



OJAI VALLEY SANITARY DISTRICT

A Public Agency

1072 Tico Road, Ojai, California 93023

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www.ojaisan.org

MEETING OF THE BOARD OF DIRECTORS' PERSONNEL COMMITTEE

Date & Time:

November 15, 2011

Tuesday, 9:00 a.m.

Location:

OVSD Board Room

1072 Tico Road, Ojai

Members

William C. Murphy

George Galgas

John R. (Randy) Burg, Chairman

A G E N D A

1. **Public Comment - (Items not on the agenda - 3 minute limit)**
2. **General Review of District Employees' Compensation & Benefits Package**
3. **Discussion**
 - a. Audience
 - b. Committee Members
 - c. General Manager

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

ATTEST TO POSTING:

Brenda Krout, Clerk of The Board


11-10-11 @ 3:30 p.m.

**Date & Time Posted At
District Office**

Memorandum

Ojai Valley Sanitary District

November 10, 2011

To: Personnel Committee – Randy Burg, Bill Murphy & George Galgas
From: Jeff Palmer – General Manager 
Subject: GENERAL REVIEW OF DISTRICT EMPLOYEES' COMPENSATION & BENEFITS PACKAGE

OVSD's Board and 19 full time employees provide sanitary service for an approximate population of 20,000 people in the Ojai Valley. The District's facilities extend over 120 miles of pipelines, including pump stations, siphons and the Treatment Plant. The facilities range in size from 6-inches to 24-inches and some are approaching 100 years old. The Treatment Plant capacity is designed for 3 mgd dry flows, however, the average daily flows are approximately 2 mgd.

For comparison, Carpinteria Sanitary District has 16 employees, 40 miles of pipelines and a Treatment Plant with a typical flow of 1.4 mgd and a Plant capacity of 2.5 mgd.

Both Districts utilize a residential flat fee for service approach, collected on the tax rolls and a commercial flow/strength approach for businesses and more complicated users.

Typically, for a District such as ours, the cost of service is between 70% and 90% dependent on fixed operational costs, with the remainder based on unit electricity charges and chemicals. In our case, based on the size of the pump stations, utilization of siphons and biological treatment methods, our costs are closer to the 90% value.

Therefore, our user fees are directly related to the O&M costs, Capital Projects and Replacements, depreciation and future replacement costs, equipment and labor costs. Efficient management and planning out costs, in an even-flow and pay as you go process, have regulated fluctuations in expenditures. Over the past 4 years, user fees have remained stable without any increases.

Key to the operation and maintenance of the District and for discussions are the number, experience level and costs associated with personnel. In addition, there are intangibles related to the employees that are critical in the overall understanding, planning and management of staff as it relates to District operations and costs.

While typical costs of employees include salary and benefits, there are intangibles including experience, knowledge of the system and community, safety record, illness and injuries, claims, right-of-way costs as well as items such as customer service. For each of these intangibles, there is a cost or cost savings associated with the method in which they are carried out or not carried out. For instance, rather than having to regularly purchase right-of-ways for new or relocated lines, our relationships and customer service with local residents has shown that property owners have been willing to sign right-of-way deeds without direct monetary compensation. Our safety record also has an impact

on the bottom line. We currently have not had a loss day of work due to work related illness or injury in 527 days. The District MOD rate, or comparative injury rating, value is .76. A normal MOD rate is 1.0, with better safety records being lower and worse being higher. That is significantly lower than comparative Districts or Agencies and is a testament to the approach of staff to their work. A higher MOD rate and even past minor injuries have resulted in increased annual costs in the range of \$50k to \$70k per year.

The character and culture of our District employees is remarkable. Employees love their jobs, their community and are a tremendous resource for the community. Good morale, good attitude, a willingness to work hard and work together is an elusive "thing" to find and keep. It is however the cornerstone to a highly efficient, safe, pleasant workplace. The community and our District is in many cases our family and one that staff works to enhance and improve. The District employees have a combined 215 years experience, just with the District. Key employees have anywhere between 8-35 years experience at the District. Most employees have over 20 years experience in their respective fields.

Work environment and compensation is an important element of attracting and keeping a highly experienced staff. The intangibles of the work environment and how we maintain a talented, dedicated, highly experienced and long-term team are important. Erosion of the intangibles will lead to a less experienced, shorter term staff that functions more like a training ground for larger, higher paying agencies. With less experienced staff, additional supervision, training and operation changes would occur. The District has not historically (and functionally cannot) compete with the salaries of many other larger Districts and Agencies. However, the overall work environment, salary and benefits package does collectively impact staff, morale, retention of employees and the quality and culture of the District. We should strive not to compare and compete with other agencies and districts, but have a comprehensive approach that provides an environment to attract good employees, keep good employees and operate with a lean staff that is efficient, cost effective, safe and with a high level of expertise and integrity.

The District compensation package and salary structure compares in a variety of ways to comparable agencies and Districts. Some areas are on par, some slightly ahead and some areas are less than comparable. Evaluation of each part of the package is important as well as the sum of the parts. In general, our overall package and structure is below median as recent salary and benefits surveys have shown. Many of the employees are at the top of their current pay scale and stopped getting salary raises years ago.

