement	Employee Paid Employer Contribution			$ -312												$ -46			
Retirement	Employer Paid Member Contribution	$ 358														$ 642			
Retirement	EPMC Reported as Special Comp															$ 45			
Retirement	12 Months Highest Salary			$ 55			$ 48	$ 46				$ 52		$ 54		$ 46			
Retirement	Social Security										$ 518								
Retirement	Deferred Compensation						$ 137					$ 348		$ 361				$ 163	
Retirement	Other Retirement						$ 342					$ 98						$ 1,367	
Insurance	Cafeteria																		
Insurance	Health	$ 1,913		$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759		$ 2,019	
Insurance	Dental	$ 111		$ 56			$ 41	$ 48			$ 212	$ 134		$ 128		$ 132		$ 128	
Insurance	Vision	$ 17					$ 7	$ 9			$ 22	$ 19		$ 24				$ 19	
Insurance	Other Insurance										$ 76								
Leaves	Vacation	$ 590		$ 487			$ 394	$ 603			$ 482	$ 903		$ 520		$ 565		$ 521	
Leaves	Holidays	$ 472		$ 300			$ 368	$ 496			$ 482	$ 402		$ 416		$ 423		$ 347	
Leaves	Admin Leave	$ 25					$ 263	$ 177											
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,028	$ 0	$ 3,925	$ 0	$ 0	$ 4,371	$ 3,497	$ 0	$ 0	$ 4,095	$ 4,546	$ 0	$ 4,138	$ 0	$ 3,842	$ 0	$ 4,564	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Data Management Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Data Management Technician II	$ 14,258	7/2/2021		
2	Eastern Municipal Water District	[Asset Management Technician II/ Geographic Information System Analyst]	$ 13,245	12/19/2021	1/1/2023	unknown
3	Irvine Ranch Water District	[GIS Technician III/ Asset Management Coordinator]	$ 13,152	7/1/2021	7/1/2022	CPI
4	Los Angeles County Sanitation Districts	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	$ 13,017	7/1/2021	unknown	unknown
5	Orange County Water District	GIS Analyst	$ 12,776	7/1/2021	7/1/2022	2.00%
6	City of Los Angeles Bureau of Sanitation	[Geographic Information Systems Specialist / Information Services Specialist]	$ 12,712	1/19/2020	6/19/2022	2.00%
7	East Bay Municipal Utility District	[Geographic Information System Specialist / Drafter III]	$ 12,447	4/1/2020	unknown	unknown
8	City of Anaheim	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	$ 11,715	6/25/2021	unknown	unknown
9	City of Irvine	GIS Application Specialist	$ 11,207	6/25/2021	6/25/2022	1.00%
10	City of San Diego	N/C				
11	County of Los Angeles, Public Works	N/C				
12	City of Huntington Beach	N/C				
13	Western Municipal Water District	N/C				
14	City of Garden Grove	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,534
% Orange County Sanitation District Above/Below	12.1%
Median of Comparators	$ 12,744
% Orange County Sanitation District Above/Below	10.6%
75th Percentile of Comparators	$ 13,050
% Orange County Sanitation District Above/Below	8.5%
Orange County Sanitation District Percentile	108
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Director of Engineering						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Engineering Services	$ 25,379	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Planning, Engineering and Construction	$ 24,234	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Director of Engineering and Construction	$ 22,565	4/1/2020	unknown	unknown
6	Las Virgenes Municipal Water District	Director of Engineering and External Affairs	$ 22,414	1/1/2022	unknown	unknown
7	Orange County Sanitation District	Director of Engineering	$ 22,214	7/2/2021		
8	Central Contra Costa Sanitary District	Director of Engineering and Technical Services	$ 21,677	4/18/2021	unknown	unknown
9	Irvine Ranch Water District	Executive Director of Technical Services	$ 20,529	7/1/2021	7/1/2022	CPI
10	Orange County Water District	Executive Director of Water Resources and Engineering	$ 20,425	7/1/2021	7/1/2022	Unknown
11	City of Los Angeles Bureau of Sanitation	Deputy City Engineer II	$ 20,233	7/4/2001	6/19/2022	4.00%
12	Western Municipal Water District	Director of Engineering	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of San Diego[1,2]	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	$ 15,793	7/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 21,616
% Orange County Sanitation District Above/Below	2.7%
Median of Comparators	$ 22,046
% Orange County Sanitation District Above/Below	0.8%
75th Percentile of Comparators	$ 23,012
% Orange County Sanitation District Above/Below	-3.6%
Orange County Sanitation District Percentile	52
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Engineering	Director of Engineering and Technical Services	N/C	N/C	N/C	N/C	Deputy City Engineer II	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	Deputy Director, Public Works	Director of Engineering and Construction	Assistant General Manager of Planning, Engineering and Construction	N/C	Executive Director of Technical Services	Director of Engineering and External Affairs	Departmental Engineer	Group Manager-Engineering Services	Executive Director of Water Resources and Engineering	Director of Engineering
	Top Step	$ 22,214	$ 21,677					$ 20,233	$ 15,793	$ 24,217	$ 22,565	$ 24,234		$ 20,529	$ 22,414	$ 22,610	$ 25,379	$ 20,425	$ 19,321
Retirement	Retirement Formula	2.5%@55	2%@55					2.16%@55	2.5%@55		2.6%@62	2.5%@55		2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 1,177	$ 650					$ 607	$ 837		$ 293	$ 1,284		$ 1,088	$ 672	$ 678	$ 761		$ 1,024
Retirement	Employee Paid Employer Contribution															$ -113			
Retirement	Employer Paid Member Contribution	$ 778														$ 1,583	$ 1,777		
Retirement	EPMC Reported as Special Comp															$ 111	$ 124		
Retirement	12 Months Highest Salary		$ 108					$ 101	$ 95			$ 145		$ 123	$ 112	$ 113	$ 127		$ 116
Retirement	Social Security										$ 760				$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344							$ 969		$ 969		$ 821	$ 672	$ 678	$ 1,142	$ 163	$ 386
Retirement	Other Retirement								$ 955	$ 2,596		$ 98						$ 3,401	
Insurance	Cafeteria		$ 425						$ 1,792	$ 4,117									$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100								$ 75	$ 76								
Leaves	Vacation	$ 1,922	$ 1,334					$ 1,167	$ 1,336	$ 931	$ 1,302	$ 2,517		$ 1,184	$ 1,207	$ 1,391	$ 1,464	$ 1,296	$ 1,115
Leaves	Holidays	$ 1,025	$ 1,084					$ 1,089	$ 683	$ 1,118	$ 1,302	$ 1,118		$ 947	$ 1,034	$ 1,044	$ 1,367	$ 864	$ 966
Leaves	Admin Leave	$ 427	$ 834					$ 778	$ 790		$ 608				$ 948		$ 293		$ 372
	Technology Allowance											$ 50		$ 93	$ 60			$ 40	
	Auto Allowance	$ 500							$ 475			$ 650		$ 543		$ 450		$ 500	
	Other	$ 1,437																	
	Benefit Package Total	$ 9,608	$ 8,990	$ 0	$ 0	$ 0	$ 0	$ 5,642	$ 6,963	$ 9,806	$ 6,769	$ 9,114	$ 0	$ 7,017	$ 7,506	$ 7,826	$ 9,836	$ 8,429	$ 7,229

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Director of Engineering						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Engineering Services	$ 35,215	7/1/2021	unknown	unknown
2	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Assistant General Manager of Planning, Engineering and Construction	$ 33,348	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Director of Engineering	$ 31,822	7/2/2021		
5	Central Contra Costa Sanitary District	Director of Engineering and Technical Services	$ 30,667	4/18/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
7	Las Virgenes Municipal Water District	Director of Engineering and External Affairs	$ 29,920	1/1/2022	unknown	unknown
8	East Bay Municipal Utility District	Director of Engineering and Construction	$ 29,334	4/1/2020	unknown	unknown
9	Orange County Water District	Executive Director of Water Resources and Engineering	$ 28,855	7/1/2021	7/1/2022	Unknown
10	Irvine Ranch Water District	Executive Director of Technical Services	$ 27,546	7/1/2021	7/1/2022	CPI
11	Western Municipal Water District	Director of Engineering	$ 26,550	7/1/2021	7/1/2022	1.0 - 4.0%
12	City of Los Angeles Bureau of Sanitation	Deputy City Engineer II	$ 25,875	7/4/2001	6/19/2022	4.00%
13	City of San Diego	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	$ 22,757	7/1/2021	unknown	unknown
14	Inland Empire Utilities Agency	N/C				
15	City of Garden Grove	N/C				
16	City of Irvine	N/C				
17	City of Huntington Beach	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 29,544
% Orange County Sanitation District Above/Below	7.2%
Median of Comparators	$ 29,627
% Orange County Sanitation District Above/Below	6.9%
75th Percentile of Comparators	$ 31,337
% Orange County Sanitation District Above/Below	1.5%
Orange County Sanitation District Percentile	77
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Director of Environmental Services						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Director of Wastewater	$ 22,565	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Director of Environmental Services	$ 21,143	7/2/2021		
5	Orange County Water District	Executive Director of Water Quality and Technical Resources	$ 20,425	7/1/2021	7/1/2022	Unknown
6	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 18,155	7/4/2001	6/19/2022	4.00%
7	Irvine Ranch Water District	Director of Water Quality and Regulatory Compliance	$ 17,588	7/1/2021	7/1/2022	CPI
8	City of San Diego[1,2]	[Public Utilities Director/ Assistant Public Utilities Director]	$ 15,793	7/1/2021	unknown	unknown
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,193
% Orange County Sanitation District Above/Below	4.5%
Median of Comparators	$ 20,425
% Orange County Sanitation District Above/Below	3.4%
75th Percentile of Comparators	$ 22,588
% Orange County Sanitation District Above/Below	-6.8%
Orange County Sanitation District Percentile	56
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Environmental Services	N/C	N/C	N/C	N/C	N/C	Assistant Director Bureau of Sanitation	[Public Utilities Director/ Assistant Public Utilities Director]	Deputy Director, Public Works	Director of Wastewater	N/C	N/C	Director of Water Quality and Regulatory Compliance	N/C	Departmental Engineer	N/C	Executive Director of Water Quality and Technical Resources	N/C
	Top Step	$ 21,143						$ 18,155	$ 15,793	$ 24,217	$ 22,565			$ 17,588		$ 22,610		$ 20,425	
Retirement	Retirement Formula	2.5%@55						2.16%@55	2.5%@55		2.6%@62			2.5%@55		2%@55			
Retirement	Enhanced Formula Cost	$ 1,121						$ 545	$ 837		$ 293			$ 932		$ 678			
Retirement	Employee Paid Employer Contribution															$ -113			
Retirement	Employer Paid Member Contribution	$ 740														$ 1,583			
Retirement	EPMC Reported as Special Comp															$ 111			
Retirement	12 Months Highest Salary							$ 91	$ 95					$ 106		$ 113			
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation	$ 200								$ 969				$ 704		$ 678		$ 163	
Retirement	Other Retirement								$ 955	$ 2,596								$ 3,401	
Insurance	Cafeteria								$ 1,792	$ 4,117									
Insurance	Health	$ 1,913						$ 1,841			$ 2,194			$ 2,064		$ 1,759		$ 2,019	
Insurance	Dental	$ 111						$ 48			$ 212			$ 128		$ 132		$ 128	
Insurance	Vision	$ 17						$ 9			$ 22			$ 24				$ 19	
Insurance	Other Insurance	$ 100								$ 75	$ 76								
Leaves	Vacation	$ 1,830						$ 1,047	$ 1,336	$ 931	$ 1,302			$ 1,015		$ 1,391		$ 1,296	
Leaves	Holidays	$ 976						$ 978	$ 683	$ 1,118	$ 1,302			$ 812		$ 1,044		$ 864	
Leaves	Admin Leave	$ 407						$ 698	$ 790		$ 608								
	Technology Allowance													$ 93				$ 40	
	Auto Allowance	$ 500							$ 475					$ 543		$ 450		$ 500	
	Other	$ 1,373																	
	Benefit Package Total	$ 9,287	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,258	$ 6,963	$ 9,806	$ 6,769	$ 0	$ 0	$ 6,421	$ 0	$ 7,826	$ 0	$ 8,429	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Director of Environmental Services						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Environmental Services	$ 30,430	7/2/2021		
4	East Bay Municipal Utility District	Director of Wastewater	$ 29,334	4/1/2020	unknown	unknown
5	Orange County Water District	Executive Director of Water Quality and Technical Resources	$ 28,855	7/1/2021	7/1/2022	Unknown
6	Irvine Ranch Water District	Director of Water Quality and Regulatory Compliance	$ 24,009	7/1/2021	7/1/2022	CPI
7	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 23,413	7/4/2001	6/19/2022	4.00%
8	City of San Diego	[Public Utilities Director/ Assistant Public Utilities Director]	$ 22,757	7/1/2021	unknown	unknown
9	City of Garden Grove	N/C				
10	Metropolitan Water District of Southern California	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	City of Anaheim	N/C				
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Eastern Municipal Water District	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 27,546
% Orange County Sanitation District Above/Below	9.5%
Median of Comparators	$ 28,855
% Orange County Sanitation District Above/Below	5.2%
75th Percentile of Comparators	$ 29,885
% Orange County Sanitation District Above/Below	1.8%
Orange County Sanitation District Percentile	83
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Director of Finance and Administrative Services						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 28,283	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Director of Finance	$ 22,565	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Director of Finance and Administration	$ 22,414	1/1/2022	unknown	unknown
5	Central Contra Costa Sanitary District	Director of Finance and Administration	$ 21,677	4/18/2021	unknown	unknown
6	Orange County Sanitation District	Director of Finance and Administrative Services	$ 21,143	7/2/2021		
7	Irvine Ranch Water District	Executive Director of Finance	$ 20,529	7/1/2021	7/1/2022	CPI
8	Inland Empire Utilities Agency	Executive Manager of Finance and Administration/Assistant General Manager	$ 20,306	7/1/2021	7/1/2022	3.00%
9	Western Municipal Water District[1]	[Director of Finance / Director of Administration]	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
10	City of Garden Grove[2]	[Finance Director / Information Technology Director]	$ 18,838	7/1/2021	unknown	unknown
11	City of Anaheim	Utilities Assistant General Manager - Finance and Energy Resources	$ 18,253	12/24/2021	7/8/2022	3.00%
12	County of Los Angeles, Public Works	Administrative Deputy, Public Works	$ 18,134	7/1/2021	unknown	unknown
13	City of Huntington Beach[2]	[Chief Financial Officer / Chief Information Officer]	$ 17,356	11/2/2020	unknown	unknown
14	City of San Diego[4,5]	[Chief Financial Officer / Director of Financial Management]	$ 16,705	7/1/2021	unknown	unknown
15	City of Irvine	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,538
% Orange County Sanitation District Above/Below	2.9%
Median of Comparators	$ 20,306
% Orange County Sanitation District Above/Below	4.0%
75th Percentile of Comparators	$ 22,414
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	63
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Finance and Administrative Services	Director of Finance and Administration	Utilities Assistant General Manager - Finance and Energy Resources	[Finance Director/ Information Technology Director]	[Chief Financial Officer/ Chief Information Officer]	N/C	N/C	[Chief Financial Officer/ Director of Financial Management]	Administrative Deputy, Public Works	Director of Finance	N/C	Executive Manager of Finance and Administration/Assistant General Manager	Executive Director of Finance	Director of Finance and Administration	Departmental Engineer	Assistant General Manager- Chief Financial Officer	N/C	[Director of Finance/ Director of Administration]
	Top Step	$ 21,143	$ 21,677	$ 18,253	$ 18,838	$ 17,356			$ 16,705	$ 18,134	$ 22,565		$ 20,306	$ 20,529	$ 22,414	$ 22,610	$ 28,283		$ 19,321
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5@55			2.5%@55		2.6%@62		2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 1,121	$ 650	$ 1,296	$ 998	$ 920			$ 885		$ 293		$ 1,076	$ 1,088	$ 672	$ 678	$ 848		$ 1,024
Retirement	Employee Paid Employer Contribution			$ -730												$ -113			
Retirement	Employer Paid Member Contribution	$ 740														$ 1,583	$ 1,980		
Retirement	EPMC Reported as Special Comp															$ 111	$ 139		
Retirement	12 Months Highest Salary		$ 108	$ 128	$ 113	$ 104			$ 100				$ 122	$ 123	$ 112	$ 113	$ 141		$ 116
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344							$ 725			$ 54	$ 821	$ 672	$ 678	$ 1,273		$ 386
Retirement	Other Retirement								$ 1,011	$ 1,944									
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 3,083			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514					$ 2,194			$ 2,064	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 122					$ 212			$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17	$ 18								$ 22			$ 24	$ 5		$ 12		
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,830	$ 1,334	$ 1,141	$ 1,087	$ 1,669			$ 1,413	$ 697	$ 1,302		$ 1,172	$ 1,184	$ 1,207	$ 1,391	$ 1,632		$ 1,115
Leaves	Holidays	$ 976	$ 1,084	$ 772	$ 1,132	$ 668			$ 723	$ 837	$ 1,302		$ 1,172	$ 947	$ 1,034	$ 1,044	$ 1,523		$ 966
Leaves	Admin Leave	$ 407	$ 834	$ 140	$ 362	$ 668			$ 835		$ 608		$ 469		$ 948		$ 326		$ 372
	Technology Allowance					$ 50								$ 93	$ 60				
	Auto Allowance	$ 500		$ 542	$ 868	$ 500			$ 475					$ 543		$ 450	$ 700		
	Other	$ 1,373																	
	Benefit Package Total	$ 9,287	$ 8,990	$ 6,290	$ 6,211	$ 6,243	$ 0	$ 0	$ 7,234	$ 7,361	$ 6,769	$ 0	$ 6,513	$ 7,017	$ 7,506	$ 7,826	$ 11,343	$ 0	$ 7,229

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Director of Finance and Administrative Services						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 39,626	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Director of Finance and Administration	$ 30,667	4/18/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Director of Finance and Administrative Services	$ 30,430	7/2/2021		
5	Las Virgenes Municipal Water District	Director of Finance and Administration	$ 29,920	1/1/2022	unknown	unknown
6	East Bay Municipal Utility District	Director of Finance	$ 29,334	4/1/2020	unknown	unknown
7	Irvine Ranch Water District	Executive Director of Finance	$ 27,546	7/1/2021	7/1/2022	CPI
8	Inland Empire Utilities Agency	Executive Manager of Finance and Administration/Assistant General Manager	$ 26,819	7/1/2021	7/1/2022	3.00%
9	Western Municipal Water District	[Director of Finance/ Director of Administration]	$ 26,550	7/1/2021	7/1/2022	1.0 - 4.0%
10	County of Los Angeles, Public Works	Administrative Deputy, Public Works	$ 25,495	7/1/2021	unknown	unknown
11	City of Garden Grove	[Finance Director/ Information Technology Director]	$ 25,049	7/1/2021	unknown	unknown
12	City of Anaheim	Utilities Assistant General Manager - Finance and Energy Resources	$ 24,542	12/24/2021	7/8/2022	3.00%
13	City of San Diego	[Chief Financial Officer/ Director of Financial Management]	$ 23,939	7/1/2021	unknown	unknown
14	City of Huntington Beach	[Chief Financial Officer/ Chief Information Officer]	$ 23,599	11/2/2020	unknown	unknown
15	Eastern Municipal Water District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 27,963
% Orange County Sanitation District Above/Below	8.1%
Median of Comparators	$ 26,819
% Orange County Sanitation District Above/Below	11.9%
75th Percentile of Comparators	$ 29,920
% Orange County Sanitation District Above/Below	1.7%
Orange County Sanitation District Percentile	83
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Director of Finance						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 28,283	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Finance	$ 21,143	7/2/2021		
4	Eastern Municipal Water District	Chief Financial Officer	$ 19,937	12/19/2021	1/1/2023	unknown
5	Orange County Water District	Chief Financial Officer/Treasurer	$ 19,453	7/1/2021	7/1/2022	Unknown
6	Western Municipal Water District	Director of Finance	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
7	City of Garden Grove	Finance Director	$ 18,838	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Chief Financial Officer	$ 18,446	7/4/2001	6/19/2022	4.00%
9	City of Irvine	Director of Financial Management and Strategic Planning	$ 18,391	6/25/2021	6/25/2022	1.00%
10	Irvine Ranch Water District	Director of Finance	$ 17,588	7/1/2021	7/1/2022	CPI
11	City of Huntington Beach	Chief Financial Officer	$ 17,356	11/2/2020	unknown	unknown
12	City of San Diego[1,2]	[Chief Financial Officer/ Director of Financial Management]	$ 16,705	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Assistant Deputy Director, Finance Public Works	$ 15,692	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Anaheim	N/C				
16	East Bay Municipal Utility District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 19,385
% Orange County Sanitation District Above/Below	8.3%
Median of Comparators	$ 18,642
% Orange County Sanitation District Above/Below	11.8%
75th Percentile of Comparators	$ 19,574
% Orange County Sanitation District Above/Below	7.4%
Orange County Sanitation District Percentile	86
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Finance	N/C	N/C	Finance Director	Chief Financial Officer	Director of Financial Management and Strategic Planning	Chief Financial Officer	[Chief Financial Officer/ Director of Financial Management]	Assistant Deputy Director, Finance Public Works	N/C	Chief Financial Officer	N/C	Director of Finance	N/C	Departmental Engineer	Assistant General Manager- Chief Financial Officer	Chief Financial Officer/Treasurer	Director of Finance
	Top Step	$ 21,143			$ 18,838	$ 17,356	$ 18,391	$ 18,446	$ 16,705	$ 15,692		$ 19,937		$ 17,588		$ 22,610	$ 28,283	$ 19,453	$ 19,321
Retirement	Retirement Formula	2.5%@55			2.5%@55	2.5@55	2.7%@55	2.16%@55	2.5%@55			2.5%@55		2.5%@55		2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 1,121			$ 998	$ 920	$ 1,306	$ 553	$ 885			$ 1,057		$ 932		$ 678	$ 848		$ 1,024
Retirement	Employee Paid Employer Contribution															$ -113			
Retirement	Employer Paid Member Contribution	$ 740														$ 1,583	$ 1,980		
Retirement	EPMC Reported as Special Comp															$ 111	$ 139		
Retirement	12 Months Highest Salary				$ 113	$ 104	$ 129	$ 92	$ 100			$ 120		$ 106		$ 113	$ 141		$ 116
Retirement	Social Security																		$ 760
Retirement	Deferred Compensation	$ 200					$ 736			$ 628		$ 797		$ 704		$ 678	$ 1,273	$ 163	$ 386
Retirement	Other Retirement						$ 368		$ 1,011	$ 1,682		$ 98						$ 3,239	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 2,668									$ 2,491
Insurance	Health	$ 1,913				$ 1,514	$ 2,286	$ 1,841				$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111				$ 122	$ 41	$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17					$ 7	$ 9				$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance	$ 100				$ 29				$ 75									
Leaves	Vacation	$ 1,830			$ 1,087	$ 1,669	$ 1,415	$ 1,064	$ 1,413	$ 604		$ 2,070		$ 1,015		$ 1,391	$ 1,632	$ 1,235	$ 1,115
Leaves	Holidays	$ 976			$ 1,132	$ 668	$ 990	$ 993	$ 723	$ 724		$ 920		$ 812		$ 1,044	$ 1,523	$ 823	$ 966
Leaves	Admin Leave	$ 407			$ 362	$ 668	$ 1,158	$ 709	$ 835								$ 326		$ 372
	Technology Allowance					$ 50	$ 100							$ 93				$ 40	
	Auto Allowance	$ 500			$ 868	$ 500	$ 550		$ 475					$ 543		$ 450	$ 700	$ 500	
	Other	$ 1,373																	
	Benefit Package Total	$ 9,287	$ 0	$ 0	$ 6,211	$ 6,243	$ 9,085	$ 5,311	$ 7,234	$ 6,380	$ 0	$ 7,344	$ 0	$ 6,421	$ 0	$ 7,826	$ 11,343	$ 8,164	$ 7,229

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Director of Finance						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 39,626	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Finance	$ 30,430	7/2/2021		
4	Orange County Water District	Chief Financial Officer/Treasurer	$ 27,617	7/1/2021	7/1/2022	Unknown
5	City of Irvine	Director of Financial Management and Strategic Planning	$ 27,475	6/25/2021	6/25/2022	1.00%
6	Eastern Municipal Water District	Chief Financial Officer	$ 27,281	12/19/2021	1/1/2023	unknown
7	Western Municipal Water District	Director of Finance	$ 26,550	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Garden Grove	Finance Director	$ 25,049	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Director of Finance	$ 24,009	7/1/2021	7/1/2022	CPI
10	City of Los Angeles Bureau of Sanitation	Chief Financial Officer	$ 23,757	7/4/2001	6/19/2022	4.00%
11	City of Huntington Beach	Chief Financial Officer	$ 23,599	11/2/2020	unknown	unknown
12	City of San Diego	[Chief Financial Officer/ Director of Financial Management]	$ 23,939	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Assistant Deputy Director, Finance Public Works	$ 22,072	7/1/2021	unknown	unknown
14	Las Virgenes Municipal Water District	N/C				
15	Central Contra Costa Sanitary District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	City of Anaheim	N/C				
18	East Bay Municipal Utility District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 26,784
% Orange County Sanitation District Above/Below	12.0%
Median of Comparators	$ 25,799
% Orange County Sanitation District Above/Below	15.2%
75th Percentile of Comparators	$ 27,511
% Orange County Sanitation District Above/Below	9.6%
Orange County Sanitation District Percentile	91
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Director of Human Resources						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Group Manager- Human Resources	$ 23,386	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Manager of Human Resources	$ 21,483	4/1/2020	unknown	unknown
4	Los Angeles County Sanitation Districts	Human Resources Manager	$ 21,431	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Director of Human Resources	$ 21,143	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Assistant General Manager Personnel Department	$ 21,031	unknown	unknown	unknown
7	Western Municipal Water District	Director of Human Resources	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Irvine[3]	Director of Human Resources and Innovation	$ 18,391	6/25/2021	6/25/2022	1.00%
9	City of Anaheim[1]	[Human Resources Director / Deputy Human Resources Director]	$ 18,122	7/9/2021	7/8/2022	3.00%
10	City of Garden Grove	Human Resources Director	$ 17,924	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Director of Human Resources	$ 17,588	7/1/2021	7/1/2022	CPI
12	City of Huntington Beach[2]	Administrative Services Director	$ 17,356	11/2/2020	unknown	unknown
13	Orange County Water District	Director of Human Resources	$ 16,077	7/1/2021	7/1/2022	Unknown
14	City of San Diego[1,4]	[Personnel Director / Assistant Personnel Director]	$ 14,640	7/1/2021	unknown	unknown
15	Central Contra Costa Sanitary District	N/C				
16	Eastern Municipal Water District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 19,305
% Orange County Sanitation District Above/Below	8.7%
Median of Comparators	$ 18,391
% Orange County Sanitation District Above/Below	13.0%
75th Percentile of Comparators	$ 21,431
% Orange County Sanitation District Above/Below	-1.4%
Orange County Sanitation District Percentile	69
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of Huntington Beach: Administrative Services Director oversees human resources, risk management, and information technology.
3 - City of Irvine: Director of Human Resources and Innovation oversees human resources, risk management, and information technology.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Human Resources	N/C	[Human Resources Director / Deputy Human Resources Director]	Human Resources Director	Administrative Services Director	Director of Human Resources and Innovation	Assistant General Manager Personnel Department	[Personnel Director/ Assistant Personnel Director]	Deputy Director, Public Works	Manager of Human Resources	N/C	N/C	Director of Human Resources	N/C	Human Resources Manager	Group Manager-Human Resources	Director of Human Resources	Director of Human Resources
	Top Step	$ 21,143		$ 18,122	$ 17,924	$ 17,356	$ 18,391	$ 21,031	$ 14,640	$ 24,217	$ 21,483			$ 17,588		$ 21,431	$ 23,386	$ 16,077	$ 19,321
Retirement	Retirement Formula	2.5%@55		2.7%@55	2.5%@55	2.5@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62			2.5%@55		2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 1,121		$ 1,160	$ 950	$ 920	$ 1,306	$ 631	$ 776		$ 279			$ 932		$ 643	$ 702		$ 1,024
	Employee Paid Employer Contribution			$ -1,450												$ -107			
	Employer Paid Member Contribution	$ 740														$ 1,500	$ 1,637		
	EPMC Reported as Special Comp															$ 105	$ 115		
	12 Months Highest Salary			$ 109	$ 108	$ 104	$ 129	$ 105	$ 88					$ 106		$ 107	$ 117		$ 116
	Social Security										$ 760								$ 760
	Deferred Compensation	$ 200					$ 736			$ 969				$ 704		$ 643	$ 1,052	$ 163	
	Other Retirement						$ 368		$ 886	$ 2,596								$ 2,677	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 4,117									$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,514	$ 2,286	$ 1,841			$ 2,194			$ 2,064		$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111		$ 56		$ 122	$ 41	$ 48			$ 212			$ 128		$ 132	$ 150	$ 128	
	Vision	$ 17					$ 7	$ 9			$ 22			$ 24			$ 12	$ 19	
	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76								
Leaves	Vacation	$ 1,830		$ 1,416	$ 1,034	$ 1,669	$ 1,415	$ 2,022	$ 1,239	$ 931	$ 1,239			$ 1,015		$ 1,319	$ 1,349	$ 1,020	$ 1,115
	Holidays	$ 976		$ 767	$ 1,077	$ 668	$ 990	$ 1,132	$ 633	$ 1,118	$ 1,239			$ 812		$ 989	$ 1,259	$ 680	$ 966
	Admin Leave	$ 407		$ 139	$ 345	$ 668	$ 1,158	$ 809	$ 732		$ 578						$ 270		$ 372
	Technology Allowance					$ 50	$ 100							$ 93					
	Auto Allowance	$ 500		$ 650	$ 868	$ 500	$ 550		$ 300					$ 543		$ 450			
	Other	$ 1,373																	
	Benefit Package Total	$ 9,287	$ 0	$ 5,792	$ 6,031	$ 6,243	$ 9,085	$ 6,598	$ 6,445	$ 9,806	$ 6,601	$ 0	$ 0	$ 6,421	$ 0	$ 7,540	$ 9,281	$ 6,705	$ 6,842

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Director of Human Resources						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Group Manager- Human Resources	$ 32,667	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Human Resources	$ 30,430	7/2/2021		
4	Los Angeles County Sanitation Districts	Human Resources Manager	$ 28,971	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Manager of Human Resources	$ 28,084	4/1/2020	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	Assistant General Manager Personnel Department	$ 27,629	unknown	unknown	unknown
7	City of Irvine	Director of Human Resources and Innovation	$ 27,475	6/25/2021	6/25/2022	1.00%
8	Western Municipal Water District	Director of Human Resources	$ 26,163	7/1/2021	7/1/2022	1.0 - 4.0%
9	Irvine Ranch Water District	Director of Human Resources	$ 24,009	7/1/2021	7/1/2022	CPI
10	City of Garden Grove	Human Resources Director	$ 23,955	7/1/2021	unknown	unknown
11	City of Anaheim	[Human Resources Director / Deputy Human Resources Director]	$ 23,913	7/9/2021	7/8/2022	3.00%
12	City of Huntington Beach	Administrative Services Director	$ 23,599	11/2/2020	unknown	unknown
13	Orange County Water District	Director of Human Resources	$ 22,782	7/1/2021	7/1/2022	Unknown
14	City of San Diego	[Personnel Director/ Assistant Personnel Director]	$ 21,086	7/1/2021	unknown	unknown
15	Las Virgenes Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Eastern Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 26,489
% Orange County Sanitation District Above/Below	13.0%
Median of Comparators	$ 26,163
% Orange County Sanitation District Above/Below	14.0%
75th Percentile of Comparators	$ 28,084
% Orange County Sanitation District Above/Below	7.7%
Orange County Sanitation District Percentile	87
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Director of Operations and Maintenance						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Water Systems Operations	$ 25,379	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Operation and Maintenance	$ 24,234	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Director of Wastewater	$ 22,565	4/1/2020	unknown	unknown
6	Las Virgenes Municipal Water District	Director of Facilities and Operations	$ 22,414	1/1/2022	unknown	unknown
7	Central Contra Costa Sanitary District	Director of Operations	$ 21,677	4/18/2021	unknown	unknown
8	Orange County Sanitation District	Director of Operations and Maintenance	$ 21,672	7/2/2021		
9	Irvine Ranch Water District	Executive Director of Operations	$ 20,529	7/1/2021	7/1/2022	CPI
10	Orange County Water District	Executive Director of Operations	$ 20,425	7/1/2021	7/1/2022	Unknown
11	Inland Empire Utilities Agency[1]	Executive Manager of Operations/Assistant General Manager	$ 20,306	7/1/2021	7/1/2022	3.00%
12	Western Municipal Water District	Director of Operations	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of Garden Grove	Public Works Director	$ 18,838	7/1/2021	unknown	unknown
14	City of Anaheim	Utilities Assistant General Manager - Water Services	$ 18,253	12/24/2021	7/8/2022	3.00%
15	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 18,155	7/4/2001	6/19/2022	4.00%
16	City of Huntington Beach	Director of Public Works	$ 17,356	11/2/2020	unknown	unknown
17	City of San Diego[2,3]	[Public Utilities Director/ Assistant Public Utilities Director]	$ 15,793	7/1/2021	unknown	unknown
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,755
% Orange County Sanitation District Above/Below	4.2%
Median of Comparators	$ 20,477
% Orange County Sanitation District Above/Below	5.5%
75th Percentile of Comparators	$ 22,576
% Orange County Sanitation District Above/Below	-4.2%
Orange County Sanitation District Percentile	60
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Inland Empire Utilities Agency: Executive Manager of Operations/AGM oversees operations and maintenance, regional composting authority, and business information services and information technology.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
3 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Operations and Maintenance	Director of Operations	Utilities Assistant General Manager - Water Services	Public Works Director	Director of Public Works	N/C	Assistant Director Bureau of Sanitation	[Public Utilities Director/ Assistant Public Utilities Director]	Deputy Director, Public Works	Director of Wastewater	Assistant General Manager of Operation and Maintenance	Executive Manager of Operations/Assistant General Manager	Executive Director of Operations	Director of Facilities and Operations	Departmental Engineer	Group Manager-Water Systems Operations	Executive Director of Operations	Director of Operations
	Top Step	$ 21,672	$ 21,677	$ 18,253	$ 18,838	$ 17,356		$ 18,155	$ 15,793	$ 24,217	$ 22,565	$ 24,234	$ 20,306	$ 20,529	$ 22,414	$ 22,610	$ 25,379	$ 20,425	$ 19,321
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 1,149	$ 650	$ 1,296	$ 998	$ 920		$ 545	$ 837		$ 293	$ 1,284	$ 1,076	$ 1,088	$ 672	$ 678	$ 761		$ 1,024
Retirement	Employee Paid Employer Contribution			$ -730												$ -113			
Retirement	Employer Paid Member Contribution	$ 759														$ 1,583	$ 1,777		
Retirement	EPMC Reported as Special Comp															$ 111	$ 124		
Retirement	12 Months Highest Salary		$ 108	$ 128	$ 113	$ 104		$ 91	$ 95			$ 145	$ 122	$ 123	$ 112	$ 113	$ 127		$ 116
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344							$ 969		$ 969	$ 54	$ 821	$ 672	$ 678	$ 1,142	$ 163	$ 386
Retirement	Other Retirement								$ 955	$ 2,596		$ 98						$ 3,401	
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 4,117			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 122		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,875	$ 1,334	$ 1,141	$ 1,087	$ 1,669		$ 1,047	$ 1,336	$ 931	$ 1,302	$ 2,517	$ 1,172	$ 1,184	$ 1,207	$ 1,391	$ 1,464	$ 1,296	$ 1,115
Leaves	Holidays	$ 1,000	$ 1,084	$ 772	$ 1,132	$ 668		$ 978	$ 683	$ 1,118	$ 1,302	$ 1,118	$ 1,172	$ 947	$ 1,034	$ 1,044	$ 1,367	$ 864	$ 966
Leaves	Admin Leave	$ 417	$ 834	$ 140	$ 362	$ 668		$ 698	$ 790		$ 608		$ 469		$ 948		$ 293		$ 372
	Technology Allowance					$ 50						$ 50		$ 93	$ 60			$ 40	
	Auto Allowance	$ 500		$ 542	$ 868	$ 500			$ 475			$ 650		$ 543		$ 450		$ 500	
	Other	$ 1,404																	
	Benefit Package Total	$ 9,445	$ 8,990	$ 6,290	$ 6,211	$ 6,243	$ 0	$ 5,258	$ 6,963	$ 9,806	$ 6,769	$ 9,114	$ 6,513	$ 7,017	$ 7,506	$ 7,826	$ 9,836	$ 8,429	$ 7,229

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Director of Operations and Maintenance						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Water Systems Operations	$ 35,215	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Operation and Maintenance	$ 33,348	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Director of Operations and Maintenance	$ 31,117	7/2/2021		
5	Central Contra Costa Sanitary District	Director of Operations	$ 30,667	4/18/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
7	Las Virgenes Municipal Water District	Director of Facilities and Operations	$ 29,920	1/1/2022	unknown	unknown
8	East Bay Municipal Utility District	Director of Wastewater	$ 29,334	4/1/2020	unknown	unknown
9	Orange County Water District	Executive Director of Operations	$ 28,855	7/1/2021	7/1/2022	Unknown
10	Irvine Ranch Water District	Executive Director of Operations	$ 27,546	7/1/2021	7/1/2022	CPI
11	Inland Empire Utilities Agency	Executive Manager of Operations/Assistant General Manager	$ 26,819	7/1/2021	7/1/2022	3.00%
12	Western Municipal Water District	Director of Operations	$ 26,550	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of Garden Grove	Public Works Director	$ 25,049	7/1/2021	unknown	unknown
14	City of Anaheim	Utilities Assistant General Manager - Water Services	$ 24,542	12/24/2021	7/8/2022	3.00%
15	City of Huntington Beach	Director of Public Works	$ 23,599	11/2/2020	unknown	unknown
16	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 23,413	7/4/2001	6/19/2022	4.00%
17	City of San Diego	[Public Utilities Director/ Assistant Public Utilities Director]	$ 22,757	7/1/2021	unknown	unknown
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 28,254
% Orange County Sanitation District Above/Below	9.2%
Median of Comparators	$ 28,200
% Orange County Sanitation District Above/Below	9.4%
75th Percentile of Comparators	$ 30,494
% Orange County Sanitation District Above/Below	2.0%
Orange County Sanitation District Percentile	81
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Electrical Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Electrical Technician	$ 10,625	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Electrical Technician	$ 9,926	4/1/2020	unknown	unknown
3	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 9,768	7/1/2021	7/1/2022	3.00%
4	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Electrician II	$ 9,493	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Electrical Technician II	$ 9,400	7/2/2021		
6	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 9,265	7/1/2021	unknown	unknown
7	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 9,056	7/1/2021	7/1/2022	2.00%
8	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Electrical	$ 8,863	7/1/2021	unknown	unknown
9	Eastern Municipal Water District	Controls Technician II	$ 8,700	12/19/2021	1/1/2023	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 8,604	1/1/2021	unknown	unknown
11	Irvine Ranch Water District	Electrical Technician	$ 8,374	7/1/2021	7/1/2022	CPI
12	Western Municipal Water District	Operations Technician III- Electrical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
13	County of Los Angeles, Public Works[1]	[Electro-Mechanic / Electrician]	$ 8,019	7/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	City of San Diego	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,068
% Orange County Sanitation District Above/Below	3.5%
Median of Comparators	$ 8,959
% Orange County Sanitation District Above/Below	4.7%
75th Percentile of Comparators	$ 9,562
% Orange County Sanitation District Above/Below	-1.7%
Orange County Sanitation District Percentile	69
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Electrical Technician II	Electrical Technician	N/C	N/C	N/C	N/C	Wastewater Treatment Electrician II	N/C	[Electro-Mechanic / Electrician]	Electrical Technician	Controls Technician II	Electrical and Instruments Technician III	Electrical Technician	Electrical/Instrumentation Technician II	Electrical and Instrumentation Technician	Operations and Maintenance Technician IV - Electrical	Senior Instrumentation and Electrical Technician	Operations Technician III-Electrical Services
	Top Step	$ 9,400	$ 10,625					$ 9,493		$ 8,019	$ 9,926	$ 8,700	$ 9,768	$ 8,374	$ 8,604	$ 9,265	$ 8,863	$ 9,056	$ 8,124
Retirement	Retirement Formula	2.5%@55	2%@55					2.16%@55			2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 498	$ 319					$ 285			$ 129	$ 461	$ 518	$ 444	$ 258	$ 278	$ 266		$ 431
Retirement	Employee Paid Employer Contribution															$ -46			
Retirement	Employer Paid Member Contribution	$ 329														$ 649	$ 620		
Retirement	EPMC Reported as Special Comp															$ 45	$ 43		
Retirement	12 Months Highest Salary		$ 53					$ 47				$ 52	$ 59	$ 50	$ 43	$ 46	$ 44		$ 49
Retirement	Social Security										$ 615		$ 606		$ 533				$ 504
Retirement	Deferred Compensation		$ 659							$ 321		$ 348	$ 54	$ 335	$ 40		$ 399	$ 163	
Retirement	Other Retirement									$ 860		$ 98						$ 1,508	
Insurance	Cafeteria		$ 100							$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 813	$ 654					$ 621		$ 463	$ 573	$ 903	$ 451	$ 483	$ 463	$ 570	$ 511	$ 575	$ 469
Leaves	Holidays	$ 434	$ 531					$ 511		$ 370	$ 573	$ 402	$ 620	$ 386	$ 397	$ 428	$ 477	$ 383	$ 406
Leaves	Admin Leave		$ 41					$ 183									$ 102		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,115	$ 5,567	$ 0	$ 0	$ 0	$ 0	$ 3,546	$ 0	$ 4,423	$ 4,394	$ 4,546	$ 3,997	$ 4,008	$ 3,775	$ 3,861	$ 5,244	$ 4,794	$ 4,349

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Electrical Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Electrical Technician	$ 16,193	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Electrical Technician	$ 14,320	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Electrical	$ 14,107	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 13,849	7/1/2021	7/1/2022	2.00%
5	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 13,765	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Electrical Technician II	$ 13,515	7/2/2021		
7	Eastern Municipal Water District	Controls Technician II	$ 13,245	12/19/2021	1/1/2023	unknown
8	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 13,126	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Electrician II	$ 13,039	1/19/2020	6/19/2022	4.00%
10	Western Municipal Water District	Operations Technician III- Electrical Services	$ 12,473	7/1/2021	7/1/2022	1.0 - 4.0%
11	County of Los Angeles, Public Works	[Electro-Mechanic / Electrician]	$ 12,441	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Electrical Technician	$ 12,382	7/1/2021	7/1/2022	CPI
13	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 12,379	1/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,443
% Orange County Sanitation District Above/Below	0.5%
Median of Comparators	$ 13,186
% Orange County Sanitation District Above/Below	2.4%
75th Percentile of Comparators	$ 13,914
% Orange County Sanitation District Above/Below	-3.0%
Orange County Sanitation District Percentile	59
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Engineer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Engineer II	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
2	Central Contra Costa Sanitary District	Associate Engineer	$ 13,534	4/18/2021	unknown	unknown
3	Orange County Water District	Senior Engineer	$ 13,287	7/1/2021	7/1/2022	2.00%
4	Metropolitan Water District of Southern California	Engineer	$ 12,932	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Associate Civil Engineer	$ 12,708	4/1/2020	unknown	unknown
6	City of Garden Grove	Project Engineer	$ 12,526	7/1/2021	unknown	unknown
7	Orange County Sanitation District	Engineer	$ 12,281	7/2/2021		
8	Eastern Municipal Water District	Associate Civil Engineer II	$ 12,241	12/19/2021	1/1/2023	unknown
9	Las Virgenes Municipal Water District	Associate Engineer	$ 12,128	1/1/2022	1/1/2023	1.5 - 4%
10	City of Los Angeles Bureau of Sanitation	Environmental Engineer	$ 12,015	1/19/2020	6/19/2022	4.00%
11	Inland Empire Utilities Agency	Senior Associate Engineer - PE	$ 11,873	7/1/2021	7/1/2022	3.00%
12	Irvine Ranch Water District	Engineer	$ 11,820	7/1/2021	7/1/2022	CPI
13	Los Angeles County Sanitation Districts	Civil Engineer	$ 11,713	7/1/2021	unknown	unknown
14	City of Anaheim	Senior Civil Engineer	$ 11,322	12/24/2021	unknown	unknown
15	City of Irvine	Senior Civil Engineer	$ 11,073	6/25/2021	6/25/2022	1.00%
16	County of Los Angeles, Public Works	Associate Civil Engineer	$ 10,742	7/1/2021	unknown	unknown
17	City of Huntington Beach	Associate Civil Engineer	$ 10,104	1/1/2022	unknown	unknown
18	City of San Diego[1]	Associate Engineer - Civil	$ 8,213	1/1/2022	7/1/2022	5.00%

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,885
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 12,015
% Orange County Sanitation District Above/Below	2.2%
75th Percentile of Comparators	$ 12,708
% Orange County Sanitation District Above/Below	-3.5%
Orange County Sanitation District Percentile	63
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of San Diego: Associate Engineer - Civil requires College graduation with a Bachelor's degree in Civil Engineering, OR certification as an Engineer-in-Training, OR registration as a professional Civil Engineer.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineer	Associate Engineer	Senior Civil Engineer	Project Engineer	Associate Civil Engineer	Senior Civil Engineer	Environmental Engineer	Associate Engineer - Civil	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer II	Senior Associate Engineer - PE	Engineer	Associate Engineer	Civil Engineer	Engineer	Senior Engineer	Engineer II
	Top Step	$ 12,281	$ 13,534	$ 11,322	$ 12,526	$ 10,104	$ 11,073	$ 12,015	$ 8,213	$ 10,742	$ 12,708	$ 12,241	$ 11,873	$ 11,820	$ 12,128	$ 11,713	$ 12,932	$ 13,287	$ 13,816
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 651	$ 406	$ 804	$ 664	$ 535	$ 786	$ 360	$ 435		$ 165	$ 649	$ 629	$ 626	$ 364	$ 351	$ 388		$ 732
	Employee Paid Employer Contribution			$ -453		$ -101										$ -59			
	Employer Paid Member Contribution	$ 430														$ 820	$ 905		
	EPMC Reported as Special Comp															$ 57	$ 63		
	12 Months Highest Salary		$ 68	$ 79	$ 75	$ 61	$ 78	$ 60	$ 49			$ 73	$ 71	$ 71	$ 61	$ 59	$ 65		$ 83
	Social Security										$ 760		$ 736		$ 752				$ 760
	Deferred Compensation		$ 839				$ 443			$ 430		$ 490	$ 54	$ 473	$ 364		$ 582	$ 163	$ 276
	Other Retirement						$ 221		$ 497	$ 1,151		$ 98						$ 2,212	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,833	$ 2,278			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 709	$ 833	$ 708	$ 723	$ 972	$ 852	$ 786	$ 695	$ 620	$ 733	$ 1,271	$ 548	$ 682	$ 653	$ 721	$ 746	$ 843	$ 797
	Holidays	$ 567	$ 677	$ 435	$ 753	$ 466	$ 596	$ 647	$ 355	$ 496	$ 733	$ 565	$ 685	$ 546	$ 560	$ 541	$ 696	$ 562	$ 691
	Admin Leave	$ 236	$ 156	$ 87	$ 241	$ 291	$ 532	$ 231	$ 126								$ 149		$ 266
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 5,228	$ 6,409	$ 4,503	$ 4,105	$ 3,984	$ 5,842	$ 3,983	$ 3,991	$ 5,106	$ 4,896	$ 5,428	$ 4,413	$ 4,707	$ 4,793	$ 4,381	$ 6,376	$ 5,946	$ 6,095

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Engineer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Associate Engineer	$ 19,943	4/18/2021	unknown	unknown
2	Western Municipal Water District	Engineer II	$ 19,911	7/1/2021	7/1/2022	1.0 - 4.0%
3	Metropolitan Water District of Southern California	Engineer	$ 19,308	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Engineer	$ 19,232	7/1/2021	7/1/2022	2.00%
5	Eastern Municipal Water District	Associate Civil Engineer II	$ 17,668	12/19/2021	1/1/2023	unknown
6	East Bay Municipal Utility District	Associate Civil Engineer	$ 17,604	4/1/2020	unknown	unknown
7	Orange County Sanitation District	Engineer	$ 17,509	7/2/2021		
8	Las Virgenes Municipal Water District	Associate Engineer	$ 16,922	1/1/2022	1/1/2023	1.5 - 4%
9	City of Irvine	Senior Civil Engineer	$ 16,914	6/25/2021	6/25/2022	1.00%
10	City of Garden Grove	Project Engineer	$ 16,631	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Engineer	$ 16,527	7/1/2021	7/1/2022	CPI
12	Inland Empire Utilities Agency	Senior Associate Engineer - PE	$ 16,287	7/1/2021	7/1/2022	3.00%
13	Los Angeles County Sanitation Districts	Civil Engineer	$ 16,094	7/1/2021	unknown	unknown
14	City of Los Angeles Bureau of Sanitation	Environmental Engineer	$ 15,998	1/19/2020	6/19/2022	4.00%
15	County of Los Angeles, Public Works	Associate Civil Engineer	$ 15,848	7/1/2021	unknown	unknown
16	City of Anaheim	Senior Civil Engineer	$ 15,825	12/24/2021	unknown	unknown
17	City of Huntington Beach	Associate Civil Engineer	$ 14,088	1/1/2022	unknown	unknown
18	City of San Diego	Associate Engineer - Civil	$ 12,204	1/1/2022	7/1/2022	5.00%

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,883
% Orange County Sanitation District Above/Below	3.6%
Median of Comparators	$ 16,631
% Orange County Sanitation District Above/Below	5.0%
75th Percentile of Comparators	$ 17,668
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	68
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Engineering Associate						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Engineering Associate	$ 10,485	7/2/2021		
2	East Bay Municipal Utility District	Engineering Designer II	$ 10,173	4/1/2020	unknown	unknown
2	City of Huntington Beach	Civil Engineering Assistant	$ 9,057	1/1/2022	unknown	unknown
3	City of Garden Grove	Principal Engineering Technician	$ 9,017	7/1/2021	unknown	unknown
5	Eastern Municipal Water District	Senior Engineering Technician	$ 8,284	12/19/2021	1/1/2023	unknown
6	Los Angeles County Sanitation Districts[2]	[Engineering Technician III / Designer I]	$ 8,191	7/1/2021	unknown	unknown
7	City of Anaheim[1]	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	$ 7,490	6/25/2021	unknown	unknown
8	County of Los Angeles, Public Works	Senior Civil Engineering Technician	$ 7,402	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Office Engineering Technician III	$ 7,284	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Principal Engineering Aide	$ 6,180	1/1/2022	7/1/2022	5.00%
11	Central Contra Costa Sanitary District	N/C				
12	City of Irvine	N/C				
13	Inland Empire Utilities Agency	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,120
% Orange County Sanitation District Above/Below	22.6%
Median of Comparators	$ 8,191
% Orange County Sanitation District Above/Below	21.9%
75th Percentile of Comparators	$ 9,017
% Orange County Sanitation District Above/Below	14.0%
Orange County Sanitation District Percentile	103
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Associate	N/C	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	Principal Engineering Technician	Civil Engineering Assistant	N/C	Office Engineering Technician III	Principal Engineering Aide	Senior Civil Engineering Technician	Engineering Designer II	Senior Engineering Technician	N/C	N/C	N/C	[Engineering Technician III / Designer I]	N/C	N/C	N/C
	Top Step	$ 10,485		$ 7,490	$ 9,017	$ 9,057		$ 7,284	$ 6,180	$ 7,402	$ 10,173	$ 8,284				$ 8,191			
Retirement	Retirement Formula	2.5%@55		2.7%@55	2.5%@55	2.5%@55		2.16%@55	2.5%@55		2.6%@62	2.5%@55				2%@55			
Retirement	Enhanced Formula Cost	$ 556		$ 532	$ 478	$ 480		$ 219	$ 328		$ 132	$ 439				$ 246			
Retirement	Employee Paid Employer Contribution			$ -300		$ -91										$ -41			
Retirement	Employer Paid Member Contribution	$ 367														$ 573			
Retirement	EPMC Reported as Special Comp															$ 40			
Retirement	12 Months Highest Salary			$ 52	$ 54	$ 54		$ 36	$ 37			$ 50				$ 41			
Retirement	Social Security										$ 631								
Retirement	Deferred Compensation					$ 20				$ 296		$ 331							
Retirement	Other Retirement								$ 374	$ 793		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 2,278									
Insurance	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128				$ 1,759			
Insurance	Dental	$ 111		$ 56		$ 133		$ 48		$ 57	$ 212	$ 134				$ 132			
Insurance	Vision	$ 17				$ 22		$ 9			$ 22	$ 19							
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 605		$ 468	$ 520	$ 871		$ 476	$ 523	$ 427	$ 587	$ 860				$ 504			
Leaves	Holidays	$ 484		$ 288	$ 542	$ 418		$ 392	$ 267	$ 342	$ 587	$ 382				$ 378			
Leaves	Admin Leave	$ 25						$ 140	$ 95										
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,077	$ 0	$ 3,884	$ 3,244	$ 3,645	$ 0	$ 3,162	$ 3,457	$ 4,268	$ 4,441	$ 4,442	$ 0	$ 0	$ 0	$ 3,633	$ 0	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Engineering Associate						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Engineering Designer II	$ 14,614	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Engineering Associate	$ 14,562	7/2/2021		
3	Eastern Municipal Water District	Senior Engineering Technician	$ 12,726	12/19/2021	1/1/2023	unknown
4	City of Huntington Beach	Civil Engineering Assistant	$ 12,701	1/1/2022	unknown	unknown
5	City of Garden Grove	Principal Engineering Technician	$ 12,261	7/1/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	[Engineering Technician III / Designer I]	$ 11,824	7/1/2021	unknown	unknown
7	County of Los Angeles, Public Works	Senior Civil Engineering Technician	$ 11,670	7/1/2021	unknown	unknown
8	City of Anaheim	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	$ 11,373	6/25/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Office Engineering Technician III	$ 10,446	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Principal Engineering Aide	$ 9,637	1/1/2022	7/1/2022	5.00%
11	City of Irvine	N/C				
12	Irvine Ranch Water District	N/C				
13	Las Virgenes Municipal Water District	N/C				
14	Western Municipal Water District	N/C				
15	Metropolitan Water District of Southern California	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,917
% Orange County Sanitation District Above/Below	18.2%
Median of Comparators	$ 11,824
% Orange County Sanitation District Above/Below	18.8%
75th Percentile of Comparators	$ 12,701
% Orange County Sanitation District Above/Below	12.8%
Orange County Sanitation District Percentile	100
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Engineering Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Engineering Services	$ 20,427	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Engineering	$ 19,937	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District	Engineering Manager	$ 18,986	4/1/2020	unknown	unknown
4	Central Contra Costa Sanitary District[1]	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	$ 18,905	4/18/2021	unknown	unknown
5	Los Angeles County Sanitation Districts[2]	[Division Engineer II/ Assistant Departmental Engineer]	$ 18,011	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Engineering Manager	$ 17,787	7/2/2021		
7	Inland Empire Utilities Agency	Manager of Engineering	$ 16,706	7/1/2021	7/1/2022	3.00%
8	Las Virgenes Municipal Water District	Principal Engineer	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
9	Western Municipal Water District	Principal Engineer	$ 15,967	7/1/2021	7/1/2022	1.0 - 4.0%
10	City of Los Angeles Bureau of Sanitation	Principal Civil Engineer	$ 15,857	7/4/2001	6/19/2022	4.00%
11	County of Los Angeles, Public Works[2]	[Principal Engineer / Assistant Deputy Director, Public Works]	$ 15,667	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Engineering Manager	$ 15,286	7/1/2021	7/1/2022	CPI
13	City of Garden Grove	City Engineer (Engineering Services Manager)	$ 15,286	7/1/2021	unknown	unknown
14	City of Anaheim	Water Engineering Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
15	City of Huntington Beach[2]	[City Engineer/ Deputy City Engineer]	$ 14,794	1/1/2022	unknown	unknown
16	City of Irvine	N/C				
17	City of San Diego	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,959
% Orange County Sanitation District Above/Below	4.7%
Median of Comparators	$ 16,274
% Orange County Sanitation District Above/Below	8.5%
75th Percentile of Comparators	$ 18,682
% Orange County Sanitation District Above/Below	-5.0%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Manager	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	Water Engineering Manager	City Engineer (Engineering Services Manager)	[City Engineer/ Deputy City Engineer]	N/C	Principal Civil Engineer	N/C	[Principal Engineer / Assistant Deputy Director, Public Works]	Engineering Manager	Director of Engineering	Manager of Engineering	Engineering Manager	Principal Engineer	[Division Engineer II/ Assistant Departmental Engineer]	Section Manager - Engineering Services	N/C	Principal Engineer
	Top Step	$ 17,787	$ 18,905	$ 15,017	$ 15,286	$ 14,794		$ 15,857		$ 15,667	$ 18,986	$ 19,937	$ 16,706	$ 15,286	$ 16,581	$ 18,011	$ 20,427		$ 15,967
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55			2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 943	$ 567	$ 1,066	$ 810	$ 784		$ 476			$ 247	$ 1,057	$ 885	$ 810	$ 497	$ 540	$ 613		$ 846
Retirement	Employee Paid Employer Contribution			$ -601		$ -148										$ -90			
Retirement	Employer Paid Member Contribution	$ 623														$ 1,261	$ 1,430		
Retirement	EPMC Reported as Special Comp															$ 88	$ 100		
Retirement	12 Months Highest Salary		$ 95	$ 105	$ 92	$ 89		$ 79				$ 120	$ 100	$ 92	$ 83	$ 90	$ 102		$ 96
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172							$ 627		$ 797	$ 54	$ 611	$ 497	$ 540	$ 919		$ 319
Retirement	Other Retirement									$ 1,680		$ 98							
Insurance	Cafeteria		$ 425		$ 1,650					$ 2,663			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,026	$ 1,163	$ 939	$ 882	$ 1,423		$ 915		$ 603	$ 1,095	$ 2,070	$ 771	$ 882	$ 893	$ 1,108	$ 1,178		$ 921
Leaves	Holidays	$ 821	$ 945	$ 635	$ 919	$ 683		$ 854		$ 723	$ 1,095	$ 920	$ 1,221	$ 706	$ 765	$ 831	$ 1,100		$ 798
Leaves	Admin Leave	$ 342	$ 364	$ 116	$ 294	$ 427		$ 610			$ 511				$ 574		$ 236		$ 307
	Technology Allowance					$ 50						$ 50		$ 93					
	Auto Allowance					$ 450							$ 300			$ 450			
	Other	$ 994																	
	Benefit Package Total	$ 7,089	$ 7,942	$ 5,261	$ 4,646	$ 5,467	$ 0	$ 4,832	$ 0	$ 6,370	$ 6,213	$ 7,394	$ 5,781	$ 5,411	$ 6,109	$ 6,711	$ 8,459	$ 0	$ 6,538

NOTES

1- OCSD's retirement is OCERS not PERS.
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3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Engineering Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Engineering Services	$ 28,886	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Engineering	$ 27,331	12/19/2021	1/1/2023	unknown
3	Central Contra Costa Sanitary District	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	$ 26,847	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Engineering Manager	$ 25,199	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Engineering Manager	$ 24,877	7/2/2021		
6	Los Angeles County Sanitation Districts	[Division Engineer II/ Assistant Departmental Engineer]	$ 24,722	7/1/2021	unknown	unknown
7	Las Virgenes Municipal Water District	Principal Engineer	$ 22,690	1/1/2022	1/1/2023	1.5 - 4%
8	Western Municipal Water District	Principal Engineer	$ 22,505	7/1/2021	7/1/2022	1.0 - 4.0%
9	Inland Empire Utilities Agency	Manager of Engineering	$ 22,487	7/1/2021	7/1/2022	3.00%
10	County of Los Angeles, Public Works	[Principal Engineer / Assistant Deputy Director, Public Works]	$ 22,037	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Engineering Manager	$ 20,697	7/1/2021	7/1/2022	CPI
12	City of Los Angeles Bureau of Sanitation	Principal Civil Engineer	$ 20,689	7/4/2001	6/19/2022	4.00%
13	City of Anaheim	Water Engineering Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
14	City of Huntington Beach	[City Engineer/ Deputy City Engineer]	$ 20,261	1/1/2022	unknown	unknown
15	City of Garden Grove	City Engineer (Engineering Services Manager)	$ 19,932	7/1/2021	unknown	unknown
16	City of San Diego	N/C				
17	City of Irvine	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 23,183
% Orange County Sanitation District Above/Below	6.8%
Median of Comparators	$ 22,496
% Orange County Sanitation District Above/Below	9.6%
75th Percentile of Comparators	$ 25,079
% Orange County Sanitation District Above/Below	-0.8%
Orange County Sanitation District Percentile	72
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Engineering Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Design	$ 16,883	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Engineering Supervisor	$ 14,962	7/2/2021		
3	Central Contra Costa Sanitary District	Senior Engineer	$ 14,910	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Principal Civil Engineer	$ 14,877	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Senior Civil Engineer	$ 14,731	4/1/2020	unknown	unknown
6	Los Angeles County Sanitation Districts	Supervising Engineer II	$ 14,560	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Principal Engineer	$ 13,744	7/1/2021	7/1/2022	3.00%
8	City of Los Angeles Bureau of Sanitation	Senior Environmental Engineer	$ 13,579	1/19/2020	6/19/2022	4.00%
9	City of Huntington Beach	Principal Civil Engineer	$ 13,350	1/1/2022	unknown	unknown
10	County of Los Angeles, Public Works	Senior Civil Engineer	$ 13,344	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Senior Engineer	$ 13,196	7/1/2021	7/1/2022	CPI
12	City of Irvine	Manager, Engineering	$ 13,173	6/25/2021	6/25/2022	1.00%
13	City of Anaheim	Principal Civil Engineer	$ 12,482	12/24/2021	unknown	unknown
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	City of Garden Grove	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 14,069
% Orange County Sanitation District Above/Below	6.0%
Median of Comparators	$ 13,662
% Orange County Sanitation District Above/Below	8.7%
75th Percentile of Comparators	$ 14,768
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	91
Number of Matches	12

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Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Supervisor	Senior Engineer	Principal Civil Engineer	N/C	Principal Civil Engineer	Manager, Engineering	Senior Environmental Engineer	N/C	Senior Civil Engineer	Senior Civil Engineer	Principal Civil Engineer	Principal Engineer	Senior Engineer	N/C	Supervising Engineer II	Team Manager - Design	N/C	N/C
	Top Step	$ 14,962	$ 14,910	$ 12,482		$ 13,350	$ 13,173	$ 13,579		$ 13,344	$ 14,731	$ 14,877	$ 13,744	$ 13,196		$ 14,560	$ 16,883		
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55		2.5%@55	2.7%@55	2.16%@55			2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		
	Enhanced Formula Cost	$ 793	$ 447	$ 886		$ 708	$ 935	$ 407			$ 192	$ 788	$ 728	$ 699		$ 437	$ 506		
	Employee Paid Employer Contribution			$ -499		$ -134										$ -73			
	Employer Paid Member Contribution	$ 524														$ 1,019	$ 1,182		
	EPMC Reported as Special Comp															$ 71	$ 83		
	12 Months Highest Salary		$ 75	$ 87		$ 80	$ 92	$ 68				$ 89	$ 82	$ 79		$ 73	$ 84		
	Social Security										$ 760		$ 760						
	Deferred Compensation		$ 924				$ 527			$ 534		$ 595	$ 54	$ 528			$ 760		
	Other Retirement						$ 263			$ 1,430		$ 98							
Insurance	Cafeteria		$ 220							$ 2,278			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12		
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 863	$ 918	$ 780		$ 1,284	$ 1,013	$ 888		$ 770	$ 850	$ 1,545	$ 634	$ 761		$ 896	$ 974		
	Holidays	$ 691	$ 746	$ 480		$ 616	$ 709	$ 731		$ 616	$ 850	$ 687	$ 793	$ 609		$ 672	$ 909		
	Admin Leave	$ 288	$ 172	$ 96		$ 385	$ 830	$ 261			$ 397						$ 195		
	Technology Allowance					$ 50	$ 100							$ 93					
	Auto Allowance						$ 300												
	Other	$ 703																	
	Benefit Package Total	$ 5,902	$ 6,712	$ 4,673	$ 0	$ 4,699	$ 7,104	$ 4,254	$ 0	$ 5,759	$ 5,552	$ 6,084	$ 4,742	$ 4,987	$ 0	$ 4,987	$ 7,474	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
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3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Engineering Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Design	$ 24,357	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Senior Engineer	$ 21,622	4/18/2021	unknown	unknown
3	Eastern Municipal Water District	Principal Civil Engineer	$ 20,961	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Engineering Supervisor	$ 20,864	7/2/2021		
5	East Bay Municipal Utility District	Senior Civil Engineer	$ 20,283	4/1/2020	unknown	unknown
6	City of Irvine	Manager, Engineering	$ 20,277	6/25/2021	6/25/2022	1.00%
7	Los Angeles County Sanitation Districts	Supervising Engineer II	$ 19,547	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Senior Civil Engineer	$ 19,103	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Principal Engineer	$ 18,486	7/1/2021	7/1/2022	3.00%
10	Irvine Ranch Water District	Senior Engineer	$ 18,183	7/1/2021	7/1/2022	CPI
11	City of Huntington Beach	Principal Civil Engineer	$ 18,049	1/1/2022	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	Senior Environmental Engineer	$ 17,833	1/19/2020	6/19/2022	4.00%
13	City of Anaheim	Principal Civil Engineer	$ 17,156	12/24/2021	unknown	unknown
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,655
% Orange County Sanitation District Above/Below	5.8%
Median of Comparators	$ 19,325
% Orange County Sanitation District Above/Below	7.4%
75th Percentile of Comparators	$ 20,452
% Orange County Sanitation District Above/Below	2.0%
Orange County Sanitation District Percentile	81
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Environmental Protection Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Quality	$ 20,427	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Environmental and Regulatory Compliance	$ 18,084	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District[1]	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	$ 17,087	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Environmental Protection Manager	$ 16,928	7/2/2021		
5	Los Angeles County Sanitation Districts[2]	[Manager of Laboratories / Division Engineer]	$ 16,051	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency[1]	[Manager of Laboratories / Manager of Strategic Planning and Resources]	$ 16,706	7/1/2021	7/1/2022	3.00%
7	City of Los Angeles Bureau of Sanitation[3]	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	$ 12,956	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District[2]	[Water Quality Manager / Regulatory Compliance Manager]	$ 12,270	7/1/2021	7/1/2022	CPI
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,226
% Orange County Sanitation District Above/Below	4.1%
Median of Comparators	$ 16,706
% Orange County Sanitation District Above/Below	1.3%
75th Percentile of Comparators	$ 17,585
% Orange County Sanitation District Above/Below	-3.9%
Orange County Sanitation District Percentile	60
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Protection Manager	N/C	N/C	N/C	N/C	N/C	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	N/C	N/C	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	Director of Environmental and Regulatory Compliance	[Manager of Strategic Planning and Resources/ Manager of Laboratories]	[Water Quality Manager / Regulatory Compliance Manager]	N/C	[Manager of Laboratories / Division Manager]	Section Manager - Water Quality	N/C	N/C
	Top Step	$ 16,928						$ 12,956			$ 17,087	$ 18,084	$ 16,706	$ 12,270		$ 16,051	$ 20,427		
Retirement	Retirement Formula	2.5%@55						2.16%@55			2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 897						$ 389			$ 222	$ 958	$ 885	$ 650		$ 482	$ 613		
Retirement	Employee Paid Employer Contribution															$ -80			
Retirement	Employer Paid Member Contribution	$ 592														$ 1,124	$ 1,430		
Retirement	EPMC Reported as Special Comp															$ 79	$ 100		
Retirement	12 Months Highest Salary							$ 65				$ 109	$ 100	$ 74		$ 80	$ 102		
Retirement	Social Security										$ 760		$ 760						
Retirement	Deferred Compensation	$ 200										$ 723	$ 54	$ 491		$ 482	$ 919		
Retirement	Other Retirement											$ 98							
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913						$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111						$ 48			$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance	$ 100									$ 76		$ 42						
Leaves	Vacation	$ 977						$ 847			$ 986	$ 1,878	$ 771	$ 708		$ 988	$ 1,178		
Leaves	Holidays	$ 781						$ 698			$ 986	$ 835	$ 1,221	$ 566		$ 741	$ 1,100		
Leaves	Admin Leave	$ 326						$ 249			$ 460						$ 236		
	Technology Allowance											$ 50		$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 6,865	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,146	$ 0	$ 0	$ 5,918	$ 6,933	$ 5,781	$ 4,799	$ 0	$ 6,235	$ 8,459	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Environmental Protection Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Quality	$ 28,886	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Environmental and Regulatory Compliance	$ 25,016	12/19/2021	1/1/2023	unknown
3	Orange County Sanitation District	Environmental Protection Manager	$ 23,792	7/2/2021		
4	East Bay Municipal Utility District	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	$ 23,005	4/1/2020	unknown	unknown
5	Inland Empire Utilities Agency	[Manager of Strategic Planning and Resources/ Manager of Laboratories]	$ 22,487	7/1/2021	7/1/2022	3.00%
6	Los Angeles County Sanitation Districts	[Manager of Laboratories / Division Manager]	$ 22,286	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	$ 17,102	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	[Water Quality Manager / Regulatory Compliance Manager]	$ 17,069	7/1/2021	7/1/2022	CPI
9	City of Irvine	N/C				
10	City of Anaheim	N/C				
11	County of Los Angeles, Public Works	N/C				
12	City of Huntington Beach	N/C				
13	Western Municipal Water District	N/C				
14	City of Garden Grove	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of San Diego	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 22,264
% Orange County Sanitation District Above/Below	6.4%
Median of Comparators	$ 22,487
% Orange County Sanitation District Above/Below	5.5%
75th Percentile of Comparators	$ 24,011
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	73
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Environmental Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	$ 16,883	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District[1]	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	$ 15,279	4/18/2021	unknown	unknown
3	Orange County Sanitation District	Environmental Supervisor	$ 14,246	7/2/2021		
4	Los Angeles County Sanitation Districts	Supervising Environmental Scientist	$ 13,784	7/1/2021	unknown	unknown
5	Inland Empire Utilities Agency[1]	[Supervisor- Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	$ 13,744	7/1/2021	7/1/2022	3.00%
6	Orange County Water District	Supervising Environmental Specialist	$ 13,287	7/1/2021	7/1/2022	2.00%
7	Eastern Municipal Water District	Environmental Services Manager	$ 12,853	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Supervisor II	$ 11,548	1/19/2020	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Supervising Environmental Engineering Specialist	$ 10,377	7/1/2021	unknown	unknown
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,469
% Orange County Sanitation District Above/Below	5.5%
Median of Comparators	$ 13,515
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 14,158
% Orange County Sanitation District Above/Below	0.6%
Orange County Sanitation District Percentile	76
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Supervisor	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	N/C	N/C	N/C	N/C	Environmental Supervisor II	N/C	Supervising Environmental Engineering Specialist	N/C	Environmental Services Manager	[Supervisor-Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	N/C	N/C	Supervising Environmental Scientist	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	Supervising Environmental Specialist	N/C
	Top Step	$ 14,246	$ 15,279					$ 11,548		$ 10,377		$ 12,853	$ 13,744			$ 13,784	$ 16,883	$ 13,287	
Retirement	Retirement Formula	2.5%@55	2%@55					2.16%@55				2.5%@55	2.5%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 755	$ 458					$ 346				$ 681	$ 728			$ 414	$ 506		
Retirement	Employee Paid Employer Contribution															$ -69			
Retirement	Employer Paid Member Contribution	$ 499														$ 965	$ 1,182		
Retirement	EPMC Reported as Special Comp															$ 68	$ 83		
Retirement	12 Months Highest Salary		$ 76					$ 58				$ 77	$ 82			$ 69	$ 84		
Retirement	Social Security												$ 760						
Retirement	Deferred Compensation		$ 947							$ 415		$ 514	$ 54				$ 760	$ 163	
Retirement	Other Retirement									$ 1,112		$ 98						$ 2,212	
Insurance	Cafeteria		$ 220							$ 2,278			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998					$ 1,841				$ 2,128				$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48		$ 57		$ 134				$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9				$ 19					$ 12	$ 19	
Insurance	Other Insurance									$ 75			$ 42						
Leaves	Vacation	$ 822	$ 940					$ 755		$ 599		$ 1,335	$ 634			$ 848	$ 974	$ 843	
Leaves	Holidays	$ 658	$ 764					$ 622		$ 479		$ 593	$ 899			$ 636	$ 909	$ 562	
Leaves	Admin Leave	$ 274	$ 176					$ 222									$ 195		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 5,722	$ 6,793	$ 0	$ 0	$ 0	$ 0	$ 3,902	$ 0	$ 5,015	$ 0	$ 5,580	$ 4,847	$ 0	$ 0	$ 4,822	$ 7,474	$ 5,946	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Environmental Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	$ 24,357	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	$ 22,073	4/18/2021	unknown	unknown
3	Orange County Sanitation District	Environmental Supervisor	$ 19,968	7/2/2021		
4	Orange County Water District	Supervising Environmental Specialist	$ 19,232	7/1/2021	7/1/2022	2.00%
5	Los Angeles County Sanitation Districts	Supervising Environmental Scientist	$ 18,606	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency	[Supervisor- Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	$ 18,591	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Environmental Services Manager	$ 18,433	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Supervisor II	$ 15,450	1/19/2020	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Supervising Environmental Engineering Specialist	$ 15,392	7/1/2021	unknown	unknown
10	East Bay Municipal Utility District	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	Irvine Ranch Water District	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,017
% Orange County Sanitation District Above/Below	4.8%
Median of Comparators	$ 18,599
% Orange County Sanitation District Above/Below	6.9%
75th Percentile of Comparators	$ 19,942
% Orange County Sanitation District Above/Below	0.1%
Orange County Sanitation District Percentile	75
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Environmental Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	$ 9,107	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Laboratory Technician II	$ 7,950	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts[1]	[Engineering Technician III / Laboratory Technician II]	$ 7,550	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Environmental Technician	$ 7,240	7/2/2021		
5	Orange County Water District	Environmental Technician	$ 7,095	7/1/2021	7/1/2022	2.00%
6	City of Los Angeles Bureau of Sanitation	Laboratory Technician II	$ 6,890	1/19/2020	6/19/2022	2.00%
7	City of Anaheim[2]	Laboratory Technician II	$ 6,486	9/3/2021	7/8/2022	1.50%
8	City of San Diego	Laboratory Technician	$ 5,261	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,191
% Orange County Sanitation District Above/Below	0.7%
Median of Comparators	$ 7,095
% Orange County Sanitation District Above/Below	2.0%
75th Percentile of Comparators	$ 7,750
% Orange County Sanitation District Above/Below	-7.0%
Orange County Sanitation District Percentile	55
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: Laboratory Technician requires Grade I Laboratory Analyst or Water Quality Analyst certificate and D2 Water Distribution Operator or T1 Water Treatment Operator certificate.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Technician	N/C	Laboratory Technician II	N/C	N/C	N/C	Laboratory Technician II	Laboratory Technician	N/C	Laboratory Technician II	N/C	N/C	N/C	N/C	[Engineering Technician III / Laboratory Technician II]	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	Environmental Technician	N/C
	Top Step	$ 7,240		$ 6,486				$ 6,890	$ 5,261		$ 7,950					$ 7,550	$ 9,107	$ 7,095	
Retirement	Retirement Formula	2.5%@55		2.7%@55				2.16%@55	2.5%@55		2.6%@62					2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 384		$ 461				$ 207	$ 279		$ 103					$ 227	$ 273		
Retirement	Employee Paid Employer Contribution			$ -259												$ -38			
Retirement	Employer Paid Member Contribution	$ 253														$ 529	$ 637		
Retirement	EPMC Reported as Special Comp															$ 37	$ 45		
Retirement	12 Months Highest Salary			$ 45				$ 34	$ 32							$ 38	$ 46		
Retirement	Social Security										$ 493								
Retirement	Deferred Compensation																$ 410	$ 163	
Retirement	Other Retirement								$ 318									$ 1,181	
Insurance	Cafeteria								$ 1,833										
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194					$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56				$ 48			$ 212					$ 132	$ 150	$ 128	
Insurance	Vision	$ 17						$ 9			$ 22						$ 12	$ 19	
Insurance	Other Insurance										$ 76								
Leaves	Vacation	$ 418		$ 405				$ 451	$ 445		$ 459					$ 465	$ 525	$ 450	
Leaves	Holidays	$ 334		$ 249				$ 371	$ 228		$ 459					$ 348	$ 490	$ 300	
Leaves	Admin Leave	$ 17						$ 133	$ 81								$ 105		
	Technology Allowance																		
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,447	$ 0	$ 3,744	$ 0	$ 0	$ 0	$ 3,094	$ 3,216	$ 0	$ 4,018	$ 0	$ 0	$ 0	$ 0	$ 3,496	$ 5,312	$ 4,260	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Environmental Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	$ 14,419	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Laboratory Technician II	$ 11,968	4/1/2020	unknown	unknown
3	Orange County Water District	Environmental Technician	$ 11,355	7/1/2021	7/1/2022	2.00%
4	Los Angeles County Sanitation Districts	[Engineering Technician III / Laboratory Technician II]	$ 11,046	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Environmental Technician	$ 10,687	7/2/2021		
6	City of Anaheim	Laboratory Technician II	$ 10,230	9/3/2021	7/8/2022	1.50%
7	City of Los Angeles Bureau of Sanitation	Laboratory Technician II	$ 9,984	1/19/2020	6/19/2022	2.00%
8	City of San Diego	Laboratory Technician	$ 8,477	7/1/2021	7/1/2022	5.00%
9	City of Irvine	N/C				
10	Irvine Ranch Water District	N/C				
11	County of Los Angeles, Public Works	N/C				
12	City of Huntington Beach	N/C				
13	Inland Empire Utilities Agency	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Eastern Municipal Water District	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,069
% Orange County Sanitation District Above/Below	-3.6%
Median of Comparators	$ 11,046
% Orange County Sanitation District Above/Below	-3.4%
75th Percentile of Comparators	$ 11,661
% Orange County Sanitation District Above/Below	-9.1%
Orange County Sanitation District Percentile	43
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Executive Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Executive Assistant	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
2	Orange County Sanitation District	Executive Assistant	$ 8,824	7/2/2021		
3	Inland Empire Utilities Agency	Executive Assistant	$ 8,438	7/1/2021	7/1/2022	3.00%
4	East Bay Municipal Utility District	Executive Assistant I	$ 8,352	4/1/2020	unknown	unknown
5	Metropolitan Water District of Southern California	Administrative Assistant III	$ 8,150	7/1/2021	unknown	unknown
6	Irvine Ranch Water District	Executive Assistant	$ 7,916	7/1/2021	7/1/2022	CPI
7	Orange County Water District	Senior Administrative Support Specialist	$ 7,450	7/1/2021	7/1/2022	2.00%
8	Los Angeles County Sanitation Districts	Administrative Secretary	$ 7,311	7/1/2021	unknown	unknown
9	City of Garden Grove	Department Secretary	$ 6,962	7/1/2021	unknown	unknown
10	Eastern Municipal Water District	Executive Assistant	$ 6,817	12/19/2021	1/1/2023	unknown
11	City of Anaheim	Administrative Assistant	$ 6,706	1/7/2022	7/8/2022	3.00%
12	City of Huntington Beach	Administrative Assistant	$ 6,718	1/1/2022	unknown	unknown
13	County of Los Angeles, Public Works	Management Secretary II	$ 6,576	7/1/2021	unknown	unknown
14	City of San Diego	Executive Assistant	$ 4,887	7/1/2021	7/1/2022	5.00%
15	Las Virgenes Municipal Water District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,433
% Orange County Sanitation District Above/Below	15.8%
Median of Comparators	$ 7,311
% Orange County Sanitation District Above/Below	17.2%
75th Percentile of Comparators	$ 8,150
% Orange County Sanitation District Above/Below	7.6%
Orange County Sanitation District Percentile	93
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Executive Assistant	N/C	Administrative Assistant	Department Secretary	Administrative Assistant	N/C	N/C	Executive Assistant	Management Secretary II	Executive Assistant I	Executive Assistant	Executive Assistant	Executive Assistant	N/C	Administrative Secretary	Administrative Assistant III	Senior Administrative Support Specialist	Executive Assistant
	Top Step	$ 8,824		$ 6,706	$ 6,962	$ 6,718			$ 4,887	$ 6,576	$ 8,352	$ 6,817	$ 8,438	$ 7,916		$ 7,311	$ 8,150	$ 7,450	$ 10,346
Retirement	Retirement Formula	2.5%@55		2.7%@55	2.5%@55	2.5%@55			2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 468		$ 476	$ 369	$ 356			$ 259		$ 109	$ 361	$ 447	$ 420		$ 219	$ 245		$ 548
Retirement	Employee Paid Employer Contribution			$ -268		$ -67										$ -37			
Retirement	Employer Paid Member Contribution	$ 309														$ 512	$ 571		
Retirement	EPMC Reported as Special Comp															$ 36	$ 40		
Retirement	12 Months Highest Salary			$ 47	$ 42	$ 40			$ 29			$ 41	$ 51	$ 48		$ 37	$ 41		$ 62
Retirement	Social Security										$ 518		$ 523						$ 641
Retirement	Deferred Compensation					$ 20				$ 263		$ 273	$ 54	$ 317			$ 367	$ 163	$ 207
Retirement	Other Retirement								$ 296	$ 705		$ 98						$ 1,240	
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,200			$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787		$ 1,687					$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 133					$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 22					$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 509		$ 419	$ 402	$ 646			$ 414	$ 253	$ 482	$ 708	$ 389	$ 457		$ 450	$ 470	$ 473	$ 597
Leaves	Holidays	$ 407		$ 284	$ 418	$ 310			$ 211	$ 304	$ 482	$ 315	$ 487	$ 365		$ 337	$ 439	$ 315	$ 517
Leaves	Admin Leave	$ 21		$ 52					$ 75								$ 94		$ 159
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,755	$ 0	$ 3,852	$ 2,881	$ 3,197	$ 0	$ 0	$ 3,117	$ 2,799	$ 4,095	$ 4,077	$ 3,641	$ 3,916	$ 0	$ 3,445	$ 5,046	$ 4,357	$ 5,223

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Executive Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Executive Assistant	$ 15,569	7/1/2021	7/1/2022	1.0 - 4.0%
2	Metropolitan Water District of Southern California	Administrative Assistant III	$ 13,196	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Executive Assistant	$ 12,579	7/2/2021		
4	East Bay Municipal Utility District	Executive Assistant I	$ 12,447	4/1/2020	unknown	unknown
5	Inland Empire Utilities Agency	Executive Assistant	$ 12,080	7/1/2021	7/1/2022	3.00%
6	Irvine Ranch Water District	Executive Assistant	$ 11,832	7/1/2021	7/1/2022	CPI
7	Orange County Water District	Senior Administrative Support Specialist	$ 11,807	7/1/2021	7/1/2022	2.00%
8	Eastern Municipal Water District	Executive Assistant	$ 10,894	12/19/2021	1/1/2023	unknown
9	Los Angeles County Sanitation Districts	Administrative Secretary	$ 10,756	7/1/2021	unknown	unknown
10	City of Anaheim	Administrative Assistant	$ 10,558	1/7/2022	7/8/2022	3.00%
11	City of Huntington Beach	Administrative Assistant	$ 9,916	1/1/2022	unknown	unknown
12	City of Garden Grove	Department Secretary	$ 9,843	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Management Secretary II	$ 9,376	7/1/2021	unknown	unknown
14	City of San Diego	Executive Assistant	$ 8,004	7/1/2021	7/1/2022	5.00%
15	Las Virgenes Municipal Water District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,252
% Orange County Sanitation District Above/Below	10.5%
Median of Comparators	$ 10,894
% Orange County Sanitation District Above/Below	13.4%
75th Percentile of Comparators	$ 12,080
% Orange County Sanitation District Above/Below	4.0%
Orange County Sanitation District Percentile	85
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Facilities Worker						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Painter	$ 9,001	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	[Carpenter / Painter]	$ 8,994	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	[Operations and Maintenance Technician IV - Carpenter / Coating]	$ 8,609	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Painter	$ 7,662	7/1/2021	unknown	unknown
5	City of Los Angeles Bureau of Sanitation[1]	[Carpenter / Painter II]	$ 7,602	1/19/2020	6/19/2022	4.00%
6	Orange County Sanitation District	Facilities Worker	$ 7,531	7/2/2021		
7	Irvine Ranch Water District	Facilities Services Technician	$ 7,005	7/1/2021	7/1/2022	CPI
8	City of Irvine	Facilities Maintenance Specialist	$ 6,836	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works[1]	[Carpenter / Painter]	$ 6,634	7/1/2021	unknown	unknown
10	City of Garden Grove	Maintenance Repair Worker	$ 6,628	7/1/2021	unknown	unknown
11	Eastern Municipal Water District[1]	[Building and Facilities Technician II / Facilities Painter II]	$ 6,491	12/19/2021	1/1/2023	unknown
12	City of Anaheim	Skilled Crafts Worker II	$ 5,859	6/25/2021	unknown	unknown
13	City of San Diego[1]	[Carpenter / Equipment Painter/ Painter]	$ 4,936	7/1/2021	7/1/2022	4.00%
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of Huntington Beach	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,188
% Orange County Sanitation District Above/Below	4.6%
Median of Comparators	$ 6,921
% Orange County Sanitation District Above/Below	8.1%
75th Percentile of Comparators	$ 7,899
% Orange County Sanitation District Above/Below	-4.9%
Orange County Sanitation District Percentile	63
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Facilities Worker	Painter	Skilled Crafts Worker II	Maintenance Repair Worker	N/C	Facilities Maintenance Specialist	[Carpenter / Painter II]	[Carpenter/ Equipment Painter/ Painter]	[Carpenter / Painter]	[Carpenter / Painter]	[Building and Facilities Technician II/ Facilities Painter II]	N/C	Facilities Services Technician	N/C	Painter	[Operations and Maintenance Technician IV - Carpenter / Coating]	N/C	N/C
	Top Step	$ 7,531	$ 9,001	$ 5,859	$ 6,628		$ 6,836	$ 7,602	$ 4,936	$ 6,634	$ 8,994	$ 6,491		$ 7,005		$ 7,662	$ 8,609		
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55		2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55		2.5%@55		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 399	$ 270	$ 416	$ 351		$ 485	$ 228	$ 262		$ 117	$ 344		$ 371		$ 230	$ 258		
Retirement	Employee Paid Employer Contribution			$ -234												$ -38			
Retirement	Employer Paid Member Contribution	$ 264														$ 536	$ 603		
Retirement	EPMC Reported as Special Comp															$ 38	$ 42		
Retirement	12 Months Highest Salary		$ 45	$ 41	$ 40		$ 48	$ 38	$ 30			$ 39		$ 42		$ 38	$ 43		
Retirement	Social Security										$ 558								
Retirement	Deferred Compensation		$ 558				$ 137			$ 265		$ 260		$ 280			$ 387		
Retirement	Other Retirement						$ 342		$ 299	$ 711		$ 98							
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,278									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56			$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 652	$ 554	$ 366	$ 382		$ 394	$ 497	$ 418	$ 383	$ 519	$ 674		$ 404		$ 472	$ 497		
Leaves	Holidays	$ 348	$ 450	$ 225	$ 398		$ 368	$ 409	$ 214	$ 306	$ 519	$ 300		$ 323		$ 354	$ 464		
Leaves	Admin Leave		$ 35				$ 263	$ 146	$ 76								$ 99		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,703	$ 5,222	$ 3,657	$ 2,822	$ 0	$ 4,371	$ 3,218	$ 3,110	$ 4,075	$ 4,217	$ 3,996	$ 0	$ 3,731	$ 0	$ 3,520	$ 5,174	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Facilities Worker						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Painter	$ 14,224	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	[Operations and Maintenance Technician IV - Carpenter / Coating]	$ 13,783	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	[Carpenter / Painter]	$ 13,211	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Facilities Worker	$ 11,234	7/2/2021		
5	City of Irvine	Facilities Maintenance Specialist	$ 11,207	6/25/2021	6/25/2022	1.00%
6	Los Angeles County Sanitation Districts	Painter	$ 11,182	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	[Carpenter / Painter II]	$ 10,820	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	Facilities Services Technician	$ 10,736	7/1/2021	7/1/2022	CPI
9	County of Los Angeles, Public Works	[Carpenter / Painter]	$ 10,709	7/1/2021	unknown	unknown
10	Eastern Municipal Water District	[Building and Facilities Technician II/ Facilities Painter II]	$ 10,487	12/19/2021	1/1/2023	unknown
11	City of Anaheim	Skilled Crafts Worker II	$ 9,516	6/25/2021	unknown	unknown
12	City of Garden Grove	Maintenance Repair Worker	$ 9,450	7/1/2021	unknown	unknown
13	City of San Diego	[Carpenter/ Equipment Painter/ Painter]	$ 8,046	7/1/2021	7/1/2022	4.00%
14	Las Virgenes Municipal Water District	N/C				
15	City of Huntington Beach	N/C				
16	Orange County Water District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,114
% Orange County Sanitation District Above/Below	1.1%
Median of Comparators	$ 10,778
% Orange County Sanitation District Above/Below	4.1%
75th Percentile of Comparators	$ 11,708
% Orange County Sanitation District Above/Below	-4.2%
Orange County Sanitation District Percentile	73
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	General Manager	$ 36,249	6/28/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Director Bureau of Sanitation	$ 34,899	7/4/2001	6/19/2022	4.00%
3	Los Angeles County Sanitation Districts	Chief Engineer and General Manager	$ 31,098	7/1/2021	unknown	unknown
4	Orange County Sanitation District	General Manager	$ 28,434	7/2/2021		
5	City of Anaheim	Utilities General Manager	$ 28,248	7/9/2021	7/8/2022	3.00%
6	Central Contra Costa Sanitary District	General Manager	$ 27,853	4/18/2021	unknown	unknown
7	City of Irvine	City Manager	$ 27,271	6/25/2021	unknown	unknown
8	Western Municipal Water District	General Manager	$ 27,017	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	General Manager	$ 27,013	7/1/2021	7/1/2022	CPI
10	Eastern Municipal Water District	General Manager	$ 26,997	12/19/2021	1/1/2023	unknown
11	Las Virgenes Municipal Water District[1]	General Manager	$ 26,757	10/2/2021	unknown	unknown
12	Inland Empire Utilities Agency	General Manager	$ 25,952	7/1/2021	7/1/2022	3.00%
13	Orange County Water District[1]	General Manager	$ 25,166	7/1/2021	7/1/2022	Unknown
14	East Bay Municipal Utility District	General Manager	$ 24,878	6/9/2020	unknown	unknown
15	City of Garden Grove[1]	City Manager	$ 23,764	7/1/2021	unknown	unknown
16	City of Huntington Beach	City Manager	$ 22,237	1/1/2022	unknown	unknown
17	City of San Diego	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 27,693
% Orange County Sanitation District Above/Below	2.6%
Median of Comparators	$ 27,013
% Orange County Sanitation District Above/Below	5.0%
75th Percentile of Comparators	$ 28,051
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	79
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Actual salary reported.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	General Manager	General Manager	Utilities General Manager	City Manager	City Manager	City Manager	Director Bureau of Sanitation	N/C	N/C	General Manager	General Manager	General Manager	General Manager	General Manager	Chief Engineer and General Manager	General Manager	General Manager	General Manager
	Top Step	$ 28,434	$ 27,853	$ 28,248	$ 23,764	$ 22,237	$ 27,271	$ 34,899			$ 24,878	$ 26,997	$ 25,952	$ 27,013	$ 26,757	$ 31,098	$ 36,249	$ 25,166	$ 27,017
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55			2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 1,507	$ 836	$ 1,808	$ 1,259	$ 1,179	$ 1,936	$ 1,047			$ 323	$ 1,431	$ 1,375	$ 1,432	$ 803	$ 933	$ 1,087		$ 1,432
	Employee Paid Employer Contribution			$ -2,260												$ -155			
	Employer Paid Member Contribution	$ 995														$ 2,177	$ 2,537		
	EPMC Reported as Special Comp															$ 152	$ 178		
	12 Months Highest Salary		$ 139	$ 169	$ 143	$ 133	$ 191	$ 174				$ 162	$ 156	$ 162	$ 134	$ 155	$ 181		$ 162
	Social Security										$ 760		$ 760		$ 760				$ 760
	Deferred Compensation	$ 917	$ 1,727				$ 1,091				$ 2,167	$ 1,708	$ 54	$ 1,081	$ 803	$ 933	$ 1,631	$ 2,250	$ 2,026
	Other Retirement						$ 545					$ 98						$ 4,190	
Insurance	Cafeteria		$ 425		$ 1,650								$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 122	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 3,418	$ 3,214	$ 2,207	$ 1,371	$ 2,138	$ 2,098	$ 3,356			$ 2,392	$ 3,323	$ 1,996	$ 1,558	$ 2,547	$ 1,914	$ 3,486	$ 2,468	$ 2,598
	Holidays	$ 1,312	$ 1,393	$ 1,195	$ 1,428	$ 855	$ 1,468	$ 1,879			$ 1,435	$ 1,246	$ 1,996	$ 1,247	$ 1,235	$ 1,435	$ 1,952	$ 1,065	$ 1,351
	Admin Leave	$ 547	$ 536	$ 217	$ 457	$ 855	$ 1,718	$ 1,342			$ 670		$ 998				$ 418		$ 1,039
	Technology Allowance					$ 50	$ 100					$ 50		$ 93				$ 40	$ 100
	Auto Allowance	$ 700		$ 650	$ 868	$ 450	$ 550	$ 500			$ 450	$ 450	$ 700	$ 700	$ 450	$ 450	$ 700	$ 700	$ 900
	Other	$ 2,310																	
	Benefit Package Total	$ 13,847	$ 11,479	$ 6,988	$ 7,176	$ 7,326	$ 12,030	$ 10,197	$ 0	$ 0	$ 10,701	$ 10,749	$ 9,725	$ 8,489	$ 8,771	$ 9,885	$ 14,951	$ 12,879	$ 12,858

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	General Manager	$ 51,201	6/28/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Director Bureau of Sanitation	$ 45,096	7/4/2001	6/19/2022	4.00%
3	Orange County Sanitation District	General Manager	$ 42,280	7/2/2021		
4	Los Angeles County Sanitation Districts	Chief Engineer and General Manager	$ 40,983	7/1/2021	unknown	unknown
5	Western Municipal Water District	General Manager	$ 39,876	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	General Manager	$ 39,332	4/18/2021	unknown	unknown
7	City of Irvine	City Manager	$ 39,301	6/25/2021	unknown	unknown
8	Orange County Water District	General Manager	$ 38,044	7/1/2021	7/1/2022	Unknown
9	Eastern Municipal Water District	General Manager	$ 37,746	12/19/2021	1/1/2023	unknown
10	Inland Empire Utilities Agency	General Manager	$ 35,678	7/1/2021	7/1/2022	3.00%
11	East Bay Municipal Utility District	General Manager	$ 35,579	6/9/2020	unknown	unknown
12	Las Virgenes Municipal Water District	General Manager	$ 35,528	10/2/2021	unknown	unknown
13	Irvine Ranch Water District	General Manager	$ 35,502	7/1/2021	7/1/2022	CPI
14	City of Anaheim	Utilities General Manager	$ 35,236	7/9/2021	7/8/2022	3.00%
15	City of Garden Grove	City Manager	$ 30,940	7/1/2021	unknown	unknown
16	City of Huntington Beach	City Manager	$ 29,563	1/1/2022	unknown	unknown
17	City of San Diego	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 37,974
% Orange County Sanitation District Above/Below	10.2%
Median of Comparators	$ 37,746
% Orange County Sanitation District Above/Below	10.7%
75th Percentile of Comparators	$ 39,604
% Orange County Sanitation District Above/Below	6.3%
Orange County Sanitation District Percentile	88
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Graphics Designer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Graphic Arts Designer	$ 10,431	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Graphics Specialist	$ 9,896	4/18/2021	unknown	unknown
3	Irvine Ranch Water District	Graphic Design Specialist	$ 8,872	7/1/2021	7/1/2022	CPI
4	Orange County Sanitation District	Graphics Designer	$ 8,824	7/2/2021		
5	Western Municipal Water District	Creative Services Specialist II	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
6	East Bay Municipal Utility District	Graphic Designer II	$ 8,148	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	Graphic Artist II	$ 7,476	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Graphic Designer II	$ 7,451	1/19/2020	6/19/2022	2.00%
9	City of Garden Grove	Graphic Designer	$ 6,433	7/1/2021	unknown	unknown
10	County of Los Angeles, Public Works	Graphic Artist	$ 5,857	7/1/2021	unknown	unknown
11	City of San Diego	Graphic Designer	$ 4,823	7/1/2021	7/1/2022	5.00%
12	City of Anaheim	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,792
% Orange County Sanitation District Above/Below	11.7%
Median of Comparators	$ 7,812
% Orange County Sanitation District Above/Below	11.5%
75th Percentile of Comparators	$ 8,787
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	76
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Graphics Designer	Graphics Specialist	N/C	Graphic Designer	N/C	N/C	Graphic Designer II	Graphic Designer	Graphic Artist	Graphic Designer II	N/C	N/C	Graphic Design Specialist	N/C	Graphic Artist II	Graphic Arts Designer	N/C	Creative Services Specialist II
	Top Step	$ 8,824	$ 9,896		$ 6,433			$ 7,451	$ 4,823	$ 5,857	$ 8,148			$ 8,872		$ 7,476	$ 10,431		$ 8,532
Retirement	Retirement Formula	2.5%@55	2%@55		2.5%@55			2.16%@55	2.5%@55		2.6%@62			2.5%@55		2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 468	$ 297		$ 341			$ 224	$ 256		$ 106			$ 470		$ 224	$ 313		$ 452
	Employee Paid Employer Contribution															$ -37			
	Employer Paid Member Contribution	$ 309														$ 523	$ 730		
	EPMC Reported as Special Comp															$ 37	$ 51		
	12 Months Highest Salary		$ 49		$ 39			$ 37	$ 29					$ 53		$ 37	$ 52		$ 51
	Social Security										$ 505								$ 529
	Deferred Compensation		$ 614							$ 234				$ 355			$ 469		
	Other Retirement								$ 292	$ 628									
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235									$ 2,491
	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194			$ 2,064		$ 1,759	$ 2,619		
	Dental	$ 111	$ 195					$ 48		$ 57	$ 212			$ 128		$ 132	$ 150		
	Vision	$ 17	$ 18					$ 9			$ 22			$ 24			$ 12		
	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 509	$ 609		$ 371			$ 487	$ 408	$ 338	$ 470			$ 512		$ 460	$ 602		$ 492
	Holidays	$ 407	$ 495		$ 387			$ 401	$ 209	$ 270	$ 470			$ 409		$ 345	$ 562		$ 427
	Admin Leave	$ 21	$ 38					$ 143	$ 74								$ 120		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,755	$ 5,412	$ 0	$ 2,787	$ 0	$ 0	$ 3,191	$ 3,101	$ 3,837	$ 4,056	$ 0	$ 0	$ 4,109	$ 0	$ 3,481	$ 5,680	$ 0	$ 4,442

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Graphics Designer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Graphic Arts Designer	$ 16,111	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Graphics Specialist	$ 15,308	4/18/2021	unknown	unknown
3	Irvine Ranch Water District	Graphic Design Specialist	$ 12,981	7/1/2021	7/1/2022	CPI
4	Western Municipal Water District	Creative Services Specialist II	$ 12,973	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Graphics Designer	$ 12,579	7/2/2021		
6	East Bay Municipal Utility District	Graphic Designer II	$ 12,204	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	Graphic Artist II	$ 10,957	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Graphic Designer II	$ 10,642	1/19/2020	6/19/2022	2.00%
9	County of Los Angeles, Public Works	Graphic Artist	$ 9,694	7/1/2021	unknown	unknown
10	City of Garden Grove	Graphic Designer	$ 9,220	7/1/2021	unknown	unknown
11	City of San Diego	Graphic Designer	$ 7,924	7/1/2021	7/1/2022	5.00%
12	Las Virgenes Municipal Water District	N/C				
13	City of Irvine	N/C				
14	Eastern Municipal Water District	N/C				
15	City of Huntington Beach	N/C				
16	City of Anaheim	N/C				
17	Orange County Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,801
% Orange County Sanitation District Above/Below	6.2%
Median of Comparators	$ 11,580
% Orange County Sanitation District Above/Below	7.9%
75th Percentile of Comparators	$ 12,979
% Orange County Sanitation District Above/Below	-3.2%
Orange County Sanitation District Percentile	61
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Human Resources & Risk Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources and Organizational Development Manager	$ 18,905	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California[1]	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	$ 18,822	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Human Resources & Risk Manager	$ 16,928	7/2/2021		
4	Inland Empire Utilities Agency	Manager of Human Resources	$ 16,706	7/1/2021	7/1/2022	3.00%
5	Las Virgenes Municipal Water District	Human Resource Manager	$ 16,581	1/1/2022	unknown	unknown
6	Eastern Municipal Water District[2]	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	$ 16,404	12/19/2021	1/1/2023	unknown
7	East Bay Municipal Utility District[1]	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	$ 16,369	4/1/2020	unknown	unknown
8	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
9	City of Irvine	Manager, Human Resources	$ 14,104	6/25/2021	6/25/2022	1.00%
10	City of Huntington Beach[1]	[Human Resources Manager/ Risk Manager]	$ 13,756	1/1/2022	unknown	unknown
11	City of Garden Grove[1]	[Human Resources Manager/ Risk Management Supervisor]	$ 11,353	7/1/2021	unknown	unknown
12	City of San Diego[3,4]	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	$ 11,230	7/1/2021	unknown	unknown
13	City of Anaheim	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 15,348
% Orange County Sanitation District Above/Below	9.3%
Median of Comparators	$ 16,369
% Orange County Sanitation District Above/Below	3.3%
75th Percentile of Comparators	$ 16,643
% Orange County Sanitation District Above/Below	1.7%
Orange County Sanitation District Percentile	81
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources & Risk Manager	Human Resources and Organizational Development Manager	N/C	[Human Resources Manager/ Risk Management Supervisor]	[Human Resources Manager/ Risk Manager]	Manager, Human Resources	N/C	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	Chief, Administrative Operations, Public Works	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	Manager of Human Resources	N/C	Human Resource Manager	N/C	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	N/C	N/C
	Top Step	$ 16,928	$ 18,905		$ 11,353	$ 13,756	$ 14,104		$ 11,230	$ 14,597	$ 16,369	$ 16,404	$ 16,706		$ 16,581		$ 18,822		
Retirement	Retirement Formula	2.5%@55	2%@55		2.5%@55	2.5%@55	2.7%@55		2.5%@55		2.6%@62	2.5%@55	2.5%@55		2%@55		2%@55		
Retirement	Enhanced Formula Cost	$ 897	$ 567		$ 602	$ 729	$ 1,001		$ 595		$ 213	$ 869	$ 885		$ 497		$ 565		
Retirement	Employee Paid Employer Contribution					$ -138													
Retirement	Employer Paid Member Contribution	$ 592															$ 1,318		
Retirement	EPMC Reported as Special Comp																$ 92		
Retirement	12 Months Highest Salary		$ 95		$ 68	$ 83	$ 99		$ 67			$ 98	$ 100		$ 83		$ 94		
Retirement	Social Security										$ 760		$ 760		$ 760				
Retirement	Deferred Compensation	$ 200	$ 1,172				$ 564			$ 584		$ 656	$ 54		$ 497		$ 847		
Retirement	Other Retirement						$ 282		$ 679	$ 1,565		$ 98							
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 2,481			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998			$ 1,547	$ 2,286				$ 2,194	$ 2,128			$ 1,860		$ 2,619		
Insurance	Dental	$ 111	$ 195			$ 116	$ 41				$ 212	$ 134			$ 175		$ 150		
Insurance	Vision	$ 17	$ 18			$ 18	$ 7				$ 22	$ 19			$ 5		$ 12		
Insurance	Other Insurance	$ 100				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,465	$ 1,163		$ 655	$ 1,323	$ 1,085		$ 950	$ 561	$ 944	$ 1,704	$ 771		$ 893		$ 1,086		
Leaves	Holidays	$ 781	$ 945		$ 682	$ 635	$ 759		$ 486	$ 674	$ 944	$ 757	$ 1,221		$ 765		$ 1,013		
Leaves	Admin Leave	$ 326	$ 727		$ 218	$ 397	$ 888		$ 561		$ 441				$ 574		$ 217		
	Technology Allowance					$ 50	$ 100					$ 50			$ 60				
	Auto Allowance						$ 300		$ 300				$ 300						
	Other	$ 951																	
	Benefit Package Total	$ 7,353	$ 8,305	$ 0	$ 3,875	$ 4,788	$ 7,412	$ 0	$ 5,431	$ 5,940	$ 5,806	$ 6,514	$ 5,781	$ 0	$ 6,169	$ 0	$ 8,013	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Human Resources & Risk Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources and Organizational Development Manager	$ 27,211	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	$ 26,835	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Human Resources & Risk Manager	$ 24,281	7/2/2021		
4	Eastern Municipal Water District	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	$ 22,919	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Human Resource Manager	$ 22,750	1/1/2022	unknown	unknown
6	Inland Empire Utilities Agency	Manager of Human Resources	$ 22,487	7/1/2021	7/1/2022	3.00%
7	East Bay Municipal Utility District	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	$ 22,175	4/1/2020	unknown	unknown
8	City of Irvine	Manager, Human Resources	$ 21,517	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,140	7/1/2021	unknown	unknown
10	City of Huntington Beach	[Human Resources Manager/ Risk Manager]	$ 18,544	1/1/2022	unknown	unknown
11	City of San Diego	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	$ 15,982	7/1/2021	unknown	unknown
12	City of Garden Grove	[Human Resources Manager/ Risk Management Supervisor]	$ 15,228	7/1/2021	unknown	unknown
13	Irvine Ranch Water District	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	Orange County Water District	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Western Municipal Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 21,435
% Orange County Sanitation District Above/Below	11.7%
Median of Comparators	$ 22,175
% Orange County Sanitation District Above/Below	8.7%
75th Percentile of Comparators	$ 22,834
% Orange County Sanitation District Above/Below	6.0%
Orange County Sanitation District Percentile	83
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Human Resources Analyst I	$ 9,222	4/1/2020	unknown	unknown
2	Irvine Ranch Water District	Human Resources Analyst	$ 9,157	7/1/2021	7/1/2022	CPI
3	Las Virgenes Municipal Water District	Human Resources Analyst I	$ 9,087	1/1/2022	1/1/2023	1.5 - 4%
4	Orange County Water District	Human Resources Specialist	$ 9,056	7/1/2021	7/1/2022	Unknown
5	City of Huntington Beach	Personnel Analyst	$ 8,703	1/1/2022	unknown	unknown
6	Orange County Sanitation District	Human Resources Analyst	$ 8,696	7/2/2021		
7	Western Municipal Water District	Human Resources Analyst I	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Irvine	Human Resources Analyst I	$ 8,445	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works	Human Resources Analyst II	$ 8,270	7/1/2021	unknown	unknown
10	Metropolitan Water District of Southern California	Human Resources Analyst I	$ 8,150	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Human Resources Analyst I	$ 8,037	7/1/2021	7/1/2022	3.00%
12	Eastern Municipal Water District	Human Resources Analyst I	$ 7,892	12/19/2021	1/1/2023	unknown
13	Los Angeles County Sanitation Districts	Human Resources Analyst I	$ 7,384	7/1/2021	unknown	unknown
14	City of Garden Grove	Human Resources Analyst	$ 7,321	7/1/2021	unknown	unknown
15	City of Anaheim	Human Resources Analyst I	$ 7,223	12/24/2021	7/8/2022	3.00%
16	City of San Diego	Assistant Personnel Analyst	$ 6,053	7/1/2021	unknown	unknown
17	Central Contra Costa Sanitary District	N/C				
18	City of Los Angeles Bureau of Sanitation	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,169
% Orange County Sanitation District Above/Below	6.1%
Median of Comparators	$ 8,270
% Orange County Sanitation District Above/Below	4.9%
75th Percentile of Comparators	$ 8,879
% Orange County Sanitation District Above/Below	-2.1%
Orange County Sanitation District Percentile	71
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Analyst	N/C	Human Resources Analyst I	Human Resources Analyst	Personnel Analyst	Human Resources Analyst I	N/C	Assistant Personnel Analyst	Human Resources Analyst II	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst I	Human Resources Specialist	Human Resources Analyst I
	Top Step	$ 8,696		$ 7,223	$ 7,321	$ 8,703	$ 8,445		$ 6,053	$ 8,270	$ 9,222	$ 7,892	$ 8,037	$ 9,157	$ 9,087	$ 7,384	$ 8,150	$ 9,056	$ 8,532
Retirement	Retirement Formula	2.5%@55		2.7%@55	2.5%@55	2.5%@55	2.7%@55		2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 461		$ 513	$ 388	$ 461	$ 600		$ 321		$ 120	$ 418	$ 426	$ 485	$ 273	$ 222	$ 245		$ 452
	Employee Paid Employer Contribution			$ -289		$ -87										$ -37			
	Employer Paid Member Contribution	$ 304														$ 517	$ 571		
	EPMC Reported as Special Comp															$ 36	$ 40		
	12 Months Highest Salary			$ 51	$ 44	$ 52	$ 59		$ 36			$ 47	$ 48	$ 55	$ 45	$ 37	$ 41		$ 51
	Social Security										$ 572		$ 498		$ 563				$ 529
	Deferred Compensation						$ 338			$ 331		$ 316	$ 54	$ 366	$ 273		$ 367	$ 163	$ 171
	Other Retirement						$ 169		$ 366	$ 887		$ 98						$ 1,508	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 1,406			$ 1,648						$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,547	$ 2,286				$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111		$ 56		$ 116	$ 41				$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17				$ 18	$ 7				$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	$ 100				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 753		$ 451	$ 422	$ 837	$ 650		$ 512	$ 318	$ 532	$ 820	$ 371	$ 528	$ 489	$ 454	$ 470	$ 575	$ 492
	Holidays	$ 401		$ 306	$ 440	$ 402	$ 455		$ 262	$ 382	$ 532	$ 364	$ 464	$ 423	$ 419	$ 341	$ 439	$ 383	$ 427
	Admin Leave	$ 167		$ 56	$ 141	$ 251	$ 487		$ 70								$ 94		$ 164
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 452																	
	Benefit Package Total	$ 4,679	$ 0	$ 3,930	$ 3,085	$ 3,676	$ 5,090	$ 0	$ 3,359	$ 3,398	$ 4,260	$ 4,345	$ 3,551	$ 4,167	$ 4,103	$ 3,461	$ 5,046	$ 4,794	$ 4,776

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Water District	Human Resources Specialist	$ 13,849	7/1/2021	7/1/2022	Unknown
2	City of Irvine	Human Resources Analyst I	$ 13,535	6/25/2021	6/25/2022	1.00%
3	East Bay Municipal Utility District	Human Resources Analyst I	$ 13,482	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Human Resources Analyst	$ 13,376	7/2/2021		
5	Irvine Ranch Water District	Human Resources Analyst	$ 13,324	7/1/2021	7/1/2022	CPI
6	Western Municipal Water District	Human Resources Analyst I	$ 13,308	7/1/2021	7/1/2022	1.0 - 4.0%
7	Metropolitan Water District of Southern California	Human Resources Analyst I	$ 13,196	7/1/2021	unknown	unknown
8	Las Virgenes Municipal Water District	Human Resources Analyst I	$ 13,190	1/1/2022	1/1/2023	1.5 - 4%
9	City of Huntington Beach	Personnel Analyst	$ 12,379	1/1/2022	unknown	unknown
10	Eastern Municipal Water District	Human Resources Analyst I	$ 12,237	12/19/2021	1/1/2023	unknown
11	County of Los Angeles, Public Works	Human Resources Analyst II	$ 11,668	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	Human Resources Analyst I	$ 11,588	7/1/2021	7/1/2022	3.00%
13	City of Anaheim	Human Resources Analyst I	$ 11,153	12/24/2021	7/8/2022	3.00%
14	Los Angeles County Sanitation Districts	Human Resources Analyst I	$ 10,845	7/1/2021	unknown	unknown
15	City of Garden Grove	Human Resources Analyst	$ 10,406	7/1/2021	unknown	unknown
16	City of San Diego	Assistant Personnel Analyst	$ 9,412	7/1/2021	unknown	unknown
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,238
% Orange County Sanitation District Above/Below	8.5%
Median of Comparators	$ 12,379
% Orange County Sanitation District Above/Below	7.5%
75th Percentile of Comparators	$ 13,316
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	81
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Human Resources Supervisor							
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Human Resources Strategic Partner	$ 16,883	-1.7%	7/1/2021	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Senior Personnel Analyst II	$ 15,910	-1.7%	unknown	unknown	unknown
3	Orange County Sanitation District	Human Resources Supervisor	$ 14,246	0.0%	7/2/2021		
4	Inland Empire Utilities Agency	Deputy Manager of Human Resources	$ 13,744	3.0%	7/1/2021	7/1/2022	3.00%
5	Eastern Municipal Water District	Human Resources Manager	$ 12,241	3.8%	12/19/2021	1/1/2023	unknown
6	City of Irvine	Human Resources Administrator	$ 12,123	0.0%	6/25/2021	6/25/2022	1.00%
7	Los Angeles County Sanitation Districts	Supervising Human Resources Analyst	$ 11,481	-1.2%	7/1/2021	unknown	unknown
8	Central Contra Costa Sanitary District	N/C					
9	City of Anaheim	N/C					
10	City of Garden Grove	N/C					
11	City of Huntington Beach	N/C					
12	City of San Diego	N/C					
13	County of Los Angeles, Public Works	N/C					
14	East Bay Municipal Utility District	N/C					
15	Irvine Ranch Water District	N/C					
16	Las Virgenes Municipal Water District	N/C					
17	Orange County Water District	N/C					
18	Western Municipal Water District	N/C					

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,730
% Orange County Sanitation District Above/Below	3.6%
Median of Comparators	$ 12,992
% Orange County Sanitation District Above/Below	8.8%
75th Percentile of Comparators	$ 15,369
% Orange County Sanitation District Above/Below	-7.9%
Orange County Sanitation District Percentile	65
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Supervisor	N/C	N/C	N/C	N/C	Human Resources Administrator	Senior Personnel Analyst II	N/C	N/C	N/C	Human Resources Manager	Deputy Manager of Human Resources	N/C	N/C	Supervising Human Resources Analyst	Human Resources Strategic Partner	N/C	N/C
	Top Step	$ 14,246					$ 12,123	$ 15,910				$ 12,241	$ 13,744			$ 11,481	$ 16,883		
Retirement	Retirement Formula	2.5%@55					2.7%@55	2.16%@55				2.5%@55	2.5%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 755					$ 861	$ 477				$ 649	$ 728			$ 344	$ 506		
Retirement	Employee Paid Employer Contribution															$ -57			
Retirement	Employer Paid Member Contribution	$ 499														$ 804	$ 1,182		
Retirement	EPMC Reported as Special Comp															$ 56	$ 83		
Retirement	12 Months Highest Salary						$ 85	$ 80				$ 73	$ 82			$ 57	$ 84		
Retirement	Social Security												$ 760						
Retirement	Deferred Compensation						$ 485					$ 490	$ 54				$ 760		
Retirement	Other Retirement						$ 242					$ 98							
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913					$ 2,286	$ 1,841				$ 2,128				$ 1,759	$ 2,619		
Insurance	Dental	$ 111					$ 41	$ 48				$ 134				$ 132	$ 150		
Insurance	Vision	$ 17					$ 7	$ 9				$ 19					$ 12		
Insurance	Other Insurance	$ 100											$ 42						
Leaves	Vacation	$ 1,233					$ 933	$ 1,530				$ 1,271	$ 634			$ 707	$ 974		
Leaves	Holidays	$ 658					$ 653	$ 857				$ 565	$ 1,004			$ 530	$ 909		
Leaves	Admin Leave	$ 274					$ 699	$ 612									$ 195		
	Technology Allowance																		
	Auto Allowance												$ 250						
	Other	$ 674																	
	Benefit Package Total	$ 6,233	$ 0	$ 0	$ 0	$ 0	$ 6,291	$ 5,454	$ 0	$ 0	$ 0	$ 5,428	$ 5,203	$ 0	$ 0	$ 4,332	$ 7,474	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Human Resources Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Human Resources Strategic Partner	$ 24,357	7/1/2021	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Senior Personnel Analyst II	$ 21,364	unknown	unknown	unknown
3	Orange County Sanitation District	Human Resources Supervisor	$ 20,479	7/2/2021		
4	Inland Empire Utilities Agency	Deputy Manager of Human Resources	$ 18,947	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Human Resources Administrator	$ 18,414	6/25/2021	6/25/2022	1.00%
6	Eastern Municipal Water District	Human Resources Manager	$ 17,668	12/19/2021	1/1/2023	unknown
7	Los Angeles County Sanitation Districts	Supervising Human Resources Analyst	$ 15,813	7/1/2021	unknown	unknown
8	City of Garden Grove	N/C				
9	East Bay Municipal Utility District	N/C				
10	County of Los Angeles, Public Works	N/C				
11	City of Huntington Beach	N/C				
12	Irvine Ranch Water District	N/C				
13	Western Municipal Water District	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Central Contra Costa Sanitary District	N/C				
16	Orange County Water District	N/C				
17	City of Anaheim	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,427
% Orange County Sanitation District Above/Below	5.1%
Median of Comparators	$ 18,681
% Orange County Sanitation District Above/Below	8.8%
75th Percentile of Comparators	$ 20,760
% Orange County Sanitation District Above/Below	-1.4%
Orange County Sanitation District Percentile	73
Number of Matches	5

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Human Resources Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Human Resources Technician II	$ 8,395	7/2/2021		
2	East Bay Municipal Utility District	Human Resources Technician	$ 8,352	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Human Resources Assistant III	$ 8,150	7/1/2021	unknown	unknown
4	Western Municipal Water District	Human Resources Specialist II	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
5	Irvine Ranch Water District	Human Resources Technician	$ 7,686	7/1/2021	7/1/2022	CPI
6	Eastern Municipal Water District	Human Resources Technician II	$ 7,516	12/19/2021	1/1/2023	unknown
7	City of Irvine	Human Resources Specialist	$ 7,356	6/25/2021	6/25/2022	1.00%
8	Inland Empire Utilities Agency	Human Resources Technician	$ 5,998	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Personnel Assistant	$ 5,845	1/1/2022	unknown	unknown
10	City of Anaheim	Human Resources Technician	$ 5,834	1/7/2022	7/8/2022	3.00%
11	County of Los Angeles, Public Works	Personnel Assistant	$ 5,349	7/1/2021	unknown	unknown
12	City of San Diego	Personnel Assistant II	$ 4,762	7/1/2021	7/1/2022	5.00%
13	City of Garden Grove	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,781
% Orange County Sanitation District Above/Below	19.2%
Median of Comparators	$ 7,356
% Orange County Sanitation District Above/Below	12.4%
75th Percentile of Comparators	$ 7,712
% Orange County Sanitation District Above/Below	8.1%
Orange County Sanitation District Percentile	101
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Technician II	N/C	Human Resources Technician	N/C	Personnel Assistant	Human Resources Specialist	N/C	Personnel Assistant II	Personnel Assistant	Human Resources Technician	Human Resources Technician II	Human Resources Technician	Human Resources Technician	N/C	N/C	Human Resources Assistant III	N/C	Human Resources Specialist II
	Top Step	$ 9,263		$ 5,834		$ 5,845	$ 7,356		$ 4,762	$ 5,349	$ 8,352	$ 7,516	$ 5,998	$ 7,686			$ 8,150		$ 7,738
Retirement	Retirement Formula	2.5%@55		2.7%@55		2.5%@55	2.7%@55		2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55			2%@55		2.5%@55
	Enhanced Formula Cost	$ 491		$ 414		$ 310	$ 522		$ 252		$ 109	$ 398	$ 318	$ 407			$ 245		$ 410
	Employee Paid Employer Contribution			$ -233		$ -58													
	Employer Paid Member Contribution	$ 324															$ 571		
	EPMC Reported as Special Comp																$ 40		
	12 Months Highest Salary			$ 41		$ 35	$ 51		$ 29			$ 45	$ 36	$ 46			$ 41		$ 46
	Social Security										$ 518		$ 372						$ 480
	Deferred Compensation					$ 20	$ 294			$ 214		$ 301	$ 54	$ 307			$ 367		$ 155
	Other Retirement						$ 221		$ 288	$ 573		$ 98							
Insurance	Cafeteria								$ 1,833	$ 1,200			$ 1,648						$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128		$ 2,064			$ 2,619		
	Dental	$ 111		$ 56		$ 133	$ 41				$ 212	$ 134		$ 128			$ 150		
	Vision	$ 17				$ 22	$ 7				$ 22	$ 19		$ 24			$ 12		
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 802		$ 365		$ 562	$ 566		$ 403	$ 206	$ 482	$ 780	$ 277	$ 443			$ 470		$ 446
	Holidays	$ 428		$ 247		$ 270	$ 396		$ 206	$ 247	$ 482	$ 347	$ 346	$ 355			$ 439		$ 387
	Admin Leave			$ 45			$ 283		$ 73								$ 94		$ 119
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,085	$ 0	$ 3,721	$ 0	$ 3,030	$ 4,667	$ 0	$ 3,085	$ 2,515	$ 4,095	$ 4,251	$ 3,093	$ 3,869	$ 0	$ 0	$ 5,046	$ 0	$ 4,534

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Human Resources Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Human Resources Technician II	$ 13,348	7/2/2021		
2	Metropolitan Water District of Southern California	Human Resources Assistant III	$ 13,196	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Human Resources Technician	$ 12,447	4/1/2020	unknown	unknown
4	Western Municipal Water District	Human Resources Specialist II	$ 12,271	7/1/2021	7/1/2022	1.0 - 4.0%
5	City of Irvine	Human Resources Specialist	$ 12,023	6/25/2021	6/25/2022	1.00%
6	Eastern Municipal Water District	Human Resources Technician II	$ 11,767	12/19/2021	1/1/2023	unknown
7	Irvine Ranch Water District	Human Resources Technician	$ 11,555	7/1/2021	7/1/2022	CPI
8	City of Anaheim	Human Resources Technician	$ 9,555	1/7/2022	7/8/2022	3.00%
9	Inland Empire Utilities Agency	Human Resources Technician	$ 9,091	7/1/2021	7/1/2022	3.00%
10	City of Huntington Beach	Personnel Assistant	$ 8,875	1/1/2022	unknown	unknown
11	County of Los Angeles, Public Works	Personnel Assistant	$ 7,864	7/1/2021	unknown	unknown
12	City of San Diego	Personnel Assistant II	$ 7,847	7/1/2021	7/1/2022	5.00%
13	Orange County Water District	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	City of Garden Grove	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,590
% Orange County Sanitation District Above/Below	20.7%
Median of Comparators	$ 11,555
% Orange County Sanitation District Above/Below	13.4%
75th Percentile of Comparators	$ 12,147
% Orange County Sanitation District Above/Below	9.0%
Orange County Sanitation District Percentile	101
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Information Technology Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Information Systems	$ 21,483	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Manager	$ 18,905	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California[1]	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	$ 17,358	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Information Technology Manager	$ 16,928	7/2/2021		
5	Inland Empire Utilities Agency[1]	[Manager of Business Information Services/ Manager of Information Technology]	$ 16,706	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Information Systems Manager	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
7	Los Angeles County Sanitation Districts	Information Technology Manager	$ 16,051	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Information Systems Manager II	$ 15,857	7/4/2001	6/19/2022	4%
9	City of Anaheim	Business Information Systems Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
10	City of Garden Grove	Information Technology Manager	$ 14,690	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
12	Irvine Ranch Water District[1]	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	$ 14,180	7/1/2021	7/1/2022	CPI
13	Western Municipal Water District	Information Technology Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
14	City of Huntington Beach[1]	[IT Manager/ IT Manager - Infrastructure/ Operations]	$ 13,756	1/1/2022	unknown	unknown
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,077
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 15,857
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 16,706
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	78
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Manager	Information Technology Manager	Business Information Systems Manager	Information Technology Manager	[IT Manager/ IT Manager - Infrastructure/ Operations]	N/C	Information Systems Manager II	N/C	Chief, Administrative Operations, Public Works	Manager of Information Systems	N/C	[Manager of Business Information Services/ Manager of Information Technology]	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	Information Systems Manager	Information Technology Manager	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	N/C	Information Technology Manager
	Top Step	$ 16,928	$ 18,905	$ 15,017	$ 14,690	$ 13,756		$ 15,857		$ 14,597	$ 21,483		$ 16,706	$ 14,180	$ 16,581	$ 16,051	$ 17,358		$ 13,816
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55			2.6%@62		2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 897	$ 567	$ 1,066	$ 779	$ 729		$ 476			$ 279		$ 885	$ 752	$ 497	$ 482	$ 521		$ 732
Retirement	Employee Paid Employer Contribution			$ -601		$ -138										$ -80			
Retirement	Employer Paid Member Contribution	$ 592														$ 1,124	$ 1,215		
Retirement	EPMC Reported as Special Comp															$ 79	$ 85		
Retirement	12 Months Highest Salary		$ 95	$ 105	$ 88	$ 83		$ 79					$ 100	$ 85	$ 83	$ 80	$ 87		$ 83
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172							$ 584			$ 54	$ 567	$ 497	$ 482	$ 781		$ 276
Retirement	Other Retirement									$ 1,565									
Insurance	Cafeteria		$ 425		$ 1,650					$ 2,481			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194			$ 2,064	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212			$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22			$ 24	$ 5		$ 12		
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939	$ 848	$ 1,323		$ 1,525		$ 561	$ 1,239		$ 771	$ 818	$ 893	$ 988	$ 1,001		$ 797
Leaves	Holidays	$ 781	$ 945	$ 635	$ 883	$ 635		$ 854		$ 674	$ 1,239		$ 1,221	$ 654	$ 765	$ 741	$ 935		$ 691
Leaves	Admin Leave	$ 326	$ 364	$ 116	$ 283	$ 397		$ 610			$ 578				$ 574		$ 200		$ 266
	Technology Allowance					$ 50								$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 6,865	$ 7,942	$ 5,261	$ 4,530	$ 4,788	$ 0	$ 5,442	$ 0	$ 5,940	$ 6,601	$ 0	$ 5,781	$ 5,186	$ 6,109	$ 6,235	$ 7,606	$ 0	$ 6,095

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Information Technology Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Information Systems	$ 28,084	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Manager	$ 26,847	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	$ 24,964	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Information Technology Manager	$ 23,792	7/2/2021		
5	Las Virgenes Municipal Water District	Information Systems Manager	$ 22,690	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	[Manager of Business Information Services/ Manager of Information Technology]	$ 22,487	7/1/2021	7/1/2022	3.00%
7	Los Angeles County Sanitation Districts	Information Technology Manager	$ 22,286	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Information Systems Manager II	$ 21,299	7/4/2001	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,537	7/1/2021	unknown	unknown
10	City of Anaheim	Business Information Systems Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
11	Western Municipal Water District	Information Technology Manager	$ 19,911	7/1/2021	7/1/2022	1.0 - 4.0%
12	Irvine Ranch Water District	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	$ 19,366	7/1/2021	7/1/2022	CPI
13	City of Garden Grove	Information Technology Manager	$ 19,220	7/1/2021	unknown	unknown
14	City of Huntington Beach	[IT Manager/ IT Manager - Infrastructure/ Operations]	$ 18,544	1/1/2022	unknown	unknown
15	City of San Diego	N/C				
16	City of Irvine	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 22,039
% Orange County Sanitation District Above/Below	7.4%
Median of Comparators	$ 21,299
% Orange County Sanitation District Above/Below	10.5%
75th Percentile of Comparators	$ 22,690
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	79
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Information Technology Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	$ 16,014	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Supervisor	$ 14,553	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Information Services Supervisor	$ 14,370	4/1/2020	unknown	unknown
4	Eastern Municipal Water District	Information Technology/Development Operations Manager	$ 14,170	12/19/2021	1/1/2023	unknown
5	Los Angeles County Sanitation Districts	Information Technology Supervisor	$ 13,784	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Information Technology Supervisor	$ 13,556	7/2/2021		
7	County of Los Angeles, Public Works	Information Technology Manager I	$ 12,631	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Business Systems Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Information Technology Supervisor	$ 11,161	1/1/2022	unknown	unknown
10	City of San Diego	Information Systems Administrator	$ 8,258	7/1/2021	unknown	unknown
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,979
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 13,784
% Orange County Sanitation District Above/Below	-1.7%
75th Percentile of Comparators	$ 14,370
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Supervisor	Information Technology Supervisor	N/C	N/C	Information Technology Supervisor	N/C	N/C	Information Systems Administrator	Information Technology Manager I	Information Services Supervisor	Information Technology/Development Operations Manager	Business Systems Supervisor	N/C	N/C	Information Technology Supervisor	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	N/C	N/C
	Top Step	$ 13,556	$ 14,553			$ 11,161			$ 8,258	$ 12,631	$ 14,370	$ 14,170	$ 11,873			$ 13,784	$ 16,014		
Retirement	Retirement Formula	2.5%@55	2%@55			2.5%@55			2.5%@55		2.6%@62	2.5%@55	2.5%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 718	$ 437			$ 592			$ 438		$ 187	$ 751	$ 629			$ 414	$ 480		
Retirement	Employee Paid Employer Contribution					$ -112										$ -69			
Retirement	Employer Paid Member Contribution	$ 474														$ 965	$ 1,121		
Retirement	EPMC Reported as Special Comp															$ 68	$ 78		
Retirement	12 Months Highest Salary		$ 73			$ 67			$ 50			$ 85	$ 71			$ 69	$ 80		
Retirement	Social Security										$ 760		$ 736						
Retirement	Deferred Compensation		$ 902							$ 505		$ 567	$ 54				$ 721		
Retirement	Other Retirement								$ 500	$ 1,354		$ 98							
Insurance	Cafeteria		$ 220						$ 1,792	$ 2,147			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998			$ 1,547					$ 2,194	$ 2,128				$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195			$ 116					$ 212	$ 134				$ 132	$ 150		
Insurance	Vision	$ 17	$ 18			$ 18					$ 22	$ 19					$ 12		
Insurance	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 782	$ 896			$ 1,073			$ 699	$ 486	$ 829	$ 1,472	$ 548			$ 848	$ 924		
Leaves	Holidays	$ 626	$ 728			$ 515			$ 357	$ 583	$ 829	$ 654	$ 776			$ 636	$ 862		
Leaves	Admin Leave	$ 261	$ 168			$ 322			$ 95		$ 387						$ 185		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 646																	
	Benefit Package Total	$ 5,549	$ 6,633	$ 0	$ 0	$ 4,217	$ 0	$ 0	$ 3,930	$ 5,150	$ 5,496	$ 5,908	$ 4,505	$ 0	$ 0	$ 4,822	$ 7,232	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Information Technology Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	$ 23,246	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Supervisor	$ 21,186	4/18/2021	unknown	unknown
3	Eastern Municipal Water District	Information Technology/Development Operations Manager	$ 20,078	12/19/2021	1/1/2023	unknown
4	East Bay Municipal Utility District	Information Services Supervisor	$ 19,866	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Information Technology Supervisor	$ 19,105	7/2/2021		
6	Los Angeles County Sanitation Districts	Information Technology Supervisor	$ 18,606	7/1/2021	unknown	unknown
7	County of Los Angeles, Public Works	Information Technology Manager I	$ 17,781	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Business Systems Supervisor	$ 16,378	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Information Technology Supervisor	$ 15,378	1/1/2022	unknown	unknown
10	City of San Diego	Information Systems Administrator	$ 12,188	7/1/2021	unknown	unknown
11	City of Los Angeles Bureau of Sanitation	N/C				
12	Irvine Ranch Water District	N/C				
13	City of Garden Grove	N/C				
14	City of Irvine	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,301
% Orange County Sanitation District Above/Below	4.2%
Median of Comparators	$ 18,606
% Orange County Sanitation District Above/Below	2.6%
75th Percentile of Comparators	$ 20,078
% Orange County Sanitation District Above/Below	-5.1%
Orange County Sanitation District Percentile	55
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Information Technology Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[IT Infrastructure Administrator III / IT Support Analyst III]	$ 10,157	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Technician	$ 9,440	4/18/2021	unknown	unknown
3	Inland Empire Utilities Agency	Technology Specialist II	$ 9,304	7/1/2021	7/1/2022	3.00%
4	Los Angeles County Sanitation Districts	Information Technology Technician III	$ 8,333	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Information Technology Technician	$ 7,989	7/2/2021		
6	East Bay Municipal Utility District	Information Systems Specialist III	$ 7,950	4/1/2020	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Information Services Specialist	$ 7,861	1/19/2020	6/19/2022	2.00%
8	Orange County Water District	Information Systems Specialist	$ 7,822	7/1/2021	7/1/2022	2.00%
9	County of Los Angeles, Public Works	Information Technology Technical Support Analyst II	$ 7,662	7/1/2021	unknown	unknown
10	Las Virgenes Municipal Water District[2]	[Network and Security Technician/ Technology Support Specialist]	$ 7,561	1/1/2021	unknown	unknown
11	Eastern Municipal Water District	Client Support Specialist II	$ 7,516	12/19/2021	1/1/2023	unknown
12	City of Garden Grove[1]	Information Technology Technician	$ 7,390	7/1/2021	unknown	unknown
13	City of Huntington Beach	Information Technology Technician III	$ 6,854	1/1/2022	unknown	unknown
14	City of Irvine	Computer Technician	$ 6,836	6/25/2021	6/25/2022	1.00%
15	City of Anaheim	Systems Specialist II	$ 6,523	6/25/2021	unknown	unknown
16	City of San Diego	Information Systems Technician	$ 4,762	7/1/2021	7/1/2022	5.00%
17	Irvine Ranch Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,731
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 7,662
% Orange County Sanitation District Above/Below	4.1%
75th Percentile of Comparators	$ 8,142
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	72
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Technician	Information Technology Technician	Systems Specialist II	Information Technology Technician	Information Technology Technician III	Computer Technician	Information Services Specialist	Information Systems Technician	Information Technology Technical Support Analyst II	Information Systems Specialist III	Client Support Specialist II	Technology Specialist II	N/C	[Network and Security Technician/ Technology Support Specialist]	Information Technology Technician III	[IT Infrastructure Administrator III / IT Support Analyst III]	Information Systems Specialist	N/C
	Top Step	$ 7,989	$ 9,440	$ 6,523	$ 7,390	$ 6,854	$ 6,836	$ 7,861	$ 4,762	$ 7,662	$ 7,950	$ 7,516	$ 9,304		$ 7,561	$ 8,333	$ 10,157	$ 7,822	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55		2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 423	$ 283	$ 463	$ 392	$ 363	$ 485	$ 236	$ 252		$ 103	$ 398	$ 493		$ 227	$ 250	$ 305		
Retirement	Employee Paid Employer Contribution			$ -261		$ -69										$ -42			
Retirement	Employer Paid Member Contribution	$ 280														$ 583	$ 711		
Retirement	EPMC Reported as Special Comp															$ 41	$ 50		
Retirement	12 Months Highest Salary		$ 47	$ 46	$ 44	$ 41	$ 48	$ 39	$ 29			$ 45	$ 56		$ 38	$ 42	$ 51		
Retirement	Social Security										$ 493		$ 577		$ 469				
Retirement	Deferred Compensation		$ 585			$ 20	$ 137			$ 306		$ 301	$ 54		$ 40		$ 457	$ 163	
Retirement	Other Retirement						$ 342		$ 288	$ 821		$ 98						$ 1,302	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 461	$ 581	$ 408	$ 426	$ 659	$ 394	$ 514	$ 403	$ 442	$ 459	$ 780	$ 429		$ 407	$ 513	$ 586	$ 496	
Leaves	Holidays	$ 369	$ 472	$ 251	$ 444	$ 316	$ 368	$ 423	$ 206	$ 354	$ 459	$ 347	$ 590		$ 349	$ 385	$ 547	$ 331	
Leaves	Admin Leave	$ 19	$ 36				$ 263	$ 151	$ 73								$ 117		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,593	$ 5,315	$ 3,749	$ 2,956	$ 3,223	$ 4,371	$ 3,262	$ 3,085	$ 4,290	$ 4,018	$ 4,251	$ 3,889	$ 0	$ 3,570	$ 3,663	$ 5,604	$ 4,458	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Information Technology Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[IT Infrastructure Administrator III / IT Support Analyst III]	$ 15,761	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Technician	$ 14,755	4/18/2021	unknown	unknown
3	Inland Empire Utilities Agency	Technology Specialist II	$ 13,193	7/1/2021	7/1/2022	3.00%
4	Orange County Water District	Information Systems Specialist	$ 12,279	7/1/2021	7/1/2022	2.00%
5	Los Angeles County Sanitation Districts	Information Technology Technician III	$ 11,996	7/1/2021	unknown	unknown
6	East Bay Municipal Utility District	Information Systems Specialist III	$ 11,968	4/1/2020	unknown	unknown
7	County of Los Angeles, Public Works	Information Technology Technical Support Analyst II	$ 11,953	7/1/2021	unknown	unknown
8	Eastern Municipal Water District	Client Support Specialist II	$ 11,767	12/19/2021	1/1/2023	unknown
9	Orange County Sanitation District	Information Technology Technician	$ 11,581	7/2/2021		
10	City of Irvine	Computer Technician	$ 11,207	6/25/2021	6/25/2022	1.00%
11	Las Virgenes Municipal Water District	[Network and Security Technician/ Technology Support Specialist]	$ 11,130	1/1/2021	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	Information Services Specialist	$ 11,124	1/19/2020	6/19/2022	2.00%
13	City of Garden Grove	Information Technology Technician	$ 10,346	7/1/2021	unknown	unknown
14	City of Anaheim	Systems Specialist II	$ 10,272	6/25/2021	unknown	unknown
15	City of Huntington Beach	Information Technology Technician III	$ 10,077	1/1/2022	unknown	unknown
16	City of San Diego	Information Systems Technician	$ 7,847	7/1/2021	7/1/2022	5.00%
17	Western Municipal Water District	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,712
% Orange County Sanitation District Above/Below	-1.1%
Median of Comparators	$ 11,767
% Orange County Sanitation District Above/Below	-1.6%
75th Percentile of Comparators	$ 12,138
% Orange County Sanitation District Above/Below	-4.8%
Orange County Sanitation District Percentile	48
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Instrumentation Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Instrument Technician	$ 10,625	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Instrumentation Technician	$ 9,926	4/1/2020	unknown	unknown
3	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 9,768	7/1/2021	7/1/2022	3.00%
4	City of Los Angeles Bureau of Sanitation	Instrument Mechanic	$ 9,575	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Instrumentation Technician II	$ 9,400	7/2/2021		
6	Metropolitan Water District of Southern California	Instrumentation and Control Technician III	$ 9,360	7/1/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 9,265	7/1/2021	unknown	unknown
8	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 9,056	7/1/2021	7/1/2022	2.00%
9	Eastern Municipal Water District	Controls Technician II	$ 8,700	12/19/2021	1/1/2023	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 8,604	1/1/2021	unknown	unknown
11	City of Garden Grove[1]	Water Production Electrician	$ 8,498	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Instrumentation Technician	$ 8,374	7/1/2021	7/1/2022	CPI
13	Western Municipal Water District	Operations Technician III- Electrical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
14	County of Los Angeles, Public Works	Instrument Technician	$ 7,815	7/1/2021	unknown	unknown
15	City of Huntington Beach	Supervisory Control & Data Acquisition (SCADA) Technician	$ 7,204	1/1/2022	unknown	unknown
16	City of San Diego[2]	[Instrumentation and Control Technician/ Electronics Technician]	$ 6,936	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,789
% Orange County Sanitation District Above/Below	6.5%
Median of Comparators	$ 8,700
% Orange County Sanitation District Above/Below	7.4%
75th Percentile of Comparators	$ 9,467
% Orange County Sanitation District Above/Below	-0.7%
Orange County Sanitation District Percentile	73
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Water Production Electrician requires T2 Water Treatment Operator certificate.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Instrumentation Technician II	Instrument Technician	N/C	Water Production Electrician	Supervisory Control & Data Acquisition (SCADA) Technician	N/C	Instrument Mechanic	[Instrumentation and Control Technician/ Electronics Technician]	Instrument Technician	Instrumentation Technician	Controls Technician II	Electrical and Instruments Technician III	Instrumentation Technician	Electrical/Instrumentation Technician II	Electrical and Instrumentation Technician	Instrumentation and Control Technician III	Senior Instrumentation and Electrical Technician	Operations Technician III-Electrical Services
	Top Step	$ 9,400	$ 10,625		$ 8,498	$ 7,204		$ 9,575	$ 6,936	$ 7,815	$ 9,926	$ 8,700	$ 9,768	$ 8,374	$ 8,604	$ 9,265	$ 9,360	$ 9,056	$ 8,124
Retirement	Retirement Formula	2.5%@55	2%@55		2.5%@55	2.5%@55		2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 498	$ 319		$ 450	$ 382		$ 287	$ 368		$ 129	$ 461	$ 518	$ 444	$ 258	$ 278	$ 281		$ 431
	Employee Paid Employer Contribution					$ -72										$ -46			
	Employer Paid Member Contribution	$ 329														$ 649	$ 655		
	EPMC Reported as Special Comp															$ 45	$ 46		
	12 Months Highest Salary		$ 53		$ 51	$ 43		$ 48	$ 42			$ 52	$ 59	$ 50	$ 43	$ 46	$ 47		$ 49
	Social Security										$ 615		$ 606		$ 533				$ 504
	Deferred Compensation		$ 659			$ 20				$ 313		$ 348	$ 54	$ 335	$ 40		$ 421	$ 163	
	Other Retirement								$ 420	$ 838		$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998			$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195			$ 133		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 813	$ 654		$ 490	$ 693		$ 626	$ 587	$ 451	$ 573	$ 903	$ 451	$ 483	$ 463	$ 570	$ 540	$ 575	$ 469
	Holidays	$ 434	$ 531		$ 511	$ 332		$ 516	$ 300	$ 361	$ 573	$ 402	$ 620	$ 386	$ 397	$ 428	$ 504	$ 383	$ 406
	Admin Leave		$ 41					$ 184	$ 107								$ 108		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,115	$ 5,567	$ 0	$ 3,152	$ 3,290	$ 0	$ 3,560	$ 3,635	$ 4,329	$ 4,394	$ 4,546	$ 3,997	$ 4,008	$ 3,775	$ 3,861	$ 5,383	$ 4,794	$ 4,349

