



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:
March 4, 2011
Friday, 9:00 a.m.

Location:
OVSD Board Room
1072 Tico Road, Ojai

Members
William C. Murphy
George Galgas
John R. (Randy) Burg, Chairman

AGENDA

1. **Public Comment - (Items not on the agenda - 3 minute limit)**
2. **Employee Compensation/Classification Survey Results – Nash & Company**
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


Date & Time Posted At
District Office

Memorandum

Ojai Valley Sanitary District

February 28, 2011

To: Personnel Committee – George Galgas, Bill Murphy & Randy Burg
From:  John K. Correa – General Manager
Subject: EMPLOYEE COMPENSATION/CLASSIFICATION SURVEY RESULTS –
NASH & COMPANY

At your February 24, 2011 Committee meeting you reviewed the survey completed by Nash & Company and some additional information supplied by Staff.

You requested Staff provide you with more information regarding Total Compensation. Staff has prepared the attached worksheets with the additional information regarding total compensation.

The worksheets include a summary of the 2010 CASA Salary Survey Benefits; a summary of the 2010 CASA Salary Survey by Agency Size and two smaller worksheets with specific comparisons for the General Manager and Collection System Supervising Operator positions.

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

2010 CASA SALARY SURVEY BENEFITS SUMMARY

AGENCY	TOTAL EMP	AVG ANNUAL FLOW (MGD)	GEN MGR (MIN)	GEN MGR (MAX)	ANNUAL SICK LEAVE	ANNUAL VACATION					ANN. HOL.	PAID SHORT TERM DISABILITY INS.	PAID LONG TERM DISABILITY INS.	MEDICAL EMPLOYER CONTRIBUTIONS		MEDICAL EMPLOYEE CONTRIBUTIONS		RETIREE MEDICAL OFFERED	DENTAL EMPLOYER CONTRIBUTIONS		DENTAL EMPLOYEE CONTRIB.		VISION CARE EMPLR. CONTRIB.		VISION CARE EMP. CONTRIB.		LIFE INSUR. OFFERED	TYPE OF LIFE INSURANCE PLAN	RETIREMENT EMPLOYER				
						1 YR	1 YRS	10 YRS	15 YRS	20 YRS				20+ YRS	EMP.	F	amt over limo		EMP.	FAMILY	EMP.	FAMILY	EMP.	FAMILY	EMP.	FAMILY			OFFERED	PERS	CONTR RATE	SS	
Carpinteria Sanitary District	16	1.4	\$12,000	\$12,000	12	10	15	20	20	20	20	12	NO	YES	100%HMO	100%HMO	amt over limo	YES	\$2,500.00	INCLUDED			COMBINED W/ DENTAL	--	--	YES	\$40K	2%@55	9.267%	YES			
Goleta West Sanitary District	6	1.7	\$12,140	\$12,140	12	10	15	20	20	20	20	12	NO	YES	\$1,262.00	\$1,262.00		YES	\$64.33	\$163.42			INCLUDED W/ HEALTH	--	--	YES	\$0K MAX	2%@55	4.82%	YES			
Goleta Sanitary District	31	5.0			12	10	15	20	25	25	25	11	YES	YES	\$477.46	\$1,266.38	\$0.00	\$0.00	YES	\$43.89	\$142.32				--	--	YES	2X SALARY	2%@55	12.190%	YES		
Las Virgenes Municipal Water District	124		\$18,895	\$18,895	12	12	13	15	16	18	20	11	YES	YES	\$481.65	\$1,289.71	\$0.00	\$0.02	YES	\$56.14	\$168.05	\$0.00	\$0.00		\$8.88	\$0.00	\$0.00	100%	YES	\$50K NE / BASE + \$50 K B	2%@55	14.391%	YES
Leucadia Wastewater District	18	4.010	\$14,223	\$14,223	12	10	15	20	20	20	20	12	YES	YES	\$485.00	\$1,262.00	\$0.00	\$0.00	YES	\$23.00	\$62	\$0.00	\$0.00		\$8.83	\$22.78	\$0.00	\$0.00	YES	\$50K MAX	3%@60	16.584%	YES
Ojai Sanitary	19	1.9	\$11,341	\$11,341	12	11	16	21	21	21	21	10	YES	YES	\$1,102.00	\$1,102.00	\$0.00	\$0.00	YES	N/A		\$12.17	\$24.33		\$11.33	\$27.92	--	--	YES	\$45K GENERAL/80K MGMT	2%@55	10.638%	NO
San Elijo Joint Powers Authority	22	3.0			12	11.5	14	17	20	20	20	12 + 2 P	YES	YES	\$455.00	\$1,181.74			YES	\$28.34	\$95.65	-	-		\$9.92	\$30.87	--	--	YES	1X SALARY	2.5%@55	11.500%	N/A
South Coast Water District	68	4.0	\$10,500	\$15,000	12	10	15	20	20 + 5 B	20 + 10 B	20 + 15 B	7	YES	YES	\$475.00	\$1,293.00			YES	\$33.72	\$107.97	-	-		\$14.31	\$14.31	--	--	YES	2X ANN. SAL. MAX \$250K/YR	2%@55	8.768%	NO