Critical to the analysis of the overall staff related costs are a comparison and understanding of issues and trends in the local, regional and state economy. There are various agencies, through lack of financial planning, management strategies, budgeting and other choices have significant issues related to layoffs, outstanding liabilities for medical and retirement benefits, cost projections and in some cases potential financial insolvency. The discussions in the media highlight various issues regularly. Terms such as pension spiking and pension holidays are part of the regular discussions in the media. The Governor's office has proposed a massive measure to address Public Pension and Retiree Health Benefits issues at the state level. The State of California has a projected \$60 billion deficit in unfunded retiree health liabilities and an estimated \$60 billion in unfunded retirement costs. In some agencies, there are regular discussions about adjusting the adopted rate of investment returns for political reasons, thereby downgrading the projections on funding shortfalls, solely to avoid additional deficits in funding.

OVSD does not have those issues. For example, our PERS costs are below 11% as a percentage of salary vs. the State average of over 30%. In addition, the District's OPEB (post employment benefits) outstanding or "back" liability is zero. The District is up to date on PERS and OPEB payments and makes the required annual payments in full. We are in compliance with current actuarial calculations using current rates of return. There are no outstanding liabilities in these areas for the District. Enclosed is a spreadsheet showing compensation and benefits costs over the past 4 years for comparison. As shown, the costs are relatively stable, well in line with conservative values. There are some minor fluctuations given staff changes, retirements, overtime and other related costs. Of particular note is the PERS plan of 2% at 55. Various other agencies have changed their plans to 2.5% at 55 up to 3% at 55 and even 3% at 50. These more generous plan structures have significant higher actuarial costs. The overall conservative position of the District as it relates to unfunded liabilities and financial positioning is very good.

Attached is a copy of the District's typical benefits structure and levels. As indicated, there are various vesting schedules for vacation accrual and retirement costs. Benefits are provided to each employee equally. There are no exceptions based on job title and position. There are some special circumstances, but whether an employee is an entry level position to a supervisor to management, the vacation accrual is the same, depending on the number of years service. There also isn't any distinction as to where the employee lives or what their family status is. This equality is consistent to public agencies and special districts alike. There are some differences out there, particularly in the case of specialized bargaining units such as firefighters or police. These groups have negotiated custom packages to their membership that may be different from other groups in the same agency.

The discussion related to the Compensation package provided by the District can be broken into 6 categories:

1. Salary
2. Health Insurance
3. Retirement
4. General Benefits
5. Vacation and Sick Leave
6. Other

The District has generally completed a survey of compensation and benefits every 5 years or so. The last survey was completed in 2010. Below is a discussion of the survey categories conclusions:

1. Salary: The salary survey reviewed comparative results from 16 other Sanitary Districts and Agencies. The salary recommendations were lower in some cases than the median results. Enclosed are the results of that survey.
2. Health Insurance: In 1999, OVSD adopted a cafeteria plan type structure for health and related insurance plan products. Employees have a set amount, usually adjusted annually, from which to purchase a range of products and plan levels. Given the employee family status and specific needs, different plan levels

are available and can be selected annually during open enrollment and as family size or dependants change. This approach provides a consistent benefit level to all employees and gives them the control and choice to select a plan type and level that fits their specific needs. This is a similar type program that is consistent with many government agencies. The dollar value of the OVSD program, currently \$1,315 per month and the cash-out policy have been the source of some recent discussion.

In terms of the dollar value, the OVSD value is a little generous per the Nash Study results. The cash-out policy has also been discussed; however it is somewhat standard to allow a cash-out type function whereby employees can receive in cash any excess up to the \$1,315 that is not used for health benefits. All employees are required to be covered by a plan, either ours or for instance a spouse's plan. Vision and Dental plans are provided; however, typically these plans are not available to individual employees. Usually, they are bought for all employees at one price and plan level. There do not seem to be individually selectable type plans available. In addition, a step up for these plans usually has significant costs.

The recently adopted and current cafeteria plan cash-out policy consisting of an established maximum of \$650 per month has been reviewed as part of the overall benefits package. It has been looked at in terms of the policy structure, the optics of the policy, the cost implications of the policy as well as the consistency argument.

- a. The policy of a cafeteria plan was established in 1999 and has been operating effectively since then. Regular increases have been made over time to address the increases in the costs of health care. The cafeteria plan structure allows for an efficient way to provide benefits to a wide range of employees, family size, health care needs and personal choices. A cafeteria plan type structure is very common in the public agency arena. Many agencies and districts offer some sort of cafeteria plan and many provide the un-used portion as cash back to the employees.
- b. The optics of the policy and the cash back has become very evident. Given the increases in health care costs, the cafeteria plan benefit level has become more than nominal. The wide range of employees' specific needs is also great, that with the cash back option, the total appears to be significant.
- c. The cash back option was compared to the actual uses and personal choices by employees. In reality, for 2011, establishment of the \$650 cash back limit results in \$719/mo. or \$8,631/year savings. These numbers could and may change as employees change their medical plan choices due to family and health needs. With a couple of minor changes in employee choices, the savings or reductions in cash out payments could be reduced to under \$1,000 a year.

- d. From a consistency perspective, offering similar benefits and choices to all employees is generally a recommended policy. In some agencies, there are benefits to some groups or individuals based on special circumstances. For instance, reimbursement or payment for car-pooling or using public transit is subsidized. Only those employees who use it get paid. Tuition reimbursement is also a special case. It's available to all, but only those who use it get the benefit.