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Instrumentation Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Instrument Technician	$ 16,193	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Instrumentation and Control Technician III	$ 14,743	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Instrumentation Technician	$ 14,320	4/1/2020	unknown	unknown
4	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 13,849	7/1/2021	7/1/2022	2.00%
5	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 13,765	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Instrumentation Technician II	$ 13,515	7/2/2021		
7	Eastern Municipal Water District	Controls Technician II	$ 13,245	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Instrument Mechanic	$ 13,135	1/19/2020	6/19/2022	4.00%
9	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 13,126	7/1/2021	unknown	unknown
10	Western Municipal Water District	Operations Technician III- Electrical Services	$ 12,473	7/1/2021	7/1/2022	1.0 - 4.0%
11	Irvine Ranch Water District	Instrumentation Technician	$ 12,382	7/1/2021	7/1/2022	CPI
12	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 12,379	1/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Instrument Technician	$ 12,144	7/1/2021	unknown	unknown
14	City of Garden Grove	Water Production Electrician	$ 11,650	7/1/2021	unknown	unknown
15	City of San Diego	[Instrumentation and Control Technician/ Electronics Technician]	$ 10,571	7/1/2021	7/1/2022	4.00%
16	City of Huntington Beach	Supervisory Control & Data Acquisition (SCADA) Technician	$ 10,494	1/1/2022	unknown	unknown
17	City of Irvine	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,965
% Orange County Sanitation District Above/Below	4.1%
Median of Comparators	$ 13,126
% Orange County Sanitation District Above/Below	2.9%
75th Percentile of Comparators	$ 13,807
% Orange County Sanitation District Above/Below	-2.2%
Orange County Sanitation District Percentile	68
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Information Technology Analyst III						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Programmer Analyst	$ 12,875	4/18/2021	unknown	unknown
2	Las Virgenes Municipal Water District	Network and SCADA Analyst	$ 11,312	1/1/2022	1/1/2023	1.5 - 4%
3	City of Los Angeles Bureau of Sanitation[1]	[Programmer Analyst II / Systems Programmer I]	$ 11,218	1/19/2020	6/19/2022	2.00%
4	Eastern Municipal Water District[1]	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	$ 11,102	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District[1]	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	$ 10,959	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Information Technology Analyst III	$ 10,856	7/2/2021		
7	Los Angeles County Sanitation Districts[1]	[System Analyst II / Programmer Analyst III]	$ 10,354	7/1/2021	unknown	unknown
8	Metropolitan Water District of Southern California[1]	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	$ 10,157	7/1/2021	unknown	unknown
9	City of Irvine	Information Technology Specialist I	$ 10,020	6/25/2021	6/25/2022	1.00%
10	Inland Empire Utilities Agency[2]	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	$ 9,768	7/1/2021	7/1/2022	3.00%
11	Orange County Water District[2]	[Network Administrator/ Programmer Analyst]	$ 9,509	7/1/2021	7/1/2022	2.00%
12	County of Los Angeles, Public Works[1]	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	$ 9,425	7/1/2021	unknown	unknown
13	City of Huntington Beach	Information Technology Analyst III	$ 9,393	1/1/2022	unknown	unknown
14	Western Municipal Water District[2]	[Application Specialist II / Information Technology Specialist II]	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
15	City of San Diego	Information Systems Analyst III	$ 6,660	7/1/2021	unknown	unknown
16	City of Anaheim	N/C				
17	City of Garden Grove	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,092
% Orange County Sanitation District Above/Below	7.0%
Median of Comparators	$ 10,089
% Orange County Sanitation District Above/Below	7.1%
75th Percentile of Comparators	$ 11,066
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	IT Analyst III	Programmer Analyst	N/C	N/C	Information Technology Analyst III	Information Technology Specialist I	[Programmer Analyst II / Systems Programmer I]	Information Systems Analyst III	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	N/C	Network and SCADA Analyst	[System Analyst II / Programmer Analyst III]	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	[Network Administrator/ Programmer Analyst]	[Application Specialist II / Information Technology Specialist II]
	Top Step	$ 10,856	$ 12,875			$ 9,393	$ 10,020	$ 11,218	$ 6,660	$ 9,425	$ 10,959	$ 11,102	$ 9,768		$ 11,312	$ 10,354	$ 10,157	$ 9,509	$ 8,532
Retirement	Retirement Formula	2.5%@55	2%@55			2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55		2%@55	2%@55	2%@55		2.5%@55
	Enhanced Formula Cost	$ 575	$ 386			$ 498	$ 711	$ 337	$ 353		$ 142	$ 588	$ 518		$ 339	$ 311	$ 305		$ 452
	Employee Paid Employer Contribution					$ -94										$ -52			
	Employer Paid Member Contribution	$ 380														$ 725	$ 711		
	EPMC Reported as Special Comp															$ 51	$ 50		
	12 Months Highest Salary		$ 64			$ 56	$ 70	$ 56	$ 40			$ 67	$ 59		$ 57	$ 52	$ 51		$ 51
	Social Security										$ 679		$ 606		$ 701				$ 529
	Deferred Compensation		$ 798			$ 20	$ 200			$ 377		$ 444	$ 54		$ 339		$ 457	$ 163	
	Other Retirement						$ 401		$ 403	$ 1,010		$ 98						$ 1,583	
Insurance	Cafeteria		$ 100						$ 1,792	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998			$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195			$ 133	$ 41	$ 48		$ 57	$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 626	$ 792			$ 903	$ 771	$ 733	$ 564	$ 544	$ 632	$ 1,153	$ 451		$ 609	$ 637	$ 586	$ 603	$ 492
	Holidays	$ 501	$ 644			$ 434	$ 540	$ 604	$ 288	$ 435	$ 632	$ 512	$ 564		$ 522	$ 478	$ 547	$ 402	$ 427
	Admin Leave	$ 209	$ 50				$ 482	$ 216	$ 77								$ 117		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 538																	
	Benefit Package Total	**$ 4,871**	**$ 6,045**	**$ 0**	**$ 0**	**$ 3,709**	**$ 5,508**	**$ 3,845**	**$ 3,516**	**$ 4,733**	**$ 4,591**	**$ 5,144**	**$ 3,940**	**$ 0**	**$ 4,608**	**$ 4,092**	**$ 5,604**	**$ 4,917**	**$ 4,442**

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Information Technology Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Programmer Analyst	$ 18,920	4/18/2021	unknown	unknown
2	Eastern Municipal Water District	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	$ 16,246	12/19/2021	1/1/2023	unknown
3	Las Virgenes Municipal Water District	Network and SCADA Analyst	$ 15,920	1/1/2022	1/1/2023	1.5 - 4%
4	Metropolitan Water District of Southern California	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	$ 15,761	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Information Technology Analyst III	$ 15,726	7/2/2021		
6	East Bay Municipal Utility District	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	$ 15,550	4/1/2020	unknown	unknown
7	City of Irvine	Information Technology Specialist I	$ 15,529	6/25/2021	6/25/2022	1.00%
8	City of Los Angeles Bureau of Sanitation	[Programmer Analyst II / Systems Programmer I]	$ 15,062	1/19/2020	6/19/2022	2.00%
9	Los Angeles County Sanitation Districts	[System Analyst II / Programmer Analyst III]	$ 14,446	7/1/2021	unknown	unknown
10	Orange County Water District	[Network Administrator/ Programmer Analyst]	$ 14,426	7/1/2021	7/1/2022	2.00%
11	County of Los Angeles, Public Works	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	$ 14,158	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	$ 13,708	7/1/2021	7/1/2022	3.00%
13	City of Huntington Beach	Information Technology Analyst III	$ 13,102	1/1/2022	unknown	unknown
14	Western Municipal Water District	[Application Specialist II / Information Technology Specialist II]	$ 12,973	7/1/2021	7/1/2022	1.0 - 4.0%
15	City of San Diego	Information Systems Analyst III	$ 10,176	7/1/2021	unknown	unknown
16	City of Garden Grove	N/C				
17	City of Anaheim	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,713
% Orange County Sanitation District Above/Below	6.4%
Median of Comparators	$ 14,754
% Orange County Sanitation District Above/Below	6.2%
75th Percentile of Comparators	$ 15,708
% Orange County Sanitation District Above/Below	0.1%
Orange County Sanitation District Percentile	76
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Machinist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Machinist	$ 10,379	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Maintenance Machinist	$ 9,926	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Machinist	$ 8,863	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Machinist	$ 8,727	7/2/2021		
5	City of Los Angeles Bureau of Sanitation	Machinist	$ 8,141	1/19/2020	6/19/2022	4.00%
6	Irvine Ranch Water District	Senior Maintenance Mechanic (Millwright/Machinist)	$ 8,132	7/1/2021	7/1/2022	CPI
7	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Machinist	$ 7,951	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
10	Eastern Municipal Water District	Machinist	$ 7,516	12/19/2021	1/1/2023	unknown
11	County of Los Angeles, Public Works	Millwright	$ 7,337	7/1/2021	unknown	unknown
12	City of Anaheim	Skilled Crafts Worker II	$ 5,859	6/25/2021	unknown	unknown
13	City of San Diego	Machinist	$ 5,129	7/1/2021	7/1/2022	4.00%
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,918
% Orange County Sanitation District Above/Below	9.3%
Median of Comparators	$ 8,038
% Orange County Sanitation District Above/Below	7.9%
75th Percentile of Comparators	$ 8,322
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	80
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Machinist	Machinist	Skilled Crafts Worker II	N/C	N/C	N/C	Machinist	Machinist	Millwright	Maintenance Machinist	Machinist	Mechanic II	Senior Maintenance Mechanic (Millwright/Machinist)	N/C	Machinist	Operations and Maintenance Technician IV - Machinist	N/C	Operations Technician III- Mechanical Services
	Top Step	$ 8,727	$ 10,379	$ 5,859				$ 8,141	$ 5,129	$ 7,337	$ 9,926	$ 7,516	$ 7,654	$ 8,132		$ 7,951	$ 8,863		$ 8,124
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55				2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 463	$ 311	$ 416				$ 244	$ 272		$ 129	$ 398	$ 406	$ 431		$ 239	$ 266		$ 431
Retirement	Employee Paid Employer Contribution			$ -234												$ -40			
Retirement	Employer Paid Member Contribution	$ 305														$ 557	$ 620		
Retirement	EPMC Reported as Special Comp															$ 39	$ 43		
Retirement	12 Months Highest Salary		$ 52	$ 41				$ 41	$ 31			$ 45	$ 46	$ 49		$ 40	$ 44		$ 49
Retirement	Social Security										$ 615		$ 475						$ 504
Retirement	Deferred Compensation		$ 644							$ 293		$ 301	$ 54	$ 325			$ 399		
Retirement	Other Retirement								$ 310	$ 787		$ 98							
Insurance	Cafeteria		$ 100						$ 1,813	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56				$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 755	$ 639	$ 366				$ 532	$ 434	$ 423	$ 573	$ 780	$ 353	$ 469		$ 489	$ 511		$ 469
Leaves	Holidays	$ 403	$ 519	$ 225				$ 438	$ 222	$ 339	$ 573	$ 347	$ 486	$ 375		$ 367	$ 477		$ 406
Leaves	Admin Leave		$ 40					$ 157	$ 79								$ 102		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,967	$ 5,515	$ 3,657	$ 0	$ 0	$ 0	$ 3,329	$ 3,160	$ 4,251	$ 4,394	$ 4,251	$ 3,509	$ 3,959	$ 0	$ 3,582	$ 5,244	$ 0	$ 4,349

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Machinist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Machinist	$ 15,894	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Maintenance Machinist	$ 14,320	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Machinist	$ 14,107	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Machinist	$ 12,694	7/2/2021		
5	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 12,473	7/1/2021	7/1/2022	1.0 - 4.0%
6	Irvine Ranch Water District	Senior Maintenance Mechanic (Millwright/Machinist)	$ 12,091	7/1/2021	7/1/2022	CPI
7	Eastern Municipal Water District	Machinist	$ 11,767	12/19/2021	1/1/2023	unknown
8	County of Los Angeles, Public Works	Millwright	$ 11,588	7/1/2021	unknown	unknown
9	Los Angeles County Sanitation Districts	Machinist	$ 11,533	7/1/2021	unknown	unknown
10	City of Los Angeles Bureau of Sanitation	Machinist	$ 11,470	1/19/2020	6/19/2022	4.00%
11	Inland Empire Utilities Agency	Mechanic II	$ 11,163	7/1/2021	7/1/2022	3.00%
12	City of Anaheim	Skilled Crafts Worker II	$ 9,516	6/25/2021	unknown	unknown
13	City of San Diego	Machinist	$ 8,289	7/1/2021	7/1/2022	4.00%
14	Orange County Water District	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,018
% Orange County Sanitation District Above/Below	5.3%
Median of Comparators	$ 11,678
% Orange County Sanitation District Above/Below	8.0%
75th Percentile of Comparators	$ 12,881
% Orange County Sanitation District Above/Below	-1.5%
Orange County Sanitation District Percentile	74
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Maintenance Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Section Manager - Water Treatment / Conveyance and Distribution]	$ 20,427	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District[2]	Manager of Wastewater Treatment	$ 18,986	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District[1]	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	$ 18,905	4/18/2021	unknown	unknown
4	Western Municipal Water District	Deputy Director of Operations	$ 17,564	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Maintenance Manager	$ 16,928	7/2/2021		
6	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 16,706	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Director of Maintenance	$ 16,404	12/19/2021	1/1/2023	unknown
8	Las Virgenes Municipal Water District[3]	Facilities Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation[4]	[Wastewater Treatment Maintenance Manager II / III]	$ 15,064	7/4/2001	6/19/2022	4.00%
10	City of Anaheim[5]	Water Field Operations Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
11	City of Huntington Beach[6]	Utilities Manager	$ 13,756	1/1/2022	unknown	unknown
12	Orange County Water District	Maintenance Manager	$ 13,287	7/1/2021	7/1/2022	2.00%
13	Los Angeles County Sanitation Districts[7]	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	$ 13,151	7/1/2021	unknown	unknown
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,215
% Orange County Sanitation District Above/Below	4.2%
Median of Comparators	$ 15,859
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 17,899
% Orange County Sanitation District Above/Below	-5.7%
Orange County Sanitation District Percentile	66
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - East Bay Municipal Utility District: Manager of Wastewater Treatment oversees wastewater operations and maintenance.
3 - Las Virgenes Municipal Water District: Salary reported is for Facilities Manager that is not an Engineer.
4 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

5 - City of Anaheim: Water Field Operations Manager requires D3 Water Distribution Operator and T3 Water Treatment Operator certificates.
6 - City of Huntington Beach: Utilities Manager manages water production, quality, transmission, and distribution operations and maintenance, as well as wastewater collection systems maintenance; certifications are not required.
7 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Manager	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	Water Field Operations Manager	N/C	Utilities Manager	N/C	[Wastewater Treatment Maintenance Manager II / III]	N/C	N/C	Manager of Wastewater Treatment	Director of Maintenance	Manager of Operations and Maintenance	N/C	Facilities Manager	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	[Section Manager - Water Treatment / Conveyance and Distribution]	Maintenance Manager	Deputy Director of Operations
	Top Step	$ 16,928	$ 18,905	$ 15,017		$ 13,756		$ 15,064			$ 18,986	$ 16,404	$ 16,706		$ 15,314	$ 13,151	$ 20,427	$ 13,287	$ 17,564
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55		2.5%@55		2.16%@55			2.6%@62	2.5%@55	2.5%@55		2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 897	$ 567	$ 1,066		$ 729		$ 452			$ 247	$ 869	$ 885		$ 459	$ 395	$ 613		$ 931
Retirement	Employee Paid Employer Contribution			$ -601		$ -138										$ -66			
Retirement	Employer Paid Member Contribution	$ 592														$ 921	$ 1,430		
Retirement	EPMC Reported as Special Comp															$ 64	$ 100		
Retirement	12 Months Highest Salary		$ 95	$ 105		$ 83		$ 75				$ 98	$ 100		$ 77	$ 66	$ 102		$ 105
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172									$ 656	$ 54		$ 459	$ 395	$ 919	$ 163	$ 351
Retirement	Other Retirement											$ 98						$ 2,212	
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939		$ 1,323		$ 1,448			$ 1,095	$ 1,704	$ 771		$ 825	$ 809	$ 1,178	$ 843	$ 1,013
Leaves	Holidays	$ 781	$ 945	$ 635		$ 635		$ 811			$ 1,095	$ 757	$ 1,221		$ 707	$ 607	$ 1,100	$ 562	$ 878
Leaves	Admin Leave	$ 326	$ 364	$ 116		$ 397		$ 579			$ 511				$ 530		$ 236		$ 338
	Technology Allowance					$ 50						$ 50							
	Auto Allowance					$ 450							$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 6,865	$ 7,942	$ 5,261	$ 0	$ 5,238	$ 0	$ 5,265	$ 0	$ 0	$ 6,213	$ 6,514	$ 5,781	$ 0	$ 5,856	$ 5,532	$ 8,459	$ 5,946	$ 6,867

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Maintenance Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Section Manager - Water Treatment / Conveyance and Distribution]	$ 28,886	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	$ 26,847	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Manager of Wastewater Treatment	$ 25,199	4/1/2020	unknown	unknown
4	Western Municipal Water District	Deputy Director of Operations	$ 24,431	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Maintenance Manager	$ 23,792	7/2/2021		
6	Eastern Municipal Water District	Director of Maintenance	$ 22,919	12/19/2021	1/1/2023	unknown
7	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 22,487	7/1/2021	7/1/2022	3.00%
8	Las Virgenes Municipal Water District	Facilities Manager	$ 21,170	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Maintenance Manager II / III]	$ 20,329	7/4/2001	6/19/2022	4.00%
10	City of Anaheim	Water Field Operations Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
11	Orange County Water District	Maintenance Manager	$ 19,232	7/1/2021	7/1/2022	2.00%
12	City of Huntington Beach	Utilities Manager	$ 18,994	1/1/2022	unknown	unknown
13	Los Angeles County Sanitation Districts	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	$ 18,683	7/1/2021	unknown	unknown
14	Irvine Ranch Water District	N/C				
15	County of Los Angeles, Public Works	N/C				
16	City of Garden Grove	N/C				
17	City of Irvine	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 22,454
% Orange County Sanitation District Above/Below	5.6%
Median of Comparators	$ 21,828
% Orange County Sanitation District Above/Below	8.3%
75th Percentile of Comparators	$ 24,623
% Orange County Sanitation District Above/Below	-3.5%
Orange County Sanitation District Percentile	69
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Maintenance Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District[1]	Maintenance Planner	$ 11,149	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Maintenance Specialist	$ 11,128	7/2/2021		
3	East Bay Municipal Utility District[2]	Construction & Maintenance Scheduler	$ 10,959	4/1/2020	unknown	unknown
4	Inland Empire Utilities Agency[4]	Maintenance Planner/Scheduler	$ 10,257	7/1/2021	7/1/2022	3.00%
5	Orange County Water District	Maintenance Planner Scheduler	$ 9,508	7/1/2021	7/1/2022	2.00%
6	Metropolitan Water District of Southern California	Planner Scheduler	$ 9,107	7/1/2021	unknown	unknown
7	Eastern Municipal Water District[3]	Maintenance and Operations Planner/Scheduler II	$ 8,700	12/19/2021	1/1/2023	unknown
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,947
% Orange County Sanitation District Above/Below	10.6%
Median of Comparators	$ 9,882
% Orange County Sanitation District Above/Below	11.2%
75th Percentile of Comparators	$ 10,783
% Orange County Sanitation District Above/Below	3.1%
Orange County Sanitation District Percentile	98
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: Maintenance Planner requires equivalent to completion to the 12th grade supplemented by specialized coursework and 5 years of experience.
2 - East Bay Municipal Utility District: Construction and Maintenance Scheduler requires any combination of education and experience equivalent to completion of the 12th grade and 2-4 years of experience.
3 - Eastern Municipal Water District: Maintenance and Operations Planner/Scheduler II requires equivalent to completion of the 12th grade and 3 years of experience.
4 - Inland Empire Utilities Agency: Maintenance Planner/Scheduler requires completion of high school or GED equivalent and 5 years of experience; also requires Certified Maintenance Reliability Technician, Maintenance Reliability Professional, or Reliability Leader certification.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Specialist	Maintenance Planner	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Construction & Maintenance Scheduler	Maintenance and Operations Planner/Scheduler II	Maintenance Planner/Scheduler	N/C	N/C	N/C	Planner Scheduler	Maintenance Planner Scheduler	N/C
	Top Step	$ 11,128	$ 11,149								$ 10,959	$ 8,700	$ 10,257				$ 9,107	$ 9,508	
Retirement	Retirement Formula	2.5%@55	2%@55								2.6%@62	2.5%@55	2.5%@55				2%@55		
Retirement	Enhanced Formula Cost	$ 590	$ 334								$ 142	$ 461	$ 544				$ 273		
Retirement	Employee Paid Employer Contribution																		
Retirement	Employer Paid Member Contribution	$ 389															$ 637		
Retirement	EPMC Reported as Special Comp																$ 45		
Retirement	12 Months Highest Salary		$ 56									$ 52	$ 62				$ 46		
Retirement	Social Security										$ 679		$ 636						
Retirement	Deferred Compensation		$ 691									$ 348	$ 54				$ 410	$ 163	
Retirement	Other Retirement											$ 98						$ 1,583	
Insurance	Cafeteria		$ 100										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998								$ 2,194	$ 2,128					$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195								$ 212	$ 134					$ 150	$ 128	
Insurance	Vision	$ 17	$ 18								$ 22	$ 19					$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 642	$ 686								$ 632	$ 903	$ 473				$ 525	$ 603	
Leaves	Holidays	$ 514	$ 557								$ 632	$ 402	$ 651				$ 490	$ 402	
Leaves	Admin Leave	$ 214	$ 43														$ 105		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	$ 4,939	$ 5,678	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,591	$ 4,546	$ 4,109	$ 0	$ 0	$ 0	$ 5,312	$ 4,917	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Maintenance Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District[1]	Maintenance Planner	$ 16,827	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Maintenance Specialist	$ 16,067	7/2/2021		
3	East Bay Municipal Utility District[2]	Construction & Maintenance Scheduler	$ 15,550	4/1/2020	unknown	unknown
4	Orange County Water District	Maintenance Planner Scheduler	$ 14,425	7/1/2021	7/1/2022	2.00%
5	Metropolitan Water District of Southern California	Planner Scheduler	$ 14,419	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency[4]	Maintenance Planner/Scheduler	$ 14,366	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District[3]	Maintenance and Operations Planner/Scheduler II	$ 13,245	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	N/C				
9	Irvine Ranch Water District	N/C				
10	County of Los Angeles, Public Works	N/C				
11	Los Angeles County Sanitation Districts	N/C				
12	City of Huntington Beach	N/C				
13	Western Municipal Water District	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of San Diego	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,805
% Orange County Sanitation District Above/Below	7.9%
Median of Comparators	$ 14,422
% Orange County Sanitation District Above/Below	10.2%
75th Percentile of Comparators	$ 15,269
% Orange County Sanitation District Above/Below	5.0%
Orange County Sanitation District Percentile	88
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Maintenance Superintendent						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Unit Manager - Conveyance and Distribution / Facility Management / Fleet Services]	$ 17,834	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Field Manager	$ 15,967	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Plant Maintenance Superintendent	$ 15,477	4/1/2020	unknown	unknown
4	Eastern Municipal Water District[1]	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	$ 14,170	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Maintenance	$ 13,744	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Maintenance Superintendent	$ 13,556	7/2/2021		
7	Irvine Ranch Water District[1]	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	$ 12,723	7/1/2021	7/1/2022	CPI
8	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Maintenance Manager I	$ 12,015	7/4/2001	6/19/2022	4.00%
9	City of Anaheim[2]	Water Production Superintendent	$ 11,766	12/24/2021	7/8/2022	3.00%
10	City of San Diego	Principal Plant Technician Supervisor	$ 8,891	1/1/2022	7/1/2022	5.00%
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,621
% Orange County Sanitation District Above/Below	-0.5%
Median of Comparators	$ 13,744
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 15,477
% Orange County Sanitation District Above/Below	-14.2%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: Water Production Superintendent requires T2 Water Treatment Operator and a D3 Water Distribution Operator certificates.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Superintendent	N/C	Water Production Superintendent	N/C	N/C	N/C	Wastewater Treatment Maintenance Manager I	Principal Plant Technician Supervisor	N/C	Plant Maintenance Superintendent	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	Deputy Manager of Maintenance	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	N/C	N/C	[Unit Manager - Conveyance and Distribution/ Facility Management/ Fleet Services]	N/C	Operations Field Manager
	Top Step	$ 13,556		$ 11,766				$ 12,015	$ 8,891		$ 15,477	$ 14,170	$ 13,744	$ 12,723			$ 17,834		$ 15,967
Retirement	Retirement Formula	2.5%@55		2.7%@55				2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55			2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 718		$ 835				$ 360	$ 471		$ 201	$ 751	$ 728	$ 674			$ 535		$ 846
Retirement	Employee Paid Employer Contribution			$ -471															
Retirement	Employer Paid Member Contribution	$ 474															$ 1,248		
Retirement	EPMC Reported as Special Comp																$ 87		
Retirement	12 Months Highest Salary			$ 82				$ 60	$ 53			$ 85	$ 82	$ 76			$ 89		$ 96
Retirement	Social Security										$ 760		$ 760						$ 760
Retirement	Deferred Compensation											$ 567	$ 54	$ 509			$ 803		$ 319
Retirement	Other Retirement								537.9055			$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064			$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212	$ 134		$ 128			$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance			$ 158							$ 76		$ 42						
Leaves	Vacation	$ 782		$ 735				$ 1,155	$ 752		$ 893	$ 1,472	$ 634	$ 734			$ 1,029		$ 921
Leaves	Holidays	$ 626		$ 498				$ 647	$ 385		$ 893	$ 654	$ 1,004	$ 587			$ 960		$ 798
Leaves	Admin Leave	$ 261		$ 91				$ 462	$ 137		$ 417						$ 206		$ 307
	Technology Allowance													$ 93					
	Auto Allowance												$ 250						
	Other	$ 646																	
	Benefit Package Total	$ 5,549	$ 0	$ 4,772	$ 0	$ 0	$ 0	$ 4,584	$ 4,170	$ 0	$ 5,668	$ 5,908	$ 5,203	$ 4,891	$ 0	$ 0	$ 7,738	$ 0	$ 6,538

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Maintenance Superintendent						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[4]	[Unit Manager - Conveyance and Distribution/ Facility Management/ Fleet Services]	$ 25,572	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Field Manager	$ 22,505	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Plant Maintenance Superintendent	$ 21,145	4/1/2020	unknown	unknown
4	Eastern Municipal Water District[2]	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	$ 20,078	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Maintenance Superintendent	$ 19,105	7/2/2021		
6	Inland Empire Utilities Agency	Deputy Manager of Maintenance	$ 18,947	7/1/2021	7/1/2022	3.00%
7	Irvine Ranch Water District[3]	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	$ 17,614	7/1/2021	7/1/2022	CPI
8	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Maintenance Manager I	$ 16,598	7/4/2001	6/19/2022	4.00%
9	City of Anaheim[1]	Water Production Superintendent	$ 16,538	12/24/2021	7/8/2022	3.00%
10	City of San Diego	Principal Plant Technician Supervisor	$ 13,061	1/1/2022	7/1/2022	5.00%
11	City of Huntington Beach	N/C				
12	City of Garden Grove	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	Central Contra Costa Sanitary District	N/C				
16	City of Irvine	N/C				
17	Orange County Water District	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,118
% Orange County Sanitation District Above/Below	-0.1%
Median of Comparators	$ 18,947
% Orange County Sanitation District Above/Below	0.8%
75th Percentile of Comparators	$ 21,145
% Orange County Sanitation District Above/Below	-10.7%
Orange County Sanitation District Percentile	52
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Maintenance Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	$ 16,883	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
3	Central Contra Costa Sanitary District[1]	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	$ 12,624	4/18/2021	unknown	unknown
4	Eastern Municipal Water District[1]	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	$ 12,241	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District[1]	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	$ 12,094	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency[1]	[Maintenance Supervisor/ Collection System Supervisor]	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Orange County Sanitation District	Maintenance Supervisor	$ 11,688	7/2/2021		
8	Las Virgenes Municipal Water District[1]	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	$ 11,541	1/1/2022	1/1/2023	1.5 - 4%
9	Orange County Water District[1]	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	$ 10,983	7/1/2021	7/1/2022	2.00%
10	City of Los Angeles Bureau of Sanitation[1]	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	$ 10,951	1/19/2020	6/19/2022	4.00%
11	Los Angeles County Sanitation Districts[1]	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	$ 10,456	7/1/2021	unknown	unknown
12	City of Huntington Beach[4]	Wastewater Supervisor	$ 10,005	1/1/2022	unknown	unknown
13	Irvine Ranch Water District[1]	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	$ 9,970	7/1/2021	7/1/2022	CPI
14	City of Garden Grove[3]	Public Works Supervisor	$ 9,481	7/1/2021	unknown	unknown
15	County of Los Angeles, Public Works[1]	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	$ 9,221	7/1/2021	unknown	unknown
16	City of Anaheim[1,2]	[Operations Supervisor / Water Production Technician Supervisor]	$ 8,362	12/24/2021	7/8/2022	3.00%
17	City of San Diego[1]	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	$ 7,597	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,071
% Orange County Sanitation District Above/Below	5.3%
Median of Comparators	$ 10,967
% Orange County Sanitation District Above/Below	6.2%
75th Percentile of Comparators	$ 12,131
% Orange County Sanitation District Above/Below	-3.8%
Orange County Sanitation District Percentile	63
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: When assigned to Streets and Sanitation, Operations Supervisor requires Grade I Collection System Maintenance certificate. Water Production Technician Supervisor requires Class A driver's license and T2 Water Treatment Operator and D3 Water Distribution Operator certificates.
3 - City of Garden Grove: Public Works Supervisor requires Grade IV Collection System Maintenance certificate when assigned to the wastewater section.
4 - City of Huntington Beach: Wastewater Supervisor requires Grade II Wastewater Collection System certificate.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Supervisor	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	[Operations Supervisor / Water Production Technician Supervisor]	Public Works Supervisor	Wastewater Supervisor	N/C	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	[Maintenance Supervisor/ Collection System Supervisor]	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	Operations Supervisor
	Top Step	$ 11,688	$ 12,624	$ 8,362	$ 9,481	$ 10,005		$ 10,951	$ 7,597	$ 9,221	$ 12,094	$ 12,241	$ 11,873	$ 9,970	$ 11,541	$ 10,456	$ 16,883	$ 10,983	$ 12,853
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 619	$ 379	$ 594	$ 502	$ 530		$ 329	$ 403		$ 157	$ 649	$ 629	$ 528	$ 346	$ 314	$ 506		$ 681
Retirement	Employee Paid Employer Contribution			$ -334		$ -100										$ -52			
Retirement	Employer Paid Member Contribution	$ 409														$ 732	$ 1,182		
Retirement	EPMC Reported as Special Comp															$ 51	$ 83		
Retirement	12 Months Highest Salary		$ 63	$ 59	$ 57	$ 60		$ 55	$ 46			$ 73	$ 71	$ 60	$ 58	$ 52	$ 84		$ 77
Retirement	Social Security										$ 750		$ 736		$ 716				$ 760
Retirement	Deferred Compensation		$ 783							$ 369		$ 490	$ 54	$ 399	$ 346		$ 760	$ 163	$ 257
Retirement	Other Retirement								$ 460	$ 989		$ 98						$ 1,829	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,833	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance			$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 674	$ 777	$ 523	$ 547	$ 962		$ 716	$ 643	$ 532	$ 698	$ 1,271	$ 548	$ 575	$ 621	$ 643	$ 974	$ 697	$ 742
Leaves	Holidays	$ 539	$ 631	$ 354	$ 570	$ 462		$ 590	$ 329	$ 426	$ 698	$ 565	$ 776	$ 460	$ 533	$ 483	$ 909	$ 465	$ 643
Leaves	Admin Leave	$ 225	$ 146	$ 64	$ 182	$ 289		$ 211	$ 117		$ 326						$ 195		$ 247
	Technology Allowance					$ 50								$ 93					
	Auto Allowance					$ 450													
	Other	$ 572																	
	Benefit Package Total	$ 5,079	$ 6,209	$ 4,260	$ 3,508	$ 4,412	$ 0	$ 3,798	$ 3,830	$ 4,725	$ 5,133	$ 5,428	$ 4,505	$ 4,332	$ 4,660	$ 4,114	$ 7,474	$ 5,318	$ 5,897

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Maintenance Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	$ 24,357	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	$ 18,833	4/18/2021	unknown	unknown
3	Western Municipal Water District	Operations Supervisor	$ 18,749	7/1/2021	7/1/2022	1.0 - 4.0%
4	Eastern Municipal Water District	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	$ 17,668	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	$ 17,227	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Maintenance Supervisor	$ 16,767	7/2/2021		
7	Inland Empire Utilities Agency	[Maintenance Supervisor/ Collection System Supervisor]	$ 16,378	7/1/2021	7/1/2022	3.00%
8	Orange County Water District	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	$ 16,301	7/1/2021	7/1/2022	2.00%
9	Las Virgenes Municipal Water District	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	$ 16,201	1/1/2022	1/1/2023	1.5 - 4%
10	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	$ 14,750	1/19/2020	6/19/2022	4.00%
11	Los Angeles County Sanitation Districts	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	$ 14,570	7/1/2021	unknown	unknown
12	City of Huntington Beach	Wastewater Supervisor	$ 14,417	1/1/2022	unknown	unknown
13	Irvine Ranch Water District	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	$ 14,302	7/1/2021	7/1/2022	CPI
14	County of Los Angeles, Public Works	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	$ 13,946	7/1/2021	unknown	unknown
15	City of Garden Grove	Public Works Supervisor	$ 12,989	7/1/2021	unknown	unknown
16	City of Anaheim	[Operations Supervisor / Water Production Technician Supervisor]	$ 12,621	12/24/2021	7/8/2022	3.00%
17	City of San Diego	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	$ 11,427	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,921
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 15,475
% Orange County Sanitation District Above/Below	7.7%
75th Percentile of Comparators	$ 17,337
% Orange County Sanitation District Above/Below	-3.4%
Orange County Sanitation District Percentile	70
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Materials Management Clerk						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District[1]	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
2	Central Contra Costa Sanitary District	Materials Coordinator	$ 7,977	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Materials Specialist	$ 7,571	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Storekeeper	$ 7,053	1/1/2021	unknown	unknown
5	Metropolitan Water District of Southern California	Storekeeper II	$ 6,543	7/1/2021	unknown	unknown
6	City of Garden Grove	Storekeeper	$ 6,433	7/1/2021	unknown	unknown
7	City of Huntington Beach	Warehousekeeper	$ 6,393	1/1/2022	unknown	unknown
8	Irvine Ranch Water District	Material Control Clerk II	$ 6,229	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Storekeeper II	$ 6,181	12/19/2021	1/1/2023	unknown
10	County of Los Angeles, Public Works	Warehouse Manager	$ 6,122	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Warehouse Technician	$ 5,998	7/1/2021	7/1/2022	3.00%
12	City of Los Angeles Bureau of Sanitation	Storekeeper II	$ 5,979	1/19/2020	6/19/2022	4.00%
13	Orange County Sanitation District	Materials Management Clerk	$ 5,803	7/2/2021		
14	Orange County Water District	Warehouse Technician	$ 5,559	7/1/2021	7/1/2022	2.00%
15	Los Angeles County Sanitation Districts	Stock Clerk	$ 5,547	7/1/2021	unknown	unknown
16	City of Anaheim	Senior Storekeeper	$ 5,458	6/25/2021	unknown	unknown
17	City of San Diego	Storekeeper II	$ 4,244	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,338
% Orange County Sanitation District Above/Below	-9.2%
Median of Comparators	$ 6,205
% Orange County Sanitation District Above/Below	-6.9%
75th Percentile of Comparators	$ 6,670
% Orange County Sanitation District Above/Below	-14.9%
Orange County Sanitation District Percentile	24
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Western Municipal Water District: Some positions perform maintenance, welding, fabrication, and machining of equipment. Some positions in this class are also assigned to the warehouse function.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Materials Management Clerk	Materials Coordinator	Senior Storekeeper	Storekeeper	Warehousekeeper	N/C	Storekeeper II	Storekeeper II	Warehouse Manager	Materials Specialist	Storekeeper II	Warehouse Technician	Material Control Clerk II	Storekeeper	Stock Clerk	Storekeeper II	Warehouse Technician	Operations Technician III-Mechanical Services
	Top Step	$ 5,803	$ 7,977	$ 5,458	$ 6,433	$ 6,393		$ 5,979	$ 4,244	$ 6,122	$ 7,571	$ 6,181	$ 5,998	$ 6,229	$ 7,053	$ 5,547	$ 6,543	$ 5,559	$ 8,124
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 308	$ 239	$ 388	$ 341	$ 339		$ 179	$ 225		$ 98	$ 328	$ 318	$ 330	$ 212	$ 166	$ 196		$ 431
Retirement	Employee Paid Employer Contribution			$ -218		$ -64										$ -28			
Retirement	Employer Paid Member Contribution	$ 203														$ 388	$ 458		
Retirement	EPMC Reported as Special Comp															$ 27	$ 32		
Retirement	12 Months Highest Salary		$ 40	$ 38	$ 39	$ 38		$ 30	$ 25			$ 37	$ 36	$ 37	$ 35	$ 28	$ 33		$ 49
Retirement	Social Security										$ 469		$ 372		$ 437				$ 504
Retirement	Deferred Compensation		$ 495			$ 20				$ 245		$ 247	$ 54	$ 249	$ 40		$ 294	$ 163	
Retirement	Other Retirement								$ 257	$ 656		$ 98						$ 926	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 335	$ 491	$ 341	$ 371	$ 615		$ 391	$ 359	$ 353	$ 437	$ 642	$ 277	$ 359	$ 380	$ 341	$ 377	$ 353	$ 469
Leaves	Holidays	$ 268	$ 399	$ 210	$ 387	$ 295		$ 322	$ 184	$ 283	$ 437	$ 285	$ 381	$ 287	$ 326	$ 256	$ 352	$ 235	$ 406
Leaves	Admin Leave	$ 14	$ 31					$ 115	$ 65								$ 76		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,168	$ 5,005	$ 3,601	$ 2,787	$ 3,135	$ 0	$ 2,954	$ 2,949	$ 3,904	$ 3,946	$ 3,919	$ 3,127	$ 3,573	$ 3,470	$ 3,070	$ 4,600	$ 3,841	$ 4,349

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Materials Management Clerk						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Materials Coordinator	$ 12,982	4/18/2021	unknown	unknown
2	Western Municipal Water District[1]	Operations Technician III- Mechanical Services	$ 12,473	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Materials Specialist	$ 11,517	4/1/2020	unknown	unknown
4	Metropolitan Water District of Southern California	Storekeeper II	$ 11,143	7/1/2021	unknown	unknown
5	Las Virgenes Municipal Water District	Storekeeper	$ 10,522	1/1/2021	unknown	unknown
6	Eastern Municipal Water District	Storekeeper II	$ 10,100	12/19/2021	1/1/2023	unknown
7	County of Los Angeles, Public Works	Warehouse Manager	$ 10,026	7/1/2021	unknown	unknown
8	Irvine Ranch Water District	Material Control Clerk II	$ 9,802	7/1/2021	7/1/2022	CPI
9	City of Huntington Beach	Warehousekeeper	$ 9,527	1/1/2022	unknown	unknown
10	Orange County Water District	Warehouse Technician	$ 9,400	7/1/2021	7/1/2022	2.00%
11	City of Garden Grove	Storekeeper	$ 9,220	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	Warehouse Technician	$ 9,125	7/1/2021	7/1/2022	3.00%
13	City of Anaheim	Senior Storekeeper	$ 9,060	6/25/2021	unknown	unknown
14	Orange County Sanitation District	Materials Management Clerk	$ 8,971	7/2/2021		
15	City of Los Angeles Bureau of Sanitation	Storekeeper II	$ 8,932	1/19/2020	6/19/2022	4.00%
16	Los Angeles County Sanitation Districts	Stock Clerk	$ 8,617	7/1/2021	unknown	unknown
17	City of San Diego	Storekeeper II	$ 7,193	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 9,977
% Orange County Sanitation District Above/Below	-11.2%
Median of Comparators	$ 9,665
% Orange County Sanitation District Above/Below	-7.7%
75th Percentile of Comparators	$ 10,677
% Orange County Sanitation District Above/Below	-19.0%
Orange County Sanitation District Percentile	15
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Mobile Crane Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Equipment Operator	$ 9,440	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Crane Operator	$ 8,994	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Equipment Operator	$ 8,975	1/19/2020	6/19/2022	4.00%
4	Inland Empire Utilities Agency	Mechanic III	$ 8,861	7/1/2021	7/1/2022	3.00%
5	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Equipment Operator	$ 8,609	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Mobile Crane Operator	$ 8,519	7/2/2021		
7	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Crane Operator	$ 8,069	7/1/2021	unknown	unknown
9	Irvine Ranch Water District[4]	Water Maintenance Technician III	$ 7,901	7/1/2021	7/1/2022	CPI
10	Eastern Municipal Water District	Crane Operator	$ 7,516	12/19/2021	1/1/2023	unknown
11	Orange County Water District	Heavy Equipment Operator	$ 7,450	7/1/2021	7/1/2022	2.00%
12	City of Irvine	Equipment Operator II	$ 6,836	6/25/2021	6/25/2022	1.00%
13	City of Garden Grove[1]	Heavy Equipment Operator	$ 6,829	7/1/2021	unknown	unknown
14	County of Los Angeles, Public Works	Heavy Power Equipment Operator	$ 6,823	7/1/2021	unknown	unknown
15	City of Huntington Beach[2,3]	[Wastewater Equipment Operator/ Water Equipment Operator]	$ 6,786	1/1/2022	unknown	unknown
16	City of San Diego	Equipment Operator III	$ 4,795	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,734
% Orange County Sanitation District Above/Below	9.2%
Median of Comparators	$ 7,901
% Orange County Sanitation District Above/Below	7.3%
75th Percentile of Comparators	$ 8,735
% Orange County Sanitation District Above/Below	-2.5%
Orange County Sanitation District Percentile	70
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Heavy Equipment Operator requires Grade II Collection System Maintenance certificates when assigned to wastewater division; requires Class A Driver's License.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - City of Huntington Beach: Wastewater Equipment Operator requires Class A driver's license and Grade I Wastewater Collection System Maintenance certificate. Water Equipment Operator requires Class A driver's license and D2 Water Distribution Operator certificate.
4 - Irvine Ranch Water District: Water Maintenance Technician III requires D3 Water Distribution Operator certificate.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Mobile Crane Operator	Construction Equipment Operator	N/C	Heavy Equipment Operator	[Wastewater Equipment Operator/ Water Equipment Operator]	Equipment Operator II	Equipment Operator	Equipment Operator III	Heavy Power Equipment Operator	Crane Operator	Crane Operator	Mechanic III	Water Maintenance Technician III	N/C	Crane Operator	Operations and Maintenance Technician IV - Equipment Operator	Heavy Equipment Operator	Operations Technician III- Mechanical Services
	Top Step	$ 8,519	$ 9,440		$ 6,829	$ 6,786	$ 6,836	$ 8,975	$ 4,795	$ 6,823	$ 8,994	$ 7,516	$ 8,861	$ 7,901		$ 8,069	$ 8,609	$ 7,450	$ 8,124
Retirement	Retirement Formula	2.5%@55	2%@55		2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 452	$ 283		$ 362	$ 360	$ 485	$ 269	$ 254		$ 117	$ 398	$ 470	$ 419		$ 242	$ 258		$ 431
Retirement	Employee Paid Employer Contribution					$ -68										$ -40			
Retirement	Employer Paid Member Contribution	$ 298														$ 565	$ 603		
Retirement	EPMC Reported as Special Comp															$ 40	$ 42		
Retirement	12 Months Highest Salary		$ 47		$ 41	$ 41	$ 48	$ 45	$ 29			$ 45	$ 53	$ 47		$ 40	$ 43		$ 49
Retirement	Social Security										$ 558		$ 549						$ 504
Retirement	Deferred Compensation		$ 585			$ 20	$ 137			$ 273		$ 301	$ 54	$ 316			$ 387	$ 163	
Retirement	Other Retirement						$ 342		$ 290	$ 731		$ 98						$ 1,240	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998			$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195			$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 737	$ 581		$ 394	$ 653	$ 394	$ 587	$ 406	$ 394	$ 519	$ 780	$ 409	$ 456		$ 497	$ 497	$ 473	$ 469
Leaves	Holidays	$ 393	$ 472		$ 410	$ 313	$ 368	$ 483	$ 207	$ 315	$ 519	$ 347	$ 562	$ 365		$ 372	$ 464	$ 315	$ 406
Leaves	Admin Leave		$ 36				$ 263	$ 173	$ 74								$ 99		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,921	$ 5,315	$ 0	$ 2,857	$ 3,210	$ 4,371	$ 3,456	$ 3,072	$ 4,080	$ 4,217	$ 4,251	$ 3,787	$ 3,912	$ 0	$ 3,607	$ 5,174	$ 4,357	$ 4,349

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Mobile Crane Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Equipment Operator	$ 14,755	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Equipment Operator	$ 13,783	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Crane Operator	$ 13,211	4/1/2020	unknown	unknown
4	Inland Empire Utilities Agency	Mechanic III	$ 12,648	7/1/2021	7/1/2022	3.00%
5	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 12,473	7/1/2021	7/1/2022	1.0 - 4.0%
6	Orange County Sanitation District	Mobile Crane Operator	$ 12,440	7/2/2021		
7	City of Los Angeles Bureau of Sanitation	Equipment Operator	$ 12,431	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	Water Maintenance Technician III	$ 11,813	7/1/2021	7/1/2022	CPI
9	Orange County Water District	Heavy Equipment Operator	$ 11,807	7/1/2021	7/1/2022	2.00%
10	Eastern Municipal Water District	Crane Operator	$ 11,767	12/19/2021	1/1/2023	unknown
11	Los Angeles County Sanitation Districts	Crane Operator	$ 11,676	7/1/2021	unknown	unknown
12	City of Irvine	Equipment Operator II	$ 11,207	6/25/2021	6/25/2022	1.00%
13	County of Los Angeles, Public Works	Heavy Power Equipment Operator	$ 10,903	7/1/2021	unknown	unknown
14	City of Huntington Beach	[Wastewater Equipment Operator/ Water Equipment Operator]	$ 9,996	1/1/2022	unknown	unknown
15	City of Garden Grove	Heavy Equipment Operator	$ 9,686	7/1/2021	unknown	unknown
16	City of San Diego	Equipment Operator III	$ 7,867	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,735
% Orange County Sanitation District Above/Below	5.7%
Median of Comparators	$ 11,807
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 12,560
% Orange County Sanitation District Above/Below	-1.0%
Orange County Sanitation District Percentile	66
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Operations Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[5]	Section Manager - Water Treatment	$ 20,427	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	JWPCP Manager	$ 19,064	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District[3]	Manager of Wastewater Treatment	$ 18,986	4/1/2020	unknown	unknown
4	Central Contra Costa Sanitary District	Plant Operations Division Manager	$ 18,905	4/18/2021	unknown	unknown
5	Western Municipal Water District	Deputy Director of Operations	$ 17,564	7/1/2021	7/1/2022	1.0 - 4.0%
6	Eastern Municipal Water District[4]	Director of Water Reclamation	$ 17,222	12/19/2021	1/1/2023	unknown
7	Orange County Sanitation District	Operations Manager	$ 16,928	7/2/2021		
8	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 16,706	7/1/2021	7/1/2022	3.00%
9	Las Virgenes Municipal Water District	Water Reclamation Manager	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
10	City of Los Angeles Bureau of Sanitation	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	$ 15,064	7/4/2001	6/19/2022	4.00%
11	City of Anaheim[1]	Water Field Operations Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
12	City of Huntington Beach[2]	Utilities Manager	$ 13,756	1/1/2022	unknown	unknown
13	Orange County Water District	Operations Manager	$ 13,287	7/1/2021	7/1/2022	2.00%
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,882
% Orange County Sanitation District Above/Below	0.3%
Median of Comparators	$ 16,964
% Orange County Sanitation District Above/Below	-0.2%
75th Percentile of Comparators	$ 18,926
% Orange County Sanitation District Above/Below	-11.8%
Orange County Sanitation District Percentile	49
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Anaheim: Water Field Operations Manager requires D3 Water Distribution Operator and T3 Water Treatment Operator certificates.
2 - City of Huntington Beach: Utilities Manager manages water production, quality, transmission, and distribution operations and maintenance, as well as wastewater collection systems maintenance; certifications are not required.
3 - East Bay Municipal Utility District: Manager of Wastewater Treatment oversees wastewater operations and maintenance.
4 - Eastern Municipal Water District: Oversees wastewater operations and maintenance.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Operations Manager	Plant Operations Division Manager	Water Field Operations Manager	N/C	Utilities Manager	N/C	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	N/C	N/C	Manager of Wastewater Treatment	Director of Water Reclamation	Manager of Operations and Maintenance	N/C	Water Reclamation Manager	JWPCP Manager	Section Manager - Water Treatment	Operations Manager	Deputy Director of Operations
	Top Step	$ 16,928	$ 18,905	$ 15,017		$ 13,756		$ 15,064			$ 18,986	$ 17,222	$ 16,706		$ 16,581	$ 19,064	$ 20,427	$ 13,287	$ 17,564
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55		2.5%@55		2.16%@55			2.6%@62	2.5%@55	2.5%@55		2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 897	$ 567	$ 1,066		$ 729		$ 452			$ 247	$ 913	$ 885		$ 497	$ 572	$ 613		$ 931
Retirement	Employee Paid Employer Contribution			$ -601		$ -138										$ -95			
Retirement	Employer Paid Member Contribution	$ 592														$ 1,334	$ 1,430		
Retirement	EPMC Reported as Special Comp															$ 93	$ 100		
Retirement	12 Months Highest Salary		$ 95	$ 105		$ 83		$ 75				$ 103	$ 100		$ 83	$ 95	$ 102		$ 105
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172									$ 689	$ 54		$ 497	$ 572	$ 919	$ 163	$ 351
Retirement	Other Retirement											$ 98						$ 2,212	
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939		$ 1,323		$ 1,448			$ 1,095	$ 1,788	$ 771		$ 893	$ 1,173	$ 1,178	$ 843	$ 1,013
Leaves	Holidays	$ 781	$ 945	$ 635		$ 635		$ 811			$ 1,095	$ 795	$ 1,221		$ 765	$ 880	$ 1,100	$ 562	$ 878
Leaves	Admin Leave	$ 326	$ 364	$ 116		$ 397		$ 579			$ 511				$ 574		$ 236		$ 338
	Technology Allowance					$ 50						$ 50							
	Auto Allowance					$ 450							$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 6,865	$ 7,942	$ 5,261	$ 0	$ 5,238	$ 0	$ 5,265	$ 0	$ 0	$ 6,213	$ 6,718	$ 5,781	$ 0	$ 6,109	$ 6,966	$ 8,459	$ 5,946	$ 6,867

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Operations Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Treatment	$ 28,886	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Plant Operations Division Manager	$ 26,847	4/18/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	JWPCP Manager	$ 26,030	7/1/2021	unknown	unknown
4	East Bay Municipal Utility District	Manager of Wastewater Treatment	$ 25,199	4/1/2020	unknown	unknown
5	Western Municipal Water District	Deputy Director of Operations	$ 24,431	7/1/2021	7/1/2022	1.0 - 4.0%
6	Eastern Municipal Water District	Director of Water Reclamation	$ 23,940	12/19/2021	1/1/2023	unknown
7	Orange County Sanitation District	Operations Manager	$ 23,792	7/2/2021		
8	Las Virgenes Municipal Water District	Water Reclamation Manager	$ 22,690	1/1/2022	1/1/2023	1.5 - 4%
9	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 22,487	7/1/2021	7/1/2022	3.00%
10	City of Los Angeles Bureau of Sanitation	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	$ 20,329	7/4/2001	6/19/2022	4.00%
11	City of Anaheim	Water Field Operations Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
12	Orange County Water District	Operations Manager	$ 19,232	7/1/2021	7/1/2022	2.00%
13	City of Huntington Beach	Utilities Manager	$ 18,994	1/1/2022	unknown	unknown
14	County of Los Angeles, Public Works	N/C				
15	Irvine Ranch Water District	N/C				
16	City of Irvine	N/C				
17	City of San Diego	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 23,279
% Orange County Sanitation District Above/Below	2.2%
Median of Comparators	$ 23,315
% Orange County Sanitation District Above/Below	2.0%
75th Percentile of Comparators	$ 25,407
% Orange County Sanitation District Above/Below	-6.8%
Orange County Sanitation District Percentile	53
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Operations Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Operations Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
2	East Bay Municipal Utility District	Wastewater Shift Supervisor	$ 12,708	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Shift Superintendent of Wastewater Treatment II	$ 12,672	1/19/2020	6/19/2022	4.00%
4	Central Contra Costa Sanitary District	Shift Supervisor	$ 12,624	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Operations Supervisor	$ 12,281	7/2/2021		
6	Inland Empire Utilities Agency	Operations Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Chief Water Reclamation Plant Operator	$ 11,656	1/1/2022	1/1/2023	1.5 - 4%
8	Los Angeles County Sanitation Districts	Supervisor of Treatment Plant Operations	$ 10,718	7/1/2021	unknown	unknown
9	Eastern Municipal Water District[1]	Water Reclamation Plant Shift Supervisor	$ 10,573	12/19/2021	1/1/2023	unknown
10	Irvine Ranch Water District	Operations Supervisor	$ 10,270	7/1/2021	7/1/2022	CPI
11	Orange County Water District	Operations Shift Supervisor (Grade IV)	$ 9,508	7/1/2021	7/1/2022	2.00%
12	City of San Diego	Senior Wastewater Operations Supervisor	$ 8,750	1/1/2022	7/1/2022	5.00%
13	City of Anaheim	N/C				
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,291
% Orange County Sanitation District Above/Below	8.1%
Median of Comparators	$ 11,656
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 12,648
% Orange County Sanitation District Above/Below	-3.0%
Orange County Sanitation District Percentile	65
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Eastern Municipal Water District: Water Reclamation Plant Shift Supervisor requires a Grade III Wastewater Treatment Plant Operator certificate.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Operations Supervisor	Shift Supervisor	N/C	N/C	N/C	N/C	Shift Superintendent of Wastewater Treatment II	Senior Wastewater Operations Supervisor	N/C	Wastewater Shift Supervisor	Water Reclamation Plant Shift Supervisor	Operations Supervisor	Operations Supervisor	Chief Water Reclamation Plant Operator	Supervisor of Treatment Plant Operations	N/C	Operations Shift Supervisor (Grade IV)	Operations Supervisor
	Top Step	$ 12,281	$ 12,624					$ 12,672	$ 8,750		$ 12,708	$ 10,573	$ 11,873	$ 10,270	$ 11,656	$ 10,718		$ 9,508	$ 12,853
Retirement	Retirement Formula	2.5%@55	2%@55					2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55			2.5%@55
Retirement	Enhanced Formula Cost	$ 651	$ 379					$ 380	$ 464		$ 165	$ 560	$ 629	$ 544	$ 350	$ 322			$ 681
Retirement	Employee Paid Employer Contribution															$ -54			
Retirement	Employer Paid Member Contribution	$ 430														$ 750			
Retirement	EPMC Reported as Special Comp															$ 53			
Retirement	12 Months Highest Salary		$ 63					$ 63	$ 53			$ 63	$ 71	$ 62	$ 58	$ 54			$ 77
Retirement	Social Security										$ 760		$ 736		$ 723				$ 760
Retirement	Deferred Compensation		$ 783									$ 423	$ 54	$ 411	$ 350			$ 163	$ 257
Retirement	Other Retirement								529.375			$ 98						$ 1,583	
Insurance	Cafeteria		$ 220						$ 1,833				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759		$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48			$ 212	$ 134		$ 128	$ 175	$ 132		$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5			$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 709	$ 777					$ 829	$ 740		$ 733	$ 1,098	$ 548	$ 593	$ 628	$ 660		$ 603	$ 742
Leaves	Holidays	$ 567	$ 631					$ 682	$ 379		$ 733	$ 488	$ 776	$ 474	$ 538	$ 495		$ 402	$ 643
Leaves	Admin Leave	$ 236	$ 146					$ 244	$ 135										$ 247
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 5,228	$ 6,209	$ 0	$ 0	$ 0	$ 0	$ 4,097	$ 4,133	$ 0	$ 4,896	$ 5,012	$ 4,505	$ 4,393	$ 4,686	$ 4,170	$ 0	$ 4,917	$ 5,897

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Operations Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Shift Supervisor	$ 18,833	4/18/2021	unknown	unknown
2	Western Municipal Water District	Operations Supervisor	$ 18,749	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Wastewater Shift Supervisor	$ 17,604	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Operations Supervisor	$ 17,509	7/2/2021		
5	City of Los Angeles Bureau of Sanitation	Shift Superintendent of Wastewater Treatment II	$ 16,769	1/19/2020	6/19/2022	4.00%
6	Inland Empire Utilities Agency	Operations Supervisor	$ 16,378	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Chief Water Reclamation Plant Operator	$ 16,342	1/1/2022	1/1/2023	1.5 - 4%
8	Eastern Municipal Water District	Water Reclamation Plant Shift Supervisor	$ 15,586	12/19/2021	1/1/2023	unknown
9	Los Angeles County Sanitation Districts	Supervisor of Treatment Plant Operations	$ 14,888	7/1/2021	unknown	unknown
10	Irvine Ranch Water District	Operations Supervisor	$ 14,663	7/1/2021	7/1/2022	CPI
11	Orange County Water District	Operations Shift Supervisor (Grade IV)	$ 14,425	7/1/2021	7/1/2022	2.00%
12	City of San Diego	Senior Wastewater Operations Supervisor	$ 12,883	1/1/2022	7/1/2022	5.00%
13	City of Anaheim	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Metropolitan Water District of Southern California	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,102
% Orange County Sanitation District Above/Below	8.0%
Median of Comparators	$ 16,342
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 17,186
% Orange County Sanitation District Above/Below	1.8%
Orange County Sanitation District Percentile	79
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Payroll Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Payroll Technician	$ 8,395	7/2/2021		
2	Las Virgenes Municipal Water District	Accounting Technician-Payroll	$ 8,188	1/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Accounting Technician	$ 7,950	4/1/2020	unknown	unknown
4	City of Irvine	Payroll Specialist	$ 7,883	6/25/2021	6/25/2022	1.00%
5	Western Municipal Water District	Human Resources Specialist II	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
6	Metropolitan Water District of Southern California	Accounting Technician II	$ 7,107	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Accounting Technician II	$ 6,613	7/1/2021	7/1/2022	3.00%
8	City of Huntington Beach	Senior Payroll Technician	$ 6,587	1/1/2022	unknown	unknown
9	Eastern Municipal Water District	Finance Technician II	$ 6,181	12/19/2021	1/1/2023	unknown
10	City of Anaheim	Payroll Technician	$ 6,041	6/25/2021	unknown	unknown
11	County of Los Angeles, Public Works	Payroll Clerk II	$ 5,294	7/1/2021	unknown	unknown
12	City of San Diego	Payroll Specialist II	$ 4,491	1/1/2022	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Irvine Ranch Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,734
% Orange County Sanitation District Above/Below	19.8%
Median of Comparators	$ 6,613
% Orange County Sanitation District Above/Below	21.2%
75th Percentile of Comparators	$ 7,810
% Orange County Sanitation District Above/Below	7.0%
Orange County Sanitation District Percentile	103
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Payroll Technician	N/C	Payroll Technician	N/C	Senior Payroll Technician	Payroll Specialist	N/C	Payroll Specialist II	Payroll Clerk II	Accounting Technician	Finance Technician II	Accounting Technician II	N/C	Accounting Technician-Payroll	N/C	Accounting Technician II	N/C	Human Resources Specialist II
	Top Step	$ 8,395		$ 6,041		$ 6,587	$ 7,883		$ 4,491	$ 5,294	$ 7,950	$ 6,181	$ 6,613		$ 8,188		$ 7,107		$ 7,738
Retirement	Retirement Formula	2.5%@55		2.7%@55		2.5%@55	2.7%@55		2.5%@55		2.6%@62	2.5%@55	2.5%@55		2%@55		2%@55		2.5%@55
	Enhanced Formula Cost	$ 445		$ 429		$ 349	$ 560		$ 238		$ 103	$ 328	$ 350		$ 246		$ 213		$ 410
	Employee Paid Employer Contribution			$ -242		$ -66													
	Employer Paid Member Contribution	$ 294															$ 497		
	EPMC Reported as Special Comp																$ 35		
	12 Months Highest Salary			$ 42		$ 40	$ 55		$ 27			$ 37	$ 40		$ 41		$ 36		$ 46
	Social Security										$ 493		$ 410		$ 508				$ 480
	Deferred Compensation					$ 20	$ 315			$ 212		$ 247	$ 54		$ 40		$ 320		$ 155
	Other Retirement						$ 237		$ 272	$ 568		$ 98							
Insurance	Cafeteria								$ 1,833	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128			$ 1,860		$ 2,619		
	Dental	$ 111		$ 56		$ 133	$ 41			$ 57	$ 212	$ 134			$ 175		$ 150		
	Vision	$ 17				$ 22	$ 7				$ 22	$ 19			$ 5		$ 12		
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 484		$ 378		$ 633	$ 606		$ 380	$ 305	$ 459	$ 642	$ 305		$ 441		$ 410		$ 446
	Holidays	$ 387		$ 232		$ 304	$ 424		$ 194	$ 244	$ 459	$ 285	$ 420		$ 378		$ 383		$ 387
	Admin Leave	$ 20					$ 303		$ 69								$ 82		$ 119
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,671	$ 0	$ 3,682	$ 0	$ 3,172	$ 4,834	$ 0	$ 3,013	$ 3,696	$ 4,018	$ 3,919	$ 3,269	$ 0	$ 3,693	$ 0	$ 4,756	$ 0	$ 4,534

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Payroll Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Irvine	Payroll Specialist	$ 12,717	6/25/2021	6/25/2022	1.00%
2	Western Municipal Water District	Human Resources Specialist II	$ 12,271	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Payroll Technician	$ 12,066	7/2/2021		
4	East Bay Municipal Utility District	Accounting Technician	$ 11,968	4/1/2020	unknown	unknown
5	Las Virgenes Municipal Water District	Accounting Technician-Payroll	$ 11,881	1/1/2021	unknown	unknown
6	Metropolitan Water District of Southern California	Accounting Technician II	$ 11,863	7/1/2021	unknown	unknown
7	Eastern Municipal Water District	Finance Technician II	$ 10,100	12/19/2021	1/1/2023	unknown
8	Inland Empire Utilities Agency	Accounting Technician II	$ 9,882	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Senior Payroll Technician	$ 9,759	1/1/2022	unknown	unknown
10	City of Anaheim	Payroll Technician	$ 9,723	6/25/2021	unknown	unknown
11	County of Los Angeles, Public Works	Payroll Clerk II	$ 8,990	7/1/2021	unknown	unknown
12	City of San Diego	Payroll Specialist II	$ 7,504	1/1/2022	7/1/2022	5.00%
13	City of Garden Grove	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Central Contra Costa Sanitary District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,605
% Orange County Sanitation District Above/Below	12.1%
Median of Comparators	$ 10,100
% Orange County Sanitation District Above/Below	16.3%
75th Percentile of Comparators	$ 11,925
% Orange County Sanitation District Above/Below	1.2%
Orange County Sanitation District Percentile	83
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Planner/Scheduler						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Planner/Scheduler	$ 11,128	7/2/2021		
2	County of Los Angeles, Public Works	Departmental Facilities Planner	$ 9,926	7/1/2021	unknown	unknown
3	City of Anaheim[1]	Water Maintenance Scheduler	$ 9,219	12/24/2021	7/8/2022	3.00%
4	Central Contra Costa Sanitary District	N/C				
5	City of Garden Grove	N/C				
6	City of Huntington Beach	N/C				
7	City of Irvine	N/C				
8	City of Los Angeles Bureau of Sanitation	N/C				
9	City of San Diego	N/C				
10	East Bay Municipal Utility District	N/C				
11	Eastern Municipal Water District	N/C				
12	Inland Empire Utilities Agency	N/C				
13	Irvine Ranch Water District	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Los Angeles County Sanitation Districts	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	2

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Anaheim: Water Maintenance Scheduler is a supervisory classification.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Planner/ Scheduler	N/C	Water Maintenance Scheduler	N/C	N/C	N/C	N/C	N/C	Departmental Facilities Planner	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	$ 11,128		$ 9,219						$ 9,926									
Retirement	Retirement Formula	2.5%@55		2.7%@55															
Retirement	Enhanced Formula Cost	$ 590		$ 655															
Retirement	Employee Paid Employer Contribution			$ -369															
Retirement	Employer Paid Member Contribution	$ 389																	
Retirement	EPMC Reported as Special Comp																		
Retirement	12 Months Highest Salary			$ 65															
Retirement	Social Security																		
Retirement	Deferred Compensation									$ 397									
Retirement	Other Retirement									$ 1,064									
Insurance	Cafeteria									$ 2,235									
Insurance	Health	$ 1,913		$ 2,787															
Insurance	Dental	$ 111		$ 56						$ 57									
Insurance	Vision	$ 17																	
Insurance	Other Insurance			$ 158						$ 75									
Leaves	Vacation	$ 642		$ 576						$ 573									
Leaves	Holidays	$ 514		$ 390						$ 458									
Leaves	Admin Leave	$ 214		$ 71															
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	$ 4,939	$ 0	$ 4,389	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,859	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Planner/Scheduler						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Planner/Scheduler	$ 16,067	7/2/2021		
2	County of Los Angeles, Public Works	Departmental Facilities Planner	$ 14,785	7/1/2021	unknown	unknown
3	City of Anaheim	Water Maintenance Scheduler	$ 13,607	12/24/2021	7/8/2022	3.00%
4	Western Municipal Water District	N/C				
5	East Bay Municipal Utility District	N/C				
6	Los Angeles County Sanitation Districts	N/C				
7	City of Huntington Beach	N/C				
8	City of Los Angeles Bureau of Sanitation	N/C				
9	City of Irvine	N/C				
10	City of Garden Grove	N/C				
11	Irvine Ranch Water District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	Orange County Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Eastern Municipal Water District	N/C				
17	City of San Diego	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	2

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Power Plant Operator II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Hydroelectric Specialist I / II]	$ 9,647	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Power Plant Mechanic/Operator	$ 9,449	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Power Plant Operator II	$ 9,400	7/2/2021		
4	City of Anaheim	Utilities Generation Technician	$ 8,998	9/3/2021	7/8/2022	1.50%
5	Los Angeles County Sanitation Districts	Power Plant Operator II	$ 8,776	7/1/2021	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	Diesel Plant Operator	$ 8,105	1/19/2020	6/19/2022	4.00%
7	Inland Empire Utilities Agency	Industrial Engine Technician I	$ 8,037	7/1/2021	7/1/2022	3.00%
8	City of San Diego	Power Plant Operator	$ 6,608	7/1/2021	7/1/2022	4.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,517
% Orange County Sanitation District Above/Below	9.4%
Median of Comparators	$ 8,776
% Orange County Sanitation District Above/Below	6.6%
75th Percentile of Comparators	$ 9,223
% Orange County Sanitation District Above/Below	1.9%
Orange County Sanitation District Percentile	82
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Power Plant Operator II	N/C	Utilities Generation Technician	N/C	N/C	N/C	Diesel Plant Operator	Power Plant Operator	N/C	Power Plant Mechanic/Operator	N/C	Industrial Engine Technician I	N/C	N/C	Power Plant Operator II	[Hydroelectric Specialist I / II]	N/C	N/C
	Top Step	$ 9,400		$ 8,998				$ 8,105	$ 6,608		$ 9,449		$ 8,037			$ 8,776	$ 9,647		
Retirement	Retirement Formula	2.5%@55		2.7%@55				2.16%@55	2.5%@55		2.6%@62		2.5%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 498		$ 639				$ 243	$ 350		$ 123		$ 426			$ 263	$ 289		
Retirement	Employee Paid Employer Contribution			$ -360												$ -44			
Retirement	Employer Paid Member Contribution	$ 329														$ 614	$ 675		
Retirement	EPMC Reported as Special Comp															$ 43	$ 47		
Retirement	12 Months Highest Salary			$ 63				$ 41	$ 40				$ 48			$ 44	$ 48		
Retirement	Social Security										$ 586		$ 498						
Retirement	Deferred Compensation												$ 54				$ 434		
Retirement	Other Retirement								399.784										
Insurance	Cafeteria								$ 1,813				$ 1,648						
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194					$ 1,759	$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212					$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22						$ 12		
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 813		$ 562				$ 530	$ 559		$ 545		$ 371			$ 540	$ 557		
Leaves	Holidays	$ 434		$ 346				$ 436	$ 286		$ 545		$ 510			$ 405	$ 519		
Leaves	Admin Leave							$ 156	$ 102								$ 111		
	Technology Allowance																		
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,115	$ 0	$ 4,093	$ 0	$ 0	$ 0	$ 3,305	$ 3,549	$ 0	$ 4,304	$ 0	$ 3,597	$ 0	$ 0	$ 3,757	$ 5,462	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Power Plant Operator II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Hydroelectric Specialist I / II]	$ 15,109	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Power Plant Mechanic/Operator	$ 13,753	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Power Plant Operator II	$ 13,515	7/2/2021		
4	City of Anaheim	Utilities Generation Technician	$ 13,091	9/3/2021	7/8/2022	1.50%
5	Los Angeles County Sanitation Districts	Power Plant Operator II	$ 12,533	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency	Industrial Engine Technician I	$ 11,634	7/1/2021	7/1/2022	3.00%
7	City of Los Angeles Bureau of Sanitation	Diesel Plant Operator	$ 11,410	1/19/2020	6/19/2022	4.00%
8	City of San Diego	Power Plant Operator	$ 10,157	7/1/2021	7/1/2022	4.00%
9	City of Irvine	N/C				
10	Irvine Ranch Water District	N/C				
11	County of Los Angeles, Public Works	N/C				
12	City of Huntington Beach	N/C				
13	Eastern Municipal Water District	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,527
% Orange County Sanitation District Above/Below	7.3%
Median of Comparators	$ 12,533
% Orange County Sanitation District Above/Below	7.3%
75th Percentile of Comparators	$ 13,422
% Orange County Sanitation District Above/Below	0.7%
Orange County Sanitation District Percentile	77
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Principal Information Technology Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	$ 13,629	7/1/2021	unknown	unknown
2	Orange County Water District[1]	[Principal Network Administrator/ Principal Programmer/Analyst]	$ 13,287	7/1/2021	7/1/2022	2.00%
3	Orange County Sanitation District	Principal Information Technology Analyst	$ 13,224	7/2/2021		
4	Eastern Municipal Water District	Senior Information Systems Engineer	$ 12,853	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Principal Technology Analyst	$ 12,821	1/1/2022	1/1/2023	1.5 - 4%
6	East Bay Municipal Utility District[1]	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	$ 12,393	4/1/2020	unknown	unknown
7	City of Irvine	Information Technology Specialist III	$ 12,123	6/25/2021	6/25/2022	1.00%
8	County of Los Angeles, Public Works[1]	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	$ 11,795	7/1/2021	unknown	unknown
9	Los Angeles County Sanitation Districts[1]	[Senior Programmer Analyst / Senior Systems Analyst]	$ 11,713	7/1/2021	unknown	unknown
10	City of Huntington Beach	Senior Information Technology Analyst	$ 11,499	1/1/2022	unknown	unknown
11	City of San Diego	Systems Administrator III	$ 8,670	7/1/2021	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	N/C				
13	Irvine Ranch Water District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,078
% Orange County Sanitation District Above/Below	8.7%
Median of Comparators	$ 12,258
% Orange County Sanitation District Above/Below	7.3%
75th Percentile of Comparators	$ 12,845
% Orange County Sanitation District Above/Below	2.9%
Orange County Sanitation District Percentile	87
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Principal Information Technology Analyst	N/C	N/C	N/C	Senior Information Technology Analyst	Information Technology Specialist III	N/C	Systems Administrator III	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	Senior Information Systems Engineer	N/C	N/C	Principal Technology Analyst	[Senior Programmer Analyst / Senior Systems Analyst]	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	[Principal Network Administrator/ Principal Programmer/Analyst]	N/C
	Top Step	$ 13,224				$ 11,499	$ 12,123		$ 8,670	$ 11,795	$ 12,393	$ 12,853			$ 12,821	$ 11,713	$ 13,629	$ 13,287	
Retirement	Retirement Formula	2.5%@55				2.5%@55	2.7%@55		2.5%@55		2.6%@62	2.5%@55			2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 701				$ 609	$ 861		$ 460		$ 161	$ 681			$ 385	$ 351	$ 409		
Retirement	Employee Paid Employer Contribution					$ -115										$ -59			
Retirement	Employer Paid Member Contribution	$ 463														$ 820	$ 954		
Retirement	EPMC Reported as Special Comp															$ 57	$ 67		
Retirement	12 Months Highest Salary					$ 69	$ 85		$ 52			$ 77			$ 64	$ 59	$ 68		
Retirement	Social Security										$ 760				$ 760				
Retirement	Deferred Compensation						$ 242			$ 472		$ 514			$ 385		$ 613	$ 163	
Retirement	Other Retirement						$ 485		$ 525	$ 1,264		$ 98						$ 2,212	
Insurance	Cafeteria								$ 1,792	$ 2,005									
Insurance	Health	$ 1,913				$ 1,547	$ 2,286				$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111				$ 116	$ 41				$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 18	$ 7				$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance					$ 29				$ 75	$ 76								
Leaves	Vacation	$ 763				$ 1,106	$ 933		$ 734	$ 454	$ 715	$ 1,335			$ 690	$ 721	$ 786	$ 843	
Leaves	Holidays	$ 610				$ 531	$ 653		$ 375	$ 544	$ 715	$ 593			$ 592	$ 541	$ 734	$ 562	
Leaves	Admin Leave	$ 254				$ 332	$ 699		$ 100								$ 157		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 633																	
	Benefit Package Total	**$ 5,465**	**$ 0**	**$ 0**	**$ 0**	**$ 4,291**	**$ 6,291**	**$ 0**	**$ 4,037**	**$ 4,815**	**$ 4,855**	**$ 5,580**	**$ 0**	**$ 0**	**$ 4,915**	**$ 4,381**	**$ 6,569**	**$ 5,946**	**$ 0**

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Principal Information Technology Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	$ 20,198	7/1/2021	unknown	unknown
2	Orange County Water District	[Principal Network Administrator/ Principal Programmer/Analyst]	$ 19,232	7/1/2021	7/1/2022	2.00%
3	Orange County Sanitation District	Principal Information Technology Analyst	$ 18,689	7/2/2021		
4	Eastern Municipal Water District	Senior Information Systems Engineer	$ 18,433	12/19/2021	1/1/2023	unknown
5	City of Irvine	Information Technology Specialist III	$ 18,414	6/25/2021	6/25/2022	1.00%
6	Las Virgenes Municipal Water District	Principal Technology Analyst	$ 17,736	1/1/2022	1/1/2023	1.5 - 4%
7	East Bay Municipal Utility District	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	$ 17,248	4/1/2020	unknown	unknown
8	County of Los Angeles, Public Works	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	$ 16,610	7/1/2021	unknown	unknown
9	Los Angeles County Sanitation Districts	[Senior Programmer Analyst / Senior Systems Analyst]	$ 16,094	7/1/2021	unknown	unknown
10	City of Huntington Beach	Senior Information Technology Analyst	$ 15,790	1/1/2022	unknown	unknown
11	City of San Diego	Systems Administrator III	$ 12,707	7/1/2021	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	N/C				
13	Irvine Ranch Water District	N/C				
14	Central Contra Costa Sanitary District	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 17,246
% Orange County Sanitation District Above/Below	7.7%
Median of Comparators	$ 17,492
% Orange County Sanitation District Above/Below	6.4%
75th Percentile of Comparators	$ 18,428
% Orange County Sanitation District Above/Below	1.4%
Orange County Sanitation District Percentile	81
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Purchasing and Contracts Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Purchasing	$ 18,065	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Purchasing and Contracts Manager	$ 16,928	7/2/2021		
3	City of Los Angeles Bureau of Sanitation	Supply Services Manager II	$ 15,857	7/4/2001	6/19/2022	4.00%
4	Inland Empire Utilities Agency	Manager of Contracts and Procurement	$ 15,153	7/1/2021	7/1/2022	3.00%
5	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	Purchasing and Materials Manager	$ 14,411	4/18/2021	unknown	unknown
7	Orange County Water District	Purchasing Manager	$ 13,287	7/1/2021	7/1/2022	Unknown
8	Irvine Ranch Water District[1]	Manager of Risk and Contracts Administration/ Purchasing Manager]	$ 12,723	7/1/2021	7/1/2022	CPI
9	City of Anaheim	Purchasing Agent	$ 12,354	12/24/2021	7/8/2022	3.00%
10	Los Angeles County Sanitation Districts	Purchasing Manager	$ 12,154	7/1/2021	unknown	unknown
11	City of San Diego[2]	Program Manager - Purchasing and Contracts	$ 10,369	7/1/2021	unknown	unknown
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,897
% Orange County Sanitation District Above/Below	17.9%
Median of Comparators	$ 13,849
% Orange County Sanitation District Above/Below	18.2%
75th Percentile of Comparators	$ 15,014
% Orange County Sanitation District Above/Below	11.3%
Orange County Sanitation District Percentile	94
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Purchasing and Contracts Manager	Purchasing and Materials Manager	Purchasing Agent	N/C	N/C	N/C	Supply Services Manager II	Program Manager - Purchasing and Contracts	Chief, Administrative Operations, Public Works	Manager of Purchasing	N/C	Manager of Contracts and Procurement	Manager of Risk and Contracts Administration/ Purchasing Manager]	N/C	Purchasing Manager	N/C	Purchasing Manager	N/C
	Top Step	$ 16,928	$ 14,411	$ 12,354				$ 15,857	$ 10,369	$ 14,597	$ 18,065		$ 15,153	$ 12,723		$ 12,154		$ 13,287	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55				2.16%@55	2.5%@55		2.6%@62		2.5%@55	2.5%@55		2%@55			
	Enhanced Formula Cost	$ 897	$ 432	$ 877				$ 476	$ 550		$ 235		$ 803	$ 674		$ 365			
	Employee Paid Employer Contribution			$ -494												$ -61			
	Employer Paid Member Contribution	$ 592														$ 851			
	EPMC Reported as Special Comp															$ 60			
	12 Months Highest Salary		$ 72	$ 86				$ 79	$ 62				$ 91	$ 76		$ 61			
	Social Security										$ 760		$ 760						
	Deferred Compensation	$ 200	$ 893							$ 584			$ 54	$ 509		$ 365		$ 163	
	Other Retirement								$ 627	$ 1,565								$ 2,212	
Insurance	Cafeteria		$ 425						$ 1,792	$ 2,481			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194			$ 2,064		$ 1,759		$ 2,019	
	Dental	$ 111	$ 195	$ 56				$ 48			$ 212			$ 128		$ 132		$ 128	
	Vision	$ 17	$ 18					$ 9			$ 22			$ 24				$ 19	
	Other Insurance	$ 100		$ 158						$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 887	$ 772				$ 915	$ 877	$ 561	$ 1,042		$ 699	$ 734		$ 748		$ 843	
	Holidays	$ 781	$ 721	$ 523				$ 854	$ 449	$ 674	$ 1,042		$ 1,107	$ 587		$ 561		$ 562	
	Admin Leave	$ 326	$ 277	$ 95				$ 610	$ 120		$ 486								
	Technology Allowance													$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 6,865	$ 6,918	$ 4,860	$ 0	$ 0	$ 0	$ 4,832	$ 4,476	$ 5,940	$ 6,070	$ 0	$ 5,504	$ 4,891	$ 0	$ 5,290	$ 0	$ 5,946	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Purchasing and Contracts Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Purchasing	$ 24,135	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Purchasing and Contracts Manager	$ 23,792	7/2/2021		
3	Central Contra Costa Sanitary District	Purchasing and Materials Manager	$ 21,329	4/18/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Supply Services Manager II	$ 20,689	7/4/2001	6/19/2022	4.00%
5	Inland Empire Utilities Agency	Manager of Contracts and Procurement	$ 20,657	7/1/2021	7/1/2022	3.00%
6	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,537	7/1/2021	unknown	unknown
7	Orange County Water District	Purchasing Manager	$ 19,232	7/1/2021	7/1/2022	Unknown
8	Irvine Ranch Water District	Manager of Risk and Contracts Administration/ Purchasing Manager]	$ 17,614	7/1/2021	7/1/2022	CPI
9	Los Angeles County Sanitation Districts	Purchasing Manager	$ 17,444	7/1/2021	unknown	unknown
10	City of Anaheim	Purchasing Agent	$ 17,215	12/24/2021	7/8/2022	3.00%
11	City of San Diego	Program Manager - Purchasing and Contracts	$ 14,845	7/1/2021	unknown	unknown
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	Western Municipal Water District	N/C				
15	City of Huntington Beach	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Eastern Municipal Water District	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,370
% Orange County Sanitation District Above/Below	18.6%
Median of Comparators	$ 19,885
% Orange County Sanitation District Above/Below	16.4%
75th Percentile of Comparators	$ 20,681
% Orange County Sanitation District Above/Below	13.1%
Orange County Sanitation District Percentile	99
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Purchasing Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Supervisor of Purchasing	$ 14,023	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Team Manager - Procurement	$ 14,002	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Purchasing Supervisor	$ 12,901	7/2/2021		
4	Eastern Municipal Water District	Purchasing Manager	$ 12,241	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Purchasing Supervisor	$ 11,312	1/1/2022	1/1/2023	1.5 - 4%
7	City of Garden Grove	Purchasing Agent	$ 11,007	7/1/2021	unknown	unknown
8	City of San Diego	Supervising Procurement Contracting Officer	$ 10,681	7/1/2021	7/1/2022	5.00%
9	City of Los Angeles Bureau of Sanitation	Procurement Supervisor	$ 10,673	1/19/2020	6/19/2022	2.00%
10	City of Anaheim	Assistant Purchasing Agent	$ 9,680	12/24/2021	7/8/2022	3.00%
11	Irvine Ranch Water District	Purchasing Supervisor	$ 9,475	7/1/2021	7/1/2022	CPI
12	Los Angeles County Sanitation Districts	Supervisor of Purchasing	$ 9,130	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Supervisor, Material and Supply Operations	$ 7,681	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,981
% Orange County Sanitation District Above/Below	14.9%
Median of Comparators	$ 10,844
% Orange County Sanitation District Above/Below	15.9%
75th Percentile of Comparators	$ 11,965
% Orange County Sanitation District Above/Below	7.3%
Orange County Sanitation District Percentile	85
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Purchasing Supervisor	N/C	Assistant Purchasing Agent	Purchasing Agent	N/C	N/C	Procurement Supervisor	Supervising Procurement Contracting Officer	Supervisor, Material and Supply Operations	Supervisor of Purchasing	Purchasing Manager	Contracts and Procurement Supervisor	Purchasing Supervisor	Purchasing Supervisor	Supervisor of Purchasing	Team Manager - Procurement	N/C	N/C
	Top Step	$ 12,901		$ 9,680	$ 11,007			$ 10,673	$ 10,681	$ 7,681	$ 14,023	$ 12,241	$ 11,873	$ 9,475	$ 11,312	$ 9,130	$ 14,002		
Retirement	Retirement Formula	2.5%@55		2.7%@55	2.5%@55			2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 684		$ 687	$ 583			$ 320	$ 566		$ 182	$ 649	$ 629	$ 502	$ 339	$ 274	$ 420		
Retirement	Employee Paid Employer Contribution			$ -387												$ -46			
Retirement	Employer Paid Member Contribution	$ 452														$ 639	$ 980		
Retirement	EPMC Reported as Special Comp															$ 45	$ 69		
Retirement	12 Months Highest Salary			$ 68	$ 66			$ 53	$ 64			$ 73	$ 71	$ 57	$ 57	$ 46	$ 70		
Retirement	Social Security										$ 760		$ 736		$ 701				
Retirement	Deferred Compensation									$ 307		$ 490	$ 54	$ 379	$ 339		$ 630		
Retirement	Other Retirement								$ 646	$ 823		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,306			$ 1,648						
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
Insurance	Other Insurance			$ 158						$ 75	$ 76		$ 42						
Leaves	Vacation	$ 744		$ 605	$ 635			$ 698	$ 904	$ 295	$ 809	$ 1,271	$ 548	$ 547	$ 609	$ 562	$ 808		
Leaves	Holidays	$ 595		$ 410	$ 661			$ 575	$ 462	$ 355	$ 809	$ 565	$ 776	$ 437	$ 522	$ 421	$ 754		
Leaves	Admin Leave	$ 248		$ 74	$ 212			$ 205	$ 164		$ 378						$ 162		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 620																	
	Benefit Package Total	$ 5,384	$ 0	$ 4,458	$ 3,808	$ 0	$ 0	$ 3,750	$ 4,640	$ 3,161	$ 5,442	$ 5,428	$ 4,505	$ 4,232	$ 4,608	$ 3,832	$ 6,673	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Purchasing Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Procurement	$ 20,675	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Supervisor of Purchasing	$ 19,465	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Purchasing Supervisor	$ 18,285	7/2/2021		
4	Eastern Municipal Water District	Purchasing Manager	$ 17,668	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 16,378	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Purchasing Supervisor	$ 15,920	1/1/2022	1/1/2023	1.5 - 4%
7	City of Garden Grove	Purchasing Agent	$ 14,815	7/1/2021	unknown	unknown
8	City of San Diego	Supervising Procurement Contracting Officer	$ 15,321	7/1/2021	7/1/2022	5.00%
9	City of Los Angeles Bureau of Sanitation	Procurement Supervisor	$ 14,423	1/19/2020	6/19/2022	2.00%
10	City of Anaheim	Assistant Purchasing Agent	$ 14,138	12/24/2021	7/8/2022	3.00%
11	Irvine Ranch Water District	Purchasing Supervisor	$ 13,707	7/1/2021	7/1/2022	CPI
12	Los Angeles County Sanitation Districts	Supervisor of Purchasing	$ 12,962	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Supervisor, Material and Supply Operations	$ 10,843	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Irvine	N/C				
16	Orange County Water District	N/C				
17	City of Huntington Beach	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,526
% Orange County Sanitation District Above/Below	15.1%
Median of Comparators	$ 15,068
% Orange County Sanitation District Above/Below	17.6%
75th Percentile of Comparators	$ 16,701
% Orange County Sanitation District Above/Below	8.7%
Orange County Sanitation District Percentile	85
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Regulatory Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Legislative Representative	$ 13,444	unknown	unknown	unknown
2	Orange County Water District	Legislative Affairs Liaison	$ 12,079	7/1/2021	7/1/2022	Unknown
3	Metropolitan Water District of Southern California	Environmental Specialist	$ 11,931	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Regulatory Specialist	$ 11,688	7/2/2021		
5	Eastern Municipal Water District	Legislative Analyst II	$ 11,655	12/19/2021	1/1/2023	unknown
6	County of Los Angeles, Public Works	Management Specialist II, Public Works	$ 10,847	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Regulatory Compliance Administrator	$ 9,840	7/1/2021	7/1/2022	CPI
8	Los Angeles County Sanitation Districts	Legislative Analyst III	$ 9,427	7/1/2021	unknown	unknown
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,318
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 11,655
% Orange County Sanitation District Above/Below	0.3%
75th Percentile of Comparators	$ 12,005
% Orange County Sanitation District Above/Below	-2.7%
Orange County Sanitation District Percentile	52
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Regulatory Specialist	N/C	N/C	N/C	N/C	N/C	Legislative Representative	N/C	Management Specialist II, Public Works	N/C	Legislative Analyst II	N/C	Regulatory Compliance Administrator	N/C	Legislative Analyst III	Environmental Specialist	Legislative Affairs Liaison	N/C
	Top Step	$ 11,688						$ 13,444		$ 10,847		$ 11,655		$ 9,840		$ 9,427	$ 11,931	$ 12,079	
Retirement	Retirement Formula	2.5%@55						2.16%@55				2.5%@55		2.5%@55		2%@55	2%@55		
	Enhanced Formula Cost	$ 619						$ 403				$ 618		$ 522		$ 283	$ 358		
	Employee Paid Employer Contribution															$ -47			
	Employer Paid Member Contribution	$ 409														$ 660	$ 835		
	EPMC Reported as Special Comp															$ 46	$ 58		
	12 Months Highest Salary							$ 67				$ 70		$ 59		$ 47	$ 60		
	Social Security																		
	Deferred Compensation									$ 434		$ 466		$ 394			$ 537	$ 163	
	Other Retirement									$ 1,163		$ 98						$ 2,011	
Insurance	Cafeteria									$ 1,844									
	Health	$ 1,913						$ 1,841				$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111						$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	$ 17						$ 9				$ 19		$ 24			$ 12	$ 19	
	Other Insurance									$ 75									
Leaves	Vacation	$ 674						$ 1,293		$ 417		$ 1,210		$ 568		$ 580	$ 688	$ 767	
	Holidays	$ 539						$ 724		$ 501		$ 538		$ 454		$ 435	$ 642	$ 511	
	Admin Leave	$ 225						$ 517									$ 138		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 572																	
	Benefit Package Total	**$ 5,079**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 4,903**	**$ 0**	**$ 4,433**	**$ 0**	**$ 5,282**	**$ 0**	**$ 4,306**	**$ 0**	**$ 3,895**	**$ 6,097**	**$ 5,617**	**$ 0**

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Regulatory Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Legislative Representative	$ 18,347	unknown	unknown	unknown
2	Metropolitan Water District of Southern California	Environmental Specialist	$ 18,028	7/1/2021	unknown	unknown
3	Orange County Water District	Legislative Affairs Liaison	$ 17,696	7/1/2021	7/1/2022	Unknown
4	Eastern Municipal Water District	Legislative Analyst II	$ 16,937	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Regulatory Specialist	$ 16,767	7/2/2021		
6	County of Los Angeles, Public Works	Management Specialist II, Public Works	$ 15,280	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Regulatory Compliance Administrator	$ 14,146	7/1/2021	7/1/2022	CPI
8	Los Angeles County Sanitation Districts	Legislative Analyst III	$ 13,322	7/1/2021	unknown	unknown
9	City of Anaheim	N/C				
10	East Bay Municipal Utility District	N/C				
11	City of San Diego	N/C				
12	City of Huntington Beach	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,251
% Orange County Sanitation District Above/Below	3.1%
Median of Comparators	$ 16,937
% Orange County Sanitation District Above/Below	-1.0%
75th Percentile of Comparators	$ 17,862
% Orange County Sanitation District Above/Below	-6.5%
Orange County Sanitation District Percentile	48
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Reliability Maintenance Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Reliability Maintenance Technician	$ 10,376	7/2/2021		
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Mechanical	$ 8,863	7/1/2021	unknown	unknown
3	Irvine Ranch Water District	Senior Maintenance Mechanic (Reliability Maintenance)	$ 8,132	7/1/2021	7/1/2022	CPI
4	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 7,947	1/1/2021	unknown	unknown
5	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
6	Central Contra Costa Sanitary District	N/C				
7	City of Anaheim	N/C				
8	City of Garden Grove	N/C				
9	City of Huntington Beach	N/C				
10	City of Irvine	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	City of San Diego	N/C				
13	County of Los Angeles, Public Works	N/C				
14	East Bay Municipal Utility District	N/C				
15	Eastern Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,149
% Orange County Sanitation District Above/Below	21.5%
Median of Comparators	$ 8,040
% Orange County Sanitation District Above/Below	22.5%
75th Percentile of Comparators	$ 8,315
% Orange County Sanitation District Above/Below	19.9%
Orange County Sanitation District Percentile	117
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Reliability Maintenance Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Mechanic II	Senior Maintenance Mechanic (Reliability Maintenance)	Maintenance Mechanic II	N/C	Operations and Maintenance Technician IV - Mechanical	N/C	N/C
	Top Step	$ 10,376											$ 7,654	$ 8,132	$ 7,947		$ 8,863		
Retirement	Retirement Formula	2.5%@55											2.5%@55	2.5%@55	2%@55		2%@55		
Retirement	Enhanced Formula Cost	$ 550											$ 406	$ 431	$ 238		$ 266		
Retirement	Employee Paid Employer Contribution																		
Retirement	Employer Paid Member Contribution	$ 363															$ 620		
Retirement	EPMC Reported as Special Comp																$ 43		
Retirement	12 Months Highest Salary												$ 46	$ 49	$ 40		$ 44		
Retirement	Social Security												$ 475		$ 493				
Retirement	Deferred Compensation												$ 54	$ 325	$ 40		$ 399		
Retirement	Other Retirement																		
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913												$ 2,064	$ 1,860		$ 2,619		
Insurance	Dental	$ 111												$ 128	$ 175		$ 150		
Insurance	Vision	$ 17												$ 24	$ 5		$ 12		
Insurance	Other Insurance												$ 42						
Leaves	Vacation	$ 898											$ 353	$ 469	$ 428		$ 511		
Leaves	Holidays	$ 479											$ 486	$ 375	$ 367		$ 477		
Leaves	Admin Leave																$ 102		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,331	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,509	$ 3,959	$ 3,646	$ 0	$ 5,244	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Reliability Maintenance Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Reliability Maintenance Technician	$ 14,706	7/2/2021		
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Mechanical	$ 14,107	7/1/2021	unknown	unknown
3	Irvine Ranch Water District	Senior Maintenance Mechanic (Reliability Maintenance)	$ 12,091	7/1/2021	7/1/2022	CPI
4	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 11,593	1/1/2021	unknown	unknown
5	Inland Empire Utilities Agency	Mechanic II	$ 11,163	7/1/2021	7/1/2022	3.00%
6	City of Irvine	N/C				
7	East Bay Municipal Utility District	N/C				
8	County of Los Angeles, Public Works	N/C				
9	Los Angeles County Sanitation Districts	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	Eastern Municipal Water District	N/C				
13	City of Garden Grove	N/C				
14	Western Municipal Water District	N/C				
15	City of San Diego	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,239
% Orange County Sanitation District Above/Below	16.8%
Median of Comparators	$ 11,842
% Orange County Sanitation District Above/Below	19.5%
75th Percentile of Comparators	$ 12,595
% Orange County Sanitation District Above/Below	14.4%
Orange County Sanitation District Percentile	104
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Safety and Health Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	$ 16,014	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Safety and Health Supervisor	$ 14,246	7/2/2021		
3	City of Los Angeles Bureau of Sanitation[1]	[Safety Administrator / Emergency Management Coordinator II]	$ 13,990	7/4/2001	6/19/2022	4.00%
4	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	$ 13,784	7/1/2021	unknown	unknown
5	Orange County Water District	Risk and Safety Manager	$ 13,287	7/1/2021	7/1/2022	Unknown
6	Central Contra Costa Sanitary District	Environment, Health and Safety Program Administrator	$ 12,331	4/18/2021	unknown	unknown
7	Inland Empire Utilities Agency	Safety Officer	$ 11,873	7/1/2021	7/1/2022	3.00%
8	Irvine Ranch Water District	Safety Manager	$ 11,820	7/1/2021	7/1/2022	CPI
9	City of Anaheim	Safety Manager	$ 11,766	12/24/2021	7/8/2022	3.00%
10	Eastern Municipal Water District	[Safety and Emergency Management Officer / Director of Safety, Risk and Emergency Management]	$ 13,753	12/19/2021	1/1/2023	unknown
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	East Bay Municipal Utility District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,180
% Orange County Sanitation District Above/Below	7.5%
Median of Comparators	$ 13,287
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 13,784
% Orange County Sanitation District Above/Below	3.2%
Orange County Sanitation District Percentile	89
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Safety and Health Supervisor	Environment, Health and Safety Program Administrator	Safety Manager	N/C	N/C	N/C	[Safety Administrator / Emergency Management Coordinator II]	N/C	N/C	N/C	[Safety and Emergency Management Officer/ Director of Safety, Risk and Emergency Management]	Safety Officer	Safety Manager	N/C	Environmental Health and Safety Supervisor	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	Risk and Safety Manager	N/C
	Top Step	$ 14,246	$ 12,331	$ 11,766				$ 13,990				$ 13,753	$ 11,873	$ 11,820		$ 13,784	$ 16,014	$ 13,287	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55				2.16%@55				2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 755	$ 370	$ 835				$ 420				$ 729	$ 629	$ 626		$ 414	$ 480		
Retirement	Employee Paid Employer Contribution			$ -471												$ -69			
Retirement	Employer Paid Member Contribution	$ 499														$ 965	$ 1,121		
Retirement	EPMC Reported as Special Comp															$ 68	$ 78		
Retirement	12 Months Highest Salary		$ 62	$ 82				$ 70				$ 83	$ 71	$ 71		$ 69	$ 80		
Retirement	Social Security												$ 736						
Retirement	Deferred Compensation		$ 765									$ 550	$ 54	$ 473			$ 721	$ 163	
Retirement	Other Retirement											$ 98						$ 2,212	
Insurance	Cafeteria		$ 220										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841				$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9				$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance			$ 158									$ 42						
Leaves	Vacation	$ 822	$ 759	$ 735				$ 1,345				$ 1,428	$ 548	$ 682		$ 848	$ 924	$ 843	
Leaves	Holidays	$ 658	$ 617	$ 498				$ 753				$ 635	$ 776	$ 546		$ 636	$ 862	$ 562	
Leaves	Admin Leave	$ 274	$ 142	$ 91				$ 538									$ 185		
	Technology Allowance											$ 50		$ 93					
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 5,722	$ 6,144	$ 4,772	$ 0	$ 0	$ 0	$ 5,025	$ 0	$ 0	$ 0	$ 5,854	$ 4,505	$ 4,707	$ 0	$ 4,822	$ 7,232	$ 5,946	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Safety and Health Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	$ 23,246	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Safety and Health Supervisor	$ 19,968	7/2/2021		
3	Eastern Municipal Water District	[Safety and Emergency Management Officer/ Director of Safety, Risk and Emergency Management]	$ 19,607	12/19/2021	1/1/2023	unknown
4	Orange County Water District	Risk and Safety Manager	$ 19,232	7/1/2021	7/1/2022	Unknown
5	City of Los Angeles Bureau of Sanitation	[Safety Administrator / Emergency Management Coordinator II]	$ 19,015	7/4/2001	6/19/2022	4.00%
6	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	$ 18,606	7/1/2021	unknown	unknown
7	Central Contra Costa Sanitary District	Environment, Health and Safety Program Administrator	$ 18,475	4/18/2021	unknown	unknown
8	City of Anaheim	Safety Manager	$ 16,538	12/24/2021	7/8/2022	3.00%
9	Irvine Ranch Water District	Safety Manager	$ 16,527	7/1/2021	7/1/2022	CPI
10	Inland Empire Utilities Agency	Safety Officer	$ 16,378	7/1/2021	7/1/2022	3.00%
11	Las Virgenes Municipal Water District	N/C				
12	Western Municipal Water District	N/C				
13	City of Garden Grove	N/C				
14	City of Irvine	N/C				
15	City of Huntington Beach	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	East Bay Municipal Utility District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,625
% Orange County Sanitation District Above/Below	6.7%
Median of Comparators	$ 18,606
% Orange County Sanitation District Above/Below	6.8%
75th Percentile of Comparators	$ 19,232
% Orange County Sanitation District Above/Below	3.7%
Orange County Sanitation District Percentile	89
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Scientist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	$ 13,629	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Scientist	$ 11,688	7/2/2021		
3	Los Angeles County Sanitation Districts	Research Scientist II	$ 10,636	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Scientist	$ 9,984	7/1/2021	7/1/2022	2.00%
5	Central Contra Costa Sanitary District	N/C				
6	City of Anaheim	N/C				
7	City of Garden Grove	N/C				
8	City of Huntington Beach	N/C				
9	City of Irvine	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	3

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Scientist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Research Scientist II	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	Senior Scientist	N/C
	Top Step	$ 11,688														$ 10,636	$ 13,629	$ 9,984	
Retirement	Retirement Formula	2.5%@55														2%@55	2%@55		
	Enhanced Formula Cost	$ 619														$ 319	$ 409		
	Employee Paid Employer Contribution															$ -53			
	Employer Paid Member Contribution	$ 409														$ 745	$ 954		
	EPMC Reported as Special Comp															$ 52	$ 67		
	12 Months Highest Salary															$ 53	$ 68		
	Social Security																		
	Deferred Compensation																$ 613	$ 163	
	Other Retirement																	$ 1,662	
Insurance	Cafeteria																		
	Health	$ 1,913														$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111														$ 132	$ 150	$ 128	
	Vision	$ 17															$ 12	$ 19	
	Other Insurance																		
Leaves	Vacation	$ 674														$ 655	$ 786	$ 634	
	Holidays	$ 539														$ 491	$ 734	$ 422	
	Admin Leave	$ 225															$ 157		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 572																	
	Benefit Package Total	$ 5,079	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,152	$ 6,569	$ 5,046	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Scientist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	$ 20,198	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Scientist	$ 16,767	7/2/2021		
3	Orange County Water District	Senior Scientist	$ 15,030	7/1/2021	7/1/2022	2.00%
4	Los Angeles County Sanitation Districts	Research Scientist II	$ 14,788	7/1/2021	unknown	unknown
5	City of Garden Grove	N/C				
6	East Bay Municipal Utility District	N/C				
7	County of Los Angeles, Public Works	N/C				
8	City of Huntington Beach	N/C				
9	City of Los Angeles Bureau of Sanitation	N/C				
10	City of Irvine	N/C				
11	Irvine Ranch Water District	N/C				
12	Western Municipal Water District	N/C				
13	Las Virgenes Municipal Water District	N/C				
14	Central Contra Costa Sanitary District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	City of Anaheim	N/C				
17	Eastern Municipal Water District	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	3

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Secretary to the General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Assistant to the General Manager	$ 12,175	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Executive Secretary	$ 11,310	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Secretary to the General Manager	$ 9,360	7/2/2021		
4	Central Contra Costa Sanitary District	Executive Assistant to the General Manager	$ 9,253	4/18/2021	unknown	unknown
5	County of Los Angeles, Public Works	Executive Secretary IV	$ 9,106	7/1/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	Secretary to Chief Engineer and General Manager	$ 8,754	7/1/2021	unknown	unknown
7	Orange County Water District	Executive Assistant	$ 8,624	7/1/2021	7/1/2022	Unknown
8	City of Garden Grove	Administrative Secretary	$ 8,247	7/1/2021	unknown	unknown
9	City of Irvine	Executive Coordinator	$ 7,920	6/25/2021	6/25/2022	1.00%
10	City of Los Angeles Bureau of Sanitation	Executive Administrative Assistant II	$ 7,814	1/19/2020	6/19/2022	4.00%
11	City of Huntington Beach	Executive Assistant	$ 7,724	1/1/2022	unknown	unknown
12	City of Anaheim	Executive Assistant	$ 7,511	1/7/2022	7/8/2022	3.00%
13	City of San Diego	N/C				
14	Eastern Municipal Water District[1]	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District[2]	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,949
% Orange County Sanitation District Above/Below	4.4%
Median of Comparators	$ 8,624
% Orange County Sanitation District Above/Below	7.9%
75th Percentile of Comparators	$ 9,179
% Orange County Sanitation District Above/Below	1.9%
Orange County Sanitation District Percentile	81
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Eastern Municipal Water District: Board Secretary provides secretarial and executive support to the General Manager.
2 - Las Virgenes Municipal Water District: Executive Assistant/Clerk of the Board provides secretarial and executive support to the General Manager.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Secretary to the General Manager	Executive Assistant to the General Manager	Executive Assistant	Administrative Secretary	Executive Assistant	Executive Coordinator	Executive Administrative Assistant II	N/C	Executive Secretary IV	Assistant to the General Manager	N/C	N/C	N/C	N/C	Secretary to Chief Engineer and General Manager	Executive Secretary	Executive Assistant	N/C
	Top Step	$ 9,360	$ 9,253	$ 7,511	$ 8,247	$ 7,724	$ 7,920	$ 7,814		$ 9,106	$ 12,175					$ 8,754	$ 11,310	$ 8,624	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55			2.6%@62					2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 496	$ 278	$ 533	$ 437	$ 409	$ 562	$ 234			$ 158					$ 263	$ 339		
Retirement	Employee Paid Employer Contribution			$ -300		$ -77										$ -44			
Retirement	Employer Paid Member Contribution	$ 328														$ 613	$ 792		
Retirement	EPMC Reported as Special Comp															$ 43	$ 55		
Retirement	12 Months Highest Salary		$ 46	$ 53	$ 49	$ 46	$ 55	$ 39								$ 44	$ 57		
Retirement	Social Security										$ 755								
Retirement	Deferred Compensation		$ 574			$ 20	$ 158			$ 364							$ 509	$ 163	
Retirement	Other Retirement						$ 317			$ 976								$ 1,436	
Insurance	Cafeteria		$ 220		$ 1,650					$ 1,548									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194					$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48			$ 212					$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22						$ 12	$ 19	
Insurance	Other Insurance	$ 100						$ 9		$ 75	$ 76								
Leaves	Vacation	$ 810	$ 569	$ 469	$ 476	$ 743	$ 609	$ 135		$ 350	$ 702					$ 539	$ 653	$ 547	
Leaves	Holidays	$ 432	$ 463	$ 318	$ 496	$ 356	$ 426	$ 421		$ 420	$ 702					$ 404	$ 609	$ 365	
Leaves	Admin Leave	$ 23	$ 107	$ 58	$ 159		$ 457	$ 150			$ 328						$ 131		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,229	$ 5,467	$ 3,973	$ 3,267	$ 3,390	$ 4,919	$ 2,887	$ 0	$ 3,734	$ 5,150	$ 0	$ 0	$ 0	$ 0	$ 3,752	$ 5,925	$ 4,676	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Secretary to the General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Assistant to the General Manager	$ 17,325	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Executive Secretary	$ 17,235	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Executive Assistant to the General Manager	$ 14,719	4/18/2021	unknown	unknown
4	Orange County Sanitation District	Secretary to the General Manager	$ 13,589	7/2/2021		
5	Orange County Water District	Executive Assistant	$ 13,300	7/1/2021	7/1/2022	Unknown
6	County of Los Angeles, Public Works	Executive Secretary IV	$ 12,840	7/1/2021	unknown	unknown
7	City of Irvine	Executive Coordinator	$ 12,838	6/25/2021	6/25/2022	1.00%
8	Los Angeles County Sanitation Districts	Secretary to Chief Engineer and General Manager	$ 12,506	7/1/2021	unknown	unknown
9	City of Garden Grove	Administrative Secretary	$ 11,514	7/1/2021	unknown	unknown
10	City of Anaheim	Executive Assistant	$ 11,484	1/7/2022	7/8/2022	3.00%
11	City of Huntington Beach	Executive Assistant	$ 11,113	1/1/2022	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	Executive Administrative Assistant II	$ 10,702	1/19/2020	6/19/2022	4.00%
13	Irvine Ranch Water District	N/C				
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District[2]	N/C				
16	City of San Diego	N/C				
17	Eastern Municipal Water District[1]	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,234
% Orange County Sanitation District Above/Below	2.6%
Median of Comparators	$ 12,838
% Orange County Sanitation District Above/Below	5.5%
75th Percentile of Comparators	$ 14,010
% Orange County Sanitation District Above/Below	-3.1%
Orange County Sanitation District Percentile	72
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Security/Emergency Planning Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Emergency Management Coordinator II	$ 13,208	1/19/2020	6/19/2022	2.00%
2	East Bay Municipal Utility District	Security & Emergency Preparedness Planning Specialist	$ 12,708	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Security Specialist	$ 11,310	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Security/Emergency Planning Specialist	$ 11,128	7/2/2021		
5	City of Huntington Beach	Emergency Services Coordinator	$ 9,807	1/1/2022	unknown	unknown
6	County of Los Angeles, Public Works	Senior Disaster Services Analyst	$ 9,731	7/1/2021	unknown	unknown
7	City of Anaheim	Emergency Management Coordinator	$ 9,680	12/24/2021	7/8/2022	3.00%
8	Central Contra Costa Sanitary District	N/C				
9	City of Garden Grove	N/C				
10	City of Irvine	N/C				
11	City of San Diego	N/C				
12	Eastern Municipal Water District	N/C				
13	Inland Empire Utilities Agency	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,074
% Orange County Sanitation District Above/Below	0.5%
Median of Comparators	$ 10,559
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 12,359
% Orange County Sanitation District Above/Below	-11.1%
Orange County Sanitation District Percentile	58
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Security/Emergency Planning Specialist	N/C	Emergency Management Coordinator	N/C	Emergency Services Coordinator	N/C	Emergency Management Coordinator II	N/C	Senior Disaster Services Analyst	Security & Emergency Preparedness Planning Specialist	N/C	N/C	N/C	N/C	N/C	Security Specialist	N/C	N/C
	Top Step	$ 11,128		$ 9,680		$ 9,807		$ 13,208		$ 9,731	$ 12,708						$ 11,310		
Retirement	Retirement Formula	2.5%@55		2.7%@55		2.5%@55		2.16%@55			2.6%@62						2%@55		
	Enhanced Formula Cost	$ 590		$ 687		$ 520		$ 396			$ 165						$ 339		
	Employee Paid Employer Contribution			$ -387		$ -98													
	Employer Paid Member Contribution	$ 389															$ 792		
	EPMC Reported as Special Comp																$ 55		
	12 Months Highest Salary			$ 68		$ 59		$ 66									$ 57		
	Social Security										$ 760								
	Deferred Compensation					$ 20				$ 389							$ 509		
	Other Retirement									$ 1,043									
Insurance	Cafeteria									$ 1,654									
	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194						$ 2,619		
	Dental	$ 111		$ 56		$ 133		$ 48			$ 212						$ 150		
	Vision	$ 17				$ 22		$ 9			$ 22						$ 12		
	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 642		$ 605		$ 943		$ 864		$ 374	$ 733						$ 653		
	Holidays	$ 514		$ 410		$ 453		$ 711		$ 449	$ 733						$ 609		
	Admin Leave	$ 214		$ 74				$ 254									$ 131		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	$ 4,939	$ 0	$ 4,300	$ 0	$ 3,788	$ 0	$ 4,190	$ 0	$ 3,985	$ 4,896	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,925	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Security/Emergency Planning Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Security & Emergency Preparedness Planning Specialist	$ 17,604	4/1/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Emergency Management Coordinator II	$ 17,398	1/19/2020	6/19/2022	2.00%
3	Metropolitan Water District of Southern California	Security Specialist	$ 17,235	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Security/Emergency Planning Specialist	$ 16,067	7/2/2021		
5	City of Anaheim	Emergency Management Coordinator	$ 13,979	12/24/2021	7/8/2022	3.00%
6	County of Los Angeles, Public Works	Senior Disaster Services Analyst	$ 13,716	7/1/2021	unknown	unknown
7	City of Huntington Beach	Emergency Services Coordinator	$ 13,595	1/1/2022	unknown	unknown
8	City of Irvine	N/C				
9	Irvine Ranch Water District	N/C				
10	Los Angeles County Sanitation Districts	N/C				
11	City of San Diego	N/C				
12	Western Municipal Water District	N/C				
13	City of Garden Grove	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Eastern Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,588
% Orange County Sanitation District Above/Below	3.0%
Median of Comparators	$ 15,607
% Orange County Sanitation District Above/Below	2.9%
75th Percentile of Comparators	$ 17,357
% Orange County Sanitation District Above/Below	-8.0%
Orange County Sanitation District Percentile	53
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Accountant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accountant	$ 10,137	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Senior Accountant	$ 10,079	7/2/2021		
3	Irvine Ranch Water District	Senior Accountant	$ 9,840	7/1/2021	7/1/2022	CPI
4	Metropolitan Water District of Southern California	Senior Accountant	$ 9,623	7/1/2021	unknown	unknown
5	Orange County Water District	Senior Accountant	$ 9,508	7/1/2021	7/1/2022	2.00%
6	East Bay Municipal Utility District	Accountant II	$ 9,449	4/1/2020	unknown	unknown
7	City of Garden Grove	Senior Accountant	$ 9,200	7/1/2021	unknown	unknown
8	City of Huntington Beach	Senior Accountant	$ 8,967	1/1/2022	unknown	unknown
9	Western Municipal Water District	Accountant II	$ 8,958	7/1/2021	7/1/2022	1.0 - 4.0%
10	Eastern Municipal Water District	Accountant II	$ 8,700	12/19/2021	1/1/2023	unknown
11	Los Angeles County Sanitation Districts	Accountant II	$ 8,029	7/1/2021	unknown	unknown
12	City of Anaheim	Accountant	$ 7,964	12/24/2021	7/8/2022	3.00%
13	City of Irvine	Accountant	$ 7,920	6/25/2021	6/25/2022	1.00%
14	Inland Empire Utilities Agency	Accountant II	$ 7,290	7/1/2021	7/1/2022	3.00%
15	City of San Diego	Accountant II	$ 7,006	7/1/2021	7/1/2022	5.00%
16	County of Los Angeles, Public Works	Accountant II	$ 6,137	7/1/2021	unknown	unknown
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,582
% Orange County Sanitation District Above/Below	14.9%
Median of Comparators	$ 8,958
% Orange County Sanitation District Above/Below	11.1%
75th Percentile of Comparators	$ 9,479
% Orange County Sanitation District Above/Below	6.0%
Orange County Sanitation District Percentile	99
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Accountant	Accountant	Accountant	Senior Accountant	Senior Accountant	Accountant	N/C	Accountant II	Accountant II	Accountant II	Accountant II	Accountant II	Senior Accountant	N/C	Accountant II	Senior Accountant	Senior Accountant	Accountant II
	Top Step	$ 10,079	$ 10,137	$ 7,964	$ 9,200	$ 8,967	$ 7,920		$ 7,006	$ 6,137	$ 9,449	$ 8,700	$ 7,290	$ 9,840		$ 8,029	$ 9,623	$ 9,508	$ 8,958
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55		2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 534	$ 304	$ 565	$ 488	$ 475	$ 562		$ 371		$ 123	$ 461	$ 386	$ 522		$ 241	$ 289		$ 475
Retirement	Employee Paid Employer Contribution			$ -319		$ -90										$ -40			
Retirement	Employer Paid Member Contribution	$ 353														$ 562	$ 674		
Retirement	EPMC Reported as Special Comp															$ 39	$ 47		
Retirement	12 Months Highest Salary		$ 51	$ 56	$ 55	$ 54	$ 55		$ 42			$ 52	$ 44	$ 59		$ 40	$ 48		$ 54
Retirement	Social Security										$ 586		$ 452						$ 555
Retirement	Deferred Compensation		$ 628			$ 20	$ 317			$ 245		$ 348	$ 54	$ 394			$ 433	$ 163	
Retirement	Other Retirement						$ 158		$ 424	$ 658		$ 98						$ 1,583	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41			$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7				$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 582	$ 624	$ 498	$ 531	$ 862	$ 609		$ 593	$ 354	$ 545	$ 903	$ 336	$ 568		$ 494	$ 555	$ 603	$ 517
Leaves	Holidays	$ 465	$ 507	$ 337	$ 553	$ 414	$ 426		$ 303	$ 283	$ 545	$ 402	$ 421	$ 454		$ 371	$ 518	$ 402	$ 448
Leaves	Admin Leave	$ 194	$ 39	$ 61			$ 381		$ 108								$ 111		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 4,676	$ 5,463	$ 4,041	$ 3,276	$ 3,627	$ 4,843	$ 0	$ 3,674	$ 3,908	$ 4,304	$ 4,546	$ 3,383	$ 4,306	$ 0	$ 3,598	$ 5,456	$ 4,917	$ 4,539

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Accountant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accountant	$ 15,600	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Senior Accountant	$ 15,079	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Senior Accountant	$ 14,755	7/2/2021		
4	Orange County Water District	Senior Accountant	$ 14,425	7/1/2021	7/1/2022	2.00%
5	Irvine Ranch Water District	Senior Accountant	$ 14,146	7/1/2021	7/1/2022	CPI
6	East Bay Municipal Utility District	Accountant II	$ 13,753	4/1/2020	unknown	unknown
7	Western Municipal Water District	Accountant II	$ 13,497	7/1/2021	7/1/2022	1.0 - 4.0%
8	Eastern Municipal Water District	Accountant II	$ 13,245	12/19/2021	1/1/2023	unknown
9	City of Irvine	Accountant	$ 12,762	6/25/2021	6/25/2022	1.00%
10	City of Huntington Beach	Senior Accountant	$ 12,594	1/1/2022	unknown	unknown
11	City of Garden Grove	Senior Accountant	$ 12,476	7/1/2021	unknown	unknown
12	City of Anaheim	Accountant	$ 12,005	12/24/2021	7/8/2022	3.00%
13	Los Angeles County Sanitation Districts	Accountant II	$ 11,627	7/1/2021	unknown	unknown
14	City of San Diego	Accountant II	$ 10,680	7/1/2021	7/1/2022	5.00%
15	Inland Empire Utilities Agency	Accountant II	$ 10,673	7/1/2021	7/1/2022	3.00%
16	County of Los Angeles, Public Works	Accountant II	$ 10,045	7/1/2021	unknown	unknown
17	Las Virgenes Municipal Water District	N/C				
18	City of Los Angeles Bureau of Sanitation	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,840
% Orange County Sanitation District Above/Below	13.0%
Median of Comparators	$ 12,762
% Orange County Sanitation District Above/Below	13.5%
75th Percentile of Comparators	$ 13,949
% Orange County Sanitation District Above/Below	5.5%
Orange County Sanitation District Percentile	89
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Buyer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Buyer	$ 10,079	7/2/2021		
2	East Bay Municipal Utility District	Buyer II	$ 9,449	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation[2]	[Purchasing Specifications Analyst II / Procurement Analyst II]	$ 9,426	7/4/2021	6/19/2022	2.00%
4	Metropolitan Water District of Southern California	Buyer II	$ 9,107	7/1/2021	unknown	unknown
5	Orange County Water District	Senior Buyer	$ 9,056	7/1/2021	7/1/2022	2.00%
6	City of Irvine	Senior Buyer/Contracts Coordinator	$ 8,970	6/25/2021	6/25/2022	1.00%
7	Central Contra Costa Sanitary District	Procurement and Contract Specialist I	$ 8,788	4/18/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Senior Buyer	$ 8,732	7/1/2021	unknown	unknown
9	City of Huntington Beach	Senior Buyer	$ 8,703	1/1/2022	unknown	unknown
10	Eastern Municipal Water District	Buyer	$ 8,700	12/19/2021	1/1/2023	unknown
11	Irvine Ranch Water District	Senior Buyer	$ 8,618	7/1/2021	7/1/2022	CPI
12	County of Los Angeles, Public Works	Purchasing and Contracts Analyst II	$ 8,518	7/1/2021	unknown	unknown
13	City of San Diego	Associate Procurement Contracting Officer	$ 8,213	1/1/2022	7/1/2022	5.00%
14	City of Garden Grove[1]	Buyer	$ 7,767	7/1/2021	unknown	unknown
15	City of Anaheim	Buyer II	$ 7,223	12/24/2021	7/8/2022	3.00%
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,662
% Orange County Sanitation District Above/Below	14.1%
Median of Comparators	$ 8,718
% Orange County Sanitation District Above/Below	13.5%
75th Percentile of Comparators	$ 9,034
% Orange County Sanitation District Above/Below	10.4%
Orange County Sanitation District Percentile	107
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: The Buyer provides lead supervision including assigning, coordinating, reviewing, and participating in the work of staff responsible for assisting with purchasing functions.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Buyer	Procurement and Contract Specialist I	Buyer II	Buyer	Senior Buyer	Senior Buyer/Contracts Coordinator	[Purchasing Specifications Analyst II / Procurement Analyst II]	Associate Procurement Contracting Officer	Purchasing and Contracts Analyst II	Buyer II	Buyer	N/C	Senior Buyer	N/C	Senior Buyer	Buyer II	Senior Buyer	N/C
	Top Step	$ 10,079	$ 8,788	$ 7,223	$ 7,767	$ 8,703	$ 8,970	$ 9,426	$ 8,213	$ 8,518	$ 9,449	$ 8,700		$ 8,618		$ 8,732	$ 9,107	$ 9,056	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55		2.5%@55		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 534	$ 264	$ 513	$ 412	$ 461	$ 637	$ 283	$ 435		$ 123	$ 461		$ 457		$ 262	$ 273		
Retirement	Employee Paid Employer Contribution			$ -289		$ -87										$ -44			
Retirement	Employer Paid Member Contribution	$ 353														$ 611	$ 637		
Retirement	EPMC Reported as Special Comp															$ 43	$ 45		
Retirement	12 Months Highest Salary		$ 44	$ 51	$ 47	$ 52	$ 63	$ 47	$ 49			$ 52		$ 52		$ 44	$ 46		
Retirement	Social Security										$ 586								
Retirement	Deferred Compensation		$ 545			$ 20	$ 179			$ 341		$ 348		$ 345			$ 410	$ 163	
Retirement	Other Retirement						$ 359		$ 497	$ 913		$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 582	$ 541	$ 451	$ 448	$ 837	$ 690	$ 616	$ 695	$ 491	$ 545	$ 903		$ 497		$ 537	$ 525	$ 575	
Leaves	Holidays	$ 465	$ 439	$ 306	$ 467	$ 402	$ 483	$ 508	$ 355	$ 393	$ 545	$ 402		$ 398		$ 403	$ 490	$ 383	
Leaves	Admin Leave	$ 194	$ 34	$ 56			$ 518	$ 181	$ 126								$ 105		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 4,676	$ 5,177	$ 3,930	$ 3,023	$ 3,577	$ 5,262	$ 3,534	$ 3,991	$ 4,505	$ 4,304	$ 4,546	$ 0	$ 4,058	$ 0	$ 3,748	$ 5,312	$ 4,794	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Buyer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Buyer	$ 14,755	7/2/2021		
2	Metropolitan Water District of Southern California	Buyer II	$ 14,419	7/1/2021	unknown	unknown
3	City of Irvine	Senior Buyer/Contracts Coordinator	$ 14,232	6/25/2021	6/25/2022	1.00%
4	Central Contra Costa Sanitary District	Procurement and Contract Specialist I	$ 13,965	4/18/2021	unknown	unknown
5	Orange County Water District	Senior Buyer	$ 13,849	7/1/2021	7/1/2022	2.00%
6	East Bay Municipal Utility District	Buyer II	$ 13,753	4/1/2020	unknown	unknown
7	Eastern Municipal Water District	Buyer	$ 13,245	12/19/2021	1/1/2023	unknown
8	County of Los Angeles, Public Works	Purchasing and Contracts Analyst II	$ 13,024	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	[Purchasing Specifications Analyst II / Procurement Analyst II]	$ 12,959	7/4/2021	6/19/2022	2.00%
10	Irvine Ranch Water District	Senior Buyer	$ 12,676	7/1/2021	7/1/2022	CPI
11	Los Angeles County Sanitation Districts	Senior Buyer	$ 12,480	7/1/2021	unknown	unknown
12	City of Huntington Beach	Senior Buyer	$ 12,280	1/1/2022	unknown	unknown
13	City of San Diego	Associate Procurement Contracting Officer	$ 12,204	1/1/2022	7/1/2022	5.00%
14	City of Anaheim	Buyer II	$ 11,153	12/24/2021	7/8/2022	3.00%
15	City of Garden Grove	Buyer	$ 10,790	7/1/2021	unknown	unknown
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,931
% Orange County Sanitation District Above/Below	12.4%
Median of Comparators	$ 12,991
% Orange County Sanitation District Above/Below	12.0%
75th Percentile of Comparators	$ 13,825
% Orange County Sanitation District Above/Below	6.3%
Orange County Sanitation District Percentile	102
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Contracts Administrator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Contracts Administrator	$ 11,688	7/2/2021		
2	Metropolitan Water District of Southern California	Senior Administrative Analyst	$ 10,721	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Contracts Analyst II	$ 10,071	12/19/2021	1/1/2023	unknown
4	Inland Empire Utilities Agency	Contracts Administrator II	$ 9,304	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Senior Buyer/Contracts Coordinator	$ 8,970	6/25/2021	6/25/2022	1.00%
6	City of San Diego	Associate Procurement Contracting Officer	$ 8,213	1/1/2022	7/1/2022	5.00%
7	Central Contra Costa Sanitary District	N/C				
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,456
% Orange County Sanitation District Above/Below	19.1%
Median of Comparators	$ 9,304
% Orange County Sanitation District Above/Below	20.4%
75th Percentile of Comparators	$ 10,071
% Orange County Sanitation District Above/Below	13.8%
Orange County Sanitation District Percentile	109
Number of Matches	5

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Contracts Administrator	N/C	N/C	N/C	N/C	Senior Buyer/Contracts Coordinator	N/C	Associate Procurement Contracting Officer	N/C	N/C	Contracts Analyst II	Contracts Administrator II	N/C	N/C	N/C	Senior Administrative Analyst	N/C	N/C
	Top Step	$ 11,688					$ 8,970		$ 8,213			$ 10,071	$ 9,304				$ 10,721		
Retirement	Retirement Formula	2.5%@55					2.7%@55		2.5%@55			2.5%@55	2.5%@55				2%@55		
Retirement	Enhanced Formula Cost	$ 619					$ 637		$ 435			$ 534	$ 493				$ 322		
Retirement	Employee Paid Employer Contribution																		
Retirement	Employer Paid Member Contribution	$ 409															$ 750		
Retirement	EPMC Reported as Special Comp																$ 53		
Retirement	12 Months Highest Salary						$ 63		$ 49			$ 60	$ 56				$ 54		
Retirement	Social Security												$ 577						
Retirement	Deferred Compensation						$ 179					$ 403	$ 54				$ 482		
Retirement	Other Retirement						$ 359		$ 497			$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						
Insurance	Health	$ 1,913					$ 2,286					$ 2,128					$ 2,619		
Insurance	Dental	$ 111					$ 41					$ 134					$ 150		
Insurance	Vision	$ 17					$ 7					$ 19					$ 12		
Insurance	Other Insurance												$ 42						
Leaves	Vacation	$ 674					$ 690		$ 695			$ 1,046	$ 429				$ 619		
Leaves	Holidays	$ 539					$ 483		$ 355			$ 465	$ 537				$ 577		
Leaves	Admin Leave	$ 225					$ 518		$ 126								$ 124		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 572																	
	Benefit Package Total	$ 5,079	$ 0	$ 0	$ 0	$ 0	$ 5,262	$ 0	$ 3,991	$ 0	$ 0	$ 4,887	$ 3,836	$ 0	$ 0	$ 0	$ 5,761	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Contracts Administrator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Contracts Administrator	$ 16,767	7/2/2021		
2	Metropolitan Water District of Southern California	Senior Administrative Analyst	$ 16,482	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Contracts Analyst II	$ 14,958	12/19/2021	1/1/2023	unknown
4	City of Irvine	Senior Buyer/Contracts Coordinator	$ 14,232	6/25/2021	6/25/2022	1.00%
5	Inland Empire Utilities Agency	Contracts Administrator II	$ 13,139	7/1/2021	7/1/2022	3.00%
6	City of San Diego	Associate Procurement Contracting Officer	$ 12,204	1/1/2022	7/1/2022	5.00%
7	East Bay Municipal Utility District	N/C				
8	County of Los Angeles, Public Works	N/C				
9	Los Angeles County Sanitation Districts	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	Irvine Ranch Water District	N/C				
13	City of Garden Grove	N/C				
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,203
% Orange County Sanitation District Above/Below	15.3%
Median of Comparators	$ 14,232
% Orange County Sanitation District Above/Below	15.1%
75th Percentile of Comparators	$ 14,958
% Orange County Sanitation District Above/Below	10.8%
Orange County Sanitation District Percentile	102
Number of Matches	5

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Environmental Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Environmental Specialist	$ 11,931	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 11,509	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts	Associate Environmental Scientist III	$ 11,094	7/1/2021	unknown	unknown
4	City of Anaheim	Environmental Services Specialist II	$ 10,672	12/24/2021	7/8/2022	3.00%
5	Inland Empire Utilities Agency[1]	[Environmental Resources Planner II/ Laboratory Scientist II]	$ 10,257	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Senior Environmental Specialist	$ 10,079	7/2/2021		
7	Eastern Municipal Water District	Environmental Compliance Analyst II	$ 9,591	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Specialist II	$ 9,546	1/19/2020	6/19/2022	4.00%
9	Orange County Water District	Senior Environmental Specialist	$ 9,508	7/1/2021	7/1/2022	2.00%
10	City of Huntington Beach	Environmental Specialist	$ 9,057	1/1/2022	unknown	unknown
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,352
% Orange County Sanitation District Above/Below	-2.7%
Median of Comparators	$ 10,257
% Orange County Sanitation District Above/Below	-1.8%
75th Percentile of Comparators	$ 11,094
% Orange County Sanitation District Above/Below	-10.1%
Orange County Sanitation District Percentile	47
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Environmental Specialist	N/C	Environmental Services Specialist II	N/C	Environmental Specialist	N/C	Environmental Specialist II	N/C	N/C	Environmental Health and Safety Specialist II	Environmental Compliance Analyst II	[Environmental Resources Planner II/ Laboratory Scientist II]	N/C	N/C	Associate Environmental Scientist III	Environmental Specialist	Senior Environmental Specialist	N/C
	Top Step	$ 10,079		$ 10,672		$ 9,057		$ 9,546			$ 11,509	$ 9,591	$ 10,257			$ 11,094	$ 11,931	$ 9,508	
Retirement	Retirement Formula	2.5%@55		2.7%@55		2.5%@55		2.16%@55			2.6%@62	2.5%@55	2.5%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 534		$ 758		$ 480		$ 286			$ 150	$ 508	$ 544			$ 333	$ 358		
Retirement	Employee Paid Employer Contribution			$ -427		$ -91										$ -55			
Retirement	Employer Paid Member Contribution	$ 353														$ 777	$ 835		
Retirement	EPMC Reported as Special Comp															$ 54	$ 58		
Retirement	12 Months Highest Salary			$ 75		$ 54		$ 48				$ 58	$ 62			$ 55	$ 60		
Retirement	Social Security										$ 714		$ 636						
Retirement	Deferred Compensation					$ 20						$ 384	$ 54				$ 537	$ 163	
Retirement	Other Retirement											$ 98						$ 1,583	
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128				$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 133		$ 48			$ 212	$ 134				$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 22		$ 9			$ 22	$ 19					$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 582		$ 667		$ 871		$ 624			$ 664	$ 996	$ 473			$ 683	$ 688	$ 603	
Leaves	Holidays	$ 465		$ 452		$ 418		$ 514			$ 664	$ 443	$ 592			$ 512	$ 642	$ 402	
Leaves	Admin Leave	$ 194		$ 82				$ 184									$ 138		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 4,676	$ 0	$ 4,449	$ 0	$ 3,645	$ 0	$ 3,555	$ 0	$ 0	$ 4,696	$ 4,768	$ 4,050	$ 0	$ 0	$ 4,250	$ 6,097	$ 4,917	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Environmental Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Environmental Specialist	$ 18,028	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 16,205	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts	Associate Environmental Scientist III	$ 15,344	7/1/2021	unknown	unknown
4	City of Anaheim	Environmental Services Specialist II	$ 15,121	12/24/2021	7/8/2022	3.00%
5	Orange County Sanitation District	Senior Environmental Specialist	$ 14,755	7/2/2021		
6	Orange County Water District	Senior Environmental Specialist	$ 14,425	7/1/2021	7/1/2022	2.00%
7	Eastern Municipal Water District	Environmental Compliance Analyst II	$ 14,358	12/19/2021	1/1/2023	unknown
8	Inland Empire Utilities Agency	[Environmental Resources Planner II/ Laboratory Scientist II]	$ 14,307	7/1/2021	7/1/2022	3.00%
9	City of Los Angeles Bureau of Sanitation	Environmental Specialist II	$ 13,100	1/19/2020	6/19/2022	4.00%
10	City of Huntington Beach	Environmental Specialist	$ 12,701	1/1/2022	unknown	unknown
11	Irvine Ranch Water District	N/C				
12	County of Los Angeles, Public Works	N/C				
13	City of San Diego	N/C				
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,843
% Orange County Sanitation District Above/Below	-0.6%
Median of Comparators	$ 14,425
% Orange County Sanitation District Above/Below	2.2%
75th Percentile of Comparators	$ 15,344
% Orange County Sanitation District Above/Below	-4.0%
Orange County Sanitation District Percentile	56
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources Analyst	$ 11,476	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Human Resources Analyst II	$ 10,690	4/1/2020	unknown	unknown
3	Las Virgenes Municipal Water District	Human Resources Analyst II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
4	Irvine Ranch Water District	Senior Human Resources Analyst	$ 10,196	7/1/2021	7/1/2022	CPI
5	Orange County Sanitation District	Senior Human Resources Analyst	$ 10,079	7/2/2021		
6	Orange County Water District	Senior Human Resources Specialist	$ 9,984	7/1/2021	7/1/2022	Unknown
7	City of Huntington Beach	Personnel Analyst, Senior	$ 9,904	1/1/2022	unknown	unknown
8	County of Los Angeles, Public Works	Human Resources Analyst III	$ 9,731	7/1/2021	unknown	unknown
9	City of Irvine	Human Resources Analyst II	$ 9,495	6/25/2021	6/25/2022	1.00%
10	Los Angeles County Sanitation Districts	Human Resources Analyst III	$ 9,427	7/1/2021	unknown	unknown
11	Eastern Municipal Water District	Human Resources Analyst II	$ 9,135	12/19/2021	1/1/2023	unknown
12	City of Los Angeles Bureau of Sanitation	Personnel Analyst	$ 9,039	7/4/2021	6/19/2022	2.00%
13	Metropolitan Water District of Southern California	Human Resources Analyst II	$ 8,863	7/1/2021	unknown	unknown
14	Inland Empire Utilities Agency	Human Resources Analyst II	$ 8,861	7/1/2021	7/1/2022	3.00%
15	City of Anaheim	Human Resources Analyst II	$ 8,780	12/24/2021	7/8/2022	3.00%
16	City of Garden Grove	Senior Human Resources Analyst	$ 8,581	7/1/2021	unknown	unknown
17	City of San Diego	Associate Personnel Analyst	$ 7,308	7/1/2021	unknown	unknown
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,495
% Orange County Sanitation District Above/Below	5.8%
Median of Comparators	$ 9,461
% Orange County Sanitation District Above/Below	6.1%
75th Percentile of Comparators	$ 10,037
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	76
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Human Resources Analyst	Human Resources Analyst	Human Resources Analyst II	Senior Human Resources Analyst	Personnel Analyst, Senior	Human Resources Analyst II	Personnel Analyst	Associate Personnel Analyst	Human Resources Analyst III	Human Resources Analyst II	Human Resources Analyst II	Human Resources Analyst II	Senior Human Resources Analyst	Human Resources Analyst II	Human Resources Analyst III	Human Resources Analyst II	Senior Human Resources Specialist	N/C
	Top Step	$ 10,079	$ 11,476	$ 8,780	$ 8,581	$ 9,904	$ 9,495	$ 9,039	$ 7,308	$ 9,731	$ 10,690	$ 9,135	$ 8,861	$ 10,196	$ 10,446	$ 9,427	$ 8,863	$ 9,984	
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		
	Enhanced Formula Cost	$ 534	$ 344	$ 623	$ 455	$ 525	$ 674	$ 271	$ 387		$ 139	$ 484	$ 470	$ 540	$ 313	$ 283	$ 266		
	Employee Paid Employer Contribution			$ -351		$ -99										$ -47			
	Employer Paid Member Contribution	$ 353														$ 660	$ 620		
	EPMC Reported as Special Comp															$ 46	$ 43		
	12 Months Highest Salary		$ 57	$ 61	$ 51	$ 59	$ 66	$ 45	$ 44			$ 55	$ 53	$ 61	$ 52	$ 47	$ 44		
	Social Security										$ 663		$ 549		$ 648				
	Deferred Compensation		$ 712				$ 380			$ 389		$ 365	$ 54	$ 408	$ 313		$ 399	$ 163	
	Other Retirement						$ 190		$ 442	$ 1,043		$ 98						$ 1,662	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,792	$ 1,654			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	$ 100				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 872	$ 706	$ 549	$ 495	$ 952	$ 730	$ 591	$ 618	$ 374	$ 617	$ 949	$ 409	$ 588	$ 563	$ 580	$ 511	$ 634	
	Holidays	$ 465	$ 574	$ 371	$ 516	$ 457	$ 511	$ 487	$ 316	$ 449	$ 617	$ 422	$ 511	$ 471	$ 482	$ 435	$ 477	$ 422	
	Admin Leave	$ 194	$ 132	$ 68	$ 165	$ 286	$ 548	$ 174	$ 84								$ 102		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 5,233	$ 5,956	$ 4,164	$ 3,332	$ 3,940	$ 5,433	$ 3,467	$ 3,684	$ 3,985	$ 4,540	$ 4,654	$ 3,736	$ 4,378	$ 4,411	$ 3,895	$ 5,244	$ 5,046	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources Analyst	$ 17,433	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Senior Human Resources Analyst	$ 15,313	7/2/2021		
3	East Bay Municipal Utility District	Human Resources Analyst II	$ 15,230	4/1/2020	unknown	unknown
4	Orange County Water District	Senior Human Resources Specialist	$ 15,030	7/1/2021	7/1/2022	Unknown
5	City of Irvine	Human Resources Analyst II	$ 14,928	6/25/2021	6/25/2022	1.00%
6	Las Virgenes Municipal Water District	Human Resources Analyst II	$ 14,858	1/1/2022	1/1/2023	1.5 - 4%
7	Irvine Ranch Water District	Senior Human Resources Analyst	$ 14,574	7/1/2021	7/1/2022	CPI
8	Metropolitan Water District of Southern California	Human Resources Analyst II	$ 14,107	7/1/2021	unknown	unknown
9	City of Huntington Beach	Personnel Analyst, Senior	$ 13,845	1/1/2022	unknown	unknown
10	Eastern Municipal Water District	Human Resources Analyst II	$ 13,789	12/19/2021	1/1/2023	unknown
11	County of Los Angeles, Public Works	Human Resources Analyst III	$ 13,716	7/1/2021	unknown	unknown
12	Los Angeles County Sanitation Districts	Human Resources Analyst III	$ 13,322	7/1/2021	unknown	unknown
13	City of Anaheim	Human Resources Analyst II	$ 12,944	12/24/2021	7/8/2022	3.00%
14	Inland Empire Utilities Agency	Human Resources Analyst II	$ 12,597	7/1/2021	7/1/2022	3.00%
15	City of Los Angeles Bureau of Sanitation	Personnel Analyst	$ 12,506	7/4/2021	6/19/2022	2.00%
16	City of Garden Grove	Senior Human Resources Analyst	$ 11,913	7/1/2021	unknown	unknown
17	City of San Diego	Associate Personnel Analyst	$ 10,992	7/1/2021	unknown	unknown
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,862
% Orange County Sanitation District Above/Below	9.5%
Median of Comparators	$ 13,817
% Orange County Sanitation District Above/Below	9.8%
75th Percentile of Comparators	$ 14,876
% Orange County Sanitation District Above/Below	2.9%
Orange County Sanitation District Percentile	94
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Mechanic						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Technician II	$ 9,667	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Plant Maintenance Mechanic	$ 9,449	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Mechanical	$ 8,863	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Mechanic	$ 8,786	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Senior Mechanic	$ 8,519	7/2/2021		
6	Los Angeles County Sanitation Districts	Stationary Mechanic	$ 8,353	7/1/2021	unknown	unknown
7	Orange County Water District	Maintenance Technician Grade II	$ 8,212	7/1/2021	7/1/2022	2.00%
8	Western Municipal Water District	Operations Technician III-Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
9	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 7,947	1/1/2021	unknown	unknown
10	Inland Empire Utilities Agency[2]	[Mechanic II/ Collection System Operator II]	$ 7,654	7/1/2021	7/1/2022	3.00%
11	Eastern Municipal Water District[4,5]	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	$ 7,516	12/19/2021	1/1/2023	unknown
12	City of Garden Grove[1]	Water Production Mechanic	$ 7,250	7/1/2021	unknown	unknown
13	City of Anaheim	Water Production Technician	$ 7,008	9/3/2021	7/8/2022	1.50%
14	Irvine Ranch Water District	Maintenance Mechanic	$ 7,005	7/1/2021	7/1/2022	CPI
15	City of Huntington Beach[2,3]	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	$ 6,992	1/1/2022	unknown	unknown
16	City of San Diego[2]	[Plant Technician II/ Equipment Technician II]	$ 4,825	1/1/2022	7/1/2022	4.00%
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,843
% Orange County Sanitation District Above/Below	7.9%
Median of Comparators	$ 7,947
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 8,570
% Orange County Sanitation District Above/Below	-0.6%
Orange County Sanitation District Percentile	74
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Water Production Mechanic requires T2 Water Treatment Operator certificate.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - City of Huntington Beach: Senior Wastewater Pump Mechanic requires Class B driver's license. Water Service Technician III requires Class B driver's license and T2 Water Treatment Operator and D1 Water Distribution Operator certificates.
4 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
5 - Eastern Municipal Water District: Mechanical Maintenance Technician II requires Class A driver's license and Grade I Mechanical Technologist certificate; Water Reclamation Plant Technician II requires Grade I Mechanical Technologist certificate.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Mechanic	Maintenance Technician II	Water Production Technician	Water Production Mechanic	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	N/C	Wastewater Treatment Mechanic	[Plant Technician II/ Equipment Technician II]	N/C	Plant Maintenance Mechanic	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	[Mechanic II/ Collection System Operator II]	Maintenance Mechanic	Maintenance Mechanic II	Stationary Mechanic	Operations and Maintenance Technician IV- Mechanical	Maintenance Technician Grade II	Operations Technician III- Mechanical Services
	Top Step	$ 8,519	$ 9,667	$ 7,008	$ 7,250	$ 6,992		$ 8,786	$ 4,825		$ 9,449	$ 7,516	$ 7,654	$ 7,005	$ 7,947	$ 8,353	$ 8,863	$ 8,212	$ 8,124
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 452	$ 290	$ 498	$ 384	$ 371		$ 264	$ 256		$ 123	$ 398	$ 406	$ 371	$ 238	$ 251	$ 266		$ 431
Retirement	Employee Paid Employer Contribution			$ -280		$ -70										$ -42			
Retirement	Employer Paid Member Contribution	$ 298														$ 585	$ 620		
Retirement	EPMC Reported as Special Comp															$ 41	$ 43		
Retirement	12 Months Highest Salary		$ 48	$ 49	$ 44	$ 42		$ 44	$ 29			$ 45	$ 46	$ 42	$ 40	$ 42	$ 44		$ 49
Retirement	Social Security										$ 586		$ 475		$ 493				$ 504
Retirement	Deferred Compensation		$ 599			$ 20						$ 301	$ 54	$ 280	$ 40		$ 399	$ 163	
Retirement	Other Retirement								291.9125			$ 98						$ 1,367	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 737	$ 595	$ 438	$ 418	$ 672		$ 574	$ 408		$ 545	$ 780	$ 353	$ 404	$ 428	$ 514	$ 511	$ 521	$ 469
Leaves	Holidays	$ 393	$ 483	$ 270	$ 436	$ 323		$ 473	$ 209		$ 545	$ 347	$ 486	$ 323	$ 367	$ 386	$ 477	$ 347	$ 406
Leaves	Admin Leave		$ 37					$ 169	$ 74								$ 102		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,921	$ 5,364	$ 3,817	$ 2,932	$ 3,250	$ 0	$ 3,423	$ 3,080	$ 0	$ 4,304	$ 4,251	$ 3,509	$ 3,731	$ 3,646	$ 3,667	$ 5,244	$ 4,564	$ 4,349