**2010 CASA SALARY SURVEY
SUMMARY BY AGENCY SIZE**

POSITION		GROUP 1 (0 to 15 EMP)	GROUP 2 (16 to 29 EMP)	GROUP 3 (30 to 55 EMP)	GROUP 4 (56 to 99 EMP)	GROUP 5 (100 OR MORE EMP)	OVERALL
Number of Agencies		9	9	10	8	19	55
Average number of employees		10.28	19.11	42.95	65.50	588.87	
AVERAGE DAILY FLOW (MGD)		18.55	2.82	42.88	77.76	1,345.28	
GENERAL MANAGER	(MIN)	13,182	12,854	13,191	13,843	16,012	14,415
	(MAX)	14,250	12,854	13,913	14,593	18,080	15,477
ASST GEN MGR	(MIN)	8,837	7,914	9,320	11,893	11,895	10,843
	(MAX)	10,281	10,014	10,839	13,658	14,945	13,129
SENIOR ENGINEER	(MIN)	N/A	9,490	9,309	7,670	13,323	10,941
	(MAX)	N/A	11,400	10,641	10,453	11,149	10,895
PROJECT ENGINEER	(MIN)	N/A	7,725	7,439	7,478	7,930	7,751
	(MAX)	N/A	9,656	9,093	9,211	10,260	9,835
ASSOCIATE ENGINEER	(MIN)	6,225	5,138	6,965	6,247	7,127	6,784
	(MAX)	7,567	7,644	8,418	7,769	9,032	8,567
ENGINEERING TECH	(MIN)	5,000	5,452	4,819	4,261	4,577	4,656
	(MAX)	6,512	6,644	5,860	5,612	5,960	5,960
DIRECTOR OF FINANCE	(MIN)	6,397	8,190	8,623	7,775	10,395	9,300
	(MAX)	7,776	10,716	10,503	10,030	13,488	11,917
ACCOUNTING SUPERVISOR	(MIN)	N/A	5,203	5,569	6,180	7,263	6,598
	(MAX)	N/A	7,805	6,796	7,773	9,334	8,397
BOOKKEEPER	(MIN)	4,953	4,645	5,444	5,270	5,216	5,226
	(MAX)	6,637	5,703	6,620	6,800	6,774	6,712
ACCOUNTANT I	(MIN)	2,800	4,221	7,080	4,316	4,394	4,392
	(MAX)	9,027	5,531	8,606	5,559	5,589	5,805
ACCOUNTING CLERK	(MIN)	2,588	4,645	4,280	3,566	3,389	3,582
	(MAX)	5,446	5,703	5,266	4,493	4,299	4,679
ACCOUNTING TECH	(MIN)	3,299	4,225	3,748	3,594	3,764	3,688
	(MAX)	4,877	5,528	4,668	3,874	4,752	4,648
INFORMATION SYS SPEC	(MIN)	N/A	5,698	6,777	6,340	5,575	5,904
	(MAX)	N/A	7,685	8,592	8,122	7,210	7,629
DIRECTOR OF ADMIN SERV	(MIN)	5,547	7,963	8,656	9,184	8,309	8,348
	(MAX)	7,434	9,468	10,466	11,651	11,212	10,712
HR OFFICER	(MIN)	N/A	6,154	6,391	6,919	8,068	7,375
	(MAX)	N/A	8,387	7,713	9,169	10,321	9,452
HR ASSISTANT	(MIN)	N/A	4,267	5,043	5,067	4,180	4,504
	(MAX)	N/A	5,958	6,196	6,171	5,277	5,635
EXEC ASSIT BOARD/GM	(MIN)	5,828	5,894	4,674	5,191	5,832	5,551
	(MAX)	7,189	7,565	5,763	6,825	7,537	7,093
ADMIN SUPPORT SPEC II	(MIN)	4,237	3,470	4,528	4,145	4,388	4,302
	(MAX)	5,020	4,727	5,469	5,304	5,583	5,428
ADMIN SUPPORT SPEC I	(MIN)	3,414	2,915	3,150	3,637	3,805	3,535
	(MAX)	5,174	4,004	3,902	4,694	4,847	4,618
COLLECTION SYS SUPERVISOR	(MIN)	5,460	6,238	6,383	5,213	6,220	6,094
	(MAX)	6,990	7,640	8,007	6,818	7,756	7,639
LEAD COLL SYS MECHANIC	(MIN)	5,418	4,676	4,787	5,414	4,995	5,016
	(MAX)	6,715	5,757	5,986	7,224	6,221	6,277
COLLECTION SYS WORKER II	(MIN)	4,136	4,317	4,211	3,646	4,038	4,094
	(MAX)	5,140	5,286	5,303	4,947	5,115	5,172