In the case of the cafeteria plan and the cash-out policy, the issue appears to be two-fold. First the cafeteria plan totals are somewhat more generous than other districts or agencies. And, second, the cash-out option can result in relatively higher additional compensation amounts to few or some employees. This is an overall issue relating to benefit level, optics and consistency. From a consistency level, we should provide the same benefits to all employees. From an optics perspective, even one case of full cash-out appears excessive. From a benefits level perspective, it is a little generous. Changes to the cafeteria plan and cash-out option, should be reviewed both at the plan level and in terms of the overall or collective benefit package level.

There are a few options. Reduce the benefit plan level for all employees. Reduce or eliminate the cash back option amount, or something in between. The data indicates that the amount saved is nominal from the limits on the cash back option. The plan level allows all employees to cover the wide range of plans, choices and family size without employee contributions. Then there is the optic of the cash out option. In reviewing then the optics of the cash-out option, the issue then becomes a consistency discussion and as part of the overall comprehensive package that we offer.

3. Retirement: OVSD provides a PERS plan of 2% at 55. This is somewhat standard in the industry; however, there is some movement by some agencies to adopt enhancement plans such as 2.7% or 3% at 50.
4. General Benefits: Short term disability, long term disability, life insurance, uniform allowance, standby time, tuition reimbursement are a little generous but are generally within standards for our industry.
5. Vacation and Sick Leave: OVSD provides 10 holidays, 12 is more acceptable. OVSD is a little below median on the amount of vacation at each step (5 yr, 10 yr) and we do not have step increases past 10 years of service.
6. Other: Deferred comp, 457 plans, 125 plans vary and standard practices do not show a consistent benefit level with other Districts or Agencies.

Given the stable current position of the District financially, below is a summary of topics for Committee consideration and discussion.

These positions represent a recommendation for approval from the General Manager.

1. Continue to monitor actuarial calculations as it relates to OPEB and PERS. No changes in the current policy or funding position. If trends or actuarial calculations indicate increases, restudy and review with the Board alternative approach options to maintain a well managed budget and benefit balance.
2. Continue to monitor, enhance where appropriate issues relating to safety, workplace illness and workplace safety.
3. Enclosed are the results of the compensation survey along with a salary adjustment matrix with recommendations for each title/classification. This recommendation for various positions represents a salary cost increase of \$50,974.
4. Continue to monitor costs and applicability of general and other benefits. No changes are recommended at this time.
5. Add 2 floating holidays on an annual basis. Floating holidays cannot be carried over on a year to year basis and are "use it or lose it" basis and must be used each year. No credit or cash out would be available.
6. Add a 15 year and 20 year step to the Vacation Policy. Include an additional 3 days (24 hours) of annual accrual at both the 15 year and 20 year point.
7. Continue the cafeteria plan at its current policy and plan level. Continue the cash back option limit at \$650 per month per employee. Monitor and review annually, the cafeteria plan structure, level and cash back option and recommend changes annually as necessary. This will address potential future unknowns in the area of health care industry changes, plans and issues.

If you have any questions or need additional information please call me at 646-5548 or 340-5585.

**ANNUAL TOTALS
SALARIES BENEFITS**

Fiscal Year	Total District	Total District	Total District	Total District	Total District CalPERS	CalPERS Employer Percentage
	Salaries (including O.T. & Standby Pay)	Health Insurance Cost (including retirees)	OPEB Cost	Employee Share Pickup by District)	Retirement Expense - (includes Employer Share & Employee Share Pickup by District)	
2007/2008	\$1,389,569	\$290,392	\$0	\$193,709		10.405%
2008/2009	\$1,439,545	\$288,283	\$114,629	\$202,219		10.538%
2009/2010	\$1,791,946	\$288,624	\$89,120	\$212,930		10.630%
2010/2011	\$1,466,198	\$343,858	\$91,236	\$225,140		10.973%

OJAI VALLEY SANITARY DISTRICT

**GENERAL EMPLOYEES
BENEFIT SCHEDULE**

HEALTH INSURANCE:	District provides \$1,315 per month, per employee to purchase health insurance for the employee & dependents
VISION INSURANCE:	District provided for employee & dependents
LIFE INSURANCE:	\$45,000 Term Life (Misc. Employees)
SHORT & LONG TERM DISABILITY:	District provided for employee only.
SICK LEAVE;	8 hours per month
HOLIDAYS:	10 Paid per Year
RETIREMENT PLAN:	Pers 2% at 55 Plan; District pays ½ of the employee's 7% contribution after 5 years of employment; full 7% after 10 years of employment.
VACATION:	88 hrs. per year, First 5 years employed 128 hrs. per year, 5 to 10 years employed 168 hrs. per year, 10 years & over (annual leave can be accrued up to 2 ½ times the annual accrual rate)