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Mechanic						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Technician II	$ 15,030	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Mechanical	$ 14,107	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Plant Maintenance Mechanic	$ 13,753	4/1/2020	unknown	unknown
4	Orange County Water District	Maintenance Technician Grade II	$ 12,776	7/1/2021	7/1/2022	2.00%
5	Western Municipal Water District	Operations Technician III-Mechanical Services	$ 12,473	7/1/2021	7/1/2022	1.0 - 4.0%
6	Orange County Sanitation District	Senior Mechanic	$ 12,440	7/2/2021		
7	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Mechanic	$ 12,209	1/19/2020	6/19/2022	4.00%
8	Los Angeles County Sanitation Districts	Stationary Mechanic	$ 12,020	7/1/2021	unknown	unknown
9	Eastern Municipal Water District	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	$ 11,767	12/19/2021	1/1/2023	unknown
10	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 11,593	1/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	[Mechanic II/ Collection System Operator II]	$ 11,163	7/1/2021	7/1/2022	3.00%
12	City of Anaheim	Water Production Technician	$ 10,824	9/3/2021	7/8/2022	1.50%
13	Irvine Ranch Water District	Maintenance Mechanic	$ 10,736	7/1/2021	7/1/2022	CPI
14	City of Huntington Beach	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	$ 10,242	1/1/2022	unknown	unknown
15	City of Garden Grove	Water Production Mechanic	$ 10,182	7/1/2021	unknown	unknown
16	City of San Diego	[Plant Technician II/ Equipment Technician II]	$ 7,905	1/1/2002	7/1/2022	4.00%
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,785
% Orange County Sanitation District Above/Below	5.3%
Median of Comparators	$ 11,767
% Orange County Sanitation District Above/Below	5.4%
75th Percentile of Comparators	$ 12,625
% Orange County Sanitation District Above/Below	-1.5%
Orange County Sanitation District Percentile	71
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Plant Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Senior Plant Operator	$ 11,149	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Assistant Wastewater Shift Supervisor	$ 10,959	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Plant Operator III	$ 9,930	1/19/2020	6/19/2022	4.00%
4	Metropolitan Water District of Southern California	Water Treatment Plant Operator III	$ 9,623	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Senior Plant Operator	$ 9,400	7/2/2021		
6	Orange County Water District	Senior Plant Operator	$ 9,056	7/1/2021	7/1/2022	2.00%
7	Western Municipal Water District	Operations Technician IV- Wastewater Treatment	$ 8,958	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Treatment Plant Operator II	$ 8,929	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Operator III	$ 8,618	7/1/2021	7/1/2022	CPI
10	Inland Empire Utilities Agency	Wastewater Treatment Plant Operator III	$ 8,438	7/1/2021	7/1/2022	3.00%
11	City of Anaheim	Water Systems Operator	$ 8,349	9/3/2021	7/8/2022	1.50%
12	Eastern Municipal Water District	Water Reclamation Plant Operator III	$ 8,284	12/19/2021	1/1/2023	unknown
13	Las Virgenes Municipal Water District	Water Reclamation Plant Operator II	$ 8,270	1/1/2021	unknown	unknown
14	City of Garden Grove[1]	Senior Water Production Operator	$ 8,006	7/1/2021	unknown	unknown
15	City of San Diego	Senior Wastewater Plant Operator	$ 7,248	1/1/2022	7/1/2022	4.00%
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,987
% Orange County Sanitation District Above/Below	4.4%
Median of Comparators	$ 8,774
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 9,481
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	74
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Senior Water Production Operator requires D2 Water Distribution Operator and T2 Water Treatment Operator certificates.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Plant Operator	Senior Plant Operator	Water Systems Operator	Senior Water Production Operator	N/C	N/C	Wastewater Treatment Plant Operator III	Senior Wastewater Plant Operator	N/C	Assistant Wastewater Shift Supervisor	Water Reclamation Plant Operator III	Wastewater Treatment Plant Operator III	Operator III	Water Reclamation Plant Operator II	Treatment Plant Operator II	Water Treatment Plant Operator III	Senior Plant Operator	Operations Technician IV-Wastewater Treatment
	Top Step	$ 9,400	$ 11,149	$ 8,349	$ 8,006			$ 9,930	$ 7,248		$ 10,959	$ 8,284	$ 8,438	$ 8,618	$ 8,270	$ 8,929	$ 9,623	$ 9,056	$ 8,958
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55	2.5%@55			2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 498	$ 334	$ 593	$ 424			$ 298	$ 384		$ 142	$ 439	$ 447	$ 457	$ 248	$ 268	$ 289		$ 475
Retirement	Employee Paid Employer Contribution			$ -334												$ -45			
Retirement	Employer Paid Member Contribution	$ 329														$ 625	$ 674		
Retirement	EPMC Reported as Special Comp															$ 44	$ 47		
Retirement	12 Months Highest Salary		$ 56	$ 58	$ 48			$ 50	$ 43			$ 50	$ 51	$ 52	$ 41	$ 45	$ 48		$ 54
Retirement	Social Security										$ 679		$ 523		$ 513				$ 555
Retirement	Deferred Compensation		$ 691									$ 331	$ 54	$ 345	$ 40		$ 433	$ 163	
Retirement	Other Retirement								$ 439			$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 813	$ 686	$ 522	$ 462			$ 649	$ 613		$ 632	$ 860	$ 389	$ 497	$ 445	$ 549	$ 555	$ 575	$ 517
Leaves	Holidays	$ 434	$ 557	$ 321	$ 481			$ 535	$ 314		$ 632	$ 382	$ 487	$ 398	$ 382	$ 412	$ 518	$ 383	$ 448
Leaves	Admin Leave		$ 43					$ 191	$ 112								$ 111		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 4,115	$ 5,678	$ 4,003	$ 3,065	$ 0	$ 0	$ 3,621	$ 3,717	$ 0	$ 4,591	$ 4,442	$ 3,641	$ 4,058	$ 3,709	$ 3,789	$ 5,456	$ 4,794	$ 4,539

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Plant Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Senior Plant Operator	$ 16,827	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Assistant Wastewater Shift Supervisor	$ 15,550	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Water Treatment Plant Operator III	$ 15,079	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Plant Operator	$ 13,849	7/1/2021	7/1/2022	2.00%
5	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Plant Operator III	$ 13,552	1/19/2020	6/19/2022	4.00%
6	Orange County Sanitation District	Senior Plant Operator	$ 13,515	7/2/2021		
7	Western Municipal Water District	Operations Technician IV- Wastewater Treatment	$ 13,497	7/1/2021	7/1/2022	1.0 - 4.0%
8	Eastern Municipal Water District	Water Reclamation Plant Operator III	$ 12,726	12/19/2021	1/1/2023	unknown
9	Los Angeles County Sanitation Districts	Treatment Plant Operator II	$ 12,718	7/1/2021	unknown	unknown
10	Irvine Ranch Water District	Operator III	$ 12,676	7/1/2021	7/1/2022	CPI
11	City of Anaheim	Water Systems Operator	$ 12,353	9/3/2021	7/8/2022	1.50%
12	Inland Empire Utilities Agency	Wastewater Treatment Plant Operator III	$ 12,080	7/1/2021	7/1/2022	3.00%
13	Las Virgenes Municipal Water District	Water Reclamation Plant Operator II	$ 11,979	1/1/2021	unknown	unknown
14	City of Garden Grove	Senior Water Production Operator	$ 11,071	7/1/2021	unknown	unknown
15	City of San Diego	Senior Wastewater Plant Operator	$ 10,965	1/1/2022	7/1/2022	4.00%
16	City of Irvine	N/C				
17	City of Huntington Beach	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,209
% Orange County Sanitation District Above/Below	2.3%
Median of Comparators	$ 12,722
% Orange County Sanitation District Above/Below	5.9%
75th Percentile of Comparators	$ 13,775
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	64
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic - Closed) - Sorted by Top Monthly Salary
February 2022

Senior Public Affairs Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District[1]	[Government Relations Officer II/ Strategic Communications Representative II]	$ 11,957	7/1/2021	7/1/2022	1.0 - 4.0%
2	Metropolitan Water District of Southern California[2]	[Public Affairs Representative II / Government and Regional Affairs Representative]	$ 11,610	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Community Affairs Representative	$ 10,937	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Public Information Representative II	$ 10,690	4/1/2020	unknown	unknown
5	Las Virgenes Municipal Water District	Public Affairs Associate II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
6	Irvine Ranch Water District[2]	[Senior Public Affairs Specialist/ Legislative Analyst]	$ 10,196	7/1/2021	7/1/2022	CPI
7	Orange County Sanitation District	Senior Public Affairs Specialist	$ 10,079	7/2/2021		
8	Eastern Municipal Water District	Public Affairs Officer II	$ 10,071	12/19/2021	1/1/2023	unknown
9	Orange County Water District	Senior Communications Specialist	$ 9,508	7/1/2021	7/1/2022	2.00%
10	Los Angeles County Sanitation Districts	Public Affairs Specialist III	$ 8,929	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	Public Information Officer II	$ 8,456	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	External Affairs Specialist II	$ 8,037	7/1/2021	7/1/2022	3.00%
13	City of Anaheim[1]	[Communications Specialist II / Legislative Analyst]	$ 7,964	12/24/2021	7/8/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Public Relations Specialist II	$ 7,336	7/4/2021	6/19/2022	2.00%
15	City of San Diego	Senior Public Information Officer	$ 6,063	7/1/2021	7/1/2022	5.00%
16	City of Garden Grove	N/C				
17	City of Huntington Beach	N/C				
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,443
% Orange County Sanitation District Above/Below	6.3%
Median of Comparators	$ 9,790
% Orange County Sanitation District Above/Below	2.9%
75th Percentile of Comparators	$ 10,629
% Orange County Sanitation District Above/Below	-5.5%
Orange County Sanitation District Percentile	54
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Public Affairs Specialist	Community Affairs Representative	[Communications Specialist II / Legislative Analyst]	N/C	N/C	N/C	Public Relations Specialist II	Senior Public Information Officer	Public Information Officer II	Public Information Representative II	Public Affairs Officer II	External Affairs Specialist II	[Senior Public Affairs Specialist/ Legislative Analyst]	Public Affairs Associate II	Public Affairs Specialist III	[Public Affairs Representative II / Government and Regional Affairs Representative]	Senior Communications Specialist	[Government Relations Officer II/ Strategic Communications Representative II]
	Top Step	$ 10,079	$ 10,937	$ 7,964				$ 7,336	$ 6,063	$ 8,456	$ 10,690	$ 10,071	$ 8,037	$ 10,196	$ 10,446	$ 8,929	$ 11,610	$ 9,508	$ 11,957
Retirement	Retirement Formula	2.5%@55	2%@55	2.7%@55				2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55	2%@55	2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 534	$ 328	$ 565				$ 220	$ 321		$ 139	$ 534	$ 426	$ 540	$ 313	$ 268	$ 348		$ 634
Retirement	Employee Paid Employer Contribution			$ -319												$ -45			
Retirement	Employer Paid Member Contribution	$ 353														$ 625	$ 813		
Retirement	EPMC Reported as Special Comp															$ 44	$ 57		
Retirement	12 Months Highest Salary		$ 55	$ 56				$ 37	$ 36			$ 60	$ 48	$ 61	$ 52	$ 45	$ 58		$ 72
Retirement	Social Security										$ 663		$ 498		$ 648				$ 741
Retirement	Deferred Compensation		$ 678							$ 338		$ 403	$ 54	$ 408	$ 313		$ 522	$ 163	$ 239
Retirement	Other Retirement								$ 367	$ 906		$ 98						$ 1,583	
Insurance	Cafeteria		$ 220						$ 1,833	$ 1,437			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 582	$ 673	$ 498				$ 480	$ 513	$ 325	$ 617	$ 1,046	$ 371	$ 588	$ 563	$ 549	$ 670	$ 603	$ 690
Leaves	Holidays	$ 465	$ 547	$ 337				$ 395	$ 262	$ 390	$ 617	$ 465	$ 464	$ 471	$ 482	$ 412	$ 625	$ 402	$ 598
Leaves	Admin Leave	$ 194	$ 126	$ 61				$ 141	$ 93		$ 288						$ 134		$ 230
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 4,676	$ 5,838	$ 4,041	$ 0	$ 0	$ 0	$ 3,171	$ 3,427	$ 3,473	$ 4,828	$ 4,887	$ 3,551	$ 4,378	$ 4,411	$ 3,789	$ 6,008	$ 4,917	$ 5,694

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Public Affairs Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	[Government Relations Officer II/ Strategic Communications Representative II]	$ 17,651	7/1/2021	7/1/2022	1.0 - 4.0%
2	Metropolitan Water District of Southern California	[Public Affairs Representative II / Government and Regional Affairs Representative]	$ 17,618	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Community Affairs Representative	$ 16,775	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Public Information Representative II	$ 15,518	4/1/2020	unknown	unknown
5	Eastern Municipal Water District	Public Affairs Officer II	$ 14,958	12/19/2021	1/1/2023	unknown
6	Las Virgenes Municipal Water District	Public Affairs Associate II	$ 14,858	1/1/2022	1/1/2023	1.5 - 4%
7	Orange County Sanitation District	Senior Public Affairs Specialist	$ 14,755	7/2/2021		
8	Irvine Ranch Water District	[Senior Public Affairs Specialist/ Legislative Analyst]	$ 14,574	7/1/2021	7/1/2022	CPI
9	Orange County Water District	Senior Communications Specialist	$ 14,425	7/1/2021	7/1/2022	2.00%
10	Los Angeles County Sanitation Districts	Public Affairs Specialist III	$ 12,718	7/1/2021	unknown	unknown
11	City of Anaheim	[Communications Specialist II / Legislative Analyst]	$ 12,005	12/24/2021	7/8/2022	3.00%
12	County of Los Angeles, Public Works	Public Information Officer II	$ 11,928	7/1/2021	unknown	unknown
13	Inland Empire Utilities Agency	External Affairs Specialist II	$ 11,588	7/1/2021	7/1/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Public Relations Specialist II	$ 10,507	7/4/2021	6/19/2022	2.00%
15	City of San Diego	Senior Public Information Officer	$ 9,490	7/1/2021	7/1/2022	5.00%
16	City of Garden Grove	N/C				
17	City of Huntington Beach	N/C				
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,901
% Orange County Sanitation District Above/Below	5.8%
Median of Comparators	$ 14,500
% Orange County Sanitation District Above/Below	1.7%
75th Percentile of Comparators	$ 15,378
% Orange County Sanitation District Above/Below	-4.2%
Orange County Sanitation District Percentile	59
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Safety and Health Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 11,509	4/1/2020	unknown	unknown
2	City of Anaheim	Safety Administrator	$ 10,164	12/24/2021	7/8/2022	3.00%
3	Orange County Sanitation District	Senior Safety and Health Specialist	$ 10,079	7/2/2021		
4	City of Huntington Beach	Senior Risk Management Analyst	$ 9,904	1/1/2022	unknown	unknown
5	Orange County Water District	Health and Safety Specialist	$ 9,508	7/1/2021	7/1/2022	Unknown
6	Los Angeles County Sanitation Districts	Health and Safety Analyst II	$ 9,427	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Safety Engineering Associate II	$ 9,166	7/4/2021	6/19/2022	2.00%
8	Metropolitan Water District of Southern California	Occupational Health and Safety Specialist III	$ 9,107	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Safety Specialist	$ 8,634	7/1/2021	7/1/2022	CPI
10	County of Los Angeles, Public Works	Safety Officer II	$ 8,561	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Safety Analyst	$ 8,438	7/1/2021	7/1/2022	3.00%
12	City of San Diego	Safety Representative II	$ 5,663	7/1/2021	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	Eastern Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,098
% Orange County Sanitation District Above/Below	9.7%
Median of Comparators	$ 9,166
% Orange County Sanitation District Above/Below	9.1%
75th Percentile of Comparators	$ 9,706
% Orange County Sanitation District Above/Below	3.7%
Orange County Sanitation District Percentile	87
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Safety and Health Specialist	N/C	Safety Administrator	N/C	Senior Risk Management Analyst	N/C	Safety Engineering Associate II	Safety Representative II	Safety Officer II	Environmental Health and Safety Specialist II	N/C	Safety Analyst	Safety Specialist	N/C	Health and Safety Analyst II	Occupational Health and Safety Specialist III	Health and Safety Specialist	N/C
	Top Step	$ 10,079		$ 10,164		$ 9,904		$ 9,166	$ 5,663	$ 8,561	$ 11,509		$ 8,438	$ 8,634		$ 9,427	$ 9,107	$ 9,508	
Retirement	Retirement Formula	2.5%@55		2.7%@55		2.5%@55		2.16%@55	2.5%@55		2.6%@62		2.5%@55	2.5%@55		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 534		$ 722		$ 525		$ 275	$ 300		$ 150		$ 447	$ 458		$ 283	$ 273		
Retirement	Employee Paid Employer Contribution			$ -407		$ -99										$ -47			
Retirement	Employer Paid Member Contribution	$ 353														$ 660	$ 637		
Retirement	EPMC Reported as Special Comp															$ 46	$ 45		
Retirement	12 Months Highest Salary			$ 71		$ 59		$ 46	$ 34				$ 51	$ 52		$ 47	$ 46		
Retirement	Social Security										$ 714		$ 523						
Retirement	Deferred Compensation									$ 342			$ 54	$ 345			$ 410	$ 163	
Retirement	Other Retirement								$ 343	$ 918								$ 1,583	
Insurance	Cafeteria								$ 1,833	$ 1,455			$ 1,648						
Insurance	Health	$ 1,913		$ 2,787		$ 1,547		$ 1,841			$ 2,194			$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 116		$ 48			$ 212			$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 18		$ 9			$ 22			$ 24			$ 12	$ 19	
Insurance	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 582		$ 635		$ 952		$ 599	$ 479	$ 329	$ 664		$ 389	$ 498		$ 580	$ 525	$ 603	
Leaves	Holidays	$ 465		$ 430		$ 457		$ 494	$ 245	$ 395	$ 664		$ 487	$ 398		$ 435	$ 490	$ 402	
Leaves	Admin Leave	$ 194		$ 78		$ 286		$ 176	$ 87								$ 105		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 4,676	$ 0	$ 4,372	$ 0	$ 3,940	$ 0	$ 3,489	$ 3,321	$ 3,515	$ 4,696	$ 0	$ 3,641	$ 4,061	$ 0	$ 3,895	$ 5,312	$ 4,917	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Safety and Health Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 16,205	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Senior Safety and Health Specialist	$ 14,755	7/2/2021		
3	City of Anaheim	Safety Administrator	$ 14,536	12/24/2021	7/8/2022	3.00%
4	Orange County Water District	Health and Safety Specialist	$ 14,425	7/1/2021	7/1/2022	Unknown
5	Metropolitan Water District of Southern California	Occupational Health and Safety Specialist III	$ 14,419	7/1/2021	unknown	unknown
6	City of Huntington Beach	Senior Risk Management Analyst	$ 13,845	1/1/2022	unknown	unknown
7	Los Angeles County Sanitation Districts	Health and Safety Analyst II	$ 13,322	7/1/2021	unknown	unknown
8	Irvine Ranch Water District	Safety Specialist	$ 12,695	7/1/2021	7/1/2022	CPI
9	City of Los Angeles Bureau of Sanitation	Safety Engineering Associate II	$ 12,655	7/4/2021	6/19/2022	2.00%
10	Inland Empire Utilities Agency	Safety Analyst	$ 12,080	7/1/2021	7/1/2022	3.00%
11	County of Los Angeles, Public Works	Safety Officer II	$ 12,076	7/1/2021	unknown	unknown
12	City of San Diego	Safety Representative II	$ 8,984	7/1/2021	7/1/2022	5.00%
13	City of Irvine	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Eastern Municipal Water District	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,204
% Orange County Sanitation District Above/Below	10.5%
Median of Comparators	$ 13,322
% Orange County Sanitation District Above/Below	9.7%
75th Percentile of Comparators	$ 14,422
% Orange County Sanitation District Above/Below	2.3%
Orange County Sanitation District Percentile	91
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Senior Staff Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Management Analyst II	$ 10,690	4/1/2020	unknown	unknown
2	Las Virgenes Municipal Water District	Management Analyst II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
3	Western Municipal Water District	Management Analyst II	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
4	Orange County Sanitation District	Senior Staff Analyst	$ 10,079	7/2/2021		
5	City of Huntington Beach	Senior Administrative Analyst	$ 10,005	1/1/2022	unknown	unknown
6	City of Irvine	Management Analyst II	$ 9,495	6/25/2021	6/25/2022	1.00%
7	Metropolitan Water District of Southern California	Administrative Analyst	$ 9,360	7/1/2021	unknown	unknown
8	Irvine Ranch Water District	Management Analyst	$ 9,138	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Management Analyst II	$ 9,135	12/19/2021	1/1/2023	unknown
10	City of Los Angeles Bureau of Sanitation	Management Analyst	$ 9,039	7/4/2021	6/19/2022	2.00%
11	City of Anaheim	Administrative Analyst	$ 8,780	12/24/2021	7/8/2022	3.00%
12	City of Garden Grove	Senior Administrative Analyst	$ 8,581	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Administrative Analyst	$ 8,270	7/1/2021	unknown	unknown
14	City of San Diego	Associate Management Analyst	$ 6,063	7/1/2021	7/1/2022	5.00%
15	Central Contra Costa Sanitary District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,181
% Orange County Sanitation District Above/Below	8.9%
Median of Comparators	$ 9,138
% Orange County Sanitation District Above/Below	9.3%
75th Percentile of Comparators	$ 10,005
% Orange County Sanitation District Above/Below	0.7%
Orange County Sanitation District Percentile	77
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Staff Analyst	N/C	Administrative Analyst	Senior Administrative Analyst	Senior Administrative Analyst	Management Analyst II	Management Analyst	Associate Management Analyst	Administrative Analyst	Management Analyst II	Management Analyst II	N/C	Management Analyst	Management Analyst II	N/C	Administrative Analyst	N/C	Management Analyst II
	Top Step	$ 10,079		$ 8,780	$ 8,581	$ 10,005	$ 9,495	$ 9,039	$ 6,063	$ 8,270	$ 10,690	$ 9,135		$ 9,138	$ 10,446		$ 9,360		$ 10,346
Retirement	Retirement Formula	2.5%@55		2.7%@55	2.5%@55	2.5%@55	2.7%@55	2.16%@55	2.5%@55		2.6%@62	2.5%@55		2.5%@55	2%@55		2%@55		2.5%@55
	Enhanced Formula Cost	$ 534		$ 623	$ 455	$ 530	$ 674	$ 271	$ 321		$ 139	$ 484		$ 484	$ 313		$ 281		$ 548
	Employee Paid Employer Contribution			$ -351		$ -100													
	Employer Paid Member Contribution	$ 353															$ 655		
	EPMC Reported as Special Comp																$ 46		
	12 Months Highest Salary			$ 61	$ 51	$ 60	$ 66	$ 45	$ 36			$ 55		$ 55	$ 52		$ 47		$ 62
	Social Security										$ 663				$ 648				$ 641
	Deferred Compensation						$ 380			$ 331		$ 365		$ 366	$ 313		$ 421		$ 207
	Other Retirement						$ 190		$ 367	$ 887		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,406									$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860		$ 2,619		
	Dental	$ 111		$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175		$ 150		
	Vision	$ 17				$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance					$ 29				$ 75	$ 76								
Leaves	Vacation	$ 582		$ 549	$ 495	$ 962	$ 730	$ 591	$ 513	$ 318	$ 617	$ 949		$ 527	$ 563		$ 540		$ 597
	Holidays	$ 465		$ 371	$ 516	$ 462	$ 511	$ 487	$ 262	$ 382	$ 617	$ 422		$ 422	$ 482		$ 504		$ 517
	Admin Leave	$ 194		$ 68	$ 165	$ 289	$ 548	$ 174	$ 93		$ 288						$ 108		$ 199
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 4,676	$ 0	$ 4,164	$ 3,332	$ 3,962	$ 5,433	$ 3,467	$ 3,427	$ 3,398	$ 4,828	$ 4,654	$ 0	$ 4,163	$ 4,411	$ 0	$ 5,383	$ 0	$ 5,263

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Senior Staff Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Management Analyst II	$ 15,609	7/1/2021	7/1/2022	1.0 - 4.0%
2	East Bay Municipal Utility District	Management Analyst II	$ 15,518	4/1/2020	unknown	unknown
3	City of Irvine	Management Analyst II	$ 14,928	6/25/2021	6/25/2022	1.00%
4	Las Virgenes Municipal Water District	Management Analyst II	$ 14,858	1/1/2022	1/1/2023	1.5 - 4%
5	Orange County Sanitation District	Senior Staff Analyst	$ 14,755	7/2/2021		
6	Metropolitan Water District of Southern California	Administrative Analyst	$ 14,743	7/1/2021	unknown	unknown
7	City of Huntington Beach	Senior Administrative Analyst	$ 13,967	1/1/2022	unknown	unknown
8	Eastern Municipal Water District	Management Analyst II	$ 13,789	12/19/2021	1/1/2023	unknown
9	Irvine Ranch Water District	Management Analyst	$ 13,301	7/1/2021	7/1/2022	CPI
10	City of Anaheim	Administrative Analyst	$ 12,944	12/24/2021	7/8/2022	3.00%
11	City of Los Angeles Bureau of Sanitation	Management Analyst	$ 12,506	7/4/2021	6/19/2022	2.00%
12	City of Garden Grove	Senior Administrative Analyst	$ 11,913	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Administrative Analyst	$ 11,668	7/1/2021	unknown	unknown
14	City of San Diego	Associate Management Analyst	$ 9,490	7/1/2021	7/1/2022	5.00%
15	Central Contra Costa Sanitary District	N/C				
16	Orange County Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,480
% Orange County Sanitation District Above/Below	8.6%
Median of Comparators	$ 13,789
% Orange County Sanitation District Above/Below	6.5%
75th Percentile of Comparators	$ 14,858
% Orange County Sanitation District Above/Below	-0.7%
Orange County Sanitation District Percentile	68
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Source Control Inspector II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Inspector II	$ 10,625	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Specialist II	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Source Control Inspector II	$ 9,734	7/2/2021		
4	East Bay Municipal Utility District	Wastewater Control Inspector II	$ 8,994	4/1/2020	unknown	unknown
5	City of Los Angeles Bureau of Sanitation	Environmental Compliance Inspector	$ 8,451	1/19/2020	6/19/2022	2.00%
6	County of Los Angeles, Public Works	Waste Control Engineering Inspector	$ 8,129	7/1/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Industrial Waste Inspector II	$ 8,089	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Pretreatment and Source Control Inspector II	$ 8,037	7/1/2021	7/1/2022	3.00%
9	Eastern Municipal Water District	Source Control Inspector II	$ 7,892	12/19/2021	1/1/2023	unknown
10	City of San Diego	Wastewater Pretreatment Inspector II	$ 7,434	7/1/2021	7/1/2022	5.00%
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,666
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 8,129
% Orange County Sanitation District Above/Below	16.5%
75th Percentile of Comparators	$ 8,994
% Orange County Sanitation District Above/Below	7.6%
Orange County Sanitation District Percentile	82
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Source Control Inspector II	Environmental Compliance Inspector II	N/C	N/C	N/C	N/C	Environmental Compliance Inspector	Wastewater Pretreatment Inspector II	Waste Control Engineering Inspector	Wastewater Control Inspector II	Source Control Inspector II	Pretreatment and Source Control Inspector II	N/C	N/C	Industrial Waste Inspector II	N/C	N/C	Source Control Program Specialist II
	Top Step	$ 9,734	$ 10,625					$ 8,451	$ 7,434	$ 8,129	$ 8,994	$ 7,892	$ 8,037			$ 8,089			$ 10,346
Retirement	Retirement Formula	2.5%@55	2%@55					2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55			2%@55			2.5%@55
Retirement	Enhanced Formula Cost	$ 516	$ 319					$ 254	$ 394		$ 117	$ 418	$ 426			$ 243			$ 548
Retirement	Employee Paid Employer Contribution															$ -40			
Retirement	Employer Paid Member Contribution	$ 341														$ 566			
Retirement	EPMC Reported as Special Comp															$ 40			
Retirement	12 Months Highest Salary		$ 53					$ 42	$ 45			$ 47	$ 48			$ 40			$ 62
Retirement	Social Security										$ 558		$ 498						$ 641
Retirement	Deferred Compensation		$ 659							$ 325		$ 316	$ 54						
Retirement	Other Retirement								$ 450	$ 871		$ 98							
Insurance	Cafeteria		$ 100						$ 1,833	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128				$ 1,759			
Insurance	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134				$ 132			
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19							
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 562	$ 654					$ 553	$ 629	$ 469	$ 519	$ 820	$ 371			$ 498			$ 597
Leaves	Holidays	$ 449	$ 531					$ 455	$ 322	$ 375	$ 519	$ 364	$ 510			$ 373			$ 517
Leaves	Admin Leave	$ 23	$ 41					$ 163	$ 114		$ 242								
	Technology Allowance																		
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,932	$ 5,567	$ 0	$ 0	$ 0	$ 0	$ 3,365	$ 3,787	$ 4,450	$ 4,459	$ 4,345	$ 3,597	$ 0	$ 0	$ 3,611	$ 0	$ 0	$ 4,857

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Source Control Inspector II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Inspector II	$ 16,193	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Specialist II	$ 15,203	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Source Control Inspector II	$ 13,666	7/2/2021		
4	East Bay Municipal Utility District	Wastewater Control Inspector II	$ 13,453	4/1/2020	unknown	unknown
5	County of Los Angeles, Public Works	Waste Control Engineering Inspector	$ 12,580	7/1/2021	unknown	unknown
6	Eastern Municipal Water District	Source Control Inspector II	$ 12,237	12/19/2021	1/1/2023	unknown
7	City of Los Angeles Bureau of Sanitation	Environmental Compliance Inspector	$ 11,816	1/19/2020	6/19/2022	2.00%
8	Los Angeles County Sanitation Districts	Industrial Waste Inspector II	$ 11,700	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Pretreatment and Source Control Inspector II	$ 11,634	7/1/2021	7/1/2022	3.00%
10	City of San Diego	Wastewater Pretreatment Inspector II	$ 10,771	7/1/2021	7/1/2022	5.00%
11	Irvine Ranch Water District	N/C				
12	City of Huntington Beach	N/C				
13	City of Anaheim	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,843
% Orange County Sanitation District Above/Below	6.0%
Median of Comparators	$ 12,237
% Orange County Sanitation District Above/Below	10.5%
75th Percentile of Comparators	$ 13,453
% Orange County Sanitation District Above/Below	1.6%
Orange County Sanitation District Percentile	77
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Source Control Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Program Administrator	$ 14,215	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
3	Inland Empire Utilities Agency	Source Control/Environmental Resources Supervisor	$ 13,090	7/1/2021	7/1/2022	3.00%
4	Eastern Municipal Water District	Source Control Manager	$ 12,853	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Source Control Supervisor	$ 12,281	7/2/2021		
6	East Bay Municipal Utility District	Supervising Wastewater Control Inspector	$ 11,799	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	Supervising Industrial Waste Inspector II	$ 10,378	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Supervising Waste Control Engineering Inspector II	$ 10,377	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Senior Environmental Compliance Inspector	$ 9,415	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Supervising Wastewater Pretreatment Inspector	$ 9,006	7/1/2021	7/1/2022	5.00%
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,661
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 11,799
% Orange County Sanitation District Above/Below	3.9%
75th Percentile of Comparators	$ 13,090
% Orange County Sanitation District Above/Below	-6.6%
Orange County Sanitation District Percentile	56
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Source Control Supervisor	Environmental Compliance Program Administrator	N/C	N/C	N/C	N/C	Senior Environmental Compliance Inspector	Supervising Wastewater Pretreatment Inspector	Supervising Waste Control Engineering Inspector II	Supervising Wastewater Control Inspector	Source Control Manager	Source Control/Environmental Resources Supervisor	N/C	N/C	Supervising Industrial Waste Inspector II	N/C	N/C	Source Control Program Manager
	Top Step	$ 12,281	$ 14,215					$ 9,415	$ 9,006	$ 10,377	$ 11,799	$ 12,853	$ 13,090			$ 10,378			$ 13,816
Retirement	Retirement Formula	2.5%@55	2%@55					2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55			2%@55			2.5%@55
	Enhanced Formula Cost	$ 651	$ 426					$ 282	$ 477		$ 153	$ 681	$ 694			$ 311			$ 732
	Employee Paid Employer Contribution															$ -52			
	Employer Paid Member Contribution	$ 430														$ 726			
	EPMC Reported as Special Comp															$ 51			
	12 Months Highest Salary		$ 71					$ 47	$ 54			$ 77	$ 79			$ 52			$ 83
	Social Security										$ 732		$ 760						$ 760
	Deferred Compensation		$ 881							$ 415		$ 514	$ 54						$ 276
	Other Retirement								$ 545	$ 1,112		$ 98							
Insurance	Cafeteria		$ 220						$ 1,833	$ 2,278			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128				$ 1,759			
	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134				$ 132			
	Vision	$ 17	$ 18					$ 9			$ 22	$ 19							
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 709	$ 875					$ 616	$ 762	$ 599	$ 681	$ 1,335	$ 604			$ 639			$ 797
	Holidays	$ 567	$ 711					$ 507	$ 390	$ 479	$ 681	$ 593	$ 856			$ 479			$ 691
	Admin Leave	$ 236	$ 164					$ 181	$ 139		$ 318								$ 266
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 5,228	$ 6,559	$ 0	$ 0	$ 0	$ 0	$ 3,532	$ 4,200	$ 5,015	$ 5,069	$ 5,580	$ 4,736	$ 0	$ 0	$ 4,097	$ 0	$ 0	$ 6,095

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Source Control Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Program Administrator	$ 20,774	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Manager	$ 19,911	7/1/2021	7/1/2022	1.0 - 4.0%
3	Eastern Municipal Water District	Source Control Manager	$ 18,433	12/19/2021	1/1/2023	unknown
4	Inland Empire Utilities Agency	Source Control/Environmental Resources Supervisor	$ 17,826	7/1/2021	7/1/2022	3.00%
5	Orange County Sanitation District	Source Control Supervisor	$ 17,509	7/2/2021		
6	East Bay Municipal Utility District	Supervising Wastewater Control Inspector	$ 16,868	4/1/2020	unknown	unknown
7	County of Los Angeles, Public Works	Supervising Waste Control Engineering Inspector II	$ 15,392	7/1/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Supervising Industrial Waste Inspector II	$ 14,475	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Senior Environmental Compliance Inspector	$ 12,947	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Supervising Wastewater Pretreatment Inspector	$ 13,206	7/1/2021	7/1/2022	5.00%
11	Irvine Ranch Water District	N/C				
12	City of Huntington Beach	N/C				
13	Orange County Water District	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,648
% Orange County Sanitation District Above/Below	4.9%
Median of Comparators	$ 16,868
% Orange County Sanitation District Above/Below	3.7%
75th Percentile of Comparators	$ 18,433
% Orange County Sanitation District Above/Below	-5.3%
Orange County Sanitation District Percentile	58
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Top Monthly Salary
February 2022

Welder/Fabricator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Welder/Fabricator	$ 8,519	7/2/2021		
2	East Bay Municipal Utility District	Machining & Maintenance Worker III	$ 8,352	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Welder	$ 8,143	1/19/2020	6/19/2022	4.00%
4	Irvine Ranch Water District	Senior Maintenance Mechanic (Welder/Fabricator)	$ 8,132	7/1/2021	7/1/2022	CPI
5	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
6	Los Angeles County Sanitation Districts	Welder	$ 7,951	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
8	Eastern Municipal Water District	Fabrication Mechanic II	$ 7,516	12/19/2021	1/1/2023	unknown
9	Metropolitan Water District of Southern California	Operations and Maintenance Technician III-Welder/Fabricator	$ 7,308	7/1/2021	unknown	unknown
10	County of Los Angeles, Public Works	Welder	$ 7,279	7/1/2021	unknown	unknown
11	City of Garden Grove	Maintenance Repair Worker	$ 6,628	7/1/2021	unknown	unknown
12	City of Anaheim	Senior Welder Fabricator	$ 6,445	6/25/2021	unknown	unknown
13	City of San Diego	Welder	$ 4,936	7/1/2021	7/1/2022	4.00%
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,372
% Orange County Sanitation District Above/Below	13.5%
Median of Comparators	$ 7,585
% Orange County Sanitation District Above/Below	11.0%
75th Percentile of Comparators	$ 8,126
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	102
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Welder/Fabricator	N/C	Senior Welder Fabricator	Maintenance Repair Worker	N/C	N/C	Welder	Welder	Welder	Machining & Maintenance Worker III	Fabrication Mechanic II	Mechanic II	Senior Maintenance Mechanic (Welder/Fabricator)	N/C	Welder	Operations and Maintenance Technician III-Welder/Fabricator	N/C	Operations Technician III-Mechanical Services
	Top Step	$ 8,519		$ 6,445	$ 6,628			$ 8,143	$ 4,936	$ 7,279	$ 8,352	$ 7,516	$ 7,654	$ 8,132		$ 7,951	$ 7,308		$ 8,124
Retirement	Retirement Formula	2.5%@55		2.7%@55	2.5%@55			2.16%@55	2.5%@55		2.6%@62	2.5%@55	2.5%@55	2.5%@55		2%@55	2%@55		2.5%@55
Retirement	Enhanced Formula Cost	$ 452		$ 458	$ 351			$ 244	$ 262		$ 109	$ 398	$ 406	$ 431		$ 239	$ 219		$ 431
Retirement	Employee Paid Employer Contribution			$ -258												$ -40			
Retirement	Employer Paid Member Contribution	$ 298														$ 557	$ 512		
Retirement	EPMC Reported as Special Comp															$ 39	$ 36		
Retirement	12 Months Highest Salary			$ 45	$ 40			$ 41	$ 30			$ 45	$ 46	$ 49		$ 40	$ 37		$ 49
Retirement	Social Security										$ 518		$ 475						$ 504
Retirement	Deferred Compensation									$ 291		$ 301	$ 54	$ 325			$ 329		
Retirement	Other Retirement								$ 299	$ 780		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,813	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 737		$ 403	$ 382			$ 532	$ 418	$ 420	$ 482	$ 780	$ 353	$ 469		$ 489	$ 422		$ 469
Leaves	Holidays	$ 393		$ 248	$ 398			$ 438	$ 214	$ 336	$ 482	$ 347	$ 486	$ 375		$ 367	$ 394		$ 406
Leaves	Admin Leave							$ 157	$ 76								$ 84		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,921	$ 0	$ 3,738	$ 2,822	$ 0	$ 0	$ 3,329	$ 3,110	$ 4,237	$ 4,095	$ 4,251	$ 3,509	$ 3,959	$ 0	$ 3,582	$ 4,812	$ 0	$ 4,349

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 6.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix II: Market Compensation Findings – Plan H (Classic – Closed) - Sorted by Total Monthly Compensation
February 2022

Welder/Fabricator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 12,473	7/1/2021	7/1/2022	1.0 - 4.0%
2	East Bay Municipal Utility District	Machining & Maintenance Worker III	$ 12,447	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Welder/Fabricator	$ 12,440	7/2/2021		
4	Metropolitan Water District of Southern California	Operations and Maintenance Technician III-Welder/Fabricator	$ 12,120	7/1/2021	unknown	unknown
5	Irvine Ranch Water District	Senior Maintenance Mechanic (Welder/Fabricator)	$ 12,091	7/1/2021	7/1/2022	CPI
6	Eastern Municipal Water District	Fabrication Mechanic II	$ 11,767	12/19/2021	1/1/2023	unknown
7	Los Angeles County Sanitation Districts	Welder	$ 11,533	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Welder	$ 11,516	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Welder	$ 11,472	1/19/2020	6/19/2022	4.00%
10	Inland Empire Utilities Agency	Mechanic II	$ 11,163	7/1/2021	7/1/2022	3.00%
11	City of Anaheim	Senior Welder Fabricator	$ 10,183	6/25/2021	unknown	unknown
12	City of Garden Grove	Maintenance Repair Worker	$ 9,450	7/1/2021	unknown	unknown
13	City of San Diego	Welder	$ 8,046	7/1/2021	7/1/2022	4.00%
14	Las Virgenes Municipal Water District	N/C				
15	City of Irvine	N/C				
16	City of Huntington Beach	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,188
% Orange County Sanitation District Above/Below	10.1%
Median of Comparators	$ 11,524
% Orange County Sanitation District Above/Below	7.4%
75th Percentile of Comparators	$ 12,099
% Orange County Sanitation District Above/Below	2.7%
Orange County Sanitation District Percentile	91
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Appendix III

Market Compensation Findings – Plan B (Classic – Open)

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Supervisor	$ 13,260	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Accounting Systems Supervisor	$ 13,025	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Accounting Supervisor	$ 12,901	7/2/2021		
4	Western Municipal Water District	Accounting Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
5	Las Virgenes Municipal Water District	Accounting Supervisor	$ 12,821	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Accounting Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Financial Manager	$ 11,655	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Principal Accountant II	$ 10,819	1/19/2020	6/19/2022	2.00%
9	Irvine Ranch Water District	Accounting Supervisor	$ 10,589	7/1/2021	7/1/2022	CPI
10	Los Angeles County Sanitation Districts	Supervising Accountant	$ 10,328	7/1/2021	unknown	unknown
11	City of Huntington Beach	Principal Accountant	$ 10,206	1/1/2022	unknown	unknown
12	City of Anaheim	Principal Accountant	$ 10,164	12/24/2021	7/8/2022	3.00%
13	City of Irvine	Supervisor of Accounting Services	$ 10,020	6/25/2021	6/25/2022	1.00%
14	City of San Diego	Accountant IV	$ 9,542	7/1/2021	unknown	unknown
15	City of Garden Grove	Accounting Supervisor	$ 9,481	7/1/2021	unknown	unknown
16	County of Los Angeles, Public Works	Accounting Officer I	$ 7,221	7/1/2021	unknown	unknown
17	Orange County Water District	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,924
% Orange County Sanitation District Above/Below	15.3%
Median of Comparators	$ 10,589
% Orange County Sanitation District Above/Below	17.9%
75th Percentile of Comparators	$ 12,347
% Orange County Sanitation District Above/Below	4.3%
Orange County Sanitation District Percentile	88
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Accounting Supervisor	Accounting Supervisor	Principal Accountant	Accounting Supervisor	Principal Accountant	Supervisor of Accounting Services	Principal Accountant II	Accountant IV	Accounting Officer I	Accounting Systems Supervisor	Financial Manager	Accounting Supervisor	Accounting Supervisor	Accounting Supervisor	Supervising Accountant	N/C	N/C	Accounting Supervisor
	Top Step	$ 12,901	$ 13,260	$ 10,164	$ 9,481	$ 10,206	$ 10,020	$ 10,819	$ 9,542	$ 7,221	$ 13,025	$ 11,655	$ 11,873	$ 10,589	$ 12,821	$ 10,328			$ 12,853
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55			2%@55
Retirement	Enhanced Formula Cost	$ 168	$ 398	$ 722	$ 502	$ 541	$ 301	$ 325	$ 124		$ 169	$ 350	$ 356	$ 138	$ 385	$ 310			$ 386
Retirement	Employee Paid Employer Contribution			$ -407		$ -102										$ -52			
Retirement	Employer Paid Member Contribution															$ 723			
Retirement	EPMC Reported as Special Comp															$ 51			
Retirement	12 Month Highest Salary		$ 66	$ 71	$ 57	$ 61		$ 54				$ 58			$ 64	$ 52			
Retirement	Social Security										$ 760		$ 736		$ 760				$ 760
Retirement	Deferred Compensation		$ 822				$ 200		$ 673	$ 289		$ 466	$ 54	$ 424	$ 385				$ 257
Retirement	Other Retirement						$ 401			$ 774		$ 98							
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,792	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759			
Insurance	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132			
Insurance	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5				
Insurance	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 744	$ 816	$ 635	$ 547	$ 981	$ 771	$ 707	$ 807	$ 417	$ 751	$ 1,210	$ 548	$ 611	$ 690	$ 636			$ 742
Leaves	Holidays	$ 595	$ 663	$ 430	$ 570	$ 471	$ 540	$ 583	$ 413	$ 333	$ 751	$ 538	$ 776	$ 489	$ 592	$ 477			$ 643
Leaves	Admin Leave	$ 248	$ 153	$ 78	$ 182	$ 294	$ 578	$ 208	$ 110		$ 351								$ 198
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 620																	
	Benefit Package Total	$ 4,416	$ 6,349	$ 4,372	$ 3,508	$ 4,007	$ 5,124	$ 3,776	$ 3,919	$ 4,180	$ 5,287	$ 5,002	$ 4,160	$ 3,971	$ 4,915	$ 4,087	$ 0	$ 0	$ 5,475

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Supervisor	$ 19,609	4/18/2021	unknown	unknown
2	Western Municipal Water District	Accounting Supervisor	$ 18,327	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Accounting Systems Supervisor	$ 18,312	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Accounting Supervisor	$ 17,736	1/1/2022	1/1/2023	1.5 - 4%
5	Orange County Sanitation District	Accounting Supervisor	$ 17,318	7/2/2021		
6	Eastern Municipal Water District	Financial Manager	$ 16,657	12/19/2021	1/1/2023	unknown
7	Inland Empire Utilities Agency	Accounting Supervisor	$ 16,034	7/1/2021	7/1/2022	3.00%
8	City of Irvine	Supervisor of Accounting Services	$ 15,144	6/25/2021	6/25/2022	1.00%
9	City of Los Angeles Bureau of Sanitation	Principal Accountant II	$ 14,595	1/19/2020	6/19/2022	2.00%
10	Irvine Ranch Water District	Accounting Supervisor	$ 14,560	7/1/2021	7/1/2022	CPI
11	City of Anaheim	Principal Accountant	$ 14,536	12/24/2021	7/8/2022	3.00%
12	Los Angeles County Sanitation Districts	Supervising Accountant	$ 14,415	7/1/2021	unknown	unknown
13	City of Huntington Beach	Principal Accountant	$ 14,213	1/1/2022	unknown	unknown
14	City of San Diego	Accountant IV	$ 13,461	7/1/2021	unknown	unknown
15	City of Garden Grove	Accounting Supervisor	$ 12,989	7/1/2021	unknown	unknown
16	County of Los Angeles, Public Works	Accounting Officer I	$ 11,401	7/1/2021	unknown	unknown
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,466
% Orange County Sanitation District Above/Below	10.7%
Median of Comparators	$ 14,595
% Orange County Sanitation District Above/Below	15.7%
75th Percentile of Comparators	$ 17,196
% Orange County Sanitation District Above/Below	0.7%
Orange County Sanitation District Percentile	76
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Accounting Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Accounting Technician	$ 7,950	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Accounting Technician II	$ 7,802	4/18/2021	unknown	unknown
3	City of Garden Grove	Accounting Technician	$ 7,615	7/1/2021	unknown	unknown
4	Metropolitan Water District of Southern California	Accounting Technician II	$ 7,107	7/1/2021	unknown	unknown
5	Western Municipal Water District	Accounting Technician II	$ 7,018	7/1/2021	7/1/2022	1.0 - 4.0%
6	Orange County Water District	Senior Accounting Clerk	$ 6,756	7/1/2021	7/1/2022	2.00%
7	Orange County Sanitation District	Accounting Technician	$ 6,722	7/2/2021		
8	Las Virgenes Municipal Water District	Accounting Technician-General	$ 6,642	1/1/2021	unknown	unknown
9	Irvine Ranch Water District	Senior Accounting Clerk	$ 6,591	7/1/2021	7/1/2022	CPI
10	City of Los Angeles Bureau of Sanitation	Accounting Clerk	$ 6,309	1/19/2020	6/19/2022	4.00%
11	Eastern Municipal Water District	Finance Technician II	$ 6,181	12/19/2021	1/1/2023	unknown
12	Los Angeles County Sanitation Districts	Accounting Assistant	$ 6,122	7/1/2021	unknown	unknown
13	City of Anaheim	Accounting Technician	$ 6,041	6/25/2021	unknown	unknown
14	City of Huntington Beach	Accounting Technician II	$ 5,904	1/1/2022	unknown	unknown
15	City of Irvine	Accounting Technician	$ 5,791	6/25/2021	6/25/2022	1.00%
16	Inland Empire Utilities Agency	Accounting Technician I	$ 5,713	7/1/2021	7/1/2022	3.00%
17	County of Los Angeles, Public Works	Accounting Technician I	$ 4,773	7/1/2021	unknown	unknown
18	City of San Diego	Senior Account Clerk	$ 4,037	7/1/2021	7/1/2022	5.00%

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,374
% Orange County Sanitation District Above/Below	5.2%
Median of Comparators	$ 6,309
% Orange County Sanitation District Above/Below	6.1%
75th Percentile of Comparators	$ 7,018
% Orange County Sanitation District Above/Below	-4.4%
Orange County Sanitation District Percentile	67
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Accounting Technician	Accounting Technician II	Accounting Technician	Accounting Technician	Accounting Technician II	Accounting Technician	Accounting Clerk	Senior Account Clerk	Accounting Technician I	Accounting Technician	Finance Technician II	Accounting Technician I	Senior Accounting Clerk	Accounting Technician-General	Accounting Assistant	Accounting Technician II	Senior Accounting Clerk	Accounting Technician II
	Top Step	$ 6,722	$ 7,802	$ 6,041	$ 7,615	$ 5,904	$ 5,791	$ 6,309	$ 4,037	$ 4,773	$ 7,950	$ 6,181	$ 5,713	$ 6,591	$ 6,642	$ 6,122	$ 7,107	$ 6,756	$ 7,018
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 87	$ 234	$ 429	$ 404	$ 313	$ 174	$ 189	$ 52		$ 103	$ 185	$ 171	$ 86	$ 199	$ 184	$ 213		$ 211
	Employee Paid Employer Contribution			$ -242		$ -59										$ -31			
	Employer Paid Member Contribution															$ 429	$ 497		
	EPMC Reported as Special Comp															$ 30	$ 35		
	12 Month Highest Salary		$ 39	$ 42	$ 46	$ 35		$ 32				$ 31			$ 33	$ 31	$ 36		
	Social Security										$ 493		$ 354		$ 412				$ 435
	Deferred Compensation		$ 484			$ 20	$ 116		$ 285	$ 191		$ 247	$ 54	$ 264	$ 40		$ 320	$ 163	
	Other Retirement						$ 290			$ 512		$ 98						$ 1,125	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance							$ 10		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 388	$ 480	$ 378	$ 439	$ 568	$ 334	$ 413	$ 342	$ 275	$ 459	$ 642	$ 264	$ 380	$ 358	$ 377	$ 410	$ 429	$ 405
	Holidays	$ 310	$ 390	$ 232	$ 458	$ 272	$ 312	$ 340	$ 175	$ 220	$ 459	$ 285	$ 363	$ 304	$ 307	$ 283	$ 383	$ 286	$ 351
	Admin Leave	$ 16	$ 30				$ 223	$ 121	$ 62								$ 82		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 2,842	$ 4,968	$ 3,682	$ 2,996	$ 3,041	$ 3,781	$ 3,004	$ 2,749	$ 3,565	$ 4,018	$ 3,770	$ 2,896	$ 3,344	$ 3,389	$ 3,193	$ 4,756	$ 4,167	$ 3,892

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Accounting Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Technician II	$ 12,769	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Accounting Technician	$ 11,968	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Accounting Technician II	$ 11,863	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Accounting Clerk	$ 10,923	7/1/2021	7/1/2022	2.00%
5	Western Municipal Water District	Accounting Technician II	$ 10,910	7/1/2021	7/1/2022	1.0 - 4.0%
6	City of Garden Grove	Accounting Technician	$ 10,611	7/1/2021	unknown	unknown
7	Las Virgenes Municipal Water District	Accounting Technician-General	$ 10,031	1/1/2021	unknown	unknown
8	Eastern Municipal Water District	Finance Technician II	$ 9,951	12/19/2021	1/1/2023	unknown
9	Irvine Ranch Water District	Senior Accounting Clerk	$ 9,935	7/1/2021	7/1/2022	CPI
10	City of Anaheim	Accounting Technician	$ 9,723	6/25/2021	unknown	unknown
11	City of Irvine	Accounting Technician	$ 9,572	6/25/2021	6/25/2022	1.00%
12	Orange County Sanitation District	Accounting Technician	$ 9,564	7/2/2021		
13	Los Angeles County Sanitation Districts	Accounting Assistant	$ 9,315	7/1/2021	unknown	unknown
14	City of Los Angeles Bureau of Sanitation	Accounting Clerk	$ 9,313	1/19/2020	6/19/2022	4.00%
15	City of Huntington Beach	Accounting Technician II	$ 8,945	1/1/2022	unknown	unknown
16	Inland Empire Utilities Agency	Accounting Technician I	$ 8,608	7/1/2021	7/1/2022	3.00%
17	County of Los Angeles, Public Works	Accounting Technician I	$ 8,338	7/1/2021	unknown	unknown
18	City of San Diego	Senior Account Clerk	$ 6,786	7/1/2021	7/1/2022	5.00%

Summary Results	Total Monthly Comp
Average of Comparators	$ 9,974
% Orange County Sanitation District Above/Below	-4.3%
Median of Comparators	$ 9,935
% Orange County Sanitation District Above/Below	-3.9%
75th Percentile of Comparators	$ 10,910
% Orange County Sanitation District Above/Below	-14.1%
Orange County Sanitation District Percentile	37
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Administration Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administration Manager	$ 16,928	7/2/2021		
2	Central Contra Costa Sanitary District	Communications and Government Relations Manager	$ 16,708	4/18/2021	unknown	unknown
3	Western Municipal Water District[1]	[Director of Strategic Communications / Administrative Services Manager]	$ 16,568	7/1/2021	7/1/2022	1.0 - 4.0%
4	Eastern Municipal Water District	Director of Public and Governmental Affairs	$ 16,404	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Public Affairs and Communications Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Manager of External Affairs	$ 15,153	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	External Affairs Manager	$ 12,354	12/24/2021	7/8/2022	3.00%
8	Irvine Ranch Water District	Public Affairs Manager	$ 12,270	7/1/2021	7/1/2022	CPI
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	East Bay Municipal Utility District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 14,967
% Orange County Sanitation District Above/Below	11.6%
Median of Comparators	$ 15,314
% Orange County Sanitation District Above/Below	9.5%
75th Percentile of Comparators	$ 16,486
% Orange County Sanitation District Above/Below	2.6%
Orange County Sanitation District Percentile	101
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - Las Virgenes Municipal Water District: Public Affairs and Communications Manager reports to the Director of Engineering and External Affairs.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Administration Manager	Communications and Government Relations Manager	External Affairs Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Director of Public and Governmental Affairs	Manager of External Affairs	Public Affairs Manager	Public Affairs and Communications Manager	N/C	N/C	N/C	[Director of Strategic Communications / Administrative Services Manager]
	Top Step	$ 16,928	$ 16,708	$ 12,354								$ 16,404	$ 15,153	$ 12,270	$ 15,314				$ 16,568
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55								2%@55	2%@55	2%@60	2%@55				2%@55
Retirement	Enhanced Formula Cost	$ 220	$ 501	$ 877								$ 492	$ 455	$ 160	$ 459				$ 497
Retirement	Employee Paid Employer Contribution			$ -494															
Retirement	Employer Paid Member Contribution																		
Retirement	EPMC Reported as Special Comp																		
Retirement	12 Month Highest Salary		$ 84	$ 86								$ 82			$ 77				
Retirement	Social Security												$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,036									$ 656	$ 54	$ 491	$ 459				$ 331
Retirement	Other Retirement											$ 98							
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787								$ 2,128		$ 2,064	$ 1,860				
Insurance	Dental	$ 111	$ 195	$ 56								$ 134		$ 128	$ 175				
Insurance	Vision	$ 17	$ 18									$ 19		$ 24	$ 5				
Insurance	Other Insurance	$ 100		$ 158									$ 42						
Leaves	Vacation	$ 977	$ 1,028	$ 772								$ 1,704	$ 699	$ 708	$ 825				$ 956
Leaves	Holidays	$ 781	$ 835	$ 523								$ 757	$ 1,107	$ 566	$ 707				$ 828
Leaves	Admin Leave	$ 326	$ 321	$ 95											$ 530				$ 319
	Technology Allowance											$ 50		$ 93					
	Auto Allowance												$ 300						
	Other	$ 951																	
	Benefit Package Total	$ 5,595	$ 7,441	$ 4,860	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 6,121	$ 5,065	$ 4,234	$ 5,856	$ 0	$ 0	$ 0	$ 6,181

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Administration Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Communications and Government Relations Manager	$ 24,149	4/18/2021	unknown	unknown
2	Western Municipal Water District	[Director of Strategic Communications / Administrative Services Manager]	$ 22,750	7/1/2021	7/1/2022	1.0 - 4.0%
3	Eastern Municipal Water District	Director of Public and Governmental Affairs	$ 22,525	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Administration Manager	$ 22,523	7/2/2021		
5	Las Virgenes Municipal Water District	Public Affairs and Communications Manager	$ 21,170	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Manager of External Affairs	$ 20,217	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	External Affairs Manager	$ 17,215	12/24/2021	7/8/2022	3.00%
8	Irvine Ranch Water District	Public Affairs Manager	$ 16,504	7/1/2021	7/1/2022	CPI
9	Orange County Water District	N/C				
10	City of San Diego	N/C				
11	Metropolitan Water District of Southern California	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	City of Huntington Beach	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	County of Los Angeles, Public Works	N/C				
18	East Bay Municipal Utility District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 20,647
% Orange County Sanitation District Above/Below	8.3%
Median of Comparators	$ 21,170
% Orange County Sanitation District Above/Below	6.0%
75th Percentile of Comparators	$ 22,637
% Orange County Sanitation District Above/Below	-0.5%
Orange County Sanitation District Percentile	67
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administrative Assistant	$ 8,395	7/2/2021		
2	Central Contra Costa Sanitary District	Administrative Services Assistant	$ 8,213	4/18/2021	unknown	unknown
3	Western Municipal Water District	Administrative Assistant	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
4	Metropolitan Water District of Southern California	Administrative Secretary	$ 7,720	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Administrative Secretary II	$ 7,565	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Administrative Assistant II	$ 6,943	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Administrative Assistant	$ 6,777	1/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Secretary	$ 6,492	1/19/2020	6/19/2022	4.00%
9	Orange County Water District	Administrative Support Specialist	$ 6,436	7/1/2021	7/1/2022	2.00%
10	City of Irvine	Administrative Secretary	$ 6,313	6/25/2021	6/25/2022	1.00%
11	Los Angeles County Sanitation Districts	Secretary II	$ 6,183	7/1/2021	unknown	unknown
12	City of Anaheim	Executive Secretary	$ 6,169	1/7/2022	7/8/2022	3.00%
13	Eastern Municipal Water District	Administrative Assistant II	$ 5,888	12/19/2021	1/1/2023	unknown
14	City of Huntington Beach	Administrative Secretary	$ 5,730	1/1/2022	unknown	unknown
15	City of Garden Grove	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,782
% Orange County Sanitation District Above/Below	19.2%
Median of Comparators	$ 6,492
% Orange County Sanitation District Above/Below	22.7%
75th Percentile of Comparators	$ 7,565
% Orange County Sanitation District Above/Below	9.9%
Orange County Sanitation District Percentile	102
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Administrative Assistant	Administrative Services Assistant	Executive Secretary	N/C	Administrative Secretary	Administrative Secretary	Secretary	N/C	N/C	Administrative Secretary II	Administrative Assistant II	Administrative Assistant II	N/C	Administrative Assistant	Secretary II	Administrative Secretary	Administrative Support Specialist	Administrative Assistant
	Top Step	$ 8,395	$ 8,213	$ 6,169		$ 5,730	$ 6,313	$ 6,492			$ 7,565	$ 5,888	$ 6,943		$ 6,777	$ 6,183	$ 7,720	$ 6,436	$ 7,738
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55		2.5%@55	2%@55	2.16%@55			2.6%@62	2%@55	2%@55		2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 109	$ 246	$ 438		$ 304	$ 189	$ 195			$ 98	$ 177	$ 208		$ 203	$ 185	$ 232		$ 232
	Employee Paid Employer Contribution			$ -247		$ -57										$ -31			
	Employer Paid Member Contribution															$ 433	$ 540		
	EPMC Reported as Special Comp															$ 30	$ 38		
	12 Month Highest Salary		$ 41	$ 43		$ 34		$ 32				$ 29			$ 34	$ 31	$ 39		
	Social Security										$ 469		$ 430		$ 420				$ 480
	Deferred Compensation		$ 509			$ 20	$ 253					$ 236	$ 54		$ 40		$ 347	$ 163	
	Other Retirement						$ 189					$ 98						$ 1,072	
Insurance	Cafeteria		$ 220										$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
	Other Insurance							$ 10			$ 76		$ 42						
Leaves	Vacation	$ 484	$ 505	$ 386		$ 551	$ 486	$ 424			$ 436	$ 611	$ 320		$ 365	$ 380	$ 445	$ 408	$ 446
	Holidays	$ 387	$ 411	$ 261		$ 264	$ 340	$ 350			$ 436	$ 272	$ 401		$ 313	$ 285	$ 416	$ 272	$ 387
	Admin Leave	$ 20	$ 95	$ 47			$ 243	$ 125									$ 89		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,042	$ 5,238	$ 3,771	$ 0	$ 3,008	$ 4,033	$ 3,035	$ 0	$ 0	$ 3,945	$ 3,704	$ 3,104	$ 0	$ 3,415	$ 3,206	$ 4,927	$ 4,080	$ 4,036

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Administrative Services Assistant	$ 13,451	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Administrative Secretary	$ 12,647	7/1/2021	unknown	unknown
3	Western Municipal Water District	Administrative Assistant	$ 11,773	7/1/2021	7/1/2022	1.0 - 4.0%
4	East Bay Municipal Utility District	Administrative Secretary II	$ 11,510	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Administrative Assistant	$ 11,436	7/2/2021		
6	Orange County Water District	Administrative Support Specialist	$ 10,516	7/1/2021	7/1/2022	2.00%
7	City of Irvine	Administrative Secretary	$ 10,346	6/25/2021	6/25/2022	1.00%
8	Las Virgenes Municipal Water District	Administrative Assistant	$ 10,193	1/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Administrative Assistant II	$ 10,047	7/1/2021	7/1/2022	3.00%
10	City of Anaheim	Executive Secretary	$ 9,940	1/7/2022	7/8/2022	3.00%
11	Eastern Municipal Water District	Administrative Assistant II	$ 9,593	12/19/2021	1/1/2023	unknown
12	City of Los Angeles Bureau of Sanitation	Secretary	$ 9,527	1/19/2020	6/19/2022	4.00%
13	Los Angeles County Sanitation Districts	Secretary II	$ 9,389	7/1/2021	unknown	unknown
14	City of Huntington Beach	Administrative Secretary	$ 8,739	1/1/2022	unknown	unknown
15	County of Los Angeles, Public Works	N/C				
16	Irvine Ranch Water District	N/C				
17	City of Garden Grove	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,590
% Orange County Sanitation District Above/Below	7.4%
Median of Comparators	$ 10,193
% Orange County Sanitation District Above/Below	10.9%
75th Percentile of Comparators	$ 11,510
% Orange County Sanitation District Above/Below	-0.6%
Orange County Sanitation District Percentile	74
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Assistant Clerk of the Board						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation[1]	[Records Management Officer / Legislative Assistant]	$ 12,360	7/4/2001	6/19/2022	4.00%
2	City of Irvine[2]	[Assistant City Clerk / Municipal Records Administrator]	$ 10,020	6/25/2021	6/25/2022	1.00%
3	Orange County Sanitation District	Assistant Clerk of the Board	$ 9,594	7/2/2021		
4	Orange County Water District	Assistant District Secretary	$ 9,508	7/1/2021	7/1/2022	unknown
5	City of Huntington Beach[3]	Assistant City Clerk	$ 9,331	1/1/2022	unknown	unknown
6	Central Contra Costa Sanitary District	Assistant to the Secretary to the District	$ 9,036	4/18/2021	unknown	unknown
7	Eastern Municipal Water District[2]	[Deputy Board Secretary II / Records Management Supervisor/Contracts Specialist I]	$ 8,700	12/19/2021	1/1/2023	unknown
8	City of Anaheim[1]	[Assistant City Clerk / Records & Information Manager]	$ 8,372	12/24/2021	7/8/2022	3.00%
9	County of Los Angeles, Public Works[1]	[Senior Board Specialist / Public Works Records Manager]	$ 8,194	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Deputy Secretary to Boards of Directors	$ 7,854	7/1/2021	unknown	unknown
11	City of Garden Grove	N/C				
12	City of San Diego	N/C				
13	East Bay Municipal Utility District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,264
% Orange County Sanitation District Above/Below	3.4%
Median of Comparators	$ 9,036
% Orange County Sanitation District Above/Below	5.8%
75th Percentile of Comparators	$ 9,508
% Orange County Sanitation District Above/Below	0.9%
Orange County Sanitation District Percentile	77
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2- Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - City of Huntington Beach: Assistant City Clerk requires an Associate's degree and 5 years of experience (Bachelor's degree may substitute for up to 2 years of experience).

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Assistant Clerk of the Board	Assistant to the Secretary to the District	[Assistant City Clerk / Records & Information Manager]	N/C	Assistant City Clerk	[Assistant City Clerk/ Municipal Records Administrator]	[Records Management Officer / Legislative Assistant]	N/C	[Senior Board Specialist / Public Works Records Manager]	N/C	[Deputy Board Secretary II/ Records Management Supervisor/Contracts Specialist I]	N/C	N/C	N/C	Deputy Secretary to Boards of Directors	N/C	Assistant District Secretary	N/C
	Top Step	$ 9,594	$ 9,036	$ 8,372		$ 9,331	$ 10,020	$ 12,360		$ 8,194		$ 8,700				$ 7,854		$ 9,508	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55		2.5%@55	2%@55	2.16%@55				2%@55				2%@55			
Retirement	Enhanced Formula Cost	$ 125	$ 271	$ 594		$ 495	$ 301	$ 371				$ 261				$ 236			
Retirement	Employee Paid Employer Contribution			$ -335		$ -93										$ -39			
Retirement	Employer Paid Member Contribution															$ 550			
Retirement	EPMC Reported as Special Comp															$ 38			
Retirement	12 Month Highest Salary		$ 45	$ 59		$ 56		$ 62				$ 44				$ 39			
Retirement	Social Security																		
Retirement	Deferred Compensation		$ 560				$ 200			$ 328		$ 348						$ 163	
Retirement	Other Retirement						$ 401			$ 878		$ 98						$ 1,583	
Insurance	Cafeteria		$ 220							$ 1,393									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841				$ 2,128				$ 1,759		$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48				$ 134				$ 132		$ 128	
Insurance	Vision	$ 17	$ 18			$ 18	$ 7	$ 9				$ 19						$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75									
Leaves	Vacation	$ 830	$ 556	$ 523		$ 897	$ 771	$ 1,188		$ 315		$ 903				$ 483		$ 603	
Leaves	Holidays	$ 443	$ 452	$ 354		$ 431	$ 540	$ 666		$ 378		$ 402				$ 362		$ 402	
Leaves	Admin Leave	$ 185	$ 104	$ 64		$ 269	$ 578	$ 475											
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 488																	
	Benefit Package Total	$ 4,211	$ 5,419	$ 4,261	$ 0	$ 3,814	$ 5,124	$ 4,661	$ 0	$ 3,367	$ 0	$ 4,337	$ 0	$ 0	$ 0	$ 3,561	$ 0	$ 4,917	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Assistant Clerk of the Board						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	[Records Management Officer / Legislative Assistant]	$ 17,021	7/4/2001	6/19/2022	4.00%
2	City of Irvine	[Assistant City Clerk/ Municipal Records Administrator]	$ 15,144	6/25/2021	6/25/2022	1.00%
3	Central Contra Costa Sanitary District	Assistant to the Secretary to the District	$ 14,455	4/18/2021	unknown	unknown
4	Orange County Water District	Assistant District Secretary	$ 14,425	7/1/2021	7/1/2022	Unknown
5	Orange County Sanitation District	Assistant Clerk of the Board	$ 13,805	7/2/2021		
6	City of Huntington Beach	Assistant City Clerk	$ 13,145	1/1/2022	unknown	unknown
7	Eastern Municipal Water District	[Deputy Board Secretary II/ Records Management Supervisor/Contracts Specialist I]	$ 13,037	12/19/2021	1/1/2023	unknown
8	City of Anaheim	[Assistant City Clerk / Records & Information Manager]	$ 12,633	12/24/2021	7/8/2022	3.00%
9	County of Los Angeles, Public Works	[Senior Board Specialist / Public Works Records Manager]	$ 11,561	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Deputy Secretary to Boards of Directors	$ 11,415	7/1/2021	unknown	unknown
11	East Bay Municipal Utility District	N/C				
12	Irvine Ranch Water District	N/C				
13	City of Garden Grove	N/C				
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	City of San Diego	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,648
% Orange County Sanitation District Above/Below	1.1%
Median of Comparators	$ 13,145
% Orange County Sanitation District Above/Below	4.8%
75th Percentile of Comparators	$ 14,455
% Orange County Sanitation District Above/Below	-4.7%
Orange County Sanitation District Percentile	56
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Assistant General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	$ 26,551	7/1/2021	unknown	unknown
2	Western Municipal Water District	Deputy General Manager	$ 25,719	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Assistant General Manager	$ 25,132	7/2/2021		
4	Inland Empire Utilities Agency	Deputy General Manager	$ 22,387	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Assistant City Manager	$ 20,968	6/25/2021	6/25/2022	1.00%
6	City of Garden Grove	Assistant City Manager	$ 20,811	7/1/2021	unknown	unknown
7	City of Huntington Beach	Assistant City Manager	$ 18,429	11/2/2020	unknown	unknown
8	Central Contra Costa Sanitary District	N/C				
9	City of Anaheim	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 22,478
% Orange County Sanitation District Above/Below	10.6%
Median of Comparators	$ 21,678
% Orange County Sanitation District Above/Below	13.7%
75th Percentile of Comparators	$ 24,886
% Orange County Sanitation District Above/Below	1.0%
Orange County Sanitation District Percentile	76
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Assistant General Manager	N/C	N/C	Assistant City Manager	Assistant City Manager	Assistant City Manager	N/C	N/C	N/C	N/C	N/C	Deputy General Manager	N/C	N/C	Assistant Chief Engineer and Assistant General Manager	N/C	N/C	Deputy General Manager
	Top Step	$ 25,132			$ 20,811	$ 18,429	$ 20,968						$ 22,387			$ 26,551			$ 25,719
Retirement	Retirement Formula	1.667%@57.5			2.5%@55	2.5%@55	2%@55						2%@55			2%@55			2%@55
Retirement	Enhanced Formula Cost	$ 327			$ 1,103	$ 977	$ 629						$ 672			$ 797			$ 772
Retirement	Employee Paid Employer Contribution															$ -133			
Retirement	Employer Paid Member Contribution															$ 1,859			
Retirement	EPMC Reported as Special Comp															$ 130			
Retirement	12 Month Highest Salary				$ 125	$ 111										$ 133			
Retirement	Social Security												$ 760						$ 760
Retirement	Deferred Compensation	$ 200					$ 839						$ 54			$ 797			$ 514
Retirement	Other Retirement						$ 419												
Insurance	Cafeteria				$ 1,650								$ 1,648						$ 2,491
Insurance	Health	$ 1,913				$ 1,514	$ 2,286									$ 1,759			
Insurance	Dental	$ 111				$ 122	$ 41									$ 132			
Insurance	Vision	$ 17					$ 7												
Insurance	Other Insurance	$ 100				$ 29							$ 42						
Leaves	Vacation	$ 2,175			$ 1,201	$ 1,772	$ 1,613						$ 1,292			$ 1,634			$ 1,484
Leaves	Holidays	$ 1,160			$ 1,251	$ 709	$ 1,129						$ 1,292			$ 1,225			$ 1,286
Leaves	Admin Leave	$ 483			$ 400	$ 709	$ 1,321						$ 517						$ 495
	Technology Allowance					$ 50	$ 100												
	Auto Allowance	$ 500			$ 868	$ 500	$ 550									$ 450			
	Other	$ 1,612																	
	Benefit Package Total	$ 8,598	$ 0	$ 0	$ 6,597	$ 6,492	$ 8,933	$ 0	$ 0	$ 0	$ 0	$ 0	$ 6,275	$ 0	$ 0	$ 8,782	$ 0	$ 0	$ 7,800

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Assistant General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	$ 35,333	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Assistant General Manager	$ 33,730	7/2/2021		
3	Western Municipal Water District	Deputy General Manager	$ 33,519	7/1/2021	7/1/2022	1.0 - 4.0%
4	City of Irvine	Assistant City Manager	$ 29,901	6/25/2021	6/25/2022	1.00%
5	Inland Empire Utilities Agency	Deputy General Manager	$ 28,662	7/1/2021	7/1/2022	3.00%
6	City of Garden Grove	Assistant City Manager	$ 27,408	7/1/2021	unknown	unknown
7	City of Huntington Beach	Assistant City Manager	$ 24,921	11/2/2020	unknown	unknown
8	East Bay Municipal Utility District	N/C				
9	County of Los Angeles, Public Works	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	Irvine Ranch Water District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	Orange County Water District	N/C				
15	City of Anaheim	N/C				
16	Eastern Municipal Water District	N/C				
17	City of San Diego	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 29,957
% Orange County Sanitation District Above/Below	11.2%
Median of Comparators	$ 29,282
% Orange County Sanitation District Above/Below	13.2%
75th Percentile of Comparators	$ 32,615
% Orange County Sanitation District Above/Below	3.3%
Orange County Sanitation District Percentile	82
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Automotive/Heavy Equipment Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District[1]	Vehicle and Equipment Mechanic	$ 9,667	4/18/2021	unknown	unknown
2	Los Angeles County Sanitation Districts[5]	[Heavy Equipment Mechanic / Auto Mechanic / Diesel Equipment Mechanic]	$ 8,841	7/1/2021	unknown	unknown
3	Orange County Water District	Senior Auto & Equipment Mechanic	$ 8,624	7/1/2021	7/1/2022	2.00%
4	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Fleet	$ 8,609	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Heavy Equipment Mechanic	$ 8,556	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Automotive/Heavy Equipment Technician	$ 8,519	7/2/2021		
7	City of Los Angeles Bureau of Sanitation[5]	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	$ 8,375	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	Senior Vehicle Equipment Maintenance Mechanic	$ 8,132	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Fleet Services Technician II	$ 7,516	12/19/2021	1/1/2023	unknown
10	City of Huntington Beach[3]	Mechanic III	$ 7,062	1/1/2022	unknown	unknown
11	City of Irvine[4]	Senior Equipment Mechanic	$ 6,836	6/25/2021	6/25/2022	1.00%
12	City of Garden Grove	Equipment Mechanic	$ 6,829	7/1/2021	unknown	unknown
13	City of Anaheim[2]	Vehicle Technician III	$ 6,412	6/25/2021	unknown	unknown
14	County of Los Angeles, Public Works	Power Equipment Technician	$ 6,323	7/1/2021	unknown	unknown
15	City of San Diego	Fleet Technician	$ 5,174	7/1/2021	7/1/2022	4.00%
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,640
% Orange County Sanitation District Above/Below	10.3%
Median of Comparators	$ 7,824
% Orange County Sanitation District Above/Below	8.2%
75th Percentile of Comparators	$ 8,596
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: Vehicle and Equipment Mechanic requires Class A Driver's License with special endorsements.
2 - City of Anaheim: Vehicle Technician III requires Class A Driver's License with endorsements and at least 2 Automotive Service Excellence (ASE) certifications in the area of Automotive or Medium/Heavy Truck.
3 - City of Huntington Beach: Mechanic III requires Class A or B Driver's License.
4 - City of Irvine: Senior Equipment Mechanic requires Air Conditioning Mechanic certification; Class B Driver's License is not required.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Automotive/Heavy Equipment Technician	Vehicle and Equipment Mechanic	Vehicle Technician III	Equipment Mechanic	Mechanic III	Senior Equipment Mechanic	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	Fleet Technician	Power Equipment Technician	Heavy Equipment Mechanic	Fleet Services Technician II	N/C	Senior Vehicle Equipment Maintenance Mechanic	N/C	[Heavy Equipment Mechanic/ Auto Mechanic/ Diesel Equipment Mechanic]	Operations and Maintenance Technician IV-Fleet	Senior Auto & Equipment Mechanic	N/C
	Top Step	$ 8,519	$ 9,667	$ 6,412	$ 6,829	$ 7,062	$ 6,836	$ 8,375	$ 5,174	$ 6,323	$ 8,556	$ 7,516		$ 8,132		$ 8,841	$ 8,609	$ 8,624	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55		2%@60		2%@55	2%@55		
	Enhanced Formula Cost	$ 111	$ 290	$ 449	$ 362	$ 374	$ 205	$ 251	$ 67		$ 111	$ 225		$ 106		$ 265	$ 258		
	Employee Paid Employer Contribution			$ -256		$ -71										$ -44			
	Employer Paid Member Contribution															$ 619	$ 603		
	EPMC Reported as Special Comp															$ 43	$ 42		
	12 Month Highest Salary		$ 48	$ 45	$ 41	$ 42		$ 42				$ 38				$ 44	$ 43		
	Social Security										$ 530								
	Deferred Compensation		$ 599			$ 20	$ 137		$ 365	$ 253		$ 301		$ 325			$ 387	$ 163	
	Other Retirement						$ 342			$ 678		$ 98						$ 1,436	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,278									
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
	Other Insurance							$ 18		$ 75	$ 76								
Leaves	Vacation	$ 737	$ 595	$ 401	$ 394	$ 679	$ 394	$ 548	$ 438	$ 365	$ 494	$ 780		$ 469		$ 544	$ 497	$ 547	
	Holidays	$ 393	$ 483	$ 247	$ 410	$ 326	$ 368	$ 451	$ 224	$ 292	$ 494	$ 347		$ 375		$ 408	$ 464	$ 365	
	Admin Leave		$ 37				$ 263	$ 161	$ 80								$ 99		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,282	$ 5,364	$ 3,727	$ 2,857	$ 3,263	$ 4,042	$ 3,369	$ 2,986	$ 3,997	$ 4,134	$ 4,071	$ 0	$ 3,585	$ 0	$ 3,771	$ 5,174	$ 4,676	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Automotive/Heavy Equipment Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Vehicle and Equipment Mechanic	$ 15,030	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Fleet	$ 13,783	7/1/2021	unknown	unknown
3	Orange County Water District	Senior Auto & Equipment Mechanic	$ 13,300	7/1/2021	7/1/2022	2.00%
4	East Bay Municipal Utility District	Heavy Equipment Mechanic	$ 12,690	4/1/2020	unknown	unknown
5	Los Angeles County Sanitation Districts	[Heavy Equipment Mechanic/ Auto Mechanic/ Diesel Equipment Mechanic]	$ 12,612	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Automotive/Heavy Equipment Technician	$ 11,801	7/2/2021		
7	City of Los Angeles Bureau of Sanitation	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	$ 11,745	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	Senior Vehicle Equipment Maintenance Mechanic	$ 11,717	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Fleet Services Technician II	$ 11,586	12/19/2021	1/1/2023	unknown
10	City of Irvine	Senior Equipment Mechanic	$ 10,879	6/25/2021	6/25/2022	1.00%
11	City of Huntington Beach	Mechanic III	$ 10,324	1/1/2022	unknown	unknown
12	County of Los Angeles, Public Works	Power Equipment Technician	$ 10,320	7/1/2021	unknown	unknown
13	City of Anaheim	Vehicle Technician III	$ 10,139	6/25/2021	unknown	unknown
14	City of Garden Grove	Equipment Mechanic	$ 9,686	7/1/2021	unknown	unknown
15	City of San Diego	Fleet Technician	$ 8,160	7/1/2021	7/1/2022	4.00%
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,569
% Orange County Sanitation District Above/Below	2.0%
Median of Comparators	$ 11,652
% Orange County Sanitation District Above/Below	1.3%
75th Percentile of Comparators	$ 12,670
% Orange County Sanitation District Above/Below	-7.4%
Orange County Sanitation District Percentile	62
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Chief Plant Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Unit Manager V - Water Treatment Plant	$ 17,834	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Wastewater Treatment Superintendent	$ 15,477	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District[1]	Superintendent - Operations and Maintenance	$ 14,215	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Water Reclamation Plant Manager	$ 14,170	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Operations	$ 13,744	7/1/2021	7/1/2022	3.00%
6	City of Anaheim[2]	Water Systems Operations Superintendent	$ 13,621	12/24/2021	7/8/2022	3.00%
7	Orange County Sanitation District	Chief Plant Operator	$ 13,556	7/2/2021		
8	Irvine Ranch Water District	Operations Manager	$ 13,196	7/1/2021	7/1/2022	CPI
9	City of San Diego	Wastewater Chief Plant Operator	$ 12,224	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Assistant Superintendent of Treatment Plant Operations	$ 11,454	7/1/2021	unknown	unknown
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,993
% Orange County Sanitation District Above/Below	-3.2%
Median of Comparators	$ 13,744
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 14,215
% Orange County Sanitation District Above/Below	-4.9%
Orange County Sanitation District Percentile	36
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: For Collection Systems, requires Grade IV Collection System Maintenance certificate. For Plant Maintenance and Pump Stations, certifications are not required.
2 - City of Anaheim: Water Systems Operations Superintendent possesses a T5 Water Treatment Operator and a D3 Water Distribution Operator certificates.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Chief Plant Operator	Superintendent - Operations and Maintenance	Water Systems Operations Superintendent	N/C	N/C	N/C	N/C	Wastewater Chief Plant Operator	N/C	Wastewater Treatment Superintendent	Water Reclamation Plant Manager	Deputy Manager of Operations	Operations Manager	N/C	Assistant Superintendent of Treatment Plant Operations	Unit Manager - Water Treatment Plant	N/C	N/C
	Top Step	$ 13,556	$ 14,215	$ 13,621					$ 12,224		$ 15,477	$ 14,170	$ 13,744	$ 13,196		$ 11,454	$ 17,834		
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55					1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 176	$ 426	$ 967					$ 159		$ 201	$ 425	$ 412	$ 172		$ 344	$ 535		
Retirement	Employee Paid Employer Contribution			$ -545												$ -57			
Retirement	Employer Paid Member Contribution															$ 802	$ 1,248		
Retirement	EPMC Reported as Special Comp															$ 56	$ 87		
Retirement	12 Month Highest Salary		$ 71	$ 95								$ 71				$ 57	$ 89		
Retirement	Social Security										$ 760		$ 760						
Retirement	Deferred Compensation		$ 881						$ 862			$ 567	$ 54	$ 528			$ 803		
Retirement	Other Retirement											$ 98							
Insurance	Cafeteria		$ 220						$ 1,792				$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787							$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56							$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18								$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance			$ 158							$ 76		$ 42						
Leaves	Vacation	$ 782	$ 875	$ 851					$ 1,034		$ 893	$ 1,472	$ 634	$ 761		$ 705	$ 1,029		
Leaves	Holidays	$ 626	$ 711	$ 576					$ 529		$ 893	$ 654	$ 1,004	$ 609		$ 529	$ 960		
Leaves	Admin Leave	$ 261	$ 164	$ 105					$ 141		$ 417						$ 206		
	Technology Allowance													$ 93					
	Auto Allowance												$ 250						
	Other	$ 646																	
	Benefit Package Total	$ 4,532	$ 6,559	$ 5,051	$ 0	$ 0	$ 0	$ 0	$ 4,517	$ 0	$ 5,668	$ 5,568	$ 4,804	$ 4,380	$ 0	$ 4,326	$ 7,738	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Chief Plant Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Unit Manager - Water Treatment Plant	$ 25,572	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Wastewater Treatment Superintendent	$ 21,145	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District	Superintendent - Operations and Maintenance	$ 20,774	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Water Reclamation Plant Manager	$ 19,738	12/19/2021	1/1/2023	unknown
5	City of Anaheim	Water Systems Operations Superintendent	$ 18,672	12/24/2021	7/8/2022	3.00%
6	Inland Empire Utilities Agency	Deputy Manager of Operations	$ 18,549	7/1/2021	7/1/2022	3.00%
7	Orange County Sanitation District	Chief Plant Operator	$ 18,088	7/2/2021		
8	Irvine Ranch Water District	Operations Manager	$ 17,576	7/1/2021	7/1/2022	CPI
9	City of San Diego	Wastewater Chief Plant Operator	$ 16,741	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Assistant Superintendent of Treatment Plant Operations	$ 15,780	7/1/2021	unknown	unknown
11	City of Huntington Beach	N/C				
12	Orange County Water District	N/C				
13	County of Los Angeles, Public Works	N/C				
14	City of Irvine	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	City of Garden Grove	N/C				
17	Western Municipal Water District	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,394
% Orange County Sanitation District Above/Below	-7.2%
Median of Comparators	$ 18,672
% Orange County Sanitation District Above/Below	-3.2%
75th Percentile of Comparators	$ 20,774
% Orange County Sanitation District Above/Below	-14.8%
Orange County Sanitation District Percentile	32
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Clerk of the Board						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Secretary of the District	$ 15,582	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California[1]	[Board Executive Secretary / Team Manager - Records Management]	$ 14,002	7/1/2021	unknown	unknown
3	Inland Empire Utilities Agency	Board Secretary/Office Manager	$ 13,744	7/1/2021	7/1/2022	3.00%
4	Central Contra Costa Sanitary District	Secretary of the District	$ 13,566	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Clerk of the Board	$ 13,556	7/2/2021		
6	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	$ 12,801	1/1/2022	1/1/2023	1.5 - 4%
7	Orange County Water District	District Secretary	$ 12,079	7/1/2021	7/1/2022	unknown
8	Los Angeles County Sanitation Districts	Secretary to the Board of Directors	$ 11,454	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	District Secretary	$ 10,589	7/1/2021	7/1/2022	CPI
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	City of San Diego	N/C				
16	County of Los Angeles, Public Works	N/C				
17	Eastern Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,977
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 13,183
% Orange County Sanitation District Above/Below	2.8%
75th Percentile of Comparators	$ 13,809
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	57
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Clerk of the Board	Secretary of the District	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Secretary of the District	N/C	Board Secretary/Office Manager	District Secretary	Executive Assistant/Clerk of the Board	Secretary to the Board of Directors	[Board Executive Secretary / Team Manager - Records Management]	District Secretary	N/C
	Top Step	$ 13,556	$ 13,566								$ 15,582		$ 13,744	$ 10,589	$ 12,801	$ 11,454	$ 14,002	$ 12,079	
Retirement	Retirement Formula	1.667%@57.5	2%@55								2.6%@62		2%@55	2%@60	2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 176	$ 407								$ 203		$ 412	$ 138	$ 384	$ 344	$ 420		
Retirement	Employee Paid Employer Contribution															$ -57			
Retirement	Employer Paid Member Contribution															$ 802	$ 980		
Retirement	EPMC Reported as Special Comp															$ 56	$ 69		
Retirement	12 Month Highest Salary		$ 68												$ 64	$ 57	$ 70		
Retirement	Social Security										$ 760		$ 760		$ 760				
Retirement	Deferred Compensation		$ 841										$ 54	$ 424	$ 384	$ 344	$ 630	$ 163	
Retirement	Other Retirement																	$ 2,011	
Insurance	Cafeteria		$ 425										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998								$ 2,194			$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195								$ 212			$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18								$ 22			$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100									$ 76		$ 42						
Leaves	Vacation	$ 1,173	$ 835								$ 899		$ 634	$ 611	$ 689	$ 705	$ 808	$ 767	
Leaves	Holidays	$ 626	$ 678								$ 899		$ 1,004	$ 489	$ 591	$ 529	$ 754	$ 511	
Leaves	Admin Leave	$ 261	$ 522								$ 420				$ 443		$ 162		
	Technology Allowance													$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 646																	
	Benefit Package Total	$ 5,023	$ 6,986	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,684	$ 0	$ 4,854	$ 3,971	$ 5,355	$ 5,120	$ 6,673	$ 5,617	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Clerk of the Board						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Secretary of the District	$ 21,266	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	[Board Executive Secretary / Team Manager - Records Management]	$ 20,675	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Secretary of the District	$ 20,553	4/18/2021	unknown	unknown
4	Inland Empire Utilities Agency	Board Secretary/Office Manager	$ 18,599	7/1/2021	7/1/2022	3.00%
5	Orange County Sanitation District	Clerk of the Board	$ 18,580	7/2/2021		
6	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	$ 18,156	1/1/2022	1/1/2023	1.5 - 4%
7	Orange County Water District	District Secretary	$ 17,696	7/1/2021	7/1/2022	Unknown
8	Los Angeles County Sanitation Districts	Secretary to the Board of Directors	$ 16,574	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	District Secretary	$ 14,560	7/1/2021	7/1/2022	CPI
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of Anaheim	N/C				
12	County of Los Angeles, Public Works	N/C				
13	City of Huntington Beach	N/C				
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	Western Municipal Water District	N/C				
17	City of San Diego	N/C				
18	Eastern Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,510
% Orange County Sanitation District Above/Below	0.4%
Median of Comparators	$ 18,377
% Orange County Sanitation District Above/Below	1.1%
75th Percentile of Comparators	$ 20,583
% Orange County Sanitation District Above/Below	-10.8%
Orange County Sanitation District Percentile	57
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Construction Inspection Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Supervising Construction Inspector	$ 12,393	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Development Services Supervisor	$ 12,331	4/18/2021	unknown	unknown
3	Orange County Sanitation District	Construction Inspection Supervisor	$ 12,281	7/2/2021		
4	Eastern Municipal Water District	Construction and Safety Inspection Supervisor	$ 11,655	12/19/2021	1/1/2023	unknown
5	City of Los Angeles Bureau of Sanitation	Principal Construction Inspector	$ 11,637	1/19/2020	6/19/2022	2.00%
6	Los Angeles County Sanitation Districts	Supervising Construction Inspector	$ 11,481	7/1/2021	unknown	unknown
7	City of Irvine	Construction Inspection Supervisor	$ 10,020	6/25/2021	6/25/2022	1.00%
8	Irvine Ranch Water District	Construction Inspection Supervisor	$ 9,970	7/1/2021	7/1/2022	CPI
9	County of Los Angeles, Public Works	Head Construction Inspector	$ 9,755	7/1/2021	unknown	unknown
10	City of Anaheim	Construction Inspection Supervisor	$ 9,219	12/24/2021	7/8/2022	3.00%
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of San Diego	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Metropolitan Water District of Southern California[1]	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,940
% Orange County Sanitation District Above/Below	10.9%
Median of Comparators	$ 11,481
% Orange County Sanitation District Above/Below	6.5%
75th Percentile of Comparators	$ 11,655
% Orange County Sanitation District Above/Below	5.1%
Orange County Sanitation District Percentile	87
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Metropolitan Water District of Southern California: Engineering Team Manager VII oversees construction inspectors; however this position requires a PE.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Construction Inspection Supervisor	Development Services Supervisor	Construction Inspection Supervisor	N/C	N/C	Construction Inspection Supervisor	Principal Construction Inspector	N/C	Head Construction Inspector	Supervising Construction Inspector	Construction and Safety Inspection Supervisor	N/C	Construction Inspection Supervisor	N/C	Supervising Construction Inspector	N/C	N/C	N/C
	Top Step	$ 12,281	$ 12,331	$ 9,219			$ 10,020	$ 11,637		$ 9,755	$ 12,393	$ 11,655		$ 9,970		$ 11,481			
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55			2%@55	2.16%@55			2.6%@62	2%@55		2%@60		2%@55			
Retirement	Enhanced Formula Cost	$ 160	$ 370	$ 655			$ 301	$ 349			$ 161	$ 350		$ 130		$ 344			
Retirement	Employee Paid Employer Contribution			$ -369												$ -57			
Retirement	Employer Paid Member Contribution															$ 804			
Retirement	EPMC Reported as Special Comp															$ 56			
Retirement	12 Month Highest Salary		$ 62	$ 65				$ 58				$ 58				$ 57			
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation		$ 765				$ 200			$ 390		$ 466		$ 399					
Retirement	Other Retirement						$ 401			$ 1,046		$ 98							
Insurance	Cafeteria		$ 220							$ 2,278									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759			
Insurance	Dental	$ 111	$ 195	$ 56			$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132			
Insurance	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24					
Insurance	Other Insurance			$ 158						$ 75	$ 76								
Leaves	Vacation	$ 709	$ 759	$ 576			$ 771	$ 761		$ 563	$ 715	$ 1,210		$ 575		$ 707			
Leaves	Holidays	$ 567	$ 617	$ 390			$ 540	$ 627		$ 450	$ 715	$ 538		$ 460		$ 530			
Leaves	Admin Leave	$ 236	$ 142	$ 71			$ 578	$ 224			$ 334								
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 4,307	$ 6,144	$ 4,389	$ 0	$ 0	$ 5,124	$ 3,917	$ 0	$ 4,859	$ 5,189	$ 5,002	$ 0	$ 3,874	$ 0	$ 4,332	$ 0	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Construction Inspection Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Development Services Supervisor	$ 18,475	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Supervising Construction Inspector	$ 17,582	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Construction and Safety Inspection Supervisor	$ 16,657	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Construction Inspection Supervisor	$ 16,588	7/2/2021		
5	Los Angeles County Sanitation Districts	Supervising Construction Inspector	$ 15,813	7/1/2021	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	Principal Construction Inspector	$ 15,555	1/19/2020	6/19/2022	2.00%
7	City of Irvine	Construction Inspection Supervisor	$ 15,144	6/25/2021	6/25/2022	1.00%
8	County of Los Angeles, Public Works	Head Construction Inspector	$ 14,614	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Construction Inspection Supervisor	$ 13,844	7/1/2021	7/1/2022	CPI
10	City of Anaheim	Construction Inspection Supervisor	$ 13,607	12/24/2021	7/8/2022	3.00%
11	Las Virgenes Municipal Water District	N/C				
12	City of Garden Grove	N/C				
13	Metropolitan Water District of Southern California	N/C				
14	City of San Diego	N/C				
15	City of Huntington Beach	N/C				
16	Orange County Water District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,699
% Orange County Sanitation District Above/Below	5.4%
Median of Comparators	$ 15,555
% Orange County Sanitation District Above/Below	6.2%
75th Percentile of Comparators	$ 16,657
% Orange County Sanitation District Above/Below	-0.4%
Orange County Sanitation District Percentile	74
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Construction Inspector						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Inspector	$ 11,157	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction Inspector	$ 10,173	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Construction Inspector	$ 9,981	7/2/2021		
4	Inland Empire Utilities Agency	Construction Project Inspector	$ 9,304	7/1/2021	7/1/2022	3.00%
5	Metropolitan Water District of Southern California	Construction Inspector II	$ 9,107	7/1/2021	unknown	unknown
6	City of Irvine	Senior Construction Inspector	$ 9,019	6/25/2021	6/25/2022	1.00%
7	City of Los Angeles Bureau of Sanitation	Construction Inspector	$ 8,964	7/5/2020	7/4/2022	2.00%
8	Las Virgenes Municipal Water District	Facilities inspector	$ 8,778	1/1/2022	1/1/2023	1.5 - 4%
9	Irvine Ranch Water District	Construction Inspector II	$ 8,374	7/1/2021	7/1/2022	CPI
10	City of Garden Grove	Construction Inspector	$ 8,327	7/1/2021	unknown	unknown
11	Eastern Municipal Water District	Construction and Safety Inspector II	$ 8,284	12/19/2021	1/1/2023	unknown
12	Los Angeles County Sanitation Districts	Construction Inspector II	$ 8,129	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Construction Inspector	$ 7,854	7/1/2021	unknown	unknown
14	City of Huntington Beach	Construction Inspector II	$ 7,540	1/1/2022	unknown	unknown
15	City of Anaheim	Construction Inspector II	$ 7,237	9/3/2021	7/8/2022	1.50%
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,732
% Orange County Sanitation District Above/Below	12.5%
Median of Comparators	$ 8,576
% Orange County Sanitation District Above/Below	14.1%
75th Percentile of Comparators	$ 9,085
% Orange County Sanitation District Above/Below	9.0%
Orange County Sanitation District Percentile	91
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Construction Inspector	Construction Inspector	Construction Inspector II	Construction Inspector	Construction Inspector II	Senior Construction Inspector	Construction Inspector	N/C	Construction Inspector	Construction Inspector	Construction and Safety Inspector II	Construction Project Inspector	Construction Inspector II	Facilities inspector	Construction Inspector II	Construction Inspector II	N/C	N/C
	Top Step	$ 9,981	$ 11,157	$ 7,237	$ 8,327	$ 7,540	$ 9,019	$ 8,964		$ 7,854	$ 10,173	$ 8,284	$ 9,304	$ 8,374	$ 8,778	$ 8,129	$ 9,107		
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55			2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		
	Enhanced Formula Cost	$ 130	$ 335	$ 514	$ 441	$ 400	$ 271	$ 269			$ 132	$ 249	$ 279	$ 109	$ 263	$ 244	$ 273		
	Employee Paid Employer Contribution			$ -289		$ -75										$ -41			
	Employer Paid Member Contribution															$ 569	$ 637		
	EPMC Reported as Special Comp															$ 40	$ 45		
	12 Month Highest Salary		$ 56	$ 51	$ 50	$ 45		$ 45				$ 41			$ 44	$ 41	$ 46		
	Social Security										$ 631		$ 577		$ 544				
	Deferred Compensation		$ 692			$ 20	$ 180			$ 314		$ 331	$ 54	$ 335	$ 40		$ 410		
	Other Retirement						$ 451			$ 842		$ 98							
Insurance	Cafeteria		$ 100		$ 1,650					$ 2,278			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619		
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 576	$ 687	$ 452	$ 500	$ 725	$ 520	$ 586		$ 453	$ 587	$ 860	$ 429	$ 483	$ 473	$ 500	$ 525		
	Holidays	$ 461	$ 558	$ 278	$ 480	$ 348	$ 486	$ 483		$ 362	$ 587	$ 382	$ 590	$ 386	$ 405	$ 375	$ 490		
	Admin Leave	$ 24	$ 43				$ 347	$ 172									$ 105		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,231	$ 5,680	$ 3,848	$ 3,122	$ 3,354	$ 4,588	$ 3,454	$ 0	$ 4,381	$ 4,441	$ 4,243	$ 3,620	$ 3,623	$ 3,809	$ 3,619	$ 5,312	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Construction Inspector						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Inspector	$ 16,837	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction Inspector	$ 14,614	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Construction Inspector II	$ 14,419	7/1/2021	unknown	unknown
4	City of Irvine	Senior Construction Inspector	$ 13,607	6/25/2021	6/25/2022	1.00%
5	Orange County Sanitation District	Construction Inspector	$ 13,211	7/2/2021		
6	Inland Empire Utilities Agency	Construction Project Inspector	$ 12,923	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Facilities inspector	$ 12,587	1/1/2022	1/1/2023	1.5 - 4%
8	Eastern Municipal Water District	Construction and Safety Inspector II	$ 12,527	12/19/2021	1/1/2023	unknown
9	City of Los Angeles Bureau of Sanitation	Construction Inspector	$ 12,418	7/5/2020	7/4/2022	2.00%
10	County of Los Angeles, Public Works	Construction Inspector	$ 12,235	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Construction Inspector II	$ 11,997	7/1/2021	7/1/2022	CPI
12	Los Angeles County Sanitation Districts	Construction Inspector II	$ 11,748	7/1/2021	unknown	unknown
13	City of Garden Grove	Construction Inspector	$ 11,449	7/1/2021	unknown	unknown
14	City of Anaheim	Construction Inspector II	$ 11,085	9/3/2021	7/8/2022	1.50%
15	City of Huntington Beach	Construction Inspector II	$ 10,894	1/1/2022	unknown	unknown
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,810
% Orange County Sanitation District Above/Below	3.0%
Median of Comparators	$ 12,473
% Orange County Sanitation District Above/Below	5.6%
75th Percentile of Comparators	$ 13,436
% Orange County Sanitation District Above/Below	-1.7%
Orange County Sanitation District Percentile	72
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Contracts Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation[1]	[Contract Administrator / Compliance Program Manager II]	$ 14,585	7/4/2001	6/19/2022	4.00%
2	Orange County Sanitation District	Contracts Supervisor	$ 14,246	7/2/2021		
3	Metropolitan Water District of Southern California	Professional Contracting Team Manager IV	$ 14,002	7/1/2021	unknown	unknown
4	Eastern Municipal Water District	Contracts Manager	$ 12,241	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Purchasing Contract Supervisor	$ 12,094	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	Construction Contracts Administrator	$ 11,206	12/24/2021	7/8/2022	3.00%
8	City of San Diego	Supervising Procurement Contracting Officer	$ 10,681	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,383
% Orange County Sanitation District Above/Below	13.1%
Median of Comparators	$ 12,094
% Orange County Sanitation District Above/Below	15.1%
75th Percentile of Comparators	$ 13,121
% Orange County Sanitation District Above/Below	7.9%
Orange County Sanitation District Percentile	90
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Contracts Supervisor	N/C	Construction Contracts Administrator	N/C	N/C	N/C	[Contract Administrator / Compliance Program Manager II]	Supervising Procurement Contracting Officer	N/C	Purchasing Contract Supervisor	Contracts Manager	Contracts and Procurement Supervisor	N/C	N/C	N/C	Professional Contracting Team Manager IV	N/C	N/C
	Top Step	$ 14,246		$ 11,206				$ 14,585	$ 10,681		$ 12,094	$ 12,241	$ 11,873				$ 14,002		
Retirement	Retirement Formula	1.667%@57.5		2.7%@55				2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55				2%@55		
Retirement	Enhanced Formula Cost	$ 185		$ 796				$ 438	$ 139		$ 157	$ 367	$ 356				$ 420		
Retirement	Employee Paid Employer Contribution			$ -448															
Retirement	Employer Paid Member Contribution																$ 980		
Retirement	EPMC Reported as Special Comp																$ 69		
Retirement	12 Month Highest Salary			$ 78				$ 73				$ 61					$ 70		
Retirement	Social Security										$ 750		$ 736						
Retirement	Deferred Compensation								$ 753			$ 490	$ 54				$ 630		
Retirement	Other Retirement											$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128					$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212	$ 134					$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19					$ 12		
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 822		$ 700				$ 1,402	$ 904		$ 698	$ 1,271	$ 548				$ 808		
Leaves	Holidays	$ 658		$ 474				$ 785	$ 462		$ 698	$ 565	$ 776				$ 754		
Leaves	Admin Leave	$ 274		$ 86				$ 561	$ 164		$ 326						$ 162		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 4,653	$ 0	$ 4,529	$ 0	$ 0	$ 0	$ 5,158	$ 4,255	$ 0	$ 5,133	$ 5,134	$ 4,160	$ 0	$ 0	$ 0	$ 6,673	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Contracts Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Professional Contracting Team Manager IV	$ 20,675	7/1/2021	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	[Contract Administrator / Compliance Program Manager II]	$ 19,743	7/4/2001	6/19/2022	4.00%
3	Orange County Sanitation District	Contracts Supervisor	$ 18,900	7/2/2021		
4	Eastern Municipal Water District	Contracts Manager	$ 17,375	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Purchasing Contract Supervisor	$ 17,227	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 16,034	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	Construction Contracts Administrator	$ 15,735	12/24/2021	7/8/2022	3.00%
8	City of San Diego	Supervising Procurement Contracting Officer	$ 14,936	7/1/2021	7/1/2022	5.00%
9	Irvine Ranch Water District	N/C				
10	County of Los Angeles, Public Works	N/C				
11	Los Angeles County Sanitation Districts	N/C				
12	City of Huntington Beach	N/C				
13	City of Garden Grove	N/C				
14	City of Irvine	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 17,389
% Orange County Sanitation District Above/Below	8.0%
Median of Comparators	$ 17,227
% Orange County Sanitation District Above/Below	8.9%
75th Percentile of Comparators	$ 18,559
% Orange County Sanitation District Above/Below	1.8%
Orange County Sanitation District Percentile	77
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Controller						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Controller	$ 19,880	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Controller	$ 18,520	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Controller	$ 17,222	12/19/2021	1/1/2023	unknown
4	Los Angeles County Sanitation Districts	Chief Accountant	$ 16,958	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Controller	$ 16,928	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Departmental Chief Accountant IV	$ 15,857	7/4/2001	6/19/2022	4.00%
7	Central Contra Costa Sanitary District	Finance Manager	$ 15,408	4/18/2021	unknown	unknown
8	Las Virgenes Municipal Water District[1]	Finance Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
9	Inland Empire Utilities Agency	Manager of Finance and Accounting	$ 15,153	7/1/2021	7/1/2022	3.00%
10	City of Anaheim[2,3]	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	$ 15,017	12/24/2021	7/8/2022	3.00%
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
12	City of Irvine	Manager, Fiscal Services	$ 14,104	6/25/2021	6/25/2022	1.00%
13	Western Municipal Water District	Accounting Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
14	Irvine Ranch Water District	Controller	$ 13,672	7/1/2021	7/1/2022	CPI
15	City of San Diego[4]	Chief Accountant	$ 13,410	7/1/2021	unknown	unknown
16	Orange County Water District[2]	[Finance Manager / Accounting Manager]	$ 13,287	7/1/2021	7/1/2022	unknown
17	City of Huntington Beach[5]	[Finance Manager - Accounting / Budget / Treasury]	$ 12,577	1/1/2022	unknown	unknown
18	City of Garden Grove[5]	[Finance Manager / Revenue Manager / Budget Services Manager]	$ 11,342	7/1/2021	unknown	unknown

Summary Results	Top Monthly Salary
Average of Comparators	$ 15,067
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 15,017
% Orange County Sanitation District Above/Below	11.3%
75th Percentile of Comparators	$ 15,857
% Orange County Sanitation District Above/Below	6.3%
Orange County Sanitation District Percentile	81
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Las Virgenes Municipal Water District: Salary reported is for a Finance Manager without a CPA.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - Utilities Financial Manager requires CPA license.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Controller	Finance Manager	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	[Finance Manager/ Revenue Manager/ Budget Services Manager]	[Finance Manager - Accounting/ Budget/ Treasury]	Manager, Fiscal Services	Departmental Chief Accountant IV	Chief Accountant	Chief, Administrative Operations, Public Works	Controller	Controller	Manager of Finance and Accounting	Controller	Finance Manager	Chief Accountant	Controller	[Finance Manager/ Accounting Manager]	Accounting Manager
	Top Step	$ 16,928	$ 15,408	$ 15,017	$ 11,342	$ 12,577	$ 14,104	$ 15,857	$ 13,410	$ 14,597	$ 18,520	$ 17,222	$ 15,153	$ 13,672	$ 15,314	$ 16,958	$ 19,880	$ 13,287	$ 13,816
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 220	$ 462	$ 1,066	$ 601	$ 667	$ 423	$ 476	$ 174		$ 241	$ 517	$ 455	$ 178	$ 459	$ 509	$ 596		$ 414
	Employee Paid Employer Contribution			$ -601		$ -126										$ -85			
	Employer Paid Member Contribution															$ 1,187	$ 1,392		
	EPMC Reported as Special Comp															$ 83	$ 97		
	12 Month Highest Salary		$ 77	$ 105	$ 68	$ 75		$ 79				$ 86			$ 77	$ 85	$ 99		
	Social Security										$ 760		$ 760		$ 760				$ 760
	Deferred Compensation	$ 200	$ 955				$ 564		$ 945	$ 584		$ 689	$ 54	$ 547	$ 459	$ 509	$ 895	$ 163	$ 276
	Other Retirement						$ 282			$ 1,565		$ 98						$ 2,212	
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 2,481			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 948	$ 939	$ 654	$ 1,209	$ 1,085	$ 915	$ 1,135	$ 561	$ 1,068	$ 1,788	$ 699	$ 789	$ 825	$ 1,044	$ 1,147	$ 843	$ 797
	Holidays	$ 781	$ 770	$ 635	$ 682	$ 580	$ 759	$ 854	$ 580	$ 674	$ 1,068	$ 795	$ 1,107	$ 631	$ 707	$ 783	$ 1,070	$ 562	$ 691
	Admin Leave	$ 526	$ 296	$ 116	$ 218	$ 363	$ 888	$ 610	$ 155		$ 499				$ 530		$ 229		$ 266
	Technology Allowance					$ 50	$ 100							$ 93					
	Auto Allowance						$ 300						$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 5,595	$ 7,145	$ 5,261	$ 3,873	$ 4,529	$ 6,735	$ 4,832	$ 4,781	$ 5,940	$ 6,140	$ 6,255	$ 5,065	$ 4,454	$ 5,856	$ 6,455	$ 8,307	$ 5,946	$ 5,694

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Controller						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Controller	$ 28,187	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Controller	$ 24,660	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Controller	$ 23,477	12/19/2021	1/1/2023	unknown
4	Los Angeles County Sanitation Districts	Chief Accountant	$ 23,413	7/1/2021	unknown	unknown
5	Central Contra Costa Sanitary District	Finance Manager	$ 22,553	4/18/2021	unknown	unknown
6	Orange County Sanitation District	Controller	$ 22,523	7/2/2021		
7	Las Virgenes Municipal Water District	Finance Manager	$ 21,170	1/1/2022	1/1/2023	1.5 - 4%
8	City of Irvine	Manager, Fiscal Services	$ 20,840	6/25/2021	6/25/2022	1.00%
9	City of Los Angeles Bureau of Sanitation	Departmental Chief Accountant IV	$ 20,689	7/4/2001	6/19/2022	4.00%
10	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,537	7/1/2021	unknown	unknown
11	City of Anaheim	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	$ 20,278	12/24/2021	7/8/2022	3.00%
12	Inland Empire Utilities Agency	Manager of Finance and Accounting	$ 20,217	7/1/2021	7/1/2022	3.00%
13	Western Municipal Water District	Accounting Manager	$ 19,510	7/1/2021	7/1/2022	1.0 - 4.0%
14	Orange County Water District	[Finance Manager/ Accounting Manager]	$ 19,232	7/1/2021	7/1/2022	Unknown
15	City of San Diego	Chief Accountant	$ 18,191	7/1/2021	unknown	unknown
16	Irvine Ranch Water District	Controller	$ 18,126	7/1/2021	7/1/2022	CPI
17	City of Huntington Beach	[Finance Manager - Accounting/ Budget/ Treasury]	$ 17,106	1/1/2022	unknown	unknown
18	City of Garden Grove	[Finance Manager/ Revenue Manager/ Budget Services Manager]	$ 15,215	7/1/2021	unknown	unknown

Summary Results	Total Monthly Comp
Average of Comparators	$ 20,788
% Orange County Sanitation District Above/Below	7.7%
Median of Comparators	$ 20,537
% Orange County Sanitation District Above/Below	8.8%
75th Percentile of Comparators	$ 22,553
% Orange County Sanitation District Above/Below	-0.1%
Orange County Sanitation District Percentile	75
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Cost Estimator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Cost Estimator	$ 11,128	7/2/2021		
2	Los Angeles County Sanitation Districts	Construction Cost Estimator	$ 9,927	7/1/2021	unknown	unknown
3	Metropolitan Water District of Southern California	Project Controls Specialist	$ 9,623	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Construction Estimator	$ 9,492	1/19/2020	6/19/2022	2.00%
5	County of Los Angeles, Public Works	Construction Cost Estimator	$ 8,010	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	N/C				
7	City of Anaheim	N/C				
8	City of Garden Grove	N/C				
9	City of Huntington Beach	N/C				
10	City of Irvine	N/C				
11	City of San Diego	N/C				
12	East Bay Municipal Utility District	N/C				
13	Eastern Municipal Water District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,263
% Orange County Sanitation District Above/Below	16.8%
Median of Comparators	$ 9,557
% Orange County Sanitation District Above/Below	14.1%
75th Percentile of Comparators	$ 9,699
% Orange County Sanitation District Above/Below	12.8%
Orange County Sanitation District Percentile	112
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Cost Estimator	N/C	N/C	N/C	N/C	N/C	Construction Estimator	N/C	Construction Cost Estimator	N/C	N/C	N/C	N/C	N/C	Construction Cost Estimator	Project Controls Specialist	N/C	N/C
	Top Step	$ 11,128						$ 9,492		$ 8,010						$ 9,927	$ 9,623		
Retirement	Retirement Formula	1.667%@57.5						2.16%@55								2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 145						$ 285								$ 298	$ 289		
Retirement	Employee Paid Employer Contribution															$ -50			
Retirement	Employer Paid Member Contribution															$ 695	$ 674		
Retirement	EPMC Reported as Special Comp															$ 49	$ 47		
Retirement	12 Month Highest Salary							$ 47								$ 50	$ 48		
Retirement	Social Security																		
Retirement	Deferred Compensation									$ 320							$ 433		
Retirement	Other Retirement									$ 859									
Insurance	Cafeteria									$ 2,278									
Insurance	Health	$ 1,913						$ 1,841								$ 1,759	$ 2,619		
Insurance	Dental	$ 111						$ 48		$ 57						$ 132	$ 150		
Insurance	Vision	$ 17						$ 9									$ 12		
Insurance	Other Insurance									$ 75									
Leaves	Vacation	$ 642						$ 621		$ 462						$ 611	$ 555		
Leaves	Holidays	$ 514						$ 511		$ 370						$ 458	$ 518		
Leaves	Admin Leave	$ 214						$ 183									$ 111		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	$ 4,104	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,545	$ 0	$ 4,420	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,002	$ 5,456	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Cost Estimator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Cost Estimator	$ 15,232	7/2/2021		
2	Metropolitan Water District of Southern California	Project Controls Specialist	$ 15,079	7/1/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	Construction Cost Estimator	$ 13,929	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Construction Estimator	$ 13,037	1/19/2020	6/19/2022	2.00%
5	County of Los Angeles, Public Works	Construction Cost Estimator	$ 12,430	7/1/2021	unknown	unknown
6	Western Municipal Water District	N/C				
7	East Bay Municipal Utility District	N/C				
8	City of Huntington Beach	N/C				
9	City of Irvine	N/C				
10	City of Garden Grove	N/C				
11	Irvine Ranch Water District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	Orange County Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	City of Anaheim	N/C				
17	Eastern Municipal Water District	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,619
% Orange County Sanitation District Above/Below	10.6%
Median of Comparators	$ 13,483
% Orange County Sanitation District Above/Below	11.5%
75th Percentile of Comparators	$ 14,216
% Orange County Sanitation District Above/Below	6.7%
Orange County Sanitation District Percentile	101
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Data Management Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Data Management Technician II	$ 10,230	7/2/2021		
2	City of Los Angeles Bureau of Sanitation[1]	[Geographic Information Systems Specialist / Information Services Specialist]	$ 9,215	1/19/2020	6/19/2022	2.00%
3	Los Angeles County Sanitation Districts[1]	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	$ 9,175	7/1/2021	unknown	unknown
4	Irvine Ranch Water District[2]	[GIS Technician III/ Asset Management Coordinator]	$ 9,014	7/1/2021	7/1/2022	CPI
5	Eastern Municipal Water District[1]	[Asset Management Technician II / Geographic Information System Analyst]	$ 8,700	12/19/2021	1/1/2023	unknown
6	East Bay Municipal Utility District[1]	[Geographic Information System Specialist / Drafter III]	$ 8,352	4/1/2020	unknown	unknown
7	Orange County Water District	GIS Analyst	$ 8,212	7/1/2021	7/1/2022	2.00%
8	City of Anaheim[1]	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	$ 7,790	6/25/2021	unknown	unknown
9	City of Irvine[3]	GIS Application Specialist	$ 6,836	6/25/2021	6/25/2022	1.00%
10	Central Contra Costa Sanitary District	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,412
% Orange County Sanitation District Above/Below	17.8%
Median of Comparators	$ 8,526
% Orange County Sanitation District Above/Below	16.7%
75th Percentile of Comparators	$ 9,054
% Orange County Sanitation District Above/Below	11.5%
Orange County Sanitation District Percentile	111
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
3 - City of Irvine: GIS Application Specialist requires any combination of education and experience equivalent to Associate's degree and 3 years of experience.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Data Management Technician II	N/C	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	N/C	N/C	GIS Application Specialist	[Geographic Information Systems Specialist / Information Services Specialist]	N/C	N/C	[Geographic Information System Specialist / Drafter III]	[Asset Management Technician II/ Geographic Information System Analyst]	N/C	[GIS Technician III/ Asset Management Coordinator]	N/C	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	N/C	GIS Analyst	N/C
	Top Step	$ 10,230		$ 7,790			$ 6,836	$ 9,215			$ 8,352	$ 8,700		$ 9,014		$ 9,175		$ 8,212	
Retirement	Retirement Formula	1.667%@57.5		2.7%@55			2%@55	2.16%@55			2.6%@62	2%@55		2%@60		2%@55			
Retirement	Enhanced Formula Cost	$ 133		$ 545			$ 205	$ 276			$ 109	$ 261		$ 117		$ 275			
Retirement	Employee Paid Employer Contribution			$ -312												$ -46			
Retirement	Employer Paid Member Contribution															$ 642			
Retirement	EPMC Reported as Special Comp															$ 45			
Retirement	12 Month Highest Salary			$ 55				$ 46				$ 44				$ 46			
Retirement	Social Security										$ 518								
Retirement	Deferred Compensation						$ 137					$ 348		$ 361				$ 163	
Retirement	Other Retirement						$ 342					$ 98						$ 1,367	
Insurance	Cafeteria																		
Insurance	Health	$ 1,913		$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759		$ 2,019	
Insurance	Dental	$ 111		$ 56			$ 41	$ 48			$ 212	$ 134		$ 128		$ 132		$ 128	
Insurance	Vision	$ 17					$ 7	$ 9			$ 22	$ 19		$ 24				$ 19	
Insurance	Other Insurance										$ 76								
Leaves	Vacation	$ 590		$ 487			$ 394	$ 603			$ 482	$ 903		$ 520		$ 565		$ 521	
Leaves	Holidays	$ 472		$ 300			$ 368	$ 496			$ 482	$ 402		$ 416		$ 423		$ 347	
Leaves	Admin Leave	$ 25					$ 263	$ 177											
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,261	$ 0	$ 3,917	$ 0	$ 0	$ 4,042	$ 3,497	$ 0	$ 0	$ 4,095	$ 4,337	$ 0	$ 3,724	$ 0	$ 3,842	$ 0	$ 4,564	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Data Management Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Data Management Technician II	$ 13,491	7/2/2021		
2	Eastern Municipal Water District	[Asset Management Technician II/ Geographic Information System Analyst]	$ 13,037	12/19/2021	1/1/2023	unknown
3	Los Angeles County Sanitation Districts	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	$ 13,017	7/1/2021	unknown	unknown
4	Orange County Water District	GIS Analyst	$ 12,776	7/1/2021	7/1/2022	2.00%
5	Irvine Ranch Water District	[GIS Technician III/ Asset Management Coordinator]	$ 12,737	7/1/2021	7/1/2022	CPI
6	City of Los Angeles Bureau of Sanitation	[Geographic Information Systems Specialist / Information Services Specialist]	$ 12,712	1/19/2020	6/19/2022	2.00%
7	East Bay Municipal Utility District	[Geographic Information System Specialist / Drafter III]	$ 12,447	4/1/2020	unknown	unknown
8	City of Anaheim	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	$ 11,707	6/25/2021	unknown	unknown
9	City of Irvine	GIS Application Specialist	$ 10,879	6/25/2021	6/25/2022	1.00%
10	Inland Empire Utilities Agency	N/C				
11	County of Los Angeles, Public Works	N/C				
12	Metropolitan Water District of Southern California	N/C				
13	City of Huntington Beach	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of San Diego	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,414
% Orange County Sanitation District Above/Below	8.0%
Median of Comparators	$ 12,725
% Orange County Sanitation District Above/Below	5.7%
75th Percentile of Comparators	$ 12,836
% Orange County Sanitation District Above/Below	4.9%
Orange County Sanitation District Percentile	104
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Director of Engineering						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Engineering Services	$ 25,379	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Planning, Engineering and Construction	$ 24,234	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Director of Engineering and Construction	$ 22,565	4/1/2020	unknown	unknown
6	Las Virgenes Municipal Water District	Director of Engineering and External Affairs	$ 22,414	1/1/2022	unknown	unknown
7	Orange County Sanitation District	Director of Engineering	$ 22,214	7/2/2021		
8	Central Contra Costa Sanitary District	Director of Engineering and Technical Services	$ 21,677	4/18/2021	unknown	unknown
9	Irvine Ranch Water District	Executive Director of Technical Services	$ 20,529	7/1/2021	7/1/2022	CPI
10	Orange County Water District	Executive Director of Water Resources and Engineering	$ 20,425	7/1/2021	7/1/2022	Unknown
11	City of Los Angeles Bureau of Sanitation	Deputy City Engineer II	$ 20,233	7/4/2001	6/19/2022	4.00%
12	Western Municipal Water District	Director of Engineering	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of San Diego[1,2]	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	$ 15,793	7/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 21,616
% Orange County Sanitation District Above/Below	2.7%
Median of Comparators	$ 22,046
% Orange County Sanitation District Above/Below	0.8%
75th Percentile of Comparators	$ 23,012
% Orange County Sanitation District Above/Below	-3.6%
Orange County Sanitation District Percentile	52
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Engineering	Director of Engineering and Technical Services	N/C	N/C	N/C	N/C	Deputy City Engineer II	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	Deputy Director, Public Works	Director of Engineering and Construction	Assistant General Manager of Planning, Engineering and Construction	N/C	Executive Director of Technical Services	Director of Engineering and External Affairs	Departmental Engineer	Group Manager-Engineering Services	Executive Director of Water Resources and Engineering	Director of Engineering
	Top Step	$ 22,214	$ 21,677					$ 20,233	$ 15,793	$ 24,217	$ 22,565	$ 24,234		$ 20,529	$ 22,414	$ 22,610	$ 25,379	$ 20,425	$ 19,321
Retirement	Retirement Formula	1.667%@57.5	2%@55					2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55		2%@60	2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 289	$ 650					$ 607	$ 205		$ 293	$ 727		$ 267	$ 672	$ 678	$ 761		$ 580
	Employee Paid Employer Contribution															$ -113			
	Employer Paid Member Contribution															$ 1,583	$ 1,777		
	EPMC Reported as Special Comp															$ 111	$ 124		
	12 Month Highest Salary		$ 108					$ 101				$ 121			$ 112	$ 113	$ 127		
	Social Security										$ 760				$ 760				$ 760
	Deferred Compensation	$ 200	$ 1,344						$ 1,113	$ 969		$ 969		$ 821	$ 672	$ 678	$ 1,142	$ 163	$ 386
	Other Retirement									$ 2,596		$ 98						$ 3,401	
Insurance	Cafeteria		$ 425						$ 1,792	$ 4,117									$ 2,491
	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195					$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	$ 100								$ 75	$ 76								
Leaves	Vacation	$ 1,922	$ 1,334					$ 1,167	$ 1,336	$ 931	$ 1,302	$ 2,517		$ 1,184	$ 1,207	$ 1,391	$ 1,464	$ 1,296	$ 1,115
	Holidays	$ 1,025	$ 1,084					$ 1,089	$ 683	$ 1,118	$ 1,302	$ 1,118		$ 947	$ 1,034	$ 1,044	$ 1,367	$ 864	$ 966
	Admin Leave	$ 427	$ 834					$ 778	$ 790		$ 608				$ 948		$ 293		$ 372
	Technology Allowance											$ 50		$ 93	$ 60			$ 40	
	Auto Allowance	$ 500							$ 475			$ 650		$ 543		$ 450		$ 500	
	Other	$ 1,437																	
	Benefit Package Total	$ 7,942	$ 8,990	$ 0	$ 0	$ 0	$ 0	$ 5,642	$ 6,395	$ 9,806	$ 6,769	$ 8,532	$ 0	$ 6,073	$ 7,506	$ 7,826	$ 9,836	$ 8,429	$ 6,668

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Director of Engineering						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Engineering Services	$ 35,215	7/1/2021	unknown	unknown
2	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Assistant General Manager of Planning, Engineering and Construction	$ 32,766	12/19/2021	1/1/2023	unknown
4	Central Contra Costa Sanitary District	Director of Engineering and Technical Services	$ 30,667	4/18/2021	unknown	unknown
5	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Director of Engineering	$ 30,156	7/2/2021		
7	Las Virgenes Municipal Water District	Director of Engineering and External Affairs	$ 29,920	1/1/2022	unknown	unknown
8	East Bay Municipal Utility District	Director of Engineering and Construction	$ 29,334	4/1/2020	unknown	unknown
9	Orange County Water District	Executive Director of Water Resources and Engineering	$ 28,855	7/1/2021	7/1/2022	Unknown
10	Irvine Ranch Water District	Executive Director of Technical Services	$ 26,602	7/1/2021	7/1/2022	CPI
11	Western Municipal Water District	Director of Engineering	$ 25,989	7/1/2021	7/1/2022	1.0 - 4.0%
12	City of Los Angeles Bureau of Sanitation	Deputy City Engineer II	$ 25,875	7/4/2001	6/19/2022	4.00%
13	City of San Diego[1]	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	$ 22,188	7/1/2021	unknown	unknown
14	Inland Empire Utilities Agency	N/C				
15	City of Garden Grove	N/C				
16	City of Irvine	N/C				
17	City of Huntington Beach	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 29,322
% Orange County Sanitation District Above/Below	2.8%
Median of Comparators	$ 29,627
% Orange County Sanitation District Above/Below	1.8%
75th Percentile of Comparators	$ 31,192
% Orange County Sanitation District Above/Below	-3.4%
Orange County Sanitation District Percentile	59
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Director of Environmental Services						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Director of Wastewater	$ 22,565	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Director of Environmental Services	$ 21,143	7/2/2021		
5	Orange County Water District	Executive Director of Water Quality and Technical Resources	$ 20,425	7/1/2021	7/1/2022	Unknown
6	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 18,155	7/4/2001	6/19/2022	4.00%
7	Irvine Ranch Water District	Director of Water Quality and Regulatory Compliance	$ 17,588	7/1/2021	7/1/2022	CPI
8	City of San Diego[1,2]	[Public Utilities Director/ Assistant Public Utilities Director]	$ 15,793	7/1/2021	unknown	unknown
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,193
% Orange County Sanitation District Above/Below	4.5%
Median of Comparators	$ 20,425
% Orange County Sanitation District Above/Below	3.4%
75th Percentile of Comparators	$ 22,588
% Orange County Sanitation District Above/Below	-6.8%
Orange County Sanitation District Percentile	56
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Environmental Services	N/C	N/C	N/C	N/C	N/C	Assistant Director Bureau of Sanitation	[Public Utilities Director/ Assistant Public Utilities Director]	Deputy Director, Public Works	Director of Wastewater	N/C	N/C	Director of Water Quality and Regulatory Compliance	N/C	Departmental Engineer	N/C	Executive Director of Water Quality and Technical Resources	N/C
	Top Step	$ 21,143						$ 18,155	$ 15,793	$ 24,217	$ 22,565			$ 17,588		$ 22,610		$ 20,425	
Retirement	Retirement Formula	1.667%@57.5						2.16%@55	1.5%@55 to 2.6%@65		2.6%@62			2%@60		2%@55			
Retirement	Enhanced Formula Cost	$ 275						$ 545	$ 205		$ 293			$ 229		$ 678			
Retirement	Employee Paid Employer Contribution															$ -113			
Retirement	Employer Paid Member Contribution															$ 1,583			
Retirement	EPMC Reported as Special Comp															$ 111			
Retirement	12 Month Highest Salary							$ 91								$ 113			
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation	$ 200							$ 1,113	$ 969				$ 704		$ 678		$ 163	
Retirement	Other Retirement									$ 2,596								$ 3,401	
Insurance	Cafeteria								$ 1,792	$ 4,117									
Insurance	Health	$ 1,913						$ 1,841			$ 2,194			$ 2,064		$ 1,759		$ 2,019	
Insurance	Dental	$ 111						$ 48			$ 212			$ 128		$ 132		$ 128	
Insurance	Vision	$ 17						$ 9			$ 22			$ 24				$ 19	
Insurance	Other Insurance	$ 100								$ 75	$ 76								
Leaves	Vacation	$ 1,830						$ 1,047	$ 1,336	$ 931	$ 1,302			$ 1,015		$ 1,391		$ 1,296	
Leaves	Holidays	$ 976						$ 978	$ 683	$ 1,118	$ 1,302			$ 812		$ 1,044		$ 864	
Leaves	Admin Leave	$ 407						$ 698	$ 790		$ 608								
	Technology Allowance													$ 93				$ 40	
	Auto Allowance	$ 500							$ 475					$ 543		$ 450		$ 500	
	Other	$ 1,373																	
	Benefit Package Total	$ 7,701	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,258	$ 6,395	$ 9,806	$ 6,769	$ 0	$ 0	$ 5,612	$ 0	$ 7,826	$ 0	$ 8,429	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Director of Environmental Services						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Director of Wastewater	$ 29,334	4/1/2020	unknown	unknown
4	Orange County Water District	Executive Director of Water Quality and Technical Resources	$ 28,855	7/1/2021	7/1/2022	Unknown
5	Orange County Sanitation District	Director of Environmental Services	$ 28,844	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 23,413	7/4/2001	6/19/2022	4.00%
7	Irvine Ranch Water District	Director of Water Quality and Regulatory Compliance	$ 23,200	7/1/2021	7/1/2022	CPI
8	City of San Diego[1]	[Public Utilities Director/ Assistant Public Utilities Director]	$ 22,188	7/1/2021	unknown	unknown
9	City of Irvine	N/C				
10	Metropolitan Water District of Southern California	N/C				
11	City of Huntington Beach	N/C				
12	Eastern Municipal Water District	N/C				
13	Inland Empire Utilities Agency	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 27,350
% Orange County Sanitation District Above/Below	5.2%
Median of Comparators	$ 28,855
% Orange County Sanitation District Above/Below	-0.0%
75th Percentile of Comparators	$ 29,885
% Orange County Sanitation District Above/Below	-3.6%
Orange County Sanitation District Percentile	50
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Director of Finance and Administrative Services						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 28,283	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Director of Finance	$ 22,565	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Director of Finance and Administration	$ 22,414	1/1/2022	unknown	unknown
5	Central Contra Costa Sanitary District	Director of Finance and Administration	$ 21,677	4/18/2021	unknown	unknown
6	Orange County Sanitation District	Director of Finance and Administrative Services	$ 21,143	7/2/2021		
7	Irvine Ranch Water District	Executive Director of Finance	$ 20,529	7/1/2021	7/1/2022	CPI
8	Inland Empire Utilities Agency	Executive Manager of Finance and Administration/Assistant General Manager	$ 20,306	7/1/2021	7/1/2022	3.00%
9	Western Municipal Water District[1]	[Director of Finance / Director of Administration]	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
10	City of Garden Grove[2]	[Finance Director / Information Technology Director]	$ 18,838	7/1/2021	unknown	unknown
11	City of Anaheim	Utilities Assistant General Manager - Finance and Energy Resources	$ 18,253	12/24/2021	7/8/2022	3.00%
12	County of Los Angeles, Public Works	Administrative Deputy, Public Works	$ 18,134	7/1/2021	unknown	unknown
13	City of Huntington Beach[2]	[Chief Financial Officer / Chief Information Officer]	$ 17,356	11/2/2020	unknown	unknown
14	City of San Diego[4,5]	[Chief Financial Officer / Director of Financial Management]	$ 16,705	7/1/2021	unknown	unknown
15	City of Irvine	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,538
% Orange County Sanitation District Above/Below	2.9%
Median of Comparators	$ 20,306
% Orange County Sanitation District Above/Below	4.0%
75th Percentile of Comparators	$ 22,414
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	63
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Finance and Administrative Services	Director of Finance and Administration	Utilities Assistant General Manager - Finance and Energy Resources	[Finance Director/ Information Technology Director]	[Chief Financial Officer/ Chief Information Officer]	N/C	N/C	[Chief Financial Officer/ Director of Financial Management]	Administrative Deputy, Public Works	Director of Finance	N/C	Executive Manager of Finance and Administration/Assistant General Manager	Executive Director of Finance	Director of Finance and Administration	Departmental Engineer	Assistant General Manager- Chief Financial Officer	N/C	[Director of Finance/ Director of Administration]
	Top Step	$ 21,143	$ 21,677	$ 18,253	$ 18,838	$ 17,356			$ 16,705	$ 18,134	$ 22,565		$ 20,306	$ 20,529	$ 22,414	$ 22,610	$ 28,283		$ 19,321
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55			1.5%@55 to 2.6%@65		2.6%@62		2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 275	$ 650	$ 1,296	$ 998	$ 920			$ 217		$ 293		$ 609	$ 267	$ 672	$ 678	$ 848		$ 580
Retirement	Employee Paid Employer Contribution			$ -730												$ -113			
Retirement	Employer Paid Member Contribution															$ 1,583	$ 1,980		
Retirement	EPMC Reported as Special Comp															$ 111	$ 139		
Retirement	12 Month Highest Salary		$ 108	$ 128	$ 113	$ 104									$ 112	$ 113	$ 141		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344						$ 1,178	$ 725			$ 54	$ 821	$ 672	$ 678	$ 1,273		$ 386
Retirement	Other Retirement									$ 1,944									
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 3,083			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514					$ 2,194			$ 2,064	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 122					$ 212			$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17	$ 18								$ 22			$ 24	$ 5		$ 12		
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,830	$ 1,334	$ 1,141	$ 1,087	$ 1,669			$ 1,413	$ 697	$ 1,302		$ 1,172	$ 1,184	$ 1,207	$ 1,391	$ 1,632		$ 1,115
Leaves	Holidays	$ 976	$ 1,084	$ 772	$ 1,132	$ 668			$ 723	$ 837	$ 1,302		$ 1,172	$ 947	$ 1,034	$ 1,044	$ 1,523		$ 966
Leaves	Admin Leave	$ 407	$ 834	$ 140	$ 362	$ 668			$ 835		$ 608		$ 469		$ 948		$ 326		$ 372
	Technology Allowance					$ 50								$ 93	$ 60				
	Auto Allowance	$ 500		$ 542	$ 868	$ 500			$ 475					$ 543		$ 450	$ 700		
	Other	$ 1,373																	
	Benefit Package Total	$ 7,701	$ 8,990	$ 6,290	$ 6,211	$ 6,243	$ 0	$ 0	$ 6,633	$ 7,361	$ 6,769	$ 0	$ 5,924	$ 6,073	$ 7,506	$ 7,826	$ 11,343	$ 0	$ 6,668