COLLECTION SYS TECH I	(MIN)	4,051	3,943	3,658	3,835	3,741	3,803
	(MAX)	5,111	4,825	4,509	4,931	4,589	4,714
PLANT MANAGER	(MIN)	7,620	8,037	8,567	7,321	8,631	8,190
	(MAX)	9,332	10,113	10,195	9,269	11,033	10,264
WW SUPERVISOR	(MIN)	6,485	6,187	6,452	6,060	7,331	6,731
	(MAX)	7,016	7,824	7,946	7,502	9,202	8,368
WW OPS SHIFT SUPERVISOR	(MIN)	5,725	5,328	5,924	5,405	5,806	5,739
	(MAX)	6,959	6,988	7,341	6,709	7,343	7,209
WW OPER II	(MIN)	5,109	4,554	4,909	4,432	4,908	4,793
	(MAX)	5,950	5,772	5,904	5,626	6,099	5,920
WW OPER I	(MIN)	4,294	4,335	4,485	3,949	4,515	4,367
	(MAX)	5,119	5,528	5,400	5,098	5,404	5,336
OPER IN TRAIN	(MIN)	4,026	3,621	3,763	3,691	3,757	3,773
	(MAX)	4,889	4,738	4,399	4,542	4,859	4,715
PLANT MAINT SUPERVISOR	(MIN)	7,528	4,872	6,957	6,461	6,747	6,722
	(MAX)	8,358	5,981	8,403	8,037	8,551	8,328
LEAD MAINT TECH	(MIN)	5,648	5,347	6,114	5,486	4,962	5,260
	(MAX)	6,865	7,523	7,134	8,745	6,399	6,629
MAINT MECH II	(MIN)	4,903	4,611	5,064	4,826	4,656	4,656
	(MAX)	5,959	6,050	6,100	6,020	5,617	5,812
MAINT MECH I	(MIN)	N/A	4,368	4,331	4,339	4,008	4,137
	(MAX)	N/A	5,698	5,277	5,343	4,927	5,116
LEAD ELEC /INSTRUMT TECH	(MIN)	N/A	5,815	5,758	6,175	5,774	5,839
	(MAX)	N/A	8,050	7,119	7,538	7,154	7,248
ELECTRICIAN II	(MIN)	N/A	N/A	5,360	5,056	5,417	5,311
	(MAX)	N/A	N/A	6,273	6,358	6,602	6,486
ELECTRICIAN I	(MIN)	N/A	N/A	4,307	4,517	4,417	4,431
	(MAX)	N/A	N/A	5,237	5,877	5,592	5,630
LABORER/UTILITY WORKER	(MIN)	3,527	3,213	3,646	3,648	3,419	3,498
	(MAX)	4,571	3,963	4,411	4,628	4,310	4,373
LAB SUPERVISOR	(MIN)	5,511	5,386	6,640	6,289	7,365	6,751
	(MAX)	6,578	7,057	8,255	7,866	9,403	8,533
LAB ANALYST II	(MIN)	N/A	4,859	17,861	5,296	5,583	7,306
	(MAX)	N/A	\$6,138	6,350	7,228	7,115	6,869
LAB ANALYST I	(MIN)	N/A	4,041	5,277	5,161	4,694	4,795
	(MAX)	N/A	5,685	6,119	6,352	5,894	5,979
LAB:TECH	(MIN)	N/A	N/A	4,351	4,361	4,250	4,290
	(MAX)	N/A	N/A	5,295	5,463	5,227	5,287
SOURCE CONTROL SUPERVISOR	(MIN)	5,905	N/A	5,916	6,270	6,682	6,361
	(MAX)	7,177	N/A	7,263	8,001	8,237	7,840
SOURCE CONTROL INSP II	(MIN)	N/A	5,859	5,568	5,675	5,040	5,227
	(MAX)	N/A	7,122	6,641	7,239	6,523	8,676
SOURCE CONTROL INSP I	(MIN)	4,636	N/A	N/A	5,154	4,673	4,799
	(MAX)	5,635	N/A	N/A	6,499	5,755	5,923
CUST SERVICE SUPERV	(MIN)	N/A	3,664	5,343	6,523	5,898	5,628
	(MAX)	N/A	4,499	6,571	6,727	7,566	7,180
CUSTOMER SERV REP II	(MIN)	3,201	4,270	3,683	3,773	3,977	3,898
	(MAX)	4,290	5,297	4,514	4,749	5,222	5,022
CUSTOMER SREV REP I	(MIN)	N/A	N/A	N/A	3,401	3,635	3,538
	(MAX)	N/A	N/A	N/A	4,368	4,615	4,485
BUYER	(MIN)	N/A	N/A	4,305	4,581	4,948	4,780
	(MAX)	N/A	N/A	5,268	5,828	6,311	6,057
COMM REL SPEC	(MIN)	3,232	5,243	4,783	5,760	6,711	6,165
	(MAX)	4,331	7,015	5,824	7,568	8,540	7,922