COVER

**OJAI VALLEY WATER DISTRICT
BENEFITS ANALYSIS AND
RECOMMENDATIONS**

Prepared by:
Nash and Company, Inc
Anna Hasse
Michael Nash

AGENCIES

Carpenteria	Sanitary District
El Toro	Water District
Goleta	Sanitary District
Las Virgines	Water District-Gen Mgt
Las Virgines	Water District-Mgt Unit
Leucadia	Wastewater District
Monticeto	Sanitary District
Oxnard, City of	SEIU
San Buernaventura, Cit SEIU	
Santa Barbara, City	Supervisory
San Elijo	Joint Powers Authority
Simi Valley. City	
Summerland	Sanitary District
South Coast	Water District
Thousand Oaks, City	
Ventura	Regional Sanitation District
OJAI VALLEY	Sanitation District

HOLIDAYS

DAYS PER YEAR

Carpenteria	Sanitary District	12
El Toro	Water District	10 includes birthday and i floating
Goleta	Sanitary District	11 8 fixed and 3 floating
Las Virgines	Water District-Gen Unit	11
Las Virgines	Water District-Mgt Unit	11
Leucadia	Wastewater District	12 includes one floating
Monticeto	Sanitary District	11 includes 4 floating
Oxnard, City of	SEIU	11
San Buenaventura, Cit SEIU		12.5 (includes 18 hours optional)
Santa Barbara, City		10
San Elijo	Joint Powers Authority	12 includes 2 floating
Simi Valley. City		12 includes 1 floating
Summerland	Sanitary District	12 includes 1 floating
South Coast	Water District	12 includes 2 floating
Thousand Oaks, City		13
Ventura	Regional Sanitation Distri	12 includes 2 floating
OJAI VALLEY	Sanitation District	10

COMMENTS

- 1. The average number of holidays per year is 12. Your Agency might consider giving an additional two paid holidays per year.**

VACATION

		0-3 yrs HOURS	3-5 yrs HOURS	5-10 yrs HOURS	10+ yrs HOURS	15 yrs HOURS	Comments
Carpenteria	Sanitary District	80	96	120	160		
El Toro	Water District	80			160		
Goleta	Sanitary District		80	120	160	200	maximum carry over is one year.
Las Virgines	Water District-Gen Unit	96	104	120	120	136	
Las Virgines	Water District-Mgt Unit		104	120	120	136	
Leucadia	Wastewater District	80	120	120	160		
Monticeto	Sanitary District					200	
Oxnard, City of	SEIU	114	114	130	178	210	
San Buena Ventura, Cit SEIU		116	132	140	156		196 HRS includes sick day roll in
Santa Barbara, City		96	120	176	200	224	
San Elijo	Joint Powers Authority	104	104	128	152	184	
Simi Valley, City		208	208	248			
Summerland	Sanitary District	80	80	120	160		200 hrs tied to longevity
South Coast	Water District	80			160		
Thousand Oaks, City		100					228 hrs after 28 years
Ventura	Regional Sanitation Distri	168	168	207	215	245	245 hrs includes sick day roll in
OJAI VALLEY	Sanitation District	88	88	128	168	168	
AVERAGE		106	117	144	162	189	

Comments

1. While your vacation pay is generally competitive it is somewhat conservative.
2. Consider increasing the number of paid days off at 10+ years and 15+ years.
3. Alternatively, consider rolling sick days into Vacation Pay.

STANDBY PAY

		STANDBY	RECEIVE
		8 HRS	2 HRS COMP TIME OFF
Carpenteria	Sanitary District		
El Toro	Water District		2 to 4 hrs for emergency call in
Goleta	Sanitary District		
Las Virgines	Water District-Gen Unit	yes	2.70 per hour
Las Virgines	Water District-Mgt Unit		
Leucadia	Wastewater District		
Monticeto	Sanitary District	yes	rotational basis. 2hrs regular pay
Oxnard, City of	SEIU	yes	0.66 per hour
San Buernaventura, Cit SEIU		yes	\$1.05 per hour
Santa Barbara, City	Supervisory	yes	2 hrs straight time for 8 standby
San Elijo	Joint Powers Authority		
Simi Valley. City			
Summerland	Sanitary District		
South Coast	Water District		
Thousand Oaks, City			
Ventura	Regional Sanitation Distri	yes	\$1.30 minimum of 3hrs
OJAI VALLEY	Sanitation District	yes	\$1.35 per hour

COMMENTS

1. Your Stand By Pay is generally competitive.

SICK LEAVE

		Per Year
Carpenteria	Sanitary District	96 hrs
El Toro	Water District	96 hrs
Goleta	Sanitary District	96 hrs allows 96 hour cashout
Las Virgines	Water District-Gen Unit	96 hrs
Las Virgines	Water District-Mgt Unit	96 hrs
Leucadia	Wastewater District	96 hrs
Monticeto	Sanitary District	96 hrs allows 960 hour (sic) accrual
Oxnard, City of	SEIU	92.5 hrs 600 hours maximum accrual
San Buenaventura, Cit SEIU		eliminated and rolled into annual leave (vacation)
Santa Barbara, City		92.5 hrs
San Elijo	Joint Powers Authority	96 hrs maximum accumulation of 1,000 hrs
Simi Valley. City		104 hrs 90 day maximum accrual. 50% to 100% payout
Summerland	Sanitary District	96 hrs
South Coast	Water District	96 hrs
Thousand Oaks, City		96 hrs
Ventura	Regional Sanitation District	eliminated and rolled into annual leave (vacation)
OJAI VALLEY	Sanitation District	96 hrs