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Director of Finance and Administrative Services						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 39,626	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Director of Finance and Administration	$ 30,667	4/18/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
4	Las Virgenes Municipal Water District	Director of Finance and Administration	$ 29,920	1/1/2022	unknown	unknown
5	East Bay Municipal Utility District	Director of Finance	$ 29,334	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Director of Finance and Administrative Services	$ 28,844	7/2/2021		
7	Irvine Ranch Water District	Executive Director of Finance	$ 26,602	7/1/2021	7/1/2022	CPI
8	Inland Empire Utilities Agency	Executive Manager of Finance and Administration/Assistant General Manager	$ 26,230	7/1/2021	7/1/2022	3.00%
9	Western Municipal Water District	[Director of Finance/ Director of Administration]	$ 25,989	7/1/2021	7/1/2022	1.0 - 4.0%
10	County of Los Angeles, Public Works	Administrative Deputy, Public Works	$ 25,495	7/1/2021	unknown	unknown
11	City of Garden Grove	[Finance Director/ Information Technology Director]	$ 25,049	7/1/2021	unknown	unknown
12	City of Anaheim	Utilities Assistant General Manager - Finance and Energy Resources	$ 24,542	12/24/2021	7/8/2022	3.00%
13	City of Huntington Beach	[Chief Financial Officer/ Chief Information Officer]	$ 23,599	11/2/2020	unknown	unknown
14	City of San Diego	[Chief Financial Officer/ Director of Financial Management]	$ 23,338	7/1/2021	unknown	unknown
15	Eastern Municipal Water District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 27,756
% Orange County Sanitation District Above/Below	3.8%
Median of Comparators	$ 26,230
% Orange County Sanitation District Above/Below	9.1%
75th Percentile of Comparators	$ 29,920
% Orange County Sanitation District Above/Below	-3.7%
Orange County Sanitation District Percentile	65
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Director of Finance						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 28,283	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Finance	$ 21,143	7/2/2021		
4	Eastern Municipal Water District	Chief Financial Officer	$ 19,937	12/19/2021	1/1/2023	unknown
5	Orange County Water District	Chief Financial Officer/Treasurer	$ 19,453	7/1/2021	7/1/2022	Unknown
6	Western Municipal Water District	Director of Finance	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
7	City of Garden Grove	Finance Director	$ 18,838	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Chief Financial Officer	$ 18,446	7/4/2001	6/19/2022	4.00%
9	City of Irvine	Director of Financial Management and Strategic Planning	$ 18,391	6/25/2021	6/25/2022	1.00%
10	Irvine Ranch Water District	Director of Finance	$ 17,588	7/1/2021	7/1/2022	CPI
11	City of Huntington Beach	Chief Financial Officer	$ 17,356	11/2/2020	unknown	unknown
12	City of San Diego[1,2]	[Chief Financial Officer/ Director of Financial Management]	$ 16,705	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Assistant Deputy Director, Finance Public Works	$ 15,692	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Anaheim	N/C				
16	East Bay Municipal Utility District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 19,385
% Orange County Sanitation District Above/Below	8.3%
Median of Comparators	$ 18,642
% Orange County Sanitation District Above/Below	11.8%
75th Percentile of Comparators	$ 19,574
% Orange County Sanitation District Above/Below	7.4%
Orange County Sanitation District Percentile	86
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Finance	N/C	N/C	Finance Director	Chief Financial Officer	Director of Financial Management and Strategic Planning	Chief Financial Officer	[Chief Financial Officer/ Director of Financial Management]	Assistant Deputy Director, Finance Public Works	N/C	Chief Financial Officer	N/C	Director of Finance	N/C	Departmental Engineer	Assistant General Manager- Chief Financial Officer	Chief Financial Officer/Treasurer	Director of Finance
	Top Step	$ 21,143			$ 18,838	$ 17,356	$ 18,391	$ 18,446	$ 16,705	$ 15,692		$ 19,937		$ 17,588		$ 22,610	$ 28,283	$ 19,453	$ 19,321
Retirement	Retirement Formula	1.667%@57.5			2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65			2%@55		2%@60		2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 275			$ 998	$ 920	$ 552	$ 553	$ 217			$ 598		$ 229		$ 678	$ 848		$ 580
Retirement	Employee Paid Employer Contribution															$ -113			
Retirement	Employer Paid Member Contribution															$ 1,583	$ 1,980		
Retirement	EPMC Reported as Special Comp															$ 111	$ 139		
Retirement	12 Month Highest Salary				$ 113	$ 104		$ 92				$ 100				$ 113	$ 141		
Retirement	Social Security																		$ 760
Retirement	Deferred Compensation	$ 200					$ 736		$ 1,178	$ 628		$ 797		$ 704		$ 678	$ 1,273	$ 163	$ 386
Retirement	Other Retirement						$ 368			$ 1,682		$ 98						$ 3,239	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 2,668									$ 2,491
Insurance	Health	$ 1,913				$ 1,514	$ 2,286	$ 1,841				$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111				$ 122	$ 41	$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17					$ 7	$ 9				$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance	$ 100				$ 29				$ 75									
Leaves	Vacation	$ 1,830			$ 1,087	$ 1,669	$ 1,415	$ 1,064	$ 1,413	$ 604		$ 2,070		$ 1,015		$ 1,391	$ 1,632	$ 1,235	$ 1,115
Leaves	Holidays	$ 976			$ 1,132	$ 668	$ 990	$ 993	$ 723	$ 724		$ 920		$ 812		$ 1,044	$ 1,523	$ 823	$ 966
Leaves	Admin Leave	$ 407			$ 362	$ 668	$ 1,158	$ 709	$ 835								$ 326		$ 372
	Technology Allowance					$ 50	$ 100							$ 93				$ 40	
	Auto Allowance	$ 500			$ 868	$ 500	$ 550		$ 475					$ 543		$ 450	$ 700	$ 500	
	Other	$ 1,373																	
	Benefit Package Total	$ 7,701	$ 0	$ 0	$ 6,211	$ 6,243	$ 8,202	$ 5,311	$ 6,633	$ 6,380	$ 0	$ 6,865	$ 0	$ 5,612	$ 0	$ 7,826	$ 11,343	$ 8,164	$ 6,668

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Director of Finance						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 39,626	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Finance	$ 28,844	7/2/2021		
4	Orange County Water District	Chief Financial Officer/Treasurer	$ 27,617	7/1/2021	7/1/2022	Unknown
5	Eastern Municipal Water District	Chief Financial Officer	$ 26,802	12/19/2021	1/1/2023	unknown
6	City of Irvine	Director of Financial Management and Strategic Planning	$ 26,592	6/25/2021	6/25/2022	1.00%
7	Western Municipal Water District	Director of Finance	$ 25,989	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Garden Grove	Finance Director	$ 25,049	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Chief Financial Officer	$ 23,757	7/4/2001	6/19/2022	4.00%
10	City of Huntington Beach	Chief Financial Officer	$ 23,599	11/2/2020	unknown	unknown
11	City of San Diego	[Chief Financial Officer/ Director of Financial Management]	$ 23,338	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Director of Finance	$ 23,200	7/1/2021	7/1/2022	CPI
13	County of Los Angeles, Public Works	Assistant Deputy Director, Finance Public Works	$ 22,072	7/1/2021	unknown	unknown
14	Las Virgenes Municipal Water District	N/C				
15	Central Contra Costa Sanitary District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	City of Anaheim	N/C				
18	East Bay Municipal Utility District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 26,506
% Orange County Sanitation District Above/Below	8.1%
Median of Comparators	$ 25,519
% Orange County Sanitation District Above/Below	11.5%
75th Percentile of Comparators	$ 27,006
% Orange County Sanitation District Above/Below	6.4%
Orange County Sanitation District Percentile	86
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Director of Human Resources						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Group Manager- Human Resources	$ 23,386	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Manager of Human Resources	$ 21,483	4/1/2020	unknown	unknown
4	Los Angeles County Sanitation Districts	Human Resources Manager	$ 21,431	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Director of Human Resources	$ 21,143	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Assistant General Manager Personnel Department	$ 21,031	unknown	unknown	unknown
7	Western Municipal Water District	Director of Human Resources	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Irvine[3]	Director of Human Resources and Innovation	$ 18,391	6/25/2021	6/25/2022	1.00%
9	City of Anaheim[1]	[Human Resources Director / Deputy Human Resources Director]	$ 18,122	7/9/2021	7/8/2022	3.00%
10	City of Garden Grove	Human Resources Director	$ 17,924	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Director of Human Resources	$ 17,588	7/1/2021	7/1/2022	CPI
12	City of Huntington Beach[2]	Administrative Services Director	$ 17,356	11/2/2020	unknown	unknown
13	Orange County Water District	Director of Human Resources	$ 16,077	7/1/2021	7/1/2022	Unknown
14	City of San Diego[1,4]	[Personnel Director / Assistant Personnel Director]	$ 14,640	7/1/2021	unknown	unknown
15	Central Contra Costa Sanitary District	N/C				
16	Eastern Municipal Water District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 19,305
% Orange County Sanitation District Above/Below	8.7%
Median of Comparators	$ 18,391
% Orange County Sanitation District Above/Below	13.0%
75th Percentile of Comparators	$ 21,431
% Orange County Sanitation District Above/Below	-1.4%
Orange County Sanitation District Percentile	69
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of Huntington Beach: Administrative Services Director oversees human resources, risk management, and information technology.
3 - City of Irvine: Director of Human Resources and Innovation oversees human resources, risk management, and information technology.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Human Resources	N/C	[Human Resources Director / Deputy Human Resources Director]	Human Resources Director	Administrative Services Director	Director of Human Resources and Innovation	Assistant General Manager Personnel Department	[Personnel Director/ Assistant Personnel Director]	Deputy Director, Public Works	Manager of Human Resources	N/C	N/C	Director of Human Resources	N/C	Human Resources Manager	Group Manager-Human Resources	Director of Human Resources	Director of Human Resources
	Top Step	$ 21,143		$ 18,122	$ 17,924	$ 17,356	$ 18,391	$ 21,031	$ 14,640	$ 24,217	$ 21,483			$ 17,588		$ 21,431	$ 23,386	$ 16,077	$ 19,321
Retirement	Retirement Formula	1.667%@57.5		2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62			2%@60		2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 275		$ 1,160	$ 950	$ 920	$ 552	$ 631	$ 190		$ 279			$ 229		$ 643	$ 702		$ 580
Retirement	Employee Paid Employer Contribution			$ -725												$ -107			
Retirement	Employer Paid Member Contribution															$ 1,500	$ 1,637		
Retirement	EPMC Reported as Special Comp															$ 105	$ 115		
Retirement	12 Month Highest Salary			$ 109	$ 108	$ 104		$ 105								$ 107	$ 117		
Retirement	Social Security										$ 760								$ 760
Retirement	Deferred Compensation	$ 200					$ 736		$ 1,032	$ 969				$ 704		$ 643	$ 1,052	$ 163	
Retirement	Other Retirement						$ 368			$ 2,596								$ 2,677	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 4,117									$ 2,491
Insurance	Health	$ 1,913		$ 2,787		$ 1,514	$ 2,286	$ 1,841			$ 2,194			$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 122	$ 41	$ 48			$ 212			$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17					$ 7	$ 9			$ 22			$ 24			$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76								
Leaves	Vacation	$ 1,830		$ 1,416	$ 1,034	$ 1,669	$ 1,415	$ 2,022	$ 1,239	$ 931	$ 1,239			$ 1,015		$ 1,319	$ 1,349	$ 1,020	$ 1,115
Leaves	Holidays	$ 976		$ 767	$ 1,077	$ 668	$ 990	$ 1,132	$ 633	$ 1,118	$ 1,239			$ 812		$ 989	$ 1,259	$ 680	$ 966
Leaves	Admin Leave	$ 407		$ 139	$ 345	$ 668	$ 1,158	$ 809	$ 732		$ 578						$ 270		$ 372
	Technology Allowance					$ 50	$ 100							$ 93					
	Auto Allowance	$ 500		$ 650	$ 868	$ 500	$ 550		$ 300					$ 543		$ 450			
	Other	$ 1,373																	
	Benefit Package Total	$ 7,701	$ 0	$ 6,517	$ 6,031	$ 6,243	$ 8,202	$ 6,598	$ 5,918	$ 9,806	$ 6,601	$ 0	$ 0	$ 5,612	$ 0	$ 7,540	$ 9,281	$ 6,705	$ 6,282

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Director of Human Resources						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Group Manager- Human Resources	$ 32,667	7/1/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	Human Resources Manager	$ 28,971	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Director of Human Resources	$ 28,844	7/2/2021		
5	East Bay Municipal Utility District	Manager of Human Resources	$ 28,084	4/1/2020	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	Assistant General Manager Personnel Department	$ 27,629	unknown	unknown	unknown
7	City of Irvine	Director of Human Resources and Innovation	$ 26,592	6/25/2021	6/25/2022	1.00%
8	Western Municipal Water District	Director of Human Resources	$ 25,603	7/1/2021	7/1/2022	1.0 - 4.0%
9	City of Anaheim	[Human Resources Director / Deputy Human Resources Director]	$ 24,638	7/9/2021	7/8/2022	3.00%
10	City of Garden Grove	Human Resources Director	$ 23,955	7/1/2021	unknown	unknown
11	City of Huntington Beach	Administrative Services Director	$ 23,599	11/2/2020	unknown	unknown
12	Irvine Ranch Water District	Director of Human Resources	$ 23,200	7/1/2021	7/1/2022	CPI
13	Orange County Water District	Director of Human Resources	$ 22,782	7/1/2021	7/1/2022	Unknown
14	City of San Diego	[Personnel Director/ Assistant Personnel Director]	$ 20,559	7/1/2021	unknown	unknown
15	Las Virgenes Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Eastern Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 26,331
% Orange County Sanitation District Above/Below	8.7%
Median of Comparators	$ 25,603
% Orange County Sanitation District Above/Below	11.2%
75th Percentile of Comparators	$ 28,084
% Orange County Sanitation District Above/Below	2.6%
Orange County Sanitation District Percentile	82
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Director of Operations and Maintenance						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Water Systems Operations	$ 25,379	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Operation and Maintenance	$ 24,234	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Director of Wastewater	$ 22,565	4/1/2020	unknown	unknown
6	Las Virgenes Municipal Water District	Director of Facilities and Operations	$ 22,414	1/1/2022	unknown	unknown
7	Central Contra Costa Sanitary District	Director of Operations	$ 21,677	4/18/2021	unknown	unknown
8	Orange County Sanitation District	Director of Operations and Maintenance	$ 21,672	7/2/2021		
9	Irvine Ranch Water District	Executive Director of Operations	$ 20,529	7/1/2021	7/1/2022	CPI
10	Orange County Water District	Executive Director of Operations	$ 20,425	7/1/2021	7/1/2022	Unknown
11	Inland Empire Utilities Agency[1]	Executive Manager of Operations/Assistant General Manager	$ 20,306	7/1/2021	7/1/2022	3.00%
12	Western Municipal Water District	Director of Operations	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of Garden Grove	Public Works Director	$ 18,838	7/1/2021	unknown	unknown
14	City of Anaheim	Utilities Assistant General Manager - Water Services	$ 18,253	12/24/2021	7/8/2022	3.00%
15	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 18,155	7/4/2001	6/19/2022	4.00%
16	City of Huntington Beach	Director of Public Works	$ 17,356	11/2/2020	unknown	unknown
17	City of San Diego[2,3]	[Public Utilities Director/ Assistant Public Utilities Director]	$ 15,793	7/1/2021	unknown	unknown
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,755
% Orange County Sanitation District Above/Below	4.2%
Median of Comparators	$ 20,477
% Orange County Sanitation District Above/Below	5.5%
75th Percentile of Comparators	$ 22,576
% Orange County Sanitation District Above/Below	-4.2%
Orange County Sanitation District Percentile	60
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Inland Empire Utilities Agency: Executive Manager of Operations/AGM oversees operations and maintenance, regional composting authority, and business information services and information technology.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
3 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Operations and Maintenance	Director of Operations	Utilities Assistant General Manager - Water Services	Public Works Director	Director of Public Works	N/C	Assistant Director Bureau of Sanitation	[Public Utilities Director/ Assistant Public Utilities Director]	Deputy Director, Public Works	Director of Wastewater	Assistant General Manager of Operation and Maintenance	Executive Manager of Operations/Assistant General Manager	Executive Director of Operations	Director of Facilities and Operations	Departmental Engineer	Group Manager-Water Systems Operations	Executive Director of Operations	Director of Operations
	Top Step	$ 21,672	$ 21,677	$ 18,253	$ 18,838	$ 17,356		$ 18,155	$ 15,793	$ 24,217	$ 22,565	$ 24,234	$ 20,306	$ 20,529	$ 22,414	$ 22,610	$ 25,379	$ 20,425	$ 19,321
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 282	$ 650	$ 1,296	$ 998	$ 920		$ 545	$ 205		$ 293	$ 727	$ 609	$ 267	$ 672	$ 678	$ 761		$ 580
Retirement	Employee Paid Employer Contribution			$ -730												$ -113			
Retirement	Employer Paid Member Contribution															$ 1,583	$ 1,777		
Retirement	EPMC Reported as Special Comp															$ 111	$ 124		
Retirement	12 Month Highest Salary		$ 108	$ 128	$ 113	$ 104		$ 91				$ 121			$ 112	$ 113	$ 127		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344						$ 1,113	$ 969		$ 969	$ 54	$ 821	$ 672	$ 678	$ 1,142	$ 163	$ 386
Retirement	Other Retirement									$ 2,596		$ 98						$ 3,401	
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 4,117			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 122		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,875	$ 1,334	$ 1,141	$ 1,087	$ 1,669		$ 1,047	$ 1,336	$ 931	$ 1,302	$ 2,517	$ 1,172	$ 1,184	$ 1,207	$ 1,391	$ 1,464	$ 1,296	$ 1,115
Leaves	Holidays	$ 1,000	$ 1,084	$ 772	$ 1,132	$ 668		$ 978	$ 683	$ 1,118	$ 1,302	$ 1,118	$ 1,172	$ 947	$ 1,034	$ 1,044	$ 1,367	$ 864	$ 966
Leaves	Admin Leave	$ 417	$ 834	$ 140	$ 362	$ 668		$ 698	$ 790		$ 608		$ 469		$ 948		$ 293		$ 372
	Technology Allowance					$ 50						$ 50		$ 93	$ 60			$ 40	
	Auto Allowance	$ 500		$ 542	$ 868	$ 500			$ 475			$ 650		$ 543		$ 450		$ 500	
	Other	$ 1,404																	
	Benefit Package Total	$ 7,820	$ 8,990	$ 6,290	$ 6,211	$ 6,243	$ 0	$ 5,258	$ 6,395	$ 9,806	$ 6,769	$ 8,532	$ 5,924	$ 6,073	$ 7,506	$ 7,826	$ 9,836	$ 8,429	$ 6,668

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Director of Operations and Maintenance						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Water Systems Operations	$ 35,215	7/1/2021	unknown	unknown
2	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 34,023	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Assistant General Manager of Operation and Maintenance	$ 32,766	12/19/2021	1/1/2023	unknown
4	Central Contra Costa Sanitary District	Director of Operations	$ 30,667	4/18/2021	unknown	unknown
5	Los Angeles County Sanitation Districts	Departmental Engineer	$ 30,436	7/1/2021	unknown	unknown
6	Las Virgenes Municipal Water District	Director of Facilities and Operations	$ 29,920	1/1/2022	unknown	unknown
7	Orange County Sanitation District	Director of Operations and Maintenance	$ 29,492	7/2/2021		
8	East Bay Municipal Utility District	Director of Wastewater	$ 29,334	4/1/2020	unknown	unknown
9	Orange County Water District	Executive Director of Operations	$ 28,855	7/1/2021	7/1/2022	Unknown
10	Irvine Ranch Water District	Executive Director of Operations	$ 26,602	7/1/2021	7/1/2022	CPI
11	Inland Empire Utilities Agency	Executive Manager of Operations/Assistant General Manager	$ 26,230	7/1/2021	7/1/2022	3.00%
12	Western Municipal Water District	Director of Operations	$ 25,989	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of Garden Grove	Public Works Director	$ 25,049	7/1/2021	unknown	unknown
14	City of Anaheim	Utilities Assistant General Manager - Water Services	$ 24,542	12/24/2021	7/8/2022	3.00%
15	City of Huntington Beach	Director of Public Works	$ 23,599	11/2/2020	unknown	unknown
16	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 23,413	7/4/2001	6/19/2022	4.00%
17	City of San Diego	[Public Utilities Director/ Assistant Public Utilities Director]	$ 22,188	7/1/2021	unknown	unknown
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 28,052
% Orange County Sanitation District Above/Below	4.9%
Median of Comparators	$ 27,728
% Orange County Sanitation District Above/Below	6.0%
75th Percentile of Comparators	$ 30,494
% Orange County Sanitation District Above/Below	-3.4%
Orange County Sanitation District Percentile	62
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Electrical Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Electrical Technician	$ 10,625	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Electrical Technician	$ 9,926	4/1/2020	unknown	unknown
3	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 9,768	7/1/2021	7/1/2022	3.00%
4	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Electrician II	$ 9,493	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Electrical Technician II	$ 9,400	7/2/2021		
6	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 9,265	7/1/2021	unknown	unknown
7	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 9,056	7/1/2021	7/1/2022	2.00%
8	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Electrical	$ 8,863	7/1/2021	unknown	unknown
9	Eastern Municipal Water District	Controls Technician II	$ 8,700	12/19/2021	1/1/2023	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 8,604	1/1/2021	unknown	unknown
11	Irvine Ranch Water District	Electrical Technician	$ 8,374	7/1/2021	7/1/2022	CPI
12	Western Municipal Water District	Operations Technician III- Electrical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
13	County of Los Angeles, Public Works[1]	[Electro-Mechanic / Electrician]	$ 8,019	7/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	City of San Diego	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,068
% Orange County Sanitation District Above/Below	3.5%
Median of Comparators	$ 8,959
% Orange County Sanitation District Above/Below	4.7%
75th Percentile of Comparators	$ 9,562
% Orange County Sanitation District Above/Below	-1.7%
Orange County Sanitation District Percentile	69
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Electrical Technician II	Electrical Technician	N/C	N/C	N/C	N/C	Wastewater Treatment Electrician II	N/C	[Electro-Mechanic / Electrician]	Electrical Technician	Controls Technician II	Electrical and Instruments Technician III	Electrical Technician	Electrical/Instrumentation Technician II	Electrical and Instrumentation Technician	Operations and Maintenance Technician IV - Electrical	Senior Instrumentation and Electrical Technician	Operations Technician III-Electrical Services
	Top Step	$ 9,400	$ 10,625					$ 9,493		$ 8,019	$ 9,926	$ 8,700	$ 9,768	$ 8,374	$ 8,604	$ 9,265	$ 8,863	$ 9,056	$ 8,124
Retirement	Retirement Formula	1.667%@57.5	2%@55					2.16%@55			2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 122	$ 319					$ 285			$ 129	$ 261	$ 293	$ 109	$ 258	$ 278	$ 266		$ 244
Retirement	Employee Paid Employer Contribution															$ -46			
Retirement	Employer Paid Member Contribution															$ 649	$ 620		
Retirement	EPMC Reported as Special Comp															$ 45	$ 43		
Retirement	12 Month Highest Salary		$ 53					$ 47				$ 44			$ 43	$ 46	$ 44		
Retirement	Social Security										$ 615		$ 606		$ 533				$ 504
Retirement	Deferred Compensation		$ 659							$ 321		$ 348	$ 54	$ 335	$ 40		$ 399	$ 163	
Retirement	Other Retirement									$ 860		$ 98						$ 1,508	
Insurance	Cafeteria		$ 100							$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 813	$ 654					$ 621		$ 463	$ 573	$ 903	$ 451	$ 483	$ 463	$ 570	$ 511	$ 575	$ 469
Leaves	Holidays	$ 434	$ 531					$ 511		$ 370	$ 573	$ 402	$ 620	$ 386	$ 397	$ 428	$ 477	$ 383	$ 406
Leaves	Admin Leave		$ 41					$ 183									$ 102		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,410	$ 5,567	$ 0	$ 0	$ 0	$ 0	$ 3,546	$ 0	$ 4,423	$ 4,394	$ 4,337	$ 3,713	$ 3,623	$ 3,775	$ 3,861	$ 5,244	$ 4,794	$ 4,113

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Electrical Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Electrical Technician	$ 16,193	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Electrical Technician	$ 14,320	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Electrical	$ 14,107	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 13,849	7/1/2021	7/1/2022	2.00%
5	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 13,482	7/1/2021	7/1/2022	3.00%
6	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 13,126	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Electrician II	$ 13,039	1/19/2020	6/19/2022	4.00%
8	Eastern Municipal Water District	Controls Technician II	$ 13,037	12/19/2021	1/1/2023	unknown
9	Orange County Sanitation District	Electrical Technician II	$ 12,810	7/2/2021		
10	County of Los Angeles, Public Works	[Electro-Mechanic / Electrician]	$ 12,441	7/1/2021	unknown	unknown
11	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 12,379	1/1/2021	unknown	unknown
12	Western Municipal Water District	Operations Technician III- Electrical Services	$ 12,237	7/1/2021	7/1/2022	1.0 - 4.0%
13	Irvine Ranch Water District	Electrical Technician	$ 11,997	7/1/2021	7/1/2022	CPI
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of Anaheim	N/C				
17	City of Huntington Beach	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,351
% Orange County Sanitation District Above/Below	-4.2%
Median of Comparators	$ 13,082
% Orange County Sanitation District Above/Below	-2.1%
75th Percentile of Comparators	$ 13,914
% Orange County Sanitation District Above/Below	-8.6%
Orange County Sanitation District Percentile	33
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Engineer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Engineer II	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
2	Central Contra Costa Sanitary District	Associate Engineer	$ 13,534	4/18/2021	unknown	unknown
3	Orange County Water District	Senior Engineer	$ 13,287	7/1/2021	7/1/2022	2.00%
4	Metropolitan Water District of Southern California	Engineer	$ 12,932	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Associate Civil Engineer	$ 12,708	4/1/2020	unknown	unknown
6	City of Garden Grove	Project Engineer	$ 12,526	7/1/2021	unknown	unknown
7	Orange County Sanitation District	Engineer	$ 12,281	7/2/2021		
8	Eastern Municipal Water District	Associate Civil Engineer II	$ 12,241	12/19/2021	1/1/2023	unknown
9	Las Virgenes Municipal Water District	Associate Engineer	$ 12,128	1/1/2022	1/1/2023	1.5 - 4%
10	City of Los Angeles Bureau of Sanitation	Environmental Engineer	$ 12,015	1/19/2020	6/19/2022	4.00%
11	Inland Empire Utilities Agency	Senior Associate Engineer - PE	$ 11,873	7/1/2021	7/1/2022	3.00%
12	Irvine Ranch Water District	Engineer	$ 11,820	7/1/2021	7/1/2022	CPI
13	Los Angeles County Sanitation Districts	Civil Engineer	$ 11,713	7/1/2021	unknown	unknown
14	City of Anaheim	Senior Civil Engineer	$ 11,322	12/24/2021	unknown	unknown
15	City of Irvine	Senior Civil Engineer	$ 11,073	6/25/2021	6/25/2022	1.00%
16	County of Los Angeles, Public Works	Associate Civil Engineer	$ 10,742	7/1/2021	unknown	unknown
17	City of Huntington Beach	Associate Civil Engineer	$ 10,104	1/1/2022	unknown	unknown
18	City of San Diego[1]	Associate Engineer - Civil	$ 8,213	1/1/2022	7/1/2022	5.00%

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,885
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 12,015
% Orange County Sanitation District Above/Below	2.2%
75th Percentile of Comparators	$ 12,708
% Orange County Sanitation District Above/Below	-3.5%
Orange County Sanitation District Percentile	63
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of San Diego: Associate Engineer - Civil requires College graduation with a Bachelor's degree in Civil Engineering, OR certification as an Engineer-in-Training, OR registration as a professional Civil Engineer.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineer	Associate Engineer	Senior Civil Engineer	Project Engineer	Associate Civil Engineer	Senior Civil Engineer	Environmental Engineer	Associate Engineer - Civil	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer II	Senior Associate Engineer - PE	Engineer	Associate Engineer	Civil Engineer	Engineer	Senior Engineer	Engineer II
	Top Step	$ 12,281	$ 13,534	$ 11,322	$ 12,526	$ 10,104	$ 11,073	$ 12,015	$ 8,213	$ 10,742	$ 12,708	$ 12,241	$ 11,873	$ 11,820	$ 12,128	$ 11,713	$ 12,932	$ 13,287	$ 13,816
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 160	$ 406	$ 804	$ 664	$ 535	$ 332	$ 360	$ 107		$ 165	$ 367	$ 356	$ 154	$ 364	$ 351	$ 388		$ 414
	Employee Paid Employer Contribution			$ -453		$ -101										$ -59			
	Employer Paid Member Contribution															$ 820	$ 905		
	EPMC Reported as Special Comp															$ 57	$ 63		
	12 Month Highest Salary		$ 68	$ 79	$ 75	$ 61		$ 60				$ 61			$ 61	$ 59	$ 65		
	Social Security										$ 760		$ 736		$ 752				$ 760
	Deferred Compensation		$ 839				$ 443		$ 579	$ 430		$ 490	$ 54	$ 473	$ 364		$ 582	$ 163	$ 276
	Other Retirement						$ 221			$ 1,151		$ 98						$ 2,212	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,833	$ 2,278			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 709	$ 833	$ 708	$ 723	$ 972	$ 852	$ 786	$ 695	$ 620	$ 733	$ 1,271	$ 548	$ 682	$ 653	$ 721	$ 746	$ 843	$ 797
	Holidays	$ 567	$ 677	$ 435	$ 753	$ 466	$ 596	$ 647	$ 355	$ 496	$ 733	$ 565	$ 685	$ 546	$ 560	$ 541	$ 696	$ 562	$ 691
	Admin Leave	$ 236	$ 156	$ 87	$ 241	$ 291	$ 532	$ 231	$ 126								$ 149		$ 266
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 4,307	$ 6,409	$ 4,503	$ 4,105	$ 3,984	$ 5,310	$ 3,983	$ 3,696	$ 5,106	$ 4,896	$ 5,134	$ 4,069	$ 4,164	$ 4,793	$ 4,381	$ 6,376	$ 5,946	$ 5,694

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Engineer Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Associate Engineer	$ 19,943	4/18/2021	unknown	unknown
2	Western Municipal Water District	Engineer II	$ 19,510	7/1/2021	7/1/2022	1.0 - 4.0%
3	Metropolitan Water District of Southern California	Engineer	$ 19,308	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Engineer	$ 19,232	7/1/2021	7/1/2022	2.00%
5	East Bay Municipal Utility District	Associate Civil Engineer	$ 17,604	4/1/2020	unknown	unknown
6	Eastern Municipal Water District	Associate Civil Engineer II	$ 17,375	12/19/2021	1/1/2023	unknown
7	Las Virgenes Municipal Water District	Associate Engineer	$ 16,922	1/1/2022	1/1/2023	1.5 - 4%
8	City of Garden Grove	Project Engineer	$ 16,631	7/1/2021	unknown	unknown
9	Orange County Sanitation District	Engineer	$ 16,588	7/2/2021		
10	City of Irvine	Senior Civil Engineer	$ 16,383	6/25/2021	6/25/2022	1.00%
11	Los Angeles County Sanitation Districts	Civil Engineer	$ 16,094	7/1/2021	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	Environmental Engineer	$ 15,998	1/19/2020	6/19/2022	4.00%
13	Irvine Ranch Water District	Engineer	$ 15,984	7/1/2021	7/1/2022	CPI
14	Inland Empire Utilities Agency	Senior Associate Engineer - PE	$ 15,942	7/1/2021	7/1/2022	3.00%
15	County of Los Angeles, Public Works	Associate Civil Engineer	$ 15,848	7/1/2021	unknown	unknown
16	City of Anaheim	Senior Civil Engineer	$ 15,825	12/24/2021	unknown	unknown
17	City of Huntington Beach	Associate Civil Engineer	$ 14,088	1/1/2022	unknown	unknown
18	City of San Diego	Associate Engineer - Civil	$ 11,909	1/1/2022	7/1/2022	5.00%

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,741
% Orange County Sanitation District Above/Below	-0.9%
Median of Comparators	$ 16,383
% Orange County Sanitation District Above/Below	1.2%
75th Percentile of Comparators	$ 17,604
% Orange County Sanitation District Above/Below	-6.1%
Orange County Sanitation District Percentile	55
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Engineering Associate						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Engineering Associate	$ 10,485	7/2/2021		
2	East Bay Municipal Utility District	Engineering Designer II	$ 10,173	4/1/2020	unknown	unknown
2	City of Huntington Beach	Civil Engineering Assistant	$ 9,057	1/1/2022	unknown	unknown
3	City of Garden Grove	Principal Engineering Technician	$ 9,017	7/1/2021	unknown	unknown
5	Eastern Municipal Water District	Senior Engineering Technician	$ 8,284	12/19/2021	1/1/2023	unknown
6	Los Angeles County Sanitation Districts[2]	[Engineering Technician III / Designer I]	$ 8,191	7/1/2021	unknown	unknown
7	City of Anaheim[1]	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	$ 7,490	6/25/2021	unknown	unknown
8	County of Los Angeles, Public Works	Senior Civil Engineering Technician	$ 7,402	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Office Engineering Technician III	$ 7,284	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Principal Engineering Aide	$ 6,180	1/1/2022	7/1/2022	5.00%
11	Central Contra Costa Sanitary District	N/C				
12	City of Irvine	N/C				
13	Inland Empire Utilities Agency	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,120
% Orange County Sanitation District Above/Below	22.6%
Median of Comparators	$ 8,191
% Orange County Sanitation District Above/Below	21.9%
75th Percentile of Comparators	$ 9,017
% Orange County Sanitation District Above/Below	14.0%
Orange County Sanitation District Percentile	103
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Associate	N/C	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	Principal Engineering Technician	Civil Engineering Assistant	N/C	Office Engineering Technician III	Principal Engineering Aide	Senior Civil Engineering Technician	Engineering Designer II	Senior Engineering Technician	N/C	N/C	N/C	[Engineering Technician III / Designer I]	N/C	N/C	N/C
	Top Step	$ 10,485		$ 7,490	$ 9,017	$ 9,057		$ 7,284	$ 6,180	$ 7,402	$ 10,173	$ 8,284				$ 8,191			
Retirement	Retirement Formula	1.667%@57.5		2.7%@55	2.5%@55	2.5%@55		2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55				2%@55			
Retirement	Enhanced Formula Cost	$ 136		$ 524	$ 478	$ 480		$ 219	$ 80		$ 132	$ 249				$ 246			
Retirement	Employee Paid Employer Contribution			$ -300		$ -91										$ -41			
Retirement	Employer Paid Member Contribution															$ 573			
Retirement	EPMC Reported as Special Comp															$ 40			
Retirement	12 Month Highest Salary			$ 52	$ 54	$ 54		$ 36				$ 41				$ 41			
Retirement	Social Security										$ 631								
Retirement	Deferred Compensation					$ 20			$ 436	$ 296		$ 331							
Retirement	Other Retirement									$ 793		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 2,278									
Insurance	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128				$ 1,759			
Insurance	Dental	$ 111		$ 56		$ 133		$ 48		$ 57	$ 212	$ 134				$ 132			
Insurance	Vision	$ 17				$ 22		$ 9			$ 22	$ 19							
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 605		$ 468	$ 520	$ 871		$ 476	$ 523	$ 427	$ 587	$ 860				$ 504			
Leaves	Holidays	$ 484		$ 288	$ 542	$ 418		$ 392	$ 267	$ 342	$ 587	$ 382				$ 378			
Leaves	Admin Leave	$ 25						$ 140	$ 95										
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,291	$ 0	$ 3,876	$ 3,244	$ 3,645	$ 0	$ 3,162	$ 3,235	$ 4,268	$ 4,441	$ 4,243	$ 0	$ 0	$ 0	$ 3,633	$ 0	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Engineering Associate						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Engineering Designer II	$ 14,614	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Engineering Associate	$ 13,776	7/2/2021		
3	City of Huntington Beach	Civil Engineering Assistant	$ 12,701	1/1/2022	unknown	unknown
4	Eastern Municipal Water District	Senior Engineering Technician	$ 12,527	12/19/2021	1/1/2023	unknown
5	City of Garden Grove	Principal Engineering Technician	$ 12,261	7/1/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	[Engineering Technician III / Designer I]	$ 11,824	7/1/2021	unknown	unknown
7	County of Los Angeles, Public Works	Senior Civil Engineering Technician	$ 11,670	7/1/2021	unknown	unknown
8	City of Anaheim	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	$ 11,366	6/25/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Office Engineering Technician III	$ 10,446	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Principal Engineering Aide	$ 9,415	1/1/2022	7/1/2022	5.00%
11	City of Irvine	N/C				
12	Irvine Ranch Water District	N/C				
13	Las Virgenes Municipal Water District	N/C				
14	Western Municipal Water District	N/C				
15	Metropolitan Water District of Southern California	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,869
% Orange County Sanitation District Above/Below	13.8%
Median of Comparators	$ 11,824
% Orange County Sanitation District Above/Below	14.2%
75th Percentile of Comparators	$ 12,527
% Orange County Sanitation District Above/Below	9.1%
Orange County Sanitation District Percentile	95
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Engineering Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Engineering Services	$ 20,427	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Engineering	$ 19,937	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District	Engineering Manager	$ 18,986	4/1/2020	unknown	unknown
4	Central Contra Costa Sanitary District[1]	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	$ 18,905	4/18/2021	unknown	unknown
5	Los Angeles County Sanitation Districts[2]	[Division Engineer II/ Assistant Departmental Engineer]	$ 18,011	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Engineering Manager	$ 17,787	7/2/2021		
7	Inland Empire Utilities Agency	Manager of Engineering	$ 16,706	7/1/2021	7/1/2022	3.00%
8	Las Virgenes Municipal Water District	Principal Engineer	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
9	Western Municipal Water District	Principal Engineer	$ 15,967	7/1/2021	7/1/2022	1.0 - 4.0%
10	City of Los Angeles Bureau of Sanitation	Principal Civil Engineer	$ 15,857	7/4/2001	6/19/2022	4.00%
11	County of Los Angeles, Public Works[2]	[Principal Engineer / Assistant Deputy Director, Public Works]	$ 15,667	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Engineering Manager	$ 15,286	7/1/2021	7/1/2022	CPI
13	City of Garden Grove	City Engineer (Engineering Services Manager)	$ 15,286	7/1/2021	unknown	unknown
14	City of Anaheim	Water Engineering Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
15	City of Huntington Beach[2]	[City Engineer/ Deputy City Engineer]	$ 14,794	1/1/2022	unknown	unknown
16	City of Irvine	N/C				
17	City of San Diego	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,959
% Orange County Sanitation District Above/Below	4.7%
Median of Comparators	$ 16,274
% Orange County Sanitation District Above/Below	8.5%
75th Percentile of Comparators	$ 18,682
% Orange County Sanitation District Above/Below	-5.0%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Manager	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	Water Engineering Manager	City Engineer (Engineering Services Manager)	[City Engineer/ Deputy City Engineer]	N/C	Principal Civil Engineer	N/C	[Principal Engineer / Assistant Deputy Director, Public Works]	Engineering Manager	Director of Engineering	Manager of Engineering	Engineering Manager	Principal Engineer	[Division Engineer II/ Assistant Departmental Engineer]	Section Manager - Engineering Services	N/C	Principal Engineer
	Top Step	$ 17,787	$ 18,905	$ 15,017	$ 15,286	$ 14,794		$ 15,857		$ 15,667	$ 18,986	$ 19,937	$ 16,706	$ 15,286	$ 16,581	$ 18,011	$ 20,427		$ 15,967
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55			2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 231	$ 567	$ 1,066	$ 810	$ 784		$ 476			$ 247	$ 598	$ 501	$ 199	$ 497	$ 540	$ 613		$ 479
	Employee Paid Employer Contribution			$ -601		$ -148										$ -90			
	Employer Paid Member Contribution															$ 1,261	$ 1,430		
	EPMC Reported as Special Comp															$ 88	$ 100		
	12 Month Highest Salary		$ 95	$ 105	$ 92	$ 89		$ 79				$ 100			$ 83	$ 90	$ 102		
	Social Security										$ 760		$ 760		$ 760				$ 760
	Deferred Compensation	$ 200	$ 1,172							$ 627		$ 797	$ 54	$ 611	$ 497	$ 540	$ 919		$ 319
	Other Retirement									$ 1,680		$ 98							
Insurance	Cafeteria		$ 425		$ 1,650					$ 2,663			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619		
	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,026	$ 1,163	$ 939	$ 882	$ 1,423		$ 915		$ 603	$ 1,095	$ 2,070	$ 771	$ 882	$ 893	$ 1,108	$ 1,178		$ 921
	Holidays	$ 821	$ 945	$ 635	$ 919	$ 683		$ 854		$ 723	$ 1,095	$ 920	$ 1,221	$ 706	$ 765	$ 831	$ 1,100		$ 798
	Admin Leave	$ 342	$ 364	$ 116	$ 294	$ 427		$ 610			$ 511				$ 574		$ 236		$ 307
	Technology Allowance					$ 50						$ 50		$ 93					
	Auto Allowance					$ 450							$ 300			$ 450			
	Other	$ 994																	
	Benefit Package Total	$ 5,755	$ 7,942	$ 5,261	$ 4,646	$ 5,467	$ 0	$ 4,832	$ 0	$ 6,370	$ 6,213	$ 6,915	$ 5,296	$ 4,707	$ 6,109	$ 6,711	$ 8,459	$ 0	$ 6,075

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Engineering Manager

Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Engineering Services	$ 28,886	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Engineering	$ 26,852	12/19/2021	1/1/2023	unknown
3	Central Contra Costa Sanitary District	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	$ 26,847	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Engineering Manager	$ 25,199	4/1/2020	unknown	unknown
5	Los Angeles County Sanitation Districts	[Division Engineer II/ Assistant Departmental Engineer]	$ 24,722	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Engineering Manager	$ 23,543	7/2/2021		
7	Las Virgenes Municipal Water District	Principal Engineer	$ 22,690	1/1/2022	1/1/2023	1.5 - 4%
8	Western Municipal Water District	Principal Engineer	$ 22,042	7/1/2021	7/1/2022	1.0 - 4.0%
9	County of Los Angeles, Public Works	[Principal Engineer / Assistant Deputy Director, Public Works]	$ 22,037	7/1/2021	unknown	unknown
10	Inland Empire Utilities Agency	Manager of Engineering	$ 22,002	7/1/2021	7/1/2022	3.00%
11	City of Los Angeles Bureau of Sanitation	Principal Civil Engineer	$ 20,689	7/4/2001	6/19/2022	4.00%
12	City of Anaheim	Water Engineering Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
13	City of Huntington Beach	[City Engineer/ Deputy City Engineer]	$ 20,261	1/1/2022	unknown	unknown
14	Irvine Ranch Water District	Engineering Manager	$ 19,993	7/1/2021	7/1/2022	CPI
15	City of Garden Grove	City Engineer (Engineering Services Manager)	$ 19,932	7/1/2021	unknown	unknown
16	City of San Diego	N/C				
17	City of Irvine	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 23,031
% Orange County Sanitation District Above/Below	2.2%
Median of Comparators	$ 22,040
% Orange County Sanitation District Above/Below	6.4%
75th Percentile of Comparators	$ 25,079
% Orange County Sanitation District Above/Below	-6.5%
Orange County Sanitation District Percentile	65
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Engineering Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Design	$ 16,883	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Engineering Supervisor	$ 14,962	7/2/2021		
3	Central Contra Costa Sanitary District	Senior Engineer	$ 14,910	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Principal Civil Engineer	$ 14,877	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Senior Civil Engineer	$ 14,731	4/1/2020	unknown	unknown
6	Los Angeles County Sanitation Districts	Supervising Engineer II	$ 14,560	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Principal Engineer	$ 13,744	7/1/2021	7/1/2022	3.00%
8	City of Los Angeles Bureau of Sanitation	Senior Environmental Engineer	$ 13,579	1/19/2020	6/19/2022	4.00%
9	City of Huntington Beach	Principal Civil Engineer	$ 13,350	1/1/2022	unknown	unknown
10	County of Los Angeles, Public Works	Senior Civil Engineer	$ 13,344	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Senior Engineer	$ 13,196	7/1/2021	7/1/2022	CPI
12	City of Irvine	Manager, Engineering	$ 13,173	6/25/2021	6/25/2022	1.00%
13	City of Anaheim	Principal Civil Engineer	$ 12,482	12/24/2021	unknown	unknown
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	City of Garden Grove	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 14,069
% Orange County Sanitation District Above/Below	6.0%
Median of Comparators	$ 13,662
% Orange County Sanitation District Above/Below	8.7%
75th Percentile of Comparators	$ 14,768
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	91
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Supervisor	Senior Engineer	Principal Civil Engineer	N/C	Principal Civil Engineer	Manager, Engineering	Senior Environmental Engineer	N/C	Senior Civil Engineer	Senior Civil Engineer	Principal Civil Engineer	Principal Engineer	Senior Engineer	N/C	Supervising Engineer II	Team Manager - Design	N/C	N/C
	Top Step	$ 14,962	$ 14,910	$ 12,482		$ 13,350	$ 13,173	$ 13,579		$ 13,344	$ 14,731	$ 14,877	$ 13,744	$ 13,196		$ 14,560	$ 16,883		
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55		2.5%@55	2%@55	2.16%@55			2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		
	Enhanced Formula Cost	$ 195	$ 447	$ 886		$ 708	$ 395	$ 407			$ 192	$ 446	$ 412	$ 172		$ 437	$ 506		
	Employee Paid Employer Contribution			$ -499		$ -134										$ -73			
	Employer Paid Member Contribution															$ 1,019	$ 1,182		
	EPMC Reported as Special Comp															$ 71	$ 83		
	12 Month Highest Salary		$ 75	$ 87		$ 80		$ 68				$ 74				$ 73	$ 84		
	Social Security										$ 760		$ 760						
	Deferred Compensation		$ 924				$ 527			$ 534		$ 595	$ 54	$ 528			$ 760		
	Other Retirement						$ 263			$ 1,430		$ 98							
Insurance	Cafeteria		$ 220							$ 2,278			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12		
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 863	$ 918	$ 780		$ 1,284	$ 1,013	$ 888		$ 770	$ 850	$ 1,545	$ 634	$ 761		$ 896	$ 974		
	Holidays	$ 691	$ 746	$ 480		$ 616	$ 709	$ 731		$ 616	$ 850	$ 687	$ 793	$ 609		$ 672	$ 909		
	Admin Leave	$ 288	$ 172	$ 96		$ 385	$ 830	$ 261			$ 397						$ 195		
	Technology Allowance					$ 50	$ 100							$ 93					
	Auto Allowance						$ 300												
	Other	$ 703																	
	Benefit Package Total	$ 4,779	$ 6,712	$ 4,673	$ 0	$ 4,699	$ 6,471	$ 4,254	$ 0	$ 5,759	$ 5,552	$ 5,727	$ 4,343	$ 4,380	$ 0	$ 4,987	$ 7,474	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Engineering Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Design	$ 24,357	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Senior Engineer	$ 21,622	4/18/2021	unknown	unknown
3	Eastern Municipal Water District	Principal Civil Engineer	$ 20,604	12/19/2021	1/1/2023	unknown
4	East Bay Municipal Utility District	Senior Civil Engineer	$ 20,283	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Engineering Supervisor	$ 19,741	7/2/2021		
6	City of Irvine	Manager, Engineering	$ 19,645	6/25/2021	6/25/2022	1.00%
7	Los Angeles County Sanitation Districts	Supervising Engineer II	$ 19,547	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Senior Civil Engineer	$ 19,103	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Principal Engineer	$ 18,087	7/1/2021	7/1/2022	3.00%
10	City of Huntington Beach	Principal Civil Engineer	$ 18,049	1/1/2022	unknown	unknown
11	City of Los Angeles Bureau of Sanitation	Senior Environmental Engineer	$ 17,833	1/19/2020	6/19/2022	4.00%
12	Irvine Ranch Water District	Senior Engineer	$ 17,576	7/1/2021	7/1/2022	CPI
13	City of Anaheim	Principal Civil Engineer	$ 17,156	12/24/2021	unknown	unknown
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,488
% Orange County Sanitation District Above/Below	1.3%
Median of Comparators	$ 19,325
% Orange County Sanitation District Above/Below	2.1%
75th Percentile of Comparators	$ 20,363
% Orange County Sanitation District Above/Below	-3.1%
Orange County Sanitation District Percentile	65
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Environmental Protection Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Quality	$ 20,427	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Environmental and Regulatory Compliance	$ 18,084	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District[1]	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	$ 17,087	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Environmental Protection Manager	$ 16,928	7/2/2021		
5	Los Angeles County Sanitation Districts[2]	[Manager of Laboratories / Division Engineer]	$ 16,051	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency[1]	[Manager of Laboratories / Manager of Strategic Planning and Resources]	$ 16,706	7/1/2021	7/1/2022	3.00%
7	City of Los Angeles Bureau of Sanitation[3]	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	$ 12,956	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District[2]	[Water Quality Manager / Regulatory Compliance Manager]	$ 12,270	7/1/2021	7/1/2022	CPI
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,226
% Orange County Sanitation District Above/Below	4.1%
Median of Comparators	$ 16,706
% Orange County Sanitation District Above/Below	1.3%
75th Percentile of Comparators	$ 17,585
% Orange County Sanitation District Above/Below	-3.9%
Orange County Sanitation District Percentile	60
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Protection Manager	N/C	N/C	N/C	N/C	N/C	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	N/C	N/C	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	Director of Environmental and Regulatory Compliance	[Manager of Strategic Planning and Resources/ Manager of Laboratories]	[Water Quality Manager / Regulatory Compliance Manager]	N/C	[Manager of Laboratories / Division Manager]	Section Manager - Water Quality	N/C	N/C
	Top Step	$ 16,928						$ 12,956			$ 17,087	$ 18,084	$ 16,706	$ 12,270		$ 16,051	$ 20,427		
Retirement	Retirement Formula	1.667%@57.5						2.16%@55			2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 220						$ 389			$ 222	$ 543	$ 501	$ 160		$ 482	$ 613		
Retirement	Employee Paid Employer Contribution															$ -80			
Retirement	Employer Paid Member Contribution															$ 1,124	$ 1,430		
Retirement	EPMC Reported as Special Comp															$ 79	$ 100		
Retirement	12 Month Highest Salary							$ 65				$ 90				$ 80	$ 102		
Retirement	Social Security										$ 760		$ 760						
Retirement	Deferred Compensation	$ 200										$ 723	$ 54	$ 491		$ 482	$ 919		
Retirement	Other Retirement											$ 98							
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913						$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111						$ 48			$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance	$ 100									$ 76		$ 42						
Leaves	Vacation	$ 977						$ 847			$ 986	$ 1,878	$ 771	$ 708		$ 988	$ 1,178		
Leaves	Holidays	$ 781						$ 698			$ 986	$ 835	$ 1,221	$ 566		$ 741	$ 1,100		
Leaves	Admin Leave	$ 326						$ 249			$ 460						$ 236		
	Technology Allowance											$ 50		$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 5,595	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,146	$ 0	$ 0	$ 5,918	$ 6,499	$ 5,296	$ 4,234	$ 0	$ 6,235	$ 8,459	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Environmental Protection Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Quality	$ 28,886	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Environmental and Regulatory Compliance	$ 24,582	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	$ 23,005	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Environmental Protection Manager	$ 22,523	7/2/2021		
5	Los Angeles County Sanitation Districts	[Manager of Laboratories / Division Manager]	$ 22,286	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency	[Manager of Strategic Planning and Resources/ Manager of Laboratories]	$ 22,002	7/1/2021	7/1/2022	3.00%
7	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	$ 17,102	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	[Water Quality Manager / Regulatory Compliance Manager]	$ 16,504	7/1/2021	7/1/2022	CPI
9	City of Irvine	N/C				
10	City of Anaheim	N/C				
11	County of Los Angeles, Public Works	N/C				
12	City of Huntington Beach	N/C				
13	Western Municipal Water District	N/C				
14	City of Garden Grove	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of San Diego	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 22,053
% Orange County Sanitation District Above/Below	2.1%
Median of Comparators	$ 22,286
% Orange County Sanitation District Above/Below	1.1%
75th Percentile of Comparators	$ 23,794
% Orange County Sanitation District Above/Below	-5.6%
Orange County Sanitation District Percentile	55
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Environmental Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	$ 16,883	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District[1]	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	$ 15,279	4/18/2021	unknown	unknown
3	Orange County Sanitation District	Environmental Supervisor	$ 14,246	7/2/2021		
4	Los Angeles County Sanitation Districts	Supervising Environmental Scientist	$ 13,784	7/1/2021	unknown	unknown
5	Inland Empire Utilities Agency[1]	[Supervisor- Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	$ 13,744	7/1/2021	7/1/2022	3.00%
6	Orange County Water District	Supervising Environmental Specialist	$ 13,287	7/1/2021	7/1/2022	2.00%
7	Eastern Municipal Water District	Environmental Services Manager	$ 12,853	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Supervisor II	$ 11,548	1/19/2020	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Supervising Environmental Engineering Specialist	$ 10,377	7/1/2021	unknown	unknown
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,469
% Orange County Sanitation District Above/Below	5.5%
Median of Comparators	$ 13,515
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 14,158
% Orange County Sanitation District Above/Below	0.6%
Orange County Sanitation District Percentile	76
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Supervisor	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	N/C	N/C	N/C	N/C	Environmental Supervisor II	N/C	Supervising Environmental Engineering Specialist	N/C	Environmental Services Manager	[Supervisor-Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	N/C	N/C	Supervising Environmental Scientist	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	Supervising Environmental Specialist	N/C
	Top Step	$ 14,246	$ 15,279					$ 11,548		$ 10,377		$ 12,853	$ 13,744			$ 13,784	$ 16,883	$ 13,287	
Retirement	Retirement Formula	1.667%@57.5	2%@55					2.16%@55				2%@55	2%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 185	$ 458					$ 346				$ 386	$ 412			$ 414	$ 506		
Retirement	Employee Paid Employer Contribution															$ -69			
Retirement	Employer Paid Member Contribution															$ 965	$ 1,182		
Retirement	EPMC Reported as Special Comp															$ 68	$ 83		
Retirement	12 Month Highest Salary		$ 76					$ 58				$ 64				$ 69	$ 84		
Retirement	Social Security												$ 760						
Retirement	Deferred Compensation		$ 947							$ 415		$ 514	$ 54				$ 760	$ 163	
Retirement	Other Retirement									$ 1,112		$ 98						$ 2,212	
Insurance	Cafeteria		$ 220							$ 2,278			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998					$ 1,841				$ 2,128				$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48		$ 57		$ 134				$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9				$ 19					$ 12	$ 19	
Insurance	Other Insurance									$ 75			$ 42						
Leaves	Vacation	$ 822	$ 940					$ 755		$ 599		$ 1,335	$ 634			$ 848	$ 974	$ 843	
Leaves	Holidays	$ 658	$ 764					$ 622		$ 479		$ 593	$ 899			$ 636	$ 909	$ 562	
Leaves	Admin Leave	$ 274	$ 176					$ 222									$ 195		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 4,653	$ 6,793	$ 0	$ 0	$ 0	$ 0	$ 3,902	$ 0	$ 5,015	$ 0	$ 5,272	$ 4,449	$ 0	$ 0	$ 4,822	$ 7,474	$ 5,946	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Environmental Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	$ 24,357	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District[1]	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	$ 22,073	4/18/2021	unknown	unknown
3	Orange County Water District	Supervising Environmental Specialist	$ 19,232	7/1/2021	7/1/2022	2.00%
4	Orange County Sanitation District	Environmental Supervisor	$ 18,900	7/2/2021		
5	Los Angeles County Sanitation Districts	Supervising Environmental Scientist	$ 18,606	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency	[Supervisor- Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	$ 18,193	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Environmental Services Manager	$ 18,124	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Supervisor II	$ 15,450	1/19/2020	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Supervising Environmental Engineering Specialist	$ 15,392	7/1/2021	unknown	unknown
10	East Bay Municipal Utility District	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	Irvine Ranch Water District	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,928
% Orange County Sanitation District Above/Below	-0.2%
Median of Comparators	$ 18,399
% Orange County Sanitation District Above/Below	2.6%
75th Percentile of Comparators	$ 19,942
% Orange County Sanitation District Above/Below	-5.5%
Orange County Sanitation District Percentile	64
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Environmental Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	$ 9,107	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Laboratory Technician II	$ 7,950	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts[1]	[Engineering Technician III / Laboratory Technician II]	$ 7,550	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Environmental Technician	$ 7,240	7/2/2021		
5	Orange County Water District	Environmental Technician	$ 7,095	7/1/2021	7/1/2022	2.00%
6	City of Los Angeles Bureau of Sanitation	Laboratory Technician II	$ 6,890	1/19/2020	6/19/2022	2.00%
7	City of Anaheim[2]	Laboratory Technician II	$ 6,486	9/3/2021	7/8/2022	1.50%
8	City of San Diego	Laboratory Technician	$ 5,261	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,191
% Orange County Sanitation District Above/Below	0.7%
Median of Comparators	$ 7,095
% Orange County Sanitation District Above/Below	2.0%
75th Percentile of Comparators	$ 7,750
% Orange County Sanitation District Above/Below	-7.0%
Orange County Sanitation District Percentile	55
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: Laboratory Technician requires Grade I Laboratory Analyst or Water Quality Analyst certificate and D2 Water Distribution Operator or T1 Water Treatment Operator certificate.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Technician	N/C	Laboratory Technician II	N/C	N/C	N/C	Laboratory Technician II	Laboratory Technician	N/C	Laboratory Technician II	N/C	N/C	N/C	N/C	[Engineering Technician III / Laboratory Technician II]	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	Environmental Technician	N/C
	Top Step	$ 7,240		$ 6,486				$ 6,890	$ 5,261		$ 7,950					$ 7,550	$ 9,107	$ 7,095	
Retirement	Retirement Formula	1.667%@57.5		2.7%@55				2.16%@55	1.5%@55 to 2.6%@65		2.6%@62					2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 94						$ 207	$ 68		$ 103					$ 227	$ 273		
Retirement	Employee Paid Employer Contribution			$ -259												$ -38			
Retirement	Employer Paid Member Contribution															$ 529	$ 637		
Retirement	EPMC Reported as Special Comp															$ 37	$ 45		
Retirement	12 Month Highest Salary							$ 34								$ 38	$ 46		
Retirement	Social Security										$ 493								
Retirement	Deferred Compensation								$ 371								$ 410	$ 163	
Retirement	Other Retirement																	$ 1,181	
Insurance	Cafeteria								$ 1,833										
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194					$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56				$ 48			$ 212					$ 132	$ 150	$ 128	
Insurance	Vision	$ 17						$ 9			$ 22						$ 12	$ 19	
Insurance	Other Insurance										$ 76								
Leaves	Vacation	$ 418		$ 405				$ 451	$ 445		$ 459					$ 465	$ 525	$ 450	
Leaves	Holidays	$ 334		$ 249				$ 371	$ 228		$ 459					$ 348	$ 490	$ 300	
Leaves	Admin Leave	$ 17						$ 133	$ 81								$ 105		
	Technology Allowance																		
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 2,904	$ 0	$ 3,238	$ 0	$ 0	$ 0	$ 3,094	$ 3,026	$ 0	$ 4,018	$ 0	$ 0	$ 0	$ 0	$ 3,496	$ 5,312	$ 4,260	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Environmental Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	$ 14,419	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Laboratory Technician II	$ 11,968	4/1/2020	unknown	unknown
3	Orange County Water District	Environmental Technician	$ 11,355	7/1/2021	7/1/2022	2.00%
4	Los Angeles County Sanitation Districts	[Engineering Technician III / Laboratory Technician II]	$ 11,046	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Environmental Technician	$ 10,144	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Laboratory Technician II	$ 9,984	1/19/2020	6/19/2022	2.00%
7	City of Anaheim	Laboratory Technician II	$ 9,724	9/3/2021	7/8/2022	1.50%
8	City of San Diego	Laboratory Technician	$ 8,287	7/1/2021	7/1/2022	5.00%
9	City of Irvine	N/C				
10	Irvine Ranch Water District	N/C				
11	County of Los Angeles, Public Works	N/C				
12	City of Huntington Beach	N/C				
13	Inland Empire Utilities Agency	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Eastern Municipal Water District	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,969
% Orange County Sanitation District Above/Below	-8.1%
Median of Comparators	$ 11,046
% Orange County Sanitation District Above/Below	-8.9%
75th Percentile of Comparators	$ 11,661
% Orange County Sanitation District Above/Below	-15.0%
Orange County Sanitation District Percentile	36
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Executive Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Executive Assistant	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
2	Orange County Sanitation District	Executive Assistant	$ 8,824	7/2/2021		
3	Inland Empire Utilities Agency	Executive Assistant	$ 8,438	7/1/2021	7/1/2022	3.00%
4	East Bay Municipal Utility District	Executive Assistant I	$ 8,352	4/1/2020	unknown	unknown
5	Metropolitan Water District of Southern California	Administrative Assistant III	$ 8,150	7/1/2021	unknown	unknown
6	Irvine Ranch Water District	Executive Assistant	$ 7,916	7/1/2021	7/1/2022	CPI
7	Orange County Water District	Senior Administrative Support Specialist	$ 7,450	7/1/2021	7/1/2022	2.00%
8	Los Angeles County Sanitation Districts	Administrative Secretary	$ 7,311	7/1/2021	unknown	unknown
9	City of Garden Grove	Department Secretary	$ 6,962	7/1/2021	unknown	unknown
10	Eastern Municipal Water District	Executive Assistant	$ 6,817	12/19/2021	1/1/2023	unknown
11	City of Anaheim	Administrative Assistant	$ 6,706	1/7/2022	7/8/2022	3.00%
12	City of Huntington Beach	Administrative Assistant	$ 6,718	1/1/2022	unknown	unknown
13	County of Los Angeles, Public Works	Management Secretary II	$ 6,576	7/1/2021	unknown	unknown
14	City of San Diego	Executive Assistant	$ 4,887	7/1/2021	7/1/2022	5.00%
15	Las Virgenes Municipal Water District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,433
% Orange County Sanitation District Above/Below	15.8%
Median of Comparators	$ 7,311
% Orange County Sanitation District Above/Below	17.2%
75th Percentile of Comparators	$ 8,150
% Orange County Sanitation District Above/Below	7.6%
Orange County Sanitation District Percentile	93
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Executive Assistant	N/C	Administrative Assistant	Department Secretary	Administrative Assistant	N/C	N/C	Executive Assistant	Management Secretary II	Executive Assistant I	Executive Assistant	Executive Assistant	Executive Assistant	N/C	Administrative Secretary	Administrative Assistant III	Senior Administrative Support Specialist	Executive Assistant
	Top Step	$ 8,824		$ 6,706	$ 6,962	$ 6,718			$ 4,887	$ 6,576	$ 8,352	$ 6,817	$ 8,438	$ 7,916		$ 7,311	$ 8,150	$ 7,450	$ 10,346
Retirement	Retirement Formula	1.667%@57.5		2.7%@55	2.5%@55	2.5%@55			1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 115		$ 476	$ 369	$ 356			$ 64		$ 109	$ 205	$ 253	$ 103		$ 219	$ 245		$ 310
Retirement	Employee Paid Employer Contribution			$ -268		$ -67										$ -37			
Retirement	Employer Paid Member Contribution															$ 512	$ 571		
Retirement	EPMC Reported as Special Comp															$ 36	$ 40		
Retirement	12 Month Highest Salary			$ 47	$ 42	$ 40						$ 34				$ 37	$ 41		
Retirement	Social Security										$ 518		$ 523						$ 641
Retirement	Deferred Compensation					$ 20			$ 345	$ 263		$ 273	$ 54	$ 317			$ 367	$ 163	$ 207
Retirement	Other Retirement									$ 705		$ 98						$ 1,240	
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,200			$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787		$ 1,687					$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 133					$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 22					$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 509		$ 419	$ 402	$ 646			$ 414	$ 253	$ 482	$ 708	$ 389	$ 457		$ 450	$ 470	$ 473	$ 597
Leaves	Holidays	$ 407		$ 284	$ 418	$ 310			$ 211	$ 304	$ 482	$ 315	$ 487	$ 365		$ 337	$ 439	$ 315	$ 517
Leaves	Admin Leave	$ 21		$ 52					$ 75								$ 94		$ 159
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,093	$ 0	$ 3,852	$ 2,881	$ 3,197	$ 0	$ 0	$ 2,942	$ 2,799	$ 4,095	$ 3,914	$ 3,396	$ 3,551	$ 0	$ 3,445	$ 5,046	$ 4,357	$ 4,923

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Executive Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Executive Assistant	$ 15,269	7/1/2021	7/1/2022	1.0 - 4.0%
2	Metropolitan Water District of Southern California	Administrative Assistant III	$ 13,196	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Executive Assistant I	$ 12,447	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Executive Assistant	$ 11,917	7/2/2021		
5	Inland Empire Utilities Agency	Executive Assistant	$ 11,835	7/1/2021	7/1/2022	3.00%
6	Orange County Water District	Senior Administrative Support Specialist	$ 11,807	7/1/2021	7/1/2022	2.00%
7	Irvine Ranch Water District	Executive Assistant	$ 11,467	7/1/2021	7/1/2022	CPI
8	Los Angeles County Sanitation Districts	Administrative Secretary	$ 10,756	7/1/2021	unknown	unknown
9	Eastern Municipal Water District	Executive Assistant	$ 10,731	12/19/2021	1/1/2023	unknown
10	City of Anaheim	Administrative Assistant	$ 10,558	1/7/2022	7/8/2022	3.00%
11	City of Huntington Beach	Administrative Assistant	$ 9,916	1/1/2022	unknown	unknown
12	City of Garden Grove	Department Secretary	$ 9,843	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Management Secretary II	$ 9,376	7/1/2021	unknown	unknown
14	City of San Diego	Executive Assistant	$ 7,829	7/1/2021	7/1/2022	5.00%
15	Las Virgenes Municipal Water District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,156
% Orange County Sanitation District Above/Below	6.4%
Median of Comparators	$ 10,756
% Orange County Sanitation District Above/Below	9.7%
75th Percentile of Comparators	$ 11,835
% Orange County Sanitation District Above/Below	0.7%
Orange County Sanitation District Percentile	76
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Facilities Worker						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Painter	$ 9,001	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	[Carpenter / Painter]	$ 8,994	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	[Operations and Maintenance Technician IV - Carpenter / Coating]	$ 8,609	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Painter	$ 7,662	7/1/2021	unknown	unknown
5	City of Los Angeles Bureau of Sanitation[1]	[Carpenter / Painter II]	$ 7,602	1/19/2020	6/19/2022	4.00%
6	Orange County Sanitation District	Facilities Worker	$ 7,531	7/2/2021		
7	Irvine Ranch Water District	Facilities Services Technician	$ 7,005	7/1/2021	7/1/2022	CPI
8	City of Irvine	Facilities Maintenance Specialist	$ 6,836	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works[1]	[Carpenter / Painter]	$ 6,634	7/1/2021	unknown	unknown
10	City of Garden Grove	Maintenance Repair Worker	$ 6,628	7/1/2021	unknown	unknown
11	Eastern Municipal Water District[1]	[Building and Facilities Technician II / Facilities Painter II]	$ 6,491	12/19/2021	1/1/2023	unknown
12	City of Anaheim	Skilled Crafts Worker II	$ 5,859	6/25/2021	unknown	unknown
13	City of San Diego[1]	[Carpenter / Equipment Painter/ Painter]	$ 4,936	7/1/2021	7/1/2022	4.00%
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of Huntington Beach	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,188
% Orange County Sanitation District Above/Below	4.6%
Median of Comparators	$ 6,921
% Orange County Sanitation District Above/Below	8.1%
75th Percentile of Comparators	$ 7,899
% Orange County Sanitation District Above/Below	-4.9%
Orange County Sanitation District Percentile	63
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Facilities Worker	Painter	Skilled Crafts Worker II	Maintenance Repair Worker	N/C	Facilities Maintenance Specialist	[Carpenter / Painter II]	[Carpenter/ Equipment Painter/ Painter]	[Carpenter / Painter]	[Carpenter / Painter]	[Building and Facilities Technician II/ Facilities Painter II]	N/C	Facilities Services Technician	N/C	Painter	[Operations and Maintenance Technician IV - Carpenter / Coating]	N/C	N/C
	Top Step	$ 7,531	$ 9,001	$ 5,859	$ 6,628		$ 6,836	$ 7,602	$ 4,936	$ 6,634	$ 8,994	$ 6,491		$ 7,005		$ 7,662	$ 8,609		
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55		2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55		2%@60		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 98	$ 270	$ 410	$ 351		$ 205	$ 228	$ 64		$ 117	$ 195		$ 91		$ 230	$ 258		
Retirement	Employee Paid Employer Contribution			$ -234												$ -38			
Retirement	Employer Paid Member Contribution															$ 536	$ 603		
Retirement	EPMC Reported as Special Comp															$ 38	$ 42		
Retirement	12 Month Highest Salary		$ 45	$ 41	$ 40			$ 38				$ 32				$ 38	$ 43		
Retirement	Social Security										$ 558								
Retirement	Deferred Compensation		$ 558				$ 137		$ 348	$ 265		$ 260		$ 280			$ 387		
Retirement	Other Retirement						$ 342			$ 711		$ 98							
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,278									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56			$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 652	$ 554	$ 366	$ 382		$ 394	$ 497	$ 418	$ 383	$ 519	$ 674		$ 404		$ 472	$ 497		
Leaves	Holidays	$ 348	$ 450	$ 225	$ 398		$ 368	$ 409	$ 214	$ 306	$ 519	$ 300		$ 323		$ 354	$ 464		
Leaves	Admin Leave		$ 35				$ 263	$ 146	$ 76								$ 99		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,138	$ 5,222	$ 3,651	$ 2,822	$ 0	$ 4,042	$ 3,218	$ 2,932	$ 4,075	$ 4,217	$ 3,840	$ 0	$ 3,409	$ 0	$ 3,520	$ 5,174	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Facilities Worker						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Painter	$ 14,224	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	[Operations and Maintenance Technician IV - Carpenter / Coating]	$ 13,783	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	[Carpenter / Painter]	$ 13,211	4/1/2020	unknown	unknown
4	Los Angeles County Sanitation Districts	Painter	$ 11,182	7/1/2021	unknown	unknown
5	City of Irvine	Facilities Maintenance Specialist	$ 10,879	6/25/2021	6/25/2022	1.00%
6	City of Los Angeles Bureau of Sanitation	[Carpenter / Painter II]	$ 10,820	1/19/2020	6/19/2022	4.00%
7	County of Los Angeles, Public Works	[Carpenter / Painter]	$ 10,709	7/1/2021	unknown	unknown
8	Orange County Sanitation District	Facilities Worker	$ 10,669	7/2/2021		
9	Irvine Ranch Water District	Facilities Services Technician	$ 10,414	7/1/2021	7/1/2022	CPI
10	Eastern Municipal Water District	[Building and Facilities Technician II/ Facilities Painter II]	$ 10,332	12/19/2021	1/1/2023	unknown
11	City of Anaheim	Skilled Crafts Worker II	$ 9,510	6/25/2021	unknown	unknown
12	City of Garden Grove	Maintenance Repair Worker	$ 9,450	7/1/2021	unknown	unknown
13	City of San Diego	[Carpenter/ Equipment Painter/ Painter]	$ 7,868	7/1/2021	7/1/2022	4.00%
14	Orange County Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Western Municipal Water District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	City of Huntington Beach	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,032
% Orange County Sanitation District Above/Below	-3.4%
Median of Comparators	$ 10,764
% Orange County Sanitation District Above/Below	-0.9%
75th Percentile of Comparators	$ 11,689
% Orange County Sanitation District Above/Below	-9.6%
Orange County Sanitation District Percentile	44
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	General Manager	$ 36,249	6/28/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Director Bureau of Sanitation	$ 34,899	7/4/2001	6/19/2022	4.00%
3	Los Angeles County Sanitation Districts	Chief Engineer and General Manager	$ 31,098	7/1/2021	unknown	unknown
4	Orange County Sanitation District	General Manager	$ 28,434	7/2/2021		
5	City of Anaheim	Utilities General Manager	$ 28,248	7/9/2021	7/8/2022	3.00%
6	Central Contra Costa Sanitary District	General Manager	$ 27,853	4/18/2021	unknown	unknown
7	City of Irvine	City Manager	$ 27,271	6/25/2021	unknown	unknown
8	Western Municipal Water District	General Manager	$ 27,017	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	General Manager	$ 27,013	7/1/2021	7/1/2022	CPI
10	Eastern Municipal Water District	General Manager	$ 26,997	12/19/2021	1/1/2023	unknown
11	Las Virgenes Municipal Water District[1]	General Manager	$ 26,757	10/2/2021	unknown	unknown
12	Inland Empire Utilities Agency	General Manager	$ 25,952	7/1/2021	7/1/2022	3.00%
13	Orange County Water District[1]	General Manager	$ 25,166	7/1/2021	7/1/2022	Unknown
14	East Bay Municipal Utility District	General Manager	$ 24,878	6/9/2020	unknown	unknown
15	City of Garden Grove[1]	City Manager	$ 23,764	7/1/2021	unknown	unknown
16	City of Huntington Beach	City Manager	$ 22,237	1/1/2022	unknown	unknown
17	City of San Diego	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 27,693
% Orange County Sanitation District Above/Below	2.6%
Median of Comparators	$ 27,013
% Orange County Sanitation District Above/Below	5.0%
75th Percentile of Comparators	$ 28,051
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	79
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Actual salary reported.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	General Manager	General Manager	Utilities General Manager	City Manager	City Manager	City Manager	Director Bureau of Sanitation	N/C	N/C	General Manager	General Manager	General Manager	General Manager	General Manager	Chief Engineer and General Manager	General Manager	General Manager	General Manager
	Top Step	$ 28,434	$ 27,853	$ 28,248	$ 23,764	$ 22,237	$ 27,271	$ 34,899			$ 24,878	$ 26,997	$ 25,952	$ 27,013	$ 26,757	$ 31,098	$ 36,249	$ 25,166	$ 27,017
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55			2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 370	$ 836	$ 1,808	$ 1,259	$ 1,179	$ 818	$ 1,047			$ 323	$ 810	$ 779	$ 351	$ 803	$ 933	$ 1,087		$ 811
Retirement	Employee Paid Employer Contribution			$ -1,130												$ -155			
Retirement	Employer Paid Member Contribution															$ 2,177	$ 2,537		
Retirement	EPMC Reported as Special Comp															$ 152	$ 178		
Retirement	12 Month Highest Salary		$ 139	$ 169	$ 143	$ 133		$ 174				$ 135			$ 134	$ 155	$ 181		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 917	$ 1,727				$ 1,091				$ 2,167	$ 1,708	$ 54	$ 1,081	$ 803	$ 933	$ 1,631	$ 2,250	$ 2,026
Retirement	Other Retirement						$ 545					$ 98						$ 4,190	
Insurance	Cafeteria		$ 425		$ 1,650								$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 122	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 3,418	$ 3,214	$ 2,207	$ 1,371	$ 2,138	$ 2,098	$ 3,356			$ 2,392	$ 3,323	$ 1,996	$ 1,558	$ 2,547	$ 1,914	$ 3,486	$ 2,468	$ 2,598
Leaves	Holidays	$ 1,312	$ 1,393	$ 1,195	$ 1,428	$ 855	$ 1,468	$ 1,879			$ 1,435	$ 1,246	$ 1,996	$ 1,247	$ 1,235	$ 1,435	$ 1,952	$ 1,065	$ 1,351
Leaves	Admin Leave	$ 547	$ 536	$ 217	$ 457	$ 855	$ 1,718	$ 1,342			$ 670		$ 998				$ 418		$ 1,039
	Technology Allowance					$ 50	$ 100					$ 50		$ 93				$ 40	$ 100
	Auto Allowance	$ 700		$ 650	$ 868	$ 450	$ 550	$ 500			$ 450	$ 450	$ 700	$ 700	$ 450	$ 450	$ 700	$ 700	$ 900
	Other	$ 2,310																	
	Benefit Package Total	$ 11,714	$ 11,479	$ 8,118	$ 7,176	$ 7,326	$ 10,721	$ 10,197	$ 0	$ 0	$ 10,701	$ 10,102	$ 8,973	$ 7,247	$ 8,771	$ 9,885	$ 14,951	$ 12,879	$ 12,075

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	General Manager	$ 51,201	6/28/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Director Bureau of Sanitation	$ 45,096	7/4/2001	6/19/2022	4.00%
3	Los Angeles County Sanitation Districts	Chief Engineer and General Manager	$ 40,983	7/1/2021	unknown	unknown
4	Orange County Sanitation District	General Manager	$ 40,148	7/2/2021		
5	Central Contra Costa Sanitary District	General Manager	$ 39,332	4/18/2021	unknown	unknown
6	Western Municipal Water District	General Manager	$ 39,092	7/1/2021	unknown	unknown
7	Orange County Water District[3]	General Manager	$ 38,044	7/1/2021	7/1/2022	Unknown
8	City of Irvine	City Manager	$ 37,992	6/25/2021	unknown	unknown
9	Eastern Municipal Water District	General Manager	$ 37,098	12/19/2021	1/1/2023	unknown
10	City of Anaheim	Utilities General Manager	$ 36,366	7/9/2021	7/8/2022	3.00%
11	East Bay Municipal Utility District	General Manager	$ 35,579	6/9/2020	unknown	unknown
12	Las Virgenes Municipal Water District	General Manager	$ 35,528	10/2/2021	unknown	unknown
13	Inland Empire Utilities Agency	General Manager	$ 34,925	7/1/2021	7/1/2022	3.00%
14	Irvine Ranch Water District	General Manager	$ 34,260	7/1/2021	7/1/2022	CPI
15	City of Garden Grove	City Manager	$ 30,940	7/1/2021	unknown	unknown
16	City of Huntington Beach	City Manager	$ 29,563	1/1/2022	unknown	unknown
17	City of San Diego	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 37,733
% Orange County Sanitation District Above/Below	6.0%
Median of Comparators	$ 37,098
% Orange County Sanitation District Above/Below	7.6%
75th Percentile of Comparators	$ 39,212
% Orange County Sanitation District Above/Below	2.3%
Orange County Sanitation District Percentile	82
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Graphics Designer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Graphic Arts Designer	$ 10,431	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Graphics Specialist	$ 9,896	4/18/2021	unknown	unknown
3	Irvine Ranch Water District	Graphic Design Specialist	$ 8,872	7/1/2021	7/1/2022	CPI
4	Orange County Sanitation District	Graphics Designer	$ 8,824	7/2/2021		
5	Western Municipal Water District	Creative Services Specialist II	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
6	East Bay Municipal Utility District	Graphic Designer II	$ 8,148	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	Graphic Artist II	$ 7,476	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Graphic Designer II	$ 7,451	1/19/2020	6/19/2022	2.00%
9	City of Garden Grove	Graphic Designer	$ 6,433	7/1/2021	unknown	unknown
10	County of Los Angeles, Public Works	Graphic Artist	$ 5,857	7/1/2021	unknown	unknown
11	City of San Diego	Graphic Designer	$ 4,823	7/1/2021	7/1/2022	5.00%
12	City of Anaheim	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,792
% Orange County Sanitation District Above/Below	11.7%
Median of Comparators	$ 7,812
% Orange County Sanitation District Above/Below	11.5%
75th Percentile of Comparators	$ 8,787
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	76
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Graphics Designer	Graphics Specialist	N/C	Graphic Designer	N/C	N/C	Graphic Designer II	Graphic Designer	Graphic Artist	Graphic Designer II	N/C	N/C	Graphic Design Specialist	N/C	Graphic Artist II	Graphic Arts Designer	N/C	Creative Services Specialist II
	Top Step	$ 8,824	$ 9,896		$ 6,433			$ 7,451	$ 4,823	$ 5,857	$ 8,148			$ 8,872		$ 7,476	$ 10,431		$ 8,532
Retirement	Retirement Formula	1.667%@57.5	2%@55		2.5%@55			2.16%@55	1.5%@55 to 2.6%@65		2.6%@62			2%@60		2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 115	$ 297		$ 341			$ 224	$ 63		$ 106			$ 115		$ 224	$ 313		$ 256
	Employee Paid Employer Contribution															$ -37			
	Employer Paid Member Contribution															$ 523	$ 730		
	EPMC Reported as Special Comp															$ 37	$ 51		
	12 Month Highest Salary		$ 49		$ 39			$ 37								$ 37	$ 52		
	Social Security										$ 505								$ 529
	Deferred Compensation		$ 614						$ 340	$ 234				$ 355			$ 469		
	Other Retirement									$ 628									
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235									$ 2,491
	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194			$ 2,064		$ 1,759	$ 2,619		
	Dental	$ 111	$ 195					$ 48		$ 57	$ 212			$ 128		$ 132	$ 150		
	Vision	$ 17	$ 18					$ 9			$ 22			$ 24			$ 12		
	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 509	$ 609		$ 371			$ 487	$ 408	$ 338	$ 470			$ 512		$ 460	$ 602		$ 492
	Holidays	$ 407	$ 495		$ 387			$ 401	$ 209	$ 270	$ 470			$ 409		$ 345	$ 562		$ 427
	Admin Leave	$ 21	$ 38					$ 143	$ 74								$ 120		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,093	$ 5,412	$ 0	$ 2,787	$ 0	$ 0	$ 3,191	$ 2,927	$ 3,837	$ 4,056	$ 0	$ 0	$ 3,701	$ 0	$ 3,481	$ 5,680	$ 0	$ 4,194

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Graphics Designer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Graphic Arts Designer	$ 16,111	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Graphics Specialist	$ 15,308	4/18/2021	unknown	unknown
3	Western Municipal Water District	Creative Services Specialist II	$ 12,726	7/1/2021	7/1/2022	1.0 - 4.0%
4	Irvine Ranch Water District	Graphic Design Specialist	$ 12,573	7/1/2021	7/1/2022	CPI
5	East Bay Municipal Utility District	Graphic Designer II	$ 12,204	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Graphics Designer	$ 11,917	7/2/2021		
7	Los Angeles County Sanitation Districts	Graphic Artist II	$ 10,957	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Graphic Designer II	$ 10,642	1/19/2020	6/19/2022	2.00%
9	County of Los Angeles, Public Works	Graphic Artist	$ 9,694	7/1/2021	unknown	unknown
10	City of Garden Grove	Graphic Designer	$ 9,220	7/1/2021	unknown	unknown
11	City of San Diego	Graphic Designer	$ 7,750	7/1/2021	7/1/2022	5.00%
12	Las Virgenes Municipal Water District	N/C				
13	City of Irvine	N/C				
14	Eastern Municipal Water District	N/C				
15	City of Huntington Beach	N/C				
16	City of Anaheim	N/C				
17	Orange County Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,718
% Orange County Sanitation District Above/Below	1.7%
Median of Comparators	$ 11,580
% Orange County Sanitation District Above/Below	2.8%
75th Percentile of Comparators	$ 12,688
% Orange County Sanitation District Above/Below	-6.5%
Orange County Sanitation District Percentile	53
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Human Resources & Risk Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources and Organizational Development Manager	$ 18,905	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California[1]	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	$ 18,822	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Human Resources & Risk Manager	$ 16,928	7/2/2021		
4	Inland Empire Utilities Agency	Manager of Human Resources	$ 16,706	7/1/2021	7/1/2022	3.00%
5	Las Virgenes Municipal Water District	Human Resource Manager	$ 16,581	1/1/2022	unknown	unknown
6	Eastern Municipal Water District[2]	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	$ 16,404	12/19/2021	1/1/2023	unknown
7	East Bay Municipal Utility District[1]	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	$ 16,369	4/1/2020	unknown	unknown
8	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
9	City of Irvine	Manager, Human Resources	$ 14,104	6/25/2021	6/25/2022	1.00%
10	City of Huntington Beach[1]	[Human Resources Manager/ Risk Manager]	$ 13,756	1/1/2022	unknown	unknown
11	City of Garden Grove[1]	[Human Resources Manager/ Risk Management Supervisor]	$ 11,353	7/1/2021	unknown	unknown
12	City of San Diego[3,4]	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	$ 11,230	7/1/2021	unknown	unknown
13	City of Anaheim	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 15,348
% Orange County Sanitation District Above/Below	9.3%
Median of Comparators	$ 16,369
% Orange County Sanitation District Above/Below	3.3%
75th Percentile of Comparators	$ 16,643
% Orange County Sanitation District Above/Below	1.7%
Orange County Sanitation District Percentile	81
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources & Risk Manager	Human Resources and Organizational Development Manager	N/C	[Human Resources Manager/ Risk Management Supervisor]	[Human Resources Manager/ Risk Manager]	Manager, Human Resources	N/C	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	Chief, Administrative Operations, Public Works	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	Manager of Human Resources	N/C	Human Resource Manager	N/C	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	N/C	N/C
	Top Step	$ 16,928	$ 18,905		$ 11,353	$ 13,756	$ 14,104		$ 11,230	$ 14,597	$ 16,369	$ 16,404	$ 16,706		$ 16,581		$ 18,822		
Retirement	Retirement Formula	1.667%@57.5	2%@55		2.5%@55	2.5%@55	2%@55		1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55		2%@55		2%@55		
Retirement	Enhanced Formula Cost	$ 220	$ 567		$ 602	$ 729	$ 423		$ 146		$ 213	$ 492	$ 501		$ 497		$ 565		
Retirement	Employee Paid Employer Contribution					$ -138													
Retirement	Employer Paid Member Contribution																$ 1,318		
Retirement	EPMC Reported as Special Comp																$ 92		
Retirement	12 Month Highest Salary		$ 95		$ 68	$ 83						$ 82			$ 83		$ 94		
Retirement	Social Security										$ 760		$ 760		$ 760				
Retirement	Deferred Compensation	$ 200	$ 1,172				$ 564		$ 792	$ 584		$ 656	$ 54		$ 497		$ 847		
Retirement	Other Retirement						$ 282			$ 1,565		$ 98							
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 2,481			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998			$ 1,547	$ 2,286				$ 2,194	$ 2,128			$ 1,860		$ 2,619		
Insurance	Dental	$ 111	$ 195			$ 116	$ 41				$ 212	$ 134			$ 175		$ 150		
Insurance	Vision	$ 17	$ 18			$ 18	$ 7				$ 22	$ 19			$ 5		$ 12		
Insurance	Other Insurance	$ 100				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,465	$ 1,163		$ 655	$ 1,323	$ 1,085		$ 950	$ 561	$ 944	$ 1,704	$ 771		$ 893		$ 1,086		
Leaves	Holidays	$ 781	$ 945		$ 682	$ 635	$ 759		$ 486	$ 674	$ 944	$ 757	$ 1,221		$ 765		$ 1,013		
Leaves	Admin Leave	$ 326	$ 727		$ 218	$ 397	$ 888		$ 561		$ 441				$ 574		$ 217		
	Technology Allowance					$ 50	$ 100					$ 50			$ 60				
	Auto Allowance						$ 300		$ 300				$ 300						
	Other	$ 951																	
	Benefit Package Total	$ 6,083	$ 8,305	$ 0	$ 3,875	$ 4,788	$ 6,735	$ 0	$ 5,027	$ 5,940	$ 5,806	$ 6,121	$ 5,296	$ 0	$ 6,169	$ 0	$ 8,013	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Human Resources & Risk Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources and Organizational Development Manager	$ 27,211	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	$ 26,835	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Human Resources & Risk Manager	$ 23,011	7/2/2021		
4	Las Virgenes Municipal Water District	Human Resource Manager	$ 22,750	1/1/2022	unknown	unknown
5	Eastern Municipal Water District	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	$ 22,525	12/19/2021	1/1/2023	unknown
6	East Bay Municipal Utility District	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	$ 22,175	4/1/2020	unknown	unknown
7	Inland Empire Utilities Agency	Manager of Human Resources	$ 22,002	7/1/2021	7/1/2022	3.00%
8	City of Irvine	Manager, Human Resources	$ 20,840	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,537	7/1/2021	unknown	unknown
10	City of Huntington Beach	[Human Resources Manager/ Risk Manager]	$ 18,544	1/1/2022	unknown	unknown
11	City of San Diego	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	$ 16,257	7/1/2021	unknown	unknown
12	City of Garden Grove	[Human Resources Manager/ Risk Management Supervisor]	$ 15,228	7/1/2021	unknown	unknown
13	Irvine Ranch Water District	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	Orange County Water District	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Western Municipal Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 21,355
% Orange County Sanitation District Above/Below	7.2%
Median of Comparators	$ 22,002
% Orange County Sanitation District Above/Below	4.4%
75th Percentile of Comparators	$ 22,638
% Orange County Sanitation District Above/Below	1.6%
Orange County Sanitation District Percentile	81
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Human Resources Analyst I	$ 9,222	4/1/2020	unknown	unknown
2	Irvine Ranch Water District	Human Resources Analyst	$ 9,157	7/1/2021	7/1/2022	CPI
3	Las Virgenes Municipal Water District	Human Resources Analyst I	$ 9,087	1/1/2022	1/1/2023	1.5 - 4%
4	Orange County Water District	Human Resources Specialist	$ 9,056	7/1/2021	7/1/2022	Unknown
5	City of Huntington Beach	Personnel Analyst	$ 8,703	1/1/2022	unknown	unknown
6	Orange County Sanitation District	Human Resources Analyst	$ 8,696	7/2/2021		
7	Western Municipal Water District	Human Resources Analyst I	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Irvine	Human Resources Analyst I	$ 8,445	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works	Human Resources Analyst II	$ 8,270	7/1/2021	unknown	unknown
10	Metropolitan Water District of Southern California	Human Resources Analyst I	$ 8,150	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Human Resources Analyst I	$ 8,037	7/1/2021	7/1/2022	3.00%
12	Eastern Municipal Water District	Human Resources Analyst I	$ 7,892	12/19/2021	1/1/2023	unknown
13	Los Angeles County Sanitation Districts	Human Resources Analyst I	$ 7,384	7/1/2021	unknown	unknown
14	City of Garden Grove	Human Resources Analyst	$ 7,321	7/1/2021	unknown	unknown
15	City of Anaheim	Human Resources Analyst I	$ 7,223	12/24/2021	7/8/2022	3.00%
16	City of San Diego	Assistant Personnel Analyst	$ 6,053	7/1/2021	unknown	unknown
17	Central Contra Costa Sanitary District	N/C				
18	City of Los Angeles Bureau of Sanitation	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,169
% Orange County Sanitation District Above/Below	6.1%
Median of Comparators	$ 8,270
% Orange County Sanitation District Above/Below	4.9%
75th Percentile of Comparators	$ 8,879
% Orange County Sanitation District Above/Below	-2.1%
Orange County Sanitation District Percentile	71
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Analyst	N/C	Human Resources Analyst I	Human Resources Analyst	Personnel Analyst	Human Resources Analyst I	N/C	Assistant Personnel Analyst	Human Resources Analyst II	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst I	Human Resources Specialist	Human Resources Analyst I
	Top Step	$ 8,696		$ 7,223	$ 7,321	$ 8,703	$ 8,445		$ 6,053	$ 8,270	$ 9,222	$ 7,892	$ 8,037	$ 9,157	$ 9,087	$ 7,384	$ 8,150	$ 9,056	$ 8,532
Retirement	Retirement Formula	1.667%@57.5		2.7%@55	2.5%@55	2.5%@55	2%@55		1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 113		$ 513	$ 388	$ 461	$ 253		$ 79		$ 120	$ 237	$ 241	$ 119	$ 273	$ 222	$ 245		$ 256
	Employee Paid Employer Contribution			$ -289		$ -87										$ -37			
	Employer Paid Member Contribution															$ 517	$ 571		
	EPMC Reported as Special Comp															$ 36	$ 40		
	12 Month Highest Salary			$ 51	$ 44	$ 52						$ 39			$ 45	$ 37	$ 41		
	Social Security										$ 572		$ 498		$ 563				$ 529
	Deferred Compensation						$ 338		$ 427	$ 331		$ 316	$ 54	$ 366	$ 273		$ 367	$ 163	$ 171
	Other Retirement						$ 169			$ 887		$ 98						$ 1,508	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 1,406			$ 1,648						$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,547	$ 2,286				$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111		$ 56		$ 116	$ 41				$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17				$ 18	$ 7				$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	$ 100				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 753		$ 451	$ 422	$ 837	$ 650		$ 512	$ 318	$ 532	$ 820	$ 371	$ 528	$ 489	$ 454	$ 470	$ 575	$ 492
	Holidays	$ 401		$ 306	$ 440	$ 402	$ 455		$ 262	$ 382	$ 532	$ 364	$ 464	$ 423	$ 419	$ 341	$ 439	$ 383	$ 427
	Admin Leave	$ 167		$ 56	$ 141	$ 251	$ 487		$ 70								$ 94		$ 164
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 452																	
	Benefit Package Total	$ 4,027	$ 0	$ 3,930	$ 3,085	$ 3,676	$ 4,685	$ 0	$ 3,141	$ 3,398	$ 4,260	$ 4,155	$ 3,318	$ 3,746	$ 4,103	$ 3,461	$ 5,046	$ 4,794	$ 4,529

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Water District	Human Resources Specialist	$ 13,849	7/1/2021	7/1/2022	Unknown
2	East Bay Municipal Utility District	Human Resources Analyst I	$ 13,482	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Human Resources Analyst I	$ 13,196	7/1/2021	unknown	unknown
4	Las Virgenes Municipal Water District	Human Resources Analyst I	$ 13,190	1/1/2022	1/1/2023	1.5 - 4%
5	City of Irvine	Human Resources Analyst I	$ 13,130	6/25/2021	6/25/2022	1.00%
6	Western Municipal Water District	Human Resources Analyst I	$ 13,061	7/1/2021	7/1/2022	1.0 - 4.0%
7	Irvine Ranch Water District	Human Resources Analyst	$ 12,903	7/1/2021	7/1/2022	CPI
8	Orange County Sanitation District	Human Resources Analyst	$ 12,723	7/2/2021		
9	City of Huntington Beach	Personnel Analyst	$ 12,379	1/1/2022	unknown	unknown
10	Eastern Municipal Water District	Human Resources Analyst I	$ 12,047	12/19/2021	1/1/2023	unknown
11	County of Los Angeles, Public Works	Human Resources Analyst II	$ 11,668	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	Human Resources Analyst I	$ 11,355	7/1/2021	7/1/2022	3.00%
13	City of Anaheim	Human Resources Analyst I	$ 11,153	12/24/2021	7/8/2022	3.00%
14	Los Angeles County Sanitation Districts	Human Resources Analyst I	$ 10,845	7/1/2021	unknown	unknown
15	City of Garden Grove	Human Resources Analyst	$ 10,406	7/1/2021	unknown	unknown
16	City of San Diego	Assistant Personnel Analyst	$ 9,194	7/1/2021	unknown	unknown
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,124
% Orange County Sanitation District Above/Below	4.7%
Median of Comparators	$ 12,379
% Orange County Sanitation District Above/Below	2.7%
75th Percentile of Comparators	$ 13,160
% Orange County Sanitation District Above/Below	-3.4%
Orange County Sanitation District Percentile	55
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Human Resources Supervisor							
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Human Resources Strategic Partner	$ 16,883	-1.7%	7/1/2021	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Senior Personnel Analyst II	$ 15,910	-1.7%	unknown	unknown	unknown
3	Orange County Sanitation District	Human Resources Supervisor	$ 14,246	0.0%	7/2/2021		
4	Inland Empire Utilities Agency	Deputy Manager of Human Resources	$ 13,744	3.0%	7/1/2021	7/1/2022	3.00%
5	Eastern Municipal Water District	Human Resources Manager	$ 12,241	3.8%	12/19/2021	1/1/2023	unknown
6	City of Irvine	Human Resources Administrator	$ 12,123	0.0%	6/25/2021	6/25/2022	1.00%
7	Los Angeles County Sanitation Districts	Supervising Human Resources Analyst	$ 11,481	-1.2%	7/1/2021	unknown	unknown
8	Central Contra Costa Sanitary District	N/C					
9	City of Anaheim	N/C					
10	City of Garden Grove	N/C					
11	City of Huntington Beach	N/C					
12	City of San Diego	N/C					
13	County of Los Angeles, Public Works	N/C					
14	East Bay Municipal Utility District	N/C					
15	Irvine Ranch Water District	N/C					
16	Las Virgenes Municipal Water District	N/C					
17	Orange County Water District	N/C					
18	Western Municipal Water District	N/C					

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,730
% Orange County Sanitation District Above/Below	3.6%
Median of Comparators	$ 12,992
% Orange County Sanitation District Above/Below	8.8%
75th Percentile of Comparators	$ 15,369
% Orange County Sanitation District Above/Below	-7.9%
Orange County Sanitation District Percentile	65
Number of Matches	6

N/C - Non Comparator
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Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Supervisor	N/C	N/C	N/C	N/C	Human Resources Administrator	Senior Personnel Analyst II	N/C	N/C	N/C	Human Resources Manager	Deputy Manager of Human Resources	N/C	N/C	Supervising Human Resources Analyst	Human Resources Strategic Partner	N/C	N/C
	Top Step	$ 14,246					$ 12,123	$ 15,910				$ 12,241	$ 13,744			$ 11,481	$ 16,883		
Retirement	Retirement Formula	1.667%@57.5					2%@55	2.16%@55				2%@55	2%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 185					$ 364	$ 477				$ 367	$ 412			$ 344	$ 506		
Retirement	Employee Paid Employer Contribution															$ -57			
Retirement	Employer Paid Member Contribution															$ 804	$ 1,182		
Retirement	EPMC Reported as Special Comp															$ 56	$ 83		
Retirement	12 Month Highest Salary							$ 80				$ 61				$ 57	$ 84		
Retirement	Social Security												$ 760						
Retirement	Deferred Compensation						$ 485					$ 490	$ 54				$ 760		
Retirement	Other Retirement						$ 242					$ 98							
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913					$ 2,286	$ 1,841				$ 2,128				$ 1,759	$ 2,619		
Insurance	Dental	$ 111					$ 41	$ 48				$ 134				$ 132	$ 150		
Insurance	Vision	$ 17					$ 7	$ 9				$ 19					$ 12		
Insurance	Other Insurance	$ 100											$ 42						
Leaves	Vacation	$ 1,233					$ 933	$ 1,530				$ 1,271	$ 634			$ 707	$ 974		
Leaves	Holidays	$ 658					$ 653	$ 857				$ 565	$ 1,004			$ 530	$ 909		
Leaves	Admin Leave	$ 274					$ 699	$ 612									$ 195		
	Technology Allowance																		
	Auto Allowance												$ 250						
	Other	$ 674																	
	Benefit Package Total	$ 5,165	$ 0	$ 0	$ 0	$ 0	$ 5,709	$ 5,454	$ 0	$ 0	$ 0	$ 5,134	$ 4,804	$ 0	$ 0	$ 4,332	$ 7,474	$ 0	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Human Resources Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Human Resources Strategic Partner	$ 24,357	7/1/2021	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Senior Personnel Analyst II	$ 21,364	unknown	unknown	unknown
3	Orange County Sanitation District	Human Resources Supervisor	$ 19,411	7/2/2021		
4	Inland Empire Utilities Agency	Deputy Manager of Human Resources	$ 18,549	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Human Resources Administrator	$ 17,832	6/25/2021	6/25/2022	1.00%
6	Eastern Municipal Water District	Human Resources Manager	$ 17,375	12/19/2021	1/1/2023	unknown
7	Los Angeles County Sanitation Districts	Supervising Human Resources Analyst	$ 15,813	7/1/2021	unknown	unknown
8	City of Garden Grove	N/C				
9	East Bay Municipal Utility District	N/C				
10	County of Los Angeles, Public Works	N/C				
11	City of Huntington Beach	N/C				
12	Irvine Ranch Water District	N/C				
13	Western Municipal Water District	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Central Contra Costa Sanitary District	N/C				
16	Orange County Water District	N/C				
17	City of Anaheim	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,215
% Orange County Sanitation District Above/Below	1.0%
Median of Comparators	$ 18,190
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 20,660
% Orange County Sanitation District Above/Below	-6.4%
Orange County Sanitation District Percentile	66
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Human Resources Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Human Resources Technician II	$ 8,395	7/2/2021		
2	East Bay Municipal Utility District	Human Resources Technician	$ 8,352	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Human Resources Assistant III	$ 8,150	7/1/2021	unknown	unknown
4	Western Municipal Water District	Human Resources Specialist II	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
5	Irvine Ranch Water District	Human Resources Technician	$ 7,686	7/1/2021	7/1/2022	CPI
6	Eastern Municipal Water District	Human Resources Technician II	$ 7,516	12/19/2021	1/1/2023	unknown
7	City of Irvine	Human Resources Specialist	$ 7,356	6/25/2021	6/25/2022	1.00%
8	Inland Empire Utilities Agency	Human Resources Technician	$ 5,998	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Personnel Assistant	$ 5,845	1/1/2022	unknown	unknown
10	City of Anaheim	Human Resources Technician	$ 5,834	1/7/2022	7/8/2022	3.00%
11	County of Los Angeles, Public Works	Personnel Assistant	$ 5,349	7/1/2021	unknown	unknown
12	City of San Diego	Personnel Assistant II	$ 4,762	7/1/2021	7/1/2022	5.00%
13	City of Garden Grove	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,781
% Orange County Sanitation District Above/Below	19.2%
Median of Comparators	$ 7,356
% Orange County Sanitation District Above/Below	12.4%
75th Percentile of Comparators	$ 7,712
% Orange County Sanitation District Above/Below	8.1%
Orange County Sanitation District Percentile	101
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Technician II	N/C	Human Resources Technician	N/C	Personnel Assistant	Human Resources Specialist	N/C	Personnel Assistant II	Personnel Assistant	Human Resources Technician	Human Resources Technician II	Human Resources Technician	Human Resources Technician	N/C	N/C	Human Resources Assistant III	N/C	Human Resources Specialist II
	Top Step	$ 8,395		$ 5,834		$ 5,845	$ 7,356		$ 4,762	$ 5,349	$ 8,352	$ 7,516	$ 5,998	$ 7,686			$ 8,150		$ 7,738
Retirement	Retirement Formula	1.667%@57.5		2.7%@55		2.5%@55	2%@55		1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60			2%@55		2%@55
	Enhanced Formula Cost	$ 109		$ 414		$ 310	$ 221		$ 62		$ 109	$ 225	$ 180	$ 100			$ 245		$ 232
	Employee Paid Employer Contribution			$ -233		$ -58													
	Employer Paid Member Contribution																$ 571		
	EPMC Reported as Special Comp																$ 40		
	12 Month Highest Salary			$ 41		$ 35						$ 38					$ 41		
	Social Security										$ 518		$ 372						$ 480
	Deferred Compensation					$ 20	$ 294		$ 336	$ 214		$ 301	$ 54	$ 307			$ 367		$ 155
	Other Retirement						$ 221			$ 573		$ 98							
Insurance	Cafeteria								$ 1,833	$ 1,200			$ 1,648						$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128		$ 2,064			$ 2,619		
	Dental	$ 111		$ 56		$ 133	$ 41				$ 212	$ 134		$ 128			$ 150		
	Vision	$ 17				$ 22	$ 7				$ 22	$ 19		$ 24			$ 12		
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 726		$ 365		$ 562	$ 566		$ 403	$ 206	$ 482	$ 780	$ 277	$ 443			$ 470		$ 446
	Holidays	$ 387		$ 247		$ 270	$ 396		$ 206	$ 247	$ 482	$ 347	$ 346	$ 355			$ 439		$ 387
	Admin Leave			$ 45			$ 283		$ 73								$ 94		$ 119
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,264	$ 0	$ 3,721	$ 0	$ 3,030	$ 4,314	$ 0	$ 2,913	$ 2,515	$ 4,095	$ 4,071	$ 2,919	$ 3,515	$ 0	$ 0	$ 5,046	$ 0	$ 4,310

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Human Resources Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Human Resources Assistant III	$ 13,196	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Human Resources Technician	$ 12,447	4/1/2020	unknown	unknown
3	Western Municipal Water District	Human Resources Specialist II	$ 12,047	7/1/2021	7/1/2022	1.0 - 4.0%
4	City of Irvine	Human Resources Specialist	$ 11,670	6/25/2021	6/25/2022	1.00%
5	Orange County Sanitation District	Human Resources Technician II	$ 11,658	7/2/2021		
6	Eastern Municipal Water District	Human Resources Technician II	$ 11,586	12/19/2021	1/1/2023	unknown
7	Irvine Ranch Water District	Human Resources Technician	$ 11,201	7/1/2021	7/1/2022	CPI
8	City of Anaheim	Human Resources Technician	$ 9,555	1/7/2022	7/8/2022	3.00%
9	Inland Empire Utilities Agency	Human Resources Technician	$ 8,917	7/1/2021	7/1/2022	3.00%
10	City of Huntington Beach	Personnel Assistant	$ 8,875	1/1/2022	unknown	unknown
11	County of Los Angeles, Public Works	Personnel Assistant	$ 7,864	7/1/2021	unknown	unknown
12	City of San Diego	Personnel Assistant II	$ 7,675	7/1/2021	7/1/2022	5.00%
13	Orange County Water District	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	City of Garden Grove	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,458
% Orange County Sanitation District Above/Below	10.3%
Median of Comparators	$ 11,201
% Orange County Sanitation District Above/Below	3.9%
75th Percentile of Comparators	$ 11,859
% Orange County Sanitation District Above/Below	-1.7%
Orange County Sanitation District Percentile	69
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Information Technology Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Information Systems	$ 21,483	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Manager	$ 18,905	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California[1]	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	$ 17,358	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Information Technology Manager	$ 16,928	7/2/2021		
5	Inland Empire Utilities Agency[1]	[Manager of Business Information Services/ Manager of Information Technology]	$ 16,706	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Information Systems Manager	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
7	Los Angeles County Sanitation Districts	Information Technology Manager	$ 16,051	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Information Systems Manager II	$ 15,857	7/4/2001	6/19/2022	4%
9	City of Anaheim	Business Information Systems Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
10	City of Garden Grove	Information Technology Manager	$ 14,690	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
12	Irvine Ranch Water District[1]	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	$ 14,180	7/1/2021	7/1/2022	CPI
13	Western Municipal Water District	Information Technology Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
14	City of Huntington Beach[1]	[IT Manager/ IT Manager - Infrastructure/ Operations]	$ 13,756	1/1/2022	unknown	unknown
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,077
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 15,857
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 16,706
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	78
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Manager	Information Technology Manager	Business Information Systems Manager	Information Technology Manager	[IT Manager/ IT Manager - Infrastructure/ Operations]	N/C	Information Systems Manager II	N/C	Chief, Administrative Operations, Public Works	Manager of Information Systems	N/C	[Manager of Business Information Services/ Manager of Information Technology]	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	Information Systems Manager	Information Technology Manager	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	N/C	Information Technology Manager
	Top Step	$ 16,928	$ 18,905	$ 15,017	$ 14,690	$ 13,756		$ 15,857		$ 14,597	$ 21,483		$ 16,706	$ 14,180	$ 16,581	$ 16,051	$ 17,358		$ 13,816
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55			2.6%@62		2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 220	$ 567	$ 1,066	$ 779	$ 729		$ 476			$ 279		$ 501	$ 184	$ 497	$ 482	$ 521		$ 414
Retirement	Employee Paid Employer Contribution			$ -601		$ -138										$ -80			
Retirement	Employer Paid Member Contribution															$ 1,124	$ 1,215		
Retirement	EPMC Reported as Special Comp															$ 79	$ 85		
Retirement	12 Month Highest Salary		$ 95	$ 105	$ 88	$ 83		$ 79							$ 83	$ 80	$ 87		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172							$ 584			$ 54	$ 567	$ 497	$ 482	$ 781		$ 276
Retirement	Other Retirement									$ 1,565									
Insurance	Cafeteria		$ 425		$ 1,650					$ 2,481			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194			$ 2,064	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212			$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22			$ 24	$ 5		$ 12		
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939	$ 848	$ 1,323		$ 1,525		$ 561	$ 1,239		$ 771	$ 818	$ 893	$ 988	$ 1,001		$ 797
Leaves	Holidays	$ 781	$ 945	$ 635	$ 883	$ 635		$ 854		$ 674	$ 1,239		$ 1,221	$ 654	$ 765	$ 741	$ 935		$ 691
Leaves	Admin Leave	$ 326	$ 364	$ 116	$ 283	$ 397		$ 610			$ 578				$ 574		$ 200		$ 266
	Technology Allowance					$ 50								$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 5,595	$ 7,942	$ 5,261	$ 4,530	$ 4,788	$ 0	$ 5,442	$ 0	$ 5,940	$ 6,601	$ 0	$ 5,296	$ 4,534	$ 6,109	$ 6,235	$ 7,606	$ 0	$ 5,694

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Information Technology Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Information Systems	$ 28,084	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Manager	$ 26,847	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	$ 24,964	7/1/2021	unknown	unknown
4	Las Virgenes Municipal Water District	Information Systems Manager	$ 22,690	1/1/2022	1/1/2023	1.5 - 4%
5	Orange County Sanitation District	Information Technology Manager	$ 22,523	7/2/2021		
6	Los Angeles County Sanitation Districts	Information Technology Manager	$ 22,286	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	[Manager of Business Information Services/ Manager of Information Technology]	$ 22,002	7/1/2021	7/1/2022	3.00%
8	City of Los Angeles Bureau of Sanitation	Information Systems Manager II	$ 21,299	7/4/2001	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,537	7/1/2021	unknown	unknown
10	City of Anaheim	Business Information Systems Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
11	Western Municipal Water District	Information Technology Manager	$ 19,510	7/1/2021	7/1/2022	1.0 - 4.0%
12	City of Garden Grove	Information Technology Manager	$ 19,220	7/1/2021	unknown	unknown
13	Irvine Ranch Water District	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	$ 18,714	7/1/2021	7/1/2022	CPI
14	City of Huntington Beach	[IT Manager/ IT Manager - Infrastructure/ Operations]	$ 18,544	1/1/2022	unknown	unknown
15	City of San Diego	N/C				
16	City of Irvine	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 21,921
% Orange County Sanitation District Above/Below	2.7%
Median of Comparators	$ 21,299
% Orange County Sanitation District Above/Below	5.4%
75th Percentile of Comparators	$ 22,690
% Orange County Sanitation District Above/Below	-0.7%
Orange County Sanitation District Percentile	72
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Information Technology Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	$ 16,014	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Supervisor	$ 14,553	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Information Services Supervisor	$ 14,370	4/1/2020	unknown	unknown
4	Eastern Municipal Water District	Information Technology/Development Operations Manager	$ 14,170	12/19/2021	1/1/2023	unknown
5	Los Angeles County Sanitation Districts	Information Technology Supervisor	$ 13,784	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Information Technology Supervisor	$ 13,556	7/2/2021		
7	County of Los Angeles, Public Works	Information Technology Manager I	$ 12,631	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Business Systems Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Information Technology Supervisor	$ 11,161	1/1/2022	unknown	unknown
10	City of San Diego	Information Systems Administrator	$ 8,258	7/1/2021	unknown	unknown
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,979
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 13,784
% Orange County Sanitation District Above/Below	-1.7%
75th Percentile of Comparators	$ 14,370
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Supervisor	Information Technology Supervisor	N/C	N/C	Information Technology Supervisor	N/C	N/C	Information Systems Administrator	Information Technology Manager I	Information Services Supervisor	Information Technology/Development Operations Manager	Business Systems Supervisor	N/C	N/C	Information Technology Supervisor	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	N/C	N/C
	Top Step	$ 13,556	$ 14,553			$ 11,161			$ 8,258	$ 12,631	$ 14,370	$ 14,170	$ 11,873			$ 13,784	$ 16,014		
Retirement	Retirement Formula	1.667%@57.5	2%@55			2.5%@55			1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 176	$ 437			$ 592			$ 107		$ 187	$ 425	$ 356			$ 414	$ 480		
Retirement	Employee Paid Employer Contribution					$ -112										$ -69			
Retirement	Employer Paid Member Contribution															$ 965	$ 1,121		
Retirement	EPMC Reported as Special Comp															$ 68	$ 78		
Retirement	12 Month Highest Salary		$ 73			$ 67						$ 71				$ 69	$ 80		
Retirement	Social Security										$ 760		$ 736						
Retirement	Deferred Compensation		$ 902						$ 582	$ 505		$ 567	$ 54				$ 721		
Retirement	Other Retirement									$ 1,354		$ 98							
Insurance	Cafeteria		$ 220						$ 1,792	$ 2,147			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998			$ 1,547					$ 2,194	$ 2,128				$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195			$ 116					$ 212	$ 134				$ 132	$ 150		
Insurance	Vision	$ 17	$ 18			$ 18					$ 22	$ 19					$ 12		
Insurance	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 782	$ 896			$ 1,073			$ 699	$ 486	$ 829	$ 1,472	$ 548			$ 848	$ 924		
Leaves	Holidays	$ 626	$ 728			$ 515			$ 357	$ 583	$ 829	$ 654	$ 776			$ 636	$ 862		
Leaves	Admin Leave	$ 261	$ 168			$ 322			$ 95		$ 387						$ 185		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 646																	
	Benefit Package Total	$ 4,532	$ 6,633	$ 0	$ 0	$ 4,217	$ 0	$ 0	$ 3,633	$ 5,150	$ 5,496	$ 5,568	$ 4,160	$ 0	$ 0	$ 4,822	$ 7,232	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Information Technology Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	$ 23,246	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Supervisor	$ 21,186	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Information Services Supervisor	$ 19,866	4/1/2020	unknown	unknown
4	Eastern Municipal Water District	Information Technology/Development Operations Manager	$ 19,738	12/19/2021	1/1/2023	unknown
5	Los Angeles County Sanitation Districts	Information Technology Supervisor	$ 18,606	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Information Technology Supervisor	$ 18,088	7/2/2021		
7	County of Los Angeles, Public Works	Information Technology Manager I	$ 17,781	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Business Systems Supervisor	$ 16,034	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Information Technology Supervisor	$ 15,378	1/1/2022	unknown	unknown
10	City of San Diego	Information Systems Administrator	$ 11,891	7/1/2021	unknown	unknown
11	City of Los Angeles Bureau of Sanitation	N/C				
12	Irvine Ranch Water District	N/C				
13	Orange County Water District	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,192
% Orange County Sanitation District Above/Below	-0.6%
Median of Comparators	$ 18,606
% Orange County Sanitation District Above/Below	-2.9%
75th Percentile of Comparators	$ 19,866
% Orange County Sanitation District Above/Below	-9.8%
Orange County Sanitation District Percentile	42
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Information Technology Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[IT Infrastructure Administrator III / IT Support Analyst III]	$ 10,157	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Technician	$ 9,440	4/18/2021	unknown	unknown
3	Inland Empire Utilities Agency	Technology Specialist II	$ 9,304	7/1/2021	7/1/2022	3.00%
4	Los Angeles County Sanitation Districts	Information Technology Technician III	$ 8,333	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Information Technology Technician	$ 7,989	7/2/2021		
6	East Bay Municipal Utility District	Information Systems Specialist III	$ 7,950	4/1/2020	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Information Services Specialist	$ 7,861	1/19/2020	6/19/2022	2.00%
8	Orange County Water District	Information Systems Specialist	$ 7,822	7/1/2021	7/1/2022	2.00%
9	County of Los Angeles, Public Works	Information Technology Technical Support Analyst II	$ 7,662	7/1/2021	unknown	unknown
10	Las Virgenes Municipal Water District[2]	[Network and Security Technician/ Technology Support Specialist]	$ 7,561	1/1/2021	unknown	unknown
11	Eastern Municipal Water District	Client Support Specialist II	$ 7,516	12/19/2021	1/1/2023	unknown
12	City of Garden Grove[1]	Information Technology Technician	$ 7,390	7/1/2021	unknown	unknown
13	City of Huntington Beach	Information Technology Technician III	$ 6,854	1/1/2022	unknown	unknown
14	City of Irvine	Computer Technician	$ 6,836	6/25/2021	6/25/2022	1.00%
15	City of Anaheim	Systems Specialist II	$ 6,523	6/25/2021	unknown	unknown
16	City of San Diego	Information Systems Technician	$ 4,762	7/1/2021	7/1/2022	5.00%
17	Irvine Ranch Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,731
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 7,662
% Orange County Sanitation District Above/Below	4.1%
75th Percentile of Comparators	$ 8,142
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	72
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Technician	Information Technology Technician	Systems Specialist II	Information Technology Technician	Information Technology Technician III	Computer Technician	Information Services Specialist	Information Systems Technician	Information Technology Technical Support Analyst II	Information Systems Specialist III	Client Support Specialist II	Technology Specialist II	N/C	[Network and Security Technician/ Technology Support Specialist]	Information Technology Technician III	[IT Infrastructure Administrator III / IT Support Analyst III]	Information Systems Specialist	N/C
	Top Step	$ 7,989	$ 9,440	$ 6,523	$ 7,390	$ 6,854	$ 6,836	$ 7,861	$ 4,762	$ 7,662	$ 7,950	$ 7,516	$ 9,304		$ 7,561	$ 8,333	$ 10,157	$ 7,822	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55		2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 104	$ 283	$ 457	$ 392	$ 363	$ 205	$ 236	$ 62		$ 103	$ 225	$ 279		$ 227	$ 250	$ 305		
Retirement	Employee Paid Employer Contribution			$ -261		$ -69										$ -42			
Retirement	Employer Paid Member Contribution															$ 583	$ 711		
Retirement	EPMC Reported as Special Comp															$ 41	$ 50		
Retirement	12 Month Highest Salary		$ 47	$ 46	$ 44	$ 41		$ 39				$ 38			$ 38	$ 42	$ 51		
Retirement	Social Security										$ 493		$ 577		$ 469				
Retirement	Deferred Compensation		$ 585			$ 20	$ 137		$ 336	$ 306		$ 301	$ 54		$ 40		$ 457	$ 163	
Retirement	Other Retirement						$ 342			$ 821		$ 98						$ 1,302	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 461	$ 581	$ 408	$ 426	$ 659	$ 394	$ 514	$ 403	$ 442	$ 459	$ 780	$ 429		$ 407	$ 513	$ 586	$ 496	
Leaves	Holidays	$ 369	$ 472	$ 251	$ 444	$ 316	$ 368	$ 423	$ 206	$ 354	$ 459	$ 347	$ 590		$ 349	$ 385	$ 547	$ 331	
Leaves	Admin Leave	$ 19	$ 36				$ 263	$ 151	$ 73								$ 117		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 2,993	$ 5,315	$ 3,743	$ 2,956	$ 3,223	$ 4,042	$ 3,262	$ 2,913	$ 4,290	$ 4,018	$ 4,071	$ 3,620	$ 0	$ 3,570	$ 3,663	$ 5,604	$ 4,458	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Information Technology Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[IT Infrastructure Administrator III / IT Support Analyst III]	$ 15,761	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Technician	$ 14,755	4/18/2021	unknown	unknown
3	Inland Empire Utilities Agency	Technology Specialist II	$ 12,923	7/1/2021	7/1/2022	3.00%
4	Orange County Water District	Information Systems Specialist	$ 12,279	7/1/2021	7/1/2022	2.00%
5	Los Angeles County Sanitation Districts	Information Technology Technician III	$ 11,996	7/1/2021	unknown	unknown
6	East Bay Municipal Utility District	Information Systems Specialist III	$ 11,968	4/1/2020	unknown	unknown
7	County of Los Angeles, Public Works	Information Technology Technical Support Analyst II	$ 11,953	7/1/2021	unknown	unknown
8	Eastern Municipal Water District	Client Support Specialist II	$ 11,586	12/19/2021	1/1/2023	unknown
9	Las Virgenes Municipal Water District	[Network and Security Technician/ Technology Support Specialist]	$ 11,130	1/1/2021	unknown	unknown
10	City of Los Angeles Bureau of Sanitation	Information Services Specialist	$ 11,124	1/19/2020	6/19/2022	2.00%
11	Orange County Sanitation District	Information Technology Technician	$ 10,982	7/2/2021		
12	City of Irvine	Computer Technician	$ 10,879	6/25/2021	6/25/2022	1.00%
13	City of Garden Grove	Information Technology Technician	$ 10,346	7/1/2021	unknown	unknown
14	City of Anaheim	Systems Specialist II	$ 10,265	6/25/2021	unknown	unknown
15	City of Huntington Beach	Information Technology Technician III	$ 10,077	1/1/2022	unknown	unknown
16	City of San Diego	Information Systems Technician	$ 7,675	7/1/2021	7/1/2022	5.00%
17	Western Municipal Water District	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,648
% Orange County Sanitation District Above/Below	-6.1%
Median of Comparators	$ 11,586
% Orange County Sanitation District Above/Below	-5.5%
75th Percentile of Comparators	$ 12,138
% Orange County Sanitation District Above/Below	-10.5%
Orange County Sanitation District Percentile	32
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Instrumentation Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Instrument Technician	$ 10,625	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Instrumentation Technician	$ 9,926	4/1/2020	unknown	unknown
3	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 9,768	7/1/2021	7/1/2022	3.00%
4	City of Los Angeles Bureau of Sanitation	Instrument Mechanic	$ 9,575	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Instrumentation Technician II	$ 9,400	7/2/2021		
6	Metropolitan Water District of Southern California	Instrumentation and Control Technician III	$ 9,360	7/1/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 9,265	7/1/2021	unknown	unknown
8	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 9,056	7/1/2021	7/1/2022	2.00%
9	Eastern Municipal Water District	Controls Technician II	$ 8,700	12/19/2021	1/1/2023	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 8,604	1/1/2021	unknown	unknown
11	City of Garden Grove[1]	Water Production Electrician	$ 8,498	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Instrumentation Technician	$ 8,374	7/1/2021	7/1/2022	CPI
13	Western Municipal Water District	Operations Technician III- Electrical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
14	County of Los Angeles, Public Works	Instrument Technician	$ 7,815	7/1/2021	unknown	unknown
15	City of Huntington Beach	Supervisory Control & Data Acquisition (SCADA) Technician	$ 7,204	1/1/2022	unknown	unknown
16	City of San Diego[2]	[Instrumentation and Control Technician/ Electronics Technician]	$ 6,936	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,789
% Orange County Sanitation District Above/Below	6.5%
Median of Comparators	$ 8,700
% Orange County Sanitation District Above/Below	7.4%
75th Percentile of Comparators	$ 9,467
% Orange County Sanitation District Above/Below	-0.7%
Orange County Sanitation District Percentile	73
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Water Production Electrician requires T2 Water Treatment Operator certificate.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Instrumentation Technician II	Instrument Technician	N/C	Water Production Electrician	Supervisory Control & Data Acquisition (SCADA) Technician	N/C	Instrument Mechanic	[Instrumentation and Control Technician/ Electronics Technician]	Instrument Technician	Instrumentation Technician	Controls Technician II	Electrical and Instruments Technician III	Instrumentation Technician	Electrical/Instrumentation Technician II	Electrical and Instrumentation Technician	Instrumentation and Control Technician III	Senior Instrumentation and Electrical Technician	Operations Technician III-Electrical Services
	Top Step	$ 9,400	$ 10,625		$ 8,498	$ 7,204		$ 9,575	$ 6,936	$ 7,815	$ 9,926	$ 8,700	$ 9,768	$ 8,374	$ 8,604	$ 9,265	$ 9,360	$ 9,056	$ 8,124
Retirement	Retirement Formula	1.667%@57.5	2%@55		2.5%@55	2.5%@55		2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 122	$ 319		$ 450	$ 382		$ 287	$ 90		$ 129	$ 261	$ 293	$ 109	$ 258	$ 278	$ 281		$ 244
Retirement	Employee Paid Employer Contribution					$ -72										$ -46			
Retirement	Employer Paid Member Contribution															$ 649	$ 655		
Retirement	EPMC Reported as Special Comp															$ 45	$ 46		
Retirement	12 Month Highest Salary		$ 53		$ 51	$ 43		$ 48				$ 44			$ 43	$ 46	$ 47		
Retirement	Social Security										$ 615		$ 606		$ 533				$ 504
Retirement	Deferred Compensation		$ 659			$ 20			$ 489	$ 313		$ 348	$ 54	$ 335	$ 40		$ 421	$ 163	
Retirement	Other Retirement									$ 838		$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998			$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195			$ 133		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 813	$ 654		$ 490	$ 693		$ 626	$ 587	$ 451	$ 573	$ 903	$ 451	$ 483	$ 463	$ 570	$ 540	$ 575	$ 469
Leaves	Holidays	$ 434	$ 531		$ 511	$ 332		$ 516	$ 300	$ 361	$ 573	$ 402	$ 620	$ 386	$ 397	$ 428	$ 504	$ 383	$ 406
Leaves	Admin Leave		$ 41					$ 184	$ 107								$ 108		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,410	$ 5,567	$ 0	$ 3,152	$ 3,290	$ 0	$ 3,560	$ 3,385	$ 4,329	$ 4,394	$ 4,337	$ 3,713	$ 3,623	$ 3,775	$ 3,861	$ 5,383	$ 4,794	$ 4,113

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Instrumentation Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Instrument Technician	$ 16,193	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Instrumentation and Control Technician III	$ 14,743	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Instrumentation Technician	$ 14,320	4/1/2020	unknown	unknown
4	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 13,849	7/1/2021	7/1/2022	2.00%
5	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 13,482	7/1/2021	7/1/2022	3.00%
6	City of Los Angeles Bureau of Sanitation	Instrument Mechanic	$ 13,135	1/19/2020	6/19/2022	4.00%
7	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 13,126	7/1/2021	unknown	unknown
8	Eastern Municipal Water District	Controls Technician II	$ 13,037	12/19/2021	1/1/2023	unknown
9	Orange County Sanitation District	Instrumentation Technician II	$ 12,810	7/2/2021		
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 12,379	1/1/2021	unknown	unknown
11	Western Municipal Water District	Operations Technician III- Electrical Services	$ 12,237	7/1/2021	7/1/2022	1.0 - 4.0%
12	County of Los Angeles, Public Works	Instrument Technician	$ 12,144	7/1/2021	unknown	unknown
13	Irvine Ranch Water District	Instrumentation Technician	$ 11,997	7/1/2021	7/1/2022	CPI
14	City of Garden Grove	Water Production Electrician	$ 11,650	7/1/2021	unknown	unknown
15	City of Huntington Beach	Supervisory Control & Data Acquisition (SCADA) Technician	$ 10,494	1/1/2022	unknown	unknown
16	City of San Diego	[Instrumentation and Control Technician/ Electronics Technician]	$ 10,321	7/1/2021	7/1/2022	4.00%
17	City of Irvine	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,874
% Orange County Sanitation District Above/Below	-0.5%
Median of Comparators	$ 13,037
% Orange County Sanitation District Above/Below	-1.8%
75th Percentile of Comparators	$ 13,665
% Orange County Sanitation District Above/Below	-6.7%
Orange County Sanitation District Percentile	48
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Information Technology Analyst III						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Programmer Analyst	$ 12,875	4/18/2021	unknown	unknown
2	Las Virgenes Municipal Water District	Network and SCADA Analyst	$ 11,312	1/1/2022	1/1/2023	1.5 - 4%
3	City of Los Angeles Bureau of Sanitation[1]	[Programmer Analyst II / Systems Programmer I]	$ 11,218	1/19/2020	6/19/2022	2.00%
4	Eastern Municipal Water District[1]	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	$ 11,102	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District[1]	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	$ 10,959	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Information Technology Analyst III	$ 10,856	7/2/2021		
7	Los Angeles County Sanitation Districts[1]	[System Analyst II / Programmer Analyst III]	$ 10,354	7/1/2021	unknown	unknown
8	Metropolitan Water District of Southern California[1]	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	$ 10,157	7/1/2021	unknown	unknown
9	City of Irvine	Information Technology Specialist I	$ 10,020	6/25/2021	6/25/2022	1.00%
10	Inland Empire Utilities Agency[2]	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	$ 9,768	7/1/2021	7/1/2022	3.00%
11	Orange County Water District[2]	[Network Administrator/ Programmer Analyst]	$ 9,509	7/1/2021	7/1/2022	2.00%
12	County of Los Angeles, Public Works[1]	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	$ 9,425	7/1/2021	unknown	unknown
13	City of Huntington Beach	Information Technology Analyst III	$ 9,393	1/1/2022	unknown	unknown
14	Western Municipal Water District[2]	[Application Specialist II / Information Technology Specialist II]	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
15	City of San Diego	Information Systems Analyst III	$ 6,660	7/1/2021	unknown	unknown
16	City of Anaheim	N/C				
17	City of Garden Grove	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,092
% Orange County Sanitation District Above/Below	7.0%
Median of Comparators	$ 10,089
% Orange County Sanitation District Above/Below	7.1%
75th Percentile of Comparators	$ 11,066
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Information Technology Analyst	Programmer Analyst	N/C	N/C	Information Technology Analyst III	Information Technology Specialist I	[Programmer Analyst III / Systems Programmer II / Systems Analyst]	Information Systems Analyst III	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	N/C	Network and SCADA Analyst	[System Analyst II / Programmer Analyst III]	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	[Network Administrator / Programmer Analyst]	[Application Specialist II / Information Technology Specialist II]
	Top Step	$ 10,856	$ 12,875			$ 9,393	$ 10,020	$ 11,218	$ 6,660	$ 9,425	$ 10,959	$ 11,102	$ 9,768		$ 11,312	$ 10,354	$ 10,157	$ 9,509	$ 8,532
Retirement	Retirement Formula	1.667%@57.5	2%@55			2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55		2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 141	$ 386			$ 498	$ 301	$ 337	$ 87		$ 142	$ 333	$ 293		$ 339	$ 311	$ 305		$ 256
Retirement	Employee Paid Employer Contribution					$ -94										$ -52			
Retirement	Employer Paid Member Contribution															$ 725	$ 711		
Retirement	EPMC Reported as Special Comp															$ 51	$ 50		
Retirement	12 Month Highest Salary		$ 64			$ 56		$ 56				$ 56			$ 57	$ 52	$ 51		
Retirement	Social Security										$ 679		$ 606		$ 701				$ 529
Retirement	Deferred Compensation		$ 798			$ 20	$ 200		$ 470	$ 377		$ 444	$ 54		$ 339		$ 457	$ 163	
Retirement	Other Retirement						$ 401			$ 1,010		$ 98						$ 1,583	
Insurance	Cafeteria		$ 100						$ 1,792	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998			$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195			$ 133	$ 41	$ 48		$ 57	$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 626	$ 792			$ 903	$ 771	$ 733	$ 564	$ 544	$ 632	$ 1,153	$ 451		$ 609	$ 637	$ 586	$ 603	$ 492
Leaves	Holidays	$ 501	$ 644			$ 434	$ 540	$ 604	$ 288	$ 435	$ 632	$ 512	$ 564		$ 522	$ 478	$ 547	$ 402	$ 427
Leaves	Admin Leave	$ 209	$ 50				$ 482	$ 216	$ 77								$ 117		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 538																	
	Benefit Package Total	$ 4,056	$ 6,045	$ 0	$ 0	$ 3,709	$ 5,027	$ 3,845	$ 3,276	$ 4,733	$ 4,591	$ 4,878	$ 3,657	$ 0	$ 4,608	$ 4,092	$ 5,604	$ 4,917	$ 4,194

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Information Technology Analyst III						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Programmer Analyst	$ 18,920	4/18/2021	unknown	unknown
2	Eastern Municipal Water District	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	$ 15,980	12/19/2021	1/1/2023	unknown
3	Las Virgenes Municipal Water District	Network and SCADA Analyst	$ 15,920	1/1/2022	1/1/2023	1.5 - 4%
4	Metropolitan Water District of Southern California	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	$ 15,761	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	$ 15,550	4/1/2020	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	[Programmer Analyst II / Systems Programmer I]	$ 15,062	1/19/2020	6/19/2022	2.00%
7	City of Irvine	Information Technology Specialist I	$ 15,048	6/25/2021	6/25/2022	1.00%
8	Orange County Sanitation District	Information Technology Analyst III	$ 14,912	7/2/2021		
9	Los Angeles County Sanitation Districts	[System Analyst II / Programmer Analyst III]	$ 14,446	7/1/2021	unknown	unknown
10	Orange County Water District	[Network Administrator / Programmer Analyst]	$ 14,426	7/1/2021	7/1/2022	2.00%
11	County of Los Angeles, Public Works	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	$ 14,158	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	$ 13,425	7/1/2021	7/1/2022	3.00%
13	City of Huntington Beach	Information Technology Analyst III	$ 13,102	1/1/2022	unknown	unknown
14	Western Municipal Water District	[Application Specialist II / Information Technology Specialist II]	$ 12,726	7/1/2021	7/1/2022	1.0 - 4.0%
15	City of San Diego	Information Systems Analyst III	$ 9,936	7/1/2021	unknown	unknown
16	City of Garden Grove	N/C				
17	City of Anaheim	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,604
% Orange County Sanitation District Above/Below	2.1%
Median of Comparators	$ 14,747
% Orange County Sanitation District Above/Below	1.1%
75th Percentile of Comparators	$ 15,708
% Orange County Sanitation District Above/Below	-5.3%
Orange County Sanitation District Percentile	52
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Machinist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Machinist	$ 10,379	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Maintenance Machinist	$ 9,926	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Machinist	$ 8,863	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Machinist	$ 8,727	7/2/2021		
5	City of Los Angeles Bureau of Sanitation	Machinist	$ 8,141	1/19/2020	6/19/2022	4.00%
6	Irvine Ranch Water District	Senior Maintenance Mechanic (Millwright/Machinist)	$ 8,132	7/1/2021	7/1/2022	CPI
7	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Machinist	$ 7,951	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
10	Eastern Municipal Water District	Machinist	$ 7,516	12/19/2021	1/1/2023	unknown
11	County of Los Angeles, Public Works	Millwright	$ 7,337	7/1/2021	unknown	unknown
12	City of Anaheim	Skilled Crafts Worker II	$ 5,859	6/25/2021	unknown	unknown
13	City of San Diego	Machinist	$ 5,129	7/1/2021	7/1/2022	4.00%
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,918
% Orange County Sanitation District Above/Below	9.3%
Median of Comparators	$ 8,038
% Orange County Sanitation District Above/Below	7.9%
75th Percentile of Comparators	$ 8,322
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	80
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Machinist	Machinist	Skilled Crafts Worker II	N/C	N/C	N/C	Machinist	Machinist	Millwright	Maintenance Machinist	Machinist	Mechanic II	Senior Maintenance Mechanic (Millwright/Machinist)	N/C	Machinist	Operations and Maintenance Technician IV - Machinist	N/C	Operations Technician III- Mechanical Services
	Top Step	$ 8,727	$ 10,379	$ 5,859				$ 8,141	$ 5,129	$ 7,337	$ 9,926	$ 7,516	$ 7,654	$ 8,132		$ 7,951	$ 8,863		$ 8,124
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55				2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 113	$ 311	$ 410				$ 244	$ 67		$ 129	$ 225	$ 230	$ 106		$ 239	$ 266		$ 244
Retirement	Employee Paid Employer Contribution			$ -234												$ -40			
Retirement	Employer Paid Member Contribution															$ 557	$ 620		
Retirement	EPMC Reported as Special Comp															$ 39	$ 43		
Retirement	12 Month Highest Salary		$ 52	$ 41				$ 41				$ 38				$ 40	$ 44		
Retirement	Social Security										$ 615		$ 475						$ 504
Retirement	Deferred Compensation		$ 644						$ 362	$ 293		$ 301	$ 54	$ 325			$ 399		
Retirement	Other Retirement									$ 787		$ 98							
Insurance	Cafeteria		$ 100						$ 1,813	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56				$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 755	$ 639	$ 366				$ 532	$ 434	$ 423	$ 573	$ 780	$ 353	$ 469		$ 489	$ 511		$ 469
Leaves	Holidays	$ 403	$ 519	$ 225				$ 438	$ 222	$ 339	$ 573	$ 347	$ 486	$ 375		$ 367	$ 477		$ 406
Leaves	Admin Leave		$ 40					$ 157	$ 79								$ 102		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,312	$ 5,515	$ 3,651	$ 0	$ 0	$ 0	$ 3,329	$ 2,976	$ 4,251	$ 4,394	$ 4,071	$ 3,287	$ 3,585	$ 0	$ 3,582	$ 5,244	$ 0	$ 4,113

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Machinist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Machinist	$ 15,894	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Maintenance Machinist	$ 14,320	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Machinist	$ 14,107	7/1/2021	unknown	unknown
4	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 12,237	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Machinist	$ 12,040	7/2/2021		
6	Irvine Ranch Water District	Senior Maintenance Mechanic (Millwright/Machinist)	$ 11,717	7/1/2021	7/1/2022	CPI
7	County of Los Angeles, Public Works	Millwright	$ 11,588	7/1/2021	unknown	unknown
8	Eastern Municipal Water District	Machinist	$ 11,586	12/19/2021	1/1/2023	unknown
9	Los Angeles County Sanitation Districts	Machinist	$ 11,533	7/1/2021	unknown	unknown
10	City of Los Angeles Bureau of Sanitation	Machinist	$ 11,470	1/19/2020	6/19/2022	4.00%
11	Inland Empire Utilities Agency	Mechanic II	$ 10,941	7/1/2021	7/1/2022	3.00%
12	City of Anaheim	Skilled Crafts Worker II	$ 9,510	6/25/2021	unknown	unknown
13	City of San Diego	Machinist	$ 8,105	7/1/2021	7/1/2022	4.00%
14	City of Irvine	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of Huntington Beach	N/C				
17	Orange County Water District	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,917
% Orange County Sanitation District Above/Below	1.0%
Median of Comparators	$ 11,587
% Orange County Sanitation District Above/Below	3.8%
75th Percentile of Comparators	$ 12,705
% Orange County Sanitation District Above/Below	-5.5%
Orange County Sanitation District Percentile	69
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Maintenance Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Section Manager - Water Treatment / Conveyance and Distribution]	$ 20,427	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District[2]	Manager of Wastewater Treatment	$ 18,986	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District[1]	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	$ 18,905	4/18/2021	unknown	unknown
4	Western Municipal Water District	Deputy Director of Operations	$ 17,564	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Maintenance Manager	$ 16,928	7/2/2021		
6	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 16,706	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Director of Maintenance	$ 16,404	12/19/2021	1/1/2023	unknown
8	Las Virgenes Municipal Water District[3]	Facilities Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation[4]	[Wastewater Treatment Maintenance Manager II / III]	$ 15,064	7/4/2001	6/19/2022	4.00%
10	City of Anaheim[5]	Water Field Operations Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
11	City of Huntington Beach[6]	Utilities Manager	$ 13,756	1/1/2022	unknown	unknown
12	Orange County Water District	Maintenance Manager	$ 13,287	7/1/2021	7/1/2022	2.00%
13	Los Angeles County Sanitation Districts[7]	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	$ 13,151	7/1/2021	unknown	unknown
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,215
% Orange County Sanitation District Above/Below	4.2%
Median of Comparators	$ 15,859
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 17,899
% Orange County Sanitation District Above/Below	-5.7%
Orange County Sanitation District Percentile	66
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - East Bay Municipal Utility District: Manager of Wastewater Treatment oversees wastewater operations and maintenance.
3 - Las Virgenes Municipal Water District: Salary reported is for Facilities Manager that is not an Engineer.
4 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

5 - City of Anaheim: Water Field Operations Manager requires D3 Water Distribution Operator and T3 Water Treatment Operator certificates.
6 - City of Huntington Beach: Utilities Manager manages water production, quality, transmission, and distribution operations and maintenance, as well as wastewater collection systems maintenance; certifications are not required.
7 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Manager	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	Water Field Operations Manager	N/C	Utilities Manager	N/C	[Wastewater Treatment Maintenance Manager II / III]	N/C	N/C	Manager of Wastewater Treatment	Director of Maintenance	Manager of Operations and Maintenance	N/C	Facilities Manager	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	[Section Manager - Water Treatment / Conveyance and Distribution]	Maintenance Manager	Deputy Director of Operations
	Top Step	$ 16,928	$ 18,905	$ 15,017		$ 13,756		$ 15,064			$ 18,986	$ 16,404	$ 16,706		$ 15,314	$ 13,151	$ 20,427	$ 13,287	$ 17,564
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55		2.5%@55		2.16%@55			2.6%@62	2%@55	2%@55		2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 220	$ 567	$ 1,066		$ 729		$ 452			$ 247	$ 492	$ 501		$ 459	$ 395	$ 613		$ 527
Retirement	Employee Paid Employer Contribution			$ -601		$ -138										$ -66			
Retirement	Employer Paid Member Contribution															$ 921	$ 1,430		
Retirement	EPMC Reported as Special Comp															$ 64	$ 100		
Retirement	12 Month Highest Salary		$ 95	$ 105		$ 83		$ 75				$ 82			$ 77	$ 66	$ 102		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172									$ 656	$ 54		$ 459	$ 395	$ 919	$ 163	$ 351
Retirement	Other Retirement											$ 98						$ 2,212	
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939		$ 1,323		$ 1,448			$ 1,095	$ 1,704	$ 771		$ 825	$ 809	$ 1,178	$ 843	$ 1,013
Leaves	Holidays	$ 781	$ 945	$ 635		$ 635		$ 811			$ 1,095	$ 757	$ 1,221		$ 707	$ 607	$ 1,100	$ 562	$ 878
Leaves	Admin Leave	$ 326	$ 364	$ 116		$ 397		$ 579			$ 511				$ 530		$ 236		$ 338
	Technology Allowance					$ 50						$ 50							
	Auto Allowance					$ 450							$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 5,595	$ 7,942	$ 5,261	$ 0	$ 5,238	$ 0	$ 5,265	$ 0	$ 0	$ 6,213	$ 6,121	$ 5,296	$ 0	$ 5,856	$ 5,532	$ 8,459	$ 5,946	$ 6,358