COLLECTION SYSTEM SUPERVISING OPERATOR TOTAL COMPENSATION

AGENCY	CS Super MONTHLY	ANNUAL SICK LEAVE	ANNUAL VACATION	VACATION HOURS	ANN. HOL.	HOLIDAY HOURS	PAID SHORT TERM DISABILITY INS.	PAID LONG TERM DISABILITY INS.	MEDICAL EMPLOYER CONTRIBUTIONS	RETIREE MEDICAL OFFERED	DENTAL EMPLOYER CONTRIBUTIONS	VISION CARE EMPLR. CONTRIB.	LIFE INSUR. OFFERED	TYPE OF LIFE INSURANCE PLAN	RETIREMENT EMPLOYER	
															PERS	SS
Carpinteria Sanitary District	\$7,946	12	20	160	12	96	NO	YES	\$1,100.00	YES	0	0	YES	\$40K	2% @ 0.55	YES
	\$0	12	20	160	12	96	NO	YES	\$1,262.00	YES	\$163.42	0	YES	50K MAX	2% @ 0.55	YES
Goleta Sanitary District	\$7,355	12	20	160	11	88	YES	YES	\$1,266.38	YES	\$142.32	\$27.00	YES	2X SALARY	2% @ 0.55	YES
	\$0	12	15	120	11	88	YES	YES	\$1,289.71	YES	\$168.05	\$0.00	YES	\$50K NE / BASE + \$50 K E	2% @ 0.55	YES
Leucadia Wastewater District	\$8,046	12	20	160	12	96	YES	YES	\$1,262.00	YES	\$62	\$22.78	YES	\$50K MAX	3% @ 0.60	YES
Ojai Sanitary	\$6,901	12	21	168	10	80	YES	YES	\$1,102.00	YES	0	\$27.92	YES	\$45K GENERAL 80K MGMT	2% @ 0.55	NO
	\$0	12	17	136	14	112	YES	YES	\$1,181.74	YES	\$95.65	\$30.87	YES	1X SALARY	2.5% @ 0.55	N/A
South Coast Water District	\$7,887	12	20	160	7	56	YES	YES	\$1,293.00	YES	\$107.97	\$14.31	YES	2X ANN. SAL. MAX \$250K/YR	2% @ 0.55	NO