COMMENTS

1. Your Sick Leave Pay is competitive.
2. An interesting idea to consider is rolling Sick Leave into Vacation.
This would also serve to boost your Vacation Leave

Carpenteria	Sanitary District	Tuition	Comments
El Toro	Water District	yes	
Goleta	Sanitary District	yes	mutually beneficial
Las Virgines	Water District-Gen Unit	\$685	proof of completion with passing grade
Las Virgines	Water District-Mgt Unit	\$685	proof of completion with passing grade
Leucadia	Wastewater District	\$2,000	
Monticeto	Sanitary District	yes	job related. General Mgr pre-approval
Oxnard, City of	SEIU	\$1,000	grade of "C" required.
San Buena Ventura, Cit SEIU		100%	Human Resources approval required
Santa Barbara, City		yes	
San Elijo	Joint Powers Authority	\$2,000	
Simi Valley. City		\$1,600	
Summerland	Sanitary District	yes	grade of "C" required. General manager approval
South Coast	Water District	yes	no details available
Thousand Oaks, City		\$600	per unit
Ventura	Regional Sanitation Distri	\$5250 /yr	
OJAI VALLEY	Sanitation District	\$5,000	general manager approval required.

COMMENTS

1. Your Tuition Pay is generous.
2. Unless you experience abuse of practice, we recommend no change.

		EMPLOYER PAYS Comments
Carpenteria	Sanitary District	no information
El Toro	Water District	no information
Goleta	Sanitary District	YES pays for hats only. (No longer pays for tee-shirts)
Las Virgines	Water District-Gen Unit	no information
Las Virgines	Water District-Mgt Unit	no information
Leucadia	Wastewater District	no information
Monticeto	Sanitary District	no information
Oxnard, City of	SEIU	YES City pays for uniforms
San Buenaventura, City	SEIU	yes one pair of shoes and one pair of safety glasses.
Santa Barbara, City		YES City pays for uniforms
San Elijo	Joint Powers Authority	yes \$150 for boots
Simi Valley. City		
Summerland	Sanitary District	
South Coast	Water District	
Thousand Oaks, City		yes \$150 for shoes
Ventura	Regional Sanitation Distri	yes uniforms. Also safety shoes \$255
OJAI VALLEY	Sanitation District	YES uniforms provided. Boot allowance of steel toe shoes \$175.00 for boots

COMMENTS

1. Your practice is generous
2. We recommend no change.

BEREAVEMENT

AGENCY ALLOW: COMMENTS

Agency	Sanitary District	Agency Allow	Comments
Carpenteria	Sanitary District		
El Toro	Water District		
Goleta	Sanitary District	24 HOURS	
Las Virgines	Water District-Gen Unit	27 hours	
Las Virgines	Water District-Mgt Unit	27 hours	
Leucadia	Wastewater District		
Monticeto	Sanitary District	24 hrs	PROOF OF DEATH REQUIRED! limited to blood, marriage, adoption
Oxnard, City of	SEIU	24 hrs	
San Buernaventura, Cit SEIU		24 hrs	
Santa Barbara, City	Supervisory	40 hrs	
San Elijo	Joint Powers Authority		
Simi Valley. City		24 hrs	
Summerland	Sanitary District		
South Coast	Water District	40 hours	
Thousand Oaks, City			
Ventura	Regional Sanitation Distri	24 hrs	
OJAI VALLEY	Sanitation District	16 hrs	

COMMENTS

1. Your current practice of 16 hours is conservative.
2. We recommend you extend bereavement leave to **24 hrs.**
3. We do not think it necessary that the dead provide a note proving their condition.

HEALTH CARE

	Sanitary District	HMO	District pays all
Carpenteria	Sanitary District	HMO	District pays all
El Toro	Water District	HMO or PPO	nominal cost to employee
Goleta	Sanitary District	100%	pays everything for employee and dependents
Las Virgines	Water District-Gen Unit	98% of premium	Kaiser Plan via ACWA
Las Virgines	Water District-Mgt Unit	98% of premium	Kaiser Plan via ACWA
Leucadia	Wastewater District	100% of premium	
Monticeto	Sanitary District	100% of premium	
Oxnard, City of	SEIU	100% of premium	\$719.36 per month for Cafeteria Plan
San Buena Ventura, Cit SEIU		\$232 per month	health and dental included
Santa Barbara, City		Sec 125 Plan	Cafeteria Plan is \$895 per month
San Elijo	Joint Powers Authority	yes	flex spending available
Simi Valley. City		yes	Kaiser or Blue Cross or PPO
Summerland	Sanitary District	yes	
South Coast	Water District	yes	Basic plan is free. Section 125 available.
Thousand Oaks, City		yes	Cal Pers and \$435/mo employer contribution
Ventura	Regional Sanitation Distri	yes	variety of options
OJAI VALLEY	Sanitation District	\$1102 per month	included in Cafeteria Health Benefits Health Insurance Plan