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Maintenance Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Section Manager - Water Treatment / Conveyance and Distribution]	$ 28,886	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	$ 26,847	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Manager of Wastewater Treatment	$ 25,199	4/1/2020	unknown	unknown
4	Western Municipal Water District	Deputy Director of Operations	$ 23,921	7/1/2021	7/1/2022	1.0 - 4.0%
5	Eastern Municipal Water District	Director of Maintenance	$ 22,525	12/19/2021	1/1/2023	unknown
6	Orange County Sanitation District	Maintenance Manager	$ 22,523	7/2/2021		
7	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 22,002	7/1/2021	7/1/2022	3.00%
8	Las Virgenes Municipal Water District	Facilities Manager	$ 21,170	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Maintenance Manager II / III]	$ 20,329	7/4/2001	6/19/2022	4.00%
10	City of Anaheim	Water Field Operations Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
11	Orange County Water District	Maintenance Manager	$ 19,232	7/1/2021	7/1/2022	2.00%
12	City of Huntington Beach	Utilities Manager	$ 18,994	1/1/2022	unknown	unknown
13	Los Angeles County Sanitation Districts	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	$ 18,683	7/1/2021	unknown	unknown
14	Irvine Ranch Water District	N/C				
15	County of Los Angeles, Public Works	N/C				
16	City of Garden Grove	N/C				
17	City of Irvine	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 22,339
% Orange County Sanitation District Above/Below	0.8%
Median of Comparators	$ 21,586
% Orange County Sanitation District Above/Below	4.2%
75th Percentile of Comparators	$ 24,241
% Orange County Sanitation District Above/Below	-7.6%
Orange County Sanitation District Percentile	64
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Maintenance Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District[1]	Maintenance Planner	$ 11,149	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Maintenance Specialist	$ 11,128	7/2/2021		
3	East Bay Municipal Utility District[2]	Construction & Maintenance Scheduler	$ 10,959	4/1/2020	unknown	unknown
4	Inland Empire Utilities Agency[4]	Maintenance Planner/Scheduler	$ 10,257	7/1/2021	7/1/2022	3.00%
5	Orange County Water District	Maintenance Planner Scheduler	$ 9,508	7/1/2021	7/1/2022	2.00%
6	Metropolitan Water District of Southern California	Planner Scheduler	$ 9,107	7/1/2021	unknown	unknown
7	Eastern Municipal Water District[3]	Maintenance and Operations Planner/Scheduler II	$ 8,700	12/19/2021	1/1/2023	unknown
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,947
% Orange County Sanitation District Above/Below	10.6%
Median of Comparators	$ 9,882
% Orange County Sanitation District Above/Below	11.2%
75th Percentile of Comparators	$ 10,783
% Orange County Sanitation District Above/Below	3.1%
Orange County Sanitation District Percentile	98
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: Maintenance Planner requires equivalent to completion to the 12th grade supplemented by specialized coursework and 5 years of experience.
2 - East Bay Municipal Utility District: Construction and Maintenance Scheduler requires any combination of education and experience equivalent to completion of the 12th grade and 2-4 years of experience.
3 - Eastern Municipal Water District: Maintenance and Operations Planner/Scheduler II requires equivalent to completion of the 12th grade and 3 years of experience.
4 - Inland Empire Utilities Agency: Maintenance Planner/Scheduler requires completion of high school or GED equivalent and 5 years of experience; also requires Certified Maintenance Reliability Technician, Maintenance Reliability Professional, or Reliability Leader certification.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Specialist	Maintenance Planner	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Construction & Maintenance Scheduler	Maintenance and Operations Planner/Scheduler II	Maintenance Planner/Scheduler	N/C	N/C	N/C	Planner Scheduler	Maintenance Planner Scheduler	N/C
	Top Step	$ 11,128	$ 11,149								$ 10,959	$ 8,700	$ 10,257				$ 9,107	$ 9,508	
Retirement	Retirement Formula	1.667%@57.5	2%@55								2.6%@62	2%@55	2%@55				2%@55		
Retirement	Enhanced Formula Cost	$ 145	$ 334								$ 142	$ 261	$ 308				$ 273		
Retirement	Employee Paid Employer Contribution																		
Retirement	Employer Paid Member Contribution																$ 637		
Retirement	EPMC Reported as Special Comp																$ 45		
Retirement	12 Month Highest Salary		$ 56									$ 44					$ 46		
Retirement	Social Security										$ 679		$ 636						
Retirement	Deferred Compensation		$ 691									$ 348	$ 54				$ 410	$ 163	
Retirement	Other Retirement											$ 98						$ 1,583	
Insurance	Cafeteria		$ 100										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998								$ 2,194	$ 2,128					$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195								$ 212	$ 134					$ 150	$ 128	
Insurance	Vision	$ 17	$ 18								$ 22	$ 19					$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 642	$ 686								$ 632	$ 903	$ 473				$ 525	$ 603	
Leaves	Holidays	$ 514	$ 557								$ 632	$ 402	$ 651				$ 490	$ 402	
Leaves	Admin Leave	$ 214	$ 43														$ 105		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	$ 4,104	$ 5,678	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,591	$ 4,337	$ 3,812	$ 0	$ 0	$ 0	$ 5,312	$ 4,917	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Maintenance Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Planner	$ 16,827	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction & Maintenance Scheduler	$ 15,550	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Maintenance Specialist	$ 15,232	7/2/2021		
4	Orange County Water District	Maintenance Planner Scheduler	$ 14,425	7/1/2021	7/1/2022	2.00%
5	Metropolitan Water District of Southern California	Planner Scheduler	$ 14,419	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency	Maintenance Planner/Scheduler	$ 14,068	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Maintenance and Operations Planner/Scheduler II	$ 13,037	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	N/C				
9	Irvine Ranch Water District	N/C				
10	County of Los Angeles, Public Works	N/C				
11	Los Angeles County Sanitation Districts	N/C				
12	City of Huntington Beach	N/C				
13	Western Municipal Water District	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of San Diego	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,721
% Orange County Sanitation District Above/Below	3.4%
Median of Comparators	$ 14,422
% Orange County Sanitation District Above/Below	5.3%
75th Percentile of Comparators	$ 15,269
% Orange County Sanitation District Above/Below	-0.2%
Orange County Sanitation District Percentile	74
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Maintenance Superintendent						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Unit Manager - Conveyance and Distribution / Facility Management / Fleet Services]	$ 17,834	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Field Manager	$ 15,967	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Plant Maintenance Superintendent	$ 15,477	4/1/2020	unknown	unknown
4	Eastern Municipal Water District[1]	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	$ 14,170	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Maintenance	$ 13,744	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Maintenance Superintendent	$ 13,556	7/2/2021		
7	Irvine Ranch Water District[1]	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	$ 12,723	7/1/2021	7/1/2022	CPI
8	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Maintenance Manager I	$ 12,015	7/4/2001	6/19/2022	4.00%
9	City of Anaheim[2]	Water Production Superintendent	$ 11,766	12/24/2021	7/8/2022	3.00%
10	City of San Diego	Principal Plant Technician Supervisor	$ 8,891	1/1/2022	7/1/2022	5.00%
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,621
% Orange County Sanitation District Above/Below	-0.5%
Median of Comparators	$ 13,744
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 15,477
% Orange County Sanitation District Above/Below	-14.2%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: Water Production Superintendent requires T2 Water Treatment Operator and a D3 Water Distribution Operator certificates.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Superintendent	N/C	Water Production Superintendent	N/C	N/C	N/C	Wastewater Treatment Maintenance Manager I	Principal Plant Technician Supervisor	N/C	Plant Maintenance Superintendent	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	Deputy Manager of Maintenance	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	N/C	N/C	[Unit Manager - Conveyance and Distribution/ Facility Management/ Fleet Services]	N/C	Operations Field Manager
	Top Step	$ 13,556		$ 11,766				$ 12,015	$ 8,891		$ 15,477	$ 14,170	$ 13,744	$ 12,723			$ 17,834		$ 15,967
Retirement	Retirement Formula	1.667%@57.5		2.7%@55				2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60			2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 176		$ 835				$ 360	$ 116		$ 201	$ 425	$ 412	$ 165			$ 535		$ 479
Retirement	Employee Paid Employer Contribution			$ -471															
Retirement	Employer Paid Member Contribution																$ 1,248		
Retirement	EPMC Reported as Special Comp																$ 87		
Retirement	12 Month Highest Salary			$ 82				$ 60				$ 71					$ 89		
Retirement	Social Security										$ 760		$ 760						$ 760
Retirement	Deferred Compensation								$ 627			$ 567	$ 54	$ 509			$ 803		$ 319
Retirement	Other Retirement											$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064			$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212	$ 134		$ 128			$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance			$ 158							$ 76		$ 42						
Leaves	Vacation	$ 782		$ 735				$ 1,155	$ 752		$ 893	$ 1,472	$ 634	$ 734			$ 1,029		$ 921
Leaves	Holidays	$ 626		$ 498				$ 647	$ 385		$ 893	$ 654	$ 1,004	$ 587			$ 960		$ 798
Leaves	Admin Leave	$ 261		$ 91				$ 462	$ 137		$ 417						$ 206		$ 307
	Technology Allowance													$ 93					
	Auto Allowance												$ 250						
	Other	$ 646																	
	Benefit Package Total	$ 4,532	$ 0	$ 4,772	$ 0	$ 0	$ 0	$ 4,584	$ 3,850	$ 0	$ 5,668	$ 5,568	$ 4,804	$ 4,305	$ 0	$ 0	$ 7,738	$ 0	$ 6,075

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Maintenance Superintendent						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Unit Manager - Conveyance and Distribution/ Facility Management/ Fleet Services]	$ 25,572	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Field Manager	$ 22,042	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Plant Maintenance Superintendent	$ 21,145	4/1/2020	unknown	unknown
4	Eastern Municipal Water District	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	$ 19,738	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Maintenance	$ 18,549	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Maintenance Superintendent	$ 18,088	7/2/2021		
7	Irvine Ranch Water District	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	$ 17,028	7/1/2021	7/1/2022	CPI
8	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Maintenance Manager I	$ 16,598	7/4/2001	6/19/2022	4.00%
9	City of Anaheim	Water Production Superintendent	$ 16,538	12/24/2021	7/8/2022	3.00%
10	City of San Diego	Principal Plant Technician Supervisor	$ 12,741	1/1/2022	7/1/2022	5.00%
11	City of Huntington Beach	N/C				
12	Orange County Water District	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	City of Garden Grove	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,883
% Orange County Sanitation District Above/Below	-4.4%
Median of Comparators	$ 18,549
% Orange County Sanitation District Above/Below	-2.5%
75th Percentile of Comparators	$ 21,145
% Orange County Sanitation District Above/Below	-16.9%
Orange County Sanitation District Percentile	46
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Maintenance Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	$ 16,883	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
3	Central Contra Costa Sanitary District[1]	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	$ 12,624	4/18/2021	unknown	unknown
4	Eastern Municipal Water District[1]	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	$ 12,241	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District[1]	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	$ 12,094	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency[1]	[Maintenance Supervisor/ Collection System Supervisor]	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Orange County Sanitation District	Maintenance Supervisor	$ 11,688	7/2/2021		
8	Las Virgenes Municipal Water District[1]	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	$ 11,541	1/1/2022	1/1/2023	1.5 - 4%
9	Orange County Water District[1]	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	$ 10,983	7/1/2021	7/1/2022	2.00%
10	City of Los Angeles Bureau of Sanitation[1]	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	$ 10,951	1/19/2020	6/19/2022	4.00%
11	Los Angeles County Sanitation Districts[1]	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	$ 10,456	7/1/2021	unknown	unknown
12	City of Huntington Beach[4]	Wastewater Supervisor	$ 10,005	1/1/2022	unknown	unknown
13	Irvine Ranch Water District[1]	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	$ 9,970	7/1/2021	7/1/2022	CPI
14	City of Garden Grove[3]	Public Works Supervisor	$ 9,481	7/1/2021	unknown	unknown
15	County of Los Angeles, Public Works[1]	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	$ 9,221	7/1/2021	unknown	unknown
16	City of Anaheim[1,2]	[Operations Supervisor / Water Production Technician Supervisor]	$ 8,362	12/24/2021	7/8/2022	3.00%
17	City of San Diego[1]	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	$ 7,597	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,071
% Orange County Sanitation District Above/Below	5.3%
Median of Comparators	$ 10,967
% Orange County Sanitation District Above/Below	6.2%
75th Percentile of Comparators	$ 12,131
% Orange County Sanitation District Above/Below	-3.8%
Orange County Sanitation District Percentile	63
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: When assigned to Streets and Sanitation, Operations Supervisor requires Grade I Collection System Maintenance certificate. Water Production Technician Supervisor requires Class A driver's license and T2 Water Treatment Operator and D3 Water Distribution Operator certificates.
3 - City of Garden Grove: Public Works Supervisor requires Grade IV Collection System Maintenance certificate when assigned to the wastewater section.
4 - City of Huntington Beach: Wastewater Supervisor requires Grade II Wastewater Collection System certificate.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Supervisor	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	[Operations Supervisor / Water Production Technician Supervisor]	Public Works Supervisor	Wastewater Supervisor	N/C	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	[Maintenance Supervisor/ Collection System Supervisor]	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	Operations Supervisor
	Top Step	$ 11,688	$ 12,624	$ 8,362	$ 9,481	$ 10,005		$ 10,951	$ 7,597	$ 9,221	$ 12,094	$ 12,241	$ 11,873	$ 9,970	$ 11,541	$ 10,456	$ 16,883	$ 10,983	$ 12,853
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
	Enhanced Formula Cost	$ 152	$ 379	$ 594	$ 502	$ 530		$ 329	$ 99		$ 157	$ 367	$ 356	$ 130	$ 346	$ 314	$ 506		$ 386
	Employee Paid Employer Contribution			$ -334		$ -100										$ -52			
	Employer Paid Member Contribution															$ 732	$ 1,182		
	EPMC Reported as Special Comp															$ 51	$ 83		
	12 Month Highest Salary		$ 63	$ 59	$ 57	$ 60		$ 55				$ 61			$ 58	$ 52	$ 84		
	Social Security										$ 750		$ 736		$ 716				$ 760
	Deferred Compensation		$ 783						$ 536	$ 369		$ 490	$ 54	$ 399	$ 346		$ 760	$ 163	$ 257
	Other Retirement									$ 989		$ 98						$ 1,829	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,833	$ 2,278			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance			$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 674	$ 777	$ 523	$ 547	$ 962		$ 716	$ 643	$ 532	$ 698	$ 1,271	$ 548	$ 575	$ 621	$ 643	$ 974	$ 697	$ 742
	Holidays	$ 539	$ 631	$ 354	$ 570	$ 462		$ 590	$ 329	$ 426	$ 698	$ 565	$ 776	$ 460	$ 533	$ 483	$ 909	$ 465	$ 643
	Admin Leave	$ 225	$ 146	$ 64	$ 182	$ 289		$ 211	$ 117		$ 326						$ 195		$ 247
	Technology Allowance					$ 50								$ 93					
	Auto Allowance					$ 450													
	Other	$ 572																	
	Benefit Package Total	$ 4,203	$ 6,209	$ 4,260	$ 3,508	$ 4,412	$ 0	$ 3,798	$ 3,556	$ 4,725	$ 5,133	$ 5,134	$ 4,160	$ 3,874	$ 4,660	$ 4,114	$ 7,474	$ 5,318	$ 5,524

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Maintenance Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	$ 24,357	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	$ 18,833	4/18/2021	unknown	unknown
3	Western Municipal Water District	Operations Supervisor	$ 18,377	7/1/2021	7/1/2022	1.0 - 4.0%
4	Eastern Municipal Water District	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	$ 17,375	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	$ 17,227	4/1/2020	unknown	unknown
6	Orange County Water District	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	$ 16,301	7/1/2021	7/1/2022	2.00%
7	Las Virgenes Municipal Water District	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	$ 16,201	1/1/2022	1/1/2023	1.5 - 4%
8	Inland Empire Utilities Agency	[Maintenance Supervisor/ Collection System Supervisor]	$ 16,034	7/1/2021	7/1/2022	3.00%
9	Orange County Sanitation District	Maintenance Supervisor	$ 15,891	7/2/2021		
10	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	$ 14,750	1/19/2020	6/19/2022	4.00%
11	Los Angeles County Sanitation Districts	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	$ 14,570	7/1/2021	unknown	unknown
12	City of Huntington Beach	Wastewater Supervisor	$ 14,417	1/1/2022	unknown	unknown
13	County of Los Angeles, Public Works	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	$ 13,946	7/1/2021	unknown	unknown
14	Irvine Ranch Water District	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	$ 13,844	7/1/2021	7/1/2022	CPI
15	City of Garden Grove	Public Works Supervisor	$ 12,989	7/1/2021	unknown	unknown
16	City of Anaheim	[Operations Supervisor / Water Production Technician Supervisor]	$ 12,621	12/24/2021	7/8/2022	3.00%
17	City of San Diego	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	$ 11,153	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,812
% Orange County Sanitation District Above/Below	0.5%
Median of Comparators	$ 15,392
% Orange County Sanitation District Above/Below	3.1%
75th Percentile of Comparators	$ 17,264
% Orange County Sanitation District Above/Below	-8.6%
Orange County Sanitation District Percentile	53
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Materials Management Clerk						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District[1]	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
2	Central Contra Costa Sanitary District	Materials Coordinator	$ 7,977	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Materials Specialist	$ 7,571	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Storekeeper	$ 7,053	1/1/2021	unknown	unknown
5	Metropolitan Water District of Southern California	Storekeeper II	$ 6,543	7/1/2021	unknown	unknown
6	City of Garden Grove	Storekeeper	$ 6,433	7/1/2021	unknown	unknown
7	City of Huntington Beach	Warehousekeeper	$ 6,393	1/1/2022	unknown	unknown
8	Irvine Ranch Water District	Material Control Clerk II	$ 6,229	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Storekeeper II	$ 6,181	12/19/2021	1/1/2023	unknown
10	County of Los Angeles, Public Works	Warehouse Manager	$ 6,122	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Warehouse Technician	$ 5,998	7/1/2021	7/1/2022	3.00%
12	City of Los Angeles Bureau of Sanitation	Storekeeper II	$ 5,979	1/19/2020	6/19/2022	4.00%
13	Orange County Sanitation District	Materials Management Clerk	$ 5,803	7/2/2021		
14	Orange County Water District	Warehouse Technician	$ 5,559	7/1/2021	7/1/2022	2.00%
15	Los Angeles County Sanitation Districts	Stock Clerk	$ 5,547	7/1/2021	unknown	unknown
16	City of Anaheim	Senior Storekeeper	$ 5,458	6/25/2021	unknown	unknown
17	City of San Diego	Storekeeper II	$ 4,244	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,338
% Orange County Sanitation District Above/Below	-9.2%
Median of Comparators	$ 6,205
% Orange County Sanitation District Above/Below	-6.9%
75th Percentile of Comparators	$ 6,670
% Orange County Sanitation District Above/Below	-14.9%
Orange County Sanitation District Percentile	24
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Western Municipal Water District: Some positions perform maintenance, welding, fabrication, and machining of equipment. Some positions in this class are also assigned to the warehouse function.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Materials Management Clerk	Materials Coordinator	Senior Storekeeper	Storekeeper	Warehousekeeper	N/C	Storekeeper II	Storekeeper II	Warehouse Manager	Materials Specialist	Storekeeper II	Warehouse Technician	Material Control Clerk II	Storekeeper	Stock Clerk	Storekeeper II	Warehouse Technician	Operations Technician III-Mechanical Services
	Top Step	$ 5,803	$ 7,977	$ 5,458	$ 6,433	$ 6,393		$ 5,979	$ 4,244	$ 6,122	$ 7,571	$ 6,181	$ 5,998	$ 6,229	$ 7,053	$ 5,547	$ 6,543	$ 5,559	$ 8,124
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 75	$ 239	$ 388	$ 341	$ 339		$ 179	$ 55		$ 98	$ 185	$ 180	$ 81	$ 212	$ 166	$ 196		$ 244
Retirement	Employee Paid Employer Contribution			$ -218		$ -64										$ -28			
Retirement	Employer Paid Member Contribution															$ 388	$ 458		
Retirement	EPMC Reported as Special Comp															$ 27	$ 32		
Retirement	12 Month Highest Salary		$ 40	$ 38	$ 39	$ 38		$ 30				$ 31			$ 35	$ 28	$ 33		
Retirement	Social Security										$ 469		$ 372		$ 437				$ 504
Retirement	Deferred Compensation		$ 495			$ 20			$ 299	$ 245		$ 247	$ 54	$ 249	$ 40		$ 294	$ 163	
Retirement	Other Retirement									$ 656		$ 98						$ 926	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 335	$ 491	$ 341	$ 371	$ 615		$ 391	$ 359	$ 353	$ 437	$ 642	$ 277	$ 359	$ 380	$ 341	$ 377	$ 353	$ 469
Leaves	Holidays	$ 268	$ 399	$ 210	$ 387	$ 295		$ 322	$ 184	$ 283	$ 437	$ 285	$ 381	$ 287	$ 326	$ 256	$ 352	$ 235	$ 406
Leaves	Admin Leave	$ 14	$ 31					$ 115	$ 65								$ 76		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 2,733	$ 5,005	$ 3,601	$ 2,787	$ 3,135	$ 0	$ 2,954	$ 2,796	$ 3,904	$ 3,946	$ 3,770	$ 2,953	$ 3,287	$ 3,470	$ 3,070	$ 4,600	$ 3,841	$ 4,113

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Materials Management Clerk						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Materials Coordinator	$ 12,982	4/18/2021	unknown	unknown
2	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 12,237	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Materials Specialist	$ 11,517	4/1/2020	unknown	unknown
4	Metropolitan Water District of Southern California	Storekeeper II	$ 11,143	7/1/2021	unknown	unknown
5	Las Virgenes Municipal Water District	Storekeeper	$ 10,522	1/1/2021	unknown	unknown
6	County of Los Angeles, Public Works	Warehouse Manager	$ 10,026	7/1/2021	unknown	unknown
7	Eastern Municipal Water District	Storekeeper II	$ 9,951	12/19/2021	1/1/2023	unknown
8	City of Huntington Beach	Warehousekeeper	$ 9,527	1/1/2022	unknown	unknown
9	Irvine Ranch Water District	Material Control Clerk II	$ 9,516	7/1/2021	7/1/2022	CPI
10	Orange County Water District	Warehouse Technician	$ 9,400	7/1/2021	7/1/2022	2.00%
11	City of Garden Grove	Storekeeper	$ 9,220	7/1/2021	unknown	unknown
12	City of Anaheim	Senior Storekeeper	$ 9,060	6/25/2021	unknown	unknown
13	Inland Empire Utilities Agency	Warehouse Technician	$ 8,951	7/1/2021	7/1/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Storekeeper II	$ 8,932	1/19/2020	6/19/2022	4.00%
15	Los Angeles County Sanitation Districts	Stock Clerk	$ 8,617	7/1/2021	unknown	unknown
16	Orange County Sanitation District	Materials Management Clerk	$ 8,536	7/2/2021		
17	City of San Diego	Storekeeper II	$ 7,040	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 9,915
% Orange County Sanitation District Above/Below	-16.2%
Median of Comparators	$ 9,522
% Orange County Sanitation District Above/Below	-11.5%
75th Percentile of Comparators	$ 10,677
% Orange County Sanitation District Above/Below	-25.1%
Orange County Sanitation District Percentile	6
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Mobile Crane Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Equipment Operator	$ 9,440	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Crane Operator	$ 8,994	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Equipment Operator	$ 8,975	1/19/2020	6/19/2022	4.00%
4	Inland Empire Utilities Agency	Mechanic III	$ 8,861	7/1/2021	7/1/2022	3.00%
5	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Equipment Operator	$ 8,609	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Mobile Crane Operator	$ 8,519	7/2/2021		
7	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Crane Operator	$ 8,069	7/1/2021	unknown	unknown
9	Irvine Ranch Water District[4]	Water Maintenance Technician III	$ 7,901	7/1/2021	7/1/2022	CPI
10	Eastern Municipal Water District	Crane Operator	$ 7,516	12/19/2021	1/1/2023	unknown
11	Orange County Water District	Heavy Equipment Operator	$ 7,450	7/1/2021	7/1/2022	2.00%
12	City of Irvine	Equipment Operator II	$ 6,836	6/25/2021	6/25/2022	1.00%
13	City of Garden Grove[1]	Heavy Equipment Operator	$ 6,829	7/1/2021	unknown	unknown
14	County of Los Angeles, Public Works	Heavy Power Equipment Operator	$ 6,823	7/1/2021	unknown	unknown
15	City of Huntington Beach[2,3]	[Wastewater Equipment Operator/ Water Equipment Operator]	$ 6,786	1/1/2022	unknown	unknown
16	City of San Diego	Equipment Operator III	$ 4,795	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,734
% Orange County Sanitation District Above/Below	9.2%
Median of Comparators	$ 7,901
% Orange County Sanitation District Above/Below	7.3%
75th Percentile of Comparators	$ 8,735
% Orange County Sanitation District Above/Below	-2.5%
Orange County Sanitation District Percentile	70
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Heavy Equipment Operator requires Grade II Collection System Maintenance certificates when assigned to wastewater division; requires Class A Driver's License.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - City of Huntington Beach: Wastewater Equipment Operator requires Class A driver's license and Grade I Wastewater Collection System Maintenance certificate. Water Equipment Operator requires Class A driver's license and D2 Water Distribution Operator certificate.
4 - Irvine Ranch Water District: Water Maintenance Technician III requires D3 Water Distribution Operator certificate.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Mobile Crane Operator	Construction Equipment Operator	N/C	Heavy Equipment Operator	[Wastewater Equipment Operator/ Water Equipment Operator]	Equipment Operator II	Equipment Operator	Equipment Operator III	Heavy Power Equipment Operator	Crane Operator	Crane Operator	Mechanic III	Water Maintenance Technician III	N/C	Crane Operator	Operations and Maintenance Technician IV - Equipment Operator	Heavy Equipment Operator	Operations Technician III- Mechanical Services
	Top Step	$ 8,519	$ 9,440		$ 6,829	$ 6,786	$ 6,836	$ 8,975	$ 4,795	$ 6,823	$ 8,994	$ 7,516	$ 8,861	$ 7,901		$ 8,069	$ 8,609	$ 7,450	$ 8,124
Retirement	Retirement Formula	1.667%@57.5	2%@55		2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 111	$ 283		$ 362	$ 360	$ 205	$ 269	$ 62		$ 117	$ 225	$ 266	$ 103		$ 242	$ 258		$ 244
Retirement	Employee Paid Employer Contribution					$ -68										$ -40			
Retirement	Employer Paid Member Contribution															$ 565	$ 603		
Retirement	EPMC Reported as Special Comp															$ 40	$ 42		
Retirement	12 Month Highest Salary		$ 47		$ 41	$ 41		$ 45				$ 38				$ 40	$ 43		
Retirement	Social Security										$ 558		$ 549						$ 504
Retirement	Deferred Compensation		$ 585			$ 20	$ 137		$ 338	$ 273		$ 301	$ 54	$ 316			$ 387	$ 163	
Retirement	Other Retirement						$ 342			$ 731		$ 98						$ 1,240	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998			$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195			$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 737	$ 581		$ 394	$ 653	$ 394	$ 587	$ 406	$ 394	$ 519	$ 780	$ 409	$ 456		$ 497	$ 497	$ 473	$ 469
Leaves	Holidays	$ 393	$ 472		$ 410	$ 313	$ 368	$ 483	$ 207	$ 315	$ 519	$ 347	$ 562	$ 365		$ 372	$ 464	$ 315	$ 406
Leaves	Admin Leave		$ 36				$ 263	$ 173	$ 74								$ 99		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,282	$ 5,315	$ 0	$ 2,857	$ 3,210	$ 4,042	$ 3,456	$ 2,900	$ 4,080	$ 4,217	$ 4,071	$ 3,530	$ 3,549	$ 0	$ 3,607	$ 5,174	$ 4,357	$ 4,113

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Mobile Crane Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Equipment Operator	$ 14,755	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Equipment Operator	$ 13,783	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Crane Operator	$ 13,211	4/1/2020	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Equipment Operator	$ 12,431	1/19/2020	6/19/2022	4.00%
5	Inland Empire Utilities Agency	Mechanic III	$ 12,391	7/1/2021	7/1/2022	3.00%
6	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 12,237	7/1/2021	7/1/2022	1.0 - 4.0%
7	Orange County Water District	Heavy Equipment Operator	$ 11,807	7/1/2021	7/1/2022	2.00%
8	Orange County Sanitation District	Mobile Crane Operator	$ 11,801	7/2/2021		
9	Los Angeles County Sanitation Districts	Crane Operator	$ 11,676	7/1/2021	unknown	unknown
10	Eastern Municipal Water District	Crane Operator	$ 11,586	12/19/2021	1/1/2023	unknown
11	Irvine Ranch Water District[3]	Water Maintenance Technician III	$ 11,450	7/1/2021	7/1/2022	CPI
12	County of Los Angeles, Public Works	Heavy Power Equipment Operator	$ 10,903	7/1/2021	unknown	unknown
13	City of Irvine	Equipment Operator II	$ 10,879	6/25/2021	6/25/2022	1.00%
14	City of Huntington Beach[2]	[Wastewater Equipment Operator/ Water Equipment Operator]	$ 9,996	1/1/2022	unknown	unknown
15	City of Garden Grove[1]	Heavy Equipment Operator	$ 9,686	7/1/2021	unknown	unknown
16	City of San Diego	Equipment Operator III	$ 7,695	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,632
% Orange County Sanitation District Above/Below	1.4%
Median of Comparators	$ 11,676
% Orange County Sanitation District Above/Below	1.1%
75th Percentile of Comparators	$ 12,411
% Orange County Sanitation District Above/Below	-5.2%
Orange County Sanitation District Percentile	57
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Operations Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[5]	Section Manager - Water Treatment	$ 20,427	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	JWPCP Manager	$ 19,064	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District[3]	Manager of Wastewater Treatment	$ 18,986	4/1/2020	unknown	unknown
4	Central Contra Costa Sanitary District	Plant Operations Division Manager	$ 18,905	4/18/2021	unknown	unknown
5	Western Municipal Water District	Deputy Director of Operations	$ 17,564	7/1/2021	7/1/2022	1.0 - 4.0%
6	Eastern Municipal Water District[4]	Director of Water Reclamation	$ 17,222	12/19/2021	1/1/2023	unknown
7	Orange County Sanitation District	Operations Manager	$ 16,928	7/2/2021		
8	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 16,706	7/1/2021	7/1/2022	3.00%
9	Las Virgenes Municipal Water District	Water Reclamation Manager	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
10	City of Los Angeles Bureau of Sanitation	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	$ 15,064	7/4/2001	6/19/2022	4.00%
11	City of Anaheim[1]	Water Field Operations Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
12	City of Huntington Beach[2]	Utilities Manager	$ 13,756	1/1/2022	unknown	unknown
13	Orange County Water District	Operations Manager	$ 13,287	7/1/2021	7/1/2022	2.00%
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,882
% Orange County Sanitation District Above/Below	0.3%
Median of Comparators	$ 16,964
% Orange County Sanitation District Above/Below	-0.2%
75th Percentile of Comparators	$ 18,926
% Orange County Sanitation District Above/Below	-11.8%
Orange County Sanitation District Percentile	49
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Anaheim: Water Field Operations Manager requires D3 Water Distribution Operator and T3 Water Treatment Operator certificates.
2 - City of Huntington Beach: Utilities Manager manages water production, quality, transmission, and distribution operations and maintenance, as well as wastewater collection systems maintenance; certifications are not required.
3 - East Bay Municipal Utility District: Manager of Wastewater Treatment oversees wastewater operations and maintenance.
4 - Eastern Municipal Water District: Oversees wastewater operations and maintenance.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Operations Manager	Plant Operations Division Manager	Water Field Operations Manager	N/C	Utilities Manager	N/C	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	N/C	N/C	Manager of Wastewater Treatment	Director of Water Reclamation	Manager of Operations and Maintenance	N/C	Water Reclamation Manager	JWPCP Manager	Section Manager - Water Treatment	Operations Manager	Deputy Director of Operations
	Top Step	$ 16,928	$ 18,905	$ 15,017		$ 13,756		$ 15,064			$ 18,986	$ 17,222	$ 16,706		$ 16,581	$ 19,064	$ 20,427	$ 13,287	$ 17,564
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55		2.5%@55		2.16%@55			2.6%@62	2%@55	2%@55		2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 220	$ 567	$ 1,066		$ 729		$ 452			$ 247	$ 517	$ 501		$ 497	$ 572	$ 613		$ 527
Retirement	Employee Paid Employer Contribution			$ -601		$ -138										$ -95			
Retirement	Employer Paid Member Contribution															$ 1,334	$ 1,430		
Retirement	EPMC Reported as Special Comp															$ 93	$ 100		
Retirement	12 Month Highest Salary		$ 95	$ 105		$ 83		$ 75				$ 86			$ 83	$ 95	$ 102		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172									$ 689	$ 54		$ 497	$ 572	$ 919	$ 163	$ 351
Retirement	Other Retirement											$ 98						$ 2,212	
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939		$ 1,323		$ 1,448			$ 1,095	$ 1,788	$ 771		$ 893	$ 1,173	$ 1,178	$ 843	$ 1,013
Leaves	Holidays	$ 781	$ 945	$ 635		$ 635		$ 811			$ 1,095	$ 795	$ 1,221		$ 765	$ 880	$ 1,100	$ 562	$ 878
Leaves	Admin Leave	$ 326	$ 364	$ 116		$ 397		$ 579			$ 511				$ 574		$ 236		$ 338
	Technology Allowance					$ 50						$ 50							
	Auto Allowance					$ 450							$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 5,595	$ 7,942	$ 5,261	$ 0	$ 5,238	$ 0	$ 5,265	$ 0	$ 0	$ 6,213	$ 6,305	$ 5,296	$ 0	$ 6,109	$ 6,966	$ 8,459	$ 5,946	$ 6,358

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Operations Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Treatment	$ 28,886	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Plant Operations Division Manager	$ 26,847	4/18/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	JWPCP Manager	$ 26,030	7/1/2021	unknown	unknown
4	East Bay Municipal Utility District	Manager of Wastewater Treatment	$ 25,199	4/1/2020	unknown	unknown
5	Western Municipal Water District	Deputy Director of Operations	$ 23,921	7/1/2021	7/1/2022	1.0 - 4.0%
6	Eastern Municipal Water District	Director of Water Reclamation	$ 23,527	12/19/2021	1/1/2023	unknown
7	Las Virgenes Municipal Water District	Water Reclamation Manager	$ 22,690	1/1/2022	1/1/2023	1.5 - 4%
8	Orange County Sanitation District	Operations Manager	$ 22,523	7/2/2021		
9	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 22,002	7/1/2021	7/1/2022	3.00%
10	City of Los Angeles Bureau of Sanitation	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	$ 20,329	7/4/2001	6/19/2022	4.00%
11	City of Anaheim	Water Field Operations Manager	$ 20,278	12/24/2021	7/8/2022	3.00%
12	Orange County Water District	Operations Manager	$ 19,232	7/1/2021	7/1/2022	2.00%
13	City of Huntington Beach	Utilities Manager	$ 18,994	1/1/2022	unknown	unknown
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 23,161
% Orange County Sanitation District Above/Below	-2.8%
Median of Comparators	$ 23,109
% Orange County Sanitation District Above/Below	-2.6%
75th Percentile of Comparators	$ 25,407
% Orange County Sanitation District Above/Below	-12.8%
Orange County Sanitation District Percentile	43
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Operations Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Operations Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
2	East Bay Municipal Utility District	Wastewater Shift Supervisor	$ 12,708	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Shift Superintendent of Wastewater Treatment II	$ 12,672	1/19/2020	6/19/2022	4.00%
4	Central Contra Costa Sanitary District	Shift Supervisor	$ 12,624	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Operations Supervisor	$ 12,281	7/2/2021		
6	Inland Empire Utilities Agency	Operations Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Chief Water Reclamation Plant Operator	$ 11,656	1/1/2022	1/1/2023	1.5 - 4%
8	Los Angeles County Sanitation Districts	Supervisor of Treatment Plant Operations	$ 10,718	7/1/2021	unknown	unknown
9	Eastern Municipal Water District[1]	Water Reclamation Plant Shift Supervisor	$ 10,573	12/19/2021	1/1/2023	unknown
10	Irvine Ranch Water District	Operations Supervisor	$ 10,270	7/1/2021	7/1/2022	CPI
11	Orange County Water District	Operations Shift Supervisor (Grade IV)	$ 9,508	7/1/2021	7/1/2022	2.00%
12	City of San Diego	Senior Wastewater Operations Supervisor	$ 8,750	1/1/2022	7/1/2022	5.00%
13	City of Anaheim	N/C				
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,291
% Orange County Sanitation District Above/Below	8.1%
Median of Comparators	$ 11,656
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 12,648
% Orange County Sanitation District Above/Below	-3.0%
Orange County Sanitation District Percentile	65
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Eastern Municipal Water District: Water Reclamation Plant Shift Supervisor requires a Grade III Wastewater Treatment Plant Operator certificate.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Operations Supervisor	Shift Supervisor	N/C	N/C	N/C	N/C	Shift Superintendent of Wastewater Treatment II	Senior Wastewater Operations Supervisor	N/C	Wastewater Shift Supervisor	Water Reclamation Plant Shift Supervisor	Operations Supervisor	Operations Supervisor	Chief Water Reclamation Plant Operator	Supervisor of Treatment Plant Operations	N/C	Operations Shift Supervisor (Grade IV)	Operations Supervisor
	Top Step	$ 12,281	$ 12,624					$ 12,672	$ 8,750		$ 12,708	$ 10,573	$ 11,873	$ 10,270	$ 11,656	$ 10,718		$ 9,508	$ 12,853
Retirement	Retirement Formula	1.667%@57.5	2%@55					2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55			2%@55
Retirement	Enhanced Formula Cost	$ 160	$ 379					$ 380	$ 114		$ 165	$ 317	$ 356	$ 134	$ 350	$ 322			$ 386
Retirement	Employee Paid Employer Contribution															$ -54			
Retirement	Employer Paid Member Contribution															$ 750			
Retirement	EPMC Reported as Special Comp															$ 53			
Retirement	12 Month Highest Salary		$ 63					$ 63				$ 53			$ 58	$ 54			
Retirement	Social Security										$ 760		$ 736		$ 723				$ 760
Retirement	Deferred Compensation		$ 783						$ 617			$ 423	$ 54	$ 411	$ 350			$ 163	$ 257
Retirement	Other Retirement											$ 98						$ 1,583	
Insurance	Cafeteria		$ 220						$ 1,833				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759		$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48			$ 212	$ 134		$ 128	$ 175	$ 132		$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5			$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 709	$ 777					$ 829	$ 740		$ 733	$ 1,098	$ 548	$ 593	$ 628	$ 660		$ 603	$ 742
Leaves	Holidays	$ 567	$ 631					$ 682	$ 379		$ 733	$ 488	$ 776	$ 474	$ 538	$ 495		$ 402	$ 643
Leaves	Admin Leave	$ 236	$ 146					$ 244	$ 135										$ 247
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 4,307	$ 6,209	$ 0	$ 0	$ 0	$ 0	$ 4,097	$ 3,818	$ 0	$ 4,896	$ 4,759	$ 4,160	$ 3,921	$ 4,686	$ 4,170	$ 0	$ 4,917	$ 5,524

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Operations Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Shift Supervisor	$ 18,833	4/18/2021	unknown	unknown
2	Western Municipal Water District	Operations Supervisor	$ 18,377	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Wastewater Shift Supervisor	$ 17,604	4/1/2020	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Shift Superintendent of Wastewater Treatment II	$ 16,769	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Operations Supervisor	$ 16,588	7/2/2021		
6	Las Virgenes Municipal Water District	Chief Water Reclamation Plant Operator	$ 16,342	1/1/2022	1/1/2023	1.5 - 4%
7	Inland Empire Utilities Agency	Operations Supervisor	$ 16,034	7/1/2021	7/1/2022	3.00%
8	Eastern Municipal Water District	Water Reclamation Plant Shift Supervisor	$ 15,332	12/19/2021	1/1/2023	unknown
9	Los Angeles County Sanitation Districts	Supervisor of Treatment Plant Operations	$ 14,888	7/1/2021	unknown	unknown
10	Orange County Water District	Operations Shift Supervisor (Grade IV)	$ 14,425	7/1/2021	7/1/2022	2.00%
11	Irvine Ranch Water District	Operations Supervisor	$ 14,191	7/1/2021	7/1/2022	CPI
12	City of San Diego	Senior Wastewater Operations Supervisor	$ 12,568	1/1/2022	7/1/2022	5.00%
13	City of Irvine	N/C				
14	Metropolitan Water District of Southern California	N/C				
15	City of Huntington Beach	N/C				
16	City of Anaheim	N/C				
17	County of Los Angeles, Public Works	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,942
% Orange County Sanitation District Above/Below	3.9%
Median of Comparators	$ 16,034
% Orange County Sanitation District Above/Below	3.3%
75th Percentile of Comparators	$ 17,186
% Orange County Sanitation District Above/Below	-3.6%
Orange County Sanitation District Percentile	66
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Payroll Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Payroll Technician	$ 8,395	7/2/2021		
2	Las Virgenes Municipal Water District	Accounting Technician-Payroll	$ 8,188	1/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Accounting Technician	$ 7,950	4/1/2020	unknown	unknown
4	City of Irvine	Payroll Specialist	$ 7,883	6/25/2021	6/25/2022	1.00%
5	Western Municipal Water District	Human Resources Specialist II	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
6	Metropolitan Water District of Southern California	Accounting Technician II	$ 7,107	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Accounting Technician II	$ 6,613	7/1/2021	7/1/2022	3.00%
8	City of Huntington Beach	Senior Payroll Technician	$ 6,587	1/1/2022	unknown	unknown
9	Eastern Municipal Water District	Finance Technician II	$ 6,181	12/19/2021	1/1/2023	unknown
10	City of Anaheim	Payroll Technician	$ 6,041	6/25/2021	unknown	unknown
11	County of Los Angeles, Public Works	Payroll Clerk II	$ 5,294	7/1/2021	unknown	unknown
12	City of San Diego	Payroll Specialist II	$ 4,491	1/1/2022	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Irvine Ranch Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,734
% Orange County Sanitation District Above/Below	19.8%
Median of Comparators	$ 6,613
% Orange County Sanitation District Above/Below	21.2%
75th Percentile of Comparators	$ 7,810
% Orange County Sanitation District Above/Below	7.0%
Orange County Sanitation District Percentile	103
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Payroll Technician	N/C	Payroll Technician	N/C	Senior Payroll Technician	Payroll Specialist	N/C	Payroll Specialist II	Payroll Clerk II	Accounting Technician	Finance Technician II	Accounting Technician II	N/C	Accounting Technician-Payroll	N/C	Accounting Technician II	N/C	Human Resources Specialist II
	Top Step	$ 8,395		$ 6,041		$ 6,587	$ 7,883		$ 4,491	$ 5,294	$ 7,950	$ 6,181	$ 6,613		$ 8,188		$ 7,107		$ 7,738
Retirement	Retirement Formula	1.667%@57.5		2.7%@55		2.5%@55	2%@55		1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55		2%@55		2%@55		2%@55
	Enhanced Formula Cost	$ 109		$ 429		$ 349	$ 237		$ 58		$ 103	$ 185	$ 198		$ 246		$ 213		$ 232
	Employee Paid Employer Contribution			$ -242		$ -66													
	Employer Paid Member Contribution																$ 497		
	EPMC Reported as Special Comp																$ 35		
	12 Month Highest Salary			$ 42		$ 40						$ 31			$ 41		$ 36		
	Social Security										$ 493		$ 410		$ 508				$ 480
	Deferred Compensation					$ 20	$ 315		$ 317	$ 212		$ 247	$ 54		$ 40		$ 320		$ 155
	Other Retirement						$ 237			$ 568		$ 98							
Insurance	Cafeteria								$ 1,833	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128			$ 1,860		$ 2,619		
	Dental	$ 111		$ 56		$ 133	$ 41			$ 57	$ 212	$ 134			$ 175		$ 150		
	Vision	$ 17				$ 22	$ 7				$ 22	$ 19			$ 5		$ 12		
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 484		$ 378		$ 633	$ 606		$ 380	$ 305	$ 459	$ 642	$ 305		$ 441		$ 410		$ 446
	Holidays	$ 387		$ 232		$ 304	$ 424		$ 194	$ 244	$ 459	$ 285	$ 420		$ 378		$ 383		$ 387
	Admin Leave	$ 20					$ 303		$ 69								$ 82		$ 119
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,042	$ 0	$ 3,682	$ 0	$ 3,172	$ 4,456	$ 0	$ 2,852	$ 3,696	$ 4,018	$ 3,770	$ 3,077	$ 0	$ 3,693	$ 0	$ 4,756	$ 0	$ 4,310

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Payroll Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Irvine	Payroll Specialist	$ 12,339	6/25/2021	6/25/2022	1.00%
2	Western Municipal Water District	Human Resources Specialist II	$ 12,047	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Accounting Technician	$ 11,968	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Accounting Technician-Payroll	$ 11,881	1/1/2021	unknown	unknown
5	Metropolitan Water District of Southern California	Accounting Technician II	$ 11,863	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Payroll Technician	$ 11,436	7/2/2021		
7	Eastern Municipal Water District	Finance Technician II	$ 9,951	12/19/2021	1/1/2023	unknown
8	City of Huntington Beach	Senior Payroll Technician	$ 9,759	1/1/2022	unknown	unknown
9	City of Anaheim	Payroll Technician	$ 9,723	6/25/2021	unknown	unknown
10	Inland Empire Utilities Agency	Accounting Technician II	$ 9,690	7/1/2021	7/1/2022	3.00%
11	County of Los Angeles, Public Works	Payroll Clerk II	$ 8,990	7/1/2021	unknown	unknown
12	City of San Diego	Payroll Specialist II	$ 7,343	1/1/2022	7/1/2022	5.00%
13	Irvine Ranch Water District	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	Orange County Water District	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	City of Garden Grove	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,505
% Orange County Sanitation District Above/Below	8.1%
Median of Comparators	$ 9,951
% Orange County Sanitation District Above/Below	13.0%
75th Percentile of Comparators	$ 11,925
% Orange County Sanitation District Above/Below	-4.3%
Orange County Sanitation District Percentile	58
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Planner/Scheduler						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Planner/Scheduler	$ 11,128	7/2/2021		
2	County of Los Angeles, Public Works	Departmental Facilities Planner	$ 9,926	7/1/2021	unknown	unknown
3	City of Anaheim[1]	Water Maintenance Scheduler	$ 9,219	12/24/2021	7/8/2022	3.00%
4	Central Contra Costa Sanitary District	N/C				
5	City of Garden Grove	N/C				
6	City of Huntington Beach	N/C				
7	City of Irvine	N/C				
8	City of Los Angeles Bureau of Sanitation	N/C				
9	City of San Diego	N/C				
10	East Bay Municipal Utility District	N/C				
11	Eastern Municipal Water District	N/C				
12	Inland Empire Utilities Agency	N/C				
13	Irvine Ranch Water District	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Los Angeles County Sanitation Districts	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	2

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Anaheim: Water Maintenance Scheduler is a supervisory classification.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Planner/ Scheduler	N/C	Water Maintenance Scheduler	N/C	N/C	N/C	N/C	N/C	Departmental Facilities Planner	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	$ 11,128		$ 9,219						$ 9,926									
Retirement	Retirement Formula	1.667%@57.5		2.7%@55															
Retirement	Enhanced Formula Cost	$ 145		$ 655															
Retirement	Employee Paid Employer Contribution			$ -369															
Retirement	Employer Paid Member Contribution																		
Retirement	EPMC Reported as Special Comp																		
Retirement	12 Month Highest Salary			$ 65															
Retirement	Social Security																		
Retirement	Deferred Compensation									$ 397									
Retirement	Other Retirement									$ 1,064									
Insurance	Cafeteria									$ 2,235									
Insurance	Health	$ 1,913		$ 2,787															
Insurance	Dental	$ 111		$ 56						$ 57									
Insurance	Vision	$ 17																	
Insurance	Other Insurance			$ 158						$ 75									
Leaves	Vacation	$ 642		$ 576						$ 573									
Leaves	Holidays	$ 514		$ 390						$ 458									
Leaves	Admin Leave	$ 214		$ 71															
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	**$ 4,104**	**$ 0**	**$ 4,389**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 4,859**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Planner/Scheduler						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Planner/Scheduler	$ 15,232	7/2/2021		
5	County of Los Angeles, Public Works	Departmental Facilities Planner	$ 14,785	7/1/2021	unknown	unknown
2	City of Anaheim	Water Maintenance Scheduler	$ 13,607	12/24/2021	7/8/2022	3.00%
3	Western Municipal Water District	N/C				
4	East Bay Municipal Utility District	N/C				
6	Los Angeles County Sanitation Districts	N/C				
7	City of Huntington Beach	N/C				
8	City of Los Angeles Bureau of Sanitation	N/C				
9	City of Irvine	N/C				
10	City of Garden Grove	N/C				
11	Irvine Ranch Water District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	Orange County Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Eastern Municipal Water District	N/C				
17	City of San Diego	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	2

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Power Plant Operator II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Hydroelectric Specialist I / II]	$ 9,647	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Power Plant Mechanic/Operator	$ 9,449	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Power Plant Operator II	$ 9,400	7/2/2021		
4	City of Anaheim	Utilities Generation Technician	$ 8,998	9/3/2021	7/8/2022	1.50%
5	Los Angeles County Sanitation Districts	Power Plant Operator II	$ 8,776	7/1/2021	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	Diesel Plant Operator	$ 8,105	1/19/2020	6/19/2022	4.00%
7	Inland Empire Utilities Agency	Industrial Engine Technician I	$ 8,037	7/1/2021	7/1/2022	3.00%
8	City of San Diego	Power Plant Operator	$ 6,608	7/1/2021	7/1/2022	4.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,517
% Orange County Sanitation District Above/Below	9.4%
Median of Comparators	$ 8,776
% Orange County Sanitation District Above/Below	6.6%
75th Percentile of Comparators	$ 9,223
% Orange County Sanitation District Above/Below	1.9%
Orange County Sanitation District Percentile	82
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Power Plant Operator II	N/C	Utilities Generation Technician	N/C	N/C	N/C	Diesel Plant Operator	Power Plant Operator	N/C	Power Plant Mechanic/Operator	N/C	Industrial Engine Technician I	N/C	N/C	Power Plant Operator II	[Hydroelectric Specialist I / II]	N/C	N/C
	Top Step	$ 9,400		$ 8,998				$ 8,105	$ 6,608		$ 9,449		$ 8,037			$ 8,776	$ 9,647		
Retirement	Retirement Formula	1.667%@57.5		2.7%@55				2.16%@55	1.5%@55 to 2.6%@65		2.6%@62		2%@55			2%@55	2%@55		
	Enhanced Formula Cost	$ 122						$ 243	$ 86		$ 123		$ 241			$ 263	$ 289		
	Employee Paid Employer Contribution			$ -360												$ -44			
	Employer Paid Member Contribution															$ 614	$ 675		
	EPMC Reported as Special Comp															$ 43	$ 47		
	12 Month Highest Salary							$ 41								$ 44	$ 48		
	Social Security										$ 586		$ 498						
	Deferred Compensation								$ 466				$ 54				$ 434		
	Other Retirement																		
Insurance	Cafeteria								$ 1,813				$ 1,648						
	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194					$ 1,759	$ 2,619		
	Dental	$ 111		$ 56				$ 48			$ 212					$ 132	$ 150		
	Vision	$ 17						$ 9			$ 22						$ 12		
	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 813		$ 562				$ 530	$ 559		$ 545		$ 371			$ 540	$ 557		
	Holidays	$ 434		$ 346				$ 436	$ 286		$ 545		$ 510			$ 405	$ 519		
	Admin Leave							$ 156	$ 102								$ 111		
	Technology Allowance																		
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,410	$ 0	$ 3,391	$ 0	$ 0	$ 0	$ 3,305	$ 3,311	$ 0	$ 4,304	$ 0	$ 3,364	$ 0	$ 0	$ 3,757	$ 5,462	$ 0	$ 0

NOTES

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3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Power Plant Operator II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Hydroelectric Specialist I / II]	$ 15,109	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Power Plant Mechanic/Operator	$ 13,753	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Power Plant Operator II	$ 12,810	7/2/2021		
4	Los Angeles County Sanitation Districts	Power Plant Operator II	$ 12,533	7/1/2021	unknown	unknown
5	City of Anaheim	Utilities Generation Technician	$ 12,389	9/3/2021	7/8/2022	1.50%
6	City of Los Angeles Bureau of Sanitation	Diesel Plant Operator	$ 11,410	1/19/2020	6/19/2022	4.00%
7	Inland Empire Utilities Agency	Industrial Engine Technician I	$ 11,401	7/1/2021	7/1/2022	3.00%
8	City of San Diego	Power Plant Operator	$ 9,919	7/1/2021	7/1/2022	4.00%
9	City of Irvine	N/C				
10	Irvine Ranch Water District	N/C				
11	County of Los Angeles, Public Works	N/C				
12	City of Huntington Beach	N/C				
13	Eastern Municipal Water District	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,359
% Orange County Sanitation District Above/Below	3.5%
Median of Comparators	$ 12,389
% Orange County Sanitation District Above/Below	3.3%
75th Percentile of Comparators	$ 13,143
% Orange County Sanitation District Above/Below	-2.6%
Orange County Sanitation District Percentile	70
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Principal Information Technology Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	$ 13,629	7/1/2021	unknown	unknown
2	Orange County Water District[1]	[Principal Network Administrator/ Principal Programmer/Analyst]	$ 13,287	7/1/2021	7/1/2022	2.00%
3	Orange County Sanitation District	Principal Information Technology Analyst	$ 13,224	7/2/2021		
4	Eastern Municipal Water District	Senior Information Systems Engineer	$ 12,853	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Principal Technology Analyst	$ 12,821	1/1/2022	1/1/2023	1.5 - 4%
6	East Bay Municipal Utility District[1]	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	$ 12,393	4/1/2020	unknown	unknown
7	City of Irvine	Information Technology Specialist III	$ 12,123	6/25/2021	6/25/2022	1.00%
8	County of Los Angeles, Public Works[1]	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	$ 11,795	7/1/2021	unknown	unknown
9	Los Angeles County Sanitation Districts[1]	[Senior Programmer Analyst / Senior Systems Analyst]	$ 11,713	7/1/2021	unknown	unknown
10	City of Huntington Beach	Senior Information Technology Analyst	$ 11,499	1/1/2022	unknown	unknown
11	City of San Diego	Systems Administrator III	$ 8,670	7/1/2021	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	N/C				
13	Irvine Ranch Water District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,078
% Orange County Sanitation District Above/Below	8.7%
Median of Comparators	$ 12,258
% Orange County Sanitation District Above/Below	7.3%
75th Percentile of Comparators	$ 12,845
% Orange County Sanitation District Above/Below	2.9%
Orange County Sanitation District Percentile	87
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Principal Information Technology Analyst	N/C	N/C	N/C	Senior Information Technology Analyst	Information Technology Specialist III	N/C	Systems Administrator III	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	Senior Information Systems Engineer	N/C	N/C	Principal Technology Analyst	[Senior Programmer Analyst / Senior Systems Analyst]	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	[Principal Network Administrator/ Principal Programmer/Analyst]	N/C
	Top Step	$ 13,224				$ 11,499	$ 12,123		$ 8,670	$ 11,795	$ 12,393	$ 12,853			$ 12,821	$ 11,713	$ 13,629	$ 13,287	
Retirement	Retirement Formula	1.667%@57.5				2.5%@55	2%@55		1.5%@55 to 2.6%@65		2.6%@62	2%@55			2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 172				$ 609	$ 364		$ 113		$ 161	$ 386			$ 385	$ 351	$ 409		
Retirement	Employee Paid Employer Contribution					$ -115										$ -59			
Retirement	Employer Paid Member Contribution															$ 820	$ 954		
Retirement	EPMC Reported as Special Comp															$ 57	$ 67		
Retirement	12 Month Highest Salary					$ 69						$ 64			$ 64	$ 59	$ 68		
Retirement	Social Security										$ 760				$ 760				
Retirement	Deferred Compensation						$ 242		$ 611	$ 472		$ 514			$ 385		$ 613	$ 163	
Retirement	Other Retirement						$ 485			$ 1,264		$ 98						$ 2,212	
Insurance	Cafeteria								$ 1,792	$ 2,005									
Insurance	Health	$ 1,913				$ 1,547	$ 2,286				$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111				$ 116	$ 41				$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 18	$ 7				$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance					$ 29				$ 75	$ 76								
Leaves	Vacation	$ 763				$ 1,106	$ 933		$ 734	$ 454	$ 715	$ 1,335			$ 690	$ 721	$ 786	$ 843	
Leaves	Holidays	$ 610				$ 531	$ 653		$ 375	$ 544	$ 715	$ 593			$ 592	$ 541	$ 734	$ 562	
Leaves	Admin Leave	$ 254				$ 332	$ 699		$ 100								$ 157		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 633																	
	Benefit Package Total	$ 4,473	$ 0	$ 0	$ 0	$ 4,291	$ 5,709	$ 0	$ 3,724	$ 4,815	$ 4,855	$ 5,272	$ 0	$ 0	$ 4,915	$ 4,381	$ 6,569	$ 5,946	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Principal Information Technology Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	$ 20,198	7/1/2021	unknown	unknown
2	Orange County Water District	[Principal Network Administrator/ Principal Programmer/Analyst]	$ 19,232	7/1/2021	7/1/2022	2.00%
3	Eastern Municipal Water District	Senior Information Systems Engineer	$ 18,124	12/19/2021	1/1/2023	unknown
4	City of Irvine	Information Technology Specialist III	$ 17,832	6/25/2021	6/25/2022	1.00%
5	Las Virgenes Municipal Water District	Principal Technology Analyst	$ 17,736	1/1/2022	1/1/2023	1.5 - 4%
6	Orange County Sanitation District	Principal Information Technology Analyst	$ 17,697	7/2/2021		
7	East Bay Municipal Utility District	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	$ 17,248	4/1/2020	unknown	unknown
8	County of Los Angeles, Public Works	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	$ 16,610	7/1/2021	unknown	unknown
9	Los Angeles County Sanitation Districts	[Senior Programmer Analyst / Senior Systems Analyst]	$ 16,094	7/1/2021	unknown	unknown
10	City of Huntington Beach	Senior Information Technology Analyst	$ 15,790	1/1/2022	unknown	unknown
11	City of San Diego	Systems Administrator III	$ 12,394	7/1/2021	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	N/C				
13	Irvine Ranch Water District	N/C				
14	Central Contra Costa Sanitary District	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 17,126
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 17,492
% Orange County Sanitation District Above/Below	1.2%
75th Percentile of Comparators	$ 18,051
% Orange County Sanitation District Above/Below	-2.0%
Orange County Sanitation District Percentile	55
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Purchasing and Contracts Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Purchasing	$ 18,065	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Purchasing and Contracts Manager	$ 16,928	7/2/2021		
3	City of Los Angeles Bureau of Sanitation	Supply Services Manager II	$ 15,857	7/4/2001	6/19/2022	4.00%
4	Inland Empire Utilities Agency	Manager of Contracts and Procurement	$ 15,153	7/1/2021	7/1/2022	3.00%
5	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	Purchasing and Materials Manager	$ 14,411	4/18/2021	unknown	unknown
7	Orange County Water District	Purchasing Manager	$ 13,287	7/1/2021	7/1/2022	Unknown
8	Irvine Ranch Water District[1]	Manager of Risk and Contracts Administration/ Purchasing Manager]	$ 12,723	7/1/2021	7/1/2022	CPI
9	City of Anaheim	Purchasing Agent	$ 12,354	12/24/2021	7/8/2022	3.00%
10	Los Angeles County Sanitation Districts	Purchasing Manager	$ 12,154	7/1/2021	unknown	unknown
11	City of San Diego[2]	Program Manager - Purchasing and Contracts	$ 10,369	7/1/2021	unknown	unknown
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,897
% Orange County Sanitation District Above/Below	17.9%
Median of Comparators	$ 13,849
% Orange County Sanitation District Above/Below	18.2%
75th Percentile of Comparators	$ 15,014
% Orange County Sanitation District Above/Below	11.3%
Orange County Sanitation District Percentile	94
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Purchasing and Contracts Manager	Purchasing and Materials Manager	Purchasing Agent	N/C	N/C	N/C	Supply Services Manager II	Program Manager - Purchasing and Contracts	Chief, Administrative Operations, Public Works	Manager of Purchasing	N/C	Manager of Contracts and Procurement	Manager of Risk and Contracts Administration/ Purchasing Manager]	N/C	Purchasing Manager	N/C	Purchasing Manager	N/C
	Top Step	$ 16,928	$ 14,411	$ 12,354				$ 15,857	$ 10,369	$ 14,597	$ 18,065		$ 15,153	$ 12,723		$ 12,154		$ 13,287	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55				2.16%@55	1.5%@55 to 2.6%@65		2.6%@62		2%@55	2%@60		2%@55			
	Enhanced Formula Cost	$ 220	$ 432	$ 877				$ 476	$ 135		$ 235		$ 455	$ 165		$ 365			
	Employee Paid Employer Contribution			$ -494												$ -61			
	Employer Paid Member Contribution															$ 851			
	EPMC Reported as Special Comp															$ 60			
	12 Month Highest Salary		$ 72	$ 86				$ 79								$ 61			
	Social Security										$ 760		$ 760						
	Deferred Compensation	$ 200	$ 893						$ 731	$ 584			$ 54	$ 509		$ 365		$ 163	
	Other Retirement									$ 1,565								$ 2,212	
Insurance	Cafeteria		$ 425						$ 1,792	$ 2,481			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194			$ 2,064		$ 1,759		$ 2,019	
	Dental	$ 111	$ 195	$ 56				$ 48			$ 212			$ 128		$ 132		$ 128	
	Vision	$ 17	$ 18					$ 9			$ 22			$ 24				$ 19	
	Other Insurance	$ 100		$ 158						$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 887	$ 772				$ 915	$ 877	$ 561	$ 1,042		$ 699	$ 734		$ 748		$ 843	
	Holidays	$ 781	$ 721	$ 523				$ 854	$ 449	$ 674	$ 1,042		$ 1,107	$ 587		$ 561		$ 562	
	Admin Leave	$ 326	$ 277	$ 95				$ 610	$ 120		$ 486								
	Technology Allowance													$ 93					
	Auto Allowance												$ 300			$ 450			
	Other	$ 951																	
	Benefit Package Total	$ 5,595	$ 6,918	$ 4,860	$ 0	$ 0	$ 0	$ 4,832	$ 4,103	$ 5,940	$ 6,070	$ 0	$ 5,065	$ 4,305	$ 0	$ 5,290	$ 0	$ 5,946	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Purchasing and Contracts Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Purchasing	$ 24,135	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Purchasing and Contracts Manager	$ 22,523	7/2/2021		
3	Central Contra Costa Sanitary District	Purchasing and Materials Manager	$ 21,329	4/18/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Supply Services Manager II	$ 20,689	7/4/2001	6/19/2022	4.00%
5	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 20,537	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency	Manager of Contracts and Procurement	$ 20,217	7/1/2021	7/1/2022	3.00%
7	Orange County Water District	Purchasing Manager	$ 19,232	7/1/2021	7/1/2022	Unknown
8	Los Angeles County Sanitation Districts	Purchasing Manager	$ 17,444	7/1/2021	unknown	unknown
9	City of Anaheim	Purchasing Agent	$ 17,215	12/24/2021	7/8/2022	3.00%
10	Irvine Ranch Water District	Manager of Risk and Contracts Administration/ Purchasing Manager]	$ 17,028	7/1/2021	7/1/2022	CPI
11	City of San Diego	Program Manager - Purchasing and Contracts	$ 14,472	7/1/2021	unknown	unknown
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	Western Municipal Water District	N/C				
15	City of Huntington Beach	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Eastern Municipal Water District	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 19,230
% Orange County Sanitation District Above/Below	14.6%
Median of Comparators	$ 19,725
% Orange County Sanitation District Above/Below	12.4%
75th Percentile of Comparators	$ 20,651
% Orange County Sanitation District Above/Below	8.3%
Orange County Sanitation District Percentile	94
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Purchasing Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Supervisor of Purchasing	$ 14,023	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Team Manager - Procurement	$ 14,002	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Purchasing Supervisor	$ 12,901	7/2/2021		
4	Eastern Municipal Water District	Purchasing Manager	$ 12,241	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Purchasing Supervisor	$ 11,312	1/1/2022	1/1/2023	1.5 - 4%
7	City of Garden Grove	Purchasing Agent	$ 11,007	7/1/2021	unknown	unknown
8	City of San Diego	Supervising Procurement Contracting Officer	$ 10,681	7/1/2021	7/1/2022	5.00%
9	City of Los Angeles Bureau of Sanitation	Procurement Supervisor	$ 10,673	1/19/2020	6/19/2022	2.00%
10	City of Anaheim	Assistant Purchasing Agent	$ 9,680	12/24/2021	7/8/2022	3.00%
11	Irvine Ranch Water District	Purchasing Supervisor	$ 9,475	7/1/2021	7/1/2022	CPI
12	Los Angeles County Sanitation Districts	Supervisor of Purchasing	$ 9,130	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Supervisor, Material and Supply Operations	$ 7,681	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,981
% Orange County Sanitation District Above/Below	14.9%
Median of Comparators	$ 10,844
% Orange County Sanitation District Above/Below	15.9%
75th Percentile of Comparators	$ 11,965
% Orange County Sanitation District Above/Below	7.3%
Orange County Sanitation District Percentile	85
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Purchasing Supervisor	N/C	Assistant Purchasing Agent	Purchasing Agent	N/C	N/C	Procurement Supervisor	Supervising Procurement Contracting Officer	Supervisor, Material and Supply Operations	Supervisor of Purchasing	Purchasing Manager	Contracts and Procurement Supervisor	Purchasing Supervisor	Purchasing Supervisor	Supervisor of Purchasing	Team Manager - Procurement	N/C	N/C
	Top Step	$ 12,901		$ 9,680	$ 11,007			$ 10,673	$ 10,681	$ 7,681	$ 14,023	$ 12,241	$ 11,873	$ 9,475	$ 11,312	$ 9,130	$ 14,002		
Retirement	Retirement Formula	1.667%@57.5		2.7%@55	2.5%@55			2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 168		$ 687	$ 583			$ 320	$ 139		$ 182	$ 367	$ 356	$ 123	$ 339	$ 274	$ 420		
Retirement	Employee Paid Employer Contribution			$ -387												$ -46			
Retirement	Employer Paid Member Contribution															$ 639	$ 980		
Retirement	EPMC Reported as Special Comp															$ 45	$ 69		
Retirement	12 Month Highest Salary			$ 68	$ 66			$ 53				$ 61			$ 57	$ 46	$ 70		
Retirement	Social Security										$ 760		$ 736		$ 701				
Retirement	Deferred Compensation								$ 753	$ 307		$ 490	$ 54	$ 379	$ 339		$ 630		
Retirement	Other Retirement									$ 823		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,306			$ 1,648						
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
Insurance	Other Insurance			$ 158						$ 75	$ 76		$ 42						
Leaves	Vacation	$ 744		$ 605	$ 635			$ 698	$ 904	$ 295	$ 809	$ 1,271	$ 548	$ 547	$ 609	$ 562	$ 808		
Leaves	Holidays	$ 595		$ 410	$ 661			$ 575	$ 462	$ 355	$ 809	$ 565	$ 776	$ 437	$ 522	$ 421	$ 754		
Leaves	Admin Leave	$ 248		$ 74	$ 212			$ 205	$ 164		$ 378						$ 162		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 620																	
	Benefit Package Total	$ 4,416	$ 0	$ 4,458	$ 3,808	$ 0	$ 0	$ 3,750	$ 4,255	$ 3,161	$ 5,442	$ 5,134	$ 4,160	$ 3,796	$ 4,608	$ 3,832	$ 6,673	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Purchasing Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Procurement	$ 20,675	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Supervisor of Purchasing	$ 19,465	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Purchasing Manager	$ 17,375	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Purchasing Supervisor	$ 17,318	7/2/2021		
5	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 16,034	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Purchasing Supervisor	$ 15,920	1/1/2022	1/1/2023	1.5 - 4%
7	City of San Diego	Supervising Procurement Contracting Officer	$ 14,936	7/1/2021	7/1/2022	5.00%
8	City of Garden Grove	Purchasing Agent	$ 14,815	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Procurement Supervisor	$ 14,423	1/19/2020	6/19/2022	2.00%
10	City of Anaheim	Assistant Purchasing Agent	$ 14,138	12/24/2021	7/8/2022	3.00%
11	Irvine Ranch Water District	Purchasing Supervisor	$ 13,271	7/1/2021	7/1/2022	CPI
12	Los Angeles County Sanitation Districts	Supervisor of Purchasing	$ 12,962	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Supervisor, Material and Supply Operations	$ 10,843	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Irvine	N/C				
16	Orange County Water District	N/C				
17	City of Huntington Beach	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,405
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 14,876
% Orange County Sanitation District Above/Below	14.1%
75th Percentile of Comparators	$ 16,369
% Orange County Sanitation District Above/Below	5.5%
Orange County Sanitation District Percentile	81
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Regulatory Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Legislative Representative	$ 13,444	unknown	unknown	unknown
2	Orange County Water District	Legislative Affairs Liaison	$ 12,079	7/1/2021	7/1/2022	Unknown
3	Metropolitan Water District of Southern California	Environmental Specialist	$ 11,931	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Regulatory Specialist	$ 11,688	7/2/2021		
5	Eastern Municipal Water District	Legislative Analyst II	$ 11,655	12/19/2021	1/1/2023	unknown
6	County of Los Angeles, Public Works	Management Specialist II, Public Works	$ 10,847	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Regulatory Compliance Administrator	$ 9,840	7/1/2021	7/1/2022	CPI
8	Los Angeles County Sanitation Districts	Legislative Analyst III	$ 9,427	7/1/2021	unknown	unknown
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,318
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 11,655
% Orange County Sanitation District Above/Below	0.3%
75th Percentile of Comparators	$ 12,005
% Orange County Sanitation District Above/Below	-2.7%
Orange County Sanitation District Percentile	52
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Regulatory Specialist	N/C	N/C	N/C	N/C	N/C	Legislative Representative	N/C	Management Specialist II, Public Works	N/C	Legislative Analyst II	N/C	Regulatory Compliance Administrator	N/C	Legislative Analyst III	Environmental Specialist	Legislative Affairs Liaison	N/C
	Top Step	$ 11,688						$ 13,444		$ 10,847		$ 11,655		$ 9,840		$ 9,427	$ 11,931	$ 12,079	
Retirement	Retirement Formula	1.667%@57.5						2.16%@55				2%@55		2%@60		2%@55	2%@55		
	Enhanced Formula Cost	$ 152						$ 403				$ 350		$ 128		$ 283	$ 358		
	Employee Paid Employer Contribution															$ -47			
	Employer Paid Member Contribution															$ 660	$ 835		
	EPMC Reported as Special Comp															$ 46	$ 58		
	12 Month Highest Salary							$ 67				$ 58				$ 47	$ 60		
	Social Security																		
	Deferred Compensation									$ 434		$ 466		$ 394			$ 537	$ 163	
	Other Retirement									$ 1,163		$ 98						$ 2,011	
Insurance	Cafeteria									$ 1,844									
	Health	$ 1,913						$ 1,841				$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111						$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	$ 17						$ 9				$ 19		$ 24			$ 12	$ 19	
	Other Insurance									$ 75									
Leaves	Vacation	$ 674						$ 1,293		$ 417		$ 1,210		$ 568		$ 580	$ 688	$ 767	
	Holidays	$ 539						$ 724		$ 501		$ 538		$ 454		$ 435	$ 642	$ 511	
	Admin Leave	$ 225						$ 517									$ 138		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 572																	
	Benefit Package Total	$ 4,203	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,903	$ 0	$ 4,433	$ 0	$ 5,002	$ 0	$ 3,853	$ 0	$ 3,895	$ 6,097	$ 5,617	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Regulatory Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Legislative Representative	$ 18,347	unknown	unknown	unknown
2	Metropolitan Water District of Southern California	Environmental Specialist	$ 18,028	7/1/2021	unknown	unknown
3	Orange County Water District	Legislative Affairs Liaison	$ 17,696	7/1/2021	7/1/2022	Unknown
4	Eastern Municipal Water District	Legislative Analyst II	$ 16,657	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Regulatory Specialist	$ 15,891	7/2/2021		
6	County of Los Angeles, Public Works	Management Specialist II, Public Works	$ 15,280	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Regulatory Compliance Administrator	$ 13,693	7/1/2021	7/1/2022	CPI
8	Los Angeles County Sanitation Districts	Legislative Analyst III	$ 13,322	7/1/2021	unknown	unknown
9	City of Anaheim	N/C				
10	East Bay Municipal Utility District	N/C				
11	City of San Diego	N/C				
12	City of Huntington Beach	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,146
% Orange County Sanitation District Above/Below	-1.6%
Median of Comparators	$ 16,657
% Orange County Sanitation District Above/Below	-4.8%
75th Percentile of Comparators	$ 17,862
% Orange County Sanitation District Above/Below	-12.4%
Orange County Sanitation District Percentile	41
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Reliability Maintenance Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Reliability Maintenance Technician	$ 10,376	7/2/2021		
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Mechanical	$ 8,863	7/1/2021	unknown	unknown
3	Irvine Ranch Water District	Senior Maintenance Mechanic (Reliability Maintenance)	$ 8,132	7/1/2021	7/1/2022	CPI
4	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 7,947	1/1/2021	unknown	unknown
5	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
6	Central Contra Costa Sanitary District	N/C				
7	City of Anaheim	N/C				
8	City of Garden Grove	N/C				
9	City of Huntington Beach	N/C				
10	City of Irvine	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	City of San Diego	N/C				
13	County of Los Angeles, Public Works	N/C				
14	East Bay Municipal Utility District	N/C				
15	Eastern Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,149
% Orange County Sanitation District Above/Below	21.5%
Median of Comparators	$ 8,040
% Orange County Sanitation District Above/Below	22.5%
75th Percentile of Comparators	$ 8,315
% Orange County Sanitation District Above/Below	19.9%
Orange County Sanitation District Percentile	117
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Reliability Maintenance Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Mechanic II	Senior Maintenance Mechanic (Reliability Maintenance)	Maintenance Mechanic II	N/C	Operations and Maintenance Technician IV - Mechanical	N/C	N/C
	Top Step	$ 10,376											$ 7,654	$ 8,132	$ 7,947		$ 8,863		
Retirement	Retirement Formula	1.667%@57.5											2%@55	2%@60	2%@55		2%@55		
Retirement	Enhanced Formula Cost	$ 135											$ 230	$ 106	$ 238		$ 266		
Retirement	Employee Paid Employer Contribution																		
Retirement	Employer Paid Member Contribution																$ 620		
Retirement	EPMC Reported as Special Comp																$ 43		
Retirement	12 Month Highest Salary														$ 40		$ 44		
Retirement	Social Security												$ 475		$ 493				
Retirement	Deferred Compensation												$ 54	$ 325	$ 40		$ 399		
Retirement	Other Retirement																		
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913												$ 2,064	$ 1,860		$ 2,619		
Insurance	Dental	$ 111												$ 128	$ 175		$ 150		
Insurance	Vision	$ 17												$ 24	$ 5		$ 12		
Insurance	Other Insurance												$ 42						
Leaves	Vacation	$ 898											$ 353	$ 469	$ 428		$ 511		
Leaves	Holidays	$ 479											$ 486	$ 375	$ 367		$ 477		
Leaves	Admin Leave																$ 102		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,552	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,287	$ 3,585	$ 3,646	$ 0	$ 5,244	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Reliability Maintenance Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Mechanical	$ 14,107	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Reliability Maintenance Technician	$ 13,928	7/2/2021		
3	Irvine Ranch Water District	Senior Maintenance Mechanic (Reliability Maintenance)	$ 11,717	7/1/2021	7/1/2022	CPI
4	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 11,593	1/1/2021	unknown	unknown
5	Inland Empire Utilities Agency	Mechanic II	$ 10,941	7/1/2021	7/1/2022	3.00%
6	City of Irvine	N/C				
7	East Bay Municipal Utility District	N/C				
8	County of Los Angeles, Public Works	N/C				
9	Los Angeles County Sanitation Districts	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	Eastern Municipal Water District	N/C				
13	City of Garden Grove	N/C				
14	Western Municipal Water District	N/C				
15	City of San Diego	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,090
% Orange County Sanitation District Above/Below	13.2%
Median of Comparators	$ 11,655
% Orange County Sanitation District Above/Below	16.3%
75th Percentile of Comparators	$ 12,315
% Orange County Sanitation District Above/Below	11.6%
Orange County Sanitation District Percentile	97
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Safety and Health Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	$ 16,014	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Safety and Health Supervisor	$ 14,246	7/2/2021		
3	City of Los Angeles Bureau of Sanitation[1]	[Safety Administrator / Emergency Management Coordinator II]	$ 13,990	7/4/2001	6/19/2022	4.00%
4	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	$ 13,784	7/1/2021	unknown	unknown
5	Orange County Water District	Risk and Safety Manager	$ 13,287	7/1/2021	7/1/2022	Unknown
6	Central Contra Costa Sanitary District	Environment, Health and Safety Program Administrator	$ 12,331	4/18/2021	unknown	unknown
7	Inland Empire Utilities Agency	Safety Officer	$ 11,873	7/1/2021	7/1/2022	3.00%
8	Irvine Ranch Water District	Safety Manager	$ 11,820	7/1/2021	7/1/2022	CPI
9	City of Anaheim	Safety Manager	$ 11,766	12/24/2021	7/8/2022	3.00%
10	Eastern Municipal Water District	[Safety and Emergency Management Officer / Director of Safety, Risk and Emergency Management]	$ 13,753	12/19/2021	1/1/2023	unknown
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	East Bay Municipal Utility District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,180
% Orange County Sanitation District Above/Below	7.5%
Median of Comparators	$ 13,287
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 13,784
% Orange County Sanitation District Above/Below	3.2%
Orange County Sanitation District Percentile	89
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Safety and Health Supervisor	Environment, Health and Safety Program Administrator	Safety Manager	N/C	N/C	N/C	[Safety Administrator / Emergency Management Coordinator II]	N/C	N/C	N/C	[Safety and Emergency Management Officer/ Director of Safety, Risk and Emergency Management]	Safety Officer	Safety Manager	N/C	Environmental Health and Safety Supervisor	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	Risk and Safety Manager	N/C
	Top Step	$ 14,246	$ 12,331	$ 11,766				$ 13,990				$ 13,753	$ 11,873	$ 11,820		$ 13,784	$ 16,014	$ 13,287	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55				2.16%@55				2%@55	2%@55	2%@60		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 185	$ 370	$ 835				$ 420				$ 413	$ 356	$ 154		$ 414	$ 480		
Retirement	Employee Paid Employer Contribution			$ -471												$ -69			
Retirement	Employer Paid Member Contribution															$ 965	$ 1,121		
Retirement	EPMC Reported as Special Comp															$ 68	$ 78		
Retirement	12 Month Highest Salary		$ 62	$ 82				$ 70				$ 69				$ 69	$ 80		
Retirement	Social Security												$ 736						
Retirement	Deferred Compensation		$ 765									$ 550	$ 54	$ 473			$ 721	$ 163	
Retirement	Other Retirement											$ 98						$ 2,212	
Insurance	Cafeteria		$ 220										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841				$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9				$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance			$ 158									$ 42						
Leaves	Vacation	$ 822	$ 759	$ 735				$ 1,345				$ 1,428	$ 548	$ 682		$ 848	$ 924	$ 843	
Leaves	Holidays	$ 658	$ 617	$ 498				$ 753				$ 635	$ 776	$ 546		$ 636	$ 862	$ 562	
Leaves	Admin Leave	$ 274	$ 142	$ 91				$ 538									$ 185		
	Technology Allowance											$ 50		$ 93					
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 4,653	$ 6,144	$ 4,772	$ 0	$ 0	$ 0	$ 5,025	$ 0	$ 0	$ 0	$ 5,524	$ 4,160	$ 4,164	$ 0	$ 4,822	$ 7,232	$ 5,946	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Safety and Health Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	$ 23,246	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	[Safety and Emergency Management Officer/ Director of Safety, Risk and Emergency Management]	$ 19,277	12/19/2021	1/1/2023	unknown
3	Orange County Water District	Risk and Safety Manager	$ 19,232	7/1/2021	7/1/2022	Unknown
4	City of Los Angeles Bureau of Sanitation	[Safety Administrator / Emergency Management Coordinator II]	$ 19,015	7/4/2001	6/19/2022	4.00%
5	Orange County Sanitation District	Safety and Health Supervisor	$ 18,900	7/2/2021		
6	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	$ 18,606	7/1/2021	unknown	unknown
7	Central Contra Costa Sanitary District	Environment, Health and Safety Program Administrator	$ 18,475	4/18/2021	unknown	unknown
8	City of Anaheim	Safety Manager	$ 16,538	12/24/2021	7/8/2022	3.00%
9	Inland Empire Utilities Agency	Safety Officer	$ 16,034	7/1/2021	7/1/2022	3.00%
10	Irvine Ranch Water District	Safety Manager	$ 15,984	7/1/2021	7/1/2022	CPI
11	Western Municipal Water District	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	City of Huntington Beach	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	East Bay Municipal Utility District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,490
% Orange County Sanitation District Above/Below	2.2%
Median of Comparators	$ 18,606
% Orange County Sanitation District Above/Below	1.6%
75th Percentile of Comparators	$ 19,232
% Orange County Sanitation District Above/Below	-1.8%
Orange County Sanitation District Percentile	59
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Scientist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	$ 13,629	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Scientist	$ 11,688	7/2/2021		
3	Los Angeles County Sanitation Districts	Research Scientist II	$ 10,636	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Scientist	$ 9,984	7/1/2021	7/1/2022	2.00%
5	Central Contra Costa Sanitary District	N/C				
6	City of Anaheim	N/C				
7	City of Garden Grove	N/C				
8	City of Huntington Beach	N/C				
9	City of Irvine	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	3

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Scientist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Research Scientist II	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	Senior Scientist	N/C
	Top Step	$ 11,688														$ 10,636	$ 13,629	$ 9,984	
Retirement	Retirement Formula	1.667%@57.5														2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 152														$ 319	$ 409		
Retirement	Employee Paid Employer Contribution															$ -53			
Retirement	Employer Paid Member Contribution															$ 745	$ 954		
Retirement	EPMC Reported as Special Comp															$ 52	$ 67		
Retirement	12 Month Highest Salary															$ 53	$ 68		
Retirement	Social Security																		
Retirement	Deferred Compensation																$ 613	$ 163	
Retirement	Other Retirement																	$ 1,662	
Insurance	Cafeteria																		
Insurance	Health	$ 1,913														$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111														$ 132	$ 150	$ 128	
Insurance	Vision	$ 17															$ 12	$ 19	
Insurance	Other Insurance																		
Leaves	Vacation	$ 674														$ 655	$ 786	$ 634	
Leaves	Holidays	$ 539														$ 491	$ 734	$ 422	
Leaves	Admin Leave	$ 225															$ 157		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 572																	
	Benefit Package Total	$ 4,203	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,152	$ 6,569	$ 5,046	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Scientist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	$ 20,198	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Scientist	$ 15,891	7/2/2021		
3	Orange County Water District	Senior Scientist	$ 15,030	7/1/2021	7/1/2022	2.00%
4	Los Angeles County Sanitation Districts	Research Scientist II	$ 14,788	7/1/2021	unknown	unknown
5	City of Garden Grove	N/C				
6	East Bay Municipal Utility District	N/C				
7	County of Los Angeles, Public Works	N/C				
8	City of Huntington Beach	N/C				
9	City of Los Angeles Bureau of Sanitation	N/C				
10	City of Irvine	N/C				
11	Irvine Ranch Water District	N/C				
12	Western Municipal Water District	N/C				
13	Las Virgenes Municipal Water District	N/C				
14	Central Contra Costa Sanitary District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	City of Anaheim	N/C				
17	Eastern Municipal Water District	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	3

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Secretary to the General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Assistant to the General Manager	$ 12,175	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Executive Secretary	$ 11,310	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Secretary to the General Manager	$ 9,360	7/2/2021		
4	Central Contra Costa Sanitary District	Executive Assistant to the General Manager	$ 9,253	4/18/2021	unknown	unknown
5	County of Los Angeles, Public Works	Executive Secretary IV	$ 9,106	7/1/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	Secretary to Chief Engineer and General Manager	$ 8,754	7/1/2021	unknown	unknown
7	Orange County Water District	Executive Assistant	$ 8,624	7/1/2021	7/1/2022	Unknown
8	City of Garden Grove	Administrative Secretary	$ 8,247	7/1/2021	unknown	unknown
9	City of Irvine	Executive Coordinator	$ 7,920	6/25/2021	6/25/2022	1.00%
10	City of Los Angeles Bureau of Sanitation	Executive Administrative Assistant II	$ 7,814	1/19/2020	6/19/2022	4.00%
11	City of Huntington Beach	Executive Assistant	$ 7,724	1/1/2022	unknown	unknown
12	City of Anaheim	Executive Assistant	$ 7,511	1/7/2022	7/8/2022	3.00%
13	City of San Diego	N/C				
14	Eastern Municipal Water District[1]	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District[2]	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,949
% Orange County Sanitation District Above/Below	4.4%
Median of Comparators	$ 8,624
% Orange County Sanitation District Above/Below	7.9%
75th Percentile of Comparators	$ 9,179
% Orange County Sanitation District Above/Below	1.9%
Orange County Sanitation District Percentile	81
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Eastern Municipal Water District: Board Secretary provides secretarial and executive support to the General Manager.
2 - Las Virgenes Municipal Water District: Executive Assistant/Clerk of the Board provides secretarial and executive support to the General Manager.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Secretary to the General Manager	Executive Assistant to the General Manager	Executive Assistant	Administrative Secretary	Executive Assistant	Executive Coordinator	Executive Administrative Assistant II	N/C	Executive Secretary IV	Assistant to the General Manager	N/C	N/C	N/C	N/C	Secretary to Chief Engineer and General Manager	Executive Secretary	Executive Assistant	N/C
	Top Step	$ 9,360	$ 9,253	$ 7,511	$ 8,247	$ 7,724	$ 7,920	$ 7,814		$ 9,106	$ 12,175					$ 8,754	$ 11,310	$ 8,624	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55			2.6%@62					2%@55	2%@55		
	Enhanced Formula Cost	$ 122	$ 278	$ 533	$ 437	$ 409	$ 238	$ 234			$ 158					$ 263	$ 339		
	Employee Paid Employer Contribution			$ -300		$ -77										$ -44			
	Employer Paid Member Contribution															$ 613	$ 792		
	EPMC Reported as Special Comp															$ 43	$ 55		
	12 Month Highest Salary		$ 46	$ 53	$ 49	$ 46		$ 39								$ 44	$ 57		
	Social Security										$ 755								
	Deferred Compensation		$ 574			$ 20	$ 158			$ 364							$ 509	$ 163	
	Other Retirement						$ 317			$ 976								$ 1,436	
Insurance	Cafeteria		$ 220		$ 1,650					$ 1,548									
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194					$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48			$ 212					$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22						$ 12	$ 19	
	Other Insurance	$ 100						$ 9		$ 75	$ 76								
Leaves	Vacation	$ 810	$ 569	$ 469	$ 476	$ 743	$ 609	$ 135		$ 350	$ 702					$ 539	$ 653	$ 547	
	Holidays	$ 432	$ 463	$ 318	$ 496	$ 356	$ 426	$ 421		$ 420	$ 702					$ 404	$ 609	$ 365	
	Admin Leave	$ 23	$ 107	$ 58	$ 159		$ 457	$ 150			$ 328						$ 131		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,527	$ 5,467	$ 3,973	$ 3,267	$ 3,390	$ 4,539	$ 2,887	$ 0	$ 3,734	$ 5,150	$ 0	$ 0	$ 0	$ 0	$ 3,752	$ 5,925	$ 4,676	$ 0

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Secretary to the General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Assistant to the General Manager	$ 17,325	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Executive Secretary	$ 17,235	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Executive Assistant to the General Manager	$ 14,719	4/18/2021	unknown	unknown
4	Orange County Water District	Executive Assistant	$ 13,300	7/1/2021	7/1/2022	Unknown
5	Orange County Sanitation District	Secretary to the General Manager	$ 12,887	7/2/2021		
6	County of Los Angeles, Public Works	Executive Secretary IV	$ 12,840	7/1/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Secretary to Chief Engineer and General Manager	$ 12,506	7/1/2021	unknown	unknown
8	City of Irvine	Executive Coordinator	$ 12,458	6/25/2021	6/25/2022	1.00%
9	City of Garden Grove	Administrative Secretary	$ 11,514	7/1/2021	unknown	unknown
10	City of Anaheim	Executive Assistant	$ 11,484	1/7/2022	7/8/2022	3.00%
11	City of Huntington Beach	Executive Assistant	$ 11,113	1/1/2022	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	Executive Administrative Assistant II	$ 10,702	1/19/2020	6/19/2022	4.00%
13	Irvine Ranch Water District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of San Diego	N/C				
18	Eastern Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,200
% Orange County Sanitation District Above/Below	-2.4%
Median of Comparators	$ 12,506
% Orange County Sanitation District Above/Below	3.0%
75th Percentile of Comparators	$ 14,010
% Orange County Sanitation District Above/Below	-8.7%
Orange County Sanitation District Percentile	61
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Security/Emergency Planning Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Emergency Management Coordinator II	$ 13,208	1/19/2020	6/19/2022	2.00%
2	East Bay Municipal Utility District	Security & Emergency Preparedness Planning Specialist	$ 12,708	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Security Specialist	$ 11,310	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Security/Emergency Planning Specialist	$ 11,128	7/2/2021		
5	City of Huntington Beach	Emergency Services Coordinator	$ 9,807	1/1/2022	unknown	unknown
6	County of Los Angeles, Public Works	Senior Disaster Services Analyst	$ 9,731	7/1/2021	unknown	unknown
7	City of Anaheim	Emergency Management Coordinator	$ 9,680	12/24/2021	7/8/2022	3.00%
8	Central Contra Costa Sanitary District	N/C				
9	City of Garden Grove	N/C				
10	City of Irvine	N/C				
11	City of San Diego	N/C				
12	Eastern Municipal Water District	N/C				
13	Inland Empire Utilities Agency	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,074
% Orange County Sanitation District Above/Below	0.5%
Median of Comparators	$ 10,559
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 12,359
% Orange County Sanitation District Above/Below	-11.1%
Orange County Sanitation District Percentile	58
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Security/Emergency Planning Specialist	N/C	Emergency Management Coordinator	N/C	Emergency Services Coordinator	N/C	Emergency Management Coordinator II	N/C	Senior Disaster Services Analyst	Security & Emergency Preparedness Planning Specialist	N/C	N/C	N/C	N/C	N/C	Security Specialist	N/C	N/C
	Top Step	$ 11,128		$ 9,680		$ 9,807		$ 13,208		$ 9,731	$ 12,708						$ 11,310		
Retirement	Retirement Formula	1.667%@57.5		2.7%@55		2.5%@55		2.16%@55			2.6%@62						2%@55		
Retirement	Enhanced Formula Cost	$ 145		$ 687		$ 520		$ 396			$ 165						$ 339		
Retirement	Employee Paid Employer Contribution			$ -387		$ -98													
Retirement	Employer Paid Member Contribution																$ 792		
Retirement	EPMC Reported as Special Comp																$ 55		
Retirement	12 Month Highest Salary			$ 68		$ 59		$ 66									$ 57		
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation					$ 20				$ 389							$ 509		
Retirement	Other Retirement									$ 1,043									
Insurance	Cafeteria									$ 1,654									
Insurance	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194						$ 2,619		
Insurance	Dental	$ 111		$ 56		$ 133		$ 48			$ 212						$ 150		
Insurance	Vision	$ 17				$ 22		$ 9			$ 22						$ 12		
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 642		$ 605		$ 943		$ 864		$ 374	$ 733						$ 653		
Leaves	Holidays	$ 514		$ 410		$ 453		$ 711		$ 449	$ 733						$ 609		
Leaves	Admin Leave	$ 214		$ 74				$ 254									$ 131		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 549																	
	Benefit Package Total	$ 4,104	$ 0	$ 4,300	$ 0	$ 3,788	$ 0	$ 4,190	$ 0	$ 3,985	$ 4,896	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,925	$ 0	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Security/Emergency Planning Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Security & Emergency Preparedness Planning Specialist	$ 17,604	4/1/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Emergency Management Coordinator II	$ 17,398	1/19/2020	6/19/2022	2.00%
3	Metropolitan Water District of Southern California	Security Specialist	$ 17,235	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Security/Emergency Planning Specialist	$ 15,232	7/2/2021		
5	City of Anaheim	Emergency Management Coordinator	$ 13,979	12/24/2021	7/8/2022	3.00%
6	County of Los Angeles, Public Works	Senior Disaster Services Analyst	$ 13,716	7/1/2021	unknown	unknown
7	City of Huntington Beach	Emergency Services Coordinator	$ 13,595	1/1/2022	unknown	unknown
8	City of Irvine	N/C				
9	Irvine Ranch Water District	N/C				
10	Los Angeles County Sanitation Districts	N/C				
11	City of San Diego	N/C				
12	Western Municipal Water District	N/C				
13	City of Garden Grove	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Eastern Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,588
% Orange County Sanitation District Above/Below	-2.3%
Median of Comparators	$ 15,607
% Orange County Sanitation District Above/Below	-2.5%
75th Percentile of Comparators	$ 17,357
% Orange County Sanitation District Above/Below	-14.0%
Orange County Sanitation District Percentile	48
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Accountant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accountant	$ 10,137	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Senior Accountant	$ 10,079	7/2/2021		
3	Irvine Ranch Water District	Senior Accountant	$ 9,840	7/1/2021	7/1/2022	CPI
4	Metropolitan Water District of Southern California	Senior Accountant	$ 9,623	7/1/2021	unknown	unknown
5	Orange County Water District	Senior Accountant	$ 9,508	7/1/2021	7/1/2022	2.00%
6	East Bay Municipal Utility District	Accountant II	$ 9,449	4/1/2020	unknown	unknown
7	City of Garden Grove	Senior Accountant	$ 9,200	7/1/2021	unknown	unknown
8	City of Huntington Beach	Senior Accountant	$ 8,967	1/1/2022	unknown	unknown
9	Western Municipal Water District	Accountant II	$ 8,958	7/1/2021	7/1/2022	1.0 - 4.0%
10	Eastern Municipal Water District	Accountant II	$ 8,700	12/19/2021	1/1/2023	unknown
11	Los Angeles County Sanitation Districts	Accountant II	$ 8,029	7/1/2021	unknown	unknown
12	City of Anaheim	Accountant	$ 7,964	12/24/2021	7/8/2022	3.00%
13	City of Irvine	Accountant	$ 7,920	6/25/2021	6/25/2022	1.00%
14	Inland Empire Utilities Agency	Accountant II	$ 7,290	7/1/2021	7/1/2022	3.00%
15	City of San Diego	Accountant II	$ 7,006	7/1/2021	7/1/2022	5.00%
16	County of Los Angeles, Public Works	Accountant II	$ 6,137	7/1/2021	unknown	unknown
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,582
% Orange County Sanitation District Above/Below	14.9%
Median of Comparators	$ 8,958
% Orange County Sanitation District Above/Below	11.1%
75th Percentile of Comparators	$ 9,479
% Orange County Sanitation District Above/Below	6.0%
Orange County Sanitation District Percentile	99
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Accountant	Accountant	Accountant	Senior Accountant	Senior Accountant	Accountant	N/C	Accountant II	Accountant II	Accountant II	Accountant II	Accountant II	Senior Accountant	N/C	Accountant II	Senior Accountant	Senior Accountant	Accountant II
	Top Step	$ 10,079	$ 10,137	$ 7,964	$ 9,200	$ 8,967	$ 7,920		$ 7,006	$ 6,137	$ 9,449	$ 8,700	$ 7,290	$ 9,840		$ 8,029	$ 9,623	$ 9,508	$ 8,958
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55		1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 131	$ 304	$ 565	$ 488	$ 475	$ 238		$ 91		$ 123	$ 261	$ 219	$ 128		$ 241	$ 289		$ 269
Retirement	Employee Paid Employer Contribution			$ -319		$ -90										$ -40			
Retirement	Employer Paid Member Contribution															$ 562	$ 674		
Retirement	EPMC Reported as Special Comp															$ 39	$ 47		
Retirement	12 Month Highest Salary		$ 51	$ 56	$ 55	$ 54						$ 44				$ 40	$ 48		
Retirement	Social Security										$ 586		$ 452						$ 555
Retirement	Deferred Compensation		$ 628			$ 20	$ 317		$ 494	$ 245		$ 348	$ 54	$ 394			$ 433	$ 163	
Retirement	Other Retirement						$ 158			$ 658		$ 98						$ 1,583	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41			$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7				$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 582	$ 624	$ 498	$ 531	$ 862	$ 609		$ 593	$ 354	$ 545	$ 903	$ 336	$ 568		$ 494	$ 555	$ 603	$ 517
Leaves	Holidays	$ 465	$ 507	$ 337	$ 553	$ 414	$ 426		$ 303	$ 283	$ 545	$ 402	$ 421	$ 454		$ 371	$ 518	$ 402	$ 448
Leaves	Admin Leave	$ 194	$ 39	$ 61			$ 381		$ 108								$ 111		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 3,920	$ 5,463	$ 4,041	$ 3,276	$ 3,627	$ 4,463	$ 0	$ 3,422	$ 3,908	$ 4,304	$ 4,337	$ 3,171	$ 3,853	$ 0	$ 3,598	$ 5,456	$ 4,917	$ 4,279

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Accountant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accountant	$ 15,600	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Senior Accountant	$ 15,079	7/1/2021	unknown	unknown
3	Orange County Water District	Senior Accountant	$ 14,425	7/1/2021	7/1/2022	2.00%
4	Orange County Sanitation District	Senior Accountant	$ 13,999	7/2/2021		
5	East Bay Municipal Utility District	Accountant II	$ 13,753	4/1/2020	unknown	unknown
6	Irvine Ranch Water District	Senior Accountant	$ 13,693	7/1/2021	7/1/2022	CPI
7	Western Municipal Water District	Accountant II	$ 13,238	7/1/2021	7/1/2022	1.0 - 4.0%
8	Eastern Municipal Water District	Accountant II	$ 13,037	12/19/2021	1/1/2023	unknown
9	City of Huntington Beach	Senior Accountant	$ 12,594	1/1/2022	unknown	unknown
10	City of Garden Grove	Senior Accountant	$ 12,476	7/1/2021	unknown	unknown
11	City of Irvine	Accountant	$ 12,382	6/25/2021	6/25/2022	1.00%
12	City of Anaheim	Accountant	$ 12,005	12/24/2021	7/8/2022	3.00%
13	Los Angeles County Sanitation Districts	Accountant II	$ 11,627	7/1/2021	unknown	unknown
14	Inland Empire Utilities Agency	Accountant II	$ 10,461	7/1/2021	7/1/2022	3.00%
15	City of San Diego	Accountant II	$ 10,428	7/1/2021	7/1/2022	5.00%
16	County of Los Angeles, Public Works	Accountant II	$ 10,045	7/1/2021	unknown	unknown
17	Las Virgenes Municipal Water District	N/C				
18	City of Los Angeles Bureau of Sanitation	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,723
% Orange County Sanitation District Above/Below	9.1%
Median of Comparators	$ 12,594
% Orange County Sanitation District Above/Below	10.0%
75th Percentile of Comparators	$ 13,723
% Orange County Sanitation District Above/Below	2.0%
Orange County Sanitation District Percentile	81
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Buyer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Buyer	$ 10,079	7/2/2021		
2	East Bay Municipal Utility District	Buyer II	$ 9,449	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation[2]	[Purchasing Specifications Analyst II / Procurement Analyst II]	$ 9,426	7/4/2021	6/19/2022	2.00%
4	Metropolitan Water District of Southern California	Buyer II	$ 9,107	7/1/2021	unknown	unknown
5	Orange County Water District	Senior Buyer	$ 9,056	7/1/2021	7/1/2022	2.00%
6	City of Irvine	Senior Buyer/Contracts Coordinator	$ 8,970	6/25/2021	6/25/2022	1.00%
7	Central Contra Costa Sanitary District	Procurement and Contract Specialist I	$ 8,788	4/18/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Senior Buyer	$ 8,732	7/1/2021	unknown	unknown
9	City of Huntington Beach	Senior Buyer	$ 8,703	1/1/2022	unknown	unknown
10	Eastern Municipal Water District	Buyer	$ 8,700	12/19/2021	1/1/2023	unknown
11	Irvine Ranch Water District	Senior Buyer	$ 8,618	7/1/2021	7/1/2022	CPI
12	County of Los Angeles, Public Works	Purchasing and Contracts Analyst II	$ 8,518	7/1/2021	unknown	unknown
13	City of San Diego	Associate Procurement Contracting Officer	$ 8,213	1/1/2022	7/1/2022	5.00%
14	City of Garden Grove[1]	Buyer	$ 7,767	7/1/2021	unknown	unknown
15	City of Anaheim	Buyer II	$ 7,223	12/24/2021	7/8/2022	3.00%
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,662
% Orange County Sanitation District Above/Below	14.1%
Median of Comparators	$ 8,718
% Orange County Sanitation District Above/Below	13.5%
75th Percentile of Comparators	$ 9,034
% Orange County Sanitation District Above/Below	10.4%
Orange County Sanitation District Percentile	107
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: The Buyer provides lead supervision including assigning, coordinating, reviewing, and participating in the work of staff responsible for assisting with purchasing functions.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Buyer	Procurement and Contract Specialist I	Buyer II	Buyer	Senior Buyer	Senior Buyer/Contracts Coordinator	[Purchasing Specifications Analyst II / Procurement Analyst II]	Associate Procurement Contracting Officer	Purchasing and Contracts Analyst II	Buyer II	Buyer	N/C	Senior Buyer	N/C	Senior Buyer	Buyer II	Senior Buyer	N/C
	Top Step	$ 10,079	$ 8,788	$ 7,223	$ 7,767	$ 8,703	$ 8,970	$ 9,426	$ 8,213	$ 8,518	$ 9,449	$ 8,700		$ 8,618		$ 8,732	$ 9,107	$ 9,056	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55		2%@60		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 131	$ 264	$ 513	$ 412	$ 461	$ 269	$ 283	$ 107		$ 123	$ 261		$ 112		$ 262	$ 273		
Retirement	Employee Paid Employer Contribution			$ -289		$ -87										$ -44			
Retirement	Employer Paid Member Contribution															$ 611	$ 637		
Retirement	EPMC Reported as Special Comp															$ 43	$ 45		
Retirement	12 Month Highest Salary		$ 44	$ 51	$ 47	$ 52		$ 47				$ 44				$ 44	$ 46		
Retirement	Social Security										$ 586								
Retirement	Deferred Compensation		$ 545			$ 20	$ 179		$ 579	$ 341		$ 348		$ 345			$ 410	$ 163	
Retirement	Other Retirement						$ 359			$ 913		$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 582	$ 541	$ 451	$ 448	$ 837	$ 690	$ 616	$ 695	$ 491	$ 545	$ 903		$ 497		$ 537	$ 525	$ 575	
Leaves	Holidays	$ 465	$ 439	$ 306	$ 467	$ 402	$ 483	$ 508	$ 355	$ 393	$ 545	$ 402		$ 398		$ 403	$ 490	$ 383	
Leaves	Admin Leave	$ 194	$ 34	$ 56			$ 518	$ 181	$ 126								$ 105		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 3,920	$ 5,177	$ 3,930	$ 3,023	$ 3,577	$ 4,831	$ 3,534	$ 3,696	$ 4,505	$ 4,304	$ 4,337	$ 0	$ 3,661	$ 0	$ 3,748	$ 5,312	$ 4,794	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Buyer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Buyer II	$ 14,419	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Senior Buyer	$ 13,999	7/2/2021		
3	Central Contra Costa Sanitary District	Procurement and Contract Specialist I	$ 13,965	4/18/2021	unknown	unknown
4	Orange County Water District	Senior Buyer	$ 13,849	7/1/2021	7/1/2022	2.00%
5	City of Irvine	Senior Buyer/Contracts Coordinator	$ 13,801	6/25/2021	6/25/2022	1.00%
6	East Bay Municipal Utility District	Buyer II	$ 13,753	4/1/2020	unknown	unknown
7	Eastern Municipal Water District	Buyer	$ 13,037	12/19/2021	1/1/2023	unknown
8	County of Los Angeles, Public Works	Purchasing and Contracts Analyst II	$ 13,024	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	[Purchasing Specifications Analyst II / Procurement Analyst II]	$ 12,959	7/4/2021	6/19/2022	2.00%
10	Los Angeles County Sanitation Districts	Senior Buyer	$ 12,480	7/1/2021	unknown	unknown
11	City of Huntington Beach	Senior Buyer	$ 12,280	1/1/2022	unknown	unknown
12	Irvine Ranch Water District	Senior Buyer	$ 12,279	7/1/2021	7/1/2022	CPI
13	City of San Diego	Associate Procurement Contracting Officer	$ 11,909	1/1/2022	7/1/2022	5.00%
14	City of Anaheim	Buyer II	$ 11,153	12/24/2021	7/8/2022	3.00%
15	City of Garden Grove	Buyer	$ 10,790	7/1/2021	unknown	unknown
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,836
% Orange County Sanitation District Above/Below	8.3%
Median of Comparators	$ 12,991
% Orange County Sanitation District Above/Below	7.2%
75th Percentile of Comparators	$ 13,789
% Orange County Sanitation District Above/Below	1.5%
Orange County Sanitation District Percentile	93
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Contracts Administrator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Contracts Administrator	$ 11,688	7/2/2021		
2	Metropolitan Water District of Southern California	Senior Administrative Analyst	$ 10,721	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Contracts Analyst II	$ 10,071	12/19/2021	1/1/2023	unknown
4	Inland Empire Utilities Agency	Contracts Administrator II	$ 9,304	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Senior Buyer/Contracts Coordinator	$ 8,970	6/25/2021	6/25/2022	1.00%
6	City of San Diego	Associate Procurement Contracting Officer	$ 8,213	1/1/2022	7/1/2022	5.00%
7	Central Contra Costa Sanitary District	N/C				
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,456
% Orange County Sanitation District Above/Below	19.1%
Median of Comparators	$ 9,304
% Orange County Sanitation District Above/Below	20.4%
75th Percentile of Comparators	$ 10,071
% Orange County Sanitation District Above/Below	13.8%
Orange County Sanitation District Percentile	109
Number of Matches	5

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Contracts Administrator	N/C	N/C	N/C	N/C	Senior Buyer/Contracts Coordinator	N/C	Associate Procurement Contracting Officer	N/C	N/C	Contracts Analyst II	Contracts Administrator II	N/C	N/C	N/C	Senior Administrative Analyst	N/C	N/C
	Top Step	$ 11,688					$ 8,970		$ 8,213			$ 10,071	$ 9,304				$ 10,721		
Retirement	Retirement Formula	1.667%@57.5					2%@55		1.5%@55 to 2.6%@65			2%@55	2%@55				2%@55		
	Enhanced Formula Cost	$ 152					$ 269		$ 107			$ 302	$ 279				$ 322		
	Employee Paid Employer Contribution																		
	Employer Paid Member Contribution																$ 750		
	EPMC Reported as Special Comp																$ 53		
	12 Month Highest Salary											$ 50					$ 54		
	Social Security												$ 577						
	Deferred Compensation						$ 179		$ 579			$ 403	$ 54				$ 482		
	Other Retirement						$ 359					$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						
	Health	$ 1,913					$ 2,286					$ 2,128					$ 2,619		
	Dental	$ 111					$ 41					$ 134					$ 150		
	Vision	$ 17					$ 7					$ 19					$ 12		
	Other Insurance												$ 42						
Leaves	Vacation	$ 674					$ 690		$ 695			$ 1,046	$ 429				$ 619		
	Holidays	$ 539					$ 483		$ 355			$ 465	$ 537				$ 577		
	Admin Leave	$ 225					$ 518		$ 126								$ 124		
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 572																	
	Benefit Package Total	**$ 4,203**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 4,831**	**$ 0**	**$ 3,696**	**$ 0**	**$ 0**	**$ 4,646**	**$ 3,566**	**$ 0**	**$ 0**	**$ 0**	**$ 5,761**	**$ 0**	**$ 0**

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Contracts Administrator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Senior Administrative Analyst	$ 16,482	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Senior Contracts Administrator	$ 15,891	7/2/2021		
3	Eastern Municipal Water District	Contracts Analyst II	$ 14,716	12/19/2021	1/1/2023	unknown
4	City of Irvine	Senior Buyer/Contracts Coordinator	$ 13,801	6/25/2021	6/25/2022	1.00%
5	Inland Empire Utilities Agency	Contracts Administrator II	$ 12,869	7/1/2021	7/1/2022	3.00%
6	City of San Diego	Associate Procurement Contracting Officer	$ 11,909	1/1/2022	7/1/2022	5.00%
7	East Bay Municipal Utility District	N/C				
8	County of Los Angeles, Public Works	N/C				
9	Los Angeles County Sanitation Districts	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	Irvine Ranch Water District	N/C				
13	City of Garden Grove	N/C				
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,956
% Orange County Sanitation District Above/Below	12.2%
Median of Comparators	$ 13,801
% Orange County Sanitation District Above/Below	13.1%
75th Percentile of Comparators	$ 14,716
% Orange County Sanitation District Above/Below	7.4%
Orange County Sanitation District Percentile	92
Number of Matches	5

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Environmental Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Environmental Specialist	$ 11,931	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 11,509	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts	Associate Environmental Scientist III	$ 11,094	7/1/2021	unknown	unknown
4	City of Anaheim	Environmental Services Specialist II	$ 10,672	12/24/2021	7/8/2022	3.00%
5	Inland Empire Utilities Agency[1]	[Environmental Resources Planner II/ Laboratory Scientist II]	$ 10,257	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Senior Environmental Specialist	$ 10,079	7/2/2021		
7	Eastern Municipal Water District	Environmental Compliance Analyst II	$ 9,591	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Specialist II	$ 9,546	1/19/2020	6/19/2022	4.00%
9	Orange County Water District	Senior Environmental Specialist	$ 9,508	7/1/2021	7/1/2022	2.00%
10	City of Huntington Beach	Environmental Specialist	$ 9,057	1/1/2022	unknown	unknown
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,352
% Orange County Sanitation District Above/Below	-2.7%
Median of Comparators	$ 10,257
% Orange County Sanitation District Above/Below	-1.8%
75th Percentile of Comparators	$ 11,094
% Orange County Sanitation District Above/Below	-10.1%
Orange County Sanitation District Percentile	47
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Environmental Specialist	N/C	Environmental Services Specialist II	N/C	Environmental Specialist	N/C	Environmental Specialist II	N/C	N/C	Environmental Health and Safety Specialist II	Environmental Compliance Analyst II	[Environmental Resources Planner II/ Laboratory Scientist II]	N/C	N/C	Associate Environmental Scientist III	Environmental Specialist	Senior Environmental Specialist	N/C
	Top Step	$ 10,079		$ 10,672		$ 9,057		$ 9,546			$ 11,509	$ 9,591	$ 10,257			$ 11,094	$ 11,931	$ 9,508	
Retirement	Retirement Formula	1.667%@57.5		2.7%@55		2.5%@55		2.16%@55			2.6%@62	2%@55	2%@55			2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 131		$ 758		$ 480		$ 286			$ 150	$ 288	$ 308			$ 333	$ 358		
Retirement	Employee Paid Employer Contribution			$ -427		$ -91										$ -55			
Retirement	Employer Paid Member Contribution															$ 777	$ 835		
Retirement	EPMC Reported as Special Comp															$ 54	$ 58		
Retirement	12 Month Highest Salary			$ 75		$ 54		$ 48				$ 48				$ 55	$ 60		
Retirement	Social Security										$ 714		$ 636						
Retirement	Deferred Compensation					$ 20						$ 384	$ 54				$ 537	$ 163	
Retirement	Other Retirement											$ 98						$ 1,583	
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128				$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 133		$ 48			$ 212	$ 134				$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 22		$ 9			$ 22	$ 19					$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 582		$ 667		$ 871		$ 624			$ 664	$ 996	$ 473			$ 683	$ 688	$ 603	
Leaves	Holidays	$ 465		$ 452		$ 418		$ 514			$ 664	$ 443	$ 592			$ 512	$ 642	$ 402	
Leaves	Admin Leave	$ 194		$ 82				$ 184									$ 138		
	Technology Allowance					$ 50													
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 3,920	$ 0	$ 4,449	$ 0	$ 3,645	$ 0	$ 3,555	$ 0	$ 0	$ 4,696	$ 4,538	$ 3,753	$ 0	$ 0	$ 4,250	$ 6,097	$ 4,917	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Environmental Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Environmental Specialist	$ 18,028	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 16,205	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts	Associate Environmental Scientist III	$ 15,344	7/1/2021	unknown	unknown
4	City of Anaheim	Environmental Services Specialist II	$ 15,121	12/24/2021	7/8/2022	3.00%
5	Orange County Water District	Senior Environmental Specialist	$ 14,425	7/1/2021	7/1/2022	2.00%
6	Eastern Municipal Water District	Environmental Compliance Analyst II	$ 14,128	12/19/2021	1/1/2023	unknown
7	Inland Empire Utilities Agency	[Environmental Resources Planner II/ Laboratory Scientist II]	$ 14,009	7/1/2021	7/1/2022	3.00%
8	Orange County Sanitation District	Senior Environmental Specialist	$ 13,999	7/2/2021		
9	City of Los Angeles Bureau of Sanitation	Environmental Specialist II	$ 13,100	1/19/2020	6/19/2022	4.00%
10	City of Huntington Beach	Environmental Specialist	$ 12,701	1/1/2022	unknown	unknown
11	Central Contra Costa Sanitary District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Western Municipal Water District	N/C				
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,785
% Orange County Sanitation District Above/Below	-5.6%
Median of Comparators	$ 14,425
% Orange County Sanitation District Above/Below	-3.0%
75th Percentile of Comparators	$ 15,344
% Orange County Sanitation District Above/Below	-9.6%
Orange County Sanitation District Percentile	25
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources Analyst	$ 11,476	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Human Resources Analyst II	$ 10,690	4/1/2020	unknown	unknown
3	Las Virgenes Municipal Water District	Human Resources Analyst II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
4	Irvine Ranch Water District	Senior Human Resources Analyst	$ 10,196	7/1/2021	7/1/2022	CPI
5	Orange County Sanitation District	Senior Human Resources Analyst	$ 10,079	7/2/2021		
6	Orange County Water District	Senior Human Resources Specialist	$ 9,984	7/1/2021	7/1/2022	Unknown
7	City of Huntington Beach	Personnel Analyst, Senior	$ 9,904	1/1/2022	unknown	unknown
8	County of Los Angeles, Public Works	Human Resources Analyst III	$ 9,731	7/1/2021	unknown	unknown
9	City of Irvine	Human Resources Analyst II	$ 9,495	6/25/2021	6/25/2022	1.00%
10	Los Angeles County Sanitation Districts	Human Resources Analyst III	$ 9,427	7/1/2021	unknown	unknown
11	Eastern Municipal Water District	Human Resources Analyst II	$ 9,135	12/19/2021	1/1/2023	unknown
12	City of Los Angeles Bureau of Sanitation	Personnel Analyst	$ 9,039	7/4/2021	6/19/2022	2.00%
13	Metropolitan Water District of Southern California	Human Resources Analyst II	$ 8,863	7/1/2021	unknown	unknown
14	Inland Empire Utilities Agency	Human Resources Analyst II	$ 8,861	7/1/2021	7/1/2022	3.00%
15	City of Anaheim	Human Resources Analyst II	$ 8,780	12/24/2021	7/8/2022	3.00%
16	City of Garden Grove	Senior Human Resources Analyst	$ 8,581	7/1/2021	unknown	unknown
17	City of San Diego	Associate Personnel Analyst	$ 7,308	7/1/2021	unknown	unknown
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,495
% Orange County Sanitation District Above/Below	5.8%
Median of Comparators	$ 9,461
% Orange County Sanitation District Above/Below	6.1%
75th Percentile of Comparators	$ 10,037
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	76
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Human Resources Analyst	Human Resources Analyst	Human Resources Analyst II	Senior Human Resources Analyst	Personnel Analyst, Senior	Human Resources Analyst II	Personnel Analyst	Associate Personnel Analyst	Human Resources Analyst III	Human Resources Analyst II	Human Resources Analyst II	Human Resources Analyst II	Senior Human Resources Analyst	Human Resources Analyst II	Human Resources Analyst III	Human Resources Analyst II	Senior Human Resources Specialist	N/C
	Top Step	$ 10,079	$ 11,476	$ 8,780	$ 8,581	$ 9,904	$ 9,495	$ 9,039	$ 7,308	$ 9,731	$ 10,690	$ 9,135	$ 8,861	$ 10,196	$ 10,446	$ 9,427	$ 8,863	$ 9,984	
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		
	Enhanced Formula Cost	$ 131	$ 344	$ 623	$ 455	$ 525	$ 285	$ 271	$ 95		$ 139	$ 274	$ 266	$ 133	$ 313	$ 283	$ 266		
	Employee Paid Employer Contribution			$ -351		$ -99										$ -47			
	Employer Paid Member Contribution															$ 660	$ 620		
	EPMC Reported as Special Comp															$ 46	$ 43		
	12 Month Highest Salary		$ 57	$ 61	$ 51	$ 59		$ 45				$ 46			$ 52	$ 47	$ 44		
	Social Security										$ 663		$ 549		$ 648				
	Deferred Compensation		$ 712				$ 380		$ 515	$ 389		$ 365	$ 54	$ 408	$ 313		$ 399	$ 163	
	Other Retirement						$ 190			$ 1,043		$ 98						$ 1,662	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,792	$ 1,654			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	$ 100				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 872	$ 706	$ 549	$ 495	$ 952	$ 730	$ 591	$ 618	$ 374	$ 617	$ 949	$ 409	$ 588	$ 563	$ 580	$ 511	$ 634	
	Holidays	$ 465	$ 574	$ 371	$ 516	$ 457	$ 511	$ 487	$ 316	$ 449	$ 617	$ 422	$ 511	$ 471	$ 482	$ 435	$ 477	$ 422	
	Admin Leave	$ 194	$ 132	$ 68	$ 165	$ 286	$ 548	$ 174	$ 84								$ 102		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 674																	
	Benefit Package Total	$ 4,477	$ 5,956	$ 4,164	$ 3,332	$ 3,940	$ 4,977	$ 3,467	$ 3,421	$ 3,985	$ 4,540	$ 4,435	$ 3,479	$ 3,909	$ 4,411	$ 3,895	$ 5,244	$ 5,046	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources Analyst	$ 17,433	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Human Resources Analyst II	$ 15,230	4/1/2020	unknown	unknown
3	Orange County Water District	Senior Human Resources Specialist	$ 15,030	7/1/2021	7/1/2022	Unknown
4	Las Virgenes Municipal Water District	Human Resources Analyst II	$ 14,858	1/1/2022	1/1/2023	1.5 - 4%
5	Orange County Sanitation District	Senior Human Resources Analyst	$ 14,557	7/2/2021		
6	City of Irvine	Human Resources Analyst II	$ 14,473	6/25/2021	6/25/2022	1.00%
7	Metropolitan Water District of Southern California	Human Resources Analyst II	$ 14,107	7/1/2021	unknown	unknown
8	Irvine Ranch Water District	Senior Human Resources Analyst	$ 14,105	7/1/2021	7/1/2022	CPI
9	City of Huntington Beach	Personnel Analyst, Senior	$ 13,845	1/1/2022	unknown	unknown
10	County of Los Angeles, Public Works	Human Resources Analyst III	$ 13,716	7/1/2021	unknown	unknown
11	Eastern Municipal Water District	Human Resources Analyst II	$ 13,570	12/19/2021	1/1/2023	unknown
12	Los Angeles County Sanitation Districts	Human Resources Analyst III	$ 13,322	7/1/2021	unknown	unknown
13	City of Anaheim	Human Resources Analyst II	$ 12,944	12/24/2021	7/8/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Personnel Analyst	$ 12,506	7/4/2021	6/19/2022	2.00%
15	Inland Empire Utilities Agency	Human Resources Analyst II	$ 12,340	7/1/2021	7/1/2022	3.00%
16	City of Garden Grove	Senior Human Resources Analyst	$ 11,913	7/1/2021	unknown	unknown
17	City of San Diego	Associate Personnel Analyst	$ 10,729	7/1/2021	unknown	unknown
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,757
% Orange County Sanitation District Above/Below	5.5%
Median of Comparators	$ 13,780
% Orange County Sanitation District Above/Below	5.3%
75th Percentile of Comparators	$ 14,569
% Orange County Sanitation District Above/Below	-0.1%
Orange County Sanitation District Percentile	75
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Mechanic						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Technician II	$ 9,667	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Plant Maintenance Mechanic	$ 9,449	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Mechanical	$ 8,863	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Mechanic	$ 8,786	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Senior Mechanic	$ 8,519	7/2/2021		
6	Los Angeles County Sanitation Districts	Stationary Mechanic	$ 8,353	7/1/2021	unknown	unknown
7	Orange County Water District	Maintenance Technician Grade II	$ 8,212	7/1/2021	7/1/2022	2.00%
8	Western Municipal Water District	Operations Technician III-Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
9	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 7,947	1/1/2021	unknown	unknown
10	Inland Empire Utilities Agency[2]	[Mechanic II/ Collection System Operator II]	$ 7,654	7/1/2021	7/1/2022	3.00%
11	Eastern Municipal Water District[4,5]	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	$ 7,516	12/19/2021	1/1/2023	unknown
12	City of Garden Grove[1]	Water Production Mechanic	$ 7,250	7/1/2021	unknown	unknown
13	City of Anaheim	Water Production Technician	$ 7,008	9/3/2021	7/8/2022	1.50%
14	Irvine Ranch Water District	Maintenance Mechanic	$ 7,005	7/1/2021	7/1/2022	CPI
15	City of Huntington Beach[2,3]	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	$ 6,992	1/1/2022	unknown	unknown
16	City of San Diego[2]	[Plant Technician II/ Equipment Technician II]	$ 4,825	1/1/2022	7/1/2022	4.00%
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,843
% Orange County Sanitation District Above/Below	7.9%
Median of Comparators	$ 7,947
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 8,570
% Orange County Sanitation District Above/Below	-0.6%
Orange County Sanitation District Percentile	74
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Water Production Mechanic requires T2 Water Treatment Operator certificate.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - City of Huntington Beach: Senior Wastewater Pump Mechanic requires Class B driver's license. Water Service Technician III requires Class B driver's license and T2 Water Treatment Operator and D1 Water Distribution Operator certificates.
4 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
5 - Eastern Municipal Water District: Mechanical Maintenance Technician II requires Class A driver's license and Grade I Mechanical Technologist certificate; Water Reclamation Plant Technician II requires Grade I Mechanical Technologist certificate.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Mechanic	Maintenance Technician II	Water Production Technician	Water Production Mechanic	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	N/C	Wastewater Treatment Mechanic	[Plant Technician II/ Equipment Technician II]	N/C	Plant Maintenance Mechanic	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	[Mechanic II/ Collection System Operator II]	Maintenance Mechanic	Maintenance Mechanic II	Stationary Mechanic	Operations and Maintenance Technician IV-Mechanical	Maintenance Technician Grade II	Operations Technician III-Mechanical Services
	Top Step	$ 8,519	$ 9,667	$ 7,008	$ 7,250	$ 6,992		$ 8,786	$ 4,825		$ 9,449	$ 7,516	$ 7,654	$ 7,005	$ 7,947	$ 8,353	$ 8,863	$ 8,212	$ 8,124
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55	2.5%@55		2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 111	$ 290		$ 384	$ 371		$ 264	$ 63		$ 123	$ 225	$ 230	$ 91	$ 238	$ 251	$ 266		$ 244
Retirement	Employee Paid Employer Contribution			$ -280		$ -70										$ -42			
Retirement	Employer Paid Member Contribution															$ 585	$ 620		
Retirement	EPMC Reported as Special Comp															$ 41	$ 43		
Retirement	12 Month Highest Salary		$ 48		$ 44	$ 42		$ 44				$ 38			$ 40	$ 42	$ 44		
Retirement	Social Security										$ 586		$ 475		$ 493				$ 504
Retirement	Deferred Compensation		$ 599			$ 20			$ 340			$ 301	$ 54	$ 280	$ 40		$ 399	$ 163	
Retirement	Other Retirement											$ 98						$ 1,367	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 737	$ 595	$ 438	$ 418	$ 672		$ 574	$ 408		$ 545	$ 780	$ 353	$ 404	$ 428	$ 514	$ 511	$ 521	$ 469
Leaves	Holidays	$ 393	$ 483	$ 270	$ 436	$ 323		$ 473	$ 209		$ 545	$ 347	$ 486	$ 323	$ 367	$ 386	$ 477	$ 347	$ 406
Leaves	Admin Leave		$ 37					$ 169	$ 74								$ 102		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,282	$ 5,364	$ 3,270	$ 2,932	$ 3,250	$ 0	$ 3,423	$ 2,907	$ 0	$ 4,304	$ 4,071	$ 3,287	$ 3,409	$ 3,646	$ 3,667	$ 5,244	$ 4,564	$ 4,113

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Mechanic						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Technician II	$ 15,030	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Mechanical	$ 14,107	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Plant Maintenance Mechanic	$ 13,753	4/1/2020	unknown	unknown
4	Orange County Water District	Maintenance Technician Grade II	$ 12,776	7/1/2021	7/1/2022	2.00%
5	Western Municipal Water District	Operations Technician III-Mechanical Services	$ 12,237	7/1/2021	7/1/2022	1.0 - 4.0%
6	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Mechanic	$ 12,209	1/19/2020	6/19/2022	4.00%
7	Los Angeles County Sanitation Districts	Stationary Mechanic	$ 12,020	7/1/2021	unknown	unknown
8	Orange County Sanitation District	Senior Mechanic	$ 11,801	7/2/2021		
9	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 11,593	1/1/2021	unknown	unknown
10	Eastern Municipal Water District	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	$ 11,586	12/19/2021	1/1/2023	unknown
11	Inland Empire Utilities Agency	[Mechanic II/ Collection System Operator II]	$ 10,941	7/1/2021	7/1/2022	3.00%
12	Irvine Ranch Water District	Maintenance Mechanic	$ 10,414	7/1/2021	7/1/2022	CPI
13	City of Anaheim	Water Production Technician	$ 10,278	9/3/2021	7/8/2022	1.50%
14	City of Huntington Beach	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	$ 10,242	1/1/2022	unknown	unknown
15	City of Garden Grove	Water Production Mechanic	$ 10,182	7/1/2021	unknown	unknown
16	City of San Diego	[Plant Technician II/ Equipment Technician II]	$ 7,732	1/1/2002	7/1/2022	4.00%
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,673
% Orange County Sanitation District Above/Below	1.1%
Median of Comparators	$ 11,593
% Orange County Sanitation District Above/Below	1.8%
75th Percentile of Comparators	$ 12,507
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	53
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Plant Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Senior Plant Operator	$ 11,149	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Assistant Wastewater Shift Supervisor	$ 10,959	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Plant Operator III	$ 9,930	1/19/2020	6/19/2022	4.00%
4	Metropolitan Water District of Southern California	Water Treatment Plant Operator III	$ 9,623	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Senior Plant Operator	$ 9,400	7/2/2021		
6	Orange County Water District	Senior Plant Operator	$ 9,056	7/1/2021	7/1/2022	2.00%
7	Western Municipal Water District	Operations Technician IV- Wastewater Treatment	$ 8,958	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Treatment Plant Operator II	$ 8,929	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Operator III	$ 8,618	7/1/2021	7/1/2022	CPI
10	Inland Empire Utilities Agency	Wastewater Treatment Plant Operator III	$ 8,438	7/1/2021	7/1/2022	3.00%
11	City of Anaheim	Water Systems Operator	$ 8,349	9/3/2021	7/8/2022	1.50%
12	Eastern Municipal Water District	Water Reclamation Plant Operator III	$ 8,284	12/19/2021	1/1/2023	unknown
13	Las Virgenes Municipal Water District	Water Reclamation Plant Operator II	$ 8,270	1/1/2021	unknown	unknown
14	City of Garden Grove[1]	Senior Water Production Operator	$ 8,006	7/1/2021	unknown	unknown
15	City of San Diego	Senior Wastewater Plant Operator	$ 7,248	1/1/2022	7/1/2022	4.00%
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,987
% Orange County Sanitation District Above/Below	4.4%
Median of Comparators	$ 8,774
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 9,481
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	74
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Senior Water Production Operator requires D2 Water Distribution Operator and T2 Water Treatment Operator certificates.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Plant Operator	Senior Plant Operator	Water Systems Operator	Senior Water Production Operator	N/C	N/C	Wastewater Treatment Plant Operator III	Senior Wastewater Plant Operator	N/C	Assistant Wastewater Shift Supervisor	Water Reclamation Plant Operator III	Wastewater Treatment Plant Operator III	Operator III	Water Reclamation Plant Operator II	Treatment Plant Operator II	Water Treatment Plant Operator III	Senior Plant Operator	Operations Technician IV-Wastewater Treatment
	Top Step	$ 9,400	$ 11,149	$ 8,349	$ 8,006			$ 9,930	$ 7,248		$ 10,959	$ 8,284	$ 8,438	$ 8,618	$ 8,270	$ 8,929	$ 9,623	$ 9,056	$ 8,958
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55	2.5%@55			2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 122	$ 334		$ 424			$ 298	$ 94		$ 142	$ 249	$ 253	$ 112	$ 248	$ 268	$ 289		$ 269
Retirement	Employee Paid Employer Contribution			$ -334												$ -45			
Retirement	Employer Paid Member Contribution															$ 625	$ 674		
Retirement	EPMC Reported as Special Comp															$ 44	$ 47		
Retirement	12 Month Highest Salary		$ 56		$ 48			$ 50				$ 41			$ 41	$ 45	$ 48		
Retirement	Social Security										$ 679		$ 523		$ 513				$ 555
Retirement	Deferred Compensation		$ 691						$ 511			$ 331	$ 54	$ 345	$ 40		$ 433	$ 163	
Retirement	Other Retirement											$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 813	$ 686	$ 522	$ 462			$ 649	$ 613		$ 632	$ 860	$ 389	$ 497	$ 445	$ 549	$ 555	$ 575	$ 517
Leaves	Holidays	$ 434	$ 557	$ 321	$ 481			$ 535	$ 314		$ 632	$ 382	$ 487	$ 398	$ 382	$ 412	$ 518	$ 383	$ 448
Leaves	Admin Leave		$ 43					$ 191	$ 112								$ 111		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,410	$ 5,678	$ 3,352	$ 3,065	$ 0	$ 0	$ 3,621	$ 3,456	$ 0	$ 4,591	$ 4,243	$ 3,396	$ 3,661	$ 3,709	$ 3,789	$ 5,456	$ 4,794	$ 4,279

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Plant Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Senior Plant Operator	$ 16,827	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Assistant Wastewater Shift Supervisor	$ 15,550	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Water Treatment Plant Operator III	$ 15,079	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Plant Operator	$ 13,849	7/1/2021	7/1/2022	2.00%
5	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Plant Operator III	$ 13,552	1/19/2020	6/19/2022	4.00%
6	Western Municipal Water District	Operations Technician IV- Wastewater Treatment	$ 13,238	7/1/2021	7/1/2022	1.0 - 4.0%
7	Orange County Sanitation District	Senior Plant Operator	$ 12,810	7/2/2021		
8	Los Angeles County Sanitation Districts	Treatment Plant Operator II	$ 12,718	7/1/2021	unknown	unknown
9	Eastern Municipal Water District	Water Reclamation Plant Operator III	$ 12,527	12/19/2021	1/1/2023	unknown
10	Irvine Ranch Water District	Operator III	$ 12,279	7/1/2021	7/1/2022	CPI
11	Las Virgenes Municipal Water District	Water Reclamation Plant Operator II	$ 11,979	1/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	Wastewater Treatment Plant Operator III	$ 11,835	7/1/2021	7/1/2022	3.00%
13	City of Anaheim	Water Systems Operator	$ 11,701	9/3/2021	7/8/2022	1.50%
14	City of Garden Grove	Senior Water Production Operator	$ 11,071	7/1/2021	unknown	unknown
15	City of San Diego	Senior Wastewater Plant Operator	$ 10,704	1/1/2022	7/1/2022	4.00%
16	City of Huntington Beach	N/C				
17	County of Los Angeles, Public Works	N/C				
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,065
% Orange County Sanitation District Above/Below	-2.0%
Median of Comparators	$ 12,623
% Orange County Sanitation District Above/Below	1.5%
75th Percentile of Comparators	$ 13,775
% Orange County Sanitation District Above/Below	-7.5%
Orange County Sanitation District Percentile	55
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic - Open) - Sorted by Top Monthly Salary
February 2022

Senior Public Affairs Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District[1]	[Government Relations Officer II/ Strategic Communications Representative II]	$ 11,957	7/1/2021	7/1/2022	1.0 - 4.0%
2	Metropolitan Water District of Southern California[2]	[Public Affairs Representative II / Government and Regional Affairs Representative]	$ 11,610	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Community Affairs Representative	$ 10,937	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Public Information Representative II	$ 10,690	4/1/2020	unknown	unknown
5	Las Virgenes Municipal Water District	Public Affairs Associate II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
6	Irvine Ranch Water District[2]	[Senior Public Affairs Specialist/ Legislative Analyst]	$ 10,196	7/1/2021	7/1/2022	CPI
7	Orange County Sanitation District	Senior Public Affairs Specialist	$ 10,079	7/2/2021		
8	Eastern Municipal Water District	Public Affairs Officer II	$ 10,071	12/19/2021	1/1/2023	unknown
9	Orange County Water District	Senior Communications Specialist	$ 9,508	7/1/2021	7/1/2022	2.00%
10	Los Angeles County Sanitation Districts	Public Affairs Specialist III	$ 8,929	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	Public Information Officer II	$ 8,456	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	External Affairs Specialist II	$ 8,037	7/1/2021	7/1/2022	3.00%
13	City of Anaheim[1]	[Communications Specialist II / Legislative Analyst]	$ 7,964	12/24/2021	7/8/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Public Relations Specialist II	$ 7,336	7/4/2021	6/19/2022	2.00%
15	City of San Diego	Senior Public Information Officer	$ 6,063	7/1/2021	7/1/2022	5.00%
16	City of Garden Grove	N/C				
17	City of Huntington Beach	N/C				
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,443
% Orange County Sanitation District Above/Below	6.3%
Median of Comparators	$ 9,790
% Orange County Sanitation District Above/Below	2.9%
75th Percentile of Comparators	$ 10,629
% Orange County Sanitation District Above/Below	-5.5%
Orange County Sanitation District Percentile	54
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Public Affairs Specialist	Community Affairs Representative	[Communications Specialist II / Legislative Analyst]	N/C	N/C	N/C	Public Relations Specialist II	Senior Public Information Officer	Public Information Officer II	Public Information Representative II	Public Affairs Officer II	External Affairs Specialist II	[Senior Public Affairs Specialist/ Legislative Analyst]	Public Affairs Associate II	Public Affairs Specialist III	[Public Affairs Representative II / Government and Regional Affairs Representative]	Senior Communications Specialist	[Government Relations Officer II/ Strategic Communications Representative II]
	Top Step	$ 10,079	$ 10,937	$ 7,964				$ 7,336	$ 6,063	$ 8,456	$ 10,690	$ 10,071	$ 8,037	$ 10,196	$ 10,446	$ 8,929	$ 11,610	$ 9,508	$ 11,957
Retirement	Retirement Formula	1.667%@57.5	2%@55	2.7%@55				2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60	2%@55	2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 131	$ 328	$ 565				$ 220	$ 79		$ 139	$ 302	$ 241	$ 133	$ 313	$ 268	$ 348		$ 359
Retirement	Employee Paid Employer Contribution			$ -319												$ -45			
Retirement	Employer Paid Member Contribution															$ 625	$ 813		
Retirement	EPMC Reported as Special Comp															$ 44	$ 57		
Retirement	12 Month Highest Salary		$ 55	$ 56				$ 37				$ 50			$ 52	$ 45	$ 58		
Retirement	Social Security										$ 663		$ 498		$ 648				$ 741
Retirement	Deferred Compensation		$ 678						$ 427	$ 338		$ 403	$ 54	$ 408	$ 313		$ 522	$ 163	$ 239
Retirement	Other Retirement									$ 906		$ 98						$ 1,583	
Insurance	Cafeteria		$ 220						$ 1,833	$ 1,437			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 582	$ 673	$ 498				$ 480	$ 513	$ 325	$ 617	$ 1,046	$ 371	$ 588	$ 563	$ 549	$ 670	$ 603	$ 690
Leaves	Holidays	$ 465	$ 547	$ 337				$ 395	$ 262	$ 390	$ 617	$ 465	$ 464	$ 471	$ 482	$ 412	$ 625	$ 402	$ 598
Leaves	Admin Leave	$ 194	$ 126	$ 61				$ 141	$ 93		$ 288						$ 134		$ 230
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 3,920	$ 5,838	$ 4,041	$ 0	$ 0	$ 0	$ 3,171	$ 3,208	$ 3,473	$ 4,828	$ 4,646	$ 3,318	$ 3,909	$ 4,411	$ 3,789	$ 6,008	$ 4,917	$ 5,347

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Public Affairs Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Public Affairs Representative II / Government and Regional Affairs Representative]	$ 17,618	7/1/2021	unknown	unknown
2	Western Municipal Water District	[Government Relations Officer II/ Strategic Communications Representative II]	$ 17,304	7/1/2021	7/1/2022	1.0 - 4.0%
3	Central Contra Costa Sanitary District	Community Affairs Representative	$ 16,775	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Public Information Representative II	$ 15,518	4/1/2020	unknown	unknown
5	Las Virgenes Municipal Water District	Public Affairs Associate II	$ 14,858	1/1/2022	1/1/2023	1.5 - 4%
6	Eastern Municipal Water District	Public Affairs Officer II	$ 14,716	12/19/2021	1/1/2023	unknown
7	Orange County Water District	Senior Communications Specialist	$ 14,425	7/1/2021	7/1/2022	2.00%
8	Irvine Ranch Water District	[Senior Public Affairs Specialist/ Legislative Analyst]	$ 14,105	7/1/2021	7/1/2022	CPI
9	Orange County Sanitation District	Senior Public Affairs Specialist	$ 13,999	7/2/2021		
10	Los Angeles County Sanitation Districts	Public Affairs Specialist III	$ 12,718	7/1/2021	unknown	unknown
11	City of Anaheim[1]	[Communications Specialist II / Legislative Analyst]	$ 12,005	12/24/2021	7/8/2022	3.00%
12	County of Los Angeles, Public Works	Public Information Officer II	$ 11,928	7/1/2021	unknown	unknown
13	Inland Empire Utilities Agency	External Affairs Specialist II	$ 11,355	7/1/2021	7/1/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Public Relations Specialist II	$ 10,507	7/4/2021	6/19/2022	2.00%
15	City of San Diego	Senior Public Information Officer	$ 9,271	7/1/2021	7/1/2022	5.00%
16	City of Garden Grove	N/C				
17	City of Irvine	N/C				
18	City of Huntington Beach	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,793
% Orange County Sanitation District Above/Below	1.5%
Median of Comparators	$ 14,265
% Orange County Sanitation District Above/Below	-1.9%
75th Percentile of Comparators	$ 15,353
% Orange County Sanitation District Above/Below	-9.7%
Orange County Sanitation District Percentile	46
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Safety and Health Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 11,509	4/1/2020	unknown	unknown
2	City of Anaheim	Safety Administrator	$ 10,164	12/24/2021	7/8/2022	3.00%
3	Orange County Sanitation District	Senior Safety and Health Specialist	$ 10,079	7/2/2021		
4	City of Huntington Beach	Senior Risk Management Analyst	$ 9,904	1/1/2022	unknown	unknown
5	Orange County Water District	Health and Safety Specialist	$ 9,508	7/1/2021	7/1/2022	Unknown
6	Los Angeles County Sanitation Districts	Health and Safety Analyst II	$ 9,427	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Safety Engineering Associate II	$ 9,166	7/4/2021	6/19/2022	2.00%
8	Metropolitan Water District of Southern California	Occupational Health and Safety Specialist III	$ 9,107	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Safety Specialist	$ 8,634	7/1/2021	7/1/2022	CPI
10	County of Los Angeles, Public Works	Safety Officer II	$ 8,561	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Safety Analyst	$ 8,438	7/1/2021	7/1/2022	3.00%
12	City of San Diego	Safety Representative II	$ 5,663	7/1/2021	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	Eastern Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,098
% Orange County Sanitation District Above/Below	9.7%
Median of Comparators	$ 9,166
% Orange County Sanitation District Above/Below	9.1%
75th Percentile of Comparators	$ 9,706
% Orange County Sanitation District Above/Below	3.7%
Orange County Sanitation District Percentile	87
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Safety and Health Specialist	N/C	Safety Administrator	N/C	Senior Risk Management Analyst	N/C	Safety Engineering Associate II	Safety Representative II	Safety Officer II	Environmental Health and Safety Specialist II	N/C	Safety Analyst	Safety Specialist	N/C	Health and Safety Analyst II	Occupational Health and Safety Specialist III	Health and Safety Specialist	N/C
	Top Step	$ 10,079		$ 10,164		$ 9,904		$ 9,166	$ 5,663	$ 8,561	$ 11,509		$ 8,438	$ 8,634		$ 9,427	$ 9,107	$ 9,508	
Retirement	Retirement Formula	1.667%@57.5		2.7%@55		2.5%@55		2.16%@55	1.5%@55 to 2.6%@65		2.6%@62		2%@55	2%@60		2%@55	2%@55		
Retirement	Enhanced Formula Cost	$ 131		$ 722		$ 525		$ 275	$ 74		$ 150		$ 253	$ 112		$ 283	$ 273		
Retirement	Employee Paid Employer Contribution			$ -407		$ -99										$ -47			
Retirement	Employer Paid Member Contribution															$ 660	$ 637		
Retirement	EPMC Reported as Special Comp															$ 46	$ 45		
Retirement	12 Month Highest Salary			$ 71		$ 59		$ 46								$ 47	$ 46		
Retirement	Social Security										$ 714		$ 523						
Retirement	Deferred Compensation								$ 399	$ 342			$ 54	$ 345			$ 410	$ 163	
Retirement	Other Retirement									$ 918								$ 1,583	
Insurance	Cafeteria								$ 1,833	$ 1,455			$ 1,648						
Insurance	Health	$ 1,913		$ 2,787		$ 1,547		$ 1,841			$ 2,194			$ 2,064		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 116		$ 48			$ 212			$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 18		$ 9			$ 22			$ 24			$ 12	$ 19	
Insurance	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 582		$ 635		$ 952		$ 599	$ 479	$ 329	$ 664		$ 389	$ 498		$ 580	$ 525	$ 603	
Leaves	Holidays	$ 465		$ 430		$ 457		$ 494	$ 245	$ 395	$ 664		$ 487	$ 398		$ 435	$ 490	$ 402	
Leaves	Admin Leave	$ 194		$ 78		$ 286		$ 176	$ 87								$ 105		
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 3,920	$ 0	$ 4,372	$ 0	$ 3,940	$ 0	$ 3,489	$ 3,118	$ 3,515	$ 4,696	$ 0	$ 3,396	$ 3,664	$ 0	$ 3,895	$ 5,312	$ 4,917	$ 0

