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# TOTAL COMPENSATION STUDY FINAL REPORT Water Utilities Department

City of Oceanside



**Gallagher**

Insurance | Risk Management | Consulting

*Formerly Koff & Associates*

December 23, 2024

City of Oceanside  
Rob O'Brien  
Assistant City Manager  
300 North Coast Highway  
Oceanside, CA 92054

Dear Mr. O'Brien:

Gallagher is pleased to present the final report for the **Water Utilities Department Total Compensation Study**. This report documents the market compensation survey methodology, findings, and options for implementation. This is the final report submitted to the City, following additional feedback and analysis on the initial recommendations.

We would like to thank you and the staff in the Water Utilities Department for all of the assistance and cooperation, without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City of Oceanside and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Maggie Williams-Dalgart  
Project Manager

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# Summary

## Background and Scope

In November 2023 Gallagher initiated a comprehensive Total Compensation Study for the City of Oceanside (“City”) for positions in the Water Utilities Department. All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern by management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors.

The goals of the compensation study are to assist the City 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 the City with regards to recruitment and retention of qualified staff.

In addition to the market study, within the scope of the project Gallagher conducted two supplemental analyses related to positions within the Water Utilities Department. The first was a cost-benefit analysis of utilizing contract engineers versus direct hiring additional engineers, to perform design and project management work in the Water Utilities Department. The results from that assessment were completed in July 2024 and provided to the City under separate cover. Second, the City requested an additional limited classification review of a select number of positions assigned within the Water Utilities Department. Specifically, the Department desired to examine positions that are in broad job classifications, including classifications that are used throughout the City, to assess whether the positions assigned to citywide classification titles should be in specialized classifications, given the specific type of services provided by the Water Utilities Department. The results from that study were also provided under separate cover.

## Survey 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 showed:

- The for the job classificaitons studied, base salaries, on average, are 11.4% below market median.
- For the job classificaitons studied, total compensation is, on average, 22.3% below market median.
- The City’s benefits package puts the City in a less competitive position compared to the market

Gallagher considers a classification falling within 5% of the median to be competitive with the market.

# Study Process

## Benchmark Classifications

The study included examination of classifications in the Water Utilities Department. Within the Water Utilities Department job classifications, the following 43 classifications were selected as “benchmark” classifications, for the purpose of collecting salary and benefits data within the defined labor market. The benchmark classifications are expected to be more common in the labor market in order to provide a sufficient sample for salary trend analysis. Benchmark classifications are also used as a means of anchoring the 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 1. Benchmark Classification**

1. Asset Management Administrator	2. Associate Chemist
3. Associate Engineer	4. Chief Plant Operator - Wastewater
5. Chief Plant Operator - Water	6. Compliance Officer
7. Cross Connection Control Technician	8. Distribution Operator II
9. Environmental Compliance Inspector	10. Environmental Officer
11. Environmental Specialist II	12. Facilities Maintenance Scheduler
13. GIS Specialist	14. GIS Supervisor
15. Instrumentation Supervisor	16. Instrumentation Technician II
17. Laboratory Supervisor	18. Laboratory Technician
19. Maintenance Worker II	20. Mechanical Technologist II
21. Meter Service Worker II	22. Meter Services Supervisor
23. Microbiologist	24. Plant Maintenance Supervisor
25. Principal Water Engineer	26. Senior Civil Engineer
27. Senior Distribution Operator	28. Senior Meter Service Worker
29. Utility Supervisor	30. Utility Worker II (Wastewater)
31. Utility Worker II (Water)	32. Wastewater Plant Operator II
33. Wastewater Plant Operator III	34. Wastewater Plant Supervisor
35. Water Distribution Supervisor	36. Water Plant Operator II
37. Water Plant Operator III	38. Water Treatment Supervisor
39. Water Utilities Director	40. Water Utilities Division Manager (WW)
41. Water Utilities Division Manager (Water)	42. Water Utilities Inspector
43. Water Utilities Plant Electrician II	

Market data was also collected for the following job classifications; however, these agency-wide administrative job classifications are not included in the scope of this report and the data has been provided to the City under separate cover: Administrative Analyst II, Management Analyst, Office Specialist II, and Principal Management Analyst.

## Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Gallagher consulted with the City regarding proposed agencies for the survey, which were intended to balance regional/proximity considerations as well as represent those agencies with services most similar to Oceanside Water Utilities. Other agencies were then added to the potential list of comparator agencies based on the following factors:

1. **Organizational type and structure:** It is generally recommended that agencies of a similar size and providing similar services to that of the City’s Water Utilities Department be used as comparators. As a result, the final list included a combination of cities and special districts.
2. **Similarity of population, staff, and operational budgets:** These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
3. **Scope of services provided:** For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide the same or similar services to those provided by the Water Utilities Department.
4. **Labor market and geographic location:** 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. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

Following an analysis of the potential market Gallagher presented the City with a list of 15 agencies to consider as comparators in the study. Based on internal review and the agency’s historical survey practices, the City identified the following list to a list of ten (10) agencies for the study.

**Table 2. Comparator Agencies**

1. City of Carlsbad	2. City of Escondido
3. City of Poway	4. City of San Diego
5. Encina Wastewater Authority	6. Olivenhain Municipal Water District
7. Otay Water District	8. Padre Dam Municipal Water District
9. Vallecitos Water District	10. Vista Irrigation 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 compiled for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found

in Appendix II [Benefit Detail] 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, as well as salary effective date and known future salary increases, were reported. All figures are presented on a monthly basis.

## 2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees. The following elements of retirement benefits offerings were reported:

- **PERS Formula:** The service retirement formula for each agency's Classic plan.
- **PERS Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for Miscellaneous plans. 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.
- **PERS Single Highest Year:** The standard period for determining the average monthly pay rate when calculating retirement benefits is 36 consecutive months. When final compensation is based on a shorter period of time, such as highest paid 12 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.
- **PERS Employer Paid Member Contribution (EPMC):** The amount of the employee's statutory contribution to PERS that is paid by the employer, where applicable, was reported.
- **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 \$871.10 per month was reported.
- **Other:** Any other retirement contributions made by the employer.

## 3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

## 4. Insurances

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

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

## 5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated was reported. All hours have been converted into a dollar value benefit.

- **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.

## 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.

In addition to the benefits collected and reported above, data on the following additional benefits were collected and are included in Appendix IV of the report. Gallagher compiled data on benefits levels, eligibility, and policy, and which was not included in the Total Compensation calculation.

- **Call Back Pay:** Pay for employees in classifications required to respond to after-hours calls for service.
- **Standby Pay:** Pay for employees in classifications required to serve on Standby duty and waiting to be called back to work.
- **Certification Pay:** Pay for employees who obtain specific certifications based on their classification.
- **Longevity/Retention Pay:** Pay for employees who complete specific years of employment with their agency.
- **Vacation Leave Cashout:** Cash Out during employment, Cash Out upon separation from employment.

All of the benefit elements are negotiated benefits provided to 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 from December 2023 through April 2024, 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

Gallagher believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City’s classification descriptions as the foundation for comparison.

When Gallagher 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 the City. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

Gallagher'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 (e.g., entry, experienced, journey, specialist, lead, etc.);
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be valid, Gallagher requires that a classification's "likeness" be at approximately 70% of the matched classification. When an appropriate match is not identified for one classification, Gallagher 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 the City 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 the City'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 sets of data representing the market findings:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
  - One sheet is sorted by top monthly (Appendix II(a))
  - One sheet is sorted by total monthly (Appendix II(b))
- Benefit Detail (Appendix II(c))

The dollar value for the survey average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The percent (%) the City's benchmark is above or below average and median is reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

To calculate the mean and median, Gallagher requires that there be a minimum of four (4) 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 39 of the 43 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

## Market Compensation Findings

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market median) to the most negative (below market median).