COMMENTS

1. Your current plan is generous.
2. No change is recommended

DENTAL

			Maximim Pays	Comments
Carpenteria	Sanitary District		\$2500 /YR	dental
El Toro	Water District		\$1500/YR	\$25 deductible, 50% coverage of crowns, bridges, dentures
Goleta	Sanitary District		100%	employee and dependents
Las Virgines	Water District-Gen Unit		\$2000/YR	
Las Virgines	Water District-Mgt Unit		\$2000/YR	
Leucadia	Wastewater District		100%	
Monticeto	Sanitary District		100%	includes family
Oxnard, City of	SEIU		\$411/YR	
San Buenaventura, Cit SEIU			\$2784/YR	health and dental included
Santa Barbara, City			100%	
San Elijo	Joint Powers Authority		yes	payable throught Flex Account
Simi Valley. City			\$350/YR	
Summerland	Sanitary District		yes	
South Coast	Water District		yes	
Thousand Oaks, City			\$2,008	Delta Dental \$174 per mo
Ventura	Regional Sanitation Distri		yes	multiple options available for purchase
OJAI VALLEY	Sanitation District		yes	Employee can purchase

COMMENTS

1. Dental coverage is more expensive than vision.
2. Yet Most Agencies in the survey are providing some payment, from \$350 to \$3000 per year.
3. We however have never seen paid Dental as a duty of the Employer.
4. We recommend no change.

VISION

		Employer Pays	Employee Pays	Comments
Carpenteria	Sanitary District			
EI Toro	Water District	yes		\$15.00 deductible per person
Goleta	Sanitary District			
Las Virgines	Water District-Gen Unit	100%		
Las Virgines	Water District-Mgt Unit	100%		
Leucadia	Wastewater District	100%		
Monticeto	Sanitary District			
Oxnard, City of	SEIU	no data		
San Buena Ventura, Cit SEIU		100%		
Santa Barbara, City	Supervisory	100%		
San Elijo	Joint Powers Authority	yes		payable through Flex Account
Simi Valley. City		\$19.80/ mo		
Summerland	Sanitary District			
South Coast	Water District	yes		
Thousand Oaks, City		yes		\$2 mo employer contribution
Ventura	Regional Sanitation Distri	yes		
OJAI VALLEY	Sanitation District	YES		employee and dependents

COMMENTS

- 1. Because it is not as expensive, Employers are more likely to provide paid Vision than paid Dental.**
- 2. No change in your practice is recommended.**

LONG TERM DIS

		Employer Pays	Comments
Carpenteria	Sanitary District	yes	
El Toro	Water District	yes	max of \$10,000 mo. One year wait.
Goleta	Sanitary District		
Las Virgines	Water District-Gen Mgt	yes	maximum of \$3,600 per month
Las Virgines	Water District-Mgt Unit		
Leucadia	Wastewater District		
Monticeto	Sanitary District		
Oxnard, City of	SEIU	yes	up to .35% of employees base wages
San Buernaventura, Cit SEIU		yes	
Santa Barbara, City		yes	
San Elijo	Joint Powers Authority	yes	60% of short term. 66.67% of long term
Simi Valley. City		yes	up \$0.59 per \$100 up to \$14,250 per mo
Summerland	Sanitary District		
South Coast	Water District	yes	district pays full premium
Thousand Oaks, City		yes	66.67% of long term
Ventura	Regional Sanitation Distri	yes	employee pays option
OJAI VALLEY	Sanitation District	100%	district pays for both short & long term

COMMENTS

1. Your coverage is generous.

LIFE INSURANCE

		Employer Pays	
Carpenteria	Sanitary District	\$40,000	
El Toro	Water District	#####	
Goleta	Sanitary District		
Las Virgines	Water District-Gen Mgt	\$50,000	
Las Virgines	Water District-Mgt Unit	yes	pays 2x annual salary
Leucadia	Wastewater District	\$50,000	
Monticeto	Sanitary District	\$50,000	
Oxnard, City of	SEIU	yes	no details
San Buernaventura, Cit SEIU		yes	pays 1x annual salary
Santa Barbara, City		yes	one years salary or \$60,00, whichever is greater
San Elijo	Joint Powers Authority	yes	pays 1x annual salary
Simi Valley. City		yes	\$101,000 Life Plus AD&D
Summerland	Sanitary District		
South Coast	Water District	yes	\$250,000 max
Thousand Oaks, City		yes	1x annual up to \$50,000.
Ventura	Regional Sanitation Distri	yes	\$10,000 employer pays.
OJAI VALLEY	Sanitation District	\$45,000	ALSO GEN MGR \$110,000, OPS SUP /ADM OFFICER-\$80,000

COMMENTS

1. Your coverage is generous.

LONG TERM CARE

		Employer Pays
Carpenteria	Sanitary District	
El Toro	Water District	yes \$150,000 maximum benefit
Goleta	Sanitary District	
Las Virgines	Water District-Gen Unit	
Las Virgines	Water District-Mgt Unit	
Leucadia	Wastewater District	
Monticeto	Sanitary District	
Oxnard, City of	SEIU	
San Buernaventura, Cit SEIU		
Santa Barbara, City	Supervisory	
San Elijo	Joint Powers Authority	
Simi Valley. City		
Summerland	Sanitary District	
South Coast	Water District	
Thousand Oaks, City		yes employee can buy thru Cal Pers
Ventura	Regional Sanitation District	
OJAI VALLEY	Sanitation District	no

COMMENTS
 1. Personally we like this benefit and have it in our own company.
 2. Act now if you have an interest in this benefit as some companies are no longer writing it.