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Safety and Health Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 16,205	4/1/2020	unknown	unknown
2	City of Anaheim	Safety Administrator	$ 14,536	12/24/2021	7/8/2022	3.00%
3	Orange County Water District	Health and Safety Specialist	$ 14,425	7/1/2021	7/1/2022	Unknown
4	Metropolitan Water District of Southern California	Occupational Health and Safety Specialist III	$ 14,419	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Senior Safety and Health Specialist	$ 13,999	7/2/2021		
6	City of Huntington Beach	Senior Risk Management Analyst	$ 13,845	1/1/2022	unknown	unknown
7	Los Angeles County Sanitation Districts	Health and Safety Analyst II	$ 13,322	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Safety Engineering Associate II	$ 12,655	7/4/2021	6/19/2022	2.00%
9	Irvine Ranch Water District	Safety Specialist	$ 12,298	7/1/2021	7/1/2022	CPI
10	County of Los Angeles, Public Works	Safety Officer II	$ 12,076	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Safety Analyst	$ 11,835	7/1/2021	7/1/2022	3.00%
12	City of San Diego	Safety Representative II	$ 8,781	7/1/2021	7/1/2022	5.00%
13	Western Municipal Water District	N/C				
14	City of Irvine	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Eastern Municipal Water District	N/C				
18	City of Garden Grove	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,127
% Orange County Sanitation District Above/Below	6.2%
Median of Comparators	$ 13,322
% Orange County Sanitation District Above/Below	4.8%
75th Percentile of Comparators	$ 14,422
% Orange County Sanitation District Above/Below	-3.0%
Orange County Sanitation District Percentile	63
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Senior Staff Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Management Analyst II	$ 10,690	4/1/2020	unknown	unknown
2	Las Virgenes Municipal Water District	Management Analyst II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
3	Western Municipal Water District	Management Analyst II	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
4	Orange County Sanitation District	Senior Staff Analyst	$ 10,079	7/2/2021		
5	City of Huntington Beach	Senior Administrative Analyst	$ 10,005	1/1/2022	unknown	unknown
6	City of Irvine	Management Analyst II	$ 9,495	6/25/2021	6/25/2022	1.00%
7	Metropolitan Water District of Southern California	Administrative Analyst	$ 9,360	7/1/2021	unknown	unknown
8	Irvine Ranch Water District	Management Analyst	$ 9,138	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Management Analyst II	$ 9,135	12/19/2021	1/1/2023	unknown
10	City of Los Angeles Bureau of Sanitation	Management Analyst	$ 9,039	7/4/2021	6/19/2022	2.00%
11	City of Anaheim	Administrative Analyst	$ 8,780	12/24/2021	7/8/2022	3.00%
12	City of Garden Grove	Senior Administrative Analyst	$ 8,581	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Administrative Analyst	$ 8,270	7/1/2021	unknown	unknown
14	City of San Diego	Associate Management Analyst	$ 6,063	7/1/2021	7/1/2022	5.00%
15	Central Contra Costa Sanitary District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,181
% Orange County Sanitation District Above/Below	8.9%
Median of Comparators	$ 9,138
% Orange County Sanitation District Above/Below	9.3%
75th Percentile of Comparators	$ 10,005
% Orange County Sanitation District Above/Below	0.7%
Orange County Sanitation District Percentile	77
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Staff Analyst	N/C	Administrative Analyst	Senior Administrative Analyst	Senior Administrative Analyst	Management Analyst II	Management Analyst	Associate Management Analyst	Administrative Analyst	Management Analyst II	Management Analyst II	N/C	Management Analyst	Management Analyst II	N/C	Administrative Analyst	N/C	Management Analyst II
	Top Step	$ 10,079		$ 8,780	$ 8,581	$ 10,005	$ 9,495	$ 9,039	$ 6,063	$ 8,270	$ 10,690	$ 9,135		$ 9,138	$ 10,446		$ 9,360		$ 10,346
Retirement	Retirement Formula	1.667%@57.5		2.7%@55	2.5%@55	2.5%@55	2%@55	2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55		2%@60	2%@55		2%@55		2%@55
	Enhanced Formula Cost	$ 131		$ 623	$ 455	$ 530	$ 285	$ 271	$ 79		$ 139	$ 274		$ 119	$ 313		$ 281		$ 310
	Employee Paid Employer Contribution			$ -351		$ -100													
	Employer Paid Member Contribution																$ 655		
	EPMC Reported as Special Comp																$ 46		
	12 Month Highest Salary			$ 61	$ 51	$ 60		$ 45				$ 46			$ 52		$ 47		
	Social Security										$ 663				$ 648				$ 641
	Deferred Compensation						$ 380		$ 427	$ 331		$ 365		$ 366	$ 313		$ 421		$ 207
	Other Retirement						$ 190			$ 887		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,406									$ 2,491
	Health	$ 1,913		$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 2,064	$ 1,860		$ 2,619		
	Dental	$ 111		$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175		$ 150		
	Vision	$ 17				$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance					$ 29				$ 75	$ 76								
Leaves	Vacation	$ 582		$ 549	$ 495	$ 962	$ 730	$ 591	$ 513	$ 318	$ 617	$ 949		$ 527	$ 563		$ 540		$ 597
	Holidays	$ 465		$ 371	$ 516	$ 462	$ 511	$ 487	$ 262	$ 382	$ 617	$ 422		$ 422	$ 482		$ 504		$ 517
	Admin Leave	$ 194		$ 68	$ 165	$ 289	$ 548	$ 174	$ 93		$ 288						$ 108		$ 199
	Technology Allowance					$ 50								$ 93					
	Auto Allowance																		
	Other	$ 507																	
	Benefit Package Total	$ 3,920	$ 0	$ 4,164	$ 3,332	$ 3,962	$ 4,977	$ 3,467	$ 3,208	$ 3,398	$ 4,828	$ 4,435	$ 0	$ 3,743	$ 4,411	$ 0	$ 5,383	$ 0	$ 4,963

NOTES

1- OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Senior Staff Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Management Analyst II	$ 15,518	4/1/2020	unknown	unknown
2	Western Municipal Water District	Management Analyst II	$ 15,309	7/1/2021	7/1/2022	1.0 - 4.0%
3	Las Virgenes Municipal Water District	Management Analyst II	$ 14,858	1/1/2022	1/1/2023	1.5 - 4%
4	Metropolitan Water District of Southern California	Administrative Analyst	$ 14,743	7/1/2021	unknown	unknown
5	City of Irvine	Management Analyst II	$ 14,473	6/25/2021	6/25/2022	1.00%
6	Orange County Sanitation District	Senior Staff Analyst	$ 13,999	7/2/2021		
7	City of Huntington Beach	Senior Administrative Analyst	$ 13,967	1/1/2022	unknown	unknown
8	Eastern Municipal Water District	Management Analyst II	$ 13,570	12/19/2021	1/1/2023	unknown
9	City of Anaheim	Administrative Analyst	$ 12,944	12/24/2021	7/8/2022	3.00%
10	Irvine Ranch Water District	Management Analyst	$ 12,881	7/1/2021	7/1/2022	CPI
11	City of Los Angeles Bureau of Sanitation	Management Analyst	$ 12,506	7/4/2021	6/19/2022	2.00%
12	City of Garden Grove	Senior Administrative Analyst	$ 11,913	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Administrative Analyst	$ 11,668	7/1/2021	unknown	unknown
14	City of San Diego	Associate Management Analyst	$ 9,271	7/1/2021	7/1/2022	5.00%
15	Inland Empire Utilities Agency	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,355
% Orange County Sanitation District Above/Below	4.6%
Median of Comparators	$ 13,570
% Orange County Sanitation District Above/Below	3.1%
75th Percentile of Comparators	$ 14,743
% Orange County Sanitation District Above/Below	-5.3%
Orange County Sanitation District Percentile	59
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Source Control Inspector II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Inspector II	$ 10,625	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Specialist II	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Source Control Inspector II	$ 9,734	7/2/2021		
4	East Bay Municipal Utility District	Wastewater Control Inspector II	$ 8,994	4/1/2020	unknown	unknown
5	City of Los Angeles Bureau of Sanitation	Environmental Compliance Inspector	$ 8,451	1/19/2020	6/19/2022	2.00%
6	County of Los Angeles, Public Works	Waste Control Engineering Inspector	$ 8,129	7/1/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Industrial Waste Inspector II	$ 8,089	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Pretreatment and Source Control Inspector II	$ 8,037	7/1/2021	7/1/2022	3.00%
9	Eastern Municipal Water District	Source Control Inspector II	$ 7,892	12/19/2021	1/1/2023	unknown
10	City of San Diego	Wastewater Pretreatment Inspector II	$ 7,434	7/1/2021	7/1/2022	5.00%
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,666
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 8,129
% Orange County Sanitation District Above/Below	16.5%
75th Percentile of Comparators	$ 8,994
% Orange County Sanitation District Above/Below	7.6%
Orange County Sanitation District Percentile	82
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Source Control Inspector II	Environmental Compliance Inspector II	N/C	N/C	N/C	N/C	Environmental Compliance Inspector	Wastewater Pretreatment Inspector II	Waste Control Engineering Inspector	Wastewater Control Inspector II	Source Control Inspector II	Pretreatment and Source Control Inspector II	N/C	N/C	Industrial Waste Inspector II	N/C	N/C	Source Control Program Specialist II
	Top Step	$ 9,734	$ 10,625					$ 8,451	$ 7,434	$ 8,129	$ 8,994	$ 7,892	$ 8,037			$ 8,089			$ 10,346
Retirement	Retirement Formula	1.667%@57.5	2%@55					2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55			2%@55			2%@55
	Enhanced Formula Cost	$ 127	$ 319					$ 254	$ 97		$ 117	$ 237	$ 241			$ 243			$ 310
	Employee Paid Employer Contribution															$ -40			
	Employer Paid Member Contribution															$ 566			
	EPMC Reported as Special Comp															$ 40			
	12 Month Highest Salary		$ 53					$ 42				$ 39				$ 40			
	Social Security										$ 558		$ 498						$ 641
	Deferred Compensation		$ 659						$ 524	$ 325		$ 316	$ 54						
	Other Retirement									$ 871		$ 98							
Insurance	Cafeteria		$ 100						$ 1,833	$ 2,278			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128				$ 1,759			
	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134				$ 132			
	Vision	$ 17	$ 18					$ 9			$ 22	$ 19							
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 562	$ 654					$ 553	$ 629	$ 469	$ 519	$ 820	$ 371			$ 498			$ 597
	Holidays	$ 449	$ 531					$ 455	$ 322	$ 375	$ 519	$ 364	$ 510			$ 373			$ 517
	Admin Leave	$ 23	$ 41					$ 163	$ 114		$ 242								
	Technology Allowance																		
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,202	$ 5,567	$ 0	$ 0	$ 0	$ 0	$ 3,365	$ 3,519	$ 4,450	$ 4,459	$ 4,155	$ 3,364	$ 0	$ 0	$ 3,611	$ 0	$ 0	$ 4,557

NOTES

1 - OCSD's retirement is OCERS not PERS.
2 - Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3 - City of LA offers LACERS.
4 - City of San Diego offers San Diego City Employee Retirement System.
5 - County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6 - OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7 - City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8 - City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9 - OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10 - Inland Empire Utilities Agency offers a monthly wellness stipend.
11 - LA County offers a contribution to a Dependent Care Spending Account
12 - East Bay MUD provides $905 per year for flexible spending or to take as cash.
13 - OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Source Control Inspector II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Inspector II	$ 16,193	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Specialist II	$ 14,903	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Wastewater Control Inspector II	$ 13,453	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Source Control Inspector II	$ 12,936	7/2/2021		
5	County of Los Angeles, Public Works	Waste Control Engineering Inspector	$ 12,580	7/1/2021	unknown	unknown
6	Eastern Municipal Water District	Source Control Inspector II	$ 12,047	12/19/2021	1/1/2023	unknown
7	City of Los Angeles Bureau of Sanitation	Environmental Compliance Inspector	$ 11,816	1/19/2020	6/19/2022	2.00%
8	Los Angeles County Sanitation Districts	Industrial Waste Inspector II	$ 11,700	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Pretreatment and Source Control Inspector II	$ 11,401	7/1/2021	7/1/2022	3.00%
10	City of San Diego	Wastewater Pretreatment Inspector II	$ 10,953	7/1/2021	7/1/2022	5.00%
11	Irvine Ranch Water District	N/C				
12	City of Huntington Beach	N/C				
13	City of Anaheim	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,783
% Orange County Sanitation District Above/Below	1.2%
Median of Comparators	$ 12,047
% Orange County Sanitation District Above/Below	6.9%
75th Percentile of Comparators	$ 13,453
% Orange County Sanitation District Above/Below	-4.0%
Orange County Sanitation District Percentile	68
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Source Control Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Program Administrator	$ 14,215	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
3	Inland Empire Utilities Agency	Source Control/Environmental Resources Supervisor	$ 13,090	7/1/2021	7/1/2022	3.00%
4	Eastern Municipal Water District	Source Control Manager	$ 12,853	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Source Control Supervisor	$ 12,281	7/2/2021		
6	East Bay Municipal Utility District	Supervising Wastewater Control Inspector	$ 11,799	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	Supervising Industrial Waste Inspector II	$ 10,378	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Supervising Waste Control Engineering Inspector II	$ 10,377	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Senior Environmental Compliance Inspector	$ 9,415	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Supervising Wastewater Pretreatment Inspector	$ 9,006	7/1/2021	7/1/2022	5.00%
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,661
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 11,799
% Orange County Sanitation District Above/Below	3.9%
75th Percentile of Comparators	$ 13,090
% Orange County Sanitation District Above/Below	-6.6%
Orange County Sanitation District Percentile	56
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Source Control Supervisor	Environmental Compliance Program Administrator	N/C	N/C	N/C	N/C	Senior Environmental Compliance Inspector	Supervising Wastewater Pretreatment Inspector	Supervising Waste Control Engineering Inspector II	Supervising Wastewater Control Inspector	Source Control Manager	Source Control/Environmental Resources Supervisor	N/C	N/C	Supervising Industrial Waste Inspector II	N/C	N/C	Source Control Program Manager
	Top Step	$ 12,281	$ 14,215					$ 9,415	$ 9,006	$ 10,377	$ 11,799	$ 12,853	$ 13,090			$ 10,378			$ 13,816
Retirement	Retirement Formula	1.667%@57.5	2%@55					2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55			2%@55			2%@55
Retirement	Enhanced Formula Cost	$ 160	$ 426					$ 282	$ 117		$ 153	$ 386	$ 393			$ 311			$ 414
Retirement	Employee Paid Employer Contribution															$ -52			
Retirement	Employer Paid Member Contribution															$ 726			
Retirement	EPMC Reported as Special Comp															$ 51			
Retirement	12 Month Highest Salary		$ 71					$ 47				$ 64				$ 52			
Retirement	Social Security										$ 732		$ 760						$ 760
Retirement	Deferred Compensation		$ 881						$ 635	$ 415		$ 514	$ 54						$ 276
Retirement	Other Retirement									$ 1,112		$ 98							
Insurance	Cafeteria		$ 220						$ 1,833	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128				$ 1,759			
Insurance	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134				$ 132			
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19							
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 709	$ 875					$ 616	$ 762	$ 599	$ 681	$ 1,335	$ 604			$ 639			$ 797
Leaves	Holidays	$ 567	$ 711					$ 507	$ 390	$ 479	$ 681	$ 593	$ 856			$ 479			$ 691
Leaves	Admin Leave	$ 236	$ 164					$ 181	$ 139		$ 318								$ 266
	Technology Allowance																		
	Auto Allowance																		
	Other	$ 595																	
	Benefit Package Total	$ 4,307	$ 6,559	$ 0	$ 0	$ 0	$ 0	$ 3,532	$ 3,876	$ 5,015	$ 5,069	$ 5,272	$ 4,356	$ 0	$ 0	$ 4,097	$ 0	$ 0	$ 5,694

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Source Control Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Program Administrator	$ 20,774	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Manager	$ 19,510	7/1/2021	7/1/2022	1.0 - 4.0%
3	Eastern Municipal Water District	Source Control Manager	$ 18,124	12/19/2021	1/1/2023	unknown
4	Inland Empire Utilities Agency	Source Control/Environmental Resources Supervisor	$ 17,446	7/1/2021	7/1/2022	3.00%
5	East Bay Municipal Utility District	Supervising Wastewater Control Inspector	$ 16,868	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Source Control Supervisor	$ 16,588	7/2/2021		
7	County of Los Angeles, Public Works	Supervising Waste Control Engineering Inspector II	$ 15,392	7/1/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Supervising Industrial Waste Inspector II	$ 14,475	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Senior Environmental Compliance Inspector	$ 12,947	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Supervising Wastewater Pretreatment Inspector	$ 12,882	7/1/2021	7/1/2022	5.00%
11	Irvine Ranch Water District	N/C				
12	City of Huntington Beach	N/C				
13	Orange County Water District	N/C				
14	City of Irvine	N/C				
15	City of Garden Grove	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	City of Anaheim	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,491
% Orange County Sanitation District Above/Below	0.6%
Median of Comparators	$ 16,868
% Orange County Sanitation District Above/Below	-1.7%
75th Percentile of Comparators	$ 18,124
% Orange County Sanitation District Above/Below	-9.3%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Sorted by Top Monthly Salary
February 2022

Welder/Fabricator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Welder/Fabricator	$ 8,519	7/2/2021		
2	East Bay Municipal Utility District	Machining & Maintenance Worker III	$ 8,352	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Welder	$ 8,143	1/19/2020	6/19/2022	4.00%
4	Irvine Ranch Water District	Senior Maintenance Mechanic (Welder/Fabricator)	$ 8,132	7/1/2021	7/1/2022	CPI
5	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
6	Los Angeles County Sanitation Districts	Welder	$ 7,951	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
8	Eastern Municipal Water District	Fabrication Mechanic II	$ 7,516	12/19/2021	1/1/2023	unknown
9	Metropolitan Water District of Southern California	Operations and Maintenance Technician III-Welder/Fabricator	$ 7,308	7/1/2021	unknown	unknown
10	County of Los Angeles, Public Works	Welder	$ 7,279	7/1/2021	unknown	unknown
11	City of Garden Grove	Maintenance Repair Worker	$ 6,628	7/1/2021	unknown	unknown
12	City of Anaheim	Senior Welder Fabricator	$ 6,445	6/25/2021	unknown	unknown
13	City of San Diego	Welder	$ 4,936	7/1/2021	7/1/2022	4.00%
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,372
% Orange County Sanitation District Above/Below	13.5%
Median of Comparators	$ 7,585
% Orange County Sanitation District Above/Below	11.0%
75th Percentile of Comparators	$ 8,126
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	102
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Welder/Fabricator	N/C	Senior Welder Fabricator	Maintenance Repair Worker	N/C	N/C	Welder	Welder	Welder	Machining & Maintenance Worker III	Fabrication Mechanic II	Mechanic II	Senior Maintenance Mechanic (Welder/Fabricator)	N/C	Welder	Operations and Maintenance Technician III-Welder/Fabricator	N/C	Operations Technician III-Mechanical Services
	Top Step	$ 8,519		$ 6,445	$ 6,628			$ 8,143	$ 4,936	$ 7,279	$ 8,352	$ 7,516	$ 7,654	$ 8,132		$ 7,951	$ 7,308		$ 8,124
Retirement	Retirement Formula	1.667%@57.5		2.7%@55	2.5%@55			2.16%@55	1.5%@55 to 2.6%@65		2.6%@62	2%@55	2%@55	2%@60		2%@55	2%@55		2%@55
Retirement	Enhanced Formula Cost	$ 111		$ 451	$ 351			$ 244	$ 64		$ 109	$ 225	$ 230	$ 106		$ 239	$ 219		$ 244
Retirement	Employee Paid Employer Contribution			$ -258												$ -40			
Retirement	Employer Paid Member Contribution															$ 557	$ 512		
Retirement	EPMC Reported as Special Comp															$ 39	$ 36		
Retirement	12 Month Highest Salary			$ 45	$ 40			$ 41				$ 38				$ 40	$ 37		
Retirement	Social Security										$ 518		$ 475						$ 504
Retirement	Deferred Compensation								$ 348	$ 291		$ 301	$ 54	$ 325			$ 329		
Retirement	Other Retirement									$ 780		$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,813	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 2,064		$ 1,759	$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 737		$ 403	$ 382			$ 532	$ 418	$ 420	$ 482	$ 780	$ 353	$ 469		$ 489	$ 422		$ 469
Leaves	Holidays	$ 393		$ 248	$ 398			$ 438	$ 214	$ 336	$ 482	$ 347	$ 486	$ 375		$ 367	$ 394		$ 406
Leaves	Admin Leave							$ 157	$ 76								$ 84		
	Technology Allowance													$ 93					
	Auto Allowance																		
	Other																		
	Benefit Package Total	$ 3,282	$ 0	$ 3,732	$ 2,822	$ 0	$ 0	$ 3,329	$ 2,932	$ 4,237	$ 4,095	$ 4,071	$ 3,287	$ 3,585	$ 0	$ 3,582	$ 4,812	$ 0	$ 4,113

NOTES

1 - OCSD's retirement is OCERS not PERS.
2- Central Contra Costa Sanitation District offers Contra Costa County Employees Retirement Association (CCCERA).
3- City of LA offers LACERS.
4- City of San Diego offers San Diego City Employee Retirement System.
5- County of LA offers LACERA: Plan E is a non-contributory plan, meaning that there is no employee contribution and only an ER contribution of 10.72%.
6- OCWD offers a private 401(a) District retirement plan. District pays 3% of 7.65% of EE portion; in addition, the District also matches the full EE portion of 7.65% and contributes additional 6% once EE is vested in system after 5 years of service.
7- City of Irvine contributes 2-5% (depending on bargaining unit) into a Voluntary Employee Beneficiary Association Account or Retiree Health Savings Account.
8- City of San Diego has a Supplemental Pension Savings Plan and contributes up to 7.05% max match.
9- OCSD, City of Anaheim, and City of Huntington Beach offer select management classifications employer paid executive disability and/or physical exam benefits.
10- Inland Empire Utilities Agency offers a monthly wellness stipend.
11- LA County offers a contribution to a Dependent Care Spending Account
12- East Bay MUD provides $905 per year for flexible spending or to take as cash.
13- OCSD offers Professional, Supervisor, Management, and Executive classifications an Investment Incentive Salary benefit; contributions range from 4-6% plus an additional $1,250 per year.

Orange County Sanitation District
Appendix III: Market Compensation Findings – Plan B (Classic – Open) Sorted by Total Monthly Compensation
February 2022

Welder/Fabricator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Machining & Maintenance Worker III	$ 12,447	4/1/2020	unknown	unknown
2	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 12,237	7/1/2021	7/1/2022	1.0 - 4.0%
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician III-Welder/Fabricator	$ 12,120	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Welder/Fabricator	$ 11,801	7/2/2021		
5	Irvine Ranch Water District	Senior Maintenance Mechanic (Welder/Fabricator)	$ 11,717	7/1/2021	7/1/2022	CPI
6	Eastern Municipal Water District	Fabrication Mechanic II	$ 11,586	12/19/2021	1/1/2023	unknown
7	Los Angeles County Sanitation Districts	Welder	$ 11,533	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Welder	$ 11,516	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Welder	$ 11,472	1/19/2020	6/19/2022	4.00%
10	Inland Empire Utilities Agency	Mechanic II	$ 10,941	7/1/2021	7/1/2022	3.00%
11	City of Anaheim	Senior Welder Fabricator	$ 10,176	6/25/2021	unknown	unknown
12	City of Garden Grove	Maintenance Repair Worker	$ 9,450	7/1/2021	unknown	unknown
13	City of San Diego	Welder	$ 7,868	7/1/2021	7/1/2022	4.00%
14	City of Irvine	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of Huntington Beach	N/C				
17	Central Contra Costa Sanitary District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,089
% Orange County Sanitation District Above/Below	6.0%
Median of Comparators	$ 11,524
% Orange County Sanitation District Above/Below	2.3%
75th Percentile of Comparators	$ 11,818
% Orange County Sanitation District Above/Below	-0.1%
Orange County Sanitation District Percentile	75
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Appendix IV

Market Compensation Findings – Plan U (PEPRA)

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Supervisor	$ 13,260	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Accounting Systems Supervisor	$ 13,025	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Accounting Supervisor	$ 12,901	7/2/2021		
4	Western Municipal Water District	Accounting Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
5	Las Virgenes Municipal Water District	Accounting Supervisor	$ 12,821	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Accounting Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Financial Manager	$ 11,655	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Principal Accountant II	$ 10,819	1/19/2020	6/19/2022	2.00%
9	Irvine Ranch Water District	Accounting Supervisor	$ 10,589	7/1/2021	7/1/2022	CPI
10	Los Angeles County Sanitation Districts	Supervising Accountant	$ 10,328	7/1/2021	unknown	unknown
11	City of Huntington Beach	Principal Accountant	$ 10,206	1/1/2022	unknown	unknown
12	City of Anaheim	Principal Accountant	$ 10,164	12/24/2021	7/8/2022	3.00%
13	City of Irvine	Supervisor of Accounting Services	$ 10,020	6/25/2021	6/25/2022	1.00%
14	City of San Diego	Accountant IV	$ 9,542	7/1/2021	unknown	unknown
15	City of Garden Grove	Accounting Supervisor	$ 9,481	7/1/2021	unknown	unknown
16	County of Los Angeles, Public Works	Accounting Officer I	$ 7,221	7/1/2021	unknown	unknown
17	Orange County Water District	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,924
% Orange County Sanitation District Above/Below	15.3%
Median of Comparators	$ 10,589
% Orange County Sanitation District Above/Below	17.9%
75th Percentile of Comparators	$ 12,347
% Orange County Sanitation District Above/Below	4.3%
Orange County Sanitation District Percentile	88
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Accounting Supervisor**	Accounting Supervisor	Principal Accountant	Accounting Supervisor	Principal Accountant	Supervisor of Accounting Services	Principal Accountant II	Accountant IV	Accounting Officer I	Accounting Systems Supervisor	Financial Manager	Accounting Supervisor	Accounting Supervisor	Accounting Supervisor	Supervising Accountant	N/C	N/C	Accounting Supervisor
	Top Step	**$ 12,901**	$ 13,260	$ 10,164	$ 9,481	$ 10,206	$ 10,020	$ 10,819	$ 9,542	$ 7,221	$ 13,025	$ 11,655	$ 11,873	$ 10,589	$ 12,821	$ 10,328			$ 12,853
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62
	Employee Cost Sharing					$ -102													
	Social Security										$ 760		$ 736		$ 760				$ 760
	Deferred Compensation		$ 822				$ 200			$ 289		$ 583	$ 54	$ 424	$ 385				$ 257
	Other Retirement	**$ 620**					$ 401		$ 878			$ 98							
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,792	$ 2,235			$ 1,648						$ 2,491
	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759			
	Dental	**$ 111**	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132			
	Vision	**$ 17**	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5				
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 744**	$ 816	$ 635	$ 547	$ 981	$ 771	$ 707	$ 807	$ 417	$ 751	$ 1,210	$ 548	$ 611	$ 690	$ 636			$ 742
	Holidays	**$ 595**	$ 663	$ 430	$ 570	$ 471	$ 540	$ 583	$ 413	$ 333	$ 751	$ 538	$ 776	$ 489	$ 592	$ 477			$ 643
	Admin Leave	**$ 248**	$ 153	$ 78	$ 182	$ 294	$ 578	$ 208	$ 110		$ 351								$ 198
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 4,249**	**$ 5,885**	**$ 3,986**	**$ 2,949**	**$ 3,405**	**$ 4,823**	**$ 3,397**	**$ 4,000**	**$ 3,406**	**$ 5,118**	**$ 4,711**	**$ 3,804**	**$ 3,592**	**$ 4,466**	**$ 3,003**	**$ 0**	**$ 0**	**$ 5,089**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Accounting Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Supervisor	$ 19,145	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Accounting Systems Supervisor	$ 18,143	4/1/2020	unknown	unknown
3	Western Municipal Water District	Accounting Supervisor	$ 17,942	7/1/2021	7/1/2022	1.0 - 4.0%
4	Las Virgenes Municipal Water District	Accounting Supervisor	$ 17,287	1/1/2022	1/1/2023	1.5 - 4%
5	Orange County Sanitation District	Accounting Supervisor	$ 17,150	7/2/2021		
6	Eastern Municipal Water District	Financial Manager	$ 16,366	12/19/2021	1/1/2023	unknown
7	Inland Empire Utilities Agency	Accounting Supervisor	$ 15,677	7/1/2021	7/1/2022	3.00%
8	City of Irvine	Supervisor of Accounting Services	$ 14,844	6/25/2021	6/25/2022	1.00%
9	City of Los Angeles Bureau of Sanitation	Principal Accountant II	$ 14,216	1/19/2020	6/19/2022	2.00%
10	Irvine Ranch Water District	Accounting Supervisor	$ 14,181	7/1/2021	7/1/2022	CPI
11	City of Anaheim	Principal Accountant	$ 14,150	12/24/2021	7/8/2022	3.00%
12	City of Huntington Beach	Principal Accountant	$ 13,610	1/1/2022	unknown	unknown
13	City of San Diego	Accountant IV	$ 13,542	7/1/2021	unknown	unknown
14	Los Angeles County Sanitation Districts	Supervising Accountant	$ 13,331	7/1/2021	unknown	unknown
15	City of Garden Grove	Accounting Supervisor	$ 12,430	7/1/2021	unknown	unknown
16	County of Los Angeles, Public Works	Accounting Officer I	$ 10,627	7/1/2021	unknown	unknown
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,033
% Orange County Sanitation District Above/Below	12.3%
Median of Comparators	$ 14,216
% Orange County Sanitation District Above/Below	17.1%
75th Percentile of Comparators	$ 16,826
% Orange County Sanitation District Above/Below	1.9%
Orange County Sanitation District Percentile	78
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Accounting Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Accounting Technician	$ 7,950	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Accounting Technician II	$ 7,802	4/18/2021	unknown	unknown
3	City of Garden Grove	Accounting Technician	$ 7,615	7/1/2021	unknown	unknown
4	Metropolitan Water District of Southern California	Accounting Technician II	$ 7,107	7/1/2021	unknown	unknown
5	Western Municipal Water District	Accounting Technician II	$ 7,018	7/1/2021	7/1/2022	1.0 - 4.0%
6	Orange County Water District	Senior Accounting Clerk	$ 6,756	7/1/2021	7/1/2022	2.00%
7	Orange County Sanitation District	Accounting Technician	$ 6,722	7/2/2021		
8	Las Virgenes Municipal Water District	Accounting Technician-General	$ 6,642	1/1/2021	unknown	unknown
9	Irvine Ranch Water District	Senior Accounting Clerk	$ 6,591	7/1/2021	7/1/2022	CPI
10	City of Los Angeles Bureau of Sanitation	Accounting Clerk	$ 6,309	1/19/2020	6/19/2022	4.00%
11	Eastern Municipal Water District	Finance Technician II	$ 6,181	12/19/2021	1/1/2023	unknown
12	Los Angeles County Sanitation Districts	Accounting Assistant	$ 6,122	7/1/2021	unknown	unknown
13	City of Anaheim	Accounting Technician	$ 6,041	6/25/2021	unknown	unknown
14	City of Huntington Beach	Accounting Technician II	$ 5,904	1/1/2022	unknown	unknown
15	City of Irvine	Accounting Technician	$ 5,791	6/25/2021	6/25/2022	1.00%
16	Inland Empire Utilities Agency	Accounting Technician I	$ 5,713	7/1/2021	7/1/2022	3.00%
17	County of Los Angeles, Public Works	Accounting Technician I	$ 4,773	7/1/2021	unknown	unknown
18	City of San Diego	Senior Account Clerk	$ 4,037	7/1/2021	7/1/2022	5.00%

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,374
% Orange County Sanitation District Above/Below	5.2%
Median of Comparators	$ 6,309
% Orange County Sanitation District Above/Below	6.1%
75th Percentile of Comparators	$ 7,018
% Orange County Sanitation District Above/Below	-4.4%
Orange County Sanitation District Percentile	67
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Accounting Technician	Accounting Technician II	Accounting Technician	Accounting Technician	Accounting Technician II	Accounting Technician	Accounting Clerk	Senior Account Clerk	Accounting Technician I	Accounting Technician	Finance Technician II	Accounting Technician I	Senior Accounting Clerk	Accounting Technician-General	Accounting Assistant	Accounting Technician II	Senior Accounting Clerk	Accounting Technician II
	Top Step	$ 6,722	$ 7,802	$ 6,041	$ 7,615	$ 5,904	$ 5,791	$ 6,309	$ 4,037	$ 4,773	$ 7,950	$ 6,181	$ 5,713	$ 6,591	$ 6,642	$ 6,122	$ 7,107	$ 6,756	$ 7,018
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -59													
Retirement	Social Security										$ 493		$ 354		$ 412				$ 435
Retirement	Deferred Compensation		$ 484			$ 20	$ 116			$ 191		$ 309	$ 54	$ 264	$ 40		$ 320	$ 163	
Retirement	Other Retirement						$ 290		$ 371			$ 98						$ 1,125	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance							$ 10		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 388	$ 480	$ 378	$ 439	$ 568	$ 334	$ 413	$ 342	$ 275	$ 459	$ 642	$ 264	$ 380	$ 358	$ 377	$ 410	$ 429	$ 405
Leaves	Holidays	$ 310	$ 390	$ 232	$ 458	$ 272	$ 312	$ 340	$ 175	$ 220	$ 459	$ 285	$ 363	$ 304	$ 307	$ 283	$ 383	$ 286	$ 351
Leaves	Admin Leave	$ 16	$ 30				$ 223	$ 121	$ 62								$ 82		
Allow	Auto																		
Allow	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 2,755	$ 4,695	$ 3,453	$ 2,547	$ 2,693	$ 3,607	$ 2,783	$ 2,783	$ 3,053	$ 3,915	$ 3,616	$ 2,724	$ 3,017	$ 3,156	$ 2,551	$ 3,975	$ 4,167	$ 3,681

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Accounting Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accounting Technician II	$ 12,496	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Accounting Technician	$ 11,865	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Accounting Technician II	$ 11,082	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Accounting Clerk	$ 10,923	7/1/2021	7/1/2022	2.00%
5	Western Municipal Water District	Accounting Technician II	$ 10,699	7/1/2021	7/1/2022	1.0 - 4.0%
6	City of Garden Grove	Accounting Technician	$ 10,162	7/1/2021	unknown	unknown
7	Las Virgenes Municipal Water District	Accounting Technician-General	$ 9,798	1/1/2021	unknown	unknown
8	Eastern Municipal Water District	Finance Technician II	$ 9,797	12/19/2021	1/1/2023	unknown
9	Irvine Ranch Water District	Senior Accounting Clerk	$ 9,608	7/1/2021	7/1/2022	CPI
10	City of Anaheim	Accounting Technician	$ 9,493	6/25/2021	unknown	unknown
11	Orange County Sanitation District	Accounting Technician	$ 9,477	7/2/2021		
12	City of Irvine	Accounting Technician	$ 9,399	6/25/2021	6/25/2022	1.00%
13	City of Los Angeles Bureau of Sanitation	Accounting Clerk	$ 9,092	1/19/2020	6/19/2022	4.00%
14	Los Angeles County Sanitation Districts	Accounting Assistant	$ 8,673	7/1/2021	unknown	unknown
15	City of Huntington Beach	Accounting Technician II	$ 8,597	1/1/2022	unknown	unknown
16	Inland Empire Utilities Agency	Accounting Technician I	$ 8,437	7/1/2021	7/1/2022	3.00%
17	County of Los Angeles, Public Works	Accounting Technician I	$ 7,826	7/1/2021	unknown	unknown
18	City of San Diego	Senior Account Clerk	$ 6,820	7/1/2021	7/1/2022	5.00%

Summary Results	Total Monthly Comp
Average of Comparators	$ 9,692
% Orange County Sanitation District Above/Below	-2.3%
Median of Comparators	$ 9,608
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 10,699
% Orange County Sanitation District Above/Below	-12.9%
Orange County Sanitation District Percentile	43
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Administration Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administration Manager	$ 16,928	7/2/2021		
2	Central Contra Costa Sanitary District	Communications and Government Relations Manager	$ 16,708	4/18/2021	unknown	unknown
3	Western Municipal Water District[1]	[Director of Strategic Communications / Administrative Services Manager]	$ 16,568	7/1/2021	7/1/2022	1.0 - 4.0%
4	Eastern Municipal Water District	Director of Public and Governmental Affairs	$ 16,404	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Public Affairs and Communications Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Manager of External Affairs	$ 15,153	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	External Affairs Manager	$ 12,354	12/24/2021	7/8/2022	3.00%
8	Irvine Ranch Water District	Public Affairs Manager	$ 12,270	7/1/2021	7/1/2022	CPI
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	East Bay Municipal Utility District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 14,967
% Orange County Sanitation District Above/Below	11.6%
Median of Comparators	$ 15,314
% Orange County Sanitation District Above/Below	9.5%
75th Percentile of Comparators	$ 16,486
% Orange County Sanitation District Above/Below	2.6%
Orange County Sanitation District Percentile	101
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - Las Virgenes Municipal Water District: Public Affairs and Communications Manager reports to the Director of Engineering and External Affairs.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Administration Manager	Communications and Government Relations Manager	External Affairs Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Director of Public and Governmental Affairs	Manager of External Affairs	Public Affairs Manager	Public Affairs and Communications Manager	N/C	N/C	N/C	[Director of Strategic Communications / Administrative Services Manager]
	Top Step	$ 16,928	$ 16,708	$ 12,354								$ 16,404	$ 15,153	$ 12,270	$ 15,314				$ 16,568
Retirement	PEPRA	2.5%@67	2%@62	2%@62								2%@62	2%@62	2%@62	2%@62				2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security												$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,036									$ 820	$ 54	$ 491	$ 459				$ 331
Retirement	Other Retirement	$ 951										$ 98							
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787								$ 2,128		$ 1,824	$ 1,860				
Insurance	Dental	$ 111	$ 195	$ 56								$ 134		$ 128	$ 175				
Insurance	Vision	$ 17	$ 18									$ 19		$ 24	$ 5				
Insurance	Other Insurance	$ 100		$ 158									$ 42						
Leaves	Vacation	$ 977	$ 1,028	$ 772								$ 1,704	$ 699	$ 708	$ 825				$ 956
Leaves	Holidays	$ 781	$ 835	$ 523								$ 757	$ 1,107	$ 566	$ 707				$ 828
Leaves	Admin Leave	$ 326	$ 321	$ 95											$ 530				$ 319
Allow	Auto												$ 300						
Allow	Technology Allowance											$ 50		$ 93					
	Benefit Package Total	$ 5,375	$ 6,856	$ 4,391	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,711	$ 4,610	$ 3,834	$ 5,320	$ 0	$ 0	$ 0	$ 5,684

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Administration Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Communications and Government Relations Manager	$ 23,564	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Administration Manager	$ 22,303	7/2/2021		
3	Western Municipal Water District	[Director of Strategic Communications / Administrative Services Manager]	$ 22,253	7/1/2021	7/1/2022	1.0 - 4.0%
4	Eastern Municipal Water District	Director of Public and Governmental Affairs	$ 22,115	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Public Affairs and Communications Manager	$ 20,634	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	Manager of External Affairs	$ 19,763	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	External Affairs Manager	$ 16,745	12/24/2021	7/8/2022	3.00%
8	Irvine Ranch Water District	Public Affairs Manager	$ 16,104	7/1/2021	7/1/2022	CPI
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	East Bay Municipal Utility District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 20,168
% Orange County Sanitation District Above/Below	9.6%
Median of Comparators	$ 20,634
% Orange County Sanitation District Above/Below	7.5%
75th Percentile of Comparators	$ 22,184
% Orange County Sanitation District Above/Below	0.5%
Orange County Sanitation District Percentile	84
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administrative Assistant	$ 8,395	7/2/2021		
2	Central Contra Costa Sanitary District	Administrative Services Assistant	$ 8,213	4/18/2021	unknown	unknown
3	Western Municipal Water District	Administrative Assistant	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
4	Metropolitan Water District of Southern California	Administrative Secretary	$ 7,720	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Administrative Secretary II	$ 7,565	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Administrative Assistant II	$ 6,943	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Administrative Assistant	$ 6,777	1/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Secretary	$ 6,492	1/19/2020	6/19/2022	4.00%
9	Orange County Water District	Administrative Support Specialist	$ 6,436	7/1/2021	7/1/2022	2.00%
10	City of Irvine	Administrative Secretary	$ 6,313	6/25/2021	6/25/2022	1.00%
11	Los Angeles County Sanitation Districts	Secretary II	$ 6,183	7/1/2021	unknown	unknown
12	City of Anaheim	Executive Secretary	$ 6,169	1/7/2022	7/8/2022	3.00%
13	Eastern Municipal Water District	Administrative Assistant II	$ 5,888	12/19/2021	1/1/2023	unknown
14	City of Huntington Beach	Administrative Secretary	$ 5,730	1/1/2022	unknown	unknown
15	City of Garden Grove	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,782
% Orange County Sanitation District Above/Below	19.2%
Median of Comparators	$ 6,492
% Orange County Sanitation District Above/Below	22.7%
75th Percentile of Comparators	$ 7,565
% Orange County Sanitation District Above/Below	9.9%
Orange County Sanitation District Percentile	102
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Administrative Assistant	Administrative Services Assistant	Executive Secretary	N/C	Administrative Secretary	Administrative Secretary	Secretary	N/C	N/C	Administrative Secretary II	Administrative Assistant II	Administrative Assistant II	N/C	Administrative Assistant	Secretary II	Administrative Secretary	Administrative Support Specialist	Administrative Assistant
	Top Step	$ 8,395	$ 8,213	$ 6,169		$ 5,730	$ 6,313	$ 6,492			$ 7,565	$ 5,888	$ 6,943		$ 6,777	$ 6,183	$ 7,720	$ 6,436	$ 7,738
Retirement	PEPRA	2.5%@67	2%@62	2%@62		2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -57													
Retirement	Social Security										$ 469		$ 430		$ 420				$ 480
Retirement	Deferred Compensation		$ 509			$ 20	$ 253					$ 294	$ 54		$ 40		$ 347	$ 163	
Retirement	Other Retirement						$ 189					$ 98						$ 1,072	
Insurance	Cafeteria		$ 220										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance							$ 10			$ 76		$ 42						
Leaves	Vacation	$ 484	$ 505	$ 386		$ 551	$ 486	$ 424			$ 436	$ 611	$ 320		$ 365	$ 380	$ 445	$ 408	$ 446
Leaves	Holidays	$ 387	$ 411	$ 261		$ 264	$ 340	$ 350			$ 436	$ 272	$ 401		$ 313	$ 285	$ 416	$ 272	$ 387
Leaves	Admin Leave	$ 20	$ 95	$ 47			$ 243	$ 125									$ 89		
Allow	Auto																		
Allow	Technology Allowance					$ 50													
	Benefit Package Total	$ 2,933	$ 4,951	$ 3,537	$ 0	$ 2,670	$ 3,844	$ 2,808	$ 0	$ 0	$ 3,846	$ 3,557	$ 2,895	$ 0	$ 3,178	$ 2,557	$ 4,078	$ 4,080	$ 3,804

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Administrative Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Administrative Services Assistant	$ 13,163	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Administrative Secretary	$ 11,798	7/1/2021	unknown	unknown
3	Western Municipal Water District	Administrative Assistant	$ 11,541	7/1/2021	7/1/2022	1.0 - 4.0%
4	East Bay Municipal Utility District	Administrative Secretary II	$ 11,411	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Administrative Assistant	$ 11,327	7/2/2021		
6	Orange County Water District	Administrative Support Specialist	$ 10,516	7/1/2021	7/1/2022	2.00%
7	City of Irvine	Administrative Secretary	$ 10,156	6/25/2021	6/25/2022	1.00%
8	Las Virgenes Municipal Water District	Administrative Assistant	$ 9,955	1/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Administrative Assistant II	$ 9,838	7/1/2021	7/1/2022	3.00%
10	City of Anaheim	Executive Secretary	$ 9,706	1/7/2022	7/8/2022	3.00%
11	Eastern Municipal Water District	Administrative Assistant II	$ 9,445	12/19/2021	1/1/2023	unknown
12	City of Los Angeles Bureau of Sanitation	Secretary	$ 9,300	1/19/2020	6/19/2022	4.00%
13	Los Angeles County Sanitation Districts	Secretary II	$ 8,740	7/1/2021	unknown	unknown
14	City of Huntington Beach	Administrative Secretary	$ 8,400	1/1/2022	unknown	unknown
15	City of Garden Grove	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,306
% Orange County Sanitation District Above/Below	9.0%
Median of Comparators	$ 9,955
% Orange County Sanitation District Above/Below	12.1%
75th Percentile of Comparators	$ 11,411
% Orange County Sanitation District Above/Below	-0.7%
Orange County Sanitation District Percentile	74
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Assistant Clerk of the Board						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation[1]	[Records Management Officer / Legislative Assistant]	$ 12,360	7/4/2001	6/19/2022	4.00%
2	City of Irvine[2]	[Assistant City Clerk / Municipal Records Administrator]	$ 10,020	6/25/2021	6/25/2022	1.00%
3	Orange County Sanitation District	Assistant Clerk of the Board	$ 9,594	7/2/2021		
4	Orange County Water District	Assistant District Secretary	$ 9,508	7/1/2021	7/1/2022	unknown
5	City of Huntington Beach[3]	Assistant City Clerk	$ 9,331	1/1/2022	unknown	unknown
6	Central Contra Costa Sanitary District	Assistant to the Secretary to the District	$ 9,036	4/18/2021	unknown	unknown
7	Eastern Municipal Water District[2]	[Deputy Board Secretary II / Records Management Supervisor/Contracts Specialist I]	$ 8,700	12/19/2021	1/1/2023	unknown
8	City of Anaheim[1]	[Assistant City Clerk / Records & Information Manager]	$ 8,372	12/24/2021	7/8/2022	3.00%
9	County of Los Angeles, Public Works[1]	[Senior Board Specialist / Public Works Records Manager]	$ 8,194	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Deputy Secretary to Boards of Directors	$ 7,854	7/1/2021	unknown	unknown
11	City of Garden Grove	N/C				
12	City of San Diego	N/C				
13	East Bay Municipal Utility District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,264
% Orange County Sanitation District Above/Below	3.4%
Median of Comparators	$ 9,036
% Orange County Sanitation District Above/Below	5.8%
75th Percentile of Comparators	$ 9,508
% Orange County Sanitation District Above/Below	0.9%
Orange County Sanitation District Percentile	77
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2- Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - City of Huntington Beach: Assistant City Clerk requires an Associate's degree and 5 years of experience (Bachelor's degree may substitute for up to 2 years of experience).

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Assistant Clerk of the Board	Assistant to the Secretary to the District	[Assistant City Clerk / Records & Information Manager]	N/C	Assistant City Clerk	[Assistant City Clerk/ Municipal Records Administrator]	[Records Management Officer / Legislative Assistant]	N/C	[Senior Board Specialist / Public Works Records Manager]	N/C	[Deputy Board Secretary II/ Records Management Supervisor/Contracts Specialist I]	N/C	N/C	N/C	Deputy Secretary to Boards of Directors	N/C	Assistant District Secretary	N/C
	Top Step	$ 9,594	$ 9,036	$ 8,372		$ 9,331	$ 10,020	$ 12,360		$ 8,194		$ 8,700				$ 7,854		$ 9,508	
Retirement	PEPRA	2.5%@67	2%@62	2%@62		2%@62	2%@62	1.5%@60				2%@62				2%@62			
	Employee Cost Sharing					$ -93													
	Social Security																		
	Deferred Compensation		$ 560				$ 200			$ 328		$ 435						$ 163	
	Other Retirement	$ 488					$ 401					$ 98						$ 1,583	
Insurance	Cafeteria		$ 220							$ 1,393									
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841				$ 2,128				$ 1,759		$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48				$ 134				$ 132		$ 128	
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9				$ 19						$ 19	
	Other Insurance	$ 100		$ 158		$ 29				$ 75									
Leaves	Vacation	$ 830	$ 556	$ 523		$ 897	$ 771	$ 1,188		$ 315		$ 903				$ 483		$ 603	
	Holidays	$ 443	$ 452	$ 354		$ 431	$ 540	$ 666		$ 378		$ 402				$ 362		$ 402	
	Admin Leave	$ 185	$ 104	$ 64		$ 269	$ 578	$ 475											
Allow	Auto																		
	Technology Allowance					$ 50													
	Benefit Package Total	$ 4,087	$ 5,103	$ 3,943	$ 0	$ 3,263	$ 4,823	$ 4,228	$ 0	$ 2,489	$ 0	$ 4,120	$ 0	$ 0	$ 0	$ 2,737	$ 0	$ 4,917	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Assistant Clerk of the Board						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	[Records Management Officer / Legislative Assistant]	$ 16,588	7/4/2001	6/19/2022	4.00%
2	City of Irvine	[Assistant City Clerk/ Municipal Records Administrator]	$ 14,844	6/25/2021	6/25/2022	1.00%
3	Orange County Water District	Assistant District Secretary	$ 14,425	7/1/2021	7/1/2022	Unknown
4	Central Contra Costa Sanitary District	Assistant to the Secretary to the District	$ 14,139	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Assistant Clerk of the Board	$ 13,681	7/2/2021		
6	Eastern Municipal Water District	[Deputy Board Secretary II/ Records Management Supervisor/Contracts Specialist I]	$ 12,819	12/19/2021	1/1/2023	unknown
7	City of Huntington Beach	Assistant City Clerk	$ 12,594	1/1/2022	unknown	unknown
8	City of Anaheim	[Assistant City Clerk / Records & Information Manager]	$ 12,315	12/24/2021	7/8/2022	3.00%
9	County of Los Angeles, Public Works	[Senior Board Specialist / Public Works Records Manager]	$ 10,683	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Deputy Secretary to Boards of Directors	$ 10,591	7/1/2021	unknown	unknown
11	City of Garden Grove	N/C				
12	City of San Diego	N/C				
13	East Bay Municipal Utility District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,222
% Orange County Sanitation District Above/Below	3.4%
Median of Comparators	$ 12,819
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 14,425
% Orange County Sanitation District Above/Below	-5.4%
Orange County Sanitation District Percentile	58
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Assistant General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	$ 26,551	7/1/2021	unknown	unknown
2	Western Municipal Water District	Deputy General Manager	$ 25,719	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Assistant General Manager	$ 25,132	7/2/2021		
4	Inland Empire Utilities Agency	Deputy General Manager	$ 22,387	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Assistant City Manager	$ 20,968	6/25/2021	6/25/2022	1.00%
6	City of Garden Grove	Assistant City Manager	$ 20,811	7/1/2021	unknown	unknown
7	City of Huntington Beach	Assistant City Manager	$ 18,429	11/2/2020	unknown	unknown
8	Central Contra Costa Sanitary District	N/C				
9	City of Anaheim	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 22,478
% Orange County Sanitation District Above/Below	10.6%
Median of Comparators	$ 21,678
% Orange County Sanitation District Above/Below	13.7%
75th Percentile of Comparators	$ 24,886
% Orange County Sanitation District Above/Below	1.0%
Orange County Sanitation District Percentile	76
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Assistant General Manager**	N/C	N/C	Assistant City Manager	Assistant City Manager	Assistant City Manager	N/C	N/C	N/C	N/C	N/C	Deputy General Manager	N/C	N/C	Assistant Chief Engineer and Assistant General Manager	N/C	N/C	Deputy General Manager
	Top Step	**$ 25,132**			$ 20,811	$ 18,429	$ 20,968						$ 22,387			$ 26,551			$ 25,719
Retirement	PEPRA	**2.5%@67**			2%@62	2%@62	2%@62						2%@62			2%@62			2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security												$ 760						$ 760
Retirement	Deferred Compensation	**$ 200**					$ 839						$ 54						$ 514
Retirement	Other Retirement	**$ 1,612**					$ 419												
Insurance	Cafeteria				$ 1,650								$ 1,648						$ 2,491
Insurance	Health	**$ 1,913**				$ 1,514	$ 2,286									$ 1,759			
Insurance	Dental	**$ 111**				$ 122	$ 41									$ 132			
Insurance	Vision	**$ 17**					$ 7												
Insurance	Other Insurance	**$ 100**				$ 29							$ 42						
Leaves	Vacation	**$ 2,175**			$ 1,201	$ 1,772	$ 1,613						$ 1,292			$ 1,634			$ 1,484
Leaves	Holidays	**$ 1,160**			$ 1,251	$ 709	$ 1,129						$ 1,292			$ 1,225			$ 1,286
Leaves	Admin Leave	**$ 483**			$ 400	$ 709	$ 1,321						$ 517						$ 495
Allow	Auto	**$ 500**			$ 868	$ 500	$ 550									$ 450			
Allow	Technology Allowance					$ 50	$ 100												
	Benefit Package Total	**$ 8,271**	**$ 0**	**$ 0**	**$ 5,370**	**$ 5,405**	**$ 8,304**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 5,603**	**$ 0**	**$ 0**	**$ 5,201**	**$ 0**	**$ 0**	**$ 7,029**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Assistant General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Assistant General Manager	$ 33,403	7/2/2021		
2	Western Municipal Water District	Deputy General Manager	$ 32,748	7/1/2021	7/1/2022	1.0 - 4.0%
3	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	$ 31,752	7/1/2021	unknown	unknown
4	City of Irvine	Assistant City Manager	$ 29,272	6/25/2021	6/25/2022	1.00%
5	Inland Empire Utilities Agency	Deputy General Manager	$ 27,990	7/1/2021	7/1/2022	3.00%
6	City of Garden Grove	Assistant City Manager	$ 26,181	7/1/2021	unknown	unknown
7	City of Huntington Beach	Assistant City Manager	$ 23,833	11/2/2020	unknown	unknown
8	Central Contra Costa Sanitary District	N/C				
9	City of Anaheim	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 28,629
% Orange County Sanitation District Above/Below	14.3%
Median of Comparators	$ 28,631
% Orange County Sanitation District Above/Below	14.3%
75th Percentile of Comparators	$ 31,132
% Orange County Sanitation District Above/Below	6.8%
Orange County Sanitation District Percentile	102
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Automotive/Heavy Equipment Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District[1]	Vehicle and Equipment Mechanic	$ 9,667	4/18/2021	unknown	unknown
2	Los Angeles County Sanitation Districts[5]	[Heavy Equipment Mechanic / Auto Mechanic / Diesel Equipment Mechanic]	$ 8,841	7/1/2021	unknown	unknown
3	Orange County Water District	Senior Auto & Equipment Mechanic	$ 8,624	7/1/2021	7/1/2022	2.00%
4	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Fleet	$ 8,609	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Heavy Equipment Mechanic	$ 8,556	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Automotive/Heavy Equipment Technician	$ 8,519	7/2/2021		
7	City of Los Angeles Bureau of Sanitation[5]	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	$ 8,375	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	Senior Vehicle Equipment Maintenance Mechanic	$ 8,132	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Fleet Services Technician II	$ 7,516	12/19/2021	1/1/2023	unknown
10	City of Huntington Beach[3]	Mechanic III	$ 7,062	1/1/2022	unknown	unknown
11	City of Irvine[4]	Senior Equipment Mechanic	$ 6,836	6/25/2021	6/25/2022	1.00%
12	City of Garden Grove	Equipment Mechanic	$ 6,829	7/1/2021	unknown	unknown
13	City of Anaheim[2]	Vehicle Technician III	$ 6,412	6/25/2021	unknown	unknown
14	County of Los Angeles, Public Works	Power Equipment Technician	$ 6,323	7/1/2021	unknown	unknown
15	City of San Diego	Fleet Technician	$ 5,174	7/1/2021	7/1/2022	4.00%
16	Western Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,640
% Orange County Sanitation District Above/Below	10.3%
Median of Comparators	$ 7,824
% Orange County Sanitation District Above/Below	8.2%
75th Percentile of Comparators	$ 8,596
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: Vehicle and Equipment Mechanic requires Class A Driver's License with special endorsements.
2 - City of Anaheim: Vehicle Technician III requires Class A Driver's License with endorsements and at least 2 Automotive Service Excellence (ASE) certifications in the area of Automotive or Medium/Heavy Truck.
3 - City of Huntington Beach: Mechanic III requires Class A or B Driver's License.
4 - City of Irvine: Senior Equipment Mechanic requires Air Conditioning Mechanic certification; Class B Driver's License is not required.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Automotive/Heavy Equipment Technician	Vehicle and Equipment Mechanic	Vehicle Technician III	Equipment Mechanic	Mechanic III	Senior Equipment Mechanic	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	Fleet Technician	Power Equipment Technician	Heavy Equipment Mechanic	Fleet Services Technician II	N/C	Senior Vehicle Equipment Maintenance Mechanic	N/C	[Heavy Equipment Mechanic/ Auto Mechanic/ Diesel Equipment Mechanic]	Operations and Maintenance Technician IV-Fleet	Senior Auto & Equipment Mechanic	N/C
	Top Step	$ 8,519	$ 9,667	$ 6,412	$ 6,829	$ 7,062	$ 6,836	$ 8,375	$ 5,174	$ 6,323	$ 8,556	$ 7,516		$ 8,132		$ 8,841	$ 8,609	$ 8,624	
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62		2%@62		2%@62	2%@62		
Retirement	Employee Cost Sharing					$ -71													
Retirement	Social Security										$ 530								
Retirement	Deferred Compensation		$ 599			$ 20	$ 137			$ 253		$ 376		$ 325			$ 387	$ 163	
Retirement	Other Retirement						$ 342		$ 476			$ 98						$ 1,436	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,278									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance							$ 18		$ 75	$ 76								
Leaves	Vacation	$ 737	$ 595	$ 401	$ 394	$ 679	$ 394	$ 548	$ 438	$ 365	$ 494	$ 780		$ 469		$ 544	$ 497	$ 547	
Leaves	Holidays	$ 393	$ 483	$ 247	$ 410	$ 326	$ 368	$ 451	$ 224	$ 292	$ 494	$ 347		$ 375		$ 408	$ 464	$ 365	
Leaves	Admin Leave		$ 37				$ 263	$ 161	$ 80								$ 99		
Allow	Auto																		
Allow	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 3,171	$ 5,025	$ 3,490	$ 2,454	$ 2,846	$ 3,837	$ 3,076	$ 3,030	$ 3,319	$ 4,022	$ 3,883	$ 0	$ 3,239	$ 0	$ 2,843	$ 4,228	$ 4,676	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Automotive/Heavy Equipment Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Vehicle and Equipment Mechanic	$ 14,692	4/18/2021	unknown	unknown
2	Orange County Water District	Senior Auto & Equipment Mechanic	$ 13,300	7/1/2021	7/1/2022	2.00%
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Fleet	$ 12,837	7/1/2021	unknown	unknown
4	East Bay Municipal Utility District	Heavy Equipment Mechanic	$ 12,578	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Automotive/Heavy Equipment Technician	$ 11,690	7/2/2021		
6	Los Angeles County Sanitation Districts	[Heavy Equipment Mechanic/ Auto Mechanic/ Diesel Equipment Mechanic]	$ 11,684	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	[Equipment Mechanic / Heavy Duty Equipment Mechanic]	$ 11,452	1/19/2020	6/19/2022	4.00%
8	Eastern Municipal Water District	Fleet Services Technician II	$ 11,399	12/19/2021	1/1/2023	unknown
9	Irvine Ranch Water District	Senior Vehicle Equipment Maintenance Mechanic	$ 11,371	7/1/2021	7/1/2022	CPI
10	City of Irvine	Senior Equipment Mechanic	$ 10,674	6/25/2021	6/25/2022	1.00%
11	City of Huntington Beach	Mechanic III	$ 9,908	1/1/2022	unknown	unknown
12	City of Anaheim	Vehicle Technician III	$ 9,902	6/25/2021	unknown	unknown
13	County of Los Angeles, Public Works	Power Equipment Technician	$ 9,642	7/1/2021	unknown	unknown
14	City of Garden Grove	Equipment Mechanic	$ 9,283	7/1/2021	unknown	unknown
15	City of San Diego	Fleet Technician	$ 8,204	7/1/2021	7/1/2022	4.00%
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,209
% Orange County Sanitation District Above/Below	4.1%
Median of Comparators	$ 11,385
% Orange County Sanitation District Above/Below	2.6%
75th Percentile of Comparators	$ 12,355
% Orange County Sanitation District Above/Below	-5.7%
Orange County Sanitation District Percentile	69
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Chief Plant Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Unit Manager V - Water Treatment Plant	$ 17,834	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Wastewater Treatment Superintendent	$ 15,477	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District[1]	Superintendent - Operations and Maintenance	$ 14,215	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Water Reclamation Plant Manager	$ 14,170	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Operations	$ 13,744	7/1/2021	7/1/2022	3.00%
6	City of Anaheim[2]	Water Systems Operations Superintendent	$ 13,621	12/24/2021	7/8/2022	3.00%
7	Orange County Sanitation District	Chief Plant Operator	$ 13,556	7/2/2021		
8	Irvine Ranch Water District	Operations Manager	$ 13,196	7/1/2021	7/1/2022	CPI
9	City of San Diego	Wastewater Chief Plant Operator	$ 12,224	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Assistant Superintendent of Treatment Plant Operations	$ 11,454	7/1/2021	unknown	unknown
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,993
% Orange County Sanitation District Above/Below	-3.2%
Median of Comparators	$ 13,744
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 14,215
% Orange County Sanitation District Above/Below	-4.9%
Orange County Sanitation District Percentile	36
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: For Collection Systems, requires Grade IV Collection System Maintenance certificate. For Plant Maintenance and Pump Stations, certifications are not required.
2 - City of Anaheim: Water Systems Operations Superintendent possesses a T5 Water Treatment Operator and a D3 Water Distribution Operator certificates.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Chief Plant Operator**	Superintendent - Operations and Maintenance	Water Systems Operations Superintendent	N/C	N/C	N/C	N/C	Wastewater Chief Plant Operator	N/C	Wastewater Treatment Superintendent	Water Reclamation Plant Manager	Deputy Manager of Operations	Operations Manager	N/C	Assistant Superintendent of Treatment Plant Operations	Unit Manager - Water Treatment Plant	N/C	N/C
	Top Step	**$ 13,556**	$ 14,215	$ 13,621					$ 12,224		$ 15,477	$ 14,170	$ 13,744	$ 13,196		$ 11,454	$ 17,834		
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62							2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security										$ 760		$ 760						
	Deferred Compensation		$ 881									$ 709	$ 54	$ 528			$ 803		
	Other Retirement	**$ 646**							$ 1,125			$ 98							
Insurance	Cafeteria		$ 220						$ 1,792				$ 1,648						
	Health	**$ 1,913**	$ 2,998	$ 2,787							$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619		
	Dental	**$ 111**	$ 195	$ 56							$ 212	$ 134		$ 128		$ 132	$ 150		
	Vision	**$ 17**	$ 18								$ 22	$ 19		$ 24			$ 12		
	Other Insurance			$ 158							$ 76		$ 42						
Leaves	Vacation	**$ 782**	$ 875	$ 851					$ 1,034		$ 893	$ 1,472	$ 634	$ 761		$ 705	$ 1,029		
	Holidays	**$ 626**	$ 711	$ 576					$ 529		$ 893	$ 654	$ 1,004	$ 609		$ 529	$ 960		
	Admin Leave	**$ 261**	$ 164	$ 105					$ 141		$ 417						$ 206		
Allow	Auto												$ 250						
	Technology Allowance													$ 93					
	Benefit Package Total	**$ 4,356**	**$ 6,061**	**$ 4,533**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 4,621**	**$ 0**	**$ 5,467**	**$ 5,214**	**$ 4,392**	**$ 3,967**	**$ 0**	**$ 3,125**	**$ 5,778**	**$ 0**	**$ 0**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Chief Plant Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Unit Manager - Water Treatment Plant	$ 23,612	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Wastewater Treatment Superintendent	$ 20,944	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District	Superintendent - Operations and Maintenance	$ 20,277	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Water Reclamation Plant Manager	$ 19,384	12/19/2021	1/1/2023	unknown
5	City of Anaheim[2]	Water Systems Operations Superintendent	$ 18,154	12/24/2021	7/8/2022	3.00%
6	Inland Empire Utilities Agency	Deputy Manager of Operations	$ 18,136	7/1/2021	7/1/2022	3.00%
7	Orange County Sanitation District	Chief Plant Operator	$ 17,912	7/2/2021		
8	Irvine Ranch Water District	Operations Manager	$ 17,163	7/1/2021	7/1/2022	CPI
9	City of San Diego	Wastewater Chief Plant Operator	$ 16,845	7/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Assistant Superintendent of Treatment Plant Operations	$ 14,579	7/1/2021	unknown	unknown
11	City of Huntington Beach	N/C				
12	Orange County Water District	N/C				
13	County of Los Angeles, Public Works	N/C				
14	City of Irvine	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	City of Garden Grove	N/C				
17	Western Municipal Water District	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,788
% Orange County Sanitation District Above/Below	-4.9%
Median of Comparators	$ 18,154
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 20,277
% Orange County Sanitation District Above/Below	-13.2%
Orange County Sanitation District Percentile	35
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Clerk of the Board						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Secretary of the District	$ 15,582	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California[1]	[Board Executive Secretary / Team Manager - Records Management]	$ 14,002	7/1/2021	unknown	unknown
3	Inland Empire Utilities Agency	Board Secretary/Office Manager	$ 13,744	7/1/2021	7/1/2022	3.00%
4	Central Contra Costa Sanitary District	Secretary of the District	$ 13,566	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Clerk of the Board	$ 13,556	7/2/2021		
6	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	$ 12,801	1/1/2022	1/1/2023	1.5 - 4%
7	Orange County Water District	District Secretary	$ 12,079	7/1/2021	7/1/2022	unknown
8	Los Angeles County Sanitation Districts	Secretary to the Board of Directors	$ 11,454	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	District Secretary	$ 10,589	7/1/2021	7/1/2022	CPI
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	City of San Diego	N/C				
16	County of Los Angeles, Public Works	N/C				
17	Eastern Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,977
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 13,183
% Orange County Sanitation District Above/Below	2.8%
75th Percentile of Comparators	$ 13,809
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	57
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Clerk of the Board	Secretary of the District	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Secretary of the District	N/C	Board Secretary/Office Manager	District Secretary	Executive Assistant/Clerk of the Board	Secretary to the Board of Directors	[Board Executive Secretary / Team Manager - Records Management]	District Secretary	N/C
	Top Step	$ 13,556	$ 13,566								$ 15,582		$ 13,744	$ 10,589	$ 12,801	$ 11,454	$ 14,002	$ 12,079	
Retirement	PEPRA	2.5%@67	2%@62								2.5%@67		2%@62	2%@62	2%@62	2%@62	2%@62		
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760		$ 760		$ 760				
Retirement	Deferred Compensation		$ 841										$ 54	$ 424	$ 384		$ 630	$ 163	
Retirement	Other Retirement	$ 646																$ 2,011	
Insurance	Cafeteria		$ 425										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998								$ 2,194			$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195								$ 212			$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18								$ 22			$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100									$ 76		$ 42						
Leaves	Vacation	$ 1,173	$ 835								$ 899		$ 634	$ 611	$ 689	$ 705	$ 808	$ 767	
Leaves	Holidays	$ 626	$ 678								$ 899		$ 1,004	$ 489	$ 591	$ 529	$ 754	$ 511	
Leaves	Admin Leave	$ 261	$ 522								$ 420				$ 443		$ 162		
Allow	Auto												$ 300			$ 450			
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 4,847	$ 6,512	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,482	$ 0	$ 4,442	$ 3,592	$ 4,907	$ 3,575	$ 5,134	$ 5,617	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Clerk of the Board						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Secretary of the District	$ 21,064	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Secretary of the District	$ 20,078	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California	[Board Executive Secretary / Team Manager - Records Management]	$ 19,136	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Clerk of the Board	$ 18,403	7/2/2021		
5	Inland Empire Utilities Agency	Board Secretary/Office Manager	$ 18,186	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Executive Assistant/Clerk of the Board	$ 17,708	1/1/2022	1/1/2023	1.5 - 4%
7	Orange County Water District	District Secretary	$ 17,696	7/1/2021	7/1/2022	Unknown
8	Los Angeles County Sanitation Districts	Secretary to the Board of Directors	$ 15,029	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	District Secretary	$ 14,181	7/1/2021	7/1/2022	CPI
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	City of San Diego	N/C				
16	County of Los Angeles, Public Works	N/C				
17	Eastern Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 17,885
% Orange County Sanitation District Above/Below	2.8%
Median of Comparators	$ 17,947
% Orange County Sanitation District Above/Below	2.5%
75th Percentile of Comparators	$ 19,372
% Orange County Sanitation District Above/Below	-5.3%
Orange County Sanitation District Percentile	60
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Construction Inspection Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Supervising Construction Inspector	$ 12,393	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Development Services Supervisor	$ 12,331	4/18/2021	unknown	unknown
3	Orange County Sanitation District	Construction Inspection Supervisor	$ 12,281	7/2/2021		
4	Eastern Municipal Water District	Construction and Safety Inspection Supervisor	$ 11,655	12/19/2021	1/1/2023	unknown
5	City of Los Angeles Bureau of Sanitation	Principal Construction Inspector	$ 11,637	1/19/2020	6/19/2022	2.00%
6	Los Angeles County Sanitation Districts	Supervising Construction Inspector	$ 11,481	7/1/2021	unknown	unknown
7	City of Irvine	Construction Inspection Supervisor	$ 10,020	6/25/2021	6/25/2022	1.00%
8	Irvine Ranch Water District	Construction Inspection Supervisor	$ 9,970	7/1/2021	7/1/2022	CPI
9	County of Los Angeles, Public Works	Head Construction Inspector	$ 9,755	7/1/2021	unknown	unknown
10	City of Anaheim	Construction Inspection Supervisor	$ 9,219	12/24/2021	7/8/2022	3.00%
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of San Diego	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Metropolitan Water District of Southern California[1]	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,940
% Orange County Sanitation District Above/Below	10.9%
Median of Comparators	$ 11,481
% Orange County Sanitation District Above/Below	6.5%
75th Percentile of Comparators	$ 11,655
% Orange County Sanitation District Above/Below	5.1%
Orange County Sanitation District Percentile	87
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Metropolitan Water District of Southern California: Engineering Team Manager VII oversees construction inspectors; however this position requires a PE.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Construction Inspection Supervisor	Development Services Supervisor	Construction Inspection Supervisor	N/C	N/C	Construction Inspection Supervisor	Principal Construction Inspector	N/C	Head Construction Inspector	Supervising Construction Inspector	Construction and Safety Inspection Supervisor	N/C	Construction Inspection Supervisor	N/C	Supervising Construction Inspector	N/C	N/C	N/C
	Top Step	$ 12,281	$ 12,331	$ 9,219			$ 10,020	$ 11,637		$ 9,755	$ 12,393	$ 11,655		$ 9,970		$ 11,481			
Retirement	PEPRA	2.5%@67	2%@62	2%@62			2%@62	1.5%@60			2.5%@67	2%@62		2%@62		2%@62			
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation		$ 765				$ 200			$ 390		$ 583		$ 399					
Retirement	Other Retirement	$ 595					$ 401					$ 98							
Insurance	Cafeteria		$ 220							$ 2,278									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759			
Insurance	Dental	$ 111	$ 195	$ 56			$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132			
Insurance	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24					
Insurance	Other Insurance			$ 158						$ 75	$ 76								
Leaves	Vacation	$ 709	$ 759	$ 576			$ 771	$ 761		$ 563	$ 715	$ 1,210		$ 575		$ 707			
Leaves	Holidays	$ 567	$ 617	$ 390			$ 540	$ 627		$ 450	$ 715	$ 538		$ 460		$ 530			
Leaves	Admin Leave	$ 236	$ 142	$ 71			$ 578	$ 224			$ 334								
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 4,148	$ 5,713	$ 4,038	$ 0	$ 0	$ 4,823	$ 3,510	$ 0	$ 3,813	$ 5,028	$ 4,711	$ 0	$ 3,503	$ 0	$ 3,128	$ 0	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Construction Inspection Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Development Services Supervisor	$ 18,044	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Supervising Construction Inspector	$ 17,421	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Construction Inspection Supervisor	$ 16,428	7/2/2021		
4	Eastern Municipal Water District	Construction and Safety Inspection Supervisor	$ 16,366	12/19/2021	1/1/2023	unknown
5	City of Los Angeles Bureau of Sanitation	Principal Construction Inspector	$ 15,147	1/19/2020	6/19/2022	2.00%
6	City of Irvine	Construction Inspection Supervisor	$ 14,844	6/25/2021	6/25/2022	1.00%
7	Los Angeles County Sanitation Districts	Supervising Construction Inspector	$ 14,609	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Head Construction Inspector	$ 13,568	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Construction Inspection Supervisor	$ 13,473	7/1/2021	7/1/2022	CPI
10	City of Anaheim	Construction Inspection Supervisor	$ 13,257	12/24/2021	7/8/2022	3.00%
11	Las Virgenes Municipal Water District	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of San Diego	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,192
% Orange County Sanitation District Above/Below	7.5%
Median of Comparators	$ 14,844
% Orange County Sanitation District Above/Below	9.6%
75th Percentile of Comparators	$ 16,366
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	76
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Construction Inspector						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Inspector	$ 11,157	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction Inspector	$ 10,173	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Construction Inspector	$ 9,981	7/2/2021		
4	Inland Empire Utilities Agency	Construction Project Inspector	$ 9,304	7/1/2021	7/1/2022	3.00%
5	Metropolitan Water District of Southern California	Construction Inspector II	$ 9,107	7/1/2021	unknown	unknown
6	City of Irvine	Senior Construction Inspector	$ 9,019	6/25/2021	6/25/2022	1.00%
7	City of Los Angeles Bureau of Sanitation	Construction Inspector	$ 8,964	7/5/2020	7/4/2022	2.00%
8	Las Virgenes Municipal Water District	Facilities inspector	$ 8,778	1/1/2022	1/1/2023	1.5 - 4%
9	Irvine Ranch Water District	Construction Inspector II	$ 8,374	7/1/2021	7/1/2022	CPI
10	City of Garden Grove	Construction Inspector	$ 8,327	7/1/2021	unknown	unknown
11	Eastern Municipal Water District	Construction and Safety Inspector II	$ 8,284	12/19/2021	1/1/2023	unknown
12	Los Angeles County Sanitation Districts	Construction Inspector II	$ 8,129	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Construction Inspector	$ 7,854	7/1/2021	unknown	unknown
14	City of Huntington Beach	Construction Inspector II	$ 7,540	1/1/2022	unknown	unknown
15	City of Anaheim	Construction Inspector II	$ 7,237	9/3/2021	7/8/2022	1.50%
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,732
% Orange County Sanitation District Above/Below	12.5%
Median of Comparators	$ 8,576
% Orange County Sanitation District Above/Below	14.1%
75th Percentile of Comparators	$ 9,085
% Orange County Sanitation District Above/Below	9.0%
Orange County Sanitation District Percentile	91
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Construction Inspector**	Construction Inspector	Construction Inspector II	Construction Inspector	Construction Inspector II	Senior Construction Inspector	Construction Inspector	N/C	Construction Inspector	Construction Inspector	Construction and Safety Inspector II	Construction Project Inspector	Construction Inspector II	Facilities inspector	Construction Inspector II	Construction Inspector II	N/C	N/C
	Top Step	**$ 9,981**	$ 11,157	$ 7,237	$ 8,327	$ 7,540	$ 9,019	$ 8,964		$ 7,854	$ 10,173	$ 8,284	$ 9,304	$ 8,374	$ 8,778	$ 8,129	$ 9,107		
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Employee Cost Sharing					$ -75													
	Social Security										$ 631		$ 577		$ 544				
	Deferred Compensation		$ 692			$ 20	$ 180			$ 314		$ 414	$ 54	$ 335	$ 40		$ 410		
	Other Retirement						$ 451					$ 98							
Insurance	Cafeteria		$ 100		$ 1,650					$ 2,278			$ 1,648						
	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619		
	Dental	**$ 111**	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
	Vision	**$ 17**	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance							$ 10		$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 576**	$ 687	$ 452	$ 500	$ 725	$ 520	$ 586		$ 453	$ 587	$ 860	$ 429	$ 483	$ 473	$ 500	$ 525		
	Holidays	**$ 461**	$ 558	$ 278	$ 480	$ 348	$ 486	$ 483		$ 362	$ 587	$ 382	$ 590	$ 386	$ 405	$ 375	$ 490		
	Admin Leave	**$ 24**	$ 43				$ 347	$ 172									$ 105		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 3,101**	**$ 5,290**	**$ 3,573**	**$ 2,631**	**$ 2,910**	**$ 4,317**	**$ 3,150**	**$ 0**	**$ 3,539**	**$ 4,309**	**$ 4,036**	**$ 3,340**	**$ 3,274**	**$ 3,502**	**$ 2,767**	**$ 4,311**	**$ 0**	**$ 0**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Construction Inspector						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Inspector	$ 16,446	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction Inspector	$ 14,482	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Construction Inspector II	$ 13,418	7/1/2021	unknown	unknown
4	City of Irvine	Senior Construction Inspector	$ 13,336	6/25/2021	6/25/2022	1.00%
5	Orange County Sanitation District	Construction Inspector	$ 13,082	7/2/2021		
6	Inland Empire Utilities Agency	Construction Project Inspector	$ 12,644	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Construction and Safety Inspector II	$ 12,320	12/19/2021	1/1/2023	unknown
8	Las Virgenes Municipal Water District	Facilities inspector	$ 12,280	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation	Construction Inspector	$ 12,115	7/5/2020	7/4/2022	2.00%
10	Irvine Ranch Water District	Construction Inspector II	$ 11,648	7/1/2021	7/1/2022	CPI
11	County of Los Angeles, Public Works	Construction Inspector	$ 11,393	7/1/2021	unknown	unknown
12	City of Garden Grove	Construction Inspector	$ 10,958	7/1/2021	unknown	unknown
13	Los Angeles County Sanitation Districts	Construction Inspector II	$ 10,896	7/1/2021	unknown	unknown
14	City of Anaheim	Construction Inspector II	$ 10,810	9/3/2021	7/8/2022	1.50%
15	City of Huntington Beach	Construction Inspector II	$ 10,450	1/1/2022	unknown	unknown
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,371
% Orange County Sanitation District Above/Below	5.4%
Median of Comparators	$ 12,197
% Orange County Sanitation District Above/Below	6.8%
75th Percentile of Comparators	$ 13,163
% Orange County Sanitation District Above/Below	-0.6%
Orange County Sanitation District Percentile	74
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Contracts Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation[1]	[Contract Administrator / Compliance Program Manager II]	$ 14,585	7/4/2001	6/19/2022	4.00%
2	Orange County Sanitation District	Contracts Supervisor	$ 14,246	7/2/2021		
3	Metropolitan Water District of Southern California	Professional Contracting Team Manager IV	$ 14,002	7/1/2021	unknown	unknown
4	Eastern Municipal Water District	Contracts Manager	$ 12,241	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Purchasing Contract Supervisor	$ 12,094	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	Construction Contracts Administrator	$ 11,206	12/24/2021	7/8/2022	3.00%
8	City of San Diego	Supervising Procurement Contracting Officer	$ 10,681	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,383
% Orange County Sanitation District Above/Below	13.1%
Median of Comparators	$ 12,094
% Orange County Sanitation District Above/Below	15.1%
75th Percentile of Comparators	$ 13,121
% Orange County Sanitation District Above/Below	7.9%
Orange County Sanitation District Percentile	90
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Contracts Supervisor**	N/C	Construction Contracts Administrator	N/C	N/C	N/C	[Contract Administrator / Compliance Program Manager II]	Supervising Procurement Contracting Officer	N/C	Purchasing Contract Supervisor	Contracts Manager	Contracts and Procurement Supervisor	N/C	N/C	N/C	Professional Contracting Team Manager IV	N/C	N/C
	Top Step	**$ 14,246**		$ 11,206				$ 14,585	$ 10,681		$ 12,094	$ 12,241	$ 11,873				$ 14,002		
Retirement	PEPRA	**2.5%@67**		2%@62				1.5%@60			2.5%@67	2%@62	2%@62				2%@62		
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 750		$ 736						
Retirement	Deferred Compensation											$ 612	$ 54				$ 630		
Retirement	Other Retirement	**$ 674**							$ 983			$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						
Insurance	Health	**$ 1,913**		$ 2,787				$ 1,841			$ 2,194	$ 2,128					$ 2,619		
Insurance	Dental	**$ 111**		$ 56				$ 48			$ 212	$ 134					$ 150		
Insurance	Vision	**$ 17**						$ 9			$ 22	$ 19					$ 12		
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	**$ 822**		$ 700				$ 1,402	$ 904		$ 698	$ 1,271	$ 548				$ 808		
Leaves	Holidays	**$ 658**		$ 474				$ 785	$ 462		$ 698	$ 565	$ 776				$ 754		
Leaves	Admin Leave	**$ 274**		$ 86				$ 561	$ 164		$ 326						$ 162		
Allow	Auto																		
Allow	Technology Allowance																		
	Benefit Package Total	**$ 4,468**	**$ 0**	**$ 4,103**	**$ 0**	**$ 0**	**$ 0**	**$ 4,648**	**$ 4,346**	**$ 0**	**$ 4,975**	**$ 4,828**	**$ 3,804**	**$ 0**	**$ 0**	**$ 0**	**$ 5,134**	**$ 0**	**$ 0**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Contracts Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	[Contract Administrator / Compliance Program Manager II]	$ 19,232	7/4/2001	6/19/2022	4.00%
2	Metropolitan Water District of Southern California	Professional Contracting Team Manager IV	$ 19,136	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Contracts Supervisor	$ 18,714	7/2/2021		
4	East Bay Municipal Utility District	Purchasing Contract Supervisor	$ 17,069	4/1/2020	unknown	unknown
5	Eastern Municipal Water District	Contracts Manager	$ 17,069	12/19/2021	1/1/2023	unknown
6	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 15,677	7/1/2021	7/1/2022	3.00%
7	City of Anaheim	Construction Contracts Administrator	$ 15,309	12/24/2021	7/8/2022	3.00%
8	City of San Diego	Supervising Procurement Contracting Officer	$ 15,027	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,931
% Orange County Sanitation District Above/Below	9.5%
Median of Comparators	$ 17,069
% Orange County Sanitation District Above/Below	8.8%
75th Percentile of Comparators	$ 18,103
% Orange County Sanitation District Above/Below	3.3%
Orange County Sanitation District Percentile	80
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Controller						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Controller	$ 19,880	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Controller	$ 18,520	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Controller	$ 17,222	12/19/2021	1/1/2023	unknown
4	Los Angeles County Sanitation Districts	Chief Accountant	$ 16,958	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Controller	$ 16,928	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Departmental Chief Accountant IV	$ 15,857	7/4/2001	6/19/2022	4.00%
7	Central Contra Costa Sanitary District	Finance Manager	$ 15,408	4/18/2021	unknown	unknown
8	Las Virgenes Municipal Water District[1]	Finance Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
9	Inland Empire Utilities Agency	Manager of Finance and Accounting	$ 15,153	7/1/2021	7/1/2022	3.00%
10	City of Anaheim[2,3]	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	$ 15,017	12/24/2021	7/8/2022	3.00%
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
12	City of Irvine	Manager, Fiscal Services	$ 14,104	6/25/2021	6/25/2022	1.00%
13	Western Municipal Water District	Accounting Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
14	Irvine Ranch Water District	Controller	$ 13,672	7/1/2021	7/1/2022	CPI
15	City of San Diego[4]	Chief Accountant	$ 13,410	7/1/2021	unknown	unknown
16	Orange County Water District[2]	[Finance Manager / Accounting Manager]	$ 13,287	7/1/2021	7/1/2022	unknown
17	City of Huntington Beach[5]	[Finance Manager - Accounting / Budget / Treasury]	$ 12,577	1/1/2022	unknown	unknown
18	City of Garden Grove[5]	[Finance Manager / Revenue Manager / Budget Services Manager]	$ 11,342	7/1/2021	unknown	unknown

Summary Results	Top Monthly Salary
Average of Comparators	$ 15,067
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 15,017
% Orange County Sanitation District Above/Below	11.3%
75th Percentile of Comparators	$ 15,857
% Orange County Sanitation District Above/Below	6.3%
Orange County Sanitation District Percentile	81
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Las Virgenes Municipal Water District: Salary reported is for a Finance Manager without a CPA.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - Utilities Financial Manager requires CPA license.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Controller	Finance Manager	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	[Finance Manager/ Revenue Manager/ Budget Services Manager]	[Finance Manager - Accounting/ Budget/ Treasury]	Manager, Fiscal Services	Departmental Chief Accountant IV	Chief Accountant	Chief, Administrative Operations, Public Works	Controller	Controller	Manager of Finance and Accounting	Controller	Finance Manager	Chief Accountant	Controller	[Finance Manager/ Accounting Manager]	Accounting Manager
	Top Step	$ 16,928	$ 15,408	$ 15,017	$ 11,342	$ 12,577	$ 14,104	$ 15,857	$ 13,410	$ 14,597	$ 18,520	$ 17,222	$ 15,153	$ 13,672	$ 15,314	$ 16,958	$ 19,880	$ 13,287	$ 13,816
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -126													
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 955				$ 564			$ 584		$ 861	$ 54	$ 547	$ 459		$ 895	$ 163	$ 276
Retirement	Other Retirement	$ 951					$ 282		$ 1,234			$ 98						$ 2,212	
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 2,481			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 948	$ 939	$ 654	$ 1,209	$ 1,085	$ 915	$ 1,135	$ 561	$ 1,068	$ 1,788	$ 699	$ 789	$ 825	$ 1,044	$ 1,147	$ 843	$ 797
Leaves	Holidays	$ 781	$ 770	$ 635	$ 682	$ 580	$ 759	$ 854	$ 580	$ 674	$ 1,068	$ 795	$ 1,107	$ 631	$ 707	$ 783	$ 1,070	$ 562	$ 691
Leaves	Admin Leave	$ 326	$ 296	$ 116	$ 218	$ 363	$ 888	$ 610	$ 155		$ 499				$ 530		$ 229		$ 266
Allow	Auto						$ 300						$ 300			$ 450			
Allow	Technology Allowance					$ 50	$ 100							$ 93					
	Benefit Package Total	$ 5,375	$ 6,606	$ 4,691	$ 3,204	$ 3,787	$ 6,312	$ 4,277	$ 4,895	$ 4,375	$ 5,900	$ 5,824	$ 4,610	$ 4,036	$ 5,320	$ 4,167	$ 6,122	$ 5,946	$ 5,280

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Controller						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Controller	$ 26,002	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Controller	$ 24,420	4/1/2020	unknown	unknown
3	Eastern Municipal Water District	Controller	$ 23,047	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Controller	$ 22,303	7/2/2021		
5	Central Contra Costa Sanitary District	Finance Manager	$ 22,013	4/18/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	Chief Accountant	$ 21,125	7/1/2021	unknown	unknown
7	Las Virgenes Municipal Water District	Finance Manager	$ 20,634	1/1/2022	1/1/2023	1.5 - 4%
8	City of Irvine	Manager, Fiscal Services	$ 20,416	6/25/2021	6/25/2022	1.00%
9	City of Los Angeles Bureau of Sanitation	Departmental Chief Accountant IV	$ 20,134	7/4/2001	6/19/2022	4.00%
10	Inland Empire Utilities Agency	Manager of Finance and Accounting	$ 19,763	7/1/2021	7/1/2022	3.00%
11	City of Anaheim	[Utilities Financial Services Manager / Utilities Financial Planning Manager]	$ 19,707	12/24/2021	7/8/2022	3.00%
12	Orange County Water District	[Finance Manager/ Accounting Manager]	$ 19,232	7/1/2021	7/1/2022	Unknown
13	Western Municipal Water District	Accounting Manager	$ 19,096	7/1/2021	7/1/2022	1.0 - 4.0%
14	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 18,972	7/1/2021	unknown	unknown
15	City of San Diego	Chief Accountant	$ 18,305	7/1/2021	unknown	unknown
16	Irvine Ranch Water District	Controller	$ 17,708	7/1/2021	7/1/2022	CPI
17	City of Huntington Beach	[Finance Manager - Accounting/ Budget/ Treasury]	$ 16,364	1/1/2022	unknown	unknown
18	City of Garden Grove	[Finance Manager/ Revenue Manager/ Budget Services Manager]	$ 14,546	7/1/2021	unknown	unknown

Summary Results	Total Monthly Comp
Average of Comparators	$ 20,087
% Orange County Sanitation District Above/Below	9.9%
Median of Comparators	$ 19,763
% Orange County Sanitation District Above/Below	11.4%
75th Percentile of Comparators	$ 21,125
% Orange County Sanitation District Above/Below	5.3%
Orange County Sanitation District Percentile	83
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Cost Estimator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Cost Estimator	$ 11,128	7/2/2021		
2	Los Angeles County Sanitation Districts	Construction Cost Estimator	$ 9,927	7/1/2021	unknown	unknown
3	Metropolitan Water District of Southern California	Project Controls Specialist	$ 9,623	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Construction Estimator	$ 9,492	1/19/2020	6/19/2022	2.00%
5	County of Los Angeles, Public Works	Construction Cost Estimator	$ 8,010	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	N/C				
7	City of Anaheim	N/C				
8	City of Garden Grove	N/C				
9	City of Huntington Beach	N/C				
10	City of Irvine	N/C				
11	City of San Diego	N/C				
12	East Bay Municipal Utility District	N/C				
13	Eastern Municipal Water District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,263
% Orange County Sanitation District Above/Below	16.8%
Median of Comparators	$ 9,557
% Orange County Sanitation District Above/Below	14.1%
75th Percentile of Comparators	$ 9,699
% Orange County Sanitation District Above/Below	12.8%
Orange County Sanitation District Percentile	112
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Cost Estimator	N/C	N/C	N/C	N/C	N/C	Construction Estimator	N/C	Construction Cost Estimator	N/C	N/C	N/C	N/C	N/C	Construction Cost Estimator	Project Controls Specialist	N/C	N/C
	Top Step	$ 11,128						$ 9,492		$ 8,010						$ 9,927	$ 9,623		
Retirement	PEPRA	2.5%@67						1.5%@60								2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security																		
	Deferred Compensation									$ 320							$ 433		
	Other Retirement	$ 549																	
Insurance	Cafeteria									$ 2,278									
	Health	$ 1,913						$ 1,841								$ 1,759	$ 2,619		
	Dental	$ 111						$ 48		$ 57						$ 132	$ 150		
	Vision	$ 17						$ 9									$ 12		
	Other Insurance									$ 75									
Leaves	Vacation	$ 642						$ 621		$ 462						$ 611	$ 555		
	Holidays	$ 514						$ 511		$ 370						$ 458	$ 518		
	Admin Leave	$ 214						$ 183									$ 111		
Allow	Auto																		
	Technology Allowance																		
	Benefit Package Total	$ 3,960	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,213	$ 0	$ 3,562	$ 0	$ 0	$ 0	$ 0	$ 0	$ 2,960	$ 4,398	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Cost Estimator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Cost Estimator	$ 15,088	7/2/2021		
2	Metropolitan Water District of Southern California	Project Controls Specialist	$ 14,021	7/1/2021	unknown	unknown
3	Los Angeles County Sanitation Districts	Construction Cost Estimator	$ 12,887	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Construction Estimator	$ 12,705	1/19/2020	6/19/2022	2.00%
5	County of Los Angeles, Public Works	Construction Cost Estimator	$ 11,572	7/1/2021	unknown	unknown
6	Western Municipal Water District	N/C				
7	East Bay Municipal Utility District	N/C				
8	City of Huntington Beach	N/C				
9	City of Irvine	N/C				
10	City of Garden Grove	N/C				
11	Irvine Ranch Water District	N/C				
12	Las Virgenes Municipal Water District	N/C				
13	Central Contra Costa Sanitary District	N/C				
14	Orange County Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	City of Anaheim	N/C				
17	Eastern Municipal Water District	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,796
% Orange County Sanitation District Above/Below	15.2%
Median of Comparators	$ 12,796
% Orange County Sanitation District Above/Below	15.2%
75th Percentile of Comparators	$ 13,171
% Orange County Sanitation District Above/Below	12.7%
Orange County Sanitation District Percentile	108
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Data Management Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Data Management Technician II	$ 10,230	7/2/2021		
2	City of Los Angeles Bureau of Sanitation[1]	[Geographic Information Systems Specialist / Information Services Specialist]	$ 9,215	1/19/2020	6/19/2022	2.00%
3	Los Angeles County Sanitation Districts[1]	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	$ 9,175	7/1/2021	unknown	unknown
4	Irvine Ranch Water District[2]	[GIS Technician III/ Asset Management Coordinator]	$ 9,014	7/1/2021	7/1/2022	CPI
5	Eastern Municipal Water District[1]	[Asset Management Technician II / Geographic Information System Analyst]	$ 8,700	12/19/2021	1/1/2023	unknown
6	East Bay Municipal Utility District[1]	[Geographic Information System Specialist / Drafter III]	$ 8,352	4/1/2020	unknown	unknown
7	Orange County Water District	GIS Analyst	$ 8,212	7/1/2021	7/1/2022	2.00%
8	City of Anaheim[1]	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	$ 7,790	6/25/2021	unknown	unknown
9	City of Irvine[3]	GIS Application Specialist	$ 6,836	6/25/2021	6/25/2022	1.00%
10	Central Contra Costa Sanitary District	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,412
% Orange County Sanitation District Above/Below	17.8%
Median of Comparators	$ 8,526
% Orange County Sanitation District Above/Below	16.7%
75th Percentile of Comparators	$ 9,054
% Orange County Sanitation District Above/Below	11.5%
Orange County Sanitation District Percentile	111
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
3 - City of Irvine: GIS Application Specialist requires any combination of education and experience equivalent to Associate's degree and 3 years of experience.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Data Management Technician II	N/C	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	N/C	N/C	GIS Application Specialist	[Geographic Information Systems Specialist / Information Services Specialist]	N/C	N/C	[Geographic Information System Specialist / Drafter III]	[Asset Management Technician II/ Geographic Information System Analyst]	N/C	[GIS Technician III/ Asset Management Coordinator]	N/C	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	N/C	GIS Analyst	N/C
	Top Step	$ 10,230		$ 7,790			$ 6,836	$ 9,215			$ 8,352	$ 8,700		$ 9,014		$ 9,175		$ 8,212	
Retirement	PEPRA	2.5%@67		2%@62			2%@62	1.5%@60			2.5%@67	2%@62		2%@62		2%@62			
	Employee Cost Sharing																		
	Social Security										$ 518								
	Deferred Compensation						$ 137					$ 435		$ 361				$ 163	
	Other Retirement						$ 342					$ 98						$ 1,367	
Insurance	Cafeteria																		
	Health	$ 1,913		$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759		$ 2,019	
	Dental	$ 111		$ 56			$ 41	$ 48			$ 212	$ 134		$ 128		$ 132		$ 128	
	Vision	$ 17					$ 7	$ 9			$ 22	$ 19		$ 24				$ 19	
	Other Insurance										$ 76								
Leaves	Vacation	$ 590		$ 487			$ 394	$ 603			$ 482	$ 903		$ 520		$ 565		$ 521	
	Holidays	$ 472		$ 300			$ 368	$ 496			$ 482	$ 402		$ 416		$ 423		$ 347	
	Admin Leave	$ 25					$ 263	$ 177											
Allow	Auto																		
	Technology Allowance													$ 93					
	Benefit Package Total	$ 3,128	$ 0	$ 3,629	$ 0	$ 0	$ 3,837	$ 3,175	$ 0	$ 0	$ 3,986	$ 4,120	$ 0	$ 3,366	$ 0	$ 2,879	$ 0	$ 4,564	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Data Management Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Data Management Technician II	$ 13,358	7/2/2021		
2	Eastern Municipal Water District	[Asset Management Technician II/ Geographic Information System Analyst]	$ 12,819	12/19/2021	1/1/2023	unknown
3	Orange County Water District	GIS Analyst	$ 12,776	7/1/2021	7/1/2022	2.00%
4	City of Los Angeles Bureau of Sanitation	[Geographic Information Systems Specialist / Information Services Specialist]	$ 12,390	1/19/2020	6/19/2022	2.00%
5	Irvine Ranch Water District	[GIS Technician III/ Asset Management Coordinator]	$ 12,379	7/1/2021	7/1/2022	CPI
6	East Bay Municipal Utility District	[Geographic Information System Specialist / Drafter III]	$ 12,338	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	[Design Technology Specialist II / Planning Drafting Technician III / Asset Management Technician II]	$ 12,054	7/1/2021	unknown	unknown
8	City of Anaheim	[Geographic Information Systems Technician II / Utilities Automated Systems Specialist]	$ 11,419	6/25/2021	unknown	unknown
9	City of Irvine	GIS Application Specialist	$ 10,674	6/25/2021	6/25/2022	1.00%
10	Central Contra Costa Sanitary District	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,106
% Orange County Sanitation District Above/Below	9.4%
Median of Comparators	$ 12,359
% Orange County Sanitation District Above/Below	7.5%
75th Percentile of Comparators	$ 12,486
% Orange County Sanitation District Above/Below	6.5%
Orange County Sanitation District Percentile	104
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Director of Engineering						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Engineering Services	$ 25,379	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Planning, Engineering and Construction	$ 24,234	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Director of Engineering and Construction	$ 22,565	4/1/2020	unknown	unknown
6	Las Virgenes Municipal Water District	Director of Engineering and External Affairs	$ 22,414	1/1/2022	unknown	unknown
7	Orange County Sanitation District	Director of Engineering	$ 22,214	7/2/2021		
8	Central Contra Costa Sanitary District	Director of Engineering and Technical Services	$ 21,677	4/18/2021	unknown	unknown
9	Irvine Ranch Water District	Executive Director of Technical Services	$ 20,529	7/1/2021	7/1/2022	CPI
10	Orange County Water District	Executive Director of Water Resources and Engineering	$ 20,425	7/1/2021	7/1/2022	Unknown
11	City of Los Angeles Bureau of Sanitation	Deputy City Engineer II	$ 20,233	7/4/2001	6/19/2022	4.00%
12	Western Municipal Water District	Director of Engineering	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of San Diego[1,2]	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	$ 15,793	7/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 21,616
% Orange County Sanitation District Above/Below	2.7%
Median of Comparators	$ 22,046
% Orange County Sanitation District Above/Below	0.8%
75th Percentile of Comparators	$ 23,012
% Orange County Sanitation District Above/Below	-3.6%
Orange County Sanitation District Percentile	52
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Engineering	Director of Engineering and Technical Services	N/C	N/C	N/C	N/C	Deputy City Engineer II	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	Deputy Director, Public Works	Director of Engineering and Construction	Assistant General Manager of Planning, Engineering and Construction	N/C	Executive Director of Technical Services	Director of Engineering and External Affairs	Departmental Engineer	Group Manager-Engineering Services	Executive Director of Water Resources and Engineering	Director of Engineering
	Top Step	$ 22,214	$ 21,677					$ 20,233	$ 15,793	$ 24,217	$ 22,565	$ 24,234		$ 20,529	$ 22,414	$ 22,610	$ 25,379	$ 20,425	$ 19,321
Retirement	PEPRA	2.5%@67	2%@62					1.5%@60			2.5%@67	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760				$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344							$ 969		$ 1,212		$ 821	$ 672		$ 1,142	$ 163	$ 386
Retirement	Other Retirement	$ 1,437							$ 1,453			$ 98						$ 3,401	
Insurance	Cafeteria		$ 425						$ 1,792	$ 4,117									$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100								$ 75	$ 76								
Leaves	Vacation	$ 1,922	$ 1,334					$ 1,167	$ 1,336	$ 931	$ 1,302	$ 2,517		$ 1,184	$ 1,207	$ 1,391	$ 1,464	$ 1,296	$ 1,115
Leaves	Holidays	$ 1,025	$ 1,084					$ 1,089	$ 683	$ 1,118	$ 1,302	$ 1,118		$ 947	$ 1,034	$ 1,044	$ 1,367	$ 864	$ 966
Leaves	Admin Leave	$ 427	$ 834					$ 778	$ 790		$ 608				$ 948		$ 293		$ 372
Allow	Auto	$ 500							$ 475			$ 650		$ 538		$ 450		$ 500	
Allow	Technology Allowance											$ 50		$ 93	$ 60			$ 40	
	Benefit Package Total	$ 7,653	$ 8,231	$ 0	$ 0	$ 0	$ 0	$ 4,934	$ 6,529	$ 7,210	$ 6,475	$ 7,926	$ 0	$ 5,561	$ 6,722	$ 4,776	$ 7,046	$ 8,429	$ 6,089

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Director of Engineering						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Engineering Services	$ 32,425	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Planning, Engineering and Construction	$ 32,160	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 31,427	7/1/2021	unknown	unknown
4	Central Contra Costa Sanitary District	Director of Engineering and Technical Services	$ 29,908	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Director of Engineering	$ 29,867	7/2/2021		
6	Las Virgenes Municipal Water District	Director of Engineering and External Affairs	$ 29,136	1/1/2022	unknown	unknown
7	East Bay Municipal Utility District	Director of Engineering and Construction	$ 29,040	4/1/2020	unknown	unknown
8	Orange County Water District	Executive Director of Water Resources and Engineering	$ 28,855	7/1/2021	7/1/2022	Unknown
9	Los Angeles County Sanitation Districts	Departmental Engineer	$ 27,386	7/1/2021	unknown	unknown
10	Irvine Ranch Water District	Executive Director of Technical Services	$ 26,090	7/1/2021	7/1/2022	CPI
11	Western Municipal Water District	Director of Engineering	$ 25,410	7/1/2021	7/1/2022	1.0 - 4.0%
12	City of Los Angeles Bureau of Sanitation	Deputy City Engineer II	$ 25,166	7/4/2001	6/19/2022	4.00%
13	City of San Diego	[Public Utilities Director/ Assistant Director - Engineering & Capital Projects]	$ 22,322	7/1/2021	unknown	unknown
14	City of Huntington Beach	N/C				
15	City of Irvine	N/C				
16	City of Garden Grove	N/C				
17	City of Anaheim	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 28,277
% Orange County Sanitation District Above/Below	5.3%
Median of Comparators	$ 28,947
% Orange County Sanitation District Above/Below	3.1%
75th Percentile of Comparators	$ 30,288
% Orange County Sanitation District Above/Below	-1.4%
Orange County Sanitation District Percentile	72
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Director of Environmental Services						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Director of Wastewater	$ 22,565	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Director of Environmental Services	$ 21,143	7/2/2021		
5	Orange County Water District	Executive Director of Water Quality and Technical Resources	$ 20,425	7/1/2021	7/1/2022	Unknown
6	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 18,155	7/4/2001	6/19/2022	4.00%
7	Irvine Ranch Water District	Director of Water Quality and Regulatory Compliance	$ 17,588	7/1/2021	7/1/2022	CPI
8	City of San Diego[1,2]	[Public Utilities Director/ Assistant Public Utilities Director]	$ 15,793	7/1/2021	unknown	unknown
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,193
% Orange County Sanitation District Above/Below	4.5%
Median of Comparators	$ 20,425
% Orange County Sanitation District Above/Below	3.4%
75th Percentile of Comparators	$ 22,588
% Orange County Sanitation District Above/Below	-6.8%
Orange County Sanitation District Percentile	56
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Environmental Services	N/C	N/C	N/C	N/C	N/C	Assistant Director Bureau of Sanitation	[Public Utilities Director/ Assistant Public Utilities Director]	Deputy Director, Public Works	Director of Wastewater	N/C	N/C	Director of Water Quality and Regulatory Compliance	N/C	Departmental Engineer	N/C	Executive Director of Water Quality and Technical Resources	N/C
	Top Step	$ 21,143						$ 18,155	$ 15,793	$ 24,217	$ 22,565			$ 17,588		$ 22,610		$ 20,425	
Retirement	PEPRA	2.5%@67						1.5%@60			2.5%@67			2%@62		2%@62			
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation	$ 200								$ 969				$ 704				$ 163	
Retirement	Other Retirement	$ 1,373							$ 1,453									$ 3,401	
Insurance	Cafeteria								$ 1,792	$ 4,117									
Insurance	Health	$ 1,913						$ 1,841			$ 2,194			$ 1,824		$ 1,759		$ 2,019	
Insurance	Dental	$ 111						$ 48			$ 212			$ 128		$ 132		$ 128	
Insurance	Vision	$ 17						$ 9			$ 22			$ 24				$ 19	
Insurance	Other Insurance	$ 100								$ 75	$ 76								
Leaves	Vacation	$ 1,830						$ 1,047	$ 1,336	$ 931	$ 1,302			$ 1,015		$ 1,391		$ 1,296	
Leaves	Holidays	$ 976						$ 978	$ 683	$ 1,118	$ 1,302			$ 812		$ 1,044		$ 864	
Leaves	Admin Leave	$ 407						$ 698	$ 790		$ 608								
Allow	Auto	$ 500							$ 475					$ 538		$ 450		$ 500	
Allow	Technology Allowance													$ 93				$ 40	
	Benefit Package Total	$ 7,426	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,622	$ 6,529	$ 7,210	$ 6,475	$ 0	$ 0	$ 5,137	$ 0	$ 4,776	$ 0	$ 8,429	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Director of Environmental Services						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 31,427	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Director of Wastewater	$ 29,040	4/1/2020	unknown	unknown
3	Orange County Water District	Executive Director of Water Quality and Technical Resources	$ 28,855	7/1/2021	7/1/2022	Unknown
4	Orange County Sanitation District	Director of Environmental Services	$ 28,569	7/2/2021		
5	Los Angeles County Sanitation Districts	Departmental Engineer	$ 27,386	7/1/2021	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 22,777	7/4/2001	6/19/2022	4.00%
7	Irvine Ranch Water District	Director of Water Quality and Regulatory Compliance	$ 22,717	7/1/2021	7/1/2022	CPI
8	City of San Diego	[Public Utilities Director/ Assistant Public Utilities Director]	$ 22,322	7/1/2021	unknown	unknown
9	City of Irvine	N/C				
10	Metropolitan Water District of Southern California	N/C				
11	City of Huntington Beach	N/C				
12	Eastern Municipal Water District	N/C				
13	Inland Empire Utilities Agency	N/C				
14	City of Garden Grove	N/C				
15	Western Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 26,361
% Orange County Sanitation District Above/Below	7.7%
Median of Comparators	$ 27,386
% Orange County Sanitation District Above/Below	4.1%
75th Percentile of Comparators	$ 28,947
% Orange County Sanitation District Above/Below	-1.3%
Orange County Sanitation District Percentile	63
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Director of Finance and Administrative Services						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 28,283	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Director of Finance	$ 22,565	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Director of Finance and Administration	$ 22,414	1/1/2022	unknown	unknown
5	Central Contra Costa Sanitary District	Director of Finance and Administration	$ 21,677	4/18/2021	unknown	unknown
6	Orange County Sanitation District	Director of Finance and Administrative Services	$ 21,143	7/2/2021		
7	Irvine Ranch Water District	Executive Director of Finance	$ 20,529	7/1/2021	7/1/2022	CPI
8	Inland Empire Utilities Agency	Executive Manager of Finance and Administration/Assistant General Manager	$ 20,306	7/1/2021	7/1/2022	3.00%
9	Western Municipal Water District[1]	[Director of Finance / Director of Administration]	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
10	City of Garden Grove[2]	[Finance Director / Information Technology Director]	$ 18,838	7/1/2021	unknown	unknown
11	City of Anaheim	Utilities Assistant General Manager - Finance and Energy Resources	$ 18,253	12/24/2021	7/8/2022	3.00%
12	County of Los Angeles, Public Works	Administrative Deputy, Public Works	$ 18,134	7/1/2021	unknown	unknown
13	City of Huntington Beach[2]	[Chief Financial Officer / Chief Information Officer]	$ 17,356	11/2/2020	unknown	unknown
14	City of San Diego[4,5]	[Chief Financial Officer / Director of Financial Management]	$ 16,705	7/1/2021	unknown	unknown
15	City of Irvine	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,538
% Orange County Sanitation District Above/Below	2.9%
Median of Comparators	$ 20,306
% Orange County Sanitation District Above/Below	4.0%
75th Percentile of Comparators	$ 22,414
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	63
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Finance and Administrative Services	Director of Finance and Administration	Utilities Assistant General Manager - Finance and Energy Resources	[Finance Director/ Information Technology Director]	[Chief Financial Officer/ Chief Information Officer]	N/C	N/C	[Chief Financial Officer/ Director of Financial Management]	Administrative Deputy, Public Works	Director of Finance	N/C	Executive Manager of Finance and Administration/ Assistant General Manager	Executive Director of Finance	Director of Finance and Administration	Departmental Engineer	Assistant General Manager- Chief Financial Officer	N/C	[Director of Finance/ Director of Administration]
	Top Step	$ 21,143	$ 21,677	$ 18,253	$ 18,838	$ 17,356			$ 16,705	$ 18,134	$ 22,565		$ 20,306	$ 20,529	$ 22,414	$ 22,610	$ 28,283		$ 19,321
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62					2.5%@67		2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344							$ 725			$ 54	$ 821	$ 672		$ 1,273		$ 386
Retirement	Other Retirement	$ 1,373							$ 1,537										
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 3,083			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514					$ 2,194			$ 1,824	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 122					$ 212			$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17	$ 18								$ 22			$ 24	$ 5		$ 12		
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,830	$ 1,334	$ 1,141	$ 1,087	$ 1,669			$ 1,413	$ 697	$ 1,302		$ 1,172	$ 1,184	$ 1,207	$ 1,391	$ 1,632		$ 1,115
Leaves	Holidays	$ 976	$ 1,084	$ 772	$ 1,132	$ 668			$ 723	$ 837	$ 1,302		$ 1,172	$ 947	$ 1,034	$ 1,044	$ 1,523		$ 966
Leaves	Admin Leave	$ 407	$ 834	$ 140	$ 362	$ 668			$ 835		$ 608		$ 469		$ 948		$ 326		$ 372
Allow	Auto	$ 500		$ 542	$ 868	$ 500			$ 475					$ 538		$ 450	$ 700		
Allow	Technology Allowance					$ 50								$ 93	$ 60				
	Benefit Package Total	$ 7,426	$ 8,231	$ 5,596	$ 5,099	$ 5,219	$ 0	$ 0	$ 6,775	$ 5,417	$ 6,475	$ 0	$ 5,315	$ 5,561	$ 6,722	$ 4,776	$ 8,234	$ 0	$ 6,089

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Director of Finance and Administrative Services						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 36,517	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Director of Finance and Administration	$ 29,908	4/18/2021	unknown	unknown
3	Las Virgenes Municipal Water District	Director of Finance and Administration	$ 29,136	1/1/2022	unknown	unknown
4	East Bay Municipal Utility District	Director of Finance	$ 29,040	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Director of Finance and Administrative Services	$ 28,569	7/2/2021		
6	Los Angeles County Sanitation Districts	Departmental Engineer	$ 27,386	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Executive Director of Finance	$ 26,090	7/1/2021	7/1/2022	CPI
8	Inland Empire Utilities Agency	Executive Manager of Finance and Administration/Assistant General Manager	$ 25,621	7/1/2021	7/1/2022	3.00%
9	Western Municipal Water District	[Director of Finance/ Director of Administration]	$ 25,410	7/1/2021	7/1/2022	1.0 - 4.0%
10	City of Garden Grove	[Finance Director/ Information Technology Director]	$ 23,937	7/1/2021	unknown	unknown
11	City of Anaheim	Utilities Assistant General Manager - Finance and Energy Resources	$ 23,849	12/24/2021	7/8/2022	3.00%
12	County of Los Angeles, Public Works	Administrative Deputy, Public Works	$ 23,551	7/1/2021	unknown	unknown
13	City of San Diego	[Chief Financial Officer/ Director of Financial Management]	$ 23,480	7/1/2021	unknown	unknown
14	City of Huntington Beach	[Chief Financial Officer/ Chief Information Officer]	$ 22,575	11/2/2020	unknown	unknown
15	City of Irvine	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 26,654
% Orange County Sanitation District Above/Below	6.7%
Median of Comparators	$ 25,621
% Orange County Sanitation District Above/Below	10.3%
75th Percentile of Comparators	$ 29,040
% Orange County Sanitation District Above/Below	-1.6%
Orange County Sanitation District Percentile	73
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Director of Finance						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 28,283	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Finance	$ 21,143	7/2/2021		
4	Eastern Municipal Water District	Chief Financial Officer	$ 19,937	12/19/2021	1/1/2023	unknown
5	Orange County Water District	Chief Financial Officer/Treasurer	$ 19,453	7/1/2021	7/1/2022	Unknown
6	Western Municipal Water District	Director of Finance	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
7	City of Garden Grove	Finance Director	$ 18,838	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Chief Financial Officer	$ 18,446	7/4/2001	6/19/2022	4.00%
9	City of Irvine	Director of Financial Management and Strategic Planning	$ 18,391	6/25/2021	6/25/2022	1.00%
10	Irvine Ranch Water District	Director of Finance	$ 17,588	7/1/2021	7/1/2022	CPI
11	City of Huntington Beach	Chief Financial Officer	$ 17,356	11/2/2020	unknown	unknown
12	City of San Diego[1,2]	[Chief Financial Officer/ Director of Financial Management]	$ 16,705	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Assistant Deputy Director, Finance Public Works	$ 15,692	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Anaheim	N/C				
16	East Bay Municipal Utility District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 19,385
% Orange County Sanitation District Above/Below	8.3%
Median of Comparators	$ 18,642
% Orange County Sanitation District Above/Below	11.8%
75th Percentile of Comparators	$ 19,574
% Orange County Sanitation District Above/Below	7.4%
Orange County Sanitation District Percentile	86
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Director of Finance**	N/C	N/C	Finance Director	Chief Financial Officer	Director of Financial Management and Strategic Planning	Chief Financial Officer	[Chief Financial Officer/ Director of Financial Management]	Assistant Deputy Director, Finance Public Works	N/C	Chief Financial Officer	N/C	Director of Finance	N/C	Departmental Engineer	Assistant General Manager- Chief Financial Officer	Chief Financial Officer/Treasurer	Director of Finance
	Top Step	**$ 21,143**			$ 18,838	$ 17,356	$ 18,391	$ 18,446	$ 16,705	$ 15,692		$ 19,937		$ 17,588		$ 22,610	$ 28,283	$ 19,453	$ 19,321
Retirement	PEPRA	**2.5%@67**			2%@62	2%@62	2%@62	1.5%@60				2%@62		2%@62		2%@62	2%@62		2%@62
	Employee Cost Sharing																		
	Social Security																		$ 760
	Deferred Compensation	**$ 200**					$ 736			$ 628		$ 997		$ 704			$ 1,273	$ 163	$ 386
	Other Retirement	**$ 1,373**					$ 368		$ 1,537			$ 98						$ 3,239	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 2,668									$ 2,491
	Health	**$ 1,913**				$ 1,514	$ 2,286	$ 1,841				$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**				$ 122	$ 41	$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	**$ 17**					$ 7	$ 9				$ 19		$ 24			$ 12	$ 19	
	Other Insurance	**$ 100**				$ 29				$ 75									
Leaves	Vacation	**$ 1,830**			$ 1,087	$ 1,669	$ 1,415	$ 1,064	$ 1,413	$ 604		$ 2,070		$ 1,015		$ 1,391	$ 1,632	$ 1,235	$ 1,115
	Holidays	**$ 976**			$ 1,132	$ 668	$ 990	$ 993	$ 723	$ 724		$ 920		$ 812		$ 1,044	$ 1,523	$ 823	$ 966
	Admin Leave	**$ 407**			$ 362	$ 668	$ 1,158	$ 709	$ 835								$ 326		$ 372
Allow	Auto	**$ 500**			$ 868	$ 500	$ 550		$ 475					$ 538		$ 450	$ 700	$ 500	
	Technology Allowance					$ 50	$ 100							$ 93				$ 40	
	Benefit Package Total	**$ 7,426**	**$ 0**	**$ 0**	**$ 5,099**	**$ 5,219**	**$ 7,650**	**$ 4,666**	**$ 6,775**	**$ 4,698**	**$ 0**	**$ 6,367**	**$ 0**	**$ 5,137**	**$ 0**	**$ 4,776**	**$ 8,234**	**$ 8,164**	**$ 6,089**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Director of Finance						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Assistant General Manager- Chief Financial Officer	$ 36,517	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Director of Finance	$ 28,569	7/2/2021		
3	Orange County Water District	Chief Financial Officer/Treasurer	$ 27,617	7/1/2021	7/1/2022	Unknown
4	Los Angeles County Sanitation Districts	Departmental Engineer	$ 27,386	7/1/2021	unknown	unknown
5	Eastern Municipal Water District	Chief Financial Officer	$ 26,304	12/19/2021	1/1/2023	unknown
6	City of Irvine	Director of Financial Management and Strategic Planning	$ 26,041	6/25/2021	6/25/2022	1.00%
7	Western Municipal Water District	Director of Finance	$ 25,410	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Garden Grove	Finance Director	$ 23,937	7/1/2021	unknown	unknown
9	City of San Diego	[Chief Financial Officer/ Director of Financial Management]	$ 23,480	7/1/2021	unknown	unknown
10	City of Los Angeles Bureau of Sanitation	Chief Financial Officer	$ 23,111	7/4/2001	6/19/2022	4.00%
11	Irvine Ranch Water District	Director of Finance	$ 22,725	7/1/2021	7/1/2022	CPI
12	City of Huntington Beach	Chief Financial Officer	$ 22,575	11/2/2020	unknown	unknown
13	County of Los Angeles, Public Works	Assistant Deputy Director, Finance Public Works	$ 20,390	7/1/2021	unknown	unknown
14	Las Virgenes Municipal Water District	N/C				
15	Central Contra Costa Sanitary District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	City of Anaheim	N/C				
18	East Bay Municipal Utility District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 25,458
% Orange County Sanitation District Above/Below	10.9%
Median of Comparators	$ 24,673
% Orange County Sanitation District Above/Below	13.6%
75th Percentile of Comparators	$ 26,574
% Orange County Sanitation District Above/Below	7.0%
Orange County Sanitation District Percentile	92
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Director of Human Resources						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Group Manager- Human Resources	$ 23,386	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Manager of Human Resources	$ 21,483	4/1/2020	unknown	unknown
4	Los Angeles County Sanitation Districts	Human Resources Manager	$ 21,431	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Director of Human Resources	$ 21,143	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	Assistant General Manager Personnel Department	$ 21,031	unknown	unknown	unknown
7	Western Municipal Water District	Director of Human Resources	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Irvine[3]	Director of Human Resources and Innovation	$ 18,391	6/25/2021	6/25/2022	1.00%
9	City of Anaheim[1]	[Human Resources Director / Deputy Human Resources Director]	$ 18,122	7/9/2021	7/8/2022	3.00%
10	City of Garden Grove	Human Resources Director	$ 17,924	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Director of Human Resources	$ 17,588	7/1/2021	7/1/2022	CPI
12	City of Huntington Beach[2]	Administrative Services Director	$ 17,356	11/2/2020	unknown	unknown
13	Orange County Water District	Director of Human Resources	$ 16,077	7/1/2021	7/1/2022	Unknown
14	City of San Diego[1,4]	[Personnel Director / Assistant Personnel Director]	$ 14,640	7/1/2021	unknown	unknown
15	Central Contra Costa Sanitary District	N/C				
16	Eastern Municipal Water District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 19,305
% Orange County Sanitation District Above/Below	8.7%
Median of Comparators	$ 18,391
% Orange County Sanitation District Above/Below	13.0%
75th Percentile of Comparators	$ 21,431
% Orange County Sanitation District Above/Below	-1.4%
Orange County Sanitation District Percentile	69
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
2 - City of Huntington Beach: Administrative Services Director oversees human resources, risk management, and information technology.
3 - City of Irvine: Director of Human Resources and Innovation oversees human resources, risk management, and information technology.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Human Resources	N/C	[Human Resources Director / Deputy Human Resources Director]	Human Resources Director	Administrative Services Director	Director of Human Resources and Innovation	Assistant General Manager Personnel Department	[Personnel Director/ Assistant Personnel Director]	Deputy Director, Public Works	Manager of Human Resources	N/C	N/C	Director of Human Resources	N/C	Human Resources Manager	Group Manager-Human Resources	Director of Human Resources	Director of Human Resources
	Top Step	$ 21,143		$ 18,122	$ 17,924	$ 17,356	$ 18,391	$ 21,031	$ 14,640	$ 24,217	$ 21,483			$ 17,588		$ 21,431	$ 23,386	$ 16,077	$ 19,321
Retirement	PEPRA	2.5%@67		2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67			2%@62		2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760								$ 760
Retirement	Deferred Compensation	$ 200					$ 736			$ 969				$ 704			$ 1,052	$ 163	
Retirement	Other Retirement	$ 1,373					$ 368		$ 1,347									$ 2,677	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 4,117									$ 2,491
Insurance	Health	$ 1,913		$ 2,787		$ 1,514	$ 2,286	$ 1,841			$ 2,194			$ 1,824		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 122	$ 41	$ 48			$ 212			$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17					$ 7	$ 9			$ 22			$ 24			$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76								
Leaves	Vacation	$ 1,830		$ 1,416	$ 1,034	$ 1,669	$ 1,415	$ 2,022	$ 1,239	$ 931	$ 1,239			$ 1,015		$ 1,319	$ 1,349	$ 1,020	$ 1,115
Leaves	Holidays	$ 976		$ 767	$ 1,077	$ 668	$ 990	$ 1,132	$ 633	$ 1,118	$ 1,239			$ 812		$ 989	$ 1,259	$ 680	$ 966
Leaves	Admin Leave	$ 407		$ 139	$ 345	$ 668	$ 1,158	$ 809	$ 732		$ 578						$ 270		$ 372
Allow	Auto	$ 500		$ 650	$ 868	$ 500	$ 550		$ 300					$ 538		$ 450			
Allow	Technology Allowance					$ 50	$ 100							$ 93					
	Benefit Package Total	$ 7,426	$ 0	$ 5,973	$ 4,974	$ 5,219	$ 7,650	$ 5,862	$ 6,043	$ 7,210	$ 6,321	$ 0	$ 0	$ 5,137	$ 0	$ 4,649	$ 6,711	$ 6,705	$ 5,702

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Director of Human Resources						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 31,427	7/1/2021	unknown	unknown
2	Metropolitan Water District of Southern California	Group Manager- Human Resources	$ 30,097	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Director of Human Resources	$ 28,569	7/2/2021		
4	East Bay Municipal Utility District	Manager of Human Resources	$ 27,804	4/1/2020	unknown	unknown
5	City of Los Angeles Bureau of Sanitation	Assistant General Manager Personnel Department	$ 26,893	unknown	unknown	unknown
6	Los Angeles County Sanitation Districts	Human Resources Manager	$ 26,080	7/1/2021	unknown	unknown
7	City of Irvine	Director of Human Resources and Innovation	$ 26,041	6/25/2021	6/25/2022	1.00%
8	Western Municipal Water District	Director of Human Resources	$ 25,023	7/1/2021	7/1/2022	1.0 - 4.0%
9	City of Anaheim	[Human Resources Director / Deputy Human Resources Director]	$ 24,095	7/9/2021	7/8/2022	3.00%
10	City of Garden Grove	Human Resources Director	$ 22,898	7/1/2021	unknown	unknown
11	Orange County Water District	Director of Human Resources	$ 22,782	7/1/2021	7/1/2022	Unknown
12	Irvine Ranch Water District	Director of Human Resources	$ 22,725	7/1/2021	7/1/2022	CPI
13	City of Huntington Beach	Administrative Services Director	$ 22,575	11/2/2020	unknown	unknown
14	City of San Diego	[Personnel Director/ Assistant Personnel Director]	$ 20,683	7/1/2021	unknown	unknown
15	Central Contra Costa Sanitary District	N/C				
16	Eastern Municipal Water District	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 25,317
% Orange County Sanitation District Above/Below	11.4%
Median of Comparators	$ 25,023
% Orange County Sanitation District Above/Below	12.4%
75th Percentile of Comparators	$ 26,893
% Orange County Sanitation District Above/Below	5.9%
Orange County Sanitation District Percentile	86
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Director of Operations and Maintenance						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Water Systems Operations	$ 25,379	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Operation and Maintenance	$ 24,234	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 24,217	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Departmental Engineer	$ 22,610	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Director of Wastewater	$ 22,565	4/1/2020	unknown	unknown
6	Las Virgenes Municipal Water District	Director of Facilities and Operations	$ 22,414	1/1/2022	unknown	unknown
7	Central Contra Costa Sanitary District	Director of Operations	$ 21,677	4/18/2021	unknown	unknown
8	Orange County Sanitation District	Director of Operations and Maintenance	$ 21,672	7/2/2021		
9	Irvine Ranch Water District	Executive Director of Operations	$ 20,529	7/1/2021	7/1/2022	CPI
10	Orange County Water District	Executive Director of Operations	$ 20,425	7/1/2021	7/1/2022	Unknown
11	Inland Empire Utilities Agency[1]	Executive Manager of Operations/Assistant General Manager	$ 20,306	7/1/2021	7/1/2022	3.00%
12	Western Municipal Water District	Director of Operations	$ 19,321	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of Garden Grove	Public Works Director	$ 18,838	7/1/2021	unknown	unknown
14	City of Anaheim	Utilities Assistant General Manager - Water Services	$ 18,253	12/24/2021	7/8/2022	3.00%
15	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 18,155	7/4/2001	6/19/2022	4.00%
16	City of Huntington Beach	Director of Public Works	$ 17,356	11/2/2020	unknown	unknown
17	City of San Diego[2,3]	[Public Utilities Director/ Assistant Public Utilities Director]	$ 15,793	7/1/2021	unknown	unknown
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 20,755
% Orange County Sanitation District Above/Below	4.2%
Median of Comparators	$ 20,477
% Orange County Sanitation District Above/Below	5.5%
75th Percentile of Comparators	$ 22,576
% Orange County Sanitation District Above/Below	-4.2%
Orange County Sanitation District Percentile	60
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Inland Empire Utilities Agency: Executive Manager of Operations/AGM oversees operations and maintenance, regional composting authority, and business information services and information technology.
2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
3 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Director of Operations and Maintenance	Director of Operations	Utilities Assistant General Manager - Water Services	Public Works Director	Director of Public Works	N/C	Assistant Director Bureau of Sanitation	[Public Utilities Director/ Assistant Public Utilities Director]	Deputy Director, Public Works	Director of Wastewater	Assistant General Manager of Operation and Maintenance	Executive Manager of Operations/Assistant General Manager	Executive Director of Operations	Director of Facilities and Operations	Departmental Engineer	Group Manager-Water Systems Operations	Executive Director of Operations	Director of Operations
	Top Step	$ 21,672	$ 21,677	$ 18,253	$ 18,838	$ 17,356		$ 18,155	$ 15,793	$ 24,217	$ 22,565	$ 24,234	$ 20,306	$ 20,529	$ 22,414	$ 22,610	$ 25,379	$ 20,425	$ 19,321
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62		1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,344							$ 969		$ 1,212	$ 54	$ 821	$ 672		$ 1,142	$ 163	$ 386
Retirement	Other Retirement	$ 1,404							$ 1,453			$ 98						$ 3,401	
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 4,117			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,514		$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 122		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,875	$ 1,334	$ 1,141	$ 1,087	$ 1,669		$ 1,047	$ 1,336	$ 931	$ 1,302	$ 2,517	$ 1,172	$ 1,184	$ 1,207	$ 1,391	$ 1,464	$ 1,296	$ 1,115
Leaves	Holidays	$ 1,000	$ 1,084	$ 772	$ 1,132	$ 668		$ 978	$ 683	$ 1,118	$ 1,302	$ 1,118	$ 1,172	$ 947	$ 1,034	$ 1,044	$ 1,367	$ 864	$ 966
Leaves	Admin Leave	$ 417	$ 834	$ 140	$ 362	$ 668		$ 698	$ 790		$ 608		$ 469		$ 948		$ 293		$ 372
Allow	Auto	$ 500		$ 542	$ 868	$ 500			$ 475			$ 650		$ 538		$ 450		$ 500	
Allow	Technology Allowance					$ 50						$ 50		$ 93	$ 60			$ 40	
	Benefit Package Total	$ 7,538	$ 8,231	$ 5,596	$ 5,099	$ 5,219	$ 0	$ 4,622	$ 6,529	$ 7,210	$ 6,475	$ 7,926	$ 5,315	$ 5,561	$ 6,722	$ 4,776	$ 7,046	$ 8,429	$ 6,089

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Director of Operations and Maintenance						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Group Manager- Water Systems Operations	$ 32,425	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Assistant General Manager of Operation and Maintenance	$ 32,160	12/19/2021	1/1/2023	unknown
3	County of Los Angeles, Public Works	Deputy Director, Public Works	$ 31,427	7/1/2021	unknown	unknown
4	Central Contra Costa Sanitary District	Director of Operations	$ 29,908	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Director of Operations and Maintenance	$ 29,210	7/2/2021		
6	Las Virgenes Municipal Water District	Director of Facilities and Operations	$ 29,136	1/1/2022	unknown	unknown
7	East Bay Municipal Utility District	Director of Wastewater	$ 29,040	4/1/2020	unknown	unknown
8	Orange County Water District	Executive Director of Operations	$ 28,855	7/1/2021	7/1/2022	Unknown
9	Los Angeles County Sanitation Districts	Departmental Engineer	$ 27,386	7/1/2021	unknown	unknown
10	Irvine Ranch Water District	Executive Director of Operations	$ 26,090	7/1/2021	7/1/2022	CPI
11	Inland Empire Utilities Agency	Executive Manager of Operations/Assistant General Manager	$ 25,621	7/1/2021	7/1/2022	3.00%
12	Western Municipal Water District	Director of Operations	$ 25,410	7/1/2021	7/1/2022	1.0 - 4.0%
13	City of Garden Grove	Public Works Director	$ 23,937	7/1/2021	unknown	unknown
14	City of Anaheim	Utilities Assistant General Manager - Water Services	$ 23,849	12/24/2021	7/8/2022	3.00%
15	City of Los Angeles Bureau of Sanitation	Assistant Director Bureau of Sanitation	$ 22,777	7/4/2001	6/19/2022	4.00%
16	City of Huntington Beach	Director of Public Works	$ 22,575	11/2/2020	unknown	unknown
17	City of San Diego	[Public Utilities Director/ Assistant Public Utilities Director]	$ 22,322	7/1/2021	unknown	unknown
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 27,057
% Orange County Sanitation District Above/Below	7.4%
Median of Comparators	$ 26,738
% Orange County Sanitation District Above/Below	8.5%
75th Percentile of Comparators	$ 29,329
% Orange County Sanitation District Above/Below	-0.4%
Orange County Sanitation District Percentile	74
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Electrical Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Electrical Technician	$ 10,625	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Electrical Technician	$ 9,926	4/1/2020	unknown	unknown
3	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 9,768	7/1/2021	7/1/2022	3.00%
4	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Electrician II	$ 9,493	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Electrical Technician II	$ 9,400	7/2/2021		
6	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 9,265	7/1/2021	unknown	unknown
7	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 9,056	7/1/2021	7/1/2022	2.00%
8	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Electrical	$ 8,863	7/1/2021	unknown	unknown
9	Eastern Municipal Water District	Controls Technician II	$ 8,700	12/19/2021	1/1/2023	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 8,604	1/1/2021	unknown	unknown
11	Irvine Ranch Water District	Electrical Technician	$ 8,374	7/1/2021	7/1/2022	CPI
12	Western Municipal Water District	Operations Technician III- Electrical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
13	County of Los Angeles, Public Works[1]	[Electro-Mechanic / Electrician]	$ 8,019	7/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	City of San Diego	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,068
% Orange County Sanitation District Above/Below	3.5%
Median of Comparators	$ 8,959
% Orange County Sanitation District Above/Below	4.7%
75th Percentile of Comparators	$ 9,562
% Orange County Sanitation District Above/Below	-1.7%
Orange County Sanitation District Percentile	69
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Electrical Technician II	Electrical Technician	N/C	N/C	N/C	N/C	Wastewater Treatment Electrician II	N/C	[Electro-Mechanic / Electrician]	Electrical Technician	Controls Technician II	Electrical and Instruments Technician III	Electrical Technician	Electrical/Instrumentation Technician II	Electrical and Instrumentation Technician	Operations and Maintenance Technician IV - Electrical	Senior Instrumentation and Electrical Technician	Operations Technician III-Electrical Services
	Top Step	$ 9,400	$ 10,625					$ 9,493		$ 8,019	$ 9,926	$ 8,700	$ 9,768	$ 8,374	$ 8,604	$ 9,265	$ 8,863	$ 9,056	$ 8,124
Retirement	PEPRA	2.5%@67	2%@62					1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 615		$ 606		$ 533				$ 504
Retirement	Deferred Compensation		$ 659							$ 321		$ 435	$ 54	$ 335	$ 40		$ 399	$ 163	
Retirement	Other Retirement											$ 98						$ 1,508	
Insurance	Cafeteria		$ 100							$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 813	$ 654					$ 621		$ 463	$ 573	$ 903	$ 451	$ 483	$ 463	$ 570	$ 511	$ 575	$ 469
Leaves	Holidays	$ 434	$ 531					$ 511		$ 370	$ 573	$ 402	$ 620	$ 386	$ 397	$ 428	$ 477	$ 383	$ 406
Leaves	Admin Leave		$ 41					$ 183									$ 102		
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 3,288	$ 5,195	$ 0	$ 0	$ 0	$ 0	$ 3,213	$ 0	$ 3,563	$ 4,265	$ 4,120	$ 3,420	$ 3,274	$ 3,474	$ 2,889	$ 4,270	$ 4,794	$ 3,869

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Electrical Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Electrical Technician	$ 15,821	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Electrical Technician	$ 14,191	4/1/2020	unknown	unknown
3	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 13,849	7/1/2021	7/1/2022	2.00%
4	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 13,188	7/1/2021	7/1/2022	3.00%
5	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Electrical	$ 13,133	7/1/2021	unknown	unknown
6	Eastern Municipal Water District	Controls Technician II	$ 12,819	12/19/2021	1/1/2023	unknown
7	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Electrician II	$ 12,707	1/19/2020	6/19/2022	4.00%
8	Orange County Sanitation District	Electrical Technician II	$ 12,688	7/2/2021		
9	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 12,154	7/1/2021	unknown	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 12,078	1/1/2021	unknown	unknown
11	Western Municipal Water District	Operations Technician III- Electrical Services	$ 11,993	7/1/2021	7/1/2022	1.0 - 4.0%
12	Irvine Ranch Water District	Electrical Technician	$ 11,648	7/1/2021	7/1/2022	CPI
13	County of Los Angeles, Public Works	[Electro-Mechanic / Electrician]	$ 11,582	7/1/2021	unknown	unknown
14	City of Anaheim	N/C				
15	City of Garden Grove	N/C				
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	City of San Diego	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,930
% Orange County Sanitation District Above/Below	-1.9%
Median of Comparators	$ 12,763
% Orange County Sanitation District Above/Below	-0.6%
75th Percentile of Comparators	$ 13,354
% Orange County Sanitation District Above/Below	-5.2%
Orange County Sanitation District Percentile	45
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Engineer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Engineer II	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
2	Central Contra Costa Sanitary District	Associate Engineer	$ 13,534	4/18/2021	unknown	unknown
3	Orange County Water District	Senior Engineer	$ 13,287	7/1/2021	7/1/2022	2.00%
4	Metropolitan Water District of Southern California	Engineer	$ 12,932	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Associate Civil Engineer	$ 12,708	4/1/2020	unknown	unknown
6	City of Garden Grove	Project Engineer	$ 12,526	7/1/2021	unknown	unknown
7	Orange County Sanitation District	Engineer	$ 12,281	7/2/2021		
8	Eastern Municipal Water District	Associate Civil Engineer II	$ 12,241	12/19/2021	1/1/2023	unknown
9	Las Virgenes Municipal Water District	Associate Engineer	$ 12,128	1/1/2022	1/1/2023	1.5 - 4%
10	City of Los Angeles Bureau of Sanitation	Environmental Engineer	$ 12,015	1/19/2020	6/19/2022	4.00%
11	Inland Empire Utilities Agency	Senior Associate Engineer - PE	$ 11,873	7/1/2021	7/1/2022	3.00%
12	Irvine Ranch Water District	Engineer	$ 11,820	7/1/2021	7/1/2022	CPI
13	Los Angeles County Sanitation Districts	Civil Engineer	$ 11,713	7/1/2021	unknown	unknown
14	City of Anaheim	Senior Civil Engineer	$ 11,322	12/24/2021	unknown	unknown
15	City of Irvine	Senior Civil Engineer	$ 11,073	6/25/2021	6/25/2022	1.00%
16	County of Los Angeles, Public Works	Associate Civil Engineer	$ 10,742	7/1/2021	unknown	unknown
17	City of Huntington Beach	Associate Civil Engineer	$ 10,104	1/1/2022	unknown	unknown
18	City of San Diego[1]	Associate Engineer - Civil	$ 8,213	1/1/2022	7/1/2022	5.00%

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,885
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 12,015
% Orange County Sanitation District Above/Below	2.2%
75th Percentile of Comparators	$ 12,708
% Orange County Sanitation District Above/Below	-3.5%
Orange County Sanitation District Percentile	63
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of San Diego: Associate Engineer - Civil requires College graduation with a Bachelor's degree in Civil Engineering, OR certification as an Engineer-in-Training, OR registration as a professional Civil Engineer.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineer	Associate Engineer	Senior Civil Engineer	Project Engineer	Associate Civil Engineer	Senior Civil Engineer	Environmental Engineer	Associate Engineer - Civil	Associate Civil Engineer	Associate Civil Engineer	Associate Civil Engineer II	Senior Associate Engineer - PE	Engineer	Associate Engineer	Civil Engineer	Engineer	Senior Engineer	Engineer II
	Top Step	$ 12,281	$ 13,534	$ 11,322	$ 12,526	$ 10,104	$ 11,073	$ 12,015	$ 8,213	$ 10,742	$ 12,708	$ 12,241	$ 11,873	$ 11,820	$ 12,128	$ 11,713	$ 12,932	$ 13,287	$ 13,816
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Sharing					$ -101													
	Social Security										$ 760		$ 736		$ 752				$ 760
	Deferred Compensation		$ 839				$ 443			$ 430		$ 612	$ 54	$ 473	$ 364		$ 582	$ 163	$ 276
	Other Retirement	$ 595					$ 221		$ 756			$ 98						$ 2,212	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,833	$ 2,278			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 709	$ 833	$ 708	$ 723	$ 972	$ 852	$ 786	$ 695	$ 620	$ 733	$ 1,271	$ 548	$ 682	$ 653	$ 721	$ 746	$ 843	$ 797
	Holidays	$ 567	$ 677	$ 435	$ 753	$ 466	$ 596	$ 647	$ 355	$ 496	$ 733	$ 565	$ 685	$ 546	$ 560	$ 541	$ 696	$ 562	$ 691
	Admin Leave	$ 236	$ 156	$ 87	$ 241	$ 291	$ 532	$ 231	$ 126								$ 149		$ 266
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 4,148	$ 5,935	$ 4,073	$ 3,366	$ 3,388	$ 4,978	$ 3,562	$ 3,766	$ 3,955	$ 4,730	$ 4,828	$ 3,713	$ 3,769	$ 4,369	$ 3,153	$ 4,954	$ 5,946	$ 5,280