MONTHLY COMPENSATION						TOT COMP	
SALARY	VACATION	HOLIDAY	Medical Insurance	Dental Insurance	Vision Insurance		
\$7,946	\$611.33	\$366.80	\$1,100.00	\$0.00	\$0.00	\$10,024	Carpinteria Sanitary District
\$7,355	\$565.87	\$311.23	\$1,266.38	\$142.32	\$27.00	\$9,668	Goleta Sanitary District
\$8,046	\$619.07	\$371.44	\$1,262.00	\$62.00	\$22.78	\$10,384	Leucadia Wastewater District
\$6,901	\$557.48	\$265.47	\$1,102.00	\$0.00	\$27.92	\$8,854	Ojai Sanitary
\$7,887	\$606.80	\$212.38	\$1,293.00	\$107.97	\$14.31	\$10,121	South Coast Water District
\$7,622	\$557.48	\$265.47	\$1,102.00	\$0.00	\$27.92	\$9,575	NASH PROPOSAL

GENERAL MANAGER TOTAL COMPENSATION

AGENCY	GEN MGR MONTHLY	ANNUAL SICK LEAVE	ANNUAL VACATION	VACATION HOURS	ANN. HOL.	HOLIDAY HOURS	PAID SHORT TERM DISABILITY INS.	PAID LONG TERM DISABILITY INS.	MEDICAL EMPLOYER CONTRIBUTIONS	RETIREE MEDICAL	DENTAL EMPLOYER CONTRIBUTIONS	VISION CARE EMPLR. CONTRIB.	LIFE INSUR.	TYPE OF LIFE INSURANCE PLAN	RETIREMENT EMPLOYER	
															PERS.	SS
Carpinteria Sanitary District	\$11,998	12	20	160	12	96	NO	YES	\$1,100.00	OFFERED YES	0	0	OFFERED YES	\$40K	2% @ 055	YES
Goleta West Sanitary District	\$12,140	12	20	160	12	96	NO	YES	\$1,262.00	YES	\$163.42	0	YES	50K MAX	2% @ 55	YES
Goleta Sanitary District	\$18,664	12	20	160	11	88	YES	YES	\$1,266.38	YES	\$142.32	\$27.00	YES	2X SALARY	2% @ 55	YES
Las Virgenes Municipal Water District	\$18,895	12	15	120	11	88	YES	YES	\$1,289.71	YES	\$168.05	\$0.00	YES	\$50K NE / BASE + \$50 K E	2% @ 55	YES
Leucadia Wastewater District	\$14,789	12	20	160	12	96	YES	YES	\$1,262.00	YES	\$62	\$22.78	YES	\$50K MAX	3% @ 60	YES
Ojai Sanitary	\$11,341	12	21	168	10	80	YES	YES	\$1,102.00	YES	0	\$27.92	YES	\$45K GENERAL	2% @ 55	NO
San Elijo Joint Powers Authority	\$13,826	12	17	136	14	112	YES	YES	\$1,181.74	YES	\$95.65	\$30.87	YES	1X SALARY	2.5% @ 55	N/A
South Coast Water District	\$15,824	12	20	160	7	56	YES	YES	\$1,293.00	YES	\$107.97	\$14.31	YES	2X ANN. SAL. MAX \$250K/YR	2% @ 55	NO

MONTHLY COMPENSATION							TOT COMP	
SALARY	VACATION	HOLIDAY	Medical Insurance	Dental Insurance	Vision Insurance			
\$11,998	\$923.07	\$553.84	\$1,100.00	0	0	\$14,574	Carpinteria Sanitary District	
\$12,140	\$934.03	\$560.42	\$1,262.00	163.42	0	\$15,060	Goleta West Sanitary District	
\$18,664	\$1,436.00	\$789.80	\$1,266.38	142.32	27	\$22,326	Goleta Sanitary District	
\$18,895	\$1,090.31	\$799.56	\$1,289.71	168.05	0	\$22,243	Las Virgenes Municipal Water District	
\$14,789	\$1,137.87	\$682.72	\$1,262.00	62	22.78	\$17,957	Leucadia Wastewater District	
\$11,341	\$916.18	\$436.28	\$1,102.00	0	27.92	\$13,823	Ojai Sanitary	
\$13,826	\$904.17	\$744.61	\$1,181.74	95.65	30.87	\$16,783	San Elijo Joint Powers Authority	
\$15,824	\$1,217.47	\$426.11	\$1,293.00	107.97	14.31	\$18,883	South Coast Water District	
\$12,911	\$916.18	\$436.28	\$1,102.00	\$0.00	\$27.92	\$15,393	NASH PROPOSAL	