DEFERRED COMP

Employer Employee Comments

Pays Pays

Carpenteria	Sanitary District		yes		
El Toro	Water District		yes	457 deferred comp plan	
Goleta	Sanitary District		yes	deferred plan is a available	
Las Virgines	Water District-Gen Uni		yes		
Las Virgines	Water District-Mgt Unit				
Leucadia	Wastewater District		yes		
Monticeto	Sanitary District		yes	457 deferred comp plan	
Oxnard, City of	SEIU		yes	vague on details	
San Buenaventura, Cit SEIU			yes	match of \$17 per pay period	
Santa Barbara, City			yes	available thru Sec 125 Plan	
San Elijo	Joint Powers Authority		yes	457 deferred comp plan	
Simi Valley. City			yes	city matches up to \$75.83 per month	
Summerland	Sanitary District		yes	employee may opt for	
South Coast	Water District				
Thousand Oaks, City			yes	401 A plan. \$20 + \$30 match	
Ventura	Reg Sanit District		yes	457 Plan employee can buy up to IRS max	
OJAI VALLEY	Sanitation District		YES	EMPLOYEE MAY PURCHASE	

COMMENTS

1. Practices vary considerably.
2. Your optional purchase is competitive.

RETIREMENT

		Employer Pays	Comments
Carpenteria	Sanitary District	2% at 55	
El Toro	Water District	yes	401 (k) District contributes 9%. District matches another 50% of employee up to 6% employer contributes 7%
Goleta	Sanitary District	7%	
Las Virgines	Water District-Gen Mgt	2% at 55	
Las Virgines	Water District-Mgt Unit	2% at 55	
Leucadia	Wastewater District	3% at 60	
Monticeto	Sanitary District	2% @ 55	
Oxnard, City of	SEIU	no data	
San Buernaventura, Cit SEIU		2% at 55	
Santa Barbara, City		2.7% @ 55	
San Elijo	Joint Powers Authority	2.5% at 55	
Simi Valley. City		2.0% at 55	
Summerland	Sanitary District	2% at 57	has social security offset
South Coast	Water District	2% at 55	
Thousand Oaks, City		2% at 55	
Ventura	Regional Sanitation Distri	2% at 55	
OJAI VALLEY	Sanitation District	2% at 55	

COMMENTS

1. Your retirement benefit of 2% at 55 is standard in your industry.

RETIREE HEALTH

		Employer Pays	Employee Pays
Carpenteria	Sanitary District	\$6,000/yr	
El Toro	Water District		
Goleta	Sanitary District		
Las Virgines	Water District-Gen Mgt		
Las Virgines	Water District-Mgt Unit		
Leucadia	Wastewater District		
Monticeto	Sanitary District		
Oxnard, City of	SEIU		
San Buenaventura, Cit SEIU			
Santa Barbara, City		yes	available as employee paid option
San Elijo	Joint Powers Authority		
Simi Valley. City		\$2400/yr	
Summerland	Sanitary District		
South Coast	Water District		
Thousand Oaks, City		\$5220/yr	
Ventura	Regional Sanitation Distri	\$1260/yr	
OJAI VALLEY	Sanitation District	yes	same as active employee requires 10 yrs seniority

COMMENTS

This is not a popular benefit because it can become expensive.
 2. All things considered, we prefer to let employees purchase Long Term Care themselves with a return of premium provision.

Current Title	CURRENT		SURVEY					Recc at Med			Recommended Ojai range
	MIN	Max	Current	Low	Q1	Med	Q3	High	Scale	Increase	
General Manager	\$ 65.43	\$ 65.43	\$ 57.61	\$ 65.43	\$ 74.50	\$ 86.82	\$ 107.70	292	13%		
Administrative Officer	\$ 43.42	\$ 53.05	\$ 46.46	\$ 48.32	\$ 53.05	\$ 63.07	\$ 68.19	258	0		32
Operations Superintendent	\$ 43.42	\$ 53.05	\$ 40.74	\$ 50.99	\$ 53.30	\$ 57.77	\$ 67.26	258	1		32
Information Tech. Administrat	\$ 35.72	\$ 43.64	\$ 38.62	\$ 43.19	\$ 47.09	\$ 50.02	\$ 59.04	239	7		30
TP Supervising Operator	\$ 35.72	\$ 43.64	\$ 39.11	\$ 40.49	\$ 43.74	\$ 45.35	\$ 50.40	239	0		28
CS Supervising Operator	\$ 32.43	\$ 39.82	\$ 37.96	\$ 39.90	\$ 43.98	\$ 46.29	\$ 50.40	229	10		28
Sr. Construction Inspector	\$ 30.92	\$ 37.96	\$ 29.17	\$ 34.64	\$ 35.71	\$ 37.27	\$ 37.96	225		-7	25
Sr. TP Operator								224			25
TP Operator III	\$ 28.11	\$ 34.51	\$ 28.87	\$ 34.51	\$ 35.85	\$ 36.78	\$ 38.20	215	4		24
Sr. CS Operator								214			23
Accounting Specialist	\$ 26.80	\$ 32.90	\$ 26.71	\$ 27.93	\$ 30.69	\$ 32.45	\$ 38.41	210		-7	22
Laboratory Technician II	\$ 25.56	\$ 31.38	\$ 30.11	\$ 30.85	\$ 31.62	\$ 33.84	\$ 37.82	205	1		22
TP Operator II	\$ 25.56	\$ 31.38	\$ 27.47	\$ 31.29	\$ 32.25	\$ 33.16	\$ 38.50	205	3		22
CS Operator III	\$ 24.37	\$ 29.92	\$ 26.14	\$ 29.36	\$ 30.87	\$ 33.91	\$ 35.16	200	4		21
TP Operator I	\$ 23.43	\$ 28.53	\$ 24.24	\$ 27.61	\$ 28.88	\$ 29.67	\$ 33.48	196	1		20
CS Operator II	\$ 21.14	\$ 25.96	\$ 24.26	\$ 25.67	\$ 27.11	\$ 30.70	\$ 33.61	186	5		18
Customer Svcs Representative	\$ 21.14	\$ 25.96	\$ 21.09	\$ 24.22	\$ 25.69	\$ 26.24	\$ 27.51	186	0		17
CS Operator I	\$ 19.24	\$ 23.62	\$ 22.07	\$ 23.05	\$ 24.45	\$ 26.36	\$ 28.95	177	3		16
Administrative Clerk II	\$ 18.51	\$ 22.53	\$ 19.09	\$ 21.84	\$ 23.00	\$ 24.14	\$ 32.00	172	2		15

Compensation Recommendations:

Recommended salary adjustments based on median value to be found in the last two columns.

Special cases analysis:

- Sr. Construction Inspector** Current incumbent is an experienced employee and a respected member of the community. Recommend freezing current salary. Recommend changing title to Construction Inspector and readjusting the salary scale at the time of new hire.
- Accounting Specialist** Current incumbent holds a Masters degree and performs significantly more complex and responsible duties than an accounting specialist typically does. Recommend changing title to Accounting Analyst to appropriately reflect the incumbent's functions and qualifications. Recommend no change to current salary scale as it is appropriate due to reasons listed.
- IT Administrator** Recommend changing FLSA status to EXEMPT: positions like IT Admin should be and typically are exempt under FLSA Professional Exemption category. 100 hours of overtime constitute 4.8% annually. Recommended 7% increase according to the survey.

Name	Yrs w/ Dist	Current Title	Recommended Title			% change	Current Salary	Proposed Salary	\$ increase
Ron Sheets	35	Operations Superintendent	Operations Superintendent	55.110	55.11	0.0%	\$114,628.80	\$114,628.80	\$0.00
Brenda Krout	27	Administrative Officer	Administrative Officer	55.110	55.11	0.0%	\$114,628.80	\$114,628.80	\$0.00
Jan Steenberg	17	Information Technology Administrator	Information Technology Officer	49.986	49.986	0.0%	\$103,970.88	\$103,970.88	\$0.00
Mark Chauvel	8	Collection System Suprvising Operator	Collection System Supervisor	41.370	45.507	10.0%	\$86,049.60	\$94,654.56	\$8,604.96
Bradshaw Pruitt	9	Treatment Plant Supervising Operator	Treatment Plant Supervisor	45.339	45.339	0.0%	\$94,305.12	\$94,305.12	\$0.00
Jim Stallings	8	Sr. Construction Inspector	Sr. Construction Inspector	39.440	39.44	0.0%	\$82,035.20	\$82,035.20	\$0.00
Rick Simpson	9	Treatment Plant Operator III	Sr. Treatment Plant Operator	35.852	39.437	10.0%	\$74,572.16	\$82,029.38	\$7,457.22
Karl Gamsby	7	Treatment Plant Operator II	Treatment Plant Operator III	32.597	35.857	10.0%	\$67,801.76	\$74,581.94	\$6,780.18
Tom Hofteig	10	Collection System Operator III	Sr. Collection System Operator	31.085	35.748	15.0%	\$64,656.80	\$74,355.32	\$9,698.52
Lynn Rosenblum	10	Accounting Specialist	Accounting Analyst	34.184	34.184	0.0%	\$71,102.72	\$71,102.72	\$0.00
Matt Funderburk	23	Treatment Plant Operator II	Treatment Plant Operator II	32.597	33.575	3.0%	\$67,801.76	\$69,835.81	\$2,034.05
David Harter	8	Laboratory Technician II	Laboratory Technician II	32.597	32.597	0.0%	\$67,801.76	\$67,801.76	\$0.00
Dwight Woolwine	21	Collection System Operator II	Collection System Operator III	26.966	32.09	19.0%	\$56,089.28	\$66,746.24	\$10,656.96
David Moore	6	Treatment Plant Operator I	Treatment Plant Operator I	26.966	28.045	4.0%	\$56,089.28	\$58,332.85	\$2,243.57
Justin Allen	10	Collection System Operator II	Collection System Operator II	26.966	28.179	4.5%	\$56,089.28	\$58,613.30	\$2,524.02
Laurie Johnson	1	Customer Service Representative	Customer Service Representative	24.337	24.337	0.0%	\$50,620.96	\$50,620.96	\$0.00
Lisa Johnson	6	Administrative Clerk II	Administrative Clerk II	23.409	23.877	2.0%	\$48,690.72	\$49,664.53	\$973.81
	215								
	13								
						Subtotal	\$1,276,934.88	\$1,327,908.17	
							Total Increase	\$50,973.29	
							per month increase	\$4,247.77	
							% increase	3.99%	