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Engineer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Associate Engineer	$ 19,469	4/18/2021	unknown	unknown
2	Orange County Water District	Senior Engineer	$ 19,232	7/1/2021	7/1/2022	2.00%
3	Western Municipal Water District	Engineer II	$ 19,096	7/1/2021	7/1/2022	1.0 - 4.0%
4	Metropolitan Water District of Southern California	Engineer	$ 17,886	7/1/2021	unknown	unknown
5	East Bay Municipal Utility District	Associate Civil Engineer	$ 17,438	4/1/2020	unknown	unknown
6	Eastern Municipal Water District	Associate Civil Engineer II	$ 17,069	12/19/2021	1/1/2023	unknown
7	Las Virgenes Municipal Water District	Associate Engineer	$ 16,497	1/1/2022	1/1/2023	1.5 - 4%
8	Orange County Sanitation District	Engineer	$ 16,428	7/2/2021		
9	City of Irvine	Senior Civil Engineer	$ 16,051	6/25/2021	6/25/2022	1.00%
10	City of Garden Grove	Project Engineer	$ 15,892	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Engineer	$ 15,589	7/1/2021	7/1/2022	CPI
12	Inland Empire Utilities Agency	Senior Associate Engineer - PE	$ 15,586	7/1/2021	7/1/2022	3.00%
13	City of Los Angeles Bureau of Sanitation	Environmental Engineer	$ 15,577	1/19/2020	6/19/2022	4.00%
14	City of Anaheim	Senior Civil Engineer	$ 15,395	12/24/2021	unknown	unknown
15	Los Angeles County Sanitation Districts	Civil Engineer	$ 14,866	7/1/2021	unknown	unknown
16	County of Los Angeles, Public Works	Associate Civil Engineer	$ 14,696	7/1/2021	unknown	unknown
17	City of Huntington Beach	Associate Civil Engineer	$ 13,492	1/1/2022	unknown	unknown
18	City of San Diego	Associate Engineer - Civil	$ 11,979	1/1/2022	7/1/2022	5.00%

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,224
% Orange County Sanitation District Above/Below	1.2%
Median of Comparators	$ 15,892
% Orange County Sanitation District Above/Below	3.3%
75th Percentile of Comparators	$ 17,438
% Orange County Sanitation District Above/Below	-6.1%
Orange County Sanitation District Percentile	62
Number of Matches	17

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Engineering Associate						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Engineering Associate	$ 10,485	7/2/2021		
2	East Bay Municipal Utility District	Engineering Designer II	$ 10,173	4/1/2020	unknown	unknown
2	City of Huntington Beach	Civil Engineering Assistant	$ 9,057	1/1/2022	unknown	unknown
3	City of Garden Grove	Principal Engineering Technician	$ 9,017	7/1/2021	unknown	unknown
5	Eastern Municipal Water District	Senior Engineering Technician	$ 8,284	12/19/2021	1/1/2023	unknown
6	Los Angeles County Sanitation Districts[2]	[Engineering Technician III / Designer I]	$ 8,191	7/1/2021	unknown	unknown
7	City of Anaheim[1]	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	$ 7,490	6/25/2021	unknown	unknown
8	County of Los Angeles, Public Works	Senior Civil Engineering Technician	$ 7,402	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Office Engineering Technician III	$ 7,284	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Principal Engineering Aide	$ 6,180	1/1/2022	7/1/2022	5.00%
11	Central Contra Costa Sanitary District	N/C				
12	City of Irvine	N/C				
13	Inland Empire Utilities Agency	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,120
% Orange County Sanitation District Above/Below	22.6%
Median of Comparators	$ 8,191
% Orange County Sanitation District Above/Below	21.9%
75th Percentile of Comparators	$ 9,017
% Orange County Sanitation District Above/Below	14.0%
Orange County Sanitation District Percentile	103
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Associate	N/C	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	Principal Engineering Technician	Civil Engineering Assistant	N/C	Office Engineering Technician III	Principal Engineering Aide	Senior Civil Engineering Technician	Engineering Designer II	Senior Engineering Technician	N/C	N/C	N/C	[Engineering Technician III / Designer I]	N/C	N/C	N/C
	Top Step	$ 10,485		$ 7,490	$ 9,017	$ 9,057		$ 7,284	$ 6,180	$ 7,402	$ 10,173	$ 8,284				$ 8,191			
Retirement	PEPRA	2.5%@67		2%@62	2%@62	2%@62		1.5%@60			2.5%@67	2%@62				2%@62			
	Employee Cost Sharing					$ -91													
	Social Security										$ 631								
	Deferred Compensation					$ 20				$ 296		$ 414							
	Other Retirement								$ 569			$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 2,278									
	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128				$ 1,759			
	Dental	$ 111		$ 56		$ 133		$ 48		$ 57	$ 212	$ 134				$ 132			
	Vision	$ 17				$ 22		$ 9			$ 22	$ 19							
	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 605		$ 468	$ 520	$ 871		$ 476	$ 523	$ 427	$ 587	$ 860				$ 504			
	Holidays	$ 484		$ 288	$ 542	$ 418		$ 392	$ 267	$ 342	$ 587	$ 382				$ 378			
	Admin Leave	$ 25						$ 140	$ 95										
Allow	Auto																		
	Technology Allowance					$ 50													
	Benefit Package Total	$ 3,155	$ 0	$ 3,599	$ 2,712	$ 3,110	$ 0	$ 2,907	$ 3,287	$ 3,474	$ 4,309	$ 4,036	$ 0	$ 0	$ 0	$ 2,773	$ 0	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Engineering Associate						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Engineering Designer II	$ 14,482	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Engineering Associate	$ 13,640	7/2/2021		
3	Eastern Municipal Water District	Senior Engineering Technician	$ 12,320	12/19/2021	1/1/2023	unknown
4	City of Garden Grove	Principal Engineering Technician	$ 11,729	7/1/2021	unknown	unknown
5	City of Huntington Beach	Civil Engineering Assistant	$ 12,167	1/1/2022	unknown	unknown
6	City of Anaheim	[Principal Utilities Engineering Aide / Principal Water Engineering Aide]	$ 11,089	6/25/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	[Engineering Technician III / Designer I]	$ 10,964	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Senior Civil Engineering Technician	$ 10,876	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Office Engineering Technician III	$ 10,191	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Principal Engineering Aide	$ 9,467	1/1/2022	7/1/2022	5.00%
11	City of Irvine	N/C				
12	Irvine Ranch Water District	N/C				
13	Las Virgenes Municipal Water District	N/C				
14	Western Municipal Water District	N/C				
15	Metropolitan Water District of Southern California	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Orange County Water District	N/C				
18	Inland Empire Utilities Agency	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,476
% Orange County Sanitation District Above/Below	15.9%
Median of Comparators	$ 11,089
% Orange County Sanitation District Above/Below	18.7%
75th Percentile of Comparators	$ 12,167
% Orange County Sanitation District Above/Below	10.8%
Orange County Sanitation District Percentile	95
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Engineering Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Engineering Services	$ 20,427	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Engineering	$ 19,937	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District	Engineering Manager	$ 18,986	4/1/2020	unknown	unknown
4	Central Contra Costa Sanitary District[1]	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	$ 18,905	4/18/2021	unknown	unknown
5	Los Angeles County Sanitation Districts[2]	[Division Engineer II/ Assistant Departmental Engineer]	$ 18,011	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Engineering Manager	$ 17,787	7/2/2021		
7	Inland Empire Utilities Agency	Manager of Engineering	$ 16,706	7/1/2021	7/1/2022	3.00%
8	Las Virgenes Municipal Water District	Principal Engineer	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
9	Western Municipal Water District	Principal Engineer	$ 15,967	7/1/2021	7/1/2022	1.0 - 4.0%
10	City of Los Angeles Bureau of Sanitation	Principal Civil Engineer	$ 15,857	7/4/2001	6/19/2022	4.00%
11	County of Los Angeles, Public Works[2]	[Principal Engineer / Assistant Deputy Director, Public Works]	$ 15,667	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Engineering Manager	$ 15,286	7/1/2021	7/1/2022	CPI
13	City of Garden Grove	City Engineer (Engineering Services Manager)	$ 15,286	7/1/2021	unknown	unknown
14	City of Anaheim	Water Engineering Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
15	City of Huntington Beach[2]	[City Engineer/ Deputy City Engineer]	$ 14,794	1/1/2022	unknown	unknown
16	City of Irvine	N/C				
17	City of San Diego	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,959
% Orange County Sanitation District Above/Below	4.7%
Median of Comparators	$ 16,274
% Orange County Sanitation District Above/Below	8.5%
75th Percentile of Comparators	$ 18,682
% Orange County Sanitation District Above/Below	-5.0%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Manager	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	Water Engineering Manager	City Engineer (Engineering Services Manager)	[City Engineer/ Deputy City Engineer]	N/C	Principal Civil Engineer	N/C	[Principal Engineer / Assistant Deputy Director, Public Works]	Engineering Manager	Director of Engineering	Manager of Engineering	Engineering Manager	Principal Engineer	[Division Engineer II/ Assistant Departmental Engineer]	Section Manager - Engineering Services	N/C	Principal Engineer
	Top Step	$ 17,787	$ 18,905	$ 15,017	$ 15,286	$ 14,794		$ 15,857		$ 15,667	$ 18,986	$ 19,937	$ 16,706	$ 15,286	$ 16,581	$ 18,011	$ 20,427		$ 15,967
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62		1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -148													
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172							$ 627		$ 997	$ 54	$ 611	$ 497		$ 919		$ 319
Retirement	Other Retirement	$ 994										$ 98							
Insurance	Cafeteria		$ 425		$ 1,650					$ 2,663			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
Insurance	Other Insurance	$ 100		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,026	$ 1,163	$ 939	$ 882	$ 1,423		$ 915		$ 603	$ 1,095	$ 2,070	$ 771	$ 882	$ 893	$ 1,108	$ 1,178		$ 921
Leaves	Holidays	$ 821	$ 945	$ 635	$ 919	$ 683		$ 854		$ 723	$ 1,095	$ 920	$ 1,221	$ 706	$ 765	$ 831	$ 1,100		$ 798
Leaves	Admin Leave	$ 342	$ 364	$ 116	$ 294	$ 427		$ 610			$ 511				$ 574		$ 236		$ 307
Allow	Auto					$ 450							$ 300			$ 450			
Allow	Technology Allowance					$ 50						$ 50		$ 93					
	Benefit Package Total	$ 5,524	$ 7,280	$ 4,691	$ 3,744	$ 4,594	$ 0	$ 4,277	$ 0	$ 4,691	$ 5,966	$ 6,417	$ 4,795	$ 4,268	$ 5,529	$ 4,281	$ 6,214	$ 0	$ 5,596

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Engineering Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Engineering Services	$ 26,641	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Engineering	$ 26,354	12/19/2021	1/1/2023	unknown
3	Central Contra Costa Sanitary District	[Planning & Development Services Division Manager/ Capital Projects Division Manager]	$ 26,185	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Engineering Manager	$ 24,952	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Engineering Manager	$ 23,311	7/2/2021		
6	Los Angeles County Sanitation Districts	[Division Engineer II/ Assistant Departmental Engineer]	$ 22,292	7/1/2021	unknown	unknown
7	Las Virgenes Municipal Water District	Principal Engineer	$ 22,110	1/1/2022	1/1/2023	1.5 - 4%
8	Western Municipal Water District	Principal Engineer	$ 21,563	7/1/2021	7/1/2022	1.0 - 4.0%
9	Inland Empire Utilities Agency	Manager of Engineering	$ 21,501	7/1/2021	7/1/2022	3.00%
10	County of Los Angeles, Public Works	[Principal Engineer / Assistant Deputy Director, Public Works]	$ 20,358	7/1/2021	unknown	unknown
11	City of Los Angeles Bureau of Sanitation	Principal Civil Engineer	$ 20,134	7/4/2001	6/19/2022	4.00%
12	City of Anaheim	Water Engineering Manager	$ 19,707	12/24/2021	7/8/2022	3.00%
13	Irvine Ranch Water District	Engineering Manager	$ 19,554	7/1/2021	7/1/2022	CPI
14	City of Huntington Beach	[City Engineer/ Deputy City Engineer]	$ 19,388	1/1/2022	unknown	unknown
15	City of Garden Grove	City Engineer (Engineering Services Manager)	$ 19,030	7/1/2021	unknown	unknown
16	City of Irvine	N/C				
17	City of San Diego	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 22,126
% Orange County Sanitation District Above/Below	5.1%
Median of Comparators	$ 21,532
% Orange County Sanitation District Above/Below	7.6%
75th Percentile of Comparators	$ 24,287
% Orange County Sanitation District Above/Below	-4.2%
Orange County Sanitation District Percentile	72
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Engineering Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Design	$ 16,883	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Engineering Supervisor	$ 14,962	7/2/2021		
3	Central Contra Costa Sanitary District	Senior Engineer	$ 14,910	4/18/2021	unknown	unknown
4	Eastern Municipal Water District	Principal Civil Engineer	$ 14,877	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District	Senior Civil Engineer	$ 14,731	4/1/2020	unknown	unknown
6	Los Angeles County Sanitation Districts	Supervising Engineer II	$ 14,560	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Principal Engineer	$ 13,744	7/1/2021	7/1/2022	3.00%
8	City of Los Angeles Bureau of Sanitation	Senior Environmental Engineer	$ 13,579	1/19/2020	6/19/2022	4.00%
9	City of Huntington Beach	Principal Civil Engineer	$ 13,350	1/1/2022	unknown	unknown
10	County of Los Angeles, Public Works	Senior Civil Engineer	$ 13,344	7/1/2021	unknown	unknown
11	Irvine Ranch Water District	Senior Engineer	$ 13,196	7/1/2021	7/1/2022	CPI
12	City of Irvine	Manager, Engineering	$ 13,173	6/25/2021	6/25/2022	1.00%
13	City of Anaheim	Principal Civil Engineer	$ 12,482	12/24/2021	unknown	unknown
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of San Diego	N/C				
17	Orange County Water District	N/C				
18	City of Garden Grove	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 14,069
% Orange County Sanitation District Above/Below	6.0%
Median of Comparators	$ 13,662
% Orange County Sanitation District Above/Below	8.7%
75th Percentile of Comparators	$ 14,768
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	91
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Engineering Supervisor	Senior Engineer	Principal Civil Engineer	N/C	Principal Civil Engineer	Manager, Engineering	Senior Environmental Engineer	N/C	Senior Civil Engineer	Senior Civil Engineer	Principal Civil Engineer	Principal Engineer	Senior Engineer	N/C	Supervising Engineer II	Team Manager - Design	N/C	N/C
	Top Step	$ 14,962	$ 14,910	$ 12,482		$ 13,350	$ 13,173	$ 13,579		$ 13,344	$ 14,731	$ 14,877	$ 13,744	$ 13,196		$ 14,560	$ 16,883		
Retirement	PEPRA	2.5%@67	2%@62	2%@62		2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		
Retirement	Employee Cost Sharing					$ -134													
Retirement	Social Security										$ 760		$ 760						
Retirement	Deferred Compensation		$ 924				$ 527			$ 4		$ 744	$ 54	$ 528			$ 760		
Retirement	Other Retirement	$ 703					$ 263					$ 98							
Insurance	Cafeteria		$ 220							$ 2,278			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56		$ 116	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 863	$ 918	$ 780		$ 1,284	$ 1,013	$ 888		$ 770	$ 850	$ 1,545	$ 634	$ 761		$ 896	$ 974		
Leaves	Holidays	$ 691	$ 746	$ 480		$ 616	$ 709	$ 731		$ 616	$ 850	$ 687	$ 793	$ 609		$ 672	$ 909		
Leaves	Admin Leave	$ 288	$ 172	$ 96		$ 385	$ 830	$ 261			$ 397						$ 195		
Allow	Auto						$ 300												
Allow	Technology Allowance					$ 50	$ 100							$ 93					
	Benefit Package Total	$ 4,585	$ 6,190	$ 4,199	$ 0	$ 3,911	$ 6,076	$ 3,779	$ 0	$ 3,799	$ 5,360	$ 5,355	$ 3,931	$ 3,967	$ 0	$ 3,459	$ 5,618	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Engineering Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Team Manager - Design	$ 22,501	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Senior Engineer	$ 21,100	4/18/2021	unknown	unknown
3	Eastern Municipal Water District	Principal Civil Engineer	$ 20,232	12/19/2021	1/1/2023	unknown
4	East Bay Municipal Utility District	Senior Civil Engineer	$ 20,091	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Engineering Supervisor	$ 19,547	7/2/2021		
6	City of Irvine	Manager, Engineering	$ 19,249	6/25/2021	6/25/2022	1.00%
7	Los Angeles County Sanitation Districts	Supervising Engineer II	$ 18,019	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Principal Engineer	$ 17,675	7/1/2021	7/1/2022	3.00%
9	City of Los Angeles Bureau of Sanitation	Senior Environmental Engineer	$ 17,358	1/19/2020	6/19/2022	4.00%
10	City of Huntington Beach	Principal Civil Engineer	$ 17,261	1/1/2022	unknown	unknown
11	Irvine Ranch Water District	Senior Engineer	$ 17,163	7/1/2021	7/1/2022	CPI
12	County of Los Angeles, Public Works	Senior Civil Engineer	$ 17,143	7/1/2021	unknown	unknown
13	City of Anaheim	Principal Civil Engineer	$ 16,681	12/24/2021	unknown	unknown
14	City of Garden Grove	N/C				
15	City of San Diego	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,706
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 17,847
% Orange County Sanitation District Above/Below	8.7%
75th Percentile of Comparators	$ 20,127
% Orange County Sanitation District Above/Below	-3.0%
Orange County Sanitation District Percentile	67
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Environmental Protection Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Quality	$ 20,427	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Environmental and Regulatory Compliance	$ 18,084	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District[1]	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	$ 17,087	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Environmental Protection Manager	$ 16,928	7/2/2021		
5	Los Angeles County Sanitation Districts[2]	[Manager of Laboratories / Division Engineer]	$ 16,051	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency[1]	[Manager of Laboratories / Manager of Strategic Planning and Resources]	$ 16,706	7/1/2021	7/1/2022	3.00%
7	City of Los Angeles Bureau of Sanitation[3]	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	$ 12,956	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District[2]	[Water Quality Manager / Regulatory Compliance Manager]	$ 12,270	7/1/2021	7/1/2022	CPI
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,226
% Orange County Sanitation District Above/Below	4.1%
Median of Comparators	$ 16,706
% Orange County Sanitation District Above/Below	1.3%
75th Percentile of Comparators	$ 17,585
% Orange County Sanitation District Above/Below	-3.9%
Orange County Sanitation District Percentile	60
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Protection Manager	N/C	N/C	N/C	N/C	N/C	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	N/C	N/C	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	Director of Environmental and Regulatory Compliance	[Manager of Strategic Planning and Resources/ Manager of Laboratories]	[Water Quality Manager / Regulatory Compliance Manager]	N/C	[Manager of Laboratories / Division Manager]	Section Manager - Water Quality	N/C	N/C
	Top Step	$ 16,928						$ 12,956			$ 17,087	$ 18,084	$ 16,706	$ 12,270		$ 16,051	$ 20,427		
Retirement	PEPRA	2.5%@67						1.5%@60			2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security										$ 760		$ 760						
	Deferred Compensation	$ 200										$ 904	$ 54	$ 491			$ 919		
	Other Retirement	$ 951										$ 98							
Insurance	Cafeteria												$ 1,648						
	Health	$ 1,913						$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619		
	Dental	$ 111						$ 48			$ 212	$ 134		$ 128		$ 132	$ 150		
	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
	Other Insurance	$ 100									$ 76		$ 42						
Leaves	Vacation	$ 977						$ 847			$ 986	$ 1,878	$ 771	$ 708		$ 988	$ 1,178		
	Holidays	$ 781						$ 698			$ 986	$ 835	$ 1,221	$ 566		$ 741	$ 1,100		
	Admin Leave	$ 326						$ 249			$ 460						$ 236		
Allow	Auto												$ 300			$ 450			
	Technology Allowance											$ 50		$ 93					
	Benefit Package Total	$ 5,375	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,693	$ 0	$ 0	$ 5,696	$ 6,046	$ 4,795	$ 3,834	$ 0	$ 4,070	$ 6,214	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Environmental Protection Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Quality	$ 26,641	7/1/2021	unknown	unknown
2	Eastern Municipal Water District	Director of Environmental and Regulatory Compliance	$ 24,130	12/19/2021	1/1/2023	unknown
3	East Bay Municipal Utility District	[Manager of Laboratory and Technical Services / Manager of Environmental Compliance / Manager of Wastewater Environmental Services]	$ 22,783	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Environmental Protection Manager	$ 22,303	7/2/2021		
5	Inland Empire Utilities Agency	[Manager of Strategic Planning and Resources/ Manager of Laboratories]	$ 21,501	7/1/2021	7/1/2022	3.00%
6	Los Angeles County Sanitation Districts	[Manager of Laboratories / Division Manager]	$ 20,121	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Laboratory Manager II / III / Chief Environmental Compliance Inspector I/II]	$ 16,649	1/19/2020	6/19/2022	4.00%
8	Irvine Ranch Water District	[Water Quality Manager / Regulatory Compliance Manager]	$ 16,104	7/1/2021	7/1/2022	CPI
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 21,133
% Orange County Sanitation District Above/Below	5.2%
Median of Comparators	$ 21,501
% Orange County Sanitation District Above/Below	3.6%
75th Percentile of Comparators	$ 23,456
% Orange County Sanitation District Above/Below	-5.2%
Orange County Sanitation District Percentile	60
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Environmental Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	$ 16,883	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District[1]	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	$ 15,279	4/18/2021	unknown	unknown
3	Orange County Sanitation District	Environmental Supervisor	$ 14,246	7/2/2021		
4	Los Angeles County Sanitation Districts	Supervising Environmental Scientist	$ 13,784	7/1/2021	unknown	unknown
5	Inland Empire Utilities Agency[1]	[Supervisor- Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	$ 13,744	7/1/2021	7/1/2022	3.00%
6	Orange County Water District	Supervising Environmental Specialist	$ 13,287	7/1/2021	7/1/2022	2.00%
7	Eastern Municipal Water District	Environmental Services Manager	$ 12,853	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Supervisor II	$ 11,548	1/19/2020	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Supervising Environmental Engineering Specialist	$ 10,377	7/1/2021	unknown	unknown
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,469
% Orange County Sanitation District Above/Below	5.5%
Median of Comparators	$ 13,515
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 14,158
% Orange County Sanitation District Above/Below	0.6%
Orange County Sanitation District Percentile	76
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Supervisor	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	N/C	N/C	N/C	N/C	Environmental Supervisor II	N/C	Supervising Environmental Engineering Specialist	N/C	Environmental Services Manager	[Supervisor-Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	N/C	N/C	Supervising Environmental Scientist	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	Supervising Environmental Specialist	N/C
	Top Step	$ 14,246	$ 15,279					$ 11,548		$ 10,377		$ 12,853	$ 13,744			$ 13,784	$ 16,883	$ 13,287	
Retirement	PEPRA	2.5%@67	2%@62					1.5%@60				2%@62	2%@62			2%@62	2%@62		
Retirement	Employee Cost Sharing																		
Retirement	Social Security												$ 760						
Retirement	Deferred Compensation		$ 947							$ 4		$ 643	$ 54				$ 760	$ 163	
Retirement	Other Retirement	$ 674										$ 98						$ 2,212	
Insurance	Cafeteria		$ 220							$ 2,278			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998					$ 1,841				$ 2,128				$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48		$ 57		$ 134				$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9				$ 19					$ 12	$ 19	
Insurance	Other Insurance									$ 75			$ 42						
Leaves	Vacation	$ 822	$ 940					$ 755		$ 599		$ 1,335	$ 634			$ 848	$ 974	$ 843	
Leaves	Holidays	$ 658	$ 764					$ 622		$ 479		$ 593	$ 899			$ 636	$ 909	$ 562	
Leaves	Admin Leave	$ 274	$ 176					$ 222									$ 195		
Allow	Auto																		
Allow	Technology Allowance																		
	Benefit Package Total	$ 4,468	$ 6,258	$ 0	$ 0	$ 0	$ 0	$ 3,498	$ 0	$ 3,491	$ 0	$ 4,950	$ 4,036	$ 0	$ 0	$ 3,376	$ 5,618	$ 5,946	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Environmental Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Chemistry / Environmental Program Support / Microbiology]	$ 22,501	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Environmental Compliance Program Administrator/ Laboratory Program Administrator]	$ 21,538	4/18/2021	unknown	unknown
3	Orange County Water District	Supervising Environmental Specialist	$ 19,232	7/1/2021	7/1/2022	2.00%
4	Orange County Sanitation District	Environmental Supervisor	$ 18,714	7/2/2021		
5	Eastern Municipal Water District	Environmental Services Manager	$ 17,803	12/19/2021	1/1/2023	unknown
6	Inland Empire Utilities Agency	[Supervisor- Environmental Compliance and Energy/ Source Control/Environmental Resources Supervisor/ Laboratory Supervisor]	$ 17,781	7/1/2021	7/1/2022	3.00%
7	Los Angeles County Sanitation Districts	Supervising Environmental Scientist	$ 17,160	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Supervisor II	$ 15,046	1/19/2020	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Supervising Environmental Engineering Specialist	$ 13,868	7/1/2021	unknown	unknown
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,116
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 17,792
% Orange County Sanitation District Above/Below	4.9%
75th Percentile of Comparators	$ 19,808
% Orange County Sanitation District Above/Below	-5.8%
Orange County Sanitation District Percentile	66
Number of Matches	8

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Environmental Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	$ 9,107	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Laboratory Technician II	$ 7,950	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts[1]	[Engineering Technician III / Laboratory Technician II]	$ 7,550	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Environmental Technician	$ 7,240	7/2/2021		
5	Orange County Water District	Environmental Technician	$ 7,095	7/1/2021	7/1/2022	2.00%
6	City of Los Angeles Bureau of Sanitation	Laboratory Technician II	$ 6,890	1/19/2020	6/19/2022	2.00%
7	City of Anaheim[2]	Laboratory Technician II	$ 6,486	9/3/2021	7/8/2022	1.50%
8	City of San Diego	Laboratory Technician	$ 5,261	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,191
% Orange County Sanitation District Above/Below	0.7%
Median of Comparators	$ 7,095
% Orange County Sanitation District Above/Below	2.0%
75th Percentile of Comparators	$ 7,750
% Orange County Sanitation District Above/Below	-7.0%
Orange County Sanitation District Percentile	55
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: Laboratory Technician requires Grade I Laboratory Analyst or Water Quality Analyst certificate and D2 Water Distribution Operator or T1 Water Treatment Operator certificate.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Environmental Technician	N/C	Laboratory Technician II	N/C	N/C	N/C	Laboratory Technician II	Laboratory Technician	N/C	Laboratory Technician II	N/C	N/C	N/C	N/C	[Engineering Technician III / Laboratory Technician II]	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	Environmental Technician	N/C
	Top Step	$ 7,240		$ 6,486				$ 6,890	$ 5,261		$ 7,950					$ 7,550	$ 9,107	$ 7,095	
Retirement	PEPRA	2.5%@67		2%@62				1.5%@60			2.5%@67					2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security										$ 493								
	Deferred Compensation																$ 410	$ 163	
	Other Retirement								$ 484									$ 1,181	
Insurance	Cafeteria								$ 1,833										
	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194					$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111		$ 56				$ 48			$ 212					$ 132	$ 150	$ 128	
	Vision	$ 17						$ 9			$ 22						$ 12	$ 19	
	Other Insurance										$ 76								
Leaves	Vacation	$ 418		$ 405				$ 451	$ 445		$ 459					$ 465	$ 525	$ 450	
	Holidays	$ 334		$ 249				$ 371	$ 228		$ 459					$ 348	$ 490	$ 300	
	Admin Leave	$ 17						$ 133	$ 81								$ 105		
Allow	Auto																		
	Technology Allowance																		
	Benefit Package Total	$ 2,810	$ 0	$ 3,498	$ 0	$ 0	$ 0	$ 2,853	$ 3,071	$ 0	$ 3,915	$ 0	$ 0	$ 0	$ 0	$ 2,704	$ 4,311	$ 4,260	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Environmental Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Laboratory Technologist II / Water Quality Technician III / Water Sampling Field Technician]	$ 13,418	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Laboratory Technician II	$ 11,865	4/1/2020	unknown	unknown
3	Orange County Water District	Environmental Technician	$ 11,355	7/1/2021	7/1/2022	2.00%
4	Los Angeles County Sanitation Districts	[Engineering Technician III / Laboratory Technician II]	$ 10,254	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Environmental Technician	$ 10,050	7/2/2021		
6	City of Anaheim	Laboratory Technician II	$ 9,984	9/3/2021	7/8/2022	1.50%
7	City of Los Angeles Bureau of Sanitation	Laboratory Technician II	$ 9,743	1/19/2020	6/19/2022	2.00%
8	City of San Diego	Laboratory Technician	$ 8,332	7/1/2021	7/1/2022	5.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,707
% Orange County Sanitation District Above/Below	-6.5%
Median of Comparators	$ 10,254
% Orange County Sanitation District Above/Below	-2.0%
75th Percentile of Comparators	$ 11,610
% Orange County Sanitation District Above/Below	-15.5%
Orange County Sanitation District Percentile	37
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Executive Assistant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Executive Assistant	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
2	Orange County Sanitation District	Executive Assistant	$ 8,824	7/2/2021		
3	Inland Empire Utilities Agency	Executive Assistant	$ 8,438	7/1/2021	7/1/2022	3.00%
4	East Bay Municipal Utility District	Executive Assistant I	$ 8,352	4/1/2020	unknown	unknown
5	Metropolitan Water District of Southern California	Administrative Assistant III	$ 8,150	7/1/2021	unknown	unknown
6	Irvine Ranch Water District	Executive Assistant	$ 7,916	7/1/2021	7/1/2022	CPI
7	Orange County Water District	Senior Administrative Support Specialist	$ 7,450	7/1/2021	7/1/2022	2.00%
8	Los Angeles County Sanitation Districts	Administrative Secretary	$ 7,311	7/1/2021	unknown	unknown
9	City of Garden Grove	Department Secretary	$ 6,962	7/1/2021	unknown	unknown
10	Eastern Municipal Water District	Executive Assistant	$ 6,817	12/19/2021	1/1/2023	unknown
11	City of Anaheim	Administrative Assistant	$ 6,706	1/7/2022	7/8/2022	3.00%
12	City of Huntington Beach	Administrative Assistant	$ 6,718	1/1/2022	unknown	unknown
13	County of Los Angeles, Public Works	Management Secretary II	$ 6,576	7/1/2021	unknown	unknown
14	City of San Diego	Executive Assistant	$ 4,887	7/1/2021	7/1/2022	5.00%
15	Las Virgenes Municipal Water District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,433
% Orange County Sanitation District Above/Below	15.8%
Median of Comparators	$ 7,311
% Orange County Sanitation District Above/Below	17.2%
75th Percentile of Comparators	$ 8,150
% Orange County Sanitation District Above/Below	7.6%
Orange County Sanitation District Percentile	93
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Executive Assistant**	N/C	Administrative Assistant	Department Secretary	Administrative Assistant	N/C	N/C	Executive Assistant	Management Secretary II	Executive Assistant I	Executive Assistant	Executive Assistant	Executive Assistant	N/C	Administrative Secretary	Administrative Assistant III	Senior Administrative Support Specialist	Executive Assistant
	Top Step	**$ 8,824**		$ 6,706	$ 6,962	$ 6,718			$ 4,887	$ 6,576	$ 8,352	$ 6,817	$ 8,438	$ 7,916		$ 7,311	$ 8,150	$ 7,450	$ 10,346
Retirement	PEPRA	**2.5%@67**		2%@62	2%@62	2%@62					2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -67													
Retirement	Social Security										$ 518		$ 523						$ 641
Retirement	Deferred Compensation					$ 20				$ 263		$ 341	$ 54	$ 317			$ 367	$ 163	$ 207
Retirement	Other Retirement								$ 450			$ 98						$ 1,240	
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,200			$ 1,648						$ 2,491
Insurance	Health	**$ 1,913**		$ 2,787		$ 1,687					$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	**$ 111**		$ 56		$ 133					$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	**$ 17**				$ 22					$ 22	$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 509**		$ 419	$ 402	$ 646			$ 414	$ 253	$ 482	$ 708	$ 389	$ 457		$ 450	$ 470	$ 473	$ 597
Leaves	Holidays	**$ 407**		$ 284	$ 418	$ 310			$ 211	$ 304	$ 482	$ 315	$ 487	$ 365		$ 337	$ 439	$ 315	$ 517
Leaves	Admin Leave	**$ 21**		$ 52					$ 75								$ 94		$ 159
Allow	Auto																		
Allow	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 2,978**	**$ 0**	**$ 3,597**	**$ 2,470**	**$ 2,801**	**$ 0**	**$ 0**	**$ 2,983**	**$ 2,094**	**$ 3,986**	**$ 3,743**	**$ 3,143**	**$ 3,208**	**$ 0**	**$ 2,679**	**$ 4,151**	**$ 4,357**	**$ 4,612**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Executive Assistant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Executive Assistant	$ 14,959	7/1/2021	7/1/2022	1.0 - 4.0%
2	East Bay Municipal Utility District	Executive Assistant I	$ 12,338	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Administrative Assistant III	$ 12,301	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Administrative Support Specialist	$ 11,807	7/1/2021	7/1/2022	2.00%
5	Orange County Sanitation District	Executive Assistant	$ 11,803	7/2/2021		
6	Inland Empire Utilities Agency	Executive Assistant	$ 11,582	7/1/2021	7/1/2022	3.00%
7	Irvine Ranch Water District	Executive Assistant	$ 11,124	7/1/2021	7/1/2022	CPI
8	Eastern Municipal Water District	Executive Assistant	$ 10,560	12/19/2021	1/1/2023	unknown
9	City of Anaheim	Administrative Assistant	$ 10,304	1/7/2022	7/8/2022	3.00%
10	Los Angeles County Sanitation Districts	Administrative Secretary	$ 9,990	7/1/2021	unknown	unknown
11	City of Huntington Beach	Administrative Assistant	$ 9,519	1/1/2022	unknown	unknown
12	City of Garden Grove	Department Secretary	$ 9,432	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Management Secretary II	$ 8,671	7/1/2021	unknown	unknown
14	City of San Diego	Executive Assistant	$ 7,870	7/1/2021	7/1/2022	5.00%
15	Central Contra Costa Sanitary District	N/C				
16	City of Irvine	N/C				
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,804
% Orange County Sanitation District Above/Below	8.5%
Median of Comparators	$ 10,560
% Orange County Sanitation District Above/Below	10.5%
75th Percentile of Comparators	$ 11,807
% Orange County Sanitation District Above/Below	-0.0%
Orange County Sanitation District Percentile	75
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Facilities Worker						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Painter	$ 9,001	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	[Carpenter / Painter]	$ 8,994	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	[Operations and Maintenance Technician IV - Carpenter / Coating]	$ 8,609	7/1/2021	unknown	unknown
4	Los Angeles County Sanitation Districts	Painter	$ 7,662	7/1/2021	unknown	unknown
5	City of Los Angeles Bureau of Sanitation[1]	[Carpenter / Painter II]	$ 7,602	1/19/2020	6/19/2022	4.00%
6	Orange County Sanitation District	Facilities Worker	$ 7,531	7/2/2021		
7	Irvine Ranch Water District	Facilities Services Technician	$ 7,005	7/1/2021	7/1/2022	CPI
8	City of Irvine	Facilities Maintenance Specialist	$ 6,836	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works[1]	[Carpenter / Painter]	$ 6,634	7/1/2021	unknown	unknown
10	City of Garden Grove	Maintenance Repair Worker	$ 6,628	7/1/2021	unknown	unknown
11	Eastern Municipal Water District[1]	[Building and Facilities Technician II / Facilities Painter II]	$ 6,491	12/19/2021	1/1/2023	unknown
12	City of Anaheim	Skilled Crafts Worker II	$ 5,859	6/25/2021	unknown	unknown
13	City of San Diego[1]	[Carpenter / Equipment Painter/ Painter]	$ 4,936	7/1/2021	7/1/2022	4.00%
14	Western Municipal Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	City of Huntington Beach	N/C				
17	Inland Empire Utilities Agency	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,188
% Orange County Sanitation District Above/Below	4.6%
Median of Comparators	$ 6,921
% Orange County Sanitation District Above/Below	8.1%
75th Percentile of Comparators	$ 7,899
% Orange County Sanitation District Above/Below	-4.9%
Orange County Sanitation District Percentile	63
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Facilities Worker	Painter	Skilled Crafts Worker II	Maintenance Repair Worker	N/C	Facilities Maintenance Specialist	[Carpenter / Painter II]	[Carpenter/ Equipment Painter/ Painter]	[Carpenter / Painter]	[Carpenter / Painter]	[Building and Facilities Technician II/ Facilities Painter II]	N/C	Facilities Services Technician	N/C	Painter	[Operations and Maintenance Technician IV - Carpenter / Coating]	N/C	N/C
	Top Step	$ 7,531	$ 9,001	$ 5,859	$ 6,628		$ 6,836	$ 7,602	$ 4,936	$ 6,634	$ 8,994	$ 6,491		$ 7,005		$ 7,662	$ 8,609		
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62		2%@62	1.5%@60			2.5%@67	2%@62		2%@62		2%@62	2%@62		
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 558								
Retirement	Deferred Compensation		$ 558				$ 137			$ 265		$ 325		$ 280			$ 387		
Retirement	Other Retirement						$ 342		$ 454			$ 98							
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,278									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787			$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619		
Insurance	Dental	$ 111	$ 195	$ 56			$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 652	$ 554	$ 366	$ 382		$ 394	$ 497	$ 418	$ 383	$ 519	$ 674		$ 404		$ 472	$ 497		
Leaves	Holidays	$ 348	$ 450	$ 225	$ 398		$ 368	$ 409	$ 214	$ 306	$ 519	$ 300		$ 323		$ 354	$ 464		
Leaves	Admin Leave		$ 35				$ 263	$ 146	$ 76								$ 99		
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 3,040	$ 4,907	$ 3,434	$ 2,431	$ 0	$ 3,837	$ 2,951	$ 2,974	$ 3,364	$ 4,100	$ 3,678	$ 0	$ 3,077	$ 0	$ 2,716	$ 4,228	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Facilities Worker						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Painter	$ 13,908	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	[Carpenter / Painter]	$ 13,094	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	[Operations and Maintenance Technician IV - Carpenter / Coating]	$ 12,837	7/1/2021	unknown	unknown
4	City of Irvine	Facilities Maintenance Specialist	$ 10,674	6/25/2021	6/25/2022	1.00%
5	Orange County Sanitation District	Facilities Worker	$ 10,571	7/2/2021		
6	City of Los Angeles Bureau of Sanitation	[Carpenter / Painter II]	$ 10,554	1/19/2020	6/19/2022	4.00%
7	Los Angeles County Sanitation Districts	Painter	$ 10,378	7/1/2021	unknown	unknown
8	Eastern Municipal Water District	[Building and Facilities Technician II/ Facilities Painter II]	$ 10,169	12/19/2021	1/1/2023	unknown
9	Irvine Ranch Water District	Facilities Services Technician	$ 10,082	7/1/2021	7/1/2022	CPI
10	County of Los Angeles, Public Works	[Carpenter / Painter]	$ 9,997	7/1/2021	unknown	unknown
11	City of Anaheim	Skilled Crafts Worker II	$ 9,293	6/25/2021	unknown	unknown
12	City of Garden Grove	Maintenance Repair Worker	$ 9,059	7/1/2021	unknown	unknown
13	City of San Diego	[Carpenter/ Equipment Painter/ Painter]	$ 7,910	7/1/2021	7/1/2022	4.00%
14	City of Huntington Beach	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,663
% Orange County Sanitation District Above/Below	-0.9%
Median of Comparators	$ 10,274
% Orange County Sanitation District Above/Below	2.8%
75th Percentile of Comparators	$ 11,214
% Orange County Sanitation District Above/Below	-6.1%
Orange County Sanitation District Percentile	65
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	General Manager	$ 36,249	6/28/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Director Bureau of Sanitation	$ 34,899	7/4/2001	6/19/2022	4.00%
3	Los Angeles County Sanitation Districts	Chief Engineer and General Manager	$ 31,098	7/1/2021	unknown	unknown
4	Orange County Sanitation District	General Manager	$ 28,434	7/2/2021		
5	City of Anaheim	Utilities General Manager	$ 28,248	7/9/2021	7/8/2022	3.00%
6	Central Contra Costa Sanitary District	General Manager	$ 27,853	4/18/2021	unknown	unknown
7	City of Irvine	City Manager	$ 27,271	6/25/2021	unknown	unknown
8	Western Municipal Water District	General Manager	$ 27,017	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	General Manager	$ 27,013	7/1/2021	7/1/2022	CPI
10	Eastern Municipal Water District	General Manager	$ 26,997	12/19/2021	1/1/2023	unknown
11	Las Virgenes Municipal Water District[1]	General Manager	$ 26,757	10/2/2021	unknown	unknown
12	Inland Empire Utilities Agency	General Manager	$ 25,952	7/1/2021	7/1/2022	3.00%
13	Orange County Water District[1]	General Manager	$ 25,166	7/1/2021	7/1/2022	Unknown
14	East Bay Municipal Utility District	General Manager	$ 24,878	6/9/2020	unknown	unknown
15	City of Garden Grove[1]	City Manager	$ 23,764	7/1/2021	unknown	unknown
16	City of Huntington Beach	City Manager	$ 22,237	1/1/2022	unknown	unknown
17	City of San Diego	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 27,693
% Orange County Sanitation District Above/Below	2.6%
Median of Comparators	$ 27,013
% Orange County Sanitation District Above/Below	5.0%
75th Percentile of Comparators	$ 28,051
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	79
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Actual salary reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**General Manager**	General Manager	Utilities General Manager	City Manager	City Manager	City Manager	Director Bureau of Sanitation	N/C	N/C	General Manager	General Manager	General Manager	General Manager	General Manager	Chief Engineer and General Manager	General Manager	General Manager	General Manager
	Top Step	**$ 28,434**	$ 27,853	$ 28,248	$ 23,764	$ 22,237	$ 27,271	$ 34,899			$ 24,878	$ 26,997	$ 25,952	$ 27,013	$ 26,757	$ 31,098	$ 36,249	$ 25,166	$ 27,017
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Sharing																		
	Social Security										$ 760		$ 760		$ 760				$ 760
	Deferred Compensation	**$ 917**	$ 1,727				$ 1,091				$ 2,167	$ 1,708	$ 54	$ 1,081	$ 803		$ 1,631	$ 2,250	$ 2,026
	Other Retirement	**$ 2,310**					$ 545					$ 98						$ 4,190	
Insurance	Cafeteria		$ 425		$ 1,650								$ 1,648						$ 2,491
	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,514	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**	$ 195	$ 56		$ 122	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	**$ 17**	$ 18				$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	**$ 100**		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	**$ 3,418**	$ 3,214	$ 2,207	$ 1,371	$ 2,138	$ 2,098	$ 3,356			$ 2,392	$ 3,323	$ 1,996	$ 1,558	$ 2,547	$ 1,914	$ 3,486	$ 2,468	$ 2,598
	Holidays	**$ 1,312**	$ 1,393	$ 1,195	$ 1,428	$ 855	$ 1,468	$ 1,879			$ 1,435	$ 1,246	$ 1,996	$ 1,247	$ 1,235	$ 1,435	$ 1,952	$ 1,065	$ 1,351
	Admin Leave	**$ 547**	$ 536	$ 217	$ 457	$ 855	$ 1,718	$ 1,342			$ 670		$ 998				$ 418		$ 1,039
Allow	Auto	**$ 700**		$ 650	$ 868	$ 450	$ 550	$ 500			$ 450	$ 450	$ 700	$ 700	$ 450	$ 450	$ 700	$ 700	$ 900
	Technology Allowance					$ 50	$ 100					$ 50		$ 93				$ 40	$ 100
	Benefit Package Total	**$ 11,345**	**$ 10,505**	**$ 7,270**	**$ 5,774**	**$ 6,014**	**$ 9,903**	**$ 8,976**	**$ 0**	**$ 0**	**$ 10,378**	**$ 9,157**	**$ 8,194**	**$ 6,655**	**$ 7,834**	**$ 5,690**	**$ 10,968**	**$ 12,879**	**$ 11,264**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	General Manager	$ 47,217	6/28/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Director Bureau of Sanitation	$ 43,875	7/4/2001	6/19/2022	4.00%
3	Orange County Sanitation District	General Manager	$ 39,778	7/2/2021		
4	Central Contra Costa Sanitary District	General Manager	$ 38,357	4/18/2021	unknown	unknown
5	Western Municipal Water District	General Manager	$ 38,281	7/1/2021	unknown	unknown
6	Orange County Water District	General Manager	$ 38,044	7/1/2021	7/1/2022	Unknown
7	City of Irvine	City Manager	$ 37,174	6/25/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Chief Engineer and General Manager	$ 36,788	7/1/2021	unknown	unknown
9	Eastern Municipal Water District	General Manager	$ 36,153	12/19/2021	1/1/2023	unknown
10	City of Anaheim	Utilities General Manager	$ 35,519	7/9/2021	7/8/2022	3.00%
11	East Bay Municipal Utility District	General Manager	$ 35,256	6/9/2020	unknown	unknown
12	Las Virgenes Municipal Water District	General Manager	$ 34,592	10/2/2021	unknown	unknown
13	Inland Empire Utilities Agency	General Manager	$ 34,147	7/1/2021	7/1/2022	3.00%
14	Irvine Ranch Water District	General Manager	$ 33,660	7/1/2021	7/1/2022	CPI
15	City of Garden Grove	City Manager	$ 29,538	7/1/2021	unknown	unknown
16	City of Huntington Beach	City Manager	$ 28,251	1/1/2022	unknown	unknown
17	City of San Diego	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 36,457
% Orange County Sanitation District Above/Below	8.3%
Median of Comparators	$ 36,153
% Orange County Sanitation District Above/Below	9.1%
75th Percentile of Comparators	$ 38,163
% Orange County Sanitation District Above/Below	4.1%
Orange County Sanitation District Percentile	88
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Graphics Designer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Graphic Arts Designer	$ 10,431	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Graphics Specialist	$ 9,896	4/18/2021	unknown	unknown
3	Irvine Ranch Water District	Graphic Design Specialist	$ 8,872	7/1/2021	7/1/2022	CPI
4	Orange County Sanitation District	Graphics Designer	$ 8,824	7/2/2021		
5	Western Municipal Water District	Creative Services Specialist II	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
6	East Bay Municipal Utility District	Graphic Designer II	$ 8,148	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	Graphic Artist II	$ 7,476	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Graphic Designer II	$ 7,451	1/19/2020	6/19/2022	2.00%
9	City of Garden Grove	Graphic Designer	$ 6,433	7/1/2021	unknown	unknown
10	County of Los Angeles, Public Works	Graphic Artist	$ 5,857	7/1/2021	unknown	unknown
11	City of San Diego	Graphic Designer	$ 4,823	7/1/2021	7/1/2022	5.00%
12	City of Anaheim	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,792
% Orange County Sanitation District Above/Below	11.7%
Median of Comparators	$ 7,812
% Orange County Sanitation District Above/Below	11.5%
75th Percentile of Comparators	$ 8,787
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	76
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Graphics Designer**	Graphics Specialist	N/C	Graphic Designer	N/C	N/C	Graphic Designer II	Graphic Designer	Graphic Artist	Graphic Designer II	N/C	N/C	Graphic Design Specialist	N/C	Graphic Artist II	Graphic Arts Designer	N/C	Creative Services Specialist II
	Top Step	**$ 8,824**	$ 9,896		$ 6,433			$ 7,451	$ 4,823	$ 5,857	$ 8,148			$ 8,872		$ 7,476	$ 10,431		$ 8,532
Retirement	PEPRA	**2.5%@67**	2%@62		2%@62			1.5%@60			2.5%@67			2%@62		2%@62	2%@62		2%@62
	Employee Cost Sharing																		
	Social Security										$ 505								$ 529
	Deferred Compensation		$ 614							$ 234				$ 355			$ 469		
	Other Retirement								$ 444										
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235									$ 2,491
	Health	**$ 1,913**	$ 2,998					$ 1,841			$ 2,194			$ 1,824		$ 1,759	$ 2,619		
	Dental	**$ 111**	$ 195					$ 48		$ 57	$ 212			$ 128		$ 132	$ 150		
	Vision	**$ 17**	$ 18					$ 9			$ 22			$ 24			$ 12		
	Other Insurance									$ 75	$ 76								
Leaves	Vacation	**$ 509**	$ 609		$ 371			$ 487	$ 408	$ 338	$ 470			$ 512		$ 460	$ 602		$ 492
	Holidays	**$ 407**	$ 495		$ 387			$ 401	$ 209	$ 270	$ 470			$ 409		$ 345	$ 562		$ 427
	Admin Leave	**$ 21**	$ 38					$ 143	$ 74								$ 120		
Allow	Auto																		
	Technology Allowance													$ 93					
	Benefit Package Total	**$ 2,978**	**$ 5,066**	**$ 0**	**$ 2,408**	**$ 0**	**$ 0**	**$ 2,930**	**$ 2,968**	**$ 3,209**	**$ 3,950**	**$ 0**	**$ 0**	**$ 3,345**	**$ 0**	**$ 2,696**	**$ 4,534**	**$ 0**	**$ 3,938**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Graphics Designer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Graphic Arts Designer	$ 14,965	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Graphics Specialist	$ 14,962	4/18/2021	unknown	unknown
3	Western Municipal Water District	Creative Services Specialist II	$ 12,470	7/1/2021	7/1/2022	1.0 - 4.0%
4	Irvine Ranch Water District	Graphic Design Specialist	$ 12,217	7/1/2021	7/1/2022	CPI
5	East Bay Municipal Utility District	Graphic Designer II	$ 12,098	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Graphics Designer	$ 11,803	7/2/2021		
7	City of Los Angeles Bureau of Sanitation	Graphic Designer II	$ 10,381	1/19/2020	6/19/2022	2.00%
8	Los Angeles County Sanitation Districts	Graphic Artist II	$ 10,172	7/1/2021	unknown	unknown
9	County of Los Angeles, Public Works	Graphic Artist	$ 9,066	7/1/2021	unknown	unknown
10	City of Garden Grove	Graphic Designer	$ 8,841	7/1/2021	unknown	unknown
11	City of San Diego	Graphic Designer	$ 7,791	7/1/2021	7/1/2022	5.00%
12	City of Anaheim	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,296
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 11,240
% Orange County Sanitation District Above/Below	4.8%
75th Percentile of Comparators	$ 12,407
% Orange County Sanitation District Above/Below	-5.1%
Orange County Sanitation District Percentile	54
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Human Resources & Risk Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources and Organizational Development Manager	$ 18,905	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California[1]	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	$ 18,822	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Human Resources & Risk Manager	$ 16,928	7/2/2021		
4	Inland Empire Utilities Agency	Manager of Human Resources	$ 16,706	7/1/2021	7/1/2022	3.00%
5	Las Virgenes Municipal Water District	Human Resource Manager	$ 16,581	1/1/2022	unknown	unknown
6	Eastern Municipal Water District[2]	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	$ 16,404	12/19/2021	1/1/2023	unknown
7	East Bay Municipal Utility District[1]	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	$ 16,369	4/1/2020	unknown	unknown
8	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
9	City of Irvine	Manager, Human Resources	$ 14,104	6/25/2021	6/25/2022	1.00%
10	City of Huntington Beach[1]	[Human Resources Manager/ Risk Manager]	$ 13,756	1/1/2022	unknown	unknown
11	City of Garden Grove[1]	[Human Resources Manager/ Risk Management Supervisor]	$ 11,353	7/1/2021	unknown	unknown
12	City of San Diego[3,4]	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	$ 11,230	7/1/2021	unknown	unknown
13	City of Anaheim	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 15,348
% Orange County Sanitation District Above/Below	9.3%
Median of Comparators	$ 16,369
% Orange County Sanitation District Above/Below	3.3%
75th Percentile of Comparators	$ 16,643
% Orange County Sanitation District Above/Below	1.7%
Orange County Sanitation District Percentile	81
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

3 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
4 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Human Resources & Risk Manager**	Human Resources and Organizational Development Manager	N/C	[Human Resources Manager/ Risk Management Supervisor]	[Human Resources Manager/ Risk Manager]	Manager, Human Resources	N/C	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	Chief, Administrative Operations, Public Works	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	Manager of Human Resources	N/C	Human Resource Manager	N/C	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	N/C	N/C
	Top Step	$ 16,928	$ 18,905		$ 11,353	$ 13,756	$ 14,104		$ 11,230	$ 14,597	$ 16,369	$ 16,404	$ 16,706		$ 16,581		$ 18,822		
Retirement	PEPRA	2.5%@67	2%@62		2%@62	2%@62	2%@62				2.5%@67	2%@62	2%@62		2%@62		2%@62		
Retirement	Employee Cost Sharing					$ -138													
Retirement	Social Security										$ 760		$ 760		$ 760				
Retirement	Deferred Compensation	$ 200	$ 1,172				$ 564			$ 584		$ 820	$ 54		$ 497		$ 847		
Retirement	Other Retirement	$ 951					$ 282		$ 1,033			$ 98							
Insurance	Cafeteria		$ 425		$ 1,650				$ 1,792	$ 2,481			$ 1,648						
Insurance	Health	$ 1,913	$ 2,998			$ 1,547	$ 2,286				$ 2,194	$ 2,128			$ 1,860		$ 2,619		
Insurance	Dental	$ 111	$ 195			$ 116	$ 41				$ 212	$ 134			$ 175		$ 150		
Insurance	Vision	$ 17	$ 18			$ 18	$ 7				$ 22	$ 19			$ 5		$ 12		
Insurance	Other Insurance	$ 100				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 1,465	$ 1,163		$ 655	$ 1,323	$ 1,085		$ 950	$ 561	$ 944	$ 1,704	$ 771		$ 893		$ 1,086		
Leaves	Holidays	$ 781	$ 945		$ 682	$ 635	$ 759		$ 486	$ 674	$ 944	$ 757	$ 1,221		$ 765		$ 1,013		
Leaves	Admin Leave	$ 326	$ 727		$ 218	$ 397	$ 888		$ 561		$ 441				$ 574		$ 217		
Allow	Auto						$ 300		$ 300				$ 300						
Allow	Technology Allowance					$ 50	$ 100					$ 50			$ 60				
	Benefit Package Total	$ 5,863	$ 7,644	$ 0	$ 3,206	$ 3,977	$ 6,312	$ 0	$ 5,122	$ 4,375	$ 5,594	$ 5,711	$ 4,795	$ 0	$ 5,589	$ 0	$ 5,944	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Human Resources & Risk Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources and Organizational Development Manager	$ 26,549	4/18/2021	unknown	unknown
2	Metropolitan Water District of Southern California	[Human Resources Manager II / Unit Manager - Risk Management / Unit Manager - Safety and Environmental Services]	$ 24,766	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Human Resources & Risk Manager	$ 22,791	7/2/2021		
4	Las Virgenes Municipal Water District	Human Resource Manager	$ 22,170	1/1/2022	unknown	unknown
5	Eastern Municipal Water District	[Director of Human Resources/ Director of Safety, Risk and Emergency Management]	$ 22,115	12/19/2021	1/1/2023	unknown
6	East Bay Municipal Utility District	[Manager of Employee & Organizational Development / Employee Relations / Employee Services / Recruitment & Classification / Workplace Health & Safety / Risk Management]	$ 21,963	4/1/2020	unknown	unknown
7	Inland Empire Utilities Agency	Manager of Human Resources	$ 21,501	7/1/2021	7/1/2022	3.00%
8	City of Irvine	Manager, Human Resources	$ 20,416	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 18,972	7/1/2021	unknown	unknown
10	City of Huntington Beach	[Human Resources Manager/ Risk Manager]	$ 17,732	1/1/2022	unknown	unknown
11	City of San Diego	[Deputy Personnel Director/ Labor Relations Manager/ Claims and Insurance Manager]	$ 16,352	7/1/2021	unknown	unknown
12	City of Garden Grove	[Human Resources Manager/ Risk Management Supervisor]	$ 14,559	7/1/2021	unknown	unknown
13	City of Anaheim	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 20,645
% Orange County Sanitation District Above/Below	9.4%
Median of Comparators	$ 21,501
% Orange County Sanitation District Above/Below	5.7%
75th Percentile of Comparators	$ 22,142
% Orange County Sanitation District Above/Below	2.8%
Orange County Sanitation District Percentile	82
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Human Resources Analyst I	$ 9,222	4/1/2020	unknown	unknown
2	Irvine Ranch Water District	Human Resources Analyst	$ 9,157	7/1/2021	7/1/2022	CPI
3	Las Virgenes Municipal Water District	Human Resources Analyst I	$ 9,087	1/1/2022	1/1/2023	1.5 - 4%
4	Orange County Water District	Human Resources Specialist	$ 9,056	7/1/2021	7/1/2022	Unknown
5	City of Huntington Beach	Personnel Analyst	$ 8,703	1/1/2022	unknown	unknown
6	Orange County Sanitation District	Human Resources Analyst	$ 8,696	7/2/2021		
7	Western Municipal Water District	Human Resources Analyst I	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
8	City of Irvine	Human Resources Analyst I	$ 8,445	6/25/2021	6/25/2022	1.00%
9	County of Los Angeles, Public Works	Human Resources Analyst II	$ 8,270	7/1/2021	unknown	unknown
10	Metropolitan Water District of Southern California	Human Resources Analyst I	$ 8,150	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Human Resources Analyst I	$ 8,037	7/1/2021	7/1/2022	3.00%
12	Eastern Municipal Water District	Human Resources Analyst I	$ 7,892	12/19/2021	1/1/2023	unknown
13	Los Angeles County Sanitation Districts	Human Resources Analyst I	$ 7,384	7/1/2021	unknown	unknown
14	City of Garden Grove	Human Resources Analyst	$ 7,321	7/1/2021	unknown	unknown
15	City of Anaheim	Human Resources Analyst I	$ 7,223	12/24/2021	7/8/2022	3.00%
16	City of San Diego	Assistant Personnel Analyst	$ 6,053	7/1/2021	unknown	unknown
17	Central Contra Costa Sanitary District	N/C				
18	City of Los Angeles Bureau of Sanitation	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,169
% Orange County Sanitation District Above/Below	6.1%
Median of Comparators	$ 8,270
% Orange County Sanitation District Above/Below	4.9%
75th Percentile of Comparators	$ 8,879
% Orange County Sanitation District Above/Below	-2.1%
Orange County Sanitation District Percentile	71
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Human Resources Analyst**	N/C	Human Resources Analyst I	Human Resources Analyst	Personnel Analyst	Human Resources Analyst I	N/C	Assistant Personnel Analyst	Human Resources Analyst II	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst	Human Resources Analyst I	Human Resources Analyst I	Human Resources Analyst I	Human Resources Specialist	Human Resources Analyst I
	Top Step	**$ 8,696**		$ 7,223	$ 7,321	$ 8,703	$ 8,445		$ 6,053	$ 8,270	$ 9,222	$ 7,892	$ 8,037	$ 9,157	$ 9,087	$ 7,384	$ 8,150	$ 9,056	$ 8,532
Retirement	PEPRA	**2.5%@67**		2%@62	2%@62	2%@62	2%@62				2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Sharing					$ -87													
	Social Security										$ 572		$ 498		$ 563				$ 529
	Deferred Compensation						$ 338			$ 331		$ 395	$ 54	$ 366	$ 273		$ 367	$ 163	$ 171
	Other Retirement	**$ 452**					$ 169		$ 557			$ 98						$ 1,508	
Insurance	Cafeteria				$ 1,650				$ 1,792	$ 1,406			$ 1,648						$ 2,491
	Health	**$ 1,913**		$ 2,787		$ 1,547	$ 2,286				$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**		$ 56		$ 116	$ 41				$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	**$ 17**				$ 18	$ 7				$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	**$ 100**				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 753**		$ 451	$ 422	$ 837	$ 650		$ 512	$ 318	$ 532	$ 820	$ 371	$ 528	$ 489	$ 454	$ 470	$ 575	$ 492
	Holidays	**$ 401**		$ 306	$ 440	$ 402	$ 455		$ 262	$ 382	$ 532	$ 364	$ 464	$ 423	$ 419	$ 341	$ 439	$ 383	$ 427
	Admin Leave	**$ 167**		$ 56	$ 141	$ 251	$ 487		$ 70								$ 94		$ 164
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 3,914**	**$ 0**	**$ 3,655**	**$ 2,653**	**$ 3,162**	**$ 4,432**	**$ 0**	**$ 3,192**	**$ 2,511**	**$ 4,140**	**$ 3,958**	**$ 3,077**	**$ 3,386**	**$ 3,785**	**$ 2,686**	**$ 4,151**	**$ 4,794**	**$ 4,273**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Water District	Human Resources Specialist	$ 13,849	7/1/2021	7/1/2022	Unknown
2	East Bay Municipal Utility District	Human Resources Analyst I	$ 13,362	4/1/2020	unknown	unknown
3	City of Irvine	Human Resources Analyst I	$ 12,876	6/25/2021	6/25/2022	1.00%
4	Las Virgenes Municipal Water District	Human Resources Analyst I	$ 12,872	1/1/2022	1/1/2023	1.5 - 4%
5	Western Municipal Water District	Human Resources Analyst I	$ 12,805	7/1/2021	7/1/2022	1.0 - 4.0%
6	Orange County Sanitation District	Human Resources Analyst	$ 12,610	7/2/2021		
7	Irvine Ranch Water District	Human Resources Analyst	$ 12,543	7/1/2021	7/1/2022	CPI
8	Metropolitan Water District of Southern California	Human Resources Analyst I	$ 12,301	7/1/2021	unknown	unknown
9	City of Huntington Beach	Personnel Analyst	$ 11,865	1/1/2022	unknown	unknown
10	Eastern Municipal Water District	Human Resources Analyst I	$ 11,850	12/19/2021	1/1/2023	unknown
11	Inland Empire Utilities Agency	Human Resources Analyst I	$ 11,114	7/1/2021	7/1/2022	3.00%
12	City of Anaheim	Human Resources Analyst I	$ 10,879	12/24/2021	7/8/2022	3.00%
13	County of Los Angeles, Public Works	Human Resources Analyst II	$ 10,781	7/1/2021	unknown	unknown
14	Los Angeles County Sanitation Districts	Human Resources Analyst I	$ 10,070	7/1/2021	unknown	unknown
15	City of Garden Grove	Human Resources Analyst	$ 9,974	7/1/2021	unknown	unknown
16	City of San Diego	Assistant Personnel Analyst	$ 9,245	7/1/2021	unknown	unknown
17	Central Contra Costa Sanitary District	N/C				
18	City of Los Angeles Bureau of Sanitation	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,759
% Orange County Sanitation District Above/Below	6.7%
Median of Comparators	$ 11,865
% Orange County Sanitation District Above/Below	5.9%
75th Percentile of Comparators	$ 12,838
% Orange County Sanitation District Above/Below	-1.8%
Orange County Sanitation District Percentile	66
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Human Resources Supervisor							
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Geographic Differential	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Human Resources Strategic Partner	$ 16,883	-1.7%	7/1/2021	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Senior Personnel Analyst II	$ 15,910	-1.7%	unknown	unknown	unknown
3	Orange County Sanitation District	Human Resources Supervisor	$ 14,246	0.0%	7/2/2021		
4	Inland Empire Utilities Agency	Deputy Manager of Human Resources	$ 13,744	3.0%	7/1/2021	7/1/2022	3.00%
5	Eastern Municipal Water District	Human Resources Manager	$ 12,241	3.8%	12/19/2021	1/1/2023	unknown
6	City of Irvine	Human Resources Administrator	$ 12,123	0.0%	6/25/2021	6/25/2022	1.00%
7	Los Angeles County Sanitation Districts	Supervising Human Resources Analyst	$ 11,481	-1.2%	7/1/2021	unknown	unknown
8	Central Contra Costa Sanitary District	N/C					
9	City of Anaheim	N/C					
10	City of Garden Grove	N/C					
11	City of Huntington Beach	N/C					
12	City of San Diego	N/C					
13	County of Los Angeles, Public Works	N/C					
14	East Bay Municipal Utility District	N/C					
15	Irvine Ranch Water District	N/C					
16	Las Virgenes Municipal Water District	N/C					
17	Orange County Water District	N/C					
18	Western Municipal Water District	N/C					

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,730
% Orange County Sanitation District Above/Below	3.6%
Median of Comparators	$ 12,992
% Orange County Sanitation District Above/Below	8.8%
75th Percentile of Comparators	$ 15,369
% Orange County Sanitation District Above/Below	-7.9%
Orange County Sanitation District Percentile	65
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Supervisor	N/C	N/C	N/C	N/C	Human Resources Administrator	Senior Personnel Analyst II	N/C	N/C	N/C	Human Resources Manager	Deputy Manager of Human Resources	N/C	N/C	Supervising Human Resources Analyst	Human Resources Strategic Partner	N/C	N/C
	Top Step	$ 14,246					$ 12,123	$ 15,910				$ 12,241	$ 13,744			$ 11,481	$ 16,883		
Retirement	PEPRA	2.5%@67					2%@62	1.5%@60				2%@62	2%@62			2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security												$ 760						
	Deferred Compensation						$ 485					$ 612	$ 54				$ 760		
	Other Retirement	$ 674					$ 242					$ 98							
Insurance	Cafeteria												$ 1,648						
	Health	$ 1,913					$ 2,286	$ 1,841				$ 2,128				$ 1,759	$ 2,619		
	Dental	$ 111					$ 41	$ 48				$ 134				$ 132	$ 150		
	Vision	$ 17					$ 7	$ 9				$ 19					$ 12		
	Other Insurance	$ 100											$ 42						
Leaves	Vacation	$ 1,233					$ 933	$ 1,530				$ 1,271	$ 634			$ 707	$ 974		
	Holidays	$ 658					$ 653	$ 857				$ 565	$ 1,004			$ 530	$ 909		
	Admin Leave	$ 274					$ 699	$ 612									$ 195		
Allow	Auto												$ 250						
	Technology Allowance																		
	Benefit Package Total	$ 4,979	$ 0	$ 0	$ 0	$ 0	$ 5,346	$ 4,897	$ 0	$ 0	$ 0	$ 4,828	$ 4,392	$ 0	$ 0	$ 3,128	$ 5,618	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Human Resources Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Human Resources Strategic Partner	$ 22,501	7/1/2021	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Senior Personnel Analyst II	$ 20,808	unknown	unknown	unknown
3	Orange County Sanitation District	Human Resources Supervisor	$ 19,226	7/2/2021		
4	Inland Empire Utilities Agency	Deputy Manager of Human Resources	$ 18,136	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Human Resources Administrator	$ 17,468	6/25/2021	6/25/2022	1.00%
6	Eastern Municipal Water District	Human Resources Manager	$ 17,069	12/19/2021	1/1/2023	unknown
7	Los Angeles County Sanitation Districts	Supervising Human Resources Analyst	$ 14,609	7/1/2021	unknown	unknown
8	Central Contra Costa Sanitary District	N/C				
9	City of Anaheim	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of San Diego	N/C				
13	County of Los Angeles, Public Works	N/C				
14	East Bay Municipal Utility District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,432
% Orange County Sanitation District Above/Below	4.1%
Median of Comparators	$ 17,802
% Orange County Sanitation District Above/Below	7.4%
75th Percentile of Comparators	$ 20,140
% Orange County Sanitation District Above/Below	-4.8%
Orange County Sanitation District Percentile	68
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Human Resources Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Human Resources Technician II	$ 8,395	7/2/2021		
2	East Bay Municipal Utility District	Human Resources Technician	$ 8,352	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Human Resources Assistant III	$ 8,150	7/1/2021	unknown	unknown
4	Western Municipal Water District	Human Resources Specialist II	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
5	Irvine Ranch Water District	Human Resources Technician	$ 7,686	7/1/2021	7/1/2022	CPI
6	Eastern Municipal Water District	Human Resources Technician II	$ 7,516	12/19/2021	1/1/2023	unknown
7	City of Irvine	Human Resources Specialist	$ 7,356	6/25/2021	6/25/2022	1.00%
8	Inland Empire Utilities Agency	Human Resources Technician	$ 5,998	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Personnel Assistant	$ 5,845	1/1/2022	unknown	unknown
10	City of Anaheim	Human Resources Technician	$ 5,834	1/7/2022	7/8/2022	3.00%
11	County of Los Angeles, Public Works	Personnel Assistant	$ 5,349	7/1/2021	unknown	unknown
12	City of San Diego	Personnel Assistant II	$ 4,762	7/1/2021	7/1/2022	5.00%
13	City of Garden Grove	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Central Contra Costa Sanitary District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,781
% Orange County Sanitation District Above/Below	19.2%
Median of Comparators	$ 7,356
% Orange County Sanitation District Above/Below	12.4%
75th Percentile of Comparators	$ 7,712
% Orange County Sanitation District Above/Below	8.1%
Orange County Sanitation District Percentile	101
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Human Resources Technician II	N/C	Human Resources Technician	N/C	Personnel Assistant	Human Resources Specialist	N/C	Personnel Assistant II	Personnel Assistant	Human Resources Technician	Human Resources Technician II	Human Resources Technician	Human Resources Technician	N/C	N/C	Human Resources Assistant III	N/C	Human Resources Specialist II
	Top Step	$ 8,395		$ 5,834		$ 5,845	$ 7,356		$ 4,762	$ 5,349	$ 8,352	$ 7,516	$ 5,998	$ 7,686			$ 8,150		$ 7,738
Retirement	PEPRA	2.5%@67		2%@62		2%@62	2%@62				2.5%@67	2%@62	2%@62	2%@62			2%@62		2%@62
Retirement	Employee Cost Sharing					$ -58													
Retirement	Social Security										$ 518		$ 372						$ 480
Retirement	Deferred Compensation					$ 20	$ 294			$ 214		$ 376	$ 54	$ 307			$ 367		$ 155
Retirement	Other Retirement						$ 221		$ 438			$ 98							
Insurance	Cafeteria								$ 1,833	$ 1,200			$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128		$ 1,824			$ 2,619		
Insurance	Dental	$ 111		$ 56		$ 133	$ 41				$ 212	$ 134		$ 128			$ 150		
Insurance	Vision	$ 17				$ 22	$ 7				$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 726		$ 365		$ 562	$ 566		$ 403	$ 206	$ 482	$ 780	$ 277	$ 443			$ 470		$ 446
Leaves	Holidays	$ 387		$ 247		$ 270	$ 396		$ 206	$ 247	$ 482	$ 347	$ 346	$ 355			$ 439		$ 387
Leaves	Admin Leave			$ 45			$ 283		$ 73								$ 94		$ 119
Allow	Auto																		
Allow	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 3,155	$ 0	$ 3,499	$ 0	$ 2,685	$ 4,093	$ 0	$ 2,954	$ 1,942	$ 3,986	$ 3,883	$ 2,739	$ 3,175	$ 0	$ 0	$ 4,151	$ 0	$ 4,077

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Human Resources Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Human Resources Technician	$ 12,338	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Human Resources Assistant III	$ 12,301	7/1/2021	unknown	unknown
3	Western Municipal Water District	Human Resources Specialist II	$ 11,815	7/1/2021	7/1/2022	1.0 - 4.0%
4	Orange County Sanitation District	Human Resources Technician II	$ 11,549	7/2/2021		
5	City of Irvine	Human Resources Specialist	$ 11,450	6/25/2021	6/25/2022	1.00%
6	Eastern Municipal Water District	Human Resources Technician II	$ 11,399	12/19/2021	1/1/2023	unknown
7	Irvine Ranch Water District	Human Resources Technician	$ 10,861	7/1/2021	7/1/2022	CPI
8	City of Anaheim	Human Resources Technician	$ 9,334	1/7/2022	7/8/2022	3.00%
9	Inland Empire Utilities Agency	Human Resources Technician	$ 8,737	7/1/2021	7/1/2022	3.00%
10	City of Huntington Beach	Personnel Assistant	$ 8,530	1/1/2022	unknown	unknown
11	City of San Diego	Personnel Assistant II	$ 7,716	7/1/2021	7/1/2022	5.00%
12	County of Los Angeles, Public Works	Personnel Assistant	$ 7,291	7/1/2021	unknown	unknown
13	Orange County Water District	N/C				
14	Los Angeles County Sanitation Districts	N/C				
15	City of Garden Grove	N/C				
16	City of Los Angeles Bureau of Sanitation	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,161
% Orange County Sanitation District Above/Below	12.0%
Median of Comparators	$ 10,861
% Orange County Sanitation District Above/Below	6.0%
75th Percentile of Comparators	$ 11,632
% Orange County Sanitation District Above/Below	-0.7%
Orange County Sanitation District Percentile	73
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Information Technology Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Information Systems	$ 21,483	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Manager	$ 18,905	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California[1]	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	$ 17,358	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Information Technology Manager	$ 16,928	7/2/2021		
5	Inland Empire Utilities Agency[1]	[Manager of Business Information Services/ Manager of Information Technology]	$ 16,706	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Information Systems Manager	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
7	Los Angeles County Sanitation Districts	Information Technology Manager	$ 16,051	7/1/2021	unknown	unknown
8	City of Los Angeles Bureau of Sanitation	Information Systems Manager II	$ 15,857	7/4/2001	6/19/2022	4%
9	City of Anaheim	Business Information Systems Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
10	City of Garden Grove	Information Technology Manager	$ 14,690	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
12	Irvine Ranch Water District[1]	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	$ 14,180	7/1/2021	7/1/2022	CPI
13	Western Municipal Water District	Information Technology Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
14	City of Huntington Beach[1]	[IT Manager/ IT Manager - Infrastructure/ Operations]	$ 13,756	1/1/2022	unknown	unknown
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,077
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 15,857
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 16,706
% Orange County Sanitation District Above/Below	1.3%
Orange County Sanitation District Percentile	78
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Information Technology Manager**	Information Technology Manager	Business Information Systems Manager	Information Technology Manager	[IT Manager/ IT Manager - Infrastructure/ Operations]	N/C	Information Systems Manager II	N/C	Chief, Administrative Operations, Public Works	Manager of Information Systems	N/C	[Manager of Business Information Services/ Manager of Information Technology]	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	Information Systems Manager	Information Technology Manager	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	N/C	Information Technology Manager
	Top Step	**$ 16,928**	$ 18,905	$ 15,017	$ 14,690	$ 13,756		$ 15,857		$ 14,597	$ 21,483		$ 16,706	$ 14,180	$ 16,581	$ 16,051	$ 17,358		$ 13,816
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62	2%@62	2%@62		1.5%@60			2.5%@67		2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -138													
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	**$ 200**	$ 1,172							$ 584			$ 54	$ 567	$ 497		$ 781		$ 276
Retirement	Other Retirement	**$ 951**																	
Insurance	Cafeteria		$ 425		$ 1,650					$ 2,481			$ 1,648						$ 2,491
Insurance	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194			$ 1,824	$ 1,860	$ 1,759	$ 2,619		
Insurance	Dental	**$ 111**	$ 195	$ 56		$ 116		$ 48			$ 212			$ 128	$ 175	$ 132	$ 150		
Insurance	Vision	**$ 17**	$ 18			$ 18		$ 9			$ 22			$ 24	$ 5		$ 12		
Insurance	Other Insurance	**$ 100**		$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 977**	$ 1,163	$ 939	$ 848	$ 1,323		$ 1,525		$ 561	$ 1,239		$ 771	$ 818	$ 893	$ 988	$ 1,001		$ 797
Leaves	Holidays	**$ 781**	$ 945	$ 635	$ 883	$ 635		$ 854		$ 674	$ 1,239		$ 1,221	$ 654	$ 765	$ 741	$ 935		$ 691
Leaves	Admin Leave	**$ 326**	$ 364	$ 116	$ 283	$ 397		$ 610			$ 578				$ 574		$ 200		$ 266
Allow	Auto												$ 300			$ 450			
Allow	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 5,375**	**$ 7,280**	**$ 4,691**	**$ 3,663**	**$ 3,977**	**$ 0**	**$ 4,887**	**$ 0**	**$ 4,375**	**$ 6,321**	**$ 0**	**$ 4,795**	**$ 4,109**	**$ 5,529**	**$ 4,070**	**$ 5,698**	**$ 0**	**$ 5,280**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Information Technology Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Information Systems	$ 27,804	4/1/2020	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Manager	$ 26,185	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California	[Unit Manager - IT Infrastructure / IT Program Management Office / IT Security]	$ 23,056	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Information Technology Manager	$ 22,303	7/2/2021		
5	Las Virgenes Municipal Water District	Information Systems Manager	$ 22,110	1/1/2022	1/1/2023	1.5 - 4%
6	Inland Empire Utilities Agency	[Manager of Business Information Services/ Manager of Information Technology]	$ 21,501	7/1/2021	7/1/2022	3.00%
7	City of Los Angeles Bureau of Sanitation	Information Systems Manager II	$ 20,744	7/4/2001	6/19/2022	4.00%
8	Los Angeles County Sanitation Districts	Information Technology Manager	$ 20,121	7/1/2021	unknown	unknown
9	City of Anaheim	Business Information Systems Manager	$ 19,707	12/24/2021	7/8/2022	3.00%
10	Western Municipal Water District	Information Technology Manager	$ 19,096	7/1/2021	7/1/2022	1.0 - 4.0%
11	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 18,972	7/1/2021	unknown	unknown
12	City of Garden Grove	Information Technology Manager	$ 18,353	7/1/2021	unknown	unknown
13	Irvine Ranch Water District	[Applications Manager/ Network and Cybersecurity Manager/ User Support Manager]	$ 18,289	7/1/2021	7/1/2022	CPI
14	City of Huntington Beach	[IT Manager/ IT Manager - Infrastructure/ Operations]	$ 17,732	1/1/2022	unknown	unknown
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	Eastern Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 21,052
% Orange County Sanitation District Above/Below	5.6%
Median of Comparators	$ 20,121
% Orange County Sanitation District Above/Below	9.8%
75th Percentile of Comparators	$ 22,110
% Orange County Sanitation District Above/Below	0.9%
Orange County Sanitation District Percentile	77
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Information Technology Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	$ 16,014	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Supervisor	$ 14,553	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Information Services Supervisor	$ 14,370	4/1/2020	unknown	unknown
4	Eastern Municipal Water District	Information Technology/Development Operations Manager	$ 14,170	12/19/2021	1/1/2023	unknown
5	Los Angeles County Sanitation Districts	Information Technology Supervisor	$ 13,784	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Information Technology Supervisor	$ 13,556	7/2/2021		
7	County of Los Angeles, Public Works	Information Technology Manager I	$ 12,631	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Business Systems Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Information Technology Supervisor	$ 11,161	1/1/2022	unknown	unknown
10	City of San Diego	Information Systems Administrator	$ 8,258	7/1/2021	unknown	unknown
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,979
% Orange County Sanitation District Above/Below	4.3%
Median of Comparators	$ 13,784
% Orange County Sanitation District Above/Below	-1.7%
75th Percentile of Comparators	$ 14,370
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Supervisor	Information Technology Supervisor	N/C	N/C	Information Technology Supervisor	N/C	N/C	Information Systems Administrator	Information Technology Manager I	Information Services Supervisor	Information Technology/Development Operations Manager	Business Systems Supervisor	N/C	N/C	Information Technology Supervisor	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	N/C	N/C
	Top Step	$ 13,556	$ 14,553			$ 11,161			$ 8,258	$ 12,631	$ 14,370	$ 14,170	$ 11,873			$ 13,784	$ 16,014		
Retirement	PEPRA	2.5%@67	2%@62			2%@62					2.5%@67	2%@62	2%@62			2%@62	2%@62		
	Employee Cost Sharing					$ -112													
	Social Security										$ 760		$ 736						
	Deferred Compensation		$ 902							$ 505		$ 709	$ 54				$ 721		
	Other Retirement	$ 646							$ 760			$ 98							
Insurance	Cafeteria		$ 220						$ 1,792	$ 2,147			$ 1,648						
	Health	$ 1,913	$ 2,998			$ 1,547					$ 2,194	$ 2,128				$ 1,759	$ 2,619		
	Dental	$ 111	$ 195			$ 116					$ 212	$ 134				$ 132	$ 150		
	Vision	$ 17	$ 18			$ 18					$ 22	$ 19					$ 12		
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 782	$ 896			$ 1,073			$ 699	$ 486	$ 829	$ 1,472	$ 548			$ 848	$ 924		
	Holidays	$ 626	$ 728			$ 515			$ 357	$ 583	$ 829	$ 654	$ 776			$ 636	$ 862		
	Admin Leave	$ 261	$ 168			$ 322			$ 95		$ 387						$ 185		
Allow	Auto																		
	Technology Allowance					$ 50													
	Benefit Package Total	$ 4,356	$ 6,124	$ 0	$ 0	$ 3,558	$ 0	$ 0	$ 3,703	$ 3,796	$ 5,309	$ 5,214	$ 3,804	$ 0	$ 0	$ 3,376	$ 5,472	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Information Technology Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Business Applications / Database / Enterprise Applications / IT Client Systems Support / IT Program Project Support / IT Service Desk / Information Security / Server Administration / Telecommunications]	$ 21,486	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Supervisor	$ 20,677	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Information Services Supervisor	$ 19,679	4/1/2020	unknown	unknown
4	Eastern Municipal Water District	Information Technology/Development Operations Manager	$ 19,384	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Information Technology Supervisor	$ 17,912	7/2/2021		
6	Los Angeles County Sanitation Districts	Information Technology Supervisor	$ 17,160	7/1/2021	unknown	unknown
7	County of Los Angeles, Public Works	Information Technology Manager I	$ 16,427	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Business Systems Supervisor	$ 15,677	7/1/2021	7/1/2022	3.00%
9	City of Huntington Beach	Information Technology Supervisor	$ 14,719	1/1/2022	unknown	unknown
10	City of San Diego	Information Systems Administrator	$ 11,961	7/1/2021	unknown	unknown
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of Los Angeles Bureau of Sanitation	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 17,463
% Orange County Sanitation District Above/Below	2.5%
Median of Comparators	$ 17,160
% Orange County Sanitation District Above/Below	4.2%
75th Percentile of Comparators	$ 19,679
% Orange County Sanitation District Above/Below	-9.9%
Orange County Sanitation District Percentile	54
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Information Technology Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[IT Infrastructure Administrator III / IT Support Analyst III]	$ 10,157	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Technician	$ 9,440	4/18/2021	unknown	unknown
3	Inland Empire Utilities Agency	Technology Specialist II	$ 9,304	7/1/2021	7/1/2022	3.00%
4	Los Angeles County Sanitation Districts	Information Technology Technician III	$ 8,333	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Information Technology Technician	$ 7,989	7/2/2021		
6	East Bay Municipal Utility District	Information Systems Specialist III	$ 7,950	4/1/2020	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Information Services Specialist	$ 7,861	1/19/2020	6/19/2022	2.00%
8	Orange County Water District	Information Systems Specialist	$ 7,822	7/1/2021	7/1/2022	2.00%
9	County of Los Angeles, Public Works	Information Technology Technical Support Analyst II	$ 7,662	7/1/2021	unknown	unknown
10	Las Virgenes Municipal Water District[2]	[Network and Security Technician/ Technology Support Specialist]	$ 7,561	1/1/2021	unknown	unknown
11	Eastern Municipal Water District	Client Support Specialist II	$ 7,516	12/19/2021	1/1/2023	unknown
12	City of Garden Grove[1]	Information Technology Technician	$ 7,390	7/1/2021	unknown	unknown
13	City of Huntington Beach	Information Technology Technician III	$ 6,854	1/1/2022	unknown	unknown
14	City of Irvine	Computer Technician	$ 6,836	6/25/2021	6/25/2022	1.00%
15	City of Anaheim	Systems Specialist II	$ 6,523	6/25/2021	unknown	unknown
16	City of San Diego	Information Systems Technician	$ 4,762	7/1/2021	7/1/2022	5.00%
17	Irvine Ranch Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,731
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 7,662
% Orange County Sanitation District Above/Below	4.1%
75th Percentile of Comparators	$ 8,142
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	72
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Information Technology Technician	Information Technology Technician	Systems Specialist II	Information Technology Technician	Information Technology Technician III	Computer Technician	Information Services Specialist	Information Systems Technician	Information Technology Technical Support Analyst II	Information Systems Specialist III	Client Support Specialist II	Technology Specialist II	N/C	[Network and Security Technician/ Technology Support Specialist]	Information Technology Technician III	[IT Infrastructure Administrator III / IT Support Analyst III]	Information Systems Specialist	N/C
	Top Step	$ 7,989	$ 9,440	$ 6,523	$ 7,390	$ 6,854	$ 6,836	$ 7,861	$ 4,762	$ 7,662	$ 7,950	$ 7,516	$ 9,304		$ 7,561	$ 8,333	$ 10,157	$ 7,822	
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62		2%@62	2%@62	2%@62		
	Employee Cost Sharing					$ -69													
	Social Security										$ 493		$ 577		$ 469				
	Deferred Compensation		$ 585			$ 20	$ 137			$ 306		$ 376	$ 54		$ 40		$ 457	$ 163	
	Other Retirement						$ 342		$ 438			$ 98						$ 1,302	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 461	$ 581	$ 408	$ 426	$ 659	$ 394	$ 514	$ 403	$ 442	$ 459	$ 780	$ 429		$ 407	$ 513	$ 586	$ 496	
	Holidays	$ 369	$ 472	$ 251	$ 444	$ 316	$ 368	$ 423	$ 206	$ 354	$ 459	$ 347	$ 590		$ 349	$ 385	$ 547	$ 331	
	Admin Leave	$ 19	$ 36				$ 263	$ 151	$ 73								$ 117		
Allow	Auto																		
	Technology Allowance					$ 50													
	Benefit Package Total	$ 2,889	$ 4,985	$ 3,501	$ 2,520	$ 2,819	$ 3,837	$ 2,987	$ 2,954	$ 3,469	$ 3,915	$ 3,883	$ 3,340	$ 0	$ 3,305	$ 2,789	$ 4,488	$ 4,458	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Information Technology Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[IT Infrastructure Administrator III / IT Support Analyst III]	$ 14,645	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Information Technology Technician	$ 14,425	4/18/2021	unknown	unknown
3	Inland Empire Utilities Agency	Technology Specialist II	$ 12,644	7/1/2021	7/1/2022	3.00%
4	Orange County Water District	Information Systems Specialist	$ 12,279	7/1/2021	7/1/2022	2.00%
5	East Bay Municipal Utility District	Information Systems Specialist III	$ 11,865	4/1/2020	unknown	unknown
6	Eastern Municipal Water District	Client Support Specialist II	$ 11,399	12/19/2021	1/1/2023	unknown
7	County of Los Angeles, Public Works	Information Technology Technical Support Analyst II	$ 11,131	7/1/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Information Technology Technician III	$ 11,122	7/1/2021	unknown	unknown
9	**Orange County Sanitation District**	**Information Technology Technician**	**$ 10,878**	**7/2/2021**		
10	Las Virgenes Municipal Water District	[Network and Security Technician/ Technology Support Specialist]	$ 10,866	1/1/2021	unknown	unknown
11	City of Los Angeles Bureau of Sanitation	Information Services Specialist	$ 10,849	1/19/2020	6/19/2022	2.00%
12	City of Irvine	Computer Technician	$ 10,674	6/25/2021	6/25/2022	1.00%
13	City of Anaheim	Systems Specialist II	$ 10,024	6/25/2021	unknown	unknown
14	City of Garden Grove	Information Technology Technician	$ 9,910	7/1/2021	unknown	unknown
15	City of Huntington Beach	Information Technology Technician III	$ 9,672	1/1/2022	unknown	unknown
16	City of San Diego	Information Systems Technician	$ 7,716	7/1/2021	7/1/2022	5.00%
17	Irvine Ranch Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,281
% Orange County Sanitation District Above/Below	-3.7%
Median of Comparators	$ 11,122
% Orange County Sanitation District Above/Below	-2.2%
75th Percentile of Comparators	$ 12,072
% Orange County Sanitation District Above/Below	-11.0%
Orange County Sanitation District Percentile	43
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Instrumentation Technician II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Instrument Technician	$ 10,625	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Instrumentation Technician	$ 9,926	4/1/2020	unknown	unknown
3	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 9,768	7/1/2021	7/1/2022	3.00%
4	City of Los Angeles Bureau of Sanitation	Instrument Mechanic	$ 9,575	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Instrumentation Technician II	$ 9,400	7/2/2021		
6	Metropolitan Water District of Southern California	Instrumentation and Control Technician III	$ 9,360	7/1/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 9,265	7/1/2021	unknown	unknown
8	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 9,056	7/1/2021	7/1/2022	2.00%
9	Eastern Municipal Water District	Controls Technician II	$ 8,700	12/19/2021	1/1/2023	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 8,604	1/1/2021	unknown	unknown
11	City of Garden Grove[1]	Water Production Electrician	$ 8,498	7/1/2021	unknown	unknown
12	Irvine Ranch Water District	Instrumentation Technician	$ 8,374	7/1/2021	7/1/2022	CPI
13	Western Municipal Water District	Operations Technician III- Electrical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
14	County of Los Angeles, Public Works	Instrument Technician	$ 7,815	7/1/2021	unknown	unknown
15	City of Huntington Beach	Supervisory Control & Data Acquisition (SCADA) Technician	$ 7,204	1/1/2022	unknown	unknown
16	City of San Diego[2]	[Instrumentation and Control Technician/ Electronics Technician]	$ 6,936	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,789
% Orange County Sanitation District Above/Below	6.5%
Median of Comparators	$ 8,700
% Orange County Sanitation District Above/Below	7.4%
75th Percentile of Comparators	$ 9,467
% Orange County Sanitation District Above/Below	-0.7%
Orange County Sanitation District Percentile	73
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Water Production Electrician requires T2 Water Treatment Operator certificate.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Instrumentation Technician II	Instrument Technician	N/C	Water Production Electrician	Supervisory Control & Data Acquisition (SCADA) Technician	N/C	Instrument Mechanic	[Instrumentation and Control Technician/ Electronics Technician]	Instrument Technician	Instrumentation Technician	Controls Technician II	Electrical and Instruments Technician III	Instrumentation Technician	Electrical/Instrumentation Technician II	Electrical and Instrumentation Technician	Instrumentation and Control Technician III	Senior Instrumentation and Electrical Technician	Operations Technician III-Electrical Services
	Top Step	$ 9,400	$ 10,625		$ 8,498	$ 7,204		$ 9,575	$ 6,936	$ 7,815	$ 9,926	$ 8,700	$ 9,768	$ 8,374	$ 8,604	$ 9,265	$ 9,360	$ 9,056	$ 8,124
Retirement	PEPRA	2.5%@67	2%@62		2%@62	2%@62		1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Sharing					$ -72													
	Social Security										$ 615		$ 606		$ 533				$ 504
	Deferred Compensation		$ 659			$ 20				$ 313		$ 435	$ 54	$ 335	$ 40		$ 421	$ 163	
	Other Retirement								$ 638			$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998			$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195			$ 133		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 813	$ 654		$ 490	$ 693		$ 626	$ 587	$ 451	$ 573	$ 903	$ 451	$ 483	$ 463	$ 570	$ 540	$ 575	$ 469
	Holidays	$ 434	$ 531		$ 511	$ 332		$ 516	$ 300	$ 361	$ 573	$ 402	$ 620	$ 386	$ 397	$ 428	$ 504	$ 383	$ 406
	Admin Leave		$ 41					$ 184	$ 107								$ 108		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 3,288	$ 5,195	$ 0	$ 2,651	$ 2,865	$ 0	$ 3,225	$ 3,444	$ 3,491	$ 4,265	$ 4,120	$ 3,420	$ 3,274	$ 3,474	$ 2,889	$ 4,354	$ 4,794	$ 3,869

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Instrumentation Technician II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Instrument Technician	$ 15,821	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Instrumentation Technician	$ 14,191	4/1/2020	unknown	unknown
3	Orange County Water District	Senior Instrumentation and Electrical Technician	$ 13,849	7/1/2021	7/1/2022	2.00%
4	Metropolitan Water District of Southern California	Instrumentation and Control Technician III	$ 13,714	7/1/2021	unknown	unknown
5	Inland Empire Utilities Agency	Electrical and Instruments Technician III	$ 13,188	7/1/2021	7/1/2022	3.00%
6	Eastern Municipal Water District	Controls Technician II	$ 12,819	12/19/2021	1/1/2023	unknown
7	City of Los Angeles Bureau of Sanitation	Instrument Mechanic	$ 12,800	1/19/2020	6/19/2022	4.00%
8	Orange County Sanitation District	Instrumentation Technician II	$ 12,688	7/2/2021		
9	Los Angeles County Sanitation Districts	Electrical and Instrumentation Technician	$ 12,154	7/1/2021	unknown	unknown
10	Las Virgenes Municipal Water District	Electrical/Instrumentation Technician II	$ 12,078	1/1/2021	unknown	unknown
11	Western Municipal Water District	Operations Technician III- Electrical Services	$ 11,993	7/1/2021	7/1/2022	1.0 - 4.0%
12	Irvine Ranch Water District	Instrumentation Technician	$ 11,648	7/1/2021	7/1/2022	CPI
13	County of Los Angeles, Public Works	Instrument Technician	$ 11,306	7/1/2021	unknown	unknown
14	City of Garden Grove	Water Production Electrician	$ 11,149	7/1/2021	unknown	unknown
15	City of San Diego	[Instrumentation and Control Technician/ Electronics Technician]	$ 10,380	7/1/2021	7/1/2022	4.00%
16	City of Huntington Beach	Supervisory Control & Data Acquisition (SCADA) Technician	$ 10,069	1/1/2022	unknown	unknown
17	City of Anaheim	N/C				
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,477
% Orange County Sanitation District Above/Below	1.7%
Median of Comparators	$ 12,154
% Orange County Sanitation District Above/Below	4.2%
75th Percentile of Comparators	$ 13,451
% Orange County Sanitation District Above/Below	-6.0%
Orange County Sanitation District Percentile	56
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Information Technology Analyst III						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Programmer Analyst	$ 12,875	4/18/2021	unknown	unknown
2	Las Virgenes Municipal Water District	Network and SCADA Analyst	$ 11,312	1/1/2022	1/1/2023	1.5 - 4%
3	City of Los Angeles Bureau of Sanitation[1]	[Programmer Analyst II / Systems Programmer I]	$ 11,218	1/19/2020	6/19/2022	2.00%
4	Eastern Municipal Water District[1]	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	$ 11,102	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District[1]	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	$ 10,959	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Information Technology Analyst III	$ 10,856	7/2/2021		
7	Los Angeles County Sanitation Districts[1]	[System Analyst II / Programmer Analyst III]	$ 10,354	7/1/2021	unknown	unknown
8	Metropolitan Water District of Southern California[1]	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	$ 10,157	7/1/2021	unknown	unknown
9	City of Irvine	Information Technology Specialist I	$ 10,020	6/25/2021	6/25/2022	1.00%
10	Inland Empire Utilities Agency[2]	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	$ 9,768	7/1/2021	7/1/2022	3.00%
11	Orange County Water District[2]	[Network Administrator/ Programmer Analyst]	$ 9,509	7/1/2021	7/1/2022	2.00%
12	County of Los Angeles, Public Works[1]	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	$ 9,425	7/1/2021	unknown	unknown
13	City of Huntington Beach	Information Technology Analyst III	$ 9,393	1/1/2022	unknown	unknown
14	Western Municipal Water District[2]	[Application Specialist II / Information Technology Specialist II]	$ 8,532	7/1/2021	7/1/2022	1.0 - 4.0%
15	City of San Diego	Information Systems Analyst III	$ 6,660	7/1/2021	unknown	unknown
16	City of Anaheim	N/C				
17	City of Garden Grove	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,092
% Orange County Sanitation District Above/Below	7.0%
Median of Comparators	$ 10,089
% Orange County Sanitation District Above/Below	7.1%
75th Percentile of Comparators	$ 11,066
% Orange County Sanitation District Above/Below	-1.9%
Orange County Sanitation District Percentile	68
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Information Technology Analyst III**	Programmer Analyst	N/C	N/C	Information Technology Analyst III	Information Technology Specialist I	[Programmer Analyst II / Systems Programmer I]	Information Systems Analyst III	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	N/C	Network and SCADA Analyst	[System Analyst II / Programmer Analyst III]	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	[Network Administrator/ Programmer Analyst]	[Application Specialist III/ Information Technology Specialist III]
	Top Step	**$ 10,856**	$ 12,875			$ 9,393	$ 10,020	$ 11,218	$ 6,660	$ 9,425	$ 10,959	$ 11,102	$ 9,768		$ 11,312	$ 10,354	$ 10,157	$ 9,509	$ 8,532
Retirement	PEPRA	**2.5%@67**	2%@62			2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62
	Employee Cost Sharing					$ -94													
	Social Security										$ 679		$ 606		$ 701				$ 529
	Deferred Compensation		$ 798			$ 20	$ 200			$ 377		$ 555	$ 54		$ 339		$ 457	$ 163	
	Other Retirement	**$ 538**					$ 401		$ 613			$ 98						$ 1,583	
Insurance	Cafeteria		$ 100						$ 1,792	$ 2,235			$ 1,648						$ 2,491
	Health	**$ 1,913**	$ 2,998			$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**	$ 195			$ 133	$ 41	$ 48		$ 57	$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
	Vision	**$ 17**	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 626**	$ 792			$ 903	$ 771	$ 733	$ 564	$ 544	$ 632	$ 1,153	$ 451		$ 609	$ 637	$ 586	$ 603	$ 492
	Holidays	**$ 501**	$ 644			$ 434	$ 540	$ 604	$ 288	$ 435	$ 632	$ 512	$ 564		$ 522	$ 478	$ 547	$ 402	$ 427
	Admin Leave	**$ 209**	$ 50				$ 482	$ 216	$ 77								$ 117		
Allow	Auto																		
	Technology Allowance					$ 50													
	Benefit Package Total	**$ 3,915**	**$ 5,594**	**$ 0**	**$ 0**	**$ 3,155**	**$ 4,727**	**$ 3,452**	**$ 3,333**	**$ 3,723**	**$ 4,449**	**$ 4,600**	**$ 3,364**	**$ 0**	**$ 4,212**	**$ 3,006**	**$ 4,488**	**$ 4,917**	**$ 3,938**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Information Technology Analyst III						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Programmer Analyst	$ 18,470	4/18/2021	unknown	unknown
2	Eastern Municipal Water District	[Application Developer II/ Business Systems Analyst II/ Information Systems Engineer II]	$ 15,702	12/19/2021	1/1/2023	unknown
3	Las Virgenes Municipal Water District	Network and SCADA Analyst	$ 15,524	1/1/2022	1/1/2023	1.5 - 4%
4	East Bay Municipal Utility District	[Network Analyst II / Information Technology Engineer II / Information Systems Support Analyst II / Software Engineer II]	$ 15,408	4/1/2020	unknown	unknown
5	Orange County Sanitation District	Information Technology Analyst III	$ 14,771	7/2/2021		
6	City of Irvine	Information Technology Specialist I	$ 14,747	6/25/2021	6/25/2022	1.00%
7	City of Los Angeles Bureau of Sanitation	[Programmer Analyst II / Systems Programmer I]	$ 14,670	1/19/2020	6/19/2022	2.00%
8	Metropolitan Water District of Southern California	[IT Business Analyst III / Enterprise Applications Analyst III / Network Engineer III / Software Developer III / System Administrator III / Analyst III]	$ 14,645	7/1/2021	unknown	unknown
9	Orange County Water District	[Network Administrator/ Programmer Analyst]	$ 14,426	7/1/2021	7/1/2022	2.00%
10	Los Angeles County Sanitation Districts	[System Analyst II / Programmer Analyst III]	$ 13,360	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	[Operating Systems Analyst / Information Systems Analyst II / Application Developer II]	$ 13,148	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	[Information Systems Analyst II/ Business Systems Analyst II/ Systems Administrator]	$ 13,132	7/1/2021	7/1/2022	3.00%
13	City of Huntington Beach	Information Technology Analyst III	$ 12,548	1/1/2022	unknown	unknown
14	Western Municipal Water District	[Application Specialist II / Information Technology Specialist II]	$ 12,470	7/1/2021	7/1/2022	1.0 - 4.0%
15	City of San Diego	Information Systems Analyst III	$ 9,993	7/1/2021	unknown	unknown
16	City of Anaheim	N/C				
17	City of Garden Grove	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,160
% Orange County Sanitation District Above/Below	4.1%
Median of Comparators	$ 14,535
% Orange County Sanitation District Above/Below	1.6%
75th Percentile of Comparators	$ 15,242
% Orange County Sanitation District Above/Below	-3.2%
Orange County Sanitation District Percentile	70
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Machinist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Machinist	$ 10,379	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Maintenance Machinist	$ 9,926	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Machinist	$ 8,863	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Machinist	$ 8,727	7/2/2021		
5	City of Los Angeles Bureau of Sanitation	Machinist	$ 8,141	1/19/2020	6/19/2022	4.00%
6	Irvine Ranch Water District	Senior Maintenance Mechanic (Millwright/Machinist)	$ 8,132	7/1/2021	7/1/2022	CPI
7	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Machinist	$ 7,951	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
10	Eastern Municipal Water District	Machinist	$ 7,516	12/19/2021	1/1/2023	unknown
11	County of Los Angeles, Public Works	Millwright	$ 7,337	7/1/2021	unknown	unknown
12	City of Anaheim	Skilled Crafts Worker II	$ 5,859	6/25/2021	unknown	unknown
13	City of San Diego	Machinist	$ 5,129	7/1/2021	7/1/2022	4.00%
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,918
% Orange County Sanitation District Above/Below	9.3%
Median of Comparators	$ 8,038
% Orange County Sanitation District Above/Below	7.9%
75th Percentile of Comparators	$ 8,322
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	80
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Machinist**	Machinist	Skilled Crafts Worker II	N/C	N/C	N/C	Machinist	Machinist	Millwright	Maintenance Machinist	Machinist	Mechanic II	Senior Maintenance Mechanic (Millwright/Machinist)	N/C	Machinist	Operations and Maintenance Technician IV - Machinist	N/C	Operations Technician III-Mechanical Services
	Top Step	**$ 8,727**	$ 10,379	$ 5,859				$ 8,141	$ 5,129	$ 7,337	$ 9,926	$ 7,516	$ 7,654	$ 8,132		$ 7,951	$ 8,863		$ 8,124
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62				1.5%@60			2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 615		$ 475						$ 504
Retirement	Deferred Compensation		$ 644							$ 293		$ 376	$ 54	$ 325			$ 399		
Retirement	Other Retirement								$ 472			$ 98							
Insurance	Cafeteria		$ 100						$ 1,813	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	**$ 1,913**	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619		
Insurance	Dental	**$ 111**	$ 195	$ 56				$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	**$ 17**	$ 18					$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 755**	$ 639	$ 366				$ 532	$ 434	$ 423	$ 573	$ 780	$ 353	$ 469		$ 489	$ 511		$ 469
Leaves	Holidays	**$ 403**	$ 519	$ 225				$ 438	$ 222	$ 339	$ 573	$ 347	$ 486	$ 375		$ 367	$ 477		$ 406
Leaves	Admin Leave		$ 40					$ 157	$ 79								$ 102		
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	**$ 3,199**	**$ 5,152**	**$ 3,434**	**$ 0**	**$ 0**	**$ 0**	**$ 3,044**	**$ 3,019**	**$ 3,465**	**$ 4,265**	**$ 3,883**	**$ 3,057**	**$ 3,239**	**$ 0**	**$ 2,747**	**$ 4,270**	**$ 0**	**$ 3,869**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Machinist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Machinist	$ 15,531	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Maintenance Machinist	$ 14,191	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Machinist	$ 13,133	7/1/2021	unknown	unknown
4	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 11,993	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Machinist	$ 11,926	7/2/2021		
6	Eastern Municipal Water District	Machinist	$ 11,399	12/19/2021	1/1/2023	unknown
7	Irvine Ranch Water District	Senior Maintenance Mechanic (Millwright/Machinist)	$ 11,371	7/1/2021	7/1/2022	CPI
8	City of Los Angeles Bureau of Sanitation	Machinist	$ 11,185	1/19/2020	6/19/2022	4.00%
9	County of Los Angeles, Public Works	Millwright	$ 10,802	7/1/2021	unknown	unknown
10	Inland Empire Utilities Agency	Mechanic II	$ 10,711	7/1/2021	7/1/2022	3.00%
11	Los Angeles County Sanitation Districts	Machinist	$ 10,698	7/1/2021	unknown	unknown
12	City of Anaheim	Skilled Crafts Worker II	$ 9,293	6/25/2021	unknown	unknown
13	City of San Diego	Machinist	$ 8,148	7/1/2021	7/1/2022	4.00%
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,538
% Orange County Sanitation District Above/Below	3.3%
Median of Comparators	$ 11,278
% Orange County Sanitation District Above/Below	5.4%
75th Percentile of Comparators	$ 12,278
% Orange County Sanitation District Above/Below	-3.0%
Orange County Sanitation District Percentile	72
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Maintenance Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Section Manager - Water Treatment / Conveyance and Distribution]	$ 20,427	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District[2]	Manager of Wastewater Treatment	$ 18,986	4/1/2020	unknown	unknown
3	Central Contra Costa Sanitary District[1]	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	$ 18,905	4/18/2021	unknown	unknown
4	Western Municipal Water District	Deputy Director of Operations	$ 17,564	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Maintenance Manager	$ 16,928	7/2/2021		
6	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 16,706	7/1/2021	7/1/2022	3.00%
7	Eastern Municipal Water District	Director of Maintenance	$ 16,404	12/19/2021	1/1/2023	unknown
8	Las Virgenes Municipal Water District[3]	Facilities Manager	$ 15,314	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation[4]	[Wastewater Treatment Maintenance Manager II / III]	$ 15,064	7/4/2001	6/19/2022	4.00%
10	City of Anaheim[5]	Water Field Operations Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
11	City of Huntington Beach[6]	Utilities Manager	$ 13,756	1/1/2022	unknown	unknown
12	Orange County Water District	Maintenance Manager	$ 13,287	7/1/2021	7/1/2022	2.00%
13	Los Angeles County Sanitation Districts[7]	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	$ 13,151	7/1/2021	unknown	unknown
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,215
% Orange County Sanitation District Above/Below	4.2%
Median of Comparators	$ 15,859
% Orange County Sanitation District Above/Below	6.3%
75th Percentile of Comparators	$ 17,899
% Orange County Sanitation District Above/Below	-5.7%
Orange County Sanitation District Percentile	66
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - East Bay Municipal Utility District: Manager of Wastewater Treatment oversees wastewater operations and maintenance.
3 - Las Virgenes Municipal Water District: Salary reported is for Facilities Manager that is not an Engineer.
4 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

5 - City of Anaheim: Water Field Operations Manager requires D3 Water Distribution Operator and T3 Water Treatment Operator certificates.
6 - City of Huntington Beach: Utilities Manager manages water production, quality, transmission, and distribution operations and maintenance, as well as wastewater collection systems maintenance; certifications are not required.
7 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Manager	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	Water Field Operations Manager	N/C	Utilities Manager	N/C	[Wastewater Treatment Maintenance Manager II / III]	N/C	N/C	Manager of Wastewater Treatment	Director of Maintenance	Manager of Operations and Maintenance	N/C	Facilities Manager	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	[Section Manager - Water Treatment / Conveyance and Distribution]	Maintenance Manager	Deputy Director of Operations
	Top Step	$ 16,928	$ 18,905	$ 15,017		$ 13,756		$ 15,064			$ 18,986	$ 16,404	$ 16,706		$ 15,314	$ 13,151	$ 20,427	$ 13,287	$ 17,564
Retirement	PEPRA	2.5%@67	2%@62	2%@62		2%@62		1.5%@60			2.5%@67	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -138													
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172									$ 820	$ 54		$ 459		$ 919	$ 163	$ 351
Retirement	Other Retirement	$ 951										$ 98						$ 2,212	
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939		$ 1,323		$ 1,448			$ 1,095	$ 1,704	$ 771		$ 825	$ 809	$ 1,178	$ 843	$ 1,013
Leaves	Holidays	$ 781	$ 945	$ 635		$ 635		$ 811			$ 1,095	$ 757	$ 1,221		$ 707	$ 607	$ 1,100	$ 562	$ 878
Leaves	Admin Leave	$ 326	$ 364	$ 116		$ 397		$ 579			$ 511				$ 530		$ 236		$ 338
Allow	Auto					$ 450							$ 300			$ 450			
Allow	Technology Allowance					$ 50						$ 50							
	Benefit Package Total	$ 5,375	$ 7,280	$ 4,691	$ 0	$ 4,427	$ 0	$ 4,738	$ 0	$ 0	$ 5,966	$ 5,711	$ 4,795	$ 0	$ 5,320	$ 3,757	$ 6,214	$ 5,946	$ 5,831

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Maintenance Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Section Manager - Water Treatment / Conveyance and Distribution]	$ 26,641	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Collection System Operations Division Manager/ Plant Maintenance Division Manager]	$ 26,185	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Manager of Wastewater Treatment	$ 24,952	4/1/2020	unknown	unknown
4	Western Municipal Water District	Deputy Director of Operations	$ 23,394	7/1/2021	7/1/2022	1.0 - 4.0%
5	Orange County Sanitation District	Maintenance Manager	$ 22,303	7/2/2021		
6	Eastern Municipal Water District	Director of Maintenance	$ 22,115	12/19/2021	1/1/2023	unknown
7	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 21,501	7/1/2021	7/1/2022	3.00%
8	Las Virgenes Municipal Water District	Facilities Manager	$ 20,634	1/1/2022	1/1/2023	1.5 - 4%
9	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Maintenance Manager II / III]	$ 19,802	7/4/2001	6/19/2022	4.00%
10	City of Anaheim	Water Field Operations Manager	$ 19,707	12/24/2021	7/8/2022	3.00%
11	Orange County Water District	Maintenance Manager	$ 19,232	7/1/2021	7/1/2022	2.00%
12	City of Huntington Beach	Utilities Manager	$ 18,182	1/1/2022	unknown	unknown
13	Los Angeles County Sanitation Districts	[Superintendent of JWPCP Maintenance/ Water Reclamation Plants Maintenance/ WW Collection System Operations & Maintenance]	$ 16,908	7/1/2021	unknown	unknown
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 21,605
% Orange County Sanitation District Above/Below	3.1%
Median of Comparators	$ 21,068
% Orange County Sanitation District Above/Below	5.5%
75th Percentile of Comparators	$ 23,784
% Orange County Sanitation District Above/Below	-6.6%
Orange County Sanitation District Percentile	65
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Maintenance Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District[1]	Maintenance Planner	$ 11,149	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Maintenance Specialist	$ 11,128	7/2/2021		
3	East Bay Municipal Utility District[2]	Construction & Maintenance Scheduler	$ 10,959	4/1/2020	unknown	unknown
4	Inland Empire Utilities Agency[4]	Maintenance Planner/Scheduler	$ 10,257	7/1/2021	7/1/2022	3.00%
5	Orange County Water District	Maintenance Planner Scheduler	$ 9,508	7/1/2021	7/1/2022	2.00%
6	Metropolitan Water District of Southern California	Planner Scheduler	$ 9,107	7/1/2021	unknown	unknown
7	Eastern Municipal Water District[3]	Maintenance and Operations Planner/Scheduler II	$ 8,700	12/19/2021	1/1/2023	unknown
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,947
% Orange County Sanitation District Above/Below	10.6%
Median of Comparators	$ 9,882
% Orange County Sanitation District Above/Below	11.2%
75th Percentile of Comparators	$ 10,783
% Orange County Sanitation District Above/Below	3.1%
Orange County Sanitation District Percentile	98
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Central Contra Costa Sanitary District: Maintenance Planner requires equivalent to completion to the 12th grade supplemented by specialized coursework and 5 years of experience.
2 - East Bay Municipal Utility District: Construction and Maintenance Scheduler requires any combination of education and experience equivalent to completion of the 12th grade and 2-4 years of experience.
3 - Eastern Municipal Water District: Maintenance and Operations Planner/Scheduler II requires equivalent to completion of the 12th grade and 3 years of experience.
4 - Inland Empire Utilities Agency: Maintenance Planner/Scheduler requires completion of high school or GED equivalent and 5 years of experience; also requires Certified Maintenance Reliability Technician, Maintenance Reliability Professional, or Reliability Leader certification.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Specialist	Maintenance Planner	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Construction & Maintenance Scheduler	Maintenance and Operations Planner/Scheduler II	Maintenance Planner/Scheduler	N/C	N/C	N/C	Planner Scheduler	Maintenance Planner Scheduler	N/C
	Top Step	$ 11,128	$ 11,149								$ 10,959	$ 8,700	$ 10,257				$ 9,107	$ 9,508	
Retirement	PEPRA	2.5%@67	2%@62								2.5%@67	2%@62	2%@62				2%@62		
	Employee Cost Sharing																		
	Social Security										$ 679		$ 636						
	Deferred Compensation		$ 691									$ 435	$ 54				$ 410	$ 163	
	Other Retirement	$ 549										$ 98						$ 1,583	
Insurance	Cafeteria		$ 100										$ 1,648						
	Health	$ 1,913	$ 2,998								$ 2,194	$ 2,128					$ 2,619	$ 2,019	
	Dental	$ 111	$ 195								$ 212	$ 134					$ 150	$ 128	
	Vision	$ 17	$ 18								$ 22	$ 19					$ 12	$ 19	
	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 642	$ 686								$ 632	$ 903	$ 473				$ 525	$ 603	
	Holidays	$ 514	$ 557								$ 632	$ 402	$ 651				$ 490	$ 402	
	Admin Leave	$ 214	$ 43														$ 105		
Allow	Auto																		
	Technology Allowance																		
	Benefit Package Total	$ 3,960	$ 5,288	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,449	$ 4,120	$ 3,504	$ 0	$ 0	$ 0	$ 4,311	$ 4,917	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Maintenance Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Planner	$ 16,437	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Construction & Maintenance Scheduler	$ 15,408	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Maintenance Specialist	$ 15,088	7/2/2021		
4	Orange County Water District	Maintenance Planner Scheduler	$ 14,425	7/1/2021	7/1/2022	2.00%
5	Inland Empire Utilities Agency	Maintenance Planner/Scheduler	$ 13,761	7/1/2021	7/1/2022	3.00%
6	Metropolitan Water District of Southern California	Planner Scheduler	$ 13,418	7/1/2021	unknown	unknown
7	Eastern Municipal Water District	Maintenance and Operations Planner/Scheduler II	$ 12,819	12/19/2021	1/1/2023	unknown
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Irvine	N/C				
12	City of Los Angeles Bureau of Sanitation	N/C				
13	City of San Diego	N/C				
14	County of Los Angeles, Public Works	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,378
% Orange County Sanitation District Above/Below	4.7%
Median of Comparators	$ 14,093
% Orange County Sanitation District Above/Below	6.6%
75th Percentile of Comparators	$ 15,162
% Orange County Sanitation District Above/Below	-0.5%
Orange County Sanitation District Percentile	73
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Maintenance Superintendent						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Unit Manager - Conveyance and Distribution / Facility Management / Fleet Services]	$ 17,834	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Field Manager	$ 15,967	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Plant Maintenance Superintendent	$ 15,477	4/1/2020	unknown	unknown
4	Eastern Municipal Water District[1]	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	$ 14,170	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Maintenance	$ 13,744	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Maintenance Superintendent	$ 13,556	7/2/2021		
7	Irvine Ranch Water District[1]	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	$ 12,723	7/1/2021	7/1/2022	CPI
8	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Maintenance Manager I	$ 12,015	7/4/2001	6/19/2022	4.00%
9	City of Anaheim[2]	Water Production Superintendent	$ 11,766	12/24/2021	7/8/2022	3.00%
10	City of San Diego	Principal Plant Technician Supervisor	$ 8,891	1/1/2022	7/1/2022	5.00%
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,621
% Orange County Sanitation District Above/Below	-0.5%
Median of Comparators	$ 13,744
% Orange County Sanitation District Above/Below	-1.4%
75th Percentile of Comparators	$ 15,477
% Orange County Sanitation District Above/Below	-14.2%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: Water Production Superintendent requires T2 Water Treatment Operator and a D3 Water Distribution Operator certificates.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Superintendent	N/C	Water Production Superintendent	N/C	N/C	N/C	Wastewater Treatment Maintenance Manager I	Principal Plant Technician Supervisor	N/C	Plant Maintenance Superintendent	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	Deputy Manager of Maintenance	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	N/C	N/C	[Unit Manager - Conveyance and Distribution/ Facility Management/ Fleet Services]	N/C	Operations Field Manager
	Top Step	$ 13,556		$ 11,766				$ 12,015	$ 8,891		$ 15,477	$ 14,170	$ 13,744	$ 12,723			$ 17,834		$ 15,967
Retirement	PEPRA	2.5%@67		2%@62				1.5%@60			2.5%@67	2%@62	2%@62	2%@62			2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760		$ 760						$ 760
Retirement	Deferred Compensation											$ 709	$ 54	$ 509			$ 803		$ 319
Retirement	Other Retirement	$ 646							$ 818			$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 1,824			$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48			$ 212	$ 134		$ 128			$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance			$ 158							$ 76		$ 42						
Leaves	Vacation	$ 782		$ 735				$ 1,155	$ 752		$ 893	$ 1,472	$ 634	$ 734			$ 1,029		$ 921
Leaves	Holidays	$ 626		$ 498				$ 647	$ 385		$ 893	$ 654	$ 1,004	$ 587			$ 960		$ 798
Leaves	Admin Leave	$ 261		$ 91				$ 462	$ 137		$ 417						$ 206		$ 307
Allow	Auto												$ 250						
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 4,356	$ 0	$ 4,325	$ 0	$ 0	$ 0	$ 4,163	$ 3,925	$ 0	$ 5,467	$ 5,214	$ 4,392	$ 3,899	$ 0	$ 0	$ 5,778	$ 0	$ 5,596

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Maintenance Superintendent						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Unit Manager - Conveyance and Distribution/ Facility Management/ Fleet Services]	$ 23,612	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Field Manager	$ 21,563	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Plant Maintenance Superintendent	$ 20,944	4/1/2020	unknown	unknown
4	Eastern Municipal Water District	[Assets and Facilities Manager/ Electrical Services Manager/ Fleet Services Manager/ Mechanical Services Manager/ Wastewater Collection Manager/ Water Reclamation Plant Manager]	$ 19,384	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Deputy Manager of Maintenance	$ 18,136	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Maintenance Superintendent	$ 17,912	7/2/2021		
7	Irvine Ranch Water District	[Collection Systems Manager/ Electrical and Instrumentation Manager/ Mechanical Services Manager]	$ 16,622	7/1/2021	7/1/2022	CPI
8	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Maintenance Manager I	$ 16,178	7/4/2001	6/19/2022	4.00%
9	City of Anaheim	Water Production Superintendent	$ 16,091	12/24/2021	7/8/2022	3.00%
10	City of San Diego	Principal Plant Technician Supervisor	$ 12,816	1/1/2022	7/1/2022	5.00%
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,372
% Orange County Sanitation District Above/Below	-2.6%
Median of Comparators	$ 18,136
% Orange County Sanitation District Above/Below	-1.3%
75th Percentile of Comparators	$ 20,944
% Orange County Sanitation District Above/Below	-16.9%
Orange County Sanitation District Percentile	48
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Maintenance Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	$ 16,883	7/1/2021	unknown	unknown
2	Western Municipal Water District	Operations Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
3	Central Contra Costa Sanitary District[1]	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	$ 12,624	4/18/2021	unknown	unknown
4	Eastern Municipal Water District[1]	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	$ 12,241	12/19/2021	1/1/2023	unknown
5	East Bay Municipal Utility District[1]	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	$ 12,094	4/1/2020	unknown	unknown
6	Inland Empire Utilities Agency[1]	[Maintenance Supervisor/ Collection System Supervisor]	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Orange County Sanitation District	Maintenance Supervisor	$ 11,688	7/2/2021		
8	Las Virgenes Municipal Water District[1]	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	$ 11,541	1/1/2022	1/1/2023	1.5 - 4%
9	Orange County Water District[1]	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	$ 10,983	7/1/2021	7/1/2022	2.00%
10	City of Los Angeles Bureau of Sanitation[1]	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	$ 10,951	1/19/2020	6/19/2022	4.00%
11	Los Angeles County Sanitation Districts[1]	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	$ 10,456	7/1/2021	unknown	unknown
12	City of Huntington Beach[4]	Wastewater Supervisor	$ 10,005	1/1/2022	unknown	unknown
13	Irvine Ranch Water District[1]	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	$ 9,970	7/1/2021	7/1/2022	CPI
14	City of Garden Grove[3]	Public Works Supervisor	$ 9,481	7/1/2021	unknown	unknown
15	County of Los Angeles, Public Works[1]	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	$ 9,221	7/1/2021	unknown	unknown
16	City of Anaheim[1,2]	[Operations Supervisor / Water Production Technician Supervisor]	$ 8,362	12/24/2021	7/8/2022	3.00%
17	City of San Diego[1]	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	$ 7,597	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,071
% Orange County Sanitation District Above/Below	5.3%
Median of Comparators	$ 10,967
% Orange County Sanitation District Above/Below	6.2%
75th Percentile of Comparators	$ 12,131
% Orange County Sanitation District Above/Below	-3.8%
Orange County Sanitation District Percentile	63
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of Anaheim: When assigned to Streets and Sanitation, Operations Supervisor requires Grade I Collection System Maintenance certificate. Water Production Technician Supervisor requires Class A driver's license and T2 Water Treatment Operator and D3 Water Distribution Operator certificates.
3 - City of Garden Grove: Public Works Supervisor requires Grade IV Collection System Maintenance certificate when assigned to the wastewater section.
4 - City of Huntington Beach: Wastewater Supervisor requires Grade II Wastewater Collection System certificate.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Maintenance Supervisor	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	[Operations Supervisor / Water Production Technician Supervisor]	Public Works Supervisor	Wastewater Supervisor	N/C	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	[Maintenance Supervisor/ Collection System Supervisor]	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	Operations Supervisor
	Top Step	$ 11,688	$ 12,624	$ 8,362	$ 9,481	$ 10,005		$ 10,951	$ 7,597	$ 9,221	$ 12,094	$ 12,241	$ 11,873	$ 9,970	$ 11,541	$ 10,456	$ 16,883	$ 10,983	$ 12,853
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62		1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -100													
Retirement	Social Security										$ 750		$ 736		$ 716				$ 760
Retirement	Deferred Compensation		$ 783							$ 369		$ 612	$ 54	$ 399	$ 346		$ 760	$ 163	$ 257
Retirement	Other Retirement	$ 572							$ 699			$ 98						$ 1,829	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,833	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance			$ 158		$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	$ 674	$ 777	$ 523	$ 547	$ 962		$ 716	$ 643	$ 532	$ 698	$ 1,271	$ 548	$ 575	$ 621	$ 643	$ 974	$ 697	$ 742
Leaves	Holidays	$ 539	$ 631	$ 354	$ 570	$ 462		$ 590	$ 329	$ 426	$ 698	$ 565	$ 776	$ 460	$ 533	$ 483	$ 909	$ 465	$ 643
Leaves	Admin Leave	$ 225	$ 146	$ 64	$ 182	$ 289		$ 211	$ 117		$ 326						$ 195		$ 247
Allow	Auto					$ 450													
Allow	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 4,051	$ 5,767	$ 3,942	$ 2,949	$ 3,822	$ 0	$ 3,415	$ 3,621	$ 3,736	$ 4,975	$ 4,828	$ 3,804	$ 3,503	$ 4,256	$ 3,017	$ 5,618	$ 5,318	$ 5,138

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Maintenance Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Corrosion Control / Facility Operations / Hydroelectric Engineering and Maintenance / Pump Plant]	$ 22,501	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	[Maintenance Supervisor/ Electrical/Instrumentation Supervisor/ Building & Grounds Supervisor]	$ 18,391	4/18/2021	unknown	unknown
3	Western Municipal Water District	Operations Supervisor	$ 17,991	7/1/2021	7/1/2022	1.0 - 4.0%
4	East Bay Municipal Utility District	[Plant Mechanical Maintenance Supervisor / Plant Electrical Maintenance Supervisor / Instrument Maintenance Supervisor / Plant Structures Maintenance Supervisor / Power, Treatment, and Transmission Maintenance Supervisor]	$ 17,069	4/1/2020	unknown	unknown
5	Eastern Municipal Water District	[Assets and Facilities Maintenance Supervisor/ Electrical Services Supervisor/ Facilities and Grounds Supervisor/ Fleet Maintenance Supervisor/ Industrial Engine Supervisor/ Mechanical Maintenance Supervisor/ SCADA Supervisor/ Wastewater Collection Supervisor]	$ 17,069	12/19/2021	1/1/2023	unknown
6	Orange County Water District	[FHQ Maintenance Supervisor/ Maintenance Supervisor - GWRS]	$ 16,301	7/1/2021	7/1/2022	2.00%
7	Las Virgenes Municipal Water District	[Facilities Maintenance Supervisor/ Electrical/Instrumentation Supervisor]	$ 15,797	1/1/2022	1/1/2023	1.5 - 4%
8	Orange County Sanitation District	Maintenance Supervisor	$ 15,739	7/2/2021		
9	Inland Empire Utilities Agency	[Maintenance Supervisor/ Collection System Supervisor]	$ 15,677	7/1/2021	7/1/2022	3.00%
10	City of Los Angeles Bureau of Sanitation	[Wastewater Treatment Mechanic Supervisor / Wastewater Treatment Electrician Supervisor / Instrument Mechanic Supervisor II / Wastewater Collection Supervisor]	$ 14,366	1/19/2020	6/19/2022	4.00%
11	City of Huntington Beach	Wastewater Supervisor	$ 13,827	1/1/2022	unknown	unknown
12	Los Angeles County Sanitation Districts	[Supervisor of Electrical and Instrumentation Repair / Supervisor of Pumping Plant Operations and Maintenance / Supervisor of Sewer Maintenance / Supervisor of Treatment Plant Maintenance]	$ 13,473	7/1/2021	unknown	unknown
13	Irvine Ranch Water District	[Collection Systems Supervisor/ Mechanical Services Supervisor/ Automation Supervisor/ Electrical Supervisor/ Instrumentation Supervisor / Fleet Supervisor/ Facilities Supervisor]	$ 13,473	7/1/2021	7/1/2022	CPI
14	County of Los Angeles, Public Works	[Carpenter Supervisor / Electro-Mechanic Supervisor / Sewer Maintenance Supervisor]	$ 12,957	7/1/2021	unknown	unknown
15	City of Garden Grove	Public Works Supervisor	$ 12,430	7/1/2021	unknown	unknown
16	City of Anaheim	[Operations Supervisor / Water Production Technician Supervisor]	$ 12,304	12/24/2021	7/8/2022	3.00%
17	City of San Diego	[Building Maintenance Supervisor/ Electronics Technician Supervisor/ Equipment Repair Supervisor/ Fleet Repair Supervisor/ General Utility Supervisor/ Instrumentation and Control Supervisor/ Plant Process Control Supervisor/ Plant Technician Supervisor]	$ 11,218	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,303
% Orange County Sanitation District Above/Below	2.8%
Median of Comparators	$ 15,022
% Orange County Sanitation District Above/Below	4.6%
75th Percentile of Comparators	$ 17,069
% Orange County Sanitation District Above/Below	-8.5%
Orange County Sanitation District Percentile	57
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Materials Management Clerk						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District[1]	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
2	Central Contra Costa Sanitary District	Materials Coordinator	$ 7,977	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Materials Specialist	$ 7,571	4/1/2020	unknown	unknown
4	Las Virgenes Municipal Water District	Storekeeper	$ 7,053	1/1/2021	unknown	unknown
5	Metropolitan Water District of Southern California	Storekeeper II	$ 6,543	7/1/2021	unknown	unknown
6	City of Garden Grove	Storekeeper	$ 6,433	7/1/2021	unknown	unknown
7	City of Huntington Beach	Warehousekeeper	$ 6,393	1/1/2022	unknown	unknown
8	Irvine Ranch Water District	Material Control Clerk II	$ 6,229	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Storekeeper II	$ 6,181	12/19/2021	1/1/2023	unknown
10	County of Los Angeles, Public Works	Warehouse Manager	$ 6,122	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Warehouse Technician	$ 5,998	7/1/2021	7/1/2022	3.00%
12	City of Los Angeles Bureau of Sanitation	Storekeeper II	$ 5,979	1/19/2020	6/19/2022	4.00%
13	Orange County Sanitation District	Materials Management Clerk	$ 5,803	7/2/2021		
14	Orange County Water District	Warehouse Technician	$ 5,559	7/1/2021	7/1/2022	2.00%
15	Los Angeles County Sanitation Districts	Stock Clerk	$ 5,547	7/1/2021	unknown	unknown
16	City of Anaheim	Senior Storekeeper	$ 5,458	6/25/2021	unknown	unknown
17	City of San Diego	Storekeeper II	$ 4,244	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,338
% Orange County Sanitation District Above/Below	-9.2%
Median of Comparators	$ 6,205
% Orange County Sanitation District Above/Below	-6.9%
75th Percentile of Comparators	$ 6,670
% Orange County Sanitation District Above/Below	-14.9%
Orange County Sanitation District Percentile	24
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Western Municipal Water District: Some positions perform maintenance, welding, fabrication, and machining of equipment. Some positions in this class are also assigned to the warehouse function.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Materials Management Clerk	Materials Coordinator	Senior Storekeeper	Storekeeper	Warehousekeeper	N/C	Storekeeper II	Storekeeper II	Warehouse Manager	Materials Specialist	Storekeeper II	Warehouse Technician	Material Control Clerk II	Storekeeper	Stock Clerk	Storekeeper II	Warehouse Technician	Operations Technician III-Mechanical Services
	Top Step	$ 5,803	$ 7,977	$ 5,458	$ 6,433	$ 6,393		$ 5,979	$ 4,244	$ 6,122	$ 7,571	$ 6,181	$ 5,998	$ 6,229	$ 7,053	$ 5,547	$ 6,543	$ 5,559	$ 8,124
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62		1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Sharing					$ -64													
	Social Security										$ 469		$ 372		$ 437				$ 504
	Deferred Compensation		$ 495			$ 20				$ 245		$ 309	$ 54	$ 249	$ 40		$ 294	$ 163	
	Other Retirement								$ 390			$ 98						$ 926	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195	$ 56		$ 133		$ 48		$ 57	$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 335	$ 491	$ 341	$ 371	$ 615		$ 391	$ 359	$ 353	$ 437	$ 642	$ 277	$ 359	$ 380	$ 341	$ 377	$ 353	$ 469
	Holidays	$ 268	$ 399	$ 210	$ 387	$ 295		$ 322	$ 184	$ 283	$ 437	$ 285	$ 381	$ 287	$ 326	$ 256	$ 352	$ 235	$ 406
	Admin Leave	$ 14	$ 31					$ 115	$ 65								$ 76		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 2,657	$ 4,726	$ 3,394	$ 2,408	$ 2,758	$ 0	$ 2,744	$ 2,832	$ 3,248	$ 3,848	$ 3,616	$ 2,773	$ 2,965	$ 3,223	$ 2,489	$ 3,880	$ 3,841	$ 3,869

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Materials Management Clerk						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Materials Coordinator	$ 12,702	4/18/2021	unknown	unknown
2	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 11,993	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Materials Specialist	$ 11,419	4/1/2020	unknown	unknown
4	Metropolitan Water District of Southern California	Storekeeper II	$ 10,423	7/1/2021	unknown	unknown
5	Las Virgenes Municipal Water District	Storekeeper	$ 10,276	1/1/2021	unknown	unknown
6	Eastern Municipal Water District	Storekeeper II	$ 9,797	12/19/2021	1/1/2023	unknown
7	Orange County Water District	Warehouse Technician	$ 9,400	7/1/2021	7/1/2022	2.00%
8	County of Los Angeles, Public Works	Warehouse Manager	$ 9,370	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Material Control Clerk II	$ 9,194	7/1/2021	7/1/2022	CPI
10	City of Huntington Beach	Warehousekeeper	$ 9,150	1/1/2022	unknown	unknown
11	City of Anaheim	Senior Storekeeper	$ 8,852	6/25/2021	unknown	unknown
12	City of Garden Grove	Storekeeper	$ 8,841	7/1/2021	unknown	unknown
13	Inland Empire Utilities Agency	Warehouse Technician	$ 8,771	7/1/2021	7/1/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Storekeeper II	$ 8,723	1/19/2020	6/19/2022	4.00%
15	Orange County Sanitation District	Materials Management Clerk	$ 8,460	7/2/2021		
16	Los Angeles County Sanitation Districts	Stock Clerk	$ 8,036	7/1/2021	unknown	unknown
17	City of San Diego	Storekeeper II	$ 7,076	7/1/2021	7/1/2022	5.00%
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 9,626
% Orange County Sanitation District Above/Below	-13.8%
Median of Comparators	$ 9,282
% Orange County Sanitation District Above/Below	-9.7%
75th Percentile of Comparators	$ 10,313
% Orange County Sanitation District Above/Below	-21.9%
Orange County Sanitation District Percentile	11
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Mobile Crane Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Equipment Operator	$ 9,440	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Crane Operator	$ 8,994	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Equipment Operator	$ 8,975	1/19/2020	6/19/2022	4.00%
4	Inland Empire Utilities Agency	Mechanic III	$ 8,861	7/1/2021	7/1/2022	3.00%
5	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Equipment Operator	$ 8,609	7/1/2021	unknown	unknown
6	Orange County Sanitation District	Mobile Crane Operator	$ 8,519	7/2/2021		
7	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Crane Operator	$ 8,069	7/1/2021	unknown	unknown
9	Irvine Ranch Water District[4]	Water Maintenance Technician III	$ 7,901	7/1/2021	7/1/2022	CPI
10	Eastern Municipal Water District	Crane Operator	$ 7,516	12/19/2021	1/1/2023	unknown
11	Orange County Water District	Heavy Equipment Operator	$ 7,450	7/1/2021	7/1/2022	2.00%
12	City of Irvine	Equipment Operator II	$ 6,836	6/25/2021	6/25/2022	1.00%
13	City of Garden Grove[1]	Heavy Equipment Operator	$ 6,829	7/1/2021	unknown	unknown
14	County of Los Angeles, Public Works	Heavy Power Equipment Operator	$ 6,823	7/1/2021	unknown	unknown
15	City of Huntington Beach[2,3]	[Wastewater Equipment Operator/ Water Equipment Operator]	$ 6,786	1/1/2022	unknown	unknown
16	City of San Diego	Equipment Operator III	$ 4,795	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,734
% Orange County Sanitation District Above/Below	9.2%
Median of Comparators	$ 7,901
% Orange County Sanitation District Above/Below	7.3%
75th Percentile of Comparators	$ 8,735
% Orange County Sanitation District Above/Below	-2.5%
Orange County Sanitation District Percentile	70
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Heavy Equipment Operator requires Grade II Collection System Maintenance certificates when assigned to wastewater division; requires Class A Driver's License.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - City of Huntington Beach: Wastewater Equipment Operator requires Class A driver's license and Grade I Wastewater Collection System Maintenance certificate. Water Equipment Operator requires Class A driver's license and D2 Water Distribution Operator certificate.
4 - Irvine Ranch Water District: Water Maintenance Technician III requires D3 Water Distribution Operator certificate.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Mobile Crane Operator	Construction Equipment Operator	N/C	Heavy Equipment Operator	[Wastewater Equipment Operator/ Water Equipment Operator]	Equipment Operator II	Equipment Operator	Equipment Operator III	Heavy Power Equipment Operator	Crane Operator	Crane Operator	Mechanic III	Water Maintenance Technician III	N/C	Crane Operator	Operations and Maintenance Technician IV - Equipment Operator	Heavy Equipment Operator	Operations Technician III- Mechanical Services
	Top Step	$ 8,519	$ 9,440		$ 6,829	$ 6,786	$ 6,836	$ 8,975	$ 4,795	$ 6,823	$ 8,994	$ 7,516	$ 8,861	$ 7,901		$ 8,069	$ 8,609	$ 7,450	$ 8,124
Retirement	PEPRA	2.5%@67	2%@62		2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62
	Employee Cost Sharing					$ -68													
	Social Security										$ 558		$ 549						$ 504
	Deferred Compensation		$ 585			$ 20	$ 137			$ 273		$ 376	$ 54	$ 316			$ 387	$ 163	
	Other Retirement						$ 342		$ 441			$ 98						$ 1,240	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813	$ 2,235			$ 1,648						$ 2,491
	Health	$ 1,913	$ 2,998			$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111	$ 195			$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 737	$ 581		$ 394	$ 653	$ 394	$ 587	$ 406	$ 394	$ 519	$ 780	$ 409	$ 456		$ 497	$ 497	$ 473	$ 469
	Holidays	$ 393	$ 472		$ 410	$ 313	$ 368	$ 483	$ 207	$ 315	$ 519	$ 347	$ 562	$ 365		$ 372	$ 464	$ 315	$ 406
	Admin Leave		$ 36				$ 263	$ 173	$ 74								$ 99		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 3,171	$ 4,985	$ 0	$ 2,454	$ 2,810	$ 3,837	$ 3,142	$ 2,941	$ 3,348	$ 4,100	$ 3,883	$ 3,264	$ 3,206	$ 0	$ 2,760	$ 4,228	$ 4,357	$ 3,869