**Table 3. Market Results**

Classification Title	# of Matches	Base Salary % Above or Below Median	Total Compensation % Above or Below Median
Senior Meter Service Worker	5	3.2%	-20.4%
Maintenance Worker II	7	1.9%	0.1%
Environmental Officer	4	0.7%	-3.4%
Water Utilities Director	8	-1.4%	-13.1%
Cross Connection Control Technician	7	-1.8%	-2.4%
Associate Engineer	7	-2.0%	-4.2%
Environmental Specialist II	4	-2.4%	-2.2%
Compliance Officer	5	-3.4%	-12.7%
Utility Supervisor	8	-3.6%	-21.7%
Laboratory Supervisor	4	-4.3%	-10.5%
Wastewater Plant Operator II	7	-6.7%	-22.7%
Senior Civil Engineer	8	-7.2%	-15.7%
Meter Service Worker II	9	-7.3%	-18.5%
Wastewater Plant Operator III	7	-7.5%	-25.3%
Utility Worker II (Water)	9	-8.4%	-21.4%
GIS Specialist	8	-8.5%	-21.6%
Utility Worker II (Wastewater)	8	-9.5%	-22.4%
Water Plant Operator III	5	-9.6%	-10.6%
Water Utilities Inspector	7	-9.8%	-31.1%
Water Plant Operator II	5	-9.8%	-16.4%
Water Utilities Division Manager (Wastewater)	5	-10.6%	-28.6%
Plant Maintenance Supervisor	6	-12.4%	-30.7%
Microbiologist	5	-12.8%	-22.5%
Principal Water Engineer	8	-16.2%	-29.8%
Water Utilities Division Manager (Water)	6	-16.1%	-25.8%
Mechanical Technologist II	8	-16.5%	-31.0%
Environmental Compliance Inspector	6	-16.6%	-23.7%
Facilities Maintenance Scheduler	4	-17.7%	-27.0%
Water Distribution Supervisor	9	-18.0%	-34.1%
Associate Chemist	5	-18.1%	-27.1%

Classification Title	# of Matches	Base Salary % Above or Below Median	Total Compensation % Above or Below Median
Senior Distribution Operator	7	-18.1%	-31.0%
Wastewater Plant Supervisor	6	-19.6%	-27.8%
Chief Plant Operator - Wastewater	5	-20.2%	-33.2%
Meter Services Supervisor	8	-20.5%	-39.4%
Instrumentation Technician II	10	-20.6%	-33.9%
Instrumentation Supervisor	8	-21.2%	-34.6%
Distribution Operator II	7	-21.6%	-35.3%
Water Treatment Supervisor	4	-23.3%	-25.0%
GIS Supervisor	6	-27.8%	-34.5%
Asset Management Administrator	2	Insuff. Data	Insuff. Data
Chief Plant Operator-Water	2	Insuff. Data	Insuff. Data
Laboratory Technician	2	Insuff. Data	Insuff. Data
Water Utilities Plant Electrician III	3	Insuff. Data	Insuff. Data

## Base Salary

Base salary market results show that 36 classifications are paid below the market median and three (3) classifications are above the market median.

# of Classifications	<5%	5-10%	10-15%	15%-	20-25%	25%+	Total
Below the Market Median	8	9	3	9	6	1	36
Above the Market Median	3	0	0	0	0	0	3

## Total Compensation

Total compensation market results show that 38 classifications are paid below the market median and one (1) classification is above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	20-25%	25%+	Total
Below Market Median	4	0	5	3	8	18	38
Above Market Median	1	0	0	0	0	0	1

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes, due to the differences in compensation policy, actual scope of work, and position requirements.

Overall, the differences between market base salaries and total compensation indicate that the City's benefits package puts the City at a less competitive advantage. Further analysis indicates that, on average, classifications are 11.4% below the market median for base salaries, while that figure changes to 22.3% below the market median for total compensation, representing an approximate 11.0% difference (lag) in market position from base salary versus total compensation.

## Benefits

There are a number of factors impacting the City’s competitiveness with regard to benefits offerings. As indicated in the total compensation results, the City lags behind the surveyed agencies in total offerings. However, this is not surprising when considering the market surveyed, as six (6) of the comparator agencies are special districts. Historically, special districts offer richer benefits when compared to cities and counties. The following examination of retirement benefits and healthcare benefits provides insight into these differences.

**Retirement:** There are five (5) comparison agencies that participate in Social Security, as well as offer another form of retirement such as PERS. Additionally, there are noted differences in the Classic formula offerings for the various agencies. While each of the comparison cities offer the same PERS Classic formula (2%@60), five of the six special districts offers an enhanced PERS formula, ranging from 2.5%@55 to 3%@60. When examining deferred compensation offerings, five (5) comparators contribute to a deferred compensation plan, such as a 401(a) or 457 plan, in addition to PERS, four of which contribute a higher amount than Oceanside’s current contribution amounts. The City also has in place employee cost-sharing agreements, with employee’s picking up a portion of the employer contribution towards retirement costs. Only two of the ten agencies surveyed had cost sharing agreements. Table 4 below summarizes retirement contribution rates, retirement cost-sharing, Social Security participation, and deferred compensation contributions.

**Table 4. Retirement Benefits**

Agency	Retirement Formula	Retirement Cost Sharing	Social Security Participation	Deferred Compensation Contribution
City of Oceanside	2%@60	1%	No	\$67-\$83/mo based on unit
City of Carlsbad	2%@60	0%	No	\$0
City of Escondido	2%@60	0% - 3% based on unit	No	\$0
City of Poway	2%@60	1%	No	\$150 -\$300/mo based on unit
City of San Diego	1.5%@55 - 2.5%@55	0%	No	\$0
Encina Wastewater Authority	2.7%@55	0%	No	4%
Olivenhain Municipal Water District	2.5%@55	0%	Yes	\$104 -\$395/mo based on unit
Otay Water District	2.7%@55	0%	Yes	\$0 - \$416/mo based on unit
Padre Dam Municipal Water District	2.5%@55	0%	Yes	\$0
Vallecitos Water District	3%@60	0%	Yes	\$250-\$375/mo based on unit

Agency	Retirement Formula	Retirement Cost Sharing	Social Security Participation	Deferred Compensation Contribution
Vista Irrigation District	2%@60	No	Yes	\$25/mo up to 4% based on unit

**Health Insurance.** Market data indicates that the average monthly employer contribution toward health insurance premiums for employees is \$2,428 (excluding the City’s data). The City’s contribution of \$1,688 is \$740 less than, or 43.85% below, the market average. Table 5 below summarizes all monthly agency health insurance contributions.

**Table 5. Monthly Employer Health Insurance Contributions**

Agency	Monthly Health Insurance Contribution
Otay Water District	\$3,173
Vallecitos Water District	\$3,124
Vista Irrigation District	\$2,816
Olivenhain Municipal Water District	\$2,798
Padre Dam Municipal Water District	\$2,329
City of Poway	\$2,188
Encina Wastewater Authority	\$2,163
City of San Diego	\$1,907
City of Carlsbad	\$1,901
City of Escondido	\$1,883
<b>City of Oceanside</b>	<b>\$1,688</b>
<b>MARKET AVERAGE</b>	<b>\$2,428</b>

## Compensation: Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied to develop c salary recommendations for all non-benchmarked classifications. In the future, the City may need to apply internal alignment practices if additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City’s classifications to the labor market are used when making internal salary alignment recommendations.

In developing the salary recommendations, the following standard pay administration practices were applied:

- A salary within 5% of the market median is considered to be competitive in the labor market for salary survey purposes due to the differences in compensation policy and actual scope of the position and its requirements.
- Certain internal percentages are often applied. Those that are the most common include:

- 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 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 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 purposes of this study, Gallagher utilized market data to develop the salary recommendations for all of the benchmarked classifications and used internal equity principles to make the salary recommendations for classifications that were not benchmarked. 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 the City. 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 City 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.

## Recommendations

### Pay Philosophy

The City has many options regarding the type of compensation plan it desires to implement. This decision will be based on the City’s pay philosophy, 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 for recruitment of a qualified workforce.

### Proposed Salary Range Placements

Appendix III (a-e) provides the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The salary recommendations are set based on the market results for base salary. Benchmark classifications were given a pay rate closest to the Market Placement Salary (market median) and using the current salary schedule for the classification’s bargaining unit. Gallagher then set salary for non-benchmark classifications by applying internal equity principles discussed above. In certain instances, where it seemed warranted based on market-supported groupings and/or compaction issues, internal equity was given greater consideration than market findings.

### Options for Implementation

While the City may be interested in bringing salaries to the market median, in most cases this goal may not be attainable with a single adjustment. One option is to move employees into the salary range that is recommended for each classification based on this market study and to the step that is closest to their current compensation. If employees’ current salaries are significantly below market such that their current

compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the salary range.

Another option is to use a phased implementation approach. Normally, if implementing adjustments must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the two-year implementation plan:

**Table 6. Two-Year Implementation Proposal**

Market Disparity	% Increase Each Year
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%+

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City’s financial situation, which will have to be reviewed before each further adjustment is made, all market adjustments are intended to be completed by the end of the second year. The City may also consider a similar implementation plan over a longer period of time, like a three-year implementation plan.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications’ salaries that are currently below the market median as soon as possible, assuming that incumbents’ performance meets the City’s level of expectation.

When classifications are over market, Gallagher typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market “catches up” with their current salary. To Y-rate an employee means to keep the employee’s salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee’s current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent’s salary is within the salary range.

Other options to “freezing” a classification’s salary in place until the market catches up are:

- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with City and then adjust the salary range for the class according to the market.

- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

## Using the Market Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City'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 the City an instrument to make future compensation decisions.

It has been a pleasure working with City 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,

Maggie Williams-Dalgart  
Project Manager  
**Gallagher, Formerly Koff & Associates**

# Appendix I

## Results Summary

**City of Oceanside Water Utilities  
Market Survey Results Summary  
December 2024**



Insurance | Risk Management | Consulting

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Asset Management Administrator	\$ 10,130	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 13,408	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Associate Chemist	\$ 7,235	\$ 8,717	-20.5%	\$ 8,543	-18.1%	\$ 9,909	\$ 12,677	-27.9%	\$ 12,595	-27.1%	5
Associate Engineer	\$ 10,218	\$ 10,824	-5.9%	\$ 10,423	-2.0%	\$ 13,264	\$ 15,314	-15.5%	\$ 13,823	-4.2%	7
Chief Plant Operator - Wastewater	\$ 10,270	\$ 13,063	-27.2%	\$ 12,345	-20.2%	\$ 13,306	\$ 18,110	-36.1%	\$ 17,718	-33.2%	5
Chief Plant Operator - Water	\$ 10,270	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 13,306	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Compliance Officer	\$ 10,828	\$ 11,357	-4.9%	\$ 11,197	-3.4%	\$ 14,210	\$ 16,039	-12.9%	\$ 16,013	-12.7%	5
Cross Connection Control Technician	\$ 8,391	\$ 8,080	3.7%	\$ 8,544	-1.8%	\$ 11,209	\$ 11,780	-5.1%	\$ 11,483	-2.4%	7
Distribution Operator II	\$ 6,561	\$ 8,089	-23.3%	\$ 7,975	-21.6%	\$ 9,151	\$ 12,397	-35.5%	\$ 12,379	-35.3%	7
Environmental Compliance Inspector	\$ 8,096	\$ 9,355	-15.6%	\$ 9,441	-16.6%	\$ 10,877	\$ 13,480	-23.9%	\$ 13,450	-23.7%	5
Environmental Officer	\$ 10,828	\$ 10,787	0.4%	\$ 10,752	0.7%	\$ 14,210	\$ 14,897	-4.8%	\$ 14,689	-3.4%	4
Environmental Specialist II	\$ 8,008	\$ 8,256	-3.1%	\$ 8,198	-2.4%	\$ 10,954	\$ 11,656	-6.4%	\$ 11,193	-2.2%	4
Facilities Maintenance Scheduler	\$ 8,206	\$ 9,779	-19.2%	\$ 9,662	-17.7%	\$ 11,001	\$ 14,008	-27.3%	\$ 13,966	-27.0%	4
GIS Specialist	\$ 7,523	\$ 8,417	-11.9%	\$ 8,163	-8.5%	\$ 10,233	\$ 12,489	-22.1%	\$ 12,441	-21.6%	8
GIS Supervisor	\$ 9,069	\$ 11,593	-27.8%	\$ 11,589	-27.8%	\$ 11,955	\$ 16,299	-36.3%	\$ 16,085	-34.5%	6
Instrumentation Supervisor	\$ 9,724	\$ 11,425	-17.5%	\$ 11,786	-21.2%	\$ 12,692	\$ 15,984	-25.9%	\$ 17,079	-34.6%	8
Instrumentation Technician II	\$ 7,914	\$ 9,306	-17.6%	\$ 9,544	-20.6%	\$ 10,673	\$ 13,525	-26.7%	\$ 14,286	-33.9%	10
Laboratory Supervisor	\$ 10,910	\$ 11,958	-9.6%	\$ 11,379	-4.3%	\$ 14,288	\$ 16,378	-14.6%	\$ 15,790	-10.5%	4
Laboratory Technician	\$ 5,944	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,457	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Maintenance Worker II	\$ 5,458	\$ 5,399	1.1%	\$ 5,353	1.9%	\$ 7,910	\$ 8,620	-9.0%	\$ 7,904	0.1%	7
Mechanical Technologist II	\$ 7,041	\$ 8,052	-14.4%	\$ 8,202	-16.5%	\$ 9,691	\$ 12,060	-24.5%	\$ 12,694	-31.0%	8
Meter Service Worker II	\$ 5,694	\$ 6,079	-6.8%	\$ 6,108	-7.3%	\$ 8,176	\$ 9,704	-18.7%	\$ 9,684	-18.5%	9
Meter Services Supervisor	\$ 8,089	\$ 9,714	-20.1%	\$ 9,750	-20.5%	\$ 10,853	\$ 14,368	-32.4%	\$ 15,129	-39.4%	8
Microbiologist	\$ 7,523	\$ 8,536	-13.5%	\$ 8,490	-12.8%	\$ 10,233	\$ 12,456	-21.7%	\$ 12,536	-22.5%	5
Plant Maintenance Supervisor	\$ 9,762	\$ 10,419	-6.7%	\$ 10,970	-12.4%	\$ 12,734	\$ 15,135	-18.8%	\$ 16,639	-30.7%	6
Principal Water Engineer	\$ 13,953	\$ 15,803	-13.3%	\$ 16,115	-15.5%	\$ 17,800	\$ 22,015	-23.7%	\$ 23,099	-29.8%	8
Senior Civil Engineer	\$ 12,338	\$ 13,111	-6.3%	\$ 13,231	-7.2%	\$ 15,928	\$ 18,276	-14.7%	\$ 18,423	-15.7%	8
Senior Distribution Operator	\$ 7,935	\$ 9,230	-16.3%	\$ 9,374	-18.1%	\$ 10,696	\$ 13,655	-27.7%	\$ 14,017	-31.0%	7
Senior Meter Service Worker	\$ 6,904	\$ 7,077	-2.5%	\$ 6,683	3.2%	\$ 9,537	\$ 11,014	-15.5%	\$ 11,486	-20.4%	5
Utility Supervisor	\$ 9,762	\$ 10,431	-6.9%	\$ 10,111	-3.6%	\$ 12,734	\$ 15,050	-18.2%	\$ 15,495	-21.7%	8
Utility Worker II (Wastewater)	\$ 6,306	\$ 6,749	-7.0%	\$ 6,908	-9.5%	\$ 8,864	\$ 10,434	-17.7%	\$ 10,851	-22.4%	8
Utility Worker II (Water)	\$ 6,306	\$ 6,664	-5.7%	\$ 6,835	-8.4%	\$ 8,864	\$ 10,388	-17.2%	\$ 10,764	-21.4%	9
Wastewater Plant Operator II	\$ 7,498	\$ 8,019	-6.9%	\$ 7,999	-6.7%	\$ 10,205	\$ 12,159	-19.1%	\$ 12,517	-22.7%	7
Wastewater Plant Operator III	\$ 8,334	\$ 9,099	-9.2%	\$ 8,958	-7.5%	\$ 11,145	\$ 13,472	-20.9%	\$ 13,969	-25.3%	7
Wastewater Plant Supervisor	\$ 9,116	\$ 10,857	-19.1%	\$ 10,905	-19.6%	\$ 12,008	\$ 15,623	-30.1%	\$ 15,349	-27.8%	6

**City of Oceanside Water Utilities  
Market Survey Results Summary  
December 2024**



Insurance | Risk Management | Consulting

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Water Distribution Supervisor	\$ 9,762	\$ 11,203	-14.8%	\$ 11,520	-18.0%	\$ 12,734	\$ 16,077	-26.2%	\$ 17,077	-34.1%	9
Water Plant Operator II	\$ 7,086	\$ 7,695	-8.6%	\$ 7,783	-9.8%	\$ 9,741	\$ 11,188	-14.9%	\$ 11,338	-16.4%	5
Water Plant Operator III	\$ 7,916	\$ 8,597	-8.6%	\$ 8,679	-9.6%	\$ 10,675	\$ 12,247	-14.7%	\$ 11,811	-10.6%	5
Water Treatment Supervisor	\$ 9,020	\$ 10,963	-21.5%	\$ 11,123	-23.3%	\$ 11,900	\$ 14,965	-25.8%	\$ 14,871	-25.0%	4
Water Utilities Director	\$ 20,118	\$ 20,755	-3.2%	\$ 20,393	-1.4%	\$ 25,584	\$ 28,527	-11.5%	\$ 28,925	-13.1%	8
Water Utilities Division Manager (Wastewater)	\$ 13,953	\$ 16,357	-17.2%	\$ 15,438	-10.6%	\$ 17,800	\$ 22,949	-28.9%	\$ 22,895	-28.6%	5
Water Utilities Division Manager (Water)	\$ 13,953	\$ 16,492	-18.2%	\$ 16,204	-16.1%	\$ 17,800	\$ 22,936	-28.9%	\$ 22,400	-25.8%	6
Water Utilities Inspector	\$ 7,828	\$ 8,534	-9.0%	\$ 8,596	-9.8%	\$ 10,576	\$ 12,893	-21.9%	\$ 13,866	-31.1%	7
Water Utilities Plant Electrician II	\$ 7,914	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,673	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
		AVERAGE:	-11.7%	AVERAGE:	-11.4%		AVERAGE:	-21.1%	AVERAGE:	-22.3%	

## Appendix II (a-c)

### Market Compensation Findings

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Asset Management Administrator</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Asset Management Supervisor	\$ 12,110	7/7/2023	7/1/2024	5.00%
2	<b>City of Oceanside</b>	<b>Asset Management Administrator</b>	<b>\$ 10,130</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
3	Olivenhain Municipal Water District	Operations Coordinator	\$ 7,783	1/1/2023	6/30/2024	unknown
4	City of Carlsbad	N/C				
5	City of Escondido	N/C				
6	City of Poway	N/C				
7	City of San Diego	N/C				
8	Encina Wastewater Authority	N/C				
9	Otay Water District	N/C				
10	Padre Dam Municipal Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Number of Matches	2

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Associate Chemist</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Laboratory Analyst	\$ 9,477	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Encina Wastewater Authority	Chemist II	\$ 9,360	7/1/2023	unknown	unknown
3	City of Escondido	Associate Chemist	\$ 8,543	7/10/2022	unknown	unknown
4	Padre Dam Municipal Water District	Laboratory Analyst	\$ 8,126	7/1/2023	7/1/2024	3.25%
5	City of San Diego	Assistant Chemist	\$ 8,081	1/1/2024	7/1/2024	4.00%
6	<b>City of Oceanside</b>	<b>Associate Chemist</b>	<b>\$ 7,235</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Carlsbad	N/C				
8	City of Poway	N/C				
9	Olivenhain Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,717
% City of Oceanside Above/Below	-20.5%
Median of Comparators	\$ 8,543
% City of Oceanside Above/Below	-18.1%
Number of Matches	5

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Associate Engineer</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Associate Civil Engineer	\$ 12,701	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Padre Dam Municipal Water District	Engineer-CIP Project Manager (Associate)	\$ 11,842	7/1/2023	7/1/2024	3.25%
3	Vallecitos Water District	Capital Facilities Engineer	\$ 11,818	7/7/2023	7/1/2024	5.00%
4	City of San Diego	Associate Engineer-Civil	\$ 10,423	1/1/2024	7/1/2024	4.00%
5	City of Carlsbad	Associate Engineer	\$ 10,220	1/1/2024	1/1/2025	3.00%
6	<b>City of Oceanside</b>	<b>Associate Engineer</b>	<b>\$ 10,218</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Escondido	Associate Engineer	\$ 9,430	7/10/2022	unknown	unknown
8	City of Poway	Associate Civil Engineer	\$ 9,335	11/7/2023	7/1/2024	5.00%
9	Encina Wastewater Authority	N/C				
10	Olivenhain Municipal Water District	N/C				
11	Vista Irrigation District	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 10,824
% City of Oceanside Above/Below	-5.9%
Median of Comparators	\$ 10,423
% City of Oceanside Above/Below	-2.0%
Number of Matches	7

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Chief Plant Operator - Wastewater</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Operations Manager	\$ 15,167	7/1/2023	unknown	unknown
2	City of San Diego	Wastewater Chief Plant Operator	\$ 14,806	1/1/2024	unknown	unknown
3	City of Escondido	Wastewater Treatment Plant Superintendent	\$ 12,345	9/26/2023	unknown	unknown
4	Otay Water District	Reclamation Plant Supervisor	\$ 11,520	7/3/2023	unknown	unknown
5	Padre Dam Municipal Water District	AWP Operations Supervisor	\$ 11,478	7/1/2023	7/1/2024	3.25%
6	<b>City of Oceanside</b>	<b>Chief Plant Operator - Wastewater</b>	<b>\$ 10,270</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Carlsbad	N/C				
8	City of Poway	N/C				
9	Olivenhain Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 13,063
% City of Oceanside Above/Below	-27.2%
Median of Comparators	\$ 12,345
% City of Oceanside Above/Below	-20.2%
Number of Matches	5

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Chief Plant Operator - Water</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Water Treatment Facilities Supervisor	\$ 13,633	1/1/2023	6/30/2024	unknown
2	City of Escondido	Water Treatment Plant Superintendent	\$ 12,345	9/26/2023	unknown	unknown
3	<b>City of Oceanside</b>	<b>Chief Plant Operator - Water</b>	<b>\$ 10,270</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of Carlsbad	N/C				
5	City of Poway	N/C				
6	City of San Diego	N/C				
7	Encina Wastewater Authority	N/C				
8	Otay Water District	N/C				
9	Padre Dam Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Number of Matches	2

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Compliance Officer</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority <sup>1</sup>	[Source Control Manager/ Source Control Inspector III]	\$ 12,866	7/1/2023	unknown	unknown
2	City of San Diego	Wastewater Pretreatment Program Manager	\$ 11,372	1/1/2024	7/1/2024	4.00%
3	City of Escondido	Environmental Programs Manager/Utilities	\$ 11,197	9/26/2023	unknown	unknown
4	Padre Dam Municipal Water District <sup>2</sup>	[Compliance Administrator/ Laboratory Supervisor]	\$ 10,900	7/1/2023	7/1/2024	3.25%
5	<b>City of Oceanside</b>	<b>Compliance Officer</b>	<b>\$ 10,828</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	Otay Water District	Environmental Compliance Specialist	\$ 10,449	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
7	City of Carlsbad	N/C				
8	City of Poway	N/C				
9	Olivenhain Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 11,357
% City of Oceanside Above/Below	-4.9%
Median of Comparators	\$ 11,197
% City of Oceanside Above/Below	-3.4%
Number of Matches	5

N/C - Non Comparator

1 - Encina Wastewater Authority: 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 - Padre Dam Municipal Water District: 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.

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Cross Connection Control Technician</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Water Quality Operator III	\$ 9,302	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Olivenhain Municipal Water District	Backflow and Cross Connection Coordinator II	\$ 8,958	1/1/2023	6/30/2024	unknown
3	City of Escondido	Senior Cross Connection Technician	\$ 8,631	7/1/2022	unknown	unknown
4	City of Carlsbad	Cross Connection Control Technician	\$ 8,544	1/1/2024	1/1/2025	3.00%
5	<b>City of Oceanside</b>	<b>Cross Connection Control Technician</b>	<b>\$ 8,391</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	Otay Water District	Recycled Water Specialist	\$ 8,187	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
7	City of Poway	Cross Connection Specialist	\$ 7,188	6/26/2023	7/1/2024	5.00%
8	City of San Diego	Senior Backflow and Cross Connection Specialist	\$ 5,748	1/1/2024	7/1/2024	4.00%
9	Encina Wastewater Authority	N/C				
10	Padre Dam Municipal Water District	N/C				
11	Vallecitos Water District	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 8,080
% City of Oceanside Above/Below	3.7%
Median of Comparators	\$ 8,544
% City of Oceanside Above/Below	-1.8%
Number of Matches	7

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Distribution Operator II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Water Systems Operator II	\$ 9,343	1/1/2024	1/1/2025	3.00%
2	Vista Irrigation District	System Operator I	\$ 8,299	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Vallecitos Water District	Water Systems Operator II	\$ 8,197	7/7/2023	7/1/2024	5.00%
4	City of San Diego	Water Distribution Operator	\$ 7,975	1/1/2024	7/1/2024	4.00%
5	Otay Water District	Water Systems Operator	\$ 7,797	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
6	Padre Dam Municipal Water District	Systems Operator/Technician	\$ 7,706	7/1/2023	7/1/2024	3.25%
7	Olivenhain Municipal Water District <sup>1</sup>	[Valve Maintenance Technician I/ Systems Operator I]	\$ 7,309	1/1/2023	6/30/2024	unknown
8	<b>City of Oceanside</b>	<b>Distribution Operator II</b>	<b>\$ 6,561</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of Escondido	N/C				
10	City of Poway	N/C				
11	Encina Wastewater Authority	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,089
% City of Oceanside Above/Below	-23.3%
Median of Comparators	\$ 7,975
% City of Oceanside Above/Below	-21.6%
Number of Matches	7

N/C - Non Comparator

1 - Olivenhain Municipal Water District: 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.

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



<b>Environmental Compliance Inspector</b>						
Rank	Comparator Agency	Classification Title	Revised Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Source Control Inspector III	\$ 10,565	7/1/2023	unknown	unknown
2	Padre Dam Municipal Water District	Compliance Administrator	\$ 10,227	7/1/2023	7/1/2024	3.25%
3	City of San Diego	Wastewater Pretreatment Inspector III	\$ 9,441	1/1/2024	7/1/2024	4.00%
4	City of Escondido	Senior Environmental Compliance Inspector	\$ 8,543	7/10/2022	unknown	unknown
5	<b>City of Oceanside</b>	<b>Environmental Compliance Inspector</b>	<b>\$ 8,096</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	Vallecitos Water District	Source Control Technician	\$ 7,999	7/7/2023	7/1/2024	5.00%
7	City of Poway	N/C				
8	City of Carlsbad	N/C				
9	Olivenhain Municipal Water District	N/C				
10	Otay Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Revised Top Monthly</b>
Average of Comparators	\$ 9,355
% City of Oceanside Above/Below	-15.6%
Median of Comparators	\$ 9,441
% City of Oceanside Above/Below	-16.6%
Number of Matches	5

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Environmental Officer</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Escondido	Environmental Programs Manager/Utilities	\$ 11,197	9/26/2023	unknown	unknown
2	City of Carlsbad	Senior Program Manager	\$ 10,893	1/29/2024	unknown	unknown
3	<b>City of Oceanside</b>	<b>Environmental Officer</b>	<b>\$ 10,828</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of San Diego	Stormwater Compliance Manager	\$ 10,611	1/1/2024	7/1/2024	4.00%
5	Otay Water District	Environmental Compliance Specialist	\$ 10,449	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
6	City of Poway	N/C				
7	Encina Wastewater Authority	N/C				
8	Olivenhain Municipal Water District	N/C				
9	Padre Dam Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 10,787
% City of Oceanside Above/Below	0.4%
Median of Comparators	\$ 10,752
% City of Oceanside Above/Below	0.7%
Number of Matches	4

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Environmental Specialist II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Water Conservation Specialist II	\$ 9,953	1/1/2024	unknown	CPI 0.00% - 4.00%
2	City of San Diego	Stormwater Environmental Specialist II	\$ 8,660	1/1/2024	7/1/2024	4.00%
3	<b>City of Oceanside</b>	<b>Environmental Specialist II</b>	<b>\$ 8,008</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of Carlsbad	Environmental Specialist II	\$ 7,736	1/1/2024	1/1/2025	3.00%
5	City of Escondido	Environmental Programs Specialist	\$ 6,674	9/26/2023	unknown	unknown
6	City of Poway	N/C				
7	Encina Wastewater Authority	N/C				
8	Olivenhain Municipal Water District	N/C				
9	Otay Water District	N/C				
10	Padre Dam Municipal Water District	N/C				
11	Vallecitos Water District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,256
% City of Oceanside Above/Below	-3.1%
Median of Comparators	\$ 8,198
% City of Oceanside Above/Below	-2.4%
Number of Matches	4

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
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Insurance | Risk Management | Consulting

<b>Facilities Maintenance Scheduler</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Planner-Scheduler	\$ 11,029	7/1/2023	7/1/2024	3.25%
2	Olivenhain Municipal Water District	Facilities Coordinator	\$ 10,390	1/1/2023	6/30/2024	unknown
3	City of Carlsbad	Utilities Maintenance Planner	\$ 8,934	1/29/2024	unknown	unknown
4	City of San Diego	Plant Maintenance Coordinator	\$ 8,764	1/1/2024	7/1/2024	4.00%
5	<b>City of Oceanside</b>	<b>Facilities Maintenance Scheduler</b>	<b>\$ 8,206</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Escondido	N/C				
7	City of Poway	N/C				
8	Encina Wastewater Authority	N/C				
9	Otay Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 9,779
% City of Oceanside Above/Below	-19.2%
Median of Comparators	\$ 9,662
% City of Oceanside Above/Below	-17.7%
Number of Matches	4

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>GIS Specialist</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	G.I.S Analyst	\$ 9,477	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Vista Irrigation District	GIS Specialist	\$ 9,302	1/1/2024	unknown	CPI 0.00% - 4.00%
3	City of Carlsbad	GIS Analyst	\$ 8,890	1/1/2024	1/1/2025	3.00%
4	Padre Dam Municipal Water District	GIS-CAD Specialist	\$ 8,464	7/1/2023	7/1/2024	3.25%
5	City of San Diego	GIS Analyst II	\$ 7,861	1/1/2024	unknown	unknown
6	Vallecitos Water District	GIS/CADD Technician	\$ 7,806	7/7/2023	7/1/2024	5.00%
7	City of Poway	GIS Analyst	\$ 7,794	11/7/2023	7/1/2024	5.00%
8	City of Escondido	Geographic Information Systems Analyst II	\$ 7,740	9/26/2023	unknown	unknown
9	<b>City of Oceanside</b>	<b>GIS Specialist</b>	<b>\$ 7,523</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
10	Encina Wastewater Authority	N/C				
11	Olivenhain Municipal Water District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,417
% City of Oceanside Above/Below	-11.9%
Median of Comparators	\$ 8,163
% City of Oceanside Above/Below	-8.5%
Number of Matches	8

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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<b>GIS Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	G.I.S Manager	\$ 14,002	7/3/2023	unknown	unknown
2	City of Carlsbad	GIS Administrator	\$ 11,984	1/1/2024	1/1/2025	3.00%
3	Padre Dam Municipal Water District	GIS Coordinator	\$ 11,842	7/1/2023	7/1/2024	3.25%
4	Vista Irrigation District <sup>1</sup>	[Information Systems Supervisor/ GIS Systems Associate]	\$ 11,335	1/1/2024	unknown	CPI 0.00% - 4.00%
5	City of Escondido	Geographic Information Systems Manager	\$ 10,665	9/26/2023	unknown	unknown
6	City of San Diego	GIS Analyst IV	\$ 9,731	1/1/2024	unknown	unknown
7	<b>City of Oceanside</b>	<b>GIS Supervisor</b>	<b>\$ 9,069</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Poway	N/C				
9	Encina Wastewater Authority	N/C				
10	Olivenhain Municipal Water District	N/C				
11	Vallecitos Water District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 11,593
% City of Oceanside Above/Below	-27.8%
Median of Comparators	\$ 11,589
% City of Oceanside Above/Below	-27.8%
Number of Matches	6

N/C - Non Comparator

1 - Vista Irrigation District: 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.

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Instrumentation Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	SCADA Supervisor	\$ 12,780	1/29/2024	unknown	unknown
2	Encina Wastewater Authority	Electrical and Instrumentation Supervisor	\$ 12,209	7/1/2023	unknown	unknown
3	Vista Irrigation District	System Controls Supervisor	\$ 12,177	1/1/2024	unknown	CPI 0.00% - 4.00%
4	Padre Dam Municipal Water District	SCADA-Wireless Network Security Administrator	\$ 12,052	7/1/2023	7/1/2024	3.25%
5	Otay Water District	SCADA/Pump/Electrical Supervisor	\$ 11,520	7/3/2023	unknown	unknown
6	City of Escondido	Control Systems Technician Supervisor	\$ 11,490	7/10/2022	unknown	unknown
7	City of Poway	SCADA, Electrical, and Instrumentation Controls Supervisor	\$ 10,411	11/7/2023	7/1/2024	5.00%
8	<b>City of Oceanside</b>	<b>Instrumentation Supervisor</b>	<b>\$ 9,724</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of San Diego	Instrumentation and Control Supervisor	\$ 8,764	1/1/2024	7/1/2024	4.00%
10	Olivenhain Municipal Water District	N/C				
11	Vallecitos Water District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 11,425
% City of Oceanside Above/Below	-17.5%
Median of Comparators	\$ 11,786
% City of Oceanside Above/Below	-21.2%
Number of Matches	8

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
December 2024**



Insurance | Risk Management | Consulting

<b>Instrumentation Technician II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Instrument Control Technician II	\$ 10,390	1/1/2023	6/30/2024	unknown
2	Padre Dam Municipal Water District	SCADA Technician	\$ 10,272	7/1/2023	7/1/2024	3.25%
3	City of Carlsbad	SCADA and Instrumentation Technician	\$ 10,220	1/1/2024	1/1/2025	3.00%
4	Vista Irrigation District	System Controls Technician II	\$ 9,953	1/1/2024	unknown	CPI 0.00% - 4.00%
5	Encina Wastewater Authority	Electrical and Instrumentation Technician	\$ 9,828	7/1/2023	unknown	unknown
6	Vallecitos Water District	Electrical/Instrumentation Technician	\$ 9,260	7/7/2023	7/1/2024	5.00%
7	Otay Water District	SCADA/Instrumentation Technician	\$ 9,026	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
8	City of Escondido	Control Systems Technician II	\$ 8,631	7/1/2022	unknown	unknown
9	City of San Diego	Instrumentation and Control Technician	\$ 7,927	1/1/2024	7/1/2024	4.00%
10	<b>City of Oceanside</b>	<b>Instrumentation Technician II</b>	<b>\$ 7,914</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
11	City of Poway	Electrical, Instrumentation, and Controls Technician	\$ 7,552	6/26/2023	7/1/2024	5.00%

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 9,306
% City of Oceanside Above/Below	-17.6%
Median of Comparators	\$ 9,544
% City of Oceanside Above/Below	-20.6%
Number of Matches	10

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
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Insurance | Risk Management | Consulting

<b>Laboratory Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Laboratory Manager	\$ 15,167	7/1/2023	unknown	unknown
2	Padre Dam Municipal Water District	Laboratory Supervisor	\$ 12,059	7/1/2023	7/1/2024	3.25%
3	<b>City of Oceanside</b>	<b>Laboratory Supervisor</b>	<b>\$ 10,910</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of San Diego	Senior Chemist	\$ 10,698	1/1/2024	7/1/2024	4.00%
5	City of Escondido	Supervising Chemist	\$ 9,908	7/10/2022	unknown	unknown
6	City of Carlsbad	N/C				
7	City of Poway	N/C				
8	Olivenhain Municipal Water District	N/C				
9	Otay Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 11,958
% City of Oceanside Above/Below	-9.6%
Median of Comparators	\$ 11,379
% City of Oceanside Above/Below	-4.3%
Number of Matches	4

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Laboratory Technician</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Escondido	Laboratory Technician II	\$ 7,367	7/10/2022	unknown	unknown
2	City of San Diego	Laboratory Technician	\$ 6,070	1/1/2024	7/1/2024	4.00%
3	<b>City of Oceanside</b>	<b>Laboratory Technician</b>	<b>\$ 5,944</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of Carlsbad	N/C				
5	City of Poway	N/C				
6	Encina Wastewater Authority	N/C				
7	Olivenhain Municipal Water District	N/C				
8	Otay Water District	N/C				
9	Padre Dam Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Number of Matches	2

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
Market Compensation Data  
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Insurance | Risk Management | Consulting

<b>Maintenance Worker II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Maintenance Worker	\$ 6,596	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Otay Water District <sup>1</sup>	[Facilities Maintenance Technician/ Utility Worker I]	\$ 6,575	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
3	<b>City of Oceanside</b>	<b>Maintenance Worker II</b>	<b>\$ 5,458</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	Padre Dam Municipal Water District	Facilities Maintenance Worker	\$ 5,361	7/1/2023	7/1/2024	3.25%
5	City of Carlsbad	Street Maintenance Worker II	\$ 5,353	1/1/2024	1/1/2025	3.00%
6	City of Escondido	Maintenance Technician II	\$ 5,139	7/1/2022	unknown	unknown
7	City of Poway	Construction Maintenance Worker II	\$ 4,724	6/26/2023	7/1/2024	5.00%
8	City of San Diego	Utility Worker I	\$ 4,042	1/1/2024	7/1/2024	4.00%
9	Encina Wastewater Authority	N/C				
10	Olivenhain Municipal Water District	N/C				
11	Vallecitos Water District	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 5,399
% City of Oceanside Above/Below	1.1%
Median of Comparators	\$ 5,353
% City of Oceanside Above/Below	1.9%
Number of Matches	7

N/C - Non Comparator

1 - Otay Water District: 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.

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Mechanical Technologist II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Sanitation Systems Operator II	\$ 9,342	1/1/2024	1/1/2025	3.00%
2	Padre Dam Municipal Water District	AWP Mechanical Technician	\$ 8,927	7/1/2023	7/1/2024	3.25%
3	Encina Wastewater Authority	Mechanical Technician II	\$ 8,914	7/1/2023	unknown	unknown
4	Vallecitos Water District	Pump Motor Technician II	\$ 8,606	7/7/2023	7/1/2024	5.00%
5	Otay Water District	Pump Mechanic II	\$ 7,797	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
6	Olivenhain Municipal Water District	Pump/Motor Technician I	\$ 7,783	1/1/2023	6/30/2024	unknown
7	City of Escondido	Plant Systems Technician II	\$ 7,261	7/1/2022	unknown	unknown
8	<b>City of Oceanside</b>	<b>Mechanical Technologist II</b>	<b>\$ 7,041</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of San Diego	Plant Technician II	\$ 5,788	1/1/2024	7/1/2024	4.00%
10	City of Poway	N/C				
11	Vista Irrigation District	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 8,052
% City of Oceanside Above/Below	-14.4%
Median of Comparators	\$ 8,202
% City of Oceanside Above/Below	-16.5%
Number of Matches	8

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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<b>Meter Service Worker II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Field Service Technician	\$ 6,861	7/1/2023	7/1/2024	3.25%
2	Olivenhain Municipal Water District	Field Services Technician II	\$ 6,835	1/1/2023	6/30/2024	unknown
3	Vallecitos Water District	Meter Service Worker II	\$ 6,581	7/7/2023	7/1/2024	5.00%
4	Otay Water District	Customer Service Field Representative II	\$ 6,415	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	City of Escondido	Water Service Representative	\$ 6,108	7/1/2022	unknown	unknown
6	City of Poway	Customer Service Field Worker	\$ 6,047	6/26/2023	7/1/2024	5.00%
7	Vista Irrigation District	Meter Reader	\$ 5,697	1/1/2024	unknown	CPI 0.00% - 4.00%
8	<b>City of Oceanside</b>	<b>Meter Service Worker II</b>	<b>\$ 5,694</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of Carlsbad	Meter Services Worker II	\$ 5,569	1/1/2024	1/1/2025	3.00%
10	City of San Diego	Field Representative	\$ 4,595	1/1/2024	7/1/2024	4.00%
11	Encina Wastewater Authority	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 6,079
% City of Oceanside Above/Below	-6.8%
Median of Comparators	\$ 6,108
% City of Oceanside Above/Below	-7.3%
Number of Matches	9

N/C - Non Comparator

1 - City of Corona: 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.

**City of Oceanside Water Utilities Department  
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<b>Meter Services Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Field Services Supervisor	\$ 11,796	1/1/2023	6/30/2024	unknown
2	Vista Irrigation District	Customer Service-Meter Reader Supervisor	\$ 10,974	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Otay Water District	Meter Services Supervisor	\$ 10,449	7/3/2023	unknown	unknown
4	Vallecitos Water District	Meter Service Supervisor	\$ 9,963	7/7/2023	7/1/2024	5.00%
5	Padre Dam Municipal Water District	Field Services Supervisor	\$ 9,537	7/1/2023	7/1/2024	3.25%
6	City of Carlsbad	Meter Services Supervisor	\$ 8,934	1/29/2024	unknown	unknown
7	City of Escondido	Meter Services Supervisor	\$ 8,543	7/10/2022	unknown	unknown
8	<b>City of Oceanside</b>	<b>Meter Services Supervisor</b>	<b>\$ 8,089</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of San Diego <sup>1</sup>	[Supervising Field Representative/ Compliance and Metering Manager]	\$ 7,515	1/1/2024	7/1/2024	4.00%
10	City of Poway	N/C				
11	Encina Wastewater Authority	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 9,714
% City of Oceanside Above/Below	-20.1%
Median of Comparators	\$ 9,750
% City of Oceanside Above/Below	-20.5%
Number of Matches	8

N/C - Non Comparator

1 - City of San Diego: 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.

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Microbiologist</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Laboratory Analyst	\$ 9,477	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	City of Escondido	Associate Chemist	\$ 8,543	7/10/2022	unknown	unknown
3	Encina Wastewater Authority	Chemist I	\$ 8,490	7/1/2023	unknown	unknown
4	Padre Dam Municipal Water District	Laboratory Analyst	\$ 8,126	7/1/2023	7/1/2024	3.25%
5	City of San Diego	Biologist II	\$ 8,043	1/1/2024	7/1/2024	4.00%
6	<b>City of Oceanside</b>	<b>Microbiologist</b>	<b>\$ 7,523</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Carlsbad	N/C				
8	City of Poway	N/C				
9	Olivenhain Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,536
% City of Oceanside Above/Below	-13.5%
Median of Comparators	\$ 8,490
% City of Oceanside Above/Below	-12.8%
Number of Matches	5

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Plant Maintenance Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Mechanical Technician Supervisor	\$ 12,209	7/1/2023	unknown	unknown
2	Otay Water District	SCADA/Pump/Electrical Supervisor	\$ 11,520	7/3/2023	unknown	unknown
3	Padre Dam Municipal Water District	AWP Maintenance Supervisor	\$ 11,478	7/1/2023	7/1/2024	3.25%
4	Vallecitos Water District	Mechanical/Electrical Supervisor	\$ 10,461	7/7/2023	7/1/2024	5.00%
5	<b>City of Oceanside</b>	<b>Plant Maintenance Supervisor</b>	<b>\$ 9,762</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Escondido	Plant Systems Technician Supervisor	\$ 9,430	7/10/2022	unknown	unknown
7	City of San Diego	Plant Technician Supervisor	\$ 7,419	1/1/2024	7/1/2024	4.00%
8	City of Carlsbad	N/C				
9	City of Poway	N/C				
10	Olivenhain Municipal Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 10,419
% City of Oceanside Above/Below	-6.7%
Median of Comparators	\$ 10,970
% City of Oceanside Above/Below	-12.4%
Number of Matches	6

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Principal Water Engineer</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Engineering Manager	\$ 19,983	1/1/2023	6/30/2024	unknown
2	Vista Irrigation District <sup>2</sup>	[Director of Engineering/ Engineering Project Manager]	\$ 18,170	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Vallecitos Water District <sup>1</sup>	[Capital Facilities Senior Engineer/ District Engineer]	\$ 16,234	7/7/2023	7/1/2024	5.00%
4	Otay Water District	Engineering Manager	\$ 16,209	7/3/2023	unknown	unknown
5	Padre Dam Municipal Water District	Engineering Manager	\$ 16,021	7/1/2023	7/1/2024	3.25%
6	City of Carlsbad	Engineering Manager	\$ 14,658	1/29/2024	unknown	unknown
7	<b>City of Oceanside</b>	<b>Principal Water Engineer</b>	<b>\$ 13,953</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Poway	Principal Civil Engineer-Utilities	\$ 12,804	11/7/2023	7/1/2024	5.00%
9	City of Escondido	Principal Engineer	\$ 12,345	9/26/2023	unknown	unknown
10	City of San Diego	N/C				
11	Encina Wastewater Authority	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 15,803
% City of Oceanside Above/Below	-13.3%
Median of Comparators	\$ 16,115
% City of Oceanside Above/Below	-15.5%
Number of Matches	8

N/C - Non Comparator

1 - Vallecitos Water District: 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 - Vista Irrigation District: 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.

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<b>Senior Civil Engineer</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Engineering Project Manager	\$ 16,206	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Padre Dam Municipal Water District	Engineer-CIP Project Manager (Senior)	\$ 14,095	7/1/2023	7/1/2024	3.25%
3	Otay Water District	Senior Civil Engineer	\$ 14,002	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
4	Vallecitos Water District	Capital Facilities Senior Engineer	\$ 13,681	7/7/2023	7/1/2024	5.00%
5	City of Carlsbad	Utilities Senior Engineer	\$ 12,780	1/29/2024	unknown	unknown
6	<b>City of Oceanside</b>	<b>Senior Civil Engineer</b>	<b>\$ 12,338</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of San Diego	Senior Civil Engineer	\$ 12,026	1/1/2024	7/1/2024	4.00%
8	City of Poway	Senior Civil Engineer	\$ 11,429	11/7/2023	7/1/2024	5.00%
9	City of Escondido	Senior Engineer	\$ 10,665	9/26/2023	unknown	unknown
10	Encina Wastewater Authority	N/C				
11	Olivenhain Municipal Water District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 13,111
% City of Oceanside Above/Below	-6.3%
Median of Comparators	\$ 13,231
% City of Oceanside Above/Below	-7.2%
Number of Matches	8

N/C - Non Comparator

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<b>Senior Distribution Operator</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Water Systems Operator III	\$ 10,740	1/1/2024	1/1/2025	3.00%
2	Vallecitos Water District	Senior Water Systems Operator	\$ 9,723	7/7/2023	7/1/2024	5.00%
3	Otay Water District	Lead Water Systems Operator	\$ 9,477	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
4	Padre Dam Municipal Water District	Systems Operator-Technician	\$ 9,374	7/1/2023	7/1/2024	3.25%
5	Vista Irrigation District	Senior System Operator	\$ 9,302	1/1/2024	unknown	CPI 0.00% - 4.00%
6	City of Escondido	Senior Water Distribution Technician	\$ 8,215	7/1/2022	unknown	unknown
7	<b>City of Oceanside</b>	<b>Senior Distribution Operator</b>	<b>\$ 7,935</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	Olivenhain Municipal Water District <sup>1</sup>	[Valve Maintenance Technician II/ Systems Operator I]	\$ 7,783	1/1/2023	6/30/2024	unknown
9	City of Poway	N/C				
10	City of San Diego	N/C				
11	Encina Wastewater Authority	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 9,230
% City of Oceanside Above/Below	-16.3%
Median of Comparators	\$ 9,374
% City of Oceanside Above/Below	-18.1%
Number of Matches	7

N/C - Non Comparator

1 - Olivenhain Municipal Water District: 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.

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<b>Senior Meter Service Worker</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Field Service Technician (Advanced)	\$ 7,904	7/1/2023	7/1/2024	3.25%
2	Olivenhain Municipal Water District	Field Services Technician III	\$ 7,783	1/1/2023	6/30/2024	unknown
3	<b>City of Oceanside</b>	<b>Senior Meter Service Worker</b>	<b>\$ 6,904</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	Otay Water District	Lead Customer Service Field Representative	\$ 6,683	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	City of Poway	Lead Customer Service Field Worker	\$ 6,675	6/26/2023	7/1/2024	5.00%
6	City of Carlsbad	Meter Services Worker III	\$ 6,339	1/1/2024	1/1/2025	3.00%
7	City of Escondido	N/C				
8	City of San Diego	N/C				
9	Encina Wastewater Authority	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 7,077
% City of Oceanside Above/Below	-2.5%
Median of Comparators	\$ 6,683
% City of Oceanside Above/Below	3.2%
Number of Matches	5

N/C - Non Comparator

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<b>Utility Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Utilities Supervisor	\$ 12,780	1/29/2024	unknown	unknown
2	Olivenhain Municipal Water District	Operations Supervisor-Construction	\$ 11,796	1/1/2023	6/30/2024	unknown
3	Vallecitos Water District	Construction Supervisor	\$ 10,461	7/7/2023	7/1/2024	5.00%
4	Padre Dam Municipal Water District	Construction and Maintenance Crew Supervisor	\$ 10,164	7/1/2023	7/1/2024	3.25%
5	Otay Water District <sup>2</sup>	[Utility Crew Leader/ Utility Maintenance Supervisor]	\$ 10,058	7/3/2023	unknown	unknown
6	<b>City of Oceanside</b>	<b>Utility Supervisor</b>	<b>\$ 9,762</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Poway	Wastewater Utilities Supervisor	\$ 9,668	11/7/2023	7/1/2024	5.00%
8	City of Escondido <sup>1</sup>	[Senior Water Distribution Supervisor / Senior Wastewater Collections Supervisor]	\$ 9,666	7/10/2022	unknown	unknown
9	City of San Diego	Water Systems Technician Supervisor	\$ 8,854	1/1/2024	7/1/2024	4.00%
10	Encina Wastewater Authority	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 10,431
% City of Oceanside Above/Below	-6.9%
Median of Comparators	\$ 10,111
% City of Oceanside Above/Below	-3.6%
Number of Matches	8

N/C - Non Comparator

1 - City of Escondido: 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 - Otay Water District: 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.

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<b>Utility Worker II (Wastewater)</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Collection System Operator II	\$ 7,783	1/1/2023	6/30/2024	unknown
2	City of Carlsbad	Wastewater Utility Worker II	\$ 7,431	1/1/2024	1/1/2025	3.00%
3	Padre Dam Municipal Water District	Utility Worker	\$ 7,211	7/1/2023	7/1/2024	3.25%
4	Otay Water District	Utility Worker II	\$ 7,072	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	Vallecitos Water District	Wastewater Collection Systems Worker II	\$ 6,743	7/7/2023	7/1/2024	5.00%
6	City of Escondido	Wastewater Collections Technician II	\$ 6,418	7/1/2022	unknown	unknown
7	<b>City of Oceanside</b>	<b>Utility Worker II (Wastewater)</b>	<b>\$ 6,306</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Poway	Wastewater Utilities Worker II	\$ 6,047	6/26/2023	7/1/2024	5.00%
9	City of San Diego <sup>1</sup>	[Water Systems Technician/ Water Utility Worker II]	\$ 5,288	1/1/2024	7/1/2024	4.00%
10	Encina Wastewater Authority	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 6,749
% City of Oceanside Above/Below	-7.0%
Median of Comparators	\$ 6,908
% City of Oceanside Above/Below	-9.5%
Number of Matches	8

N/C - Non Comparator

1 - City of San Diego: 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.

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<b>Utility Worker II (Water)</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Utility Worker II	\$ 7,431	1/1/2024	1/1/2025	3.00%
2	Padre Dam Municipal Water District	Utility Worker	\$ 7,211	7/1/2023	7/1/2024	3.25%
3	Vallecitos Water District	Construction Worker II	\$ 7,080	7/7/2023	7/1/2024	5.00%
4	Otay Water District	Utility Worker II	\$ 7,072	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	Olivenhain Municipal Water District	Utility Worker II	\$ 6,835	1/1/2023	6/30/2024	unknown
6	Vista Irrigation District	Construction Worker	\$ 6,596	1/1/2024	unknown	CPI 0.00% - 4.00%
7	City of Escondido	Water Distribution Technician II	\$ 6,418	7/1/2022	unknown	unknown
8	<b>City of Oceanside</b>	<b>Utility Worker II (Water)</b>	<b>\$ 6,306</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of Poway	Water Utilities Worker II	\$ 6,047	6/26/2023	7/1/2024	5.00%
10	City of San Diego <sup>1</sup>	[Water Systems Technician/ Water Utility Worker II]	\$ 5,288	1/1/2024	7/1/2024	4.00%
11	Encina Wastewater Authority	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 6,664
% City of Oceanside Above/Below	-5.7%
Median of Comparators	\$ 6,835
% City of Oceanside Above/Below	-8.4%
Number of Matches	9

N/C - Non Comparator

1 - City of San Diego: 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.

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<b>Wastewater Plant Operator II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Operator II	\$ 8,914	7/1/2023	unknown	unknown
2	City of San Diego	Wastewater Plant Operator	\$ 8,258	1/1/2024	7/1/2024	4.00%
3	Padre Dam Municipal Water District	Recycled Water Operator (Level 2)	\$ 8,126	7/1/2023	7/1/2024	3.25%
4	Vallecitos Water District	Wastewater Treatment Plant Operator II	\$ 7,999	7/7/2023	7/1/2024	5.00%
5	Olivenhain Municipal Water District	Water Reclamation Operator II	\$ 7,783	1/1/2023	6/30/2024	unknown
6	City of Escondido	Wastewater Treatment Plant Operator II	\$ 7,628	7/1/2022	unknown	unknown
7	<b>City of Oceanside</b>	<b>Wastewater Plant Operator II</b>	<b>\$ 7,498</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	Otay Water District	Reclamation Plant Operator II	\$ 7,426	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
9	City of Carlsbad	N/C				
10	City of Poway	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,019
% City of Oceanside Above/Below	-6.9%
Median of Comparators	\$ 7,999
% City of Oceanside Above/Below	-6.7%
Number of Matches	7

N/C - Non Comparator

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<b>Wastewater Plant Operator III</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Lead Operator	\$ 10,565	7/1/2023	unknown	unknown
2	Vallecitos Water District	Senior Wastewater Treatment Plant Operator	\$ 9,489	7/7/2023	7/1/2024	5.00%
3	Padre Dam Municipal Water District	Recycled Water Operator (Level 3)	\$ 9,374	7/1/2023	7/1/2024	3.25%
4	Olivenhain Municipal Water District	Water Reclamation Operator III	\$ 8,958	1/1/2023	6/30/2024	unknown
5	City of San Diego	Senior Wastewater Plant Operator	\$ 8,698	1/1/2024	7/1/2024	4.00%
6	City of Escondido	Wastewater Treatment Plant Operator III	\$ 8,420	7/1/2022	unknown	unknown
7	<b>City of Oceanside</b>	<b>Wastewater Plant Operator III</b>	<b>\$ 8,334</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	Otay Water District	Reclamation Plant Operator III	\$ 8,187	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
9	City of Carlsbad	N/C				
10	City of Poway	N/C				
11	Vista Irrigation District	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 9,099
% City of Oceanside Above/Below	-9.2%
Median of Comparators	\$ 8,958
% City of Oceanside Above/Below	-7.5%
Number of Matches	7

N/C - Non Comparator

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<b>Wastewater Plant Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Shift Supervisor	\$ 12,209	7/1/2023	unknown	unknown
2	Vallecitos Water District	Wastewater Treatment Plant Supervisor	\$ 11,255	7/7/2023	7/1/2024	5.00%
3	City of Escondido	Wastewater Treatment Plant Operations Supervisor	\$ 11,210	7/10/2022	unknown	unknown
4	City of San Diego	Senior Wastewater Operations Supervisor	\$ 10,599	1/1/2024	7/1/2024	4.00%
5	Olivenhain Municipal Water District	Water Reclamation Operator IV	\$ 10,389	1/1/2023	6/30/2024	unknown
6	Otay Water District	Lead Reclamation Plant Operator	\$ 9,477	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
7	<b>City of Oceanside</b>	<b>Wastewater Plant Supervisor</b>	<b>\$ 9,116</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Carlsbad	N/C				
9	City of Poway	N/C				
10	Padre Dam Municipal Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 10,857
% City of Oceanside Above/Below	-19.1%
Median of Comparators	\$ 10,905
% City of Oceanside Above/Below	-19.6%
Number of Matches	6

N/C - Non Comparator

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<b>Water Distribution Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Carlsbad	Utilities Supervisor	\$ 12,780	1/29/2024	unknown	unknown
2	Vista Irrigation District	Water Distribution Supervisor	\$ 12,177	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Olivenhain Municipal Water District	Operations Supervisor-Systems	\$ 11,796	1/1/2023	6/30/2024	unknown
4	Vallecitos Water District	Water Systems Supervisor	\$ 11,533	7/7/2023	7/1/2024	5.00%
5	Otay Water District <sup>1</sup>	[Water Systems Supervisor/ Recycled Water Program Supervisor]	\$ 11,520	7/3/2023	unknown	unknown
6	City of San Diego	Senior Water Distribution Operations Supervisor	\$ 11,036	1/1/2024	7/1/2024	4.00%
7	Padre Dam Municipal Water District	Distribution Maintenance Supervisor	\$ 10,164	7/1/2023	7/1/2024	3.25%
8	City of Poway	Water Utilities Distribution Supervisor	\$ 10,157	11/7/2023	7/1/2024	5.00%
9	<b>City of Oceanside</b>	<b>Water Distribution Supervisor</b>	<b>\$ 9,762</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
10	City of Escondido	Senior Water Distribution Supervisor	\$ 9,666	7/10/2022	unknown	unknown
11	Encina Wastewater Authority	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 11,203
% City of Oceanside Above/Below	-14.8%
Median of Comparators	\$ 11,520
% City of Oceanside Above/Below	-18.0%
Number of Matches	9

N/C - Non Comparator

1 - Otay Water District: 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.

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<b>Water Plant Operator II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of San Diego	Water Plant Operator	\$ 8,265	1/1/2024	7/1/2024	4.00%
2	Padre Dam Municipal Water District	Recycled Water Operator (Level 2)	\$ 8,126	7/1/2023	7/1/2024	3.25%
3	Olivenhain Municipal Water District	Water Treatment Plant Operator II	\$ 7,783	1/1/2023	6/30/2024	unknown
4	City of Escondido	Water Treatment Plant Operