

Study Goals

- Recognize the level and scope of work performed by employees
- Classification descriptions reflect current programs, responsibilities, and technology
- Assist OC San in developing a competitive and fair pay and benefit plan that is based upon market and fiscally responsible; and allows OC San to recruit and retain high-quality staff.
- Ensure a straightforward, transparent, inclusive study process





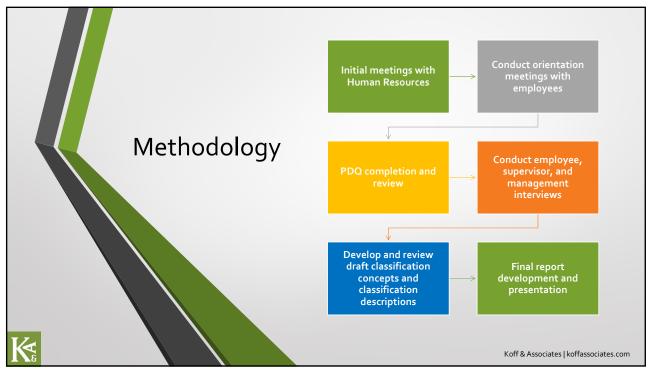
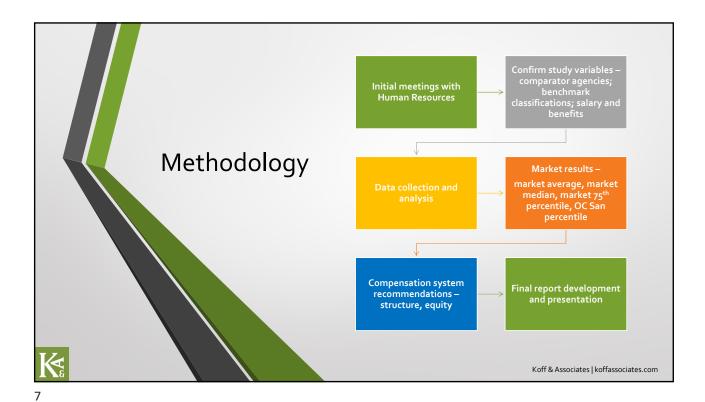


Table 1: Classification Study Findings and Recommendations

Employee Group	Total No. of Classifications	Total No. of Employees	Title Change No. of Classifications	New Classifications No. of Classifications
OCEA	23	97	4	2
Local 501	25	200	1	0
SPMG	56	278	5	1
Manager	9	12	2	0
Confidential	9	18	2	0
Executive	7	5	0	0
Total	129	610	14	3

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Comparator Agencies Central Contra Costa Sanitary District Eastern Municipal Water District City of Anaheim Inland Empire Utilities Agency City of Garden Grove Irvine Ranch Water District City of Huntington Beach Las Virgenes Municipal Water District Metropolitan Water District of Southern California City of Irvine City of Los Angeles, Bureau of Sanitation 15. Orange County Water District City of San Diego 16. Sanitation Districts of Los Angeles County County of Los Angeles, Public Works 17. Western Municipal Water District East Bay Municipal Utility District

Job Analysis Methodology

- Education, training, and certifications/licenses
- Experience
- Problem solving/ingenuity
- Independence of action
- Responsibility for resources
- Contacts with others-internal/external
- Supervision received and/or given to others
- Consequences of action/decisions made on the job/risk exposure
- Working conditions
- Physical/mental demands



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Retirement Plan Summary Plan H • EE hired on/after 09/21/79 and before 10/01/10 (SPMT-Managers, EMT & (Classic – Closed) Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA-Confidential Non-Exempt) • Formula = 2.5% @ age 55 • Employer Paid Member Contribution = 3.5% 233 employees Plan B • EE hired on/after 10/01/10 (SPMT-Managers, EMT & Confidential Exempt), 07/01/11 (Local 501), or 08/01/11 (OCEA-Confidential Non-Exempt) and (Classic – Open) before 01/01/13. Formula = 1.667% @ age 57.5 (also known as 2.43% @ age 65) Employer Paid Member Contribution = 0% 53 employees • Employees hired on or after 1/1/13 • Formula = 2.5% @ age 67 (with reciprocity, 2.43% @ age 65 [also known as 1.667% @ age 57.5]) Employer Paid Member Contribution = 0% 301 employees Koff & Associates | koffassociates.com

Table 2: Market Overview – Top Monthly Base Salary

Employee Group	# of Benchmark Classifications	# of Employees	Base Salary				
	Classifications		% Above/Below Market Median	% Above/Below Market 75th Percentile	Average Market Percentile Position		
OCEA	12	97	12.2%	3.2%	81.6		
Local 501	11	200	8.8%	1.7%	79.2		
SPMG	29	278	7.4%	0.4%	75.5		
Manager	9	12	7.2%	-0.4%	75.4		
Confidential	7	18	6.9%	-0.1%	75.3		
Executive	7	5	7.5%	-1.9%	66.0		
OC SAN	75	610	8.3%	0.7%	76.1		

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Table 3: Market Overview – Total Compensation – Plans H, B, and U

Employee	Plan H			Plan B			Plan U		
Group	% Above/ Below Market Median	% Above/ Below Market 75th Percentile	Average Market Percentile Position	% Above/ Below Market Median	% Above/ Below Market 75th Percentile	Average Market Percentile Position	% Above/ Below Market Median	% Above/ Below Market 75th Percentile	Average Market Percentile Position
OCEA	7.6%	-0.9%	69.4	3.2%	-5.6%	59.2	5.6%	-4.8%	62.1
Local 501	6.7%	0.1%	74.0	2.4%	-4.3%	60.4	5.2%	-2.8%	67.1
SPMG	7.8%	0.6%	75.6	3.5%	-4.3%	61.7	5.6%	-2.9%	67.5
Manager	9.5%	2.2%	78.7	5.1%	-2.7%	68.3	7.1%	-0.4%	73.9
Confidential	8.4%	0.5%	79.8	3.9%	-5.1%	62.6	6.2%	-3.6%	67.0
Executive	11.1%	4.3%	86.1	7.5%	-0.3%	69.4	9.6%	2.8%	82.3
OC SAN	8.2%	0.8%	76.1	3.9%	-4.0%	62.7	6.2%	-2.4%	68.7

Study Findings

- OC San's benefits package with Plans B (Classic – Open) and Plan U (PEPRA), puts OC San at a less competitive advantage:
 - Plan B: Defined benefit plan and deferred compensation
 - Plan U: Deferred compensation and other retirement
- Internal salary relationships within classification series and across the organization



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