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Mobile Crane Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Construction Equipment Operator	$ 14,425	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Crane Operator	$ 13,094	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Equipment Operator	$ 12,837	7/1/2021	unknown	unknown
4	Inland Empire Utilities Agency	Mechanic III	$ 12,125	7/1/2021	7/1/2022	3.00%
5	City of Los Angeles Bureau of Sanitation	Equipment Operator	$ 12,117	1/19/2020	6/19/2022	4.00%
6	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 11,993	7/1/2021	7/1/2022	1.0 - 4.0%
7	Orange County Water District	Heavy Equipment Operator	$ 11,807	7/1/2021	7/1/2022	2.00%
8	Orange County Sanitation District	Mobile Crane Operator	$ 11,690	7/2/2021		
9	Eastern Municipal Water District	Crane Operator	$ 11,399	12/19/2021	1/1/2023	unknown
10	Irvine Ranch Water District	Water Maintenance Technician III	$ 11,107	7/1/2021	7/1/2022	CPI
11	Los Angeles County Sanitation Districts	Crane Operator	$ 10,829	7/1/2021	unknown	unknown
12	City of Irvine	Equipment Operator II	$ 10,674	6/25/2021	6/25/2022	1.00%
13	County of Los Angeles, Public Works	Heavy Power Equipment Operator	$ 10,172	7/1/2021	unknown	unknown
14	City of Huntington Beach	[Wastewater Equipment Operator/ Water Equipment Operator]	$ 9,596	1/1/2022	unknown	unknown
15	City of Garden Grove	Heavy Equipment Operator	$ 9,283	7/1/2021	unknown	unknown
16	City of San Diego	Equipment Operator III	$ 7,736	7/1/2021	7/1/2022	4.00%
17	City of Anaheim	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,279
% Orange County Sanitation District Above/Below	3.5%
Median of Comparators	$ 11,399
% Orange County Sanitation District Above/Below	2.5%
75th Percentile of Comparators	$ 12,121
% Orange County Sanitation District Above/Below	-3.7%
Orange County Sanitation District Percentile	55
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Operations Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[5]	Section Manager - Water Treatment	$ 20,427	7/1/2021	unknown	unknown
2	Los Angeles County Sanitation Districts	JWPCP Manager	$ 19,064	7/1/2021	unknown	unknown
3	East Bay Municipal Utility District[3]	Manager of Wastewater Treatment	$ 18,986	4/1/2020	unknown	unknown
4	Central Contra Costa Sanitary District	Plant Operations Division Manager	$ 18,905	4/18/2021	unknown	unknown
5	Western Municipal Water District	Deputy Director of Operations	$ 17,564	7/1/2021	7/1/2022	1.0 - 4.0%
6	Eastern Municipal Water District[4]	Director of Water Reclamation	$ 17,222	12/19/2021	1/1/2023	unknown
7	Orange County Sanitation District	Operations Manager	$ 16,928	7/2/2021		
8	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 16,706	7/1/2021	7/1/2022	3.00%
9	Las Virgenes Municipal Water District	Water Reclamation Manager	$ 16,581	1/1/2022	1/1/2023	1.5 - 4%
10	City of Los Angeles Bureau of Sanitation	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	$ 15,064	7/4/2001	6/19/2022	4.00%
11	City of Anaheim[1]	Water Field Operations Manager	$ 15,017	12/24/2021	7/8/2022	3.00%
12	City of Huntington Beach[2]	Utilities Manager	$ 13,756	1/1/2022	unknown	unknown
13	Orange County Water District	Operations Manager	$ 13,287	7/1/2021	7/1/2022	2.00%
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 16,882
% Orange County Sanitation District Above/Below	0.3%
Median of Comparators	$ 16,964
% Orange County Sanitation District Above/Below	-0.2%
75th Percentile of Comparators	$ 18,926
% Orange County Sanitation District Above/Below	-11.8%
Orange County Sanitation District Percentile	49
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Anaheim: Water Field Operations Manager requires D3 Water Distribution Operator and T3 Water Treatment Operator certificates.
2 - City of Huntington Beach: Utilities Manager manages water production, quality, transmission, and distribution operations and maintenance, as well as wastewater collection systems maintenance; certifications are not required.
3 - East Bay Municipal Utility District: Manager of Wastewater Treatment oversees wastewater operations and maintenance.
4 - Eastern Municipal Water District: Oversees wastewater operations and maintenance.
5 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Operations Manager	Plant Operations Division Manager	Water Field Operations Manager	N/C	Utilities Manager	N/C	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	N/C	N/C	Manager of Wastewater Treatment	Director of Water Reclamation	Manager of Operations and Maintenance	N/C	Water Reclamation Manager	JWPCP Manager	Section Manager - Water Treatment	Operations Manager	Deputy Director of Operations
	Top Step	$ 16,928	$ 18,905	$ 15,017		$ 13,756		$ 15,064			$ 18,986	$ 17,222	$ 16,706		$ 16,581	$ 19,064	$ 20,427	$ 13,287	$ 17,564
Retirement	PEPRA	2.5%@67	2%@62	2%@62		2%@62		1.5%@60			2.5%@67	2%@62	2%@62		2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -138													
Retirement	Social Security										$ 760		$ 760		$ 760				$ 760
Retirement	Deferred Compensation	$ 200	$ 1,172									$ 861	$ 54		$ 497		$ 919	$ 163	$ 351
Retirement	Other Retirement	$ 951										$ 98						$ 2,212	
Insurance	Cafeteria		$ 425										$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,547		$ 1,841			$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 116		$ 48			$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 18		$ 9			$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance	$ 100		$ 158		$ 29					$ 76		$ 42						
Leaves	Vacation	$ 977	$ 1,163	$ 939		$ 1,323		$ 1,448			$ 1,095	$ 1,788	$ 771		$ 893	$ 1,173	$ 1,178	$ 843	$ 1,013
Leaves	Holidays	$ 781	$ 945	$ 635		$ 635		$ 811			$ 1,095	$ 795	$ 1,221		$ 765	$ 880	$ 1,100	$ 562	$ 878
Leaves	Admin Leave	$ 326	$ 364	$ 116		$ 397		$ 579			$ 511				$ 574		$ 236		$ 338
Allow	Auto					$ 450							$ 300			$ 450			
Allow	Technology Allowance					$ 50						$ 50							
	Benefit Package Total	$ 5,375	$ 7,280	$ 4,691	$ 0	$ 4,427	$ 0	$ 4,738	$ 0	$ 0	$ 5,966	$ 5,874	$ 4,795	$ 0	$ 5,529	$ 4,394	$ 6,214	$ 5,946	$ 5,831

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Operations Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Section Manager - Water Treatment	$ 26,641	7/1/2021	unknown	unknown
2	Central Contra Costa Sanitary District	Plant Operations Division Manager	$ 26,185	4/18/2021	unknown	unknown
3	East Bay Municipal Utility District	Manager of Wastewater Treatment	$ 24,952	4/1/2020	unknown	unknown
4	Los Angeles County Sanitation Districts	JWPCP Manager	$ 23,458	7/1/2021	unknown	unknown
5	Western Municipal Water District	Deputy Director of Operations	$ 23,394	7/1/2021	7/1/2022	1.0 - 4.0%
6	Eastern Municipal Water District	Director of Water Reclamation	$ 23,097	12/19/2021	1/1/2023	unknown
7	Orange County Sanitation District	Operations Manager	$ 22,303	7/2/2021		
8	Las Virgenes Municipal Water District	Water Reclamation Manager	$ 22,110	1/1/2022	1/1/2023	1.5 - 4%
9	Inland Empire Utilities Agency	Manager of Operations and Maintenance	$ 21,501	7/1/2021	7/1/2022	3.00%
10	City of Los Angeles Bureau of Sanitation	[Sanitation Wastewater Manager II / Sanitation Wastewater Manager III]	$ 19,802	7/4/2001	6/19/2022	4.00%
11	City of Anaheim	Water Field Operations Manager	$ 19,707	12/24/2021	7/8/2022	3.00%
12	Orange County Water District	Operations Manager	$ 19,232	7/1/2021	7/1/2022	2.00%
13	City of Huntington Beach	Utilities Manager	$ 18,182	1/1/2022	unknown	unknown
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	City of San Diego	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Irvine Ranch Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 22,355
% Orange County Sanitation District Above/Below	-0.2%
Median of Comparators	$ 22,603
% Orange County Sanitation District Above/Below	-1.3%
75th Percentile of Comparators	$ 23,832
% Orange County Sanitation District Above/Below	-6.9%
Orange County Sanitation District Percentile	47
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Operations Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	Operations Supervisor	$ 12,853	7/1/2021	7/1/2022	1.0 - 4.0%
2	East Bay Municipal Utility District	Wastewater Shift Supervisor	$ 12,708	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Shift Superintendent of Wastewater Treatment II	$ 12,672	1/19/2020	6/19/2022	4.00%
4	Central Contra Costa Sanitary District	Shift Supervisor	$ 12,624	4/18/2021	unknown	unknown
5	Orange County Sanitation District	Operations Supervisor	$ 12,281	7/2/2021		
6	Inland Empire Utilities Agency	Operations Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
7	Las Virgenes Municipal Water District	Chief Water Reclamation Plant Operator	$ 11,656	1/1/2022	1/1/2023	1.5 - 4%
8	Los Angeles County Sanitation Districts	Supervisor of Treatment Plant Operations	$ 10,718	7/1/2021	unknown	unknown
9	Eastern Municipal Water District[1]	Water Reclamation Plant Shift Supervisor	$ 10,573	12/19/2021	1/1/2023	unknown
10	Irvine Ranch Water District	Operations Supervisor	$ 10,270	7/1/2021	7/1/2022	CPI
11	Orange County Water District	Operations Shift Supervisor (Grade IV)	$ 9,508	7/1/2021	7/1/2022	2.00%
12	City of San Diego	Senior Wastewater Operations Supervisor	$ 8,750	1/1/2022	7/1/2022	5.00%
13	City of Anaheim	N/C				
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,291
% Orange County Sanitation District Above/Below	8.1%
Median of Comparators	$ 11,656
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 12,648
% Orange County Sanitation District Above/Below	-3.0%
Orange County Sanitation District Percentile	65
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Eastern Municipal Water District: Water Reclamation Plant Shift Supervisor requires a Grade III Wastewater Treatment Plant Operator certificate.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Operations Supervisor	Shift Supervisor	N/C	N/C	N/C	N/C	Shift Superintendent of Wastewater Treatment II	Senior Wastewater Operations Supervisor	N/C	Wastewater Shift Supervisor	Water Reclamation Plant Shift Supervisor	Operations Supervisor	Operations Supervisor	Chief Water Reclamation Plant Operator	Supervisor of Treatment Plant Operations	N/C	Operations Shift Supervisor (Grade IV)	Operations Supervisor
	Top Step	$ 12,281	$ 12,624					$ 12,672	$ 8,750		$ 12,708	$ 10,573	$ 11,873	$ 10,270	$ 11,656	$ 10,718		$ 9,508	$ 12,853
Retirement	PEPRA	2.5%@67	2%@62					1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 760		$ 736		$ 723				$ 760
Retirement	Deferred Compensation		$ 783									$ 529	$ 54	$ 411	$ 350			$ 163	$ 257
Retirement	Other Retirement	$ 595							$ 805			$ 98						$ 1,583	
Insurance	Cafeteria		$ 220						$ 1,833				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759		$ 2,019	
Insurance	Dental	$ 111	$ 195					$ 48			$ 212	$ 134		$ 128	$ 175	$ 132		$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5			$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 709	$ 777					$ 829	$ 740		$ 733	$ 1,098	$ 548	$ 593	$ 628	$ 660		$ 603	$ 742
Leaves	Holidays	$ 567	$ 631					$ 682	$ 379		$ 733	$ 488	$ 776	$ 474	$ 538	$ 495		$ 402	$ 643
Leaves	Admin Leave	$ 236	$ 146					$ 244	$ 135										$ 247
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 4,148	$ 5,767	$ 0	$ 0	$ 0	$ 0	$ 3,653	$ 3,892	$ 0	$ 4,730	$ 4,494	$ 3,804	$ 3,546	$ 4,278	$ 3,045	$ 0	$ 4,917	$ 5,138

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Operations Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Shift Supervisor	$ 18,391	4/18/2021	unknown	unknown
2	Western Municipal Water District	Operations Supervisor	$ 17,991	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Wastewater Shift Supervisor	$ 17,438	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Operations Supervisor	$ 16,428	7/2/2021		
5	City of Los Angeles Bureau of Sanitation	Shift Superintendent of Wastewater Treatment II	$ 16,326	1/19/2020	6/19/2022	4.00%
6	Las Virgenes Municipal Water District	Chief Water Reclamation Plant Operator	$ 15,934	1/1/2022	1/1/2023	1.5 - 4%
7	Inland Empire Utilities Agency	Operations Supervisor	$ 15,677	7/1/2021	7/1/2022	3.00%
8	Eastern Municipal Water District[1]	Water Reclamation Plant Shift Supervisor	$ 15,068	12/19/2021	1/1/2023	unknown
9	Orange County Water District	Operations Shift Supervisor (Grade IV)	$ 14,425	7/1/2021	7/1/2022	2.00%
10	Irvine Ranch Water District	Operations Supervisor	$ 13,816	7/1/2021	7/1/2022	CPI
11	Los Angeles County Sanitation Districts	Supervisor of Treatment Plant Operations	$ 13,763	7/1/2021	unknown	unknown
12	City of San Diego	Senior Wastewater Operations Supervisor	$ 12,642	1/1/2022	7/1/2022	5.00%
13	City of Anaheim	N/C				
14	City of Garden Grove	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	County of Los Angeles, Public Works	N/C				
18	Metropolitan Water District of Southern California	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,588
% Orange County Sanitation District Above/Below	5.1%
Median of Comparators	$ 15,677
% Orange County Sanitation District Above/Below	4.6%
75th Percentile of Comparators	$ 16,882
% Orange County Sanitation District Above/Below	-2.8%
Orange County Sanitation District Percentile	71
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Payroll Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Payroll Technician	$ 8,395	7/2/2021		
2	Las Virgenes Municipal Water District	Accounting Technician-Payroll	$ 8,188	1/1/2021	unknown	unknown
3	East Bay Municipal Utility District	Accounting Technician	$ 7,950	4/1/2020	unknown	unknown
4	City of Irvine	Payroll Specialist	$ 7,883	6/25/2021	6/25/2022	1.00%
5	Western Municipal Water District	Human Resources Specialist II	$ 7,738	7/1/2021	7/1/2022	1.0 - 4.0%
6	Metropolitan Water District of Southern California	Accounting Technician II	$ 7,107	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Accounting Technician II	$ 6,613	7/1/2021	7/1/2022	3.00%
8	City of Huntington Beach	Senior Payroll Technician	$ 6,587	1/1/2022	unknown	unknown
9	Eastern Municipal Water District	Finance Technician II	$ 6,181	12/19/2021	1/1/2023	unknown
10	City of Anaheim	Payroll Technician	$ 6,041	6/25/2021	unknown	unknown
11	County of Los Angeles, Public Works	Payroll Clerk II	$ 5,294	7/1/2021	unknown	unknown
12	City of San Diego	Payroll Specialist II	$ 4,491	1/1/2022	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Irvine Ranch Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 6,734
% Orange County Sanitation District Above/Below	19.8%
Median of Comparators	$ 6,613
% Orange County Sanitation District Above/Below	21.2%
75th Percentile of Comparators	$ 7,810
% Orange County Sanitation District Above/Below	7.0%
Orange County Sanitation District Percentile	103
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Payroll Technician**	N/C	Payroll Technician	N/C	Senior Payroll Technician	Payroll Specialist	N/C	Payroll Specialist II	Payroll Clerk II	Accounting Technician	Finance Technician II	Accounting Technician II	N/C	Accounting Technician-Payroll	N/C	ACCOUNTING TECHNICIAN II	N/C	Human Resources Specialist II
	Top Step	**$ 8,395**		$ 6,041		$ 6,587	$ 7,883		$ 4,491	$ 5,294	$ 7,950	$ 6,181	$ 6,613		$ 8,188		$ 7,107		$ 7,738
Retirement	PEPRA	**2.5%@67**		2%@62		2%@62	2%@62				2.5%@67	2%@62	2%@62		2%@62		2%@62		2%@62
	Employee Cost Sharing					$ -66													
	Social Security										$ 493		$ 410		$ 508				$ 480
	Deferred Compensation					$ 20	$ 315			$ 212		$ 309	$ 54		$ 40		$ 320		$ 155
	Other Retirement						$ 237		$ 413			$ 98							
Insurance	Cafeteria								$ 1,833	$ 2,235			$ 1,648						$ 2,491
	Health	**$ 1,913**		$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128			$ 1,860		$ 2,619		
	Dental	**$ 111**		$ 56		$ 133	$ 41			$ 57	$ 212	$ 134			$ 175		$ 150		
	Vision	**$ 17**				$ 22	$ 7				$ 22	$ 19			$ 5		$ 12		
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 484**		$ 378		$ 633	$ 606		$ 380	$ 305	$ 459	$ 642	$ 305		$ 441		$ 410		$ 446
	Holidays	**$ 387**		$ 232		$ 304	$ 424		$ 194	$ 244	$ 459	$ 285	$ 420		$ 378		$ 383		$ 387
	Admin Leave	**$ 20**					$ 303		$ 69								$ 82		$ 119
Allow	Auto																		
	Technology Allowance					$ 50													
	Benefit Package Total	**$ 2,933**	**$ 0**	**$ 3,453**	**$ 0**	**$ 2,783**	**$ 4,219**	**$ 0**	**$ 2,890**	**$ 3,128**	**$ 3,915**	**$ 3,616**	**$ 2,879**	**$ 0**	**$ 3,407**	**$ 0**	**$ 3,975**	**$ 0**	**$ 4,077**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Payroll Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Irvine	Payroll Specialist	$ 12,103	6/25/2021	6/25/2022	1.00%
2	East Bay Municipal Utility District	Accounting Technician	$ 11,865	4/1/2020	unknown	unknown
3	Western Municipal Water District	Human Resources Specialist II	$ 11,815	7/1/2021	7/1/2022	1.0 - 4.0%
4	Las Virgenes Municipal Water District	Accounting Technician-Payroll	$ 11,595	1/1/2021	unknown	unknown
5	Orange County Sanitation District	Payroll Technician	$ 11,327	7/2/2021		
6	Metropolitan Water District of Southern California	Accounting Technician II	$ 11,082	7/1/2021	unknown	unknown
7	Eastern Municipal Water District	Finance Technician II	$ 9,797	12/19/2021	1/1/2023	unknown
8	City of Anaheim	Payroll Technician	$ 9,493	6/25/2021	unknown	unknown
9	Inland Empire Utilities Agency	Accounting Technician II	$ 9,492	7/1/2021	7/1/2022	3.00%
10	City of Huntington Beach	Senior Payroll Technician	$ 9,370	1/1/2022	unknown	unknown
11	County of Los Angeles, Public Works	Payroll Clerk II	$ 8,422	7/1/2021	unknown	unknown
12	City of San Diego	Payroll Specialist II	$ 7,381	1/1/2022	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Irvine Ranch Water District	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,220
% Orange County Sanitation District Above/Below	9.8%
Median of Comparators	$ 9,797
% Orange County Sanitation District Above/Below	13.5%
75th Percentile of Comparators	$ 11,705
% Orange County Sanitation District Above/Below	-3.3%
Orange County Sanitation District Percentile	65
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Planner/Scheduler						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Planner/Scheduler	$ 11,128	7/2/2021		
2	County of Los Angeles, Public Works	Departmental Facilities Planner	$ 9,926	7/1/2021	unknown	unknown
3	City of Anaheim[1]	Water Maintenance Scheduler	$ 9,219	12/24/2021	7/8/2022	3.00%
4	Central Contra Costa Sanitary District	N/C				
5	City of Garden Grove	N/C				
6	City of Huntington Beach	N/C				
7	City of Irvine	N/C				
8	City of Los Angeles Bureau of Sanitation	N/C				
9	City of San Diego	N/C				
10	East Bay Municipal Utility District	N/C				
11	Eastern Municipal Water District	N/C				
12	Inland Empire Utilities Agency	N/C				
13	Irvine Ranch Water District	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Los Angeles County Sanitation Districts	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	2

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Anaheim: Water Maintenance Scheduler is a supervisory classification.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Planner/ Scheduler	N/C	Water Maintenance Scheduler	N/C	N/C	N/C	N/C	N/C	Departmental Facilities Planner	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	$ 11,128		$ 9,219						$ 9,926									
Retirement	PEPRA	2.5%@67		2%@62															
Retirement	Employee Cost Sharing																		
Retirement	Social Security																		
Retirement	Deferred Compensation									$ 397									
Retirement	Other Retirement	$ 549																	
Insurance	Cafeteria									$ 2,235									
Insurance	Health	$ 1,913		$ 2,787															
Insurance	Dental	$ 111		$ 56						$ 57									
Insurance	Vision	$ 17																	
Insurance	Other Insurance			$ 158						$ 75									
Leaves	Vacation	$ 642		$ 576						$ 573									
Leaves	Holidays	$ 514		$ 390						$ 458									
Leaves	Admin Leave	$ 214		$ 71															
Allow	Auto																		
Allow	Technology Allowance																		
	Benefit Package Total	$ 3,960	$ 0	$ 4,038	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,795	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Planner/Scheduler						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Planner/Scheduler	$ 15,088	7/2/2021		
9	County of Los Angeles, Public Works	Departmental Facilities Planner	$ 13,721	7/1/2021	unknown	unknown
2	City of Anaheim	Water Maintenance Scheduler	$ 13,257	12/24/2021	7/8/2022	3.00%
3	Central Contra Costa Sanitary District	N/C				
4	City of Garden Grove	N/C				
5	City of Huntington Beach	N/C				
6	City of Irvine	N/C				
7	City of Los Angeles Bureau of Sanitation	N/C				
8	City of San Diego	N/C				
10	East Bay Municipal Utility District	N/C				
11	Eastern Municipal Water District	N/C				
12	Inland Empire Utilities Agency	N/C				
13	Irvine Ranch Water District	N/C				
14	Las Virgenes Municipal Water District	N/C				
15	Los Angeles County Sanitation Districts	N/C				
16	Metropolitan Water District of Southern California	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	ISD
Number of Matches	2

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Power Plant Operator II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Hydroelectric Specialist I / II]	$ 9,647	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Power Plant Mechanic/Operator	$ 9,449	4/1/2020	unknown	unknown
3	Orange County Sanitation District	Power Plant Operator II	$ 9,400	7/2/2021		
4	City of Anaheim	Utilities Generation Technician	$ 8,998	9/3/2021	7/8/2022	1.50%
5	Los Angeles County Sanitation Districts	Power Plant Operator II	$ 8,776	7/1/2021	unknown	unknown
6	City of Los Angeles Bureau of Sanitation	Diesel Plant Operator	$ 8,105	1/19/2020	6/19/2022	4.00%
7	Inland Empire Utilities Agency	Industrial Engine Technician I	$ 8,037	7/1/2021	7/1/2022	3.00%
8	City of San Diego	Power Plant Operator	$ 6,608	7/1/2021	7/1/2022	4.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,517
% Orange County Sanitation District Above/Below	9.4%
Median of Comparators	$ 8,776
% Orange County Sanitation District Above/Below	6.6%
75th Percentile of Comparators	$ 9,223
% Orange County Sanitation District Above/Below	1.9%
Orange County Sanitation District Percentile	82
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Power Plant Operator II	N/C	Utilities Generation Technician	N/C	N/C	N/C	Diesel Plant Operator	Power Plant Operator	N/C	Power Plant Mechanic/Operator	N/C	Industrial Engine Technician I	N/C	N/C	Power Plant Operator II	[Hydroelectric Specialist I / II]	N/C	N/C
	Top Step	$ 9,400		$ 8,998				$ 8,105	$ 6,608		$ 9,449		$ 8,037			$ 8,776	$ 9,647		
Retirement	PEPRA	2.5%@67		2%@62				1.5%@60			2.5%@67		2%@62			2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security										$ 586		$ 498						
	Deferred Compensation												$ 54				$ 434		
	Other Retirement								$ 608										
Insurance	Cafeteria								$ 1,813				$ 1,648						
	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194					$ 1,759	$ 2,619		
	Dental	$ 111		$ 56				$ 48			$ 212					$ 132	$ 150		
	Vision	$ 17						$ 9			$ 22						$ 12		
	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 813		$ 562				$ 530	$ 559		$ 545		$ 371			$ 540	$ 557		
	Holidays	$ 434		$ 346				$ 436	$ 286		$ 545		$ 510			$ 405	$ 519		
	Admin Leave							$ 156	$ 102								$ 111		
Allow	Auto																		
	Technology Allowance																		
	Benefit Package Total	$ 3,288	$ 0	$ 3,751	$ 0	$ 0	$ 0	$ 3,021	$ 3,367	$ 0	$ 4,181	$ 0	$ 3,123	$ 0	$ 0	$ 2,836	$ 4,402	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Power Plant Operator II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Hydroelectric Specialist I / II]	$ 14,049	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Power Plant Mechanic/Operator	$ 13,630	4/1/2020	unknown	unknown
3	City of Anaheim	Utilities Generation Technician	$ 12,749	9/3/2021	7/8/2022	1.50%
4	Orange County Sanitation District	Power Plant Operator II	$ 12,688	7/2/2021		
5	Los Angeles County Sanitation Districts	Power Plant Operator II	$ 11,612	7/1/2021	unknown	unknown
6	Inland Empire Utilities Agency	Industrial Engine Technician I	$ 11,160	7/1/2021	7/1/2022	3.00%
7	City of Los Angeles Bureau of Sanitation	Diesel Plant Operator	$ 11,126	1/19/2020	6/19/2022	4.00%
8	City of San Diego	Power Plant Operator	$ 9,975	7/1/2021	7/1/2022	4.00%
9	Central Contra Costa Sanitary District	N/C				
10	City of Garden Grove	N/C				
11	City of Huntington Beach	N/C				
12	City of Irvine	N/C				
13	County of Los Angeles, Public Works	N/C				
14	Eastern Municipal Water District	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,043
% Orange County Sanitation District Above/Below	5.1%
Median of Comparators	$ 11,612
% Orange County Sanitation District Above/Below	8.5%
75th Percentile of Comparators	$ 13,189
% Orange County Sanitation District Above/Below	-4.0%
Orange County Sanitation District Percentile	66
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Principal Information Technology Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	$ 13,629	7/1/2021	unknown	unknown
2	Orange County Water District[1]	[Principal Network Administrator/ Principal Programmer/Analyst]	$ 13,287	7/1/2021	7/1/2022	2.00%
3	Orange County Sanitation District	Principal Information Technology Analyst	$ 13,224	7/2/2021		
4	Eastern Municipal Water District	Senior Information Systems Engineer	$ 12,853	12/19/2021	1/1/2023	unknown
5	Las Virgenes Municipal Water District	Principal Technology Analyst	$ 12,821	1/1/2022	1/1/2023	1.5 - 4%
6	East Bay Municipal Utility District[1]	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	$ 12,393	4/1/2020	unknown	unknown
7	City of Irvine	Information Technology Specialist III	$ 12,123	6/25/2021	6/25/2022	1.00%
8	County of Los Angeles, Public Works[1]	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	$ 11,795	7/1/2021	unknown	unknown
9	Los Angeles County Sanitation Districts[1]	[Senior Programmer Analyst / Senior Systems Analyst]	$ 11,713	7/1/2021	unknown	unknown
10	City of Huntington Beach	Senior Information Technology Analyst	$ 11,499	1/1/2022	unknown	unknown
11	City of San Diego	Systems Administrator III	$ 8,670	7/1/2021	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	N/C				
13	Irvine Ranch Water District	N/C				
14	Inland Empire Utilities Agency	N/C				
15	City of Garden Grove	N/C				
16	Western Municipal Water District	N/C				
17	City of Anaheim	N/C				
18	Central Contra Costa Sanitary District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 12,078
% Orange County Sanitation District Above/Below	8.7%
Median of Comparators	$ 12,258
% Orange County Sanitation District Above/Below	7.3%
75th Percentile of Comparators	$ 12,845
% Orange County Sanitation District Above/Below	2.9%
Orange County Sanitation District Percentile	87
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Principal Information Technology Analyst**	N/C	N/C	N/C	Senior Information Technology Analyst	Information Technology Specialist III	N/C	Systems Administrator III	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	Senior Information Systems Engineer	N/C	N/C	Principal Technology Analyst	[Senior Programmer Analyst / Senior Systems Analyst]	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	[Principal Network Administrator/ Principal Programmer/Analyst]	N/C
	Top Step	$ 13,224				$ 11,499	$ 12,123		$ 8,670	$ 11,795	$ 12,393	$ 12,853			$ 12,821	$ 11,713	$ 13,629	$ 13,287	
Retirement	PEPRA	2.5%@67				2%@62	2%@62				2.5%@67	2%@62			2%@62	2%@62	2%@62		
Retirement	Employee Cost Sharing					$ -115													
Retirement	Social Security										$ 760				$ 760				
Retirement	Deferred Compensation						$ 242			$ 472		$ 643			$ 385		$ 613	$ 163	
Retirement	Other Retirement	$ 633					$ 485		$ 798			$ 98						$ 2,212	
Insurance	Cafeteria								$ 1,792	$ 2,005									
Insurance	Health	$ 1,913				$ 1,547	$ 2,286				$ 2,194	$ 2,128			$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111				$ 116	$ 41				$ 212	$ 134			$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 18	$ 7				$ 22	$ 19			$ 5		$ 12	$ 19	
Insurance	Other Insurance					$ 29				$ 75	$ 76								
Leaves	Vacation	$ 763				$ 1,106	$ 933		$ 734	$ 454	$ 715	$ 1,335			$ 690	$ 721	$ 786	$ 843	
Leaves	Holidays	$ 610				$ 531	$ 653		$ 375	$ 544	$ 715	$ 593			$ 592	$ 541	$ 734	$ 562	
Leaves	Admin Leave	$ 254				$ 332	$ 699		$ 100								$ 157		
Allow	Auto																		
Allow	Technology Allowance					$ 50													
	Benefit Package Total	$ 4,301	$ 0	$ 0	$ 0	$ 3,613	$ 5,346	$ 0	$ 3,798	$ 3,550	$ 4,694	$ 4,950	$ 0	$ 0	$ 4,466	$ 3,153	$ 5,071	$ 5,946	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Principal Information Technology Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Water District	[Principal Network Administrator/ Principal Programmer/Analyst]	$ 19,232	7/1/2021	7/1/2022	2.00%
2	Metropolitan Water District of Southern California	[Principal Information Technology Analyst / Principal Information Technology Network Engineer / Principal Systems Analyst]	$ 18,700	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Senior Information Systems Engineer	$ 17,803	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Principal Information Technology Analyst	$ 17,525	7/2/2021		
5	City of Irvine	Information Technology Specialist III	$ 17,468	6/25/2021	6/25/2022	1.00%
6	Las Virgenes Municipal Water District	Principal Technology Analyst	$ 17,287	1/1/2022	1/1/2023	1.5 - 4%
7	East Bay Municipal Utility District	[Senior Information Technology Engineer / Network Analyst III / Senior Software Engineer]	$ 17,087	4/1/2020	unknown	unknown
8	County of Los Angeles, Public Works	[Principal Information Systems Analyst / Principal Application Developer / Senior Operating Systems Analyst]	$ 15,345	7/1/2021	unknown	unknown
9	City of Huntington Beach	Senior Information Technology Analyst	$ 15,112	1/1/2022	unknown	unknown
10	Los Angeles County Sanitation Districts	[Senior Programmer Analyst / Senior Systems Analyst]	$ 14,866	7/1/2021	unknown	unknown
11	City of San Diego	Systems Administrator III	$ 12,468	7/1/2021	unknown	unknown
12	Central Contra Costa Sanitary District	N/C				
13	City of Anaheim	N/C				
14	City of Garden Grove	N/C				
15	City of Los Angeles Bureau of Sanitation	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Irvine Ranch Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,537
% Orange County Sanitation District Above/Below	5.6%
Median of Comparators	$ 17,187
% Orange County Sanitation District Above/Below	1.9%
75th Percentile of Comparators	$ 17,719
% Orange County Sanitation District Above/Below	-1.1%
Orange County Sanitation District Percentile	69
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Purchasing and Contracts Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Purchasing	$ 18,065	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Purchasing and Contracts Manager	$ 16,928	7/2/2021		
3	City of Los Angeles Bureau of Sanitation	Supply Services Manager II	$ 15,857	7/4/2001	6/19/2022	4.00%
4	Inland Empire Utilities Agency	Manager of Contracts and Procurement	$ 15,153	7/1/2021	7/1/2022	3.00%
5	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 14,597	7/1/2021	unknown	unknown
6	Central Contra Costa Sanitary District	Purchasing and Materials Manager	$ 14,411	4/18/2021	unknown	unknown
7	Orange County Water District	Purchasing Manager	$ 13,287	7/1/2021	7/1/2022	Unknown
8	Irvine Ranch Water District[1]	Manager of Risk and Contracts Administration/ Purchasing Manager]	$ 12,723	7/1/2021	7/1/2022	CPI
9	City of Anaheim	Purchasing Agent	$ 12,354	12/24/2021	7/8/2022	3.00%
10	Los Angeles County Sanitation Districts	Purchasing Manager	$ 12,154	7/1/2021	unknown	unknown
11	City of San Diego[2]	Program Manager - Purchasing and Contracts	$ 10,369	7/1/2021	unknown	unknown
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,897
% Orange County Sanitation District Above/Below	17.9%
Median of Comparators	$ 13,849
% Orange County Sanitation District Above/Below	18.2%
75th Percentile of Comparators	$ 15,014
% Orange County Sanitation District Above/Below	11.3%
Orange County Sanitation District Percentile	94
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
2 - City of San Diego: Non-Represented classifications at City of San Diego are assigned to broad salary ranges and so the average salary of the incumbents in the class is reported.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Purchasing and Contracts Manager	Purchasing and Materials Manager	Purchasing Agent	N/C	N/C	N/C	Supply Services Manager II	Program Manager - Purchasing and Contracts	Chief, Administrative Operations, Public Works	Manager of Purchasing	N/C	Manager of Contracts and Procurement	Manager of Risk and Contracts Administration/ Purchasing Manager]	N/C	Purchasing Manager	N/C	Purchasing Manager	N/C
	Top Step	$ 16,928	$ 14,411	$ 12,354				$ 15,857	$ 10,369	$ 14,597	$ 18,065		$ 15,153	$ 12,723		$ 12,154		$ 13,287	
Retirement	PEPRA	2.5%@67	2%@62	2%@62				1.5%@60			2.5%@67		2%@62	2%@62		2%@62			
	Employee Cost Sharing																		
	Social Security										$ 760		$ 760						
	Deferred Compensation	$ 200	$ 893							$ 584			$ 54	$ 509				$ 163	
	Other Retirement	$ 951							$ 954									$ 2,212	
Insurance	Cafeteria		$ 425						$ 1,792	$ 2,481			$ 1,648						
	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194			$ 1,824		$ 1,759		$ 2,019	
	Dental	$ 111	$ 195	$ 56				$ 48			$ 212			$ 128		$ 132		$ 128	
	Vision	$ 17	$ 18					$ 9			$ 22			$ 24				$ 19	
	Other Insurance	$ 100		$ 158						$ 75	$ 76		$ 42						
Leaves	Vacation	$ 977	$ 887	$ 772				$ 915	$ 877	$ 561	$ 1,042		$ 699	$ 734		$ 748		$ 843	
	Holidays	$ 781	$ 721	$ 523				$ 854	$ 449	$ 674	$ 1,042		$ 1,107	$ 587		$ 561		$ 562	
	Admin Leave	$ 326	$ 277	$ 95				$ 610	$ 120		$ 486								
Allow	Auto												$ 300			$ 450			
	Technology Allowance													$ 93					
	Benefit Package Total	$ 5,375	$ 6,414	$ 4,391	$ 0	$ 0	$ 0	$ 4,277	$ 4,191	$ 4,375	$ 5,835	$ 0	$ 4,610	$ 3,899	$ 0	$ 3,650	$ 0	$ 5,946	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Purchasing and Contracts Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Manager of Purchasing	$ 23,900	4/1/2020	unknown	unknown
2	Orange County Sanitation District	Purchasing and Contracts Manager	$ 22,303	7/2/2021		
3	Central Contra Costa Sanitary District	Purchasing and Materials Manager	$ 20,825	4/18/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Supply Services Manager II	$ 20,134	7/4/2001	6/19/2022	4.00%
5	Inland Empire Utilities Agency	Manager of Contracts and Procurement	$ 19,763	7/1/2021	7/1/2022	3.00%
6	Orange County Water District	Purchasing Manager	$ 19,232	7/1/2021	7/1/2022	Unknown
7	County of Los Angeles, Public Works	Chief, Administrative Operations, Public Works	$ 18,972	7/1/2021	unknown	unknown
8	City of Anaheim	Purchasing Agent	$ 16,745	12/24/2021	7/8/2022	3.00%
9	Irvine Ranch Water District	Manager of Risk and Contracts Administration/ Purchasing Manager]	$ 16,622	7/1/2021	7/1/2022	CPI
10	Los Angeles County Sanitation Districts	Purchasing Manager	$ 15,804	7/1/2021	unknown	unknown
11	City of San Diego	Program Manager - Purchasing and Contracts	$ 14,560	7/1/2021	unknown	unknown
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Eastern Municipal Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 18,656
% Orange County Sanitation District Above/Below	16.4%
Median of Comparators	$ 19,102
% Orange County Sanitation District Above/Below	14.4%
75th Percentile of Comparators	$ 20,041
% Orange County Sanitation District Above/Below	10.1%
Orange County Sanitation District Percentile	94
Number of Matches	10

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Purchasing Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Supervisor of Purchasing	$ 14,023	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Team Manager - Procurement	$ 14,002	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Purchasing Supervisor	$ 12,901	7/2/2021		
4	Eastern Municipal Water District	Purchasing Manager	$ 12,241	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 11,873	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Purchasing Supervisor	$ 11,312	1/1/2022	1/1/2023	1.5 - 4%
7	City of Garden Grove	Purchasing Agent	$ 11,007	7/1/2021	unknown	unknown
8	City of San Diego	Supervising Procurement Contracting Officer	$ 10,681	7/1/2021	7/1/2022	5.00%
9	City of Los Angeles Bureau of Sanitation	Procurement Supervisor	$ 10,673	1/19/2020	6/19/2022	2.00%
10	City of Anaheim	Assistant Purchasing Agent	$ 9,680	12/24/2021	7/8/2022	3.00%
11	Irvine Ranch Water District	Purchasing Supervisor	$ 9,475	7/1/2021	7/1/2022	CPI
12	Los Angeles County Sanitation Districts	Supervisor of Purchasing	$ 9,130	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Supervisor, Material and Supply Operations	$ 7,681	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,981
% Orange County Sanitation District Above/Below	14.9%
Median of Comparators	$ 10,844
% Orange County Sanitation District Above/Below	15.9%
75th Percentile of Comparators	$ 11,965
% Orange County Sanitation District Above/Below	7.3%
Orange County Sanitation District Percentile	85
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Purchasing Supervisor	N/C	Assistant Purchasing Agent	Purchasing Agent	N/C	N/C	Procurement Supervisor	Supervising Procurement Contracting Officer	Supervisor, Material and Supply Operations	Supervisor of Purchasing	Purchasing Manager	Contracts and Procurement Supervisor	Purchasing Supervisor	Purchasing Supervisor	Supervisor of Purchasing	Team Manager - Procurement	N/C	N/C
	Top Step	$ 12,901		$ 9,680	$ 11,007			$ 10,673	$ 10,681	$ 7,681	$ 14,023	$ 12,241	$ 11,873	$ 9,475	$ 11,312	$ 9,130	$ 14,002		
Retirement	PEPRA	2.5%@67		2%@62	2%@62			1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security										$ 760		$ 736		$ 701				
	Deferred Compensation									$ 307		$ 612	$ 54	$ 379	$ 339		$ 630		
	Other Retirement	$ 620							$ 983			$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,306			$ 1,648						
	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619		
	Dental	$ 111		$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150		
	Vision	$ 17						$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance			$ 158						$ 75	$ 76		$ 42						
Leaves	Vacation	$ 744		$ 605	$ 635			$ 698	$ 904	$ 295	$ 809	$ 1,271	$ 548	$ 547	$ 609	$ 562	$ 808		
	Holidays	$ 595		$ 410	$ 661			$ 575	$ 462	$ 355	$ 809	$ 565	$ 776	$ 437	$ 522	$ 421	$ 754		
	Admin Leave	$ 248		$ 74	$ 212			$ 205	$ 164		$ 378						$ 162		
Allow	Auto																		
	Technology Allowance													$ 93					
	Benefit Package Total	$ 4,249	$ 0	$ 4,090	$ 3,158	$ 0	$ 0	$ 3,377	$ 4,346	$ 2,338	$ 5,260	$ 4,828	$ 3,804	$ 3,432	$ 4,212	$ 2,874	$ 5,134	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Purchasing Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Supervisor of Purchasing	$ 19,283	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Team Manager - Procurement	$ 19,136	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Purchasing Supervisor	$ 17,150	7/2/2021		
4	Eastern Municipal Water District	Purchasing Manager	$ 17,069	12/19/2021	1/1/2023	unknown
5	Inland Empire Utilities Agency	Contracts and Procurement Supervisor	$ 15,677	7/1/2021	7/1/2022	3.00%
6	Las Virgenes Municipal Water District	Purchasing Supervisor	$ 15,524	1/1/2022	1/1/2023	1.5 - 4%
7	City of San Diego	Supervising Procurement Contracting Officer	$ 15,027	7/1/2021	7/1/2022	5.00%
8	City of Garden Grove	Purchasing Agent	$ 14,165	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Procurement Supervisor	$ 14,050	1/19/2020	6/19/2022	2.00%
10	City of Anaheim	Assistant Purchasing Agent	$ 13,770	12/24/2021	7/8/2022	3.00%
11	Irvine Ranch Water District	Purchasing Supervisor	$ 12,907	7/1/2021	7/1/2022	CPI
12	Los Angeles County Sanitation Districts	Supervisor of Purchasing	$ 12,004	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Supervisor, Material and Supply Operations	$ 10,019	7/1/2021	unknown	unknown
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,886
% Orange County Sanitation District Above/Below	13.2%
Median of Comparators	$ 14,596
% Orange County Sanitation District Above/Below	14.9%
75th Percentile of Comparators	$ 16,025
% Orange County Sanitation District Above/Below	6.6%
Orange County Sanitation District Percentile	82
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Regulatory Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Legislative Representative	$ 13,444	unknown	unknown	unknown
2	Orange County Water District	Legislative Affairs Liaison	$ 12,079	7/1/2021	7/1/2022	Unknown
3	Metropolitan Water District of Southern California	Environmental Specialist	$ 11,931	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Regulatory Specialist	$ 11,688	7/2/2021		
5	Eastern Municipal Water District	Legislative Analyst II	$ 11,655	12/19/2021	1/1/2023	unknown
6	County of Los Angeles, Public Works	Management Specialist II, Public Works	$ 10,847	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Regulatory Compliance Administrator	$ 9,840	7/1/2021	7/1/2022	CPI
8	Los Angeles County Sanitation Districts	Legislative Analyst III	$ 9,427	7/1/2021	unknown	unknown
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,318
% Orange County Sanitation District Above/Below	3.2%
Median of Comparators	$ 11,655
% Orange County Sanitation District Above/Below	0.3%
75th Percentile of Comparators	$ 12,005
% Orange County Sanitation District Above/Below	-2.7%
Orange County Sanitation District Percentile	52
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Regulatory Specialist	N/C	N/C	N/C	N/C	N/C	Legislative Representative	N/C	Management Specialist II, Public Works	N/C	Legislative Analyst II	N/C	Regulatory Compliance Administrator	N/C	Legislative Analyst III	Environmental Specialist	Legislative Affairs Liaison	N/C
	Top Step	$ 11,688						$ 13,444		$ 10,847		$ 11,655		$ 9,840		$ 9,427	$ 11,931	$ 12,079	
Retirement	PEPRA	2.5%@67						1.5%@60				2%@62		2%@62		2%@62	2%@62		
Retirement	Employee Cost Sharing																		
Retirement	Social Security																		
Retirement	Deferred Compensation									$ 434		$ 583		$ 394			$ 537	$ 163	
Retirement	Other Retirement	$ 572										$ 98						$ 2,011	
Insurance	Cafeteria									$ 1,844									
Insurance	Health	$ 1,913						$ 1,841				$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111						$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17						$ 9				$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance									$ 75									
Leaves	Vacation	$ 674						$ 1,293		$ 417		$ 1,210		$ 568		$ 580	$ 688	$ 767	
Leaves	Holidays	$ 539						$ 724		$ 501		$ 538		$ 454		$ 435	$ 642	$ 511	
Leaves	Admin Leave	$ 225						$ 517									$ 138		
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 4,051	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,432	$ 0	$ 3,271	$ 0	$ 4,711	$ 0	$ 3,485	$ 0	$ 2,906	$ 4,786	$ 5,617	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Regulatory Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Legislative Representative	$ 17,876	unknown	unknown	unknown
2	Orange County Water District	Legislative Affairs Liaison	$ 17,696	7/1/2021	7/1/2022	Unknown
3	Metropolitan Water District of Southern California	Environmental Specialist	$ 16,717	7/1/2021	unknown	unknown
4	Eastern Municipal Water District	Legislative Analyst II	$ 16,366	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Regulatory Specialist	$ 15,739	7/2/2021		
6	County of Los Angeles, Public Works	Management Specialist II, Public Works	$ 14,118	7/1/2021	unknown	unknown
7	Irvine Ranch Water District	Regulatory Compliance Administrator	$ 13,325	7/1/2021	7/1/2022	CPI
8	Los Angeles County Sanitation Districts	Legislative Analyst III	$ 12,333	7/1/2021	unknown	unknown
9	Central Contra Costa Sanitary District	N/C				
10	City of Anaheim	N/C				
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	East Bay Municipal Utility District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 15,490
% Orange County Sanitation District Above/Below	1.6%
Median of Comparators	$ 16,366
% Orange County Sanitation District Above/Below	-4.0%
75th Percentile of Comparators	$ 17,206
% Orange County Sanitation District Above/Below	-9.3%
Orange County Sanitation District Percentile	45
Number of Matches	7

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Reliability Maintenance Technician						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Reliability Maintenance Technician	$ 10,376	7/2/2021		
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Mechanical	$ 8,863	7/1/2021	unknown	unknown
3	Irvine Ranch Water District	Senior Maintenance Mechanic (Reliability Maintenance)	$ 8,132	7/1/2021	7/1/2022	CPI
4	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 7,947	1/1/2021	unknown	unknown
5	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
6	Central Contra Costa Sanitary District	N/C				
7	City of Anaheim	N/C				
8	City of Garden Grove	N/C				
9	City of Huntington Beach	N/C				
10	City of Irvine	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	City of San Diego	N/C				
13	County of Los Angeles, Public Works	N/C				
14	East Bay Municipal Utility District	N/C				
15	Eastern Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,149
% Orange County Sanitation District Above/Below	21.5%
Median of Comparators	$ 8,040
% Orange County Sanitation District Above/Below	22.5%
75th Percentile of Comparators	$ 8,315
% Orange County Sanitation District Above/Below	19.9%
Orange County Sanitation District Percentile	117
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Reliability Maintenance Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Mechanic II	Senior Maintenance Mechanic (Reliability Maintenance)	Maintenance Mechanic II	N/C	Operations and Maintenance Technician IV - Mechanical	N/C	N/C
	Top Step	$ 10,376											$ 7,654	$ 8,132	$ 7,947		$ 8,863		
Retirement	PEPRA	2.5%@67											2%@62	2%@62	2%@62		2%@62		
Retirement	Employee Cost Sharing																		
Retirement	Social Security												$ 475		$ 493				
Retirement	Deferred Compensation												$ 54	$ 325	$ 40		$ 399		
Retirement	Other Retirement																		
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913												$ 1,824	$ 1,860		$ 2,619		
Insurance	Dental	$ 111												$ 128	$ 175		$ 150		
Insurance	Vision	$ 17												$ 24	$ 5		$ 12		
Insurance	Other Insurance												$ 42						
Leaves	Vacation	$ 898											$ 353	$ 469	$ 428		$ 511		
Leaves	Holidays	$ 479											$ 486	$ 375	$ 367		$ 477		
Leaves	Admin Leave																$ 102		
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 3,417	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,057	$ 3,239	$ 3,368	$ 0	$ 4,270	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Reliability Maintenance Technician						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Reliability Maintenance Technician	$ 13,793	7/2/2021		
2	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV - Mechanical	$ 13,133	7/1/2021	unknown	unknown
3	Irvine Ranch Water District	Senior Maintenance Mechanic (Reliability Maintenance)	$ 11,371	7/1/2021	7/1/2022	CPI
4	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 11,315	1/1/2021	unknown	unknown
5	Inland Empire Utilities Agency	Mechanic II	$ 10,711	7/1/2021	7/1/2022	3.00%
6	Central Contra Costa Sanitary District	N/C				
7	City of Anaheim	N/C				
8	City of Garden Grove	N/C				
9	City of Huntington Beach	N/C				
10	City of Irvine	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	City of San Diego	N/C				
13	County of Los Angeles, Public Works	N/C				
14	East Bay Municipal Utility District	N/C				
15	Eastern Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,633
% Orange County Sanitation District Above/Below	15.7%
Median of Comparators	$ 11,343
% Orange County Sanitation District Above/Below	17.8%
75th Percentile of Comparators	$ 11,812
% Orange County Sanitation District Above/Below	14.4%
Orange County Sanitation District Percentile	105
Number of Matches	4

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Safety and Health Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	$ 16,014	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Safety and Health Supervisor	$ 14,246	7/2/2021		
3	City of Los Angeles Bureau of Sanitation[1]	[Safety Administrator / Emergency Management Coordinator II]	$ 13,990	7/4/2001	6/19/2022	4.00%
4	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	$ 13,784	7/1/2021	unknown	unknown
5	Orange County Water District	Risk and Safety Manager	$ 13,287	7/1/2021	7/1/2022	Unknown
6	Central Contra Costa Sanitary District	Environment, Health and Safety Program Administrator	$ 12,331	4/18/2021	unknown	unknown
7	Inland Empire Utilities Agency	Safety Officer	$ 11,873	7/1/2021	7/1/2022	3.00%
8	Irvine Ranch Water District	Safety Manager	$ 11,820	7/1/2021	7/1/2022	CPI
9	City of Anaheim	Safety Manager	$ 11,766	12/24/2021	7/8/2022	3.00%
10	Eastern Municipal Water District	[Safety and Emergency Management Officer / Director of Safety, Risk and Emergency Management]	$ 13,753	12/19/2021	1/1/2023	unknown
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	East Bay Municipal Utility District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 13,180
% Orange County Sanitation District Above/Below	7.5%
Median of Comparators	$ 13,287
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 13,784
% Orange County Sanitation District Above/Below	3.2%
Orange County Sanitation District Percentile	89
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Safety and Health Supervisor	Environment, Health and Safety Program Administrator	Safety Manager	N/C	N/C	N/C	[Safety Administrator / Emergency Management Coordinator II]	N/C	N/C	N/C	[Safety and Emergency Management Officer/ Director of Safety, Risk and Emergency Management]	Safety Officer	Safety Manager	N/C	Environmental Health and Safety Supervisor	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	Risk and Safety Manager	N/C
	Top Step	$ 14,246	$ 12,331	$ 11,766				$ 13,990				$ 13,753	$ 11,873	$ 11,820		$ 13,784	$ 16,014	$ 13,287	
Retirement	PEPRA	2.5%@67	2%@62	2%@62				1.5%@60				2%@62	2%@62	2%@62		2%@62	2%@62		
Retirement	Employee Cost Sharing																		
Retirement	Social Security												$ 736						
Retirement	Deferred Compensation		$ 765									$ 688	$ 54	$ 473			$ 721	$ 163	
Retirement	Other Retirement	$ 674										$ 98						$ 2,212	
Insurance	Cafeteria		$ 220										$ 1,648						
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841				$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48				$ 134		$ 128		$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9				$ 19		$ 24			$ 12	$ 19	
Insurance	Other Insurance			$ 158									$ 42						
Leaves	Vacation	$ 822	$ 759	$ 735				$ 1,345				$ 1,428	$ 548	$ 682		$ 848	$ 924	$ 843	
Leaves	Holidays	$ 658	$ 617	$ 498				$ 753				$ 635	$ 776	$ 546		$ 636	$ 862	$ 562	
Leaves	Admin Leave	$ 274	$ 142	$ 91				$ 538									$ 185		
Allow	Auto																		
Allow	Technology Allowance											$ 50		$ 93					
	Benefit Package Total	$ 4,468	$ 5,713	$ 4,325	$ 0	$ 0	$ 0	$ 4,535	$ 0	$ 0	$ 0	$ 5,180	$ 3,804	$ 3,769	$ 0	$ 3,376	$ 5,472	$ 5,946	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Safety and Health Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Team Manager - Health and Safety Program Supervisor / Team Manager - Security Management / Program Manager - Emergency Management]	$ 21,486	7/1/2021	unknown	unknown
2	Orange County Water District	Risk and Safety Manager	$ 19,232	7/1/2021	7/1/2022	Unknown
3	Eastern Municipal Water District	[Safety and Emergency Management Officer/ Director of Safety, Risk and Emergency Management]	$ 18,933	12/19/2021	1/1/2023	unknown
4	Orange County Sanitation District	Safety and Health Supervisor	$ 18,714	7/2/2021		
5	City of Los Angeles Bureau of Sanitation	[Safety Administrator / Emergency Management Coordinator II]	$ 18,525	7/4/2001	6/19/2022	4.00%
6	Central Contra Costa Sanitary District	Environment, Health and Safety Program Administrator	$ 18,044	4/18/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	$ 17,160	7/1/2021	unknown	unknown
8	City of Anaheim	Safety Manager	$ 16,091	12/24/2021	7/8/2022	3.00%
9	Inland Empire Utilities Agency	Safety Officer	$ 15,677	7/1/2021	7/1/2022	3.00%
10	Irvine Ranch Water District	Safety Manager	$ 15,589	7/1/2021	7/1/2022	CPI
11	City of Garden Grove	N/C				
12	City of Huntington Beach	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	East Bay Municipal Utility District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 17,860
% Orange County Sanitation District Above/Below	4.6%
Median of Comparators	$ 18,044
% Orange County Sanitation District Above/Below	3.6%
75th Percentile of Comparators	$ 18,933
% Orange County Sanitation District Above/Below	-1.2%
Orange County Sanitation District Percentile	68
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Scientist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California[1]	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	$ 13,629	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Scientist	$ 11,688	7/2/2021		
3	Los Angeles County Sanitation Districts	Research Scientist II	$ 10,636	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Scientist	$ 9,984	7/1/2021	7/1/2022	2.00%
5	Central Contra Costa Sanitary District	N/C				
6	City of Anaheim	N/C				
7	City of Garden Grove	N/C				
8	City of Huntington Beach	N/C				
9	City of Irvine	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	3

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Scientist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Research Scientist II	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	Senior Scientist	N/C
	Top Step	$ 11,688														$ 10,636	$ 13,629	$ 9,984	
Retirement	PEPRA	2.5%@67														2%@62	2%@62		
	Employee Cost Sharing																		
	Social Security																		
	Deferred Compensation																$ 613	$ 163	
	Other Retirement	$ 572																$ 1,662	
Insurance	Cafeteria																		
	Health	$ 1,913														$ 1,759	$ 2,619	$ 2,019	
	Dental	$ 111														$ 132	$ 150	$ 128	
	Vision	$ 17															$ 12	$ 19	
	Other Insurance																		
Leaves	Vacation	$ 674														$ 655	$ 786	$ 634	
	Holidays	$ 539														$ 491	$ 734	$ 422	
	Admin Leave	$ 225															$ 157		
Allow	Auto																		
	Technology Allowance																		
	Benefit Package Total	$ 4,051	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,037	$ 5,071	$ 5,046	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Scientist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	[Principal Chemist / Principal Microbiologist / Senior Research Chemist]	$ 18,700	7/1/2021	unknown	unknown
2	Orange County Sanitation District	Scientist	$ 15,739	7/2/2021		
3	Orange County Water District	Senior Scientist	$ 15,030	7/1/2021	7/1/2022	2.00%
4	Los Angeles County Sanitation Districts	Research Scientist II	$ 13,673	7/1/2021	unknown	unknown
5	Central Contra Costa Sanitary District	N/C				
6	City of Anaheim	N/C				
7	City of Garden Grove	N/C				
8	City of Huntington Beach	N/C				
9	City of Irvine	N/C				
10	City of Los Angeles Bureau of Sanitation	N/C				
11	City of San Diego	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Median of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
75th Percentile of Comparators	ISD
% Orange County Sanitation District Above/Below	ISD
Orange County Sanitation District Percentile	N/A
Number of Matches	3

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Secretary to the General Manager						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Assistant to the General Manager	$ 12,175	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Executive Secretary	$ 11,310	7/1/2021	unknown	unknown
3	Orange County Sanitation District	Secretary to the General Manager	$ 9,360	7/2/2021		
4	Central Contra Costa Sanitary District	Executive Assistant to the General Manager	$ 9,253	4/18/2021	unknown	unknown
5	County of Los Angeles, Public Works	Executive Secretary IV	$ 9,106	7/1/2021	unknown	unknown
6	Los Angeles County Sanitation Districts	Secretary to Chief Engineer and General Manager	$ 8,754	7/1/2021	unknown	unknown
7	Orange County Water District	Executive Assistant	$ 8,624	7/1/2021	7/1/2022	Unknown
8	City of Garden Grove	Administrative Secretary	$ 8,247	7/1/2021	unknown	unknown
9	City of Irvine	Executive Coordinator	$ 7,920	6/25/2021	6/25/2022	1.00%
10	City of Los Angeles Bureau of Sanitation	Executive Administrative Assistant II	$ 7,814	1/19/2020	6/19/2022	4.00%
11	City of Huntington Beach	Executive Assistant	$ 7,724	1/1/2022	unknown	unknown
12	City of Anaheim	Executive Assistant	$ 7,511	1/7/2022	7/8/2022	3.00%
13	City of San Diego	N/C				
14	Eastern Municipal Water District[1]	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District[2]	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,949
% Orange County Sanitation District Above/Below	4.4%
Median of Comparators	$ 8,624
% Orange County Sanitation District Above/Below	7.9%
75th Percentile of Comparators	$ 9,179
% Orange County Sanitation District Above/Below	1.9%
Orange County Sanitation District Percentile	81
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Eastern Municipal Water District: Board Secretary provides secretarial and executive support to the General Manager.
2 - Las Virgenes Municipal Water District: Executive Assistant/Clerk of the Board provides secretarial and executive support to the General Manager.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Secretary to the General Manager	Executive Assistant to the General Manager	Executive Assistant	Administrative Secretary	Executive Assistant	Executive Coordinator	Executive Administrative Assistant II	N/C	Executive Secretary IV	Assistant to the General Manager	N/C	N/C	N/C	N/C	Secretary to Chief Engineer and General Manager	Executive Secretary	Executive Assistant	N/C
	Top Step	$ 9,360	$ 9,253	$ 7,511	$ 8,247	$ 7,724	$ 7,920	$ 7,814		$ 9,106	$ 12,175					$ 8,754	$ 11,310	$ 8,624	
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67					2%@62	2%@62		
Retirement	Employee Cost Sharing					$ -77													
Retirement	Social Security										$ 755								
Retirement	Deferred Compensation		$ 574			$ 20	$ 158			$ 364							$ 509	$ 163	
Retirement	Other Retirement						$ 317											$ 1,436	
Insurance	Cafeteria		$ 220		$ 1,650					$ 1,548									
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194					$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133	$ 41	$ 48			$ 212					$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22	$ 7	$ 9			$ 22						$ 12	$ 19	
Insurance	Other Insurance	$ 100						$ 9		$ 75	$ 76								
Leaves	Vacation	$ 810	$ 569	$ 469	$ 476	$ 743	$ 609	$ 135		$ 350	$ 702					$ 539	$ 653	$ 547	
Leaves	Holidays	$ 432	$ 463	$ 318	$ 496	$ 356	$ 426	$ 421		$ 420	$ 702					$ 404	$ 609	$ 365	
Leaves	Admin Leave	$ 23	$ 107	$ 58	$ 159		$ 457	$ 150			$ 328						$ 131		
Allow	Auto																		
Allow	Technology Allowance					$ 50													
	Benefit Package Total	$ 3,406	$ 5,143	$ 3,688	$ 2,780	$ 2,934	$ 4,301	$ 2,614	$ 0	$ 2,758	$ 4,992	$ 0	$ 0	$ 0	$ 0	$ 2,834	$ 4,682	$ 4,676	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Secretary to the General Manager						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Assistant to the General Manager	$ 17,167	4/1/2020	unknown	unknown
2	Metropolitan Water District of Southern California	Executive Secretary	$ 15,992	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Executive Assistant to the General Manager	$ 14,396	4/18/2021	unknown	unknown
4	Orange County Water District	Executive Assistant	$ 13,300	7/1/2021	7/1/2022	Unknown
5	Orange County Sanitation District	Secretary to the General Manager	$ 12,766	7/2/2021		
6	City of Irvine	Executive Coordinator	$ 12,221	6/25/2021	6/25/2022	1.00%
7	County of Los Angeles, Public Works	Executive Secretary IV	$ 11,863	7/1/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Secretary to Chief Engineer and General Manager	$ 11,588	7/1/2021	unknown	unknown
9	City of Anaheim	Executive Assistant	$ 11,198	1/7/2022	7/8/2022	3.00%
10	City of Garden Grove	Administrative Secretary	$ 11,027	7/1/2021	unknown	unknown
11	City of Huntington Beach	Executive Assistant	$ 10,658	1/1/2022	unknown	unknown
12	City of Los Angeles Bureau of Sanitation	Executive Administrative Assistant II	$ 10,428	1/19/2020	6/19/2022	4.00%
13	City of San Diego	N/C				
14	Eastern Municipal Water District	N/C				
15	Inland Empire Utilities Agency	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,713
% Orange County Sanitation District Above/Below	0.4%
Median of Comparators	$ 11,863
% Orange County Sanitation District Above/Below	7.1%
75th Percentile of Comparators	$ 13,848
% Orange County Sanitation District Above/Below	-8.5%
Orange County Sanitation District Percentile	65
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Security/Emergency Planning Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Los Angeles Bureau of Sanitation	Emergency Management Coordinator II	$ 13,208	1/19/2020	6/19/2022	2.00%
2	East Bay Municipal Utility District	Security & Emergency Preparedness Planning Specialist	$ 12,708	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Security Specialist	$ 11,310	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Security/Emergency Planning Specialist	$ 11,128	7/2/2021		
5	City of Huntington Beach	Emergency Services Coordinator	$ 9,807	1/1/2022	unknown	unknown
6	County of Los Angeles, Public Works	Senior Disaster Services Analyst	$ 9,731	7/1/2021	unknown	unknown
7	City of Anaheim	Emergency Management Coordinator	$ 9,680	12/24/2021	7/8/2022	3.00%
8	Central Contra Costa Sanitary District	N/C				
9	City of Garden Grove	N/C				
10	City of Irvine	N/C				
11	City of San Diego	N/C				
12	Eastern Municipal Water District	N/C				
13	Inland Empire Utilities Agency	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,074
% Orange County Sanitation District Above/Below	0.5%
Median of Comparators	$ 10,559
% Orange County Sanitation District Above/Below	5.1%
75th Percentile of Comparators	$ 12,359
% Orange County Sanitation District Above/Below	-11.1%
Orange County Sanitation District Percentile	58
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Security/Emergency Planning Specialist	N/C	Emergency Management Coordinator	N/C	Emergency Services Coordinator	N/C	Emergency Management Coordinator II	N/C	Senior Disaster Services Analyst	Security & Emergency Preparedness Planning Specialist	N/C	N/C	N/C	N/C	N/C	Security Specialist	N/C	N/C
	Top Step	$ 11,128		$ 9,680		$ 9,807		$ 13,208		$ 9,731	$ 12,708						$ 11,310		
Retirement	PEPRA	2.5%@67		2%@62		2%@62		1.5%@60			2.5%@67						2%@62		
Retirement	Employee Cost Sharing					$ -98													
Retirement	Social Security										$ 760								
Retirement	Deferred Compensation					$ 20				$ 389							$ 509		
Retirement	Other Retirement	$ 549																	
Insurance	Cafeteria									$ 1,654									
Insurance	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194						$ 2,619		
Insurance	Dental	$ 111		$ 56		$ 133		$ 48			$ 212						$ 150		
Insurance	Vision	$ 17				$ 22		$ 9			$ 22						$ 12		
Insurance	Other Insurance									$ 75	$ 76								
Leaves	Vacation	$ 642		$ 605		$ 943		$ 864		$ 374	$ 733						$ 653		
Leaves	Holidays	$ 514		$ 410		$ 453		$ 711		$ 449	$ 733						$ 609		
Leaves	Admin Leave	$ 214		$ 74				$ 254									$ 131		
Allow	Auto																		
Allow	Technology Allowance					$ 50													
	Benefit Package Total	$ 3,960	$ 0	$ 3,932	$ 0	$ 3,209	$ 0	$ 3,728	$ 0	$ 2,942	$ 4,730	$ 0	$ 0	$ 0	$ 0	$ 0	$ 4,682	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Security/Emergency Planning Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Security & Emergency Preparedness Planning Specialist	$ 17,438	4/1/2020	unknown	unknown
2	City of Los Angeles Bureau of Sanitation	Emergency Management Coordinator II	$ 16,936	1/19/2020	6/19/2022	2.00%
3	Metropolitan Water District of Southern California	Security Specialist	$ 15,992	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Security/Emergency Planning Specialist	$ 15,088	7/2/2021		
5	City of Anaheim	Emergency Management Coordinator	$ 13,612	12/24/2021	7/8/2022	3.00%
6	City of Huntington Beach	Emergency Services Coordinator	$ 13,017	1/1/2022	unknown	unknown
7	County of Los Angeles, Public Works	Senior Disaster Services Analyst	$ 12,673	7/1/2021	unknown	unknown
8	Central Contra Costa Sanitary District	N/C				
9	City of Garden Grove	N/C				
10	City of Irvine	N/C				
11	City of San Diego	N/C				
12	Eastern Municipal Water District	N/C				
13	Inland Empire Utilities Agency	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,945
% Orange County Sanitation District Above/Below	0.9%
Median of Comparators	$ 14,802
% Orange County Sanitation District Above/Below	1.9%
75th Percentile of Comparators	$ 16,700
% Orange County Sanitation District Above/Below	-10.7%
Orange County Sanitation District Percentile	52
Number of Matches	6

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Accountant						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accountant	$ 10,137	4/18/2021	unknown	unknown
2	Orange County Sanitation District	Senior Accountant	$ 10,079	7/2/2021		
3	Irvine Ranch Water District	Senior Accountant	$ 9,840	7/1/2021	7/1/2022	CPI
4	Metropolitan Water District of Southern California	Senior Accountant	$ 9,623	7/1/2021	unknown	unknown
5	Orange County Water District	Senior Accountant	$ 9,508	7/1/2021	7/1/2022	2.00%
6	East Bay Municipal Utility District	Accountant II	$ 9,449	4/1/2020	unknown	unknown
7	City of Garden Grove	Senior Accountant	$ 9,200	7/1/2021	unknown	unknown
8	City of Huntington Beach	Senior Accountant	$ 8,967	1/1/2022	unknown	unknown
9	Western Municipal Water District	Accountant II	$ 8,958	7/1/2021	7/1/2022	1.0 - 4.0%
10	Eastern Municipal Water District	Accountant II	$ 8,700	12/19/2021	1/1/2023	unknown
11	Los Angeles County Sanitation Districts	Accountant II	$ 8,029	7/1/2021	unknown	unknown
12	City of Anaheim	Accountant	$ 7,964	12/24/2021	7/8/2022	3.00%
13	City of Irvine	Accountant	$ 7,920	6/25/2021	6/25/2022	1.00%
14	Inland Empire Utilities Agency	Accountant II	$ 7,290	7/1/2021	7/1/2022	3.00%
15	City of San Diego	Accountant II	$ 7,006	7/1/2021	7/1/2022	5.00%
16	County of Los Angeles, Public Works	Accountant II	$ 6,137	7/1/2021	unknown	unknown
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,582
% Orange County Sanitation District Above/Below	14.9%
Median of Comparators	$ 8,958
% Orange County Sanitation District Above/Below	11.1%
75th Percentile of Comparators	$ 9,479
% Orange County Sanitation District Above/Below	6.0%
Orange County Sanitation District Percentile	99
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Senior Accountant**	Accountant	Accountant	Senior Accountant	Senior Accountant	Accountant	N/C	Accountant II	Accountant II	Accountant II	Accountant II	Accountant II	Senior Accountant	N/C	Accountant II	Senior Accountant	Senior Accountant	Accountant II
	Top Step	**$ 10,079**	$ 10,137	$ 7,964	$ 9,200	$ 8,967	$ 7,920		$ 7,006	$ 6,137	$ 9,449	$ 8,700	$ 7,290	$ 9,840		$ 8,029	$ 9,623	$ 9,508	$ 8,958
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62	2%@62	2%@62	2%@62				2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62
	Employee Cost Sharing					$ -90													
	Social Security										$ 586		$ 452						$ 555
	Deferred Compensation		$ 628			$ 20	$ 317			$ 245		$ 435	$ 54	$ 394			$ 433	$ 163	
	Other Retirement	**$ 507**					$ 158		$ 645			$ 98						$ 1,583	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235			$ 1,648						$ 2,491
	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,687	$ 2,286				$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**	$ 195	$ 56		$ 133	$ 41			$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	**$ 17**	$ 18			$ 22	$ 7				$ 22	$ 19		$ 24			$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 582**	$ 624	$ 498	$ 531	$ 862	$ 609		$ 593	$ 354	$ 545	$ 903	$ 336	$ 568		$ 494	$ 555	$ 603	$ 517
	Holidays	**$ 465**	$ 507	$ 337	$ 553	$ 414	$ 426		$ 303	$ 283	$ 545	$ 402	$ 421	$ 454		$ 371	$ 518	$ 402	$ 448
	Admin Leave	**$ 194**	$ 39	$ 61			$ 381		$ 108								$ 111		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 3,789**	**$ 5,109**	**$ 3,739**	**$ 2,734**	**$ 3,098**	**$ 4,225**	**$ 0**	**$ 3,482**	**$ 3,250**	**$ 4,181**	**$ 4,120**	**$ 2,953**	**$ 3,485**	**$ 0**	**$ 2,756**	**$ 4,398**	**$ 4,917**	**$ 4,011**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Accountant						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Accountant	$ 15,245	4/18/2021	unknown	unknown
2	Orange County Water District	Senior Accountant	$ 14,425	7/1/2021	7/1/2022	2.00%
3	Metropolitan Water District of Southern California	Senior Accountant	$ 14,021	7/1/2021	unknown	unknown
4	Orange County Sanitation District	Senior Accountant	$ 13,868	7/2/2021		
5	East Bay Municipal Utility District	Accountant II	$ 13,630	4/1/2020	unknown	unknown
6	Irvine Ranch Water District	Senior Accountant	$ 13,325	7/1/2021	7/1/2022	CPI
7	Western Municipal Water District	Accountant II	$ 12,969	7/1/2021	7/1/2022	1.0 - 4.0%
8	Eastern Municipal Water District	Accountant II	$ 12,819	12/19/2021	1/1/2023	unknown
9	City of Irvine	Accountant	$ 12,145	6/25/2021	6/25/2022	1.00%
10	City of Huntington Beach	Senior Accountant	$ 12,065	1/1/2022	unknown	unknown
11	City of Garden Grove	Senior Accountant	$ 11,934	7/1/2021	unknown	unknown
12	City of Anaheim	Accountant	$ 11,702	12/24/2021	7/8/2022	3.00%
13	Los Angeles County Sanitation Districts	Accountant II	$ 10,785	7/1/2021	unknown	unknown
14	City of San Diego	Accountant II	$ 10,488	7/1/2021	7/1/2022	5.00%
15	Inland Empire Utilities Agency	Accountant II	$ 10,242	7/1/2021	7/1/2022	3.00%
16	County of Los Angeles, Public Works	Accountant II	$ 9,387	7/1/2021	unknown	unknown
17	City of Los Angeles Bureau of Sanitation	N/C				
18	Las Virgenes Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,345
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 12,145
% Orange County Sanitation District Above/Below	12.4%
75th Percentile of Comparators	$ 13,477
% Orange County Sanitation District Above/Below	2.8%
Orange County Sanitation District Percentile	83
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Buyer						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Buyer	$ 10,079	7/2/2021		
2	East Bay Municipal Utility District	Buyer II	$ 9,449	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation[2]	[Purchasing Specifications Analyst II / Procurement Analyst II]	$ 9,426	7/4/2021	6/19/2022	2.00%
4	Metropolitan Water District of Southern California	Buyer II	$ 9,107	7/1/2021	unknown	unknown
5	Orange County Water District	Senior Buyer	$ 9,056	7/1/2021	7/1/2022	2.00%
6	City of Irvine	Senior Buyer/Contracts Coordinator	$ 8,970	6/25/2021	6/25/2022	1.00%
7	Central Contra Costa Sanitary District	Procurement and Contract Specialist I	$ 8,788	4/18/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Senior Buyer	$ 8,732	7/1/2021	unknown	unknown
9	City of Huntington Beach	Senior Buyer	$ 8,703	1/1/2022	unknown	unknown
10	Eastern Municipal Water District	Buyer	$ 8,700	12/19/2021	1/1/2023	unknown
11	Irvine Ranch Water District	Senior Buyer	$ 8,618	7/1/2021	7/1/2022	CPI
12	County of Los Angeles, Public Works	Purchasing and Contracts Analyst II	$ 8,518	7/1/2021	unknown	unknown
13	City of San Diego	Associate Procurement Contracting Officer	$ 8,213	1/1/2022	7/1/2022	5.00%
14	City of Garden Grove[1]	Buyer	$ 7,767	7/1/2021	unknown	unknown
15	City of Anaheim	Buyer II	$ 7,223	12/24/2021	7/8/2022	3.00%
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,662
% Orange County Sanitation District Above/Below	14.1%
Median of Comparators	$ 8,718
% Orange County Sanitation District Above/Below	13.5%
75th Percentile of Comparators	$ 9,034
% Orange County Sanitation District Above/Below	10.4%
Orange County Sanitation District Percentile	107
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: The Buyer provides lead supervision including assigning, coordinating, reviewing, and participating in the work of staff responsible for assisting with purchasing functions.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Senior Buyer**	Procurement and Contract Specialist I	Buyer II	Buyer	Senior Buyer	Senior Buyer/Contracts Coordinator	[Purchasing Specifications Analyst II / Procurement Analyst II]	Associate Procurement Contracting Officer	Purchasing and Contracts Analyst II	Buyer II	Buyer	N/C	Senior Buyer	N/C	Senior Buyer	Buyer II	Senior Buyer	N/C
	Top Step	**$ 10,079**	$ 8,788	$ 7,223	$ 7,767	$ 8,703	$ 8,970	$ 9,426	$ 8,213	$ 8,518	$ 9,449	$ 8,700		$ 8,618		$ 8,732	$ 9,107	$ 9,056	
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62		2%@62		2%@62	2%@62		
	Employee Cost Sharing					$ -87													
	Social Security										$ 586								
	Deferred Compensation		$ 545			$ 20	$ 179			$ 341		$ 435		$ 345			$ 410	$ 163	
	Other Retirement	**$ 507**					$ 359		$ 756			$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,833	$ 2,235									
	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,687	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**	$ 195	$ 56		$ 133	$ 41	$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150	$ 128	
	Vision	**$ 17**	$ 18			$ 22	$ 7	$ 9			$ 22	$ 19		$ 24			$ 12	$ 19	
	Other Insurance									$ 75	$ 76								
Leaves	Vacation	**$ 582**	$ 541	$ 451	$ 448	$ 837	$ 690	$ 616	$ 695	$ 491	$ 545	$ 903		$ 497		$ 537	$ 525	$ 575	
	Holidays	**$ 465**	$ 439	$ 306	$ 467	$ 402	$ 483	$ 508	$ 355	$ 393	$ 545	$ 402		$ 398		$ 403	$ 490	$ 383	
	Admin Leave	**$ 194**	$ 34	$ 56			$ 518	$ 181	$ 126								$ 105		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 3,789**	**$ 4,869**	**$ 3,655**	**$ 2,565**	**$ 3,063**	**$ 4,562**	**$ 3,204**	**$ 3,766**	**$ 3,592**	**$ 4,181**	**$ 4,120**	**$ 0**	**$ 3,309**	**$ 0**	**$ 2,832**	**$ 4,311**	**$ 4,794**	**$ 0**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Buyer						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Buyer	$ 13,868	7/2/2021		
2	Orange County Water District	Senior Buyer	$ 13,849	7/1/2021	7/1/2022	2.00%
3	Central Contra Costa Sanitary District	Procurement and Contract Specialist I	$ 13,657	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Buyer II	$ 13,630	4/1/2020	unknown	unknown
5	City of Irvine	Senior Buyer/Contracts Coordinator	$ 13,532	6/25/2021	6/25/2022	1.00%
6	Metropolitan Water District of Southern California	Buyer II	$ 13,418	7/1/2021	unknown	unknown
7	Eastern Municipal Water District	Buyer	$ 12,819	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	[Purchasing Specifications Analyst II / Procurement Analyst II]	$ 12,629	7/4/2021	6/19/2022	2.00%
9	County of Los Angeles, Public Works	Purchasing and Contracts Analyst II	$ 12,110	7/1/2021	unknown	unknown
10	City of San Diego	Associate Procurement Contracting Officer	$ 11,979	1/1/2022	7/1/2022	5.00%
11	Irvine Ranch Water District	Senior Buyer	$ 11,927	7/1/2021	7/1/2022	CPI
12	City of Huntington Beach	Senior Buyer	$ 11,766	1/1/2022	unknown	unknown
13	Los Angeles County Sanitation Districts	Senior Buyer	$ 11,564	7/1/2021	unknown	unknown
14	City of Anaheim	Buyer II	$ 10,879	12/24/2021	7/8/2022	3.00%
15	City of Garden Grove	Buyer	$ 10,332	7/1/2021	unknown	unknown
16	Inland Empire Utilities Agency	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,435
% Orange County Sanitation District Above/Below	10.3%
Median of Comparators	$ 12,370
% Orange County Sanitation District Above/Below	10.8%
75th Percentile of Comparators	$ 13,504
% Orange County Sanitation District Above/Below	2.6%
Orange County Sanitation District Percentile	100
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Contracts Administrator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Contracts Administrator	$ 11,688	7/2/2021		
2	Metropolitan Water District of Southern California	Senior Administrative Analyst	$ 10,721	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Contracts Analyst II	$ 10,071	12/19/2021	1/1/2023	unknown
4	Inland Empire Utilities Agency	Contracts Administrator II	$ 9,304	7/1/2021	7/1/2022	3.00%
5	City of Irvine	Senior Buyer/Contracts Coordinator	$ 8,970	6/25/2021	6/25/2022	1.00%
6	City of San Diego	Associate Procurement Contracting Officer	$ 8,213	1/1/2022	7/1/2022	5.00%
7	Central Contra Costa Sanitary District	N/C				
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,456
% Orange County Sanitation District Above/Below	19.1%
Median of Comparators	$ 9,304
% Orange County Sanitation District Above/Below	20.4%
75th Percentile of Comparators	$ 10,071
% Orange County Sanitation District Above/Below	13.8%
Orange County Sanitation District Percentile	109
Number of Matches	5

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Contracts Administrator	N/C	N/C	N/C	N/C	Senior Buyer/Contracts Coordinator	N/C	Associate Procurement Contracting Officer	N/C	N/C	Contracts Analyst II	Contracts Administrator II	N/C	N/C	N/C	Senior Administrative Analyst	N/C	N/C
	Top Step	$ 11,688					$ 8,970		$ 8,213			$ 10,071	$ 9,304				$ 10,721		
Retirement	PEPRA	2.5%@67					2%@62					2%@62	2%@62				2%@62		
	Employee Cost Sharing																		
	Social Security												$ 577						
	Deferred Compensation						$ 179					$ 504	$ 54				$ 482		
	Other Retirement	$ 572					$ 359		$ 756			$ 98							
Insurance	Cafeteria								$ 1,833				$ 1,648						
	Health	$ 1,913					$ 2,286					$ 2,128					$ 2,619		
	Dental	$ 111					$ 41					$ 134					$ 150		
	Vision	$ 17					$ 7					$ 19					$ 12		
	Other Insurance												$ 42						
Leaves	Vacation	$ 674					$ 690		$ 695			$ 1,046	$ 429				$ 619		
	Holidays	$ 539					$ 483		$ 355			$ 465	$ 537				$ 577		
	Admin Leave	$ 225					$ 518		$ 126								$ 124		
Allow	Auto																		
	Technology Allowance																		
	Benefit Package Total	$ 4,051	$ 0	$ 0	$ 0	$ 0	$ 4,562	$ 0	$ 3,766	$ 0	$ 0	$ 4,394	$ 3,287	$ 0	$ 0	$ 0	$ 4,583	$ 0	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Contracts Administrator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Contracts Administrator	$ 15,739	7/2/2021		
2	Metropolitan Water District of Southern California	Senior Administrative Analyst	$ 15,304	7/1/2021	unknown	unknown
3	Eastern Municipal Water District	Contracts Analyst II	$ 14,464	12/19/2021	1/1/2023	unknown
4	City of Irvine	Senior Buyer/Contracts Coordinator	$ 13,532	6/25/2021	6/25/2022	1.00%
5	Inland Empire Utilities Agency	Contracts Administrator II	$ 12,590	7/1/2021	7/1/2022	3.00%
6	City of San Diego	Associate Procurement Contracting Officer	$ 11,979	1/1/2022	7/1/2022	5.00%
7	Central Contra Costa Sanitary District	N/C				
8	City of Anaheim	N/C				
9	City of Garden Grove	N/C				
10	City of Huntington Beach	N/C				
11	City of Los Angeles Bureau of Sanitation	N/C				
12	County of Los Angeles, Public Works	N/C				
13	East Bay Municipal Utility District	N/C				
14	Irvine Ranch Water District	N/C				
15	Las Virgenes Municipal Water District	N/C				
16	Los Angeles County Sanitation Districts	N/C				
17	Orange County Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,574
% Orange County Sanitation District Above/Below	13.8%
Median of Comparators	$ 13,532
% Orange County Sanitation District Above/Below	14.0%
75th Percentile of Comparators	$ 14,464
% Orange County Sanitation District Above/Below	8.1%
Orange County Sanitation District Percentile	103
Number of Matches	5

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Environmental Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Environmental Specialist	$ 11,931	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 11,509	4/1/2020	unknown	unknown
3	Los Angeles County Sanitation Districts	Associate Environmental Scientist III	$ 11,094	7/1/2021	unknown	unknown
4	City of Anaheim	Environmental Services Specialist II	$ 10,672	12/24/2021	7/8/2022	3.00%
5	Inland Empire Utilities Agency[1]	[Environmental Resources Planner II/ Laboratory Scientist II]	$ 10,257	7/1/2021	7/1/2022	3.00%
6	Orange County Sanitation District	Senior Environmental Specialist	$ 10,079	7/2/2021		
7	Eastern Municipal Water District	Environmental Compliance Analyst II	$ 9,591	12/19/2021	1/1/2023	unknown
8	City of Los Angeles Bureau of Sanitation	Environmental Specialist II	$ 9,546	1/19/2020	6/19/2022	4.00%
9	Orange County Water District	Senior Environmental Specialist	$ 9,508	7/1/2021	7/1/2022	2.00%
10	City of Huntington Beach	Environmental Specialist	$ 9,057	1/1/2022	unknown	unknown
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 10,352
% Orange County Sanitation District Above/Below	-2.7%
Median of Comparators	$ 10,257
% Orange County Sanitation District Above/Below	-1.8%
75th Percentile of Comparators	$ 11,094
% Orange County Sanitation District Above/Below	-10.1%
Orange County Sanitation District Percentile	47
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Senior Environmental Specialist**	N/C	Environmental Services Specialist II	N/C	Environmental Specialist	N/C	Environmental Specialist II	N/C	N/C	Environmental Health and Safety Specialist II	Environmental Compliance Analyst II	[Environmental Resources Planner II/ Laboratory Scientist II]	N/C	N/C	Associate Environmental Scientist III	Environmental Specialist	Senior Environmental Specialist	N/C
	Top Step	$ 10,079		$ 10,672		$ 9,057		$ 9,546			$ 11,509	$ 9,591	$ 10,257			$ 11,094	$ 11,931	$ 9,508	
Retirement	PEPRA	2.5%@67		2%@62		2%@62		1.5%@60			2.5%@67	2%@62	2%@62			2%@62	2%@62		
Retirement	Employee Cost Sharing					$ -91													
Retirement	Social Security										$ 714		$ 636						
Retirement	Deferred Compensation					$ 20						$ 480	$ 54				$ 537	$ 163	
Retirement	Other Retirement	$ 507										$ 98						$ 1,583	
Insurance	Cafeteria												$ 1,648						
Insurance	Health	$ 1,913		$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128				$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111		$ 56		$ 133		$ 48			$ 212	$ 134				$ 132	$ 150	$ 128	
Insurance	Vision	$ 17				$ 22		$ 9			$ 22	$ 19					$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 582		$ 667		$ 871		$ 624			$ 664	$ 996	$ 473			$ 683	$ 688	$ 603	
Leaves	Holidays	$ 465		$ 452		$ 418		$ 514			$ 664	$ 443	$ 592			$ 512	$ 642	$ 402	
Leaves	Admin Leave	$ 194		$ 82				$ 184									$ 138		
Allow	Auto																		
Allow	Technology Allowance					$ 50													
	Benefit Package Total	$ 3,789	$ 0	$ 4,043	$ 0	$ 3,110	$ 0	$ 3,221	$ 0	$ 0	$ 4,546	$ 4,298	$ 3,445	$ 0	$ 0	$ 3,086	$ 4,786	$ 4,917	$ 0

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Environmental Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Metropolitan Water District of Southern California	Environmental Specialist	$ 16,717	7/1/2021	unknown	unknown
2	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 16,055	4/1/2020	unknown	unknown
3	City of Anaheim	Environmental Services Specialist II	$ 14,715	12/24/2021	7/8/2022	3.00%
4	Orange County Water District	Senior Environmental Specialist	$ 14,425	7/1/2021	7/1/2022	2.00%
5	Los Angeles County Sanitation Districts	Associate Environmental Scientist III	$ 14,180	7/1/2021	unknown	unknown
6	Eastern Municipal Water District	Environmental Compliance Analyst II	$ 13,888	12/19/2021	1/1/2023	unknown
7	Orange County Sanitation District	Senior Environmental Specialist	$ 13,868	7/2/2021		
8	Inland Empire Utilities Agency	[Environmental Resources Planner II/ Laboratory Scientist II]	$ 13,701	7/1/2021	7/1/2022	3.00%
9	City of Los Angeles Bureau of Sanitation	Environmental Specialist II	$ 12,766	1/19/2020	6/19/2022	4.00%
10	City of Huntington Beach	Environmental Specialist	$ 12,167	1/1/2022	unknown	unknown
11	Central Contra Costa Sanitary District	N/C				
12	City of Garden Grove	N/C				
13	City of Irvine	N/C				
14	City of San Diego	N/C				
15	County of Los Angeles, Public Works	N/C				
16	Irvine Ranch Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 14,291
% Orange County Sanitation District Above/Below	-3.0%
Median of Comparators	$ 14,180
% Orange County Sanitation District Above/Below	-2.3%
75th Percentile of Comparators	$ 14,715
% Orange County Sanitation District Above/Below	-6.1%
Orange County Sanitation District Percentile	36
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources Analyst	$ 11,476	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Human Resources Analyst II	$ 10,690	4/1/2020	unknown	unknown
3	Las Virgenes Municipal Water District	Human Resources Analyst II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
4	Irvine Ranch Water District	Senior Human Resources Analyst	$ 10,196	7/1/2021	7/1/2022	CPI
5	Orange County Sanitation District	Senior Human Resources Analyst	$ 10,079	7/2/2021		
6	Orange County Water District	Senior Human Resources Specialist	$ 9,984	7/1/2021	7/1/2022	Unknown
7	City of Huntington Beach	Personnel Analyst, Senior	$ 9,904	1/1/2022	unknown	unknown
8	County of Los Angeles, Public Works	Human Resources Analyst III	$ 9,731	7/1/2021	unknown	unknown
9	City of Irvine	Human Resources Analyst II	$ 9,495	6/25/2021	6/25/2022	1.00%
10	Los Angeles County Sanitation Districts	Human Resources Analyst III	$ 9,427	7/1/2021	unknown	unknown
11	Eastern Municipal Water District	Human Resources Analyst II	$ 9,135	12/19/2021	1/1/2023	unknown
12	City of Los Angeles Bureau of Sanitation	Personnel Analyst	$ 9,039	7/4/2021	6/19/2022	2.00%
13	Metropolitan Water District of Southern California	Human Resources Analyst II	$ 8,863	7/1/2021	unknown	unknown
14	Inland Empire Utilities Agency	Human Resources Analyst II	$ 8,861	7/1/2021	7/1/2022	3.00%
15	City of Anaheim	Human Resources Analyst II	$ 8,780	12/24/2021	7/8/2022	3.00%
16	City of Garden Grove	Senior Human Resources Analyst	$ 8,581	7/1/2021	unknown	unknown
17	City of San Diego	Associate Personnel Analyst	$ 7,308	7/1/2021	unknown	unknown
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,495
% Orange County Sanitation District Above/Below	5.8%
Median of Comparators	$ 9,461
% Orange County Sanitation District Above/Below	6.1%
75th Percentile of Comparators	$ 10,037
% Orange County Sanitation District Above/Below	0.4%
Orange County Sanitation District Percentile	76
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Senior Human Resources Analyst**	Human Resources Analyst	Human Resources Analyst II	Senior Human Resources Analyst	Personnel Analyst, Senior	Human Resources Analyst II	Personnel Analyst	Associate Personnel Analyst	Human Resources Analyst III	Human Resources Analyst II	Human Resources Analyst II	Human Resources Analyst II	Senior Human Resources Analyst	Human Resources Analyst II	Human Resources Analyst III	Human Resources Analyst II	Senior Human Resources Specialist	N/C
	Top Step	**$ 10,079**	$ 11,476	$ 8,780	$ 8,581	$ 9,904	$ 9,495	$ 9,039	$ 7,308	$ 9,731	$ 10,690	$ 9,135	$ 8,861	$ 10,196	$ 10,446	$ 9,427	$ 8,863	$ 9,984	
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Employee Cost Sharing					$ -99													
	Social Security										$ 663		$ 549		$ 648				
	Deferred Compensation		$ 712				$ 380			$ 389		$ 457	$ 54	$ 408	$ 313		$ 399	$ 163	
	Other Retirement	**$ 674**					$ 190		$ 672			$ 98						$ 1,662	
Insurance	Cafeteria		$ 220		$ 1,650				$ 1,792	$ 1,654			$ 1,648						
	Health	**$ 1,913**	$ 2,998	$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**	$ 195	$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	**$ 17**	$ 18			$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance	**$ 100**				$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 872**	$ 706	$ 549	$ 495	$ 952	$ 730	$ 591	$ 618	$ 374	$ 617	$ 949	$ 409	$ 588	$ 563	$ 580	$ 511	$ 634	
	Holidays	**$ 465**	$ 574	$ 371	$ 516	$ 457	$ 511	$ 487	$ 316	$ 449	$ 617	$ 422	$ 511	$ 471	$ 482	$ 435	$ 477	$ 422	
	Admin Leave	**$ 194**	$ 132	$ 68	$ 165	$ 286	$ 548	$ 174	$ 84								$ 102		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 4,346**	**$ 5,555**	**$ 3,831**	**$ 2,826**	**$ 3,356**	**$ 4,693**	**$ 3,150**	**$ 3,483**	**$ 2,942**	**$ 4,401**	**$ 4,207**	**$ 3,213**	**$ 3,536**	**$ 4,046**	**$ 2,906**	**$ 4,270**	**$ 5,046**	**$ 0**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Human Resources Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Human Resources Analyst	$ 17,031	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Human Resources Analyst II	$ 15,091	4/1/2020	unknown	unknown
3	Orange County Water District	Senior Human Resources Specialist	$ 15,030	7/1/2021	7/1/2022	Unknown
4	Las Virgenes Municipal Water District	Human Resources Analyst II	$ 14,492	1/1/2022	1/1/2023	1.5 - 4%
5	Orange County Sanitation District	Senior Human Resources Analyst	$ 14,426	7/2/2021		
6	City of Irvine	Human Resources Analyst II	$ 14,188	6/25/2021	6/25/2022	1.00%
7	Irvine Ranch Water District	Senior Human Resources Analyst	$ 13,732	7/1/2021	7/1/2022	CPI
8	Eastern Municipal Water District	Human Resources Analyst II	$ 13,341	12/19/2021	1/1/2023	unknown
9	City of Huntington Beach	Personnel Analyst, Senior	$ 13,260	1/1/2022	unknown	unknown
10	Metropolitan Water District of Southern California	Human Resources Analyst II	$ 13,133	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	Human Resources Analyst III	$ 12,673	7/1/2021	unknown	unknown
12	City of Anaheim	Human Resources Analyst II	$ 12,610	12/24/2021	7/8/2022	3.00%
13	Los Angeles County Sanitation Districts	Human Resources Analyst III	$ 12,333	7/1/2021	unknown	unknown
14	City of Los Angeles Bureau of Sanitation	Personnel Analyst	$ 12,190	7/4/2021	6/19/2022	2.00%
15	Inland Empire Utilities Agency	Human Resources Analyst II	$ 12,074	7/1/2021	7/1/2022	3.00%
16	City of Garden Grove	Senior Human Resources Analyst	$ 11,407	7/1/2021	unknown	unknown
17	City of San Diego	Associate Personnel Analyst	$ 10,791	7/1/2021	unknown	unknown
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,336
% Orange County Sanitation District Above/Below	7.6%
Median of Comparators	$ 13,197
% Orange County Sanitation District Above/Below	8.5%
75th Percentile of Comparators	$ 14,264
% Orange County Sanitation District Above/Below	1.1%
Orange County Sanitation District Percentile	79
Number of Matches	16

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Mechanic						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Technician II	$ 9,667	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Plant Maintenance Mechanic	$ 9,449	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Mechanical	$ 8,863	7/1/2021	unknown	unknown
4	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Mechanic	$ 8,786	1/19/2020	6/19/2022	4.00%
5	Orange County Sanitation District	Senior Mechanic	$ 8,519	7/2/2021		
6	Los Angeles County Sanitation Districts	Stationary Mechanic	$ 8,353	7/1/2021	unknown	unknown
7	Orange County Water District	Maintenance Technician Grade II	$ 8,212	7/1/2021	7/1/2022	2.00%
8	Western Municipal Water District	Operations Technician III-Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
9	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 7,947	1/1/2021	unknown	unknown
10	Inland Empire Utilities Agency[2]	[Mechanic II/ Collection System Operator II]	$ 7,654	7/1/2021	7/1/2022	3.00%
11	Eastern Municipal Water District[4,5]	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	$ 7,516	12/19/2021	1/1/2023	unknown
12	City of Garden Grove[1]	Water Production Mechanic	$ 7,250	7/1/2021	unknown	unknown
13	City of Anaheim	Water Production Technician	$ 7,008	9/3/2021	7/8/2022	1.50%
14	Irvine Ranch Water District	Maintenance Mechanic	$ 7,005	7/1/2021	7/1/2022	CPI
15	City of Huntington Beach[2,3]	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	$ 6,992	1/1/2022	unknown	unknown
16	City of San Diego[2]	[Plant Technician II/ Equipment Technician II]	$ 4,825	1/1/2022	7/1/2022	4.00%
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,843
% Orange County Sanitation District Above/Below	7.9%
Median of Comparators	$ 7,947
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 8,570
% Orange County Sanitation District Above/Below	-0.6%
Orange County Sanitation District Percentile	74
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Water Production Mechanic requires T2 Water Treatment Operator certificate.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
3 - City of Huntington Beach: Senior Wastewater Pump Mechanic requires Class B driver's license. Water Service Technician III requires Class B driver's license and T2 Water Treatment Operator and D1 Water Distribution Operator certificates.
4 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
5 - Eastern Municipal Water District: Mechanical Maintenance Technician II requires Class A driver's license and Grade I Mechanical Technologist certificate; Water Reclamation Plant Technician II requires Grade I Mechanical Technologist certificate.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Mechanic	Maintenance Technician II	Water Production Technician	Water Production Mechanic	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	N/C	Wastewater Treatment Mechanic	[Plant Technician II/ Equipment Technician II]	N/C	Plant Maintenance Mechanic	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	[Mechanic II/ Collection System Operator II]	Maintenance Mechanic	Maintenance Mechanic II	Stationary Mechanic	Operations and Maintenance Technician IV-Mechanical	Maintenance Technician Grade II	Operations Technician III-Mechanical Services
	Top Step	$ 8,519	$ 9,667	$ 7,008	$ 7,250	$ 6,992		$ 8,786	$ 4,825		$ 9,449	$ 7,516	$ 7,654	$ 7,005	$ 7,947	$ 8,353	$ 8,863	$ 8,212	$ 8,124
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62	2%@62		1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing					$ -70													
Retirement	Social Security										$ 586		$ 475		$ 493				$ 504
Retirement	Deferred Compensation		$ 599			$ 20						$ 376	$ 54	$ 280	$ 40		$ 399	$ 163	
Retirement	Other Retirement								$ 444			$ 98						$ 1,367	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787		$ 1,687		$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56		$ 133		$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18			$ 22		$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 737	$ 595	$ 438	$ 418	$ 672		$ 574	$ 408		$ 545	$ 780	$ 353	$ 404	$ 428	$ 514	$ 511	$ 521	$ 469
Leaves	Holidays	$ 393	$ 483	$ 270	$ 436	$ 323		$ 473	$ 209		$ 545	$ 347	$ 486	$ 323	$ 367	$ 386	$ 477	$ 347	$ 406
Leaves	Admin Leave		$ 37					$ 169	$ 74								$ 102		
Allow	Auto																		
Allow	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	$ 3,171	$ 5,025	$ 3,550	$ 2,504	$ 2,837	$ 0	$ 3,115	$ 2,948	$ 0	$ 4,181	$ 3,883	$ 3,057	$ 3,077	$ 3,368	$ 2,791	$ 4,270	$ 4,564	$ 3,869

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Mechanic						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Maintenance Technician II	$ 14,692	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Plant Maintenance Mechanic	$ 13,630	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Operations and Maintenance Technician IV-Mechanical	$ 13,133	7/1/2021	unknown	unknown
4	Orange County Water District	Maintenance Technician Grade II	$ 12,776	7/1/2021	7/1/2022	2.00%
5	Western Municipal Water District	Operations Technician III-Mechanical Services	$ 11,993	7/1/2021	7/1/2022	1.0 - 4.0%
6	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Mechanic	$ 11,902	1/19/2020	6/19/2022	4.00%
7	Orange County Sanitation District	Senior Mechanic	$ 11,690	7/2/2021		
8	Eastern Municipal Water District	[Water Reclamation Plant Maintenance Technician/ Mechanical Maintenance Technician II]	$ 11,399	12/19/2021	1/1/2023	unknown
9	Las Virgenes Municipal Water District	Maintenance Mechanic II	$ 11,315	1/1/2021	unknown	unknown
10	Los Angeles County Sanitation Districts	Stationary Mechanic	$ 11,144	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	[Mechanic II/ Collection System Operator II]	$ 10,711	7/1/2021	7/1/2022	3.00%
12	City of Anaheim	Water Production Technician	$ 10,558	9/3/2021	7/8/2022	1.50%
13	Irvine Ranch Water District	Maintenance Mechanic	$ 10,082	7/1/2021	7/1/2022	CPI
14	City of Huntington Beach	[Senior Wastewater Pump Mechanic/ Water Service Technician III]	$ 9,829	1/1/2022	unknown	unknown
15	City of Garden Grove	Water Production Mechanic	$ 9,754	7/1/2021	unknown	unknown
16	City of San Diego	[Plant Technician II/ Equipment Technician II]	$ 7,773	1/1/2022	7/1/2022	4.00%
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 11,379
% Orange County Sanitation District Above/Below	2.7%
Median of Comparators	$ 11,315
% Orange County Sanitation District Above/Below	3.2%
75th Percentile of Comparators	$ 12,385
% Orange County Sanitation District Above/Below	-5.9%
Orange County Sanitation District Percentile	61
Number of Matches	15

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Plant Operator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Senior Plant Operator	$ 11,149	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Assistant Wastewater Shift Supervisor	$ 10,959	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Plant Operator III	$ 9,930	1/19/2020	6/19/2022	4.00%
4	Metropolitan Water District of Southern California	Water Treatment Plant Operator III	$ 9,623	7/1/2021	unknown	unknown
5	Orange County Sanitation District	Senior Plant Operator	$ 9,400	7/2/2021		
6	Orange County Water District	Senior Plant Operator	$ 9,056	7/1/2021	7/1/2022	2.00%
7	Western Municipal Water District	Operations Technician IV- Wastewater Treatment	$ 8,958	7/1/2021	7/1/2022	1.0 - 4.0%
8	Los Angeles County Sanitation Districts	Treatment Plant Operator II	$ 8,929	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Operator III	$ 8,618	7/1/2021	7/1/2022	CPI
10	Inland Empire Utilities Agency	Wastewater Treatment Plant Operator III	$ 8,438	7/1/2021	7/1/2022	3.00%
11	City of Anaheim	Water Systems Operator	$ 8,349	9/3/2021	7/8/2022	1.50%
12	Eastern Municipal Water District	Water Reclamation Plant Operator III	$ 8,284	12/19/2021	1/1/2023	unknown
13	Las Virgenes Municipal Water District	Water Reclamation Plant Operator II	$ 8,270	1/1/2021	unknown	unknown
14	City of Garden Grove[1]	Senior Water Production Operator	$ 8,006	7/1/2021	unknown	unknown
15	City of San Diego	Senior Wastewater Plant Operator	$ 7,248	1/1/2022	7/1/2022	4.00%
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,987
% Orange County Sanitation District Above/Below	4.4%
Median of Comparators	$ 8,774
% Orange County Sanitation District Above/Below	6.7%
75th Percentile of Comparators	$ 9,481
% Orange County Sanitation District Above/Below	-0.9%
Orange County Sanitation District Percentile	74
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - City of Garden Grove: Senior Water Production Operator requires D2 Water Distribution Operator and T2 Water Treatment Operator certificates.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Senior Plant Operator	Senior Plant Operator	Water Systems Operator	Senior Water Production Operator	N/C	N/C	Wastewater Treatment Plant Operator III	Senior Wastewater Plant Operator	N/C	Assistant Wastewater Shift Supervisor	Water Reclamation Plant Operator III	Wastewater Treatment Plant Operator III	Operator III	Water Reclamation Plant Operator II	Treatment Plant Operator II	Water Treatment Plant Operator III	Senior Plant Operator	Operations Technician IV-Wastewater Treatment
	Top Step	$ 9,400	$ 11,149	$ 8,349	$ 8,006			$ 9,930	$ 7,248		$ 10,959	$ 8,284	$ 8,438	$ 8,618	$ 8,270	$ 8,929	$ 9,623	$ 9,056	$ 8,958
Retirement	PEPRA	2.5%@67	2%@62	2%@62	2%@62			1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 679		$ 523		$ 513				$ 555
Retirement	Deferred Compensation		$ 691									$ 414	$ 54	$ 345	$ 40		$ 433	$ 163	
Retirement	Other Retirement								$ 667			$ 98						$ 1,508	
Insurance	Cafeteria		$ 100		$ 1,650				$ 1,813				$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
Insurance	Dental	$ 111	$ 195	$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
Insurance	Other Insurance										$ 76		$ 42						
Leaves	Vacation	$ 813	$ 686	$ 522	$ 462			$ 649	$ 613		$ 632	$ 860	$ 389	$ 497	$ 445	$ 549	$ 555	$ 575	$ 517
Leaves	Holidays	$ 434	$ 557	$ 321	$ 481			$ 535	$ 314		$ 632	$ 382	$ 487	$ 398	$ 382	$ 412	$ 518	$ 383	$ 448
Leaves	Admin Leave		$ 43					$ 191	$ 112								$ 111		
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 3,288	$ 5,288	$ 3,686	$ 2,593	$ 0	$ 0	$ 3,274	$ 3,518	$ 0	$ 4,449	$ 4,036	$ 3,143	$ 3,309	$ 3,420	$ 2,853	$ 4,398	$ 4,794	$ 4,011

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Plant Operator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Senior Plant Operator	$ 16,437	4/18/2021	unknown	unknown
2	East Bay Municipal Utility District	Assistant Wastewater Shift Supervisor	$ 15,408	4/1/2020	unknown	unknown
3	Metropolitan Water District of Southern California	Water Treatment Plant Operator III	$ 14,021	7/1/2021	unknown	unknown
4	Orange County Water District	Senior Plant Operator	$ 13,849	7/1/2021	7/1/2022	2.00%
5	City of Los Angeles Bureau of Sanitation	Wastewater Treatment Plant Operator III	$ 13,204	1/19/2020	6/19/2022	4.00%
6	Western Municipal Water District	Operations Technician IV- Wastewater Treatment	$ 12,969	7/1/2021	7/1/2022	1.0 - 4.0%
7	Orange County Sanitation District	Senior Plant Operator	$ 12,688	7/2/2021		
8	Eastern Municipal Water District	Water Reclamation Plant Operator III	$ 12,320	12/19/2021	1/1/2023	unknown
9	City of Anaheim	Water Systems Operator	$ 12,035	9/3/2021	7/8/2022	1.50%
10	Irvine Ranch Water District	Operator III	$ 11,927	7/1/2021	7/1/2022	CPI
11	Los Angeles County Sanitation Districts	Treatment Plant Operator II	$ 11,782	7/1/2021	unknown	unknown
12	Las Virgenes Municipal Water District	Water Reclamation Plant Operator II	$ 11,690	1/1/2021	unknown	unknown
13	Inland Empire Utilities Agency	Wastewater Treatment Plant Operator III	$ 11,582	7/1/2021	7/1/2022	3.00%
14	City of San Diego	Senior Wastewater Plant Operator	$ 10,766	1/1/2022	7/1/2022	4.00%
15	City of Garden Grove	Senior Water Production Operator	$ 10,599	7/1/2021	unknown	unknown
16	City of Huntington Beach	N/C				
17	City of Irvine	N/C				
18	County of Los Angeles, Public Works	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,756
% Orange County Sanitation District Above/Below	-0.5%
Median of Comparators	$ 12,178
% Orange County Sanitation District Above/Below	4.0%
75th Percentile of Comparators	$ 13,688
% Orange County Sanitation District Above/Below	-7.9%
Orange County Sanitation District Percentile	58
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary February 2022

Senior Public Affairs Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District[1]	[Government Relations Officer II/ Strategic Communications Representative II]	$ 11,957	7/1/2021	7/1/2022	1.0 - 4.0%
2	Metropolitan Water District of Southern California[2]	[Public Affairs Representative II / Government and Regional Affairs Representative]	$ 11,610	7/1/2021	unknown	unknown
3	Central Contra Costa Sanitary District	Community Affairs Representative	$ 10,937	4/18/2021	unknown	unknown
4	East Bay Municipal Utility District	Public Information Representative II	$ 10,690	4/1/2020	unknown	unknown
5	Las Virgenes Municipal Water District	Public Affairs Associate II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
6	Irvine Ranch Water District[2]	[Senior Public Affairs Specialist/ Legislative Analyst]	$ 10,196	7/1/2021	7/1/2022	CPI
7	Orange County Sanitation District	Senior Public Affairs Specialist	$ 10,079	7/2/2021		
8	Eastern Municipal Water District	Public Affairs Officer II	$ 10,071	12/19/2021	1/1/2023	unknown
9	Orange County Water District	Senior Communications Specialist	$ 9,508	7/1/2021	7/1/2022	2.00%
10	Los Angeles County Sanitation Districts	Public Affairs Specialist III	$ 8,929	7/1/2021	unknown	unknown
11	County of Los Angeles, Public Works	Public Information Officer II	$ 8,456	7/1/2021	unknown	unknown
12	Inland Empire Utilities Agency	External Affairs Specialist II	$ 8,037	7/1/2021	7/1/2022	3.00%
13	City of Anaheim[1]	[Communications Specialist II / Legislative Analyst]	$ 7,964	12/24/2021	7/8/2022	3.00%
14	City of Los Angeles Bureau of Sanitation	Public Relations Specialist II	$ 7,336	7/4/2021	6/19/2022	2.00%
15	City of San Diego	Senior Public Information Officer	$ 6,063	7/1/2021	7/1/2022	5.00%
16	City of Garden Grove	N/C				
17	City of Huntington Beach	N/C				
18	City of Irvine	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,443
% Orange County Sanitation District Above/Below	6.3%
Median of Comparators	$ 9,790
% Orange County Sanitation District Above/Below	2.9%
75th Percentile of Comparators	$ 10,629
% Orange County Sanitation District Above/Below	-5.5%
Orange County Sanitation District Percentile	54
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

1 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
2 - Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Senior Public Affairs Specialist**	Community Affairs Representative	[Communications Specialist II / Legislative Analyst]	N/C	N/C	N/C	Public Relations Specialist II	Senior Public Information Officer	Public Information Officer II	Public Information Representative II	Public Affairs Officer II	External Affairs Specialist II	[Senior Public Affairs Specialist/ Legislative Analyst]	Public Affairs Associate II	Public Affairs Specialist III	[Public Affairs Representative II / Government and Regional Affairs Representative]	Senior Communications Specialist	[Government Relations Officer II/ Strategic Communications Representative II]
	Top Step	**$ 10,079**	$ 10,937	$ 7,964				$ 7,336	$ 6,063	$ 8,456	$ 10,690	$ 10,071	$ 8,037	$ 10,196	$ 10,446	$ 8,929	$ 11,610	$ 9,508	$ 11,957
Retirement	PEPRA	**2.5%@67**	2%@62	2%@62				1.5%@60			2.5%@67	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62
	Employee Cost Sharing																		
	Social Security										$ 663		$ 498		$ 648				$ 741
	Deferred Compensation		$ 678							$ 338		$ 504	$ 54	$ 408	$ 313		$ 522	$ 163	$ 239
	Other Retirement	**$ 507**							$ 558			$ 98						$ 1,583	
Insurance	Cafeteria		$ 220						$ 1,833	$ 1,437			$ 1,648						$ 2,491
	Health	**$ 1,913**	$ 2,998	$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860	$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**	$ 195	$ 56				$ 48			$ 212	$ 134		$ 128	$ 175	$ 132	$ 150	$ 128	
	Vision	**$ 17**	$ 18					$ 9			$ 22	$ 19		$ 24	$ 5		$ 12	$ 19	
	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 582**	$ 673	$ 498				$ 480	$ 513	$ 325	$ 617	$ 1,046	$ 371	$ 588	$ 563	$ 549	$ 670	$ 603	$ 690
	Holidays	**$ 465**	$ 547	$ 337				$ 395	$ 262	$ 390	$ 617	$ 465	$ 464	$ 471	$ 482	$ 412	$ 625	$ 402	$ 598
	Admin Leave	**$ 194**	$ 126	$ 61				$ 141	$ 93		$ 288						$ 134		$ 230
Allow	Auto																		
	Technology Allowance													$ 93					
	Benefit Package Total	**$ 3,789**	**$ 5,455**	**$ 3,739**	**$ 0**	**$ 0**	**$ 0**	**$ 2,915**	**$ 3,260**	**$ 2,566**	**$ 4,689**	**$ 4,394**	**$ 3,077**	**$ 3,536**	**$ 4,046**	**$ 2,853**	**$ 4,732**	**$ 4,917**	**$ 4,989**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Public Affairs Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Western Municipal Water District	[Government Relations Officer II/ Strategic Communications Representative II]	$ 16,945	7/1/2021	7/1/2022	1.0 - 4.0%
2	Central Contra Costa Sanitary District	Community Affairs Representative	$ 16,392	4/18/2021	unknown	unknown
3	Metropolitan Water District of Southern California	[Public Affairs Representative II / Government and Regional Affairs Representative]	$ 16,342	7/1/2021	unknown	unknown
4	East Bay Municipal Utility District	Public Information Representative II	$ 15,379	4/1/2020	unknown	unknown
5	Las Virgenes Municipal Water District	Public Affairs Associate II	$ 14,492	1/1/2022	1/1/2023	1.5 - 4%
6	Eastern Municipal Water District	Public Affairs Officer II	$ 14,464	12/19/2021	1/1/2023	unknown
7	Orange County Water District	Senior Communications Specialist	$ 14,425	7/1/2021	7/1/2022	2.00%
8	Orange County Sanitation District	Senior Public Affairs Specialist	$ 13,868	7/2/2021		
9	Irvine Ranch Water District	[Senior Public Affairs Specialist/ Legislative Analyst]	$ 13,732	7/1/2021	7/1/2022	CPI
10	Los Angeles County Sanitation Districts	Public Affairs Specialist III	$ 11,782	7/1/2021	unknown	unknown
11	City of Anaheim	[Communications Specialist II / Legislative Analyst]	$ 11,702	12/24/2021	7/8/2022	3.00%
12	Inland Empire Utilities Agency	External Affairs Specialist II	$ 11,114	7/1/2021	7/1/2022	3.00%
13	County of Los Angeles, Public Works	Public Information Officer II	$ 11,022	7/1/2021	unknown	unknown
14	City of Los Angeles Bureau of Sanitation	Public Relations Specialist II	$ 10,250	7/4/2021	6/19/2022	2.00%
15	City of San Diego	Senior Public Information Officer	$ 9,323	7/1/2021	7/1/2022	5.00%
16	City of Garden Grove	N/C				
17	City of Huntington Beach	N/C				
18	City of Irvine	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 13,383
% Orange County Sanitation District Above/Below	3.5%
Median of Comparators	$ 14,078
% Orange County Sanitation District Above/Below	-1.5%
75th Percentile of Comparators	$ 15,157
% Orange County Sanitation District Above/Below	-9.3%
Orange County Sanitation District Percentile	48
Number of Matches	14

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Safety and Health Specialist						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 11,509	4/1/2020	unknown	unknown
2	City of Anaheim	Safety Administrator	$ 10,164	12/24/2021	7/8/2022	3.00%
3	Orange County Sanitation District	Senior Safety and Health Specialist	$ 10,079	7/2/2021		
4	City of Huntington Beach	Senior Risk Management Analyst	$ 9,904	1/1/2022	unknown	unknown
5	Orange County Water District	Health and Safety Specialist	$ 9,508	7/1/2021	7/1/2022	Unknown
6	Los Angeles County Sanitation Districts	Health and Safety Analyst II	$ 9,427	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Safety Engineering Associate II	$ 9,166	7/4/2021	6/19/2022	2.00%
8	Metropolitan Water District of Southern California	Occupational Health and Safety Specialist III	$ 9,107	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Safety Specialist	$ 8,634	7/1/2021	7/1/2022	CPI
10	County of Los Angeles, Public Works	Safety Officer II	$ 8,561	7/1/2021	unknown	unknown
11	Inland Empire Utilities Agency	Safety Analyst	$ 8,438	7/1/2021	7/1/2022	3.00%
12	City of San Diego	Safety Representative II	$ 5,663	7/1/2021	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	Eastern Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,098
% Orange County Sanitation District Above/Below	9.7%
Median of Comparators	$ 9,166
% Orange County Sanitation District Above/Below	9.1%
75th Percentile of Comparators	$ 9,706
% Orange County Sanitation District Above/Below	3.7%
Orange County Sanitation District Percentile	87
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Senior Safety and Health Specialist**	N/C	Safety Administrator	N/C	Senior Risk Management Analyst	N/C	Safety Engineering Associate II	Safety Representative II	Safety Officer II	Environmental Health and Safety Specialist II	N/C	Safety Analyst	Safety Specialist	N/C	Health and Safety Analyst II	Occupational Health and Safety Specialist III	Health and Safety Specialist	N/C
	Top Step	**$ 10,079**		$ 10,164		$ 9,904		$ 9,166	$ 5,663	$ 8,561	$ 11,509		$ 8,438	$ 8,634		$ 9,427	$ 9,107	$ 9,508	
Retirement	PEPRA	**2.5%@67**		2%@62		2%@62		1.5%@60			2.5%@67		2%@62	2%@62		2%@62	2%@62		
	Employee Cost Sharing					$ -99													
	Social Security										$ 714		$ 523						
	Deferred Compensation									$ 342			$ 54	$ 345			$ 410	$ 163	
	Other Retirement	**$ 507**							$ 521									$ 1,583	
Insurance	Cafeteria								$ 1,833	$ 1,455			$ 1,648						
	Health	**$ 1,913**		$ 2,787		$ 1,547		$ 1,841			$ 2,194			$ 1,824		$ 1,759	$ 2,619	$ 2,019	
	Dental	**$ 111**		$ 56		$ 116		$ 48			$ 212			$ 128		$ 132	$ 150	$ 128	
	Vision	**$ 17**				$ 18		$ 9			$ 22			$ 24			$ 12	$ 19	
	Other Insurance					$ 29				$ 75	$ 76		$ 42						
Leaves	Vacation	**$ 582**		$ 635		$ 952		$ 599	$ 479	$ 329	$ 664		$ 389	$ 498		$ 580	$ 525	$ 603	
	Holidays	**$ 465**		$ 430		$ 457		$ 494	$ 245	$ 395	$ 664		$ 487	$ 398		$ 435	$ 490	$ 402	
	Admin Leave	**$ 194**		$ 78		$ 286		$ 176	$ 87								$ 105		
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 3,789**	**$ 0**	**$ 3,986**	**$ 0**	**$ 3,356**	**$ 0**	**$ 3,168**	**$ 3,166**	**$ 2,597**	**$ 4,546**	**$ 0**	**$ 3,143**	**$ 3,311**	**$ 0**	**$ 2,906**	**$ 4,311**	**$ 4,917**	**$ 0**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Safety and Health Specialist						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Environmental Health and Safety Specialist II	$ 16,055	4/1/2020	unknown	unknown
2	Orange County Water District	Health and Safety Specialist	$ 14,425	7/1/2021	7/1/2022	Unknown
3	City of Anaheim	Safety Administrator	$ 14,150	12/24/2021	7/8/2022	3.00%
4	Orange County Sanitation District	Senior Safety and Health Specialist	$ 13,868	7/2/2021		
5	Metropolitan Water District of Southern California	Occupational Health and Safety Specialist III	$ 13,418	7/1/2021	unknown	unknown
6	City of Huntington Beach	Senior Risk Management Analyst	$ 13,260	1/1/2022	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Safety Engineering Associate II	$ 12,334	7/4/2021	6/19/2022	2.00%
8	Los Angeles County Sanitation Districts	Health and Safety Analyst II	$ 12,333	7/1/2021	unknown	unknown
9	Irvine Ranch Water District	Safety Specialist	$ 11,945	7/1/2021	7/1/2022	CPI
10	Inland Empire Utilities Agency	Safety Analyst	$ 11,582	7/1/2021	7/1/2022	3.00%
11	County of Los Angeles, Public Works	Safety Officer II	$ 11,158	7/1/2021	unknown	unknown
12	City of San Diego	Safety Representative II	$ 8,829	7/1/2021	7/1/2022	5.00%
13	Central Contra Costa Sanitary District	N/C				
14	City of Garden Grove	N/C				
15	City of Irvine	N/C				
16	Eastern Municipal Water District	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Western Municipal Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,681
% Orange County Sanitation District Above/Below	8.6%
Median of Comparators	$ 12,334
% Orange County Sanitation District Above/Below	11.1%
75th Percentile of Comparators	$ 13,784
% Orange County Sanitation District Above/Below	0.6%
Orange County Sanitation District Percentile	76
Number of Matches	11

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Senior Staff Analyst						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Management Analyst II	$ 10,690	4/1/2020	unknown	unknown
2	Las Virgenes Municipal Water District	Management Analyst II	$ 10,446	1/1/2022	1/1/2023	1.5 - 4%
3	Western Municipal Water District	Management Analyst II	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
4	Orange County Sanitation District	Senior Staff Analyst	$ 10,079	7/2/2021		
5	City of Huntington Beach	Senior Administrative Analyst	$ 10,005	1/1/2022	unknown	unknown
6	City of Irvine	Management Analyst II	$ 9,495	6/25/2021	6/25/2022	1.00%
7	Metropolitan Water District of Southern California	Administrative Analyst	$ 9,360	7/1/2021	unknown	unknown
8	Irvine Ranch Water District	Management Analyst	$ 9,138	7/1/2021	7/1/2022	CPI
9	Eastern Municipal Water District	Management Analyst II	$ 9,135	12/19/2021	1/1/2023	unknown
10	City of Los Angeles Bureau of Sanitation	Management Analyst	$ 9,039	7/4/2021	6/19/2022	2.00%
11	City of Anaheim	Administrative Analyst	$ 8,780	12/24/2021	7/8/2022	3.00%
12	City of Garden Grove	Senior Administrative Analyst	$ 8,581	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Administrative Analyst	$ 8,270	7/1/2021	unknown	unknown
14	City of San Diego	Associate Management Analyst	$ 6,063	7/1/2021	7/1/2022	5.00%
15	Central Contra Costa Sanitary District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 9,181
% Orange County Sanitation District Above/Below	8.9%
Median of Comparators	$ 9,138
% Orange County Sanitation District Above/Below	9.3%
75th Percentile of Comparators	$ 10,005
% Orange County Sanitation District Above/Below	0.7%
Orange County Sanitation District Percentile	77
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	**Senior Staff Analyst**	N/C	Administrative Analyst	Senior Administrative Analyst	Senior Administrative Analyst	Management Analyst II	Management Analyst	Associate Management Analyst	Administrative Analyst	Management Analyst II	Management Analyst II	N/C	Management Analyst	Management Analyst II	N/C	Administrative Analyst	N/C	Management Analyst II
	Top Step	**$ 10,079**		$ 8,780	$ 8,581	$ 10,005	$ 9,495	$ 9,039	$ 6,063	$ 8,270	$ 10,690	$ 9,135		$ 9,138	$ 10,446		$ 9,360		$ 10,346
Retirement	PEPRA	**2.5%@67**		2%@62	2%@62	2%@62	2%@62	1.5%@60			2.5%@67	2%@62		2%@62	2%@62		2%@62		2%@62
	Employee Cost Sharing					$ -100													
	Social Security										$ 663				$ 648				$ 641
	Deferred Compensation						$ 380			$ 331		$ 457		$ 366	$ 313		$ 421		$ 207
	Other Retirement	**$ 507**					$ 190		$ 558			$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,833	$ 1,406									$ 2,491
	Health	**$ 1,913**		$ 2,787		$ 1,547	$ 2,286	$ 1,841			$ 2,194	$ 2,128		$ 1,824	$ 1,860		$ 2,619		
	Dental	**$ 111**		$ 56		$ 116	$ 41	$ 48			$ 212	$ 134		$ 128	$ 175		$ 150		
	Vision	**$ 17**				$ 18	$ 7	$ 9			$ 22	$ 19		$ 24	$ 5		$ 12		
	Other Insurance					$ 29				$ 75	$ 76								
Leaves	Vacation	**$ 582**		$ 549	$ 495	$ 962	$ 730	$ 591	$ 513	$ 318	$ 617	$ 949		$ 527	$ 563		$ 540		$ 597
	Holidays	**$ 465**		$ 371	$ 516	$ 462	$ 511	$ 487	$ 262	$ 382	$ 617	$ 422		$ 422	$ 482		$ 504		$ 517
	Admin Leave	**$ 194**		$ 68	$ 165	$ 289	$ 548	$ 174	$ 93		$ 288						$ 108		$ 199
Allow	Auto																		
	Technology Allowance					$ 50								$ 93					
	Benefit Package Total	**$ 3,789**	**$ 0**	**$ 3,831**	**$ 2,826**	**$ 3,372**	**$ 4,693**	**$ 3,150**	**$ 3,260**	**$ 2,511**	**$ 4,689**	**$ 4,207**	**$ 0**	**$ 3,384**	**$ 4,046**	**$ 0**	**$ 4,354**	**$ 0**	**$ 4,652**

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Senior Staff Analyst						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Management Analyst II	$ 15,379	4/1/2020	unknown	unknown
2	Western Municipal Water District	Management Analyst II	$ 14,998	7/1/2021	7/1/2022	1.0 - 4.0%
3	Las Virgenes Municipal Water District	Management Analyst II	$ 14,492	1/1/2022	1/1/2023	1.5 - 4%
4	City of Irvine	Management Analyst II	$ 14,188	6/25/2021	6/25/2022	1.00%
5	Orange County Sanitation District	Senior Staff Analyst	$ 13,868	7/2/2021		
6	Metropolitan Water District of Southern California	Administrative Analyst	$ 13,714	7/1/2021	unknown	unknown
7	City of Huntington Beach	Senior Administrative Analyst	$ 13,377	1/1/2022	unknown	unknown
8	Eastern Municipal Water District	Management Analyst II	$ 13,341	12/19/2021	1/1/2023	unknown
9	City of Anaheim	Administrative Analyst	$ 12,610	12/24/2021	7/8/2022	3.00%
10	Irvine Ranch Water District	Management Analyst	$ 12,522	7/1/2021	7/1/2022	CPI
11	City of Los Angeles Bureau of Sanitation	Management Analyst	$ 12,190	7/4/2021	6/19/2022	2.00%
12	City of Garden Grove	Senior Administrative Analyst	$ 11,407	7/1/2021	unknown	unknown
13	County of Los Angeles, Public Works	Administrative Analyst	$ 10,781	7/1/2021	unknown	unknown
14	City of San Diego	Associate Management Analyst	$ 9,323	7/1/2021	7/1/2022	5.00%
15	Central Contra Costa Sanitary District	N/C				
16	Inland Empire Utilities Agency	N/C				
17	Los Angeles County Sanitation Districts	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,948
% Orange County Sanitation District Above/Below	6.6%
Median of Comparators	$ 13,341
% Orange County Sanitation District Above/Below	3.8%
75th Percentile of Comparators	$ 14,188
% Orange County Sanitation District Above/Below	-2.3%
Orange County Sanitation District Percentile	69
Number of Matches	13

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Source Control Inspector II						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Inspector II	$ 10,625	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Specialist II	$ 10,346	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Source Control Inspector II	$ 9,734	7/2/2021		
4	East Bay Municipal Utility District	Wastewater Control Inspector II	$ 8,994	4/1/2020	unknown	unknown
5	City of Los Angeles Bureau of Sanitation	Environmental Compliance Inspector	$ 8,451	1/19/2020	6/19/2022	2.00%
6	County of Los Angeles, Public Works	Waste Control Engineering Inspector	$ 8,129	7/1/2021	unknown	unknown
7	Los Angeles County Sanitation Districts	Industrial Waste Inspector II	$ 8,089	7/1/2021	unknown	unknown
8	Inland Empire Utilities Agency	Pretreatment and Source Control Inspector II	$ 8,037	7/1/2021	7/1/2022	3.00%
9	Eastern Municipal Water District	Source Control Inspector II	$ 7,892	12/19/2021	1/1/2023	unknown
10	City of San Diego	Wastewater Pretreatment Inspector II	$ 7,434	7/1/2021	7/1/2022	5.00%
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 8,666
% Orange County Sanitation District Above/Below	11.0%
Median of Comparators	$ 8,129
% Orange County Sanitation District Above/Below	16.5%
75th Percentile of Comparators	$ 8,994
% Orange County Sanitation District Above/Below	7.6%
Orange County Sanitation District Percentile	82
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Source Control Inspector II	Environmental Compliance Inspector II	N/C	N/C	N/C	N/C	Environmental Compliance Inspector	Wastewater Pretreatment Inspector II	Waste Control Engineering Inspector	Wastewater Control Inspector II	Source Control Inspector II	Pretreatment and Source Control Inspector II	N/C	N/C	Industrial Waste Inspector II	N/C	N/C	Source Control Program Specialist II
	Top Step	$ 9,734	$ 10,625					$ 8,451	$ 7,434	$ 8,129	$ 8,994	$ 7,892	$ 8,037			$ 8,089			$ 10,346
Retirement	PEPRA	2.5%@67	2%@62					1.5%@60			2.5%@67	2%@62	2%@62			2%@62			2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 558		$ 498						$ 641
Retirement	Deferred Compensation		$ 659							$ 325		$ 395	$ 54						
Retirement	Other Retirement								$ 684			$ 98							
Insurance	Cafeteria		$ 100						$ 1,833	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128				$ 1,759			
Insurance	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134				$ 132			
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19							
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 562	$ 654					$ 553	$ 629	$ 469	$ 519	$ 820	$ 371			$ 498			$ 597
Leaves	Holidays	$ 449	$ 531					$ 455	$ 322	$ 375	$ 519	$ 364	$ 510			$ 373			$ 517
Leaves	Admin Leave	$ 23	$ 41					$ 163	$ 114		$ 242								
Allow	Auto																		
Allow	Technology Allowance																		
	Benefit Package Total	$ 3,075	$ 5,195	$ 0	$ 0	$ 0	$ 0	$ 3,069	$ 3,582	$ 3,579	$ 4,342	$ 3,958	$ 3,123	$ 0	$ 0	$ 2,762	$ 0	$ 0	$ 4,246

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Source Control Inspector II						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Inspector II	$ 15,821	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Specialist II	$ 14,593	7/1/2021	7/1/2022	1.0 - 4.0%
3	East Bay Municipal Utility District	Wastewater Control Inspector II	$ 13,336	4/1/2020	unknown	unknown
4	Orange County Sanitation District	Source Control Inspector II	$ 12,809	7/2/2021		
5	Eastern Municipal Water District	Source Control Inspector II	$ 11,850	12/19/2021	1/1/2023	unknown
6	County of Los Angeles, Public Works	Waste Control Engineering Inspector	$ 11,708	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Environmental Compliance Inspector	$ 11,520	1/19/2020	6/19/2022	2.00%
8	Inland Empire Utilities Agency	Pretreatment and Source Control Inspector II	$ 11,160	7/1/2021	7/1/2022	3.00%
9	City of San Diego	Wastewater Pretreatment Inspector II	$ 11,016	7/1/2021	7/1/2022	5.00%
10	Los Angeles County Sanitation Districts	Industrial Waste Inspector II	$ 10,851	7/1/2021	unknown	unknown
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 12,428
% Orange County Sanitation District Above/Below	3.0%
Median of Comparators	$ 11,708
% Orange County Sanitation District Above/Below	8.6%
75th Percentile of Comparators	$ 13,336
% Orange County Sanitation District Above/Below	-4.1%
Orange County Sanitation District Percentile	71
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Source Control Supervisor						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Program Administrator	$ 14,215	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Manager	$ 13,816	7/1/2021	7/1/2022	1.0 - 4.0%
3	Inland Empire Utilities Agency	Source Control/Environmental Resources Supervisor	$ 13,090	7/1/2021	7/1/2022	3.00%
4	Eastern Municipal Water District	Source Control Manager	$ 12,853	12/19/2021	1/1/2023	unknown
5	Orange County Sanitation District	Source Control Supervisor	$ 12,281	7/2/2021		
6	East Bay Municipal Utility District	Supervising Wastewater Control Inspector	$ 11,799	4/1/2020	unknown	unknown
7	Los Angeles County Sanitation Districts	Supervising Industrial Waste Inspector II	$ 10,378	7/1/2021	unknown	unknown
8	County of Los Angeles, Public Works	Supervising Waste Control Engineering Inspector II	$ 10,377	7/1/2021	unknown	unknown
9	City of Los Angeles Bureau of Sanitation	Senior Environmental Compliance Inspector	$ 9,415	1/19/2020	6/19/2022	2.00%
10	City of San Diego	Supervising Wastewater Pretreatment Inspector	$ 9,006	7/1/2021	7/1/2022	5.00%
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 11,661
% Orange County Sanitation District Above/Below	5.0%
Median of Comparators	$ 11,799
% Orange County Sanitation District Above/Below	3.9%
75th Percentile of Comparators	$ 13,090
% Orange County Sanitation District Above/Below	-6.6%
Orange County Sanitation District Percentile	56
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Source Control Supervisor	Environmental Compliance Program Administrator	N/C	N/C	N/C	N/C	Senior Environmental Compliance Inspector	Supervising Wastewater Pretreatment Inspector	Supervising Waste Control Engineering Inspector II	Supervising Wastewater Control Inspector	Source Control Manager	Source Control/Environmental Resources Supervisor	N/C	N/C	Supervising Industrial Waste Inspector II	N/C	N/C	Source Control Program Manager
	Top Step	$ 12,281	$ 14,215					$ 9,415	$ 9,006	$ 10,377	$ 11,799	$ 12,853	$ 13,090			$ 10,378			$ 13,816
Retirement	PEPRA	2.5%@67	2%@62					1.5%@60			2.5%@67	2%@62	2%@62			2%@62			2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 732		$ 760						$ 760
Retirement	Deferred Compensation		$ 881							$ 415		$ 643	$ 54						$ 276
Retirement	Other Retirement	$ 595							$ 829			$ 98							
Insurance	Cafeteria		$ 220						$ 1,833	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913	$ 2,998					$ 1,841			$ 2,194	$ 2,128				$ 1,759			
Insurance	Dental	$ 111	$ 195					$ 48		$ 57	$ 212	$ 134				$ 132			
Insurance	Vision	$ 17	$ 18					$ 9			$ 22	$ 19							
Insurance	Other Insurance									$ 75	$ 76		$ 42						
Leaves	Vacation	$ 709	$ 875					$ 616	$ 762	$ 599	$ 681	$ 1,335	$ 604			$ 639			$ 797
Leaves	Holidays	$ 567	$ 711					$ 507	$ 390	$ 479	$ 681	$ 593	$ 856			$ 479			$ 691
Leaves	Admin Leave	$ 236	$ 164					$ 181	$ 139		$ 318								$ 266
Allow	Auto																		
Allow	Technology Allowance																		
	Benefit Package Total	$ 4,148	$ 6,061	$ 0	$ 0	$ 0	$ 0	$ 3,202	$ 3,952	$ 3,902	$ 4,915	$ 4,950	$ 3,963	$ 0	$ 0	$ 3,009	$ 0	$ 0	$ 5,280

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Source Control Supervisor						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Central Contra Costa Sanitary District	Environmental Compliance Program Administrator	$ 20,277	4/18/2021	unknown	unknown
2	Western Municipal Water District	Source Control Program Manager	$ 19,096	7/1/2021	7/1/2022	1.0 - 4.0%
3	Eastern Municipal Water District	Source Control Manager	$ 17,803	12/19/2021	1/1/2023	unknown
4	Inland Empire Utilities Agency	Source Control/Environmental Resources Supervisor	$ 17,054	7/1/2021	7/1/2022	3.00%
5	East Bay Municipal Utility District	Supervising Wastewater Control Inspector	$ 16,714	4/1/2020	unknown	unknown
6	Orange County Sanitation District	Source Control Supervisor	$ 16,428	7/2/2021		
7	County of Los Angeles, Public Works	Supervising Waste Control Engineering Inspector II	$ 14,279	7/1/2021	unknown	unknown
8	Los Angeles County Sanitation Districts	Supervising Industrial Waste Inspector II	$ 13,387	7/1/2021	unknown	unknown
9	City of San Diego	Supervising Wastewater Pretreatment Inspector	$ 12,958	7/1/2021	7/1/2022	5.00%
10	City of Los Angeles Bureau of Sanitation	Senior Environmental Compliance Inspector	$ 12,618	1/19/2020	6/19/2022	2.00%
11	City of Anaheim	N/C				
12	City of Garden Grove	N/C				
13	City of Huntington Beach	N/C				
14	City of Irvine	N/C				
15	Irvine Ranch Water District	N/C				
16	Las Virgenes Municipal Water District	N/C				
17	Metropolitan Water District of Southern California	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 16,021
% Orange County Sanitation District Above/Below	2.5%
Median of Comparators	$ 16,714
% Orange County Sanitation District Above/Below	-1.7%
75th Percentile of Comparators	$ 17,803
% Orange County Sanitation District Above/Below	-8.4%
Orange County Sanitation District Percentile	49
Number of Matches	9

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Top Monthly Salary
February 2022

Welder/Fabricator						
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Welder/Fabricator	$ 8,519	7/2/2021		
2	East Bay Municipal Utility District	Machining & Maintenance Worker III	$ 8,352	4/1/2020	unknown	unknown
3	City of Los Angeles Bureau of Sanitation	Welder	$ 8,143	1/19/2020	6/19/2022	4.00%
4	Irvine Ranch Water District	Senior Maintenance Mechanic (Welder/Fabricator)	$ 8,132	7/1/2021	7/1/2022	CPI
5	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 8,124	7/1/2021	7/1/2022	1.0 - 4.0%
6	Los Angeles County Sanitation Districts	Welder	$ 7,951	7/1/2021	unknown	unknown
7	Inland Empire Utilities Agency	Mechanic II	$ 7,654	7/1/2021	7/1/2022	3.00%
8	Eastern Municipal Water District	Fabrication Mechanic II	$ 7,516	12/19/2021	1/1/2023	unknown
9	Metropolitan Water District of Southern California	Operations and Maintenance Technician III-Welder/Fabricator	$ 7,308	7/1/2021	unknown	unknown
10	County of Los Angeles, Public Works	Welder	$ 7,279	7/1/2021	unknown	unknown
11	City of Garden Grove	Maintenance Repair Worker	$ 6,628	7/1/2021	unknown	unknown
12	City of Anaheim	Senior Welder Fabricator	$ 6,445	6/25/2021	unknown	unknown
13	City of San Diego	Welder	$ 4,936	7/1/2021	7/1/2022	4.00%
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Top Monthly Salary
Average of Comparators	$ 7,372
% Orange County Sanitation District Above/Below	13.5%
Median of Comparators	$ 7,585
% Orange County Sanitation District Above/Below	11.0%
75th Percentile of Comparators	$ 8,126
% Orange County Sanitation District Above/Below	4.6%
Orange County Sanitation District Percentile	102
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Benefit Detail
February 2022

	Agency	Orange County Sanitation District	Central Contra Costa Sanitary District	City of Anaheim	City of Garden Grove	City of Huntington Beach	City of Irvine	City of Los Angeles Bureau of Sanitation	City of San Diego	County of Los Angeles, Public Works	East Bay Municipal Utility District	Eastern Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Las Virgenes Municipal Water District	Los Angeles County Sanitation Districts	Metropolitan Water District of Southern California	Orange County Water District	Western Municipal Water District
	Benchmark/ Comparator Agency Match	Welder/Fabricator	N/C	Senior Welder Fabricator	Maintenance Repair Worker	N/C	N/C	Welder	Welder	Welder	Machining & Maintenance Worker III	Fabrication Mechanic II	Mechanic II	Senior Maintenance Mechanic (Welder/Fabricator)	N/C	Welder	Operations and Maintenance Technician III-Welder/Fabricator	N/C	Operations Technician III-Mechanical Services
	Top Step	$ 8,519		$ 6,445	$ 6,628			$ 8,143	$ 4,936	$ 7,279	$ 8,352	$ 7,516	$ 7,654	$ 8,132		$ 7,951	$ 7,308		$ 8,124
Retirement	PEPRA	2.5%@67		2%@62	2%@62			1.5%@60			2.5%@67	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62
Retirement	Employee Cost Sharing																		
Retirement	Social Security										$ 518		$ 475						$ 504
Retirement	Deferred Compensation									$ 291		$ 376	$ 54	$ 325			$ 329		
Retirement	Other Retirement								$ 454			$ 98							
Insurance	Cafeteria				$ 1,650				$ 1,813	$ 2,278			$ 1,648						$ 2,491
Insurance	Health	$ 1,913		$ 2,787				$ 1,841			$ 2,194	$ 2,128		$ 1,824		$ 1,759	$ 2,619		
Insurance	Dental	$ 111		$ 56				$ 48		$ 57	$ 212	$ 134		$ 128		$ 132	$ 150		
Insurance	Vision	$ 17						$ 9			$ 22	$ 19		$ 24			$ 12		
Insurance	Other Insurance							$ 18		$ 75	$ 76		$ 42						
Leaves	Vacation	$ 737		$ 403	$ 382			$ 532	$ 418	$ 420	$ 482	$ 780	$ 353	$ 469		$ 489	$ 422		$ 469
Leaves	Holidays	$ 393		$ 248	$ 398			$ 438	$ 214	$ 336	$ 482	$ 347	$ 486	$ 375		$ 367	$ 394		$ 406
Leaves	Admin Leave							$ 157	$ 76								$ 84		
Allow	Auto																		
Allow	Technology Allowance													$ 93					
	Benefit Package Total	$ 3,171	$ 0	$ 3,493	$ 2,431	$ 0	$ 0	$ 3,044	$ 2,974	$ 3,457	$ 3,986	$ 3,883	$ 3,057	$ 3,239	$ 0	$ 2,747	$ 4,009	$ 0	$ 3,869

Orange County Sanitation District
Appendix IV: Market Compensation Findings – Plan U (PEPRA) - Sorted by Total Monthly Compensation
February 2022

Welder/Fabricator						
Rank	Comparator Agency	Classification Title	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	East Bay Municipal Utility District	Machining & Maintenance Worker III	$ 12,338	4/1/2020	unknown	unknown
2	Western Municipal Water District	Operations Technician III- Mechanical Services	$ 11,993	7/1/2021	7/1/2022	1.0 - 4.0%
3	Orange County Sanitation District	Welder/Fabricator	$ 11,690	7/2/2021		
4	Eastern Municipal Water District	Fabrication Mechanic II	$ 11,399	12/19/2021	1/1/2023	unknown
5	Irvine Ranch Water District	Senior Maintenance Mechanic (Welder/Fabricator)	$ 11,371	7/1/2021	7/1/2022	CPI
6	Metropolitan Water District of Southern California	Operations and Maintenance Technician III-Welder/Fabricator	$ 11,317	7/1/2021	unknown	unknown
7	City of Los Angeles Bureau of Sanitation	Welder	$ 11,187	1/19/2020	6/19/2022	4.00%
8	County of Los Angeles, Public Works	Welder	$ 10,736	7/1/2021	unknown	unknown
9	Inland Empire Utilities Agency	Mechanic II	$ 10,711	7/1/2021	7/1/2022	3.00%
10	Los Angeles County Sanitation Districts	Welder	$ 10,698	7/1/2021	unknown	unknown
11	City of Anaheim	Senior Welder Fabricator	$ 9,938	6/25/2021	unknown	unknown
12	City of Garden Grove	Maintenance Repair Worker	$ 9,059	7/1/2021	unknown	unknown
13	City of San Diego	Welder	$ 7,910	7/1/2021	7/1/2022	4.00%
14	Central Contra Costa Sanitary District	N/C				
15	City of Huntington Beach	N/C				
16	City of Irvine	N/C				
17	Las Virgenes Municipal Water District	N/C				
18	Orange County Water District	N/C				

Summary Results	Total Monthly Comp
Average of Comparators	$ 10,721
% Orange County Sanitation District Above/Below	8.3%
Median of Comparators	$ 10,961
% Orange County Sanitation District Above/Below	6.2%
75th Percentile of Comparators	$ 11,378
% Orange County Sanitation District Above/Below	2.7%
Orange County Sanitation District Percentile	86
Number of Matches	12

N/C - Non Comparator
ISD - Insufficient number of agencies with a comparable match; at least four agencies with a comparable match is needed to calculate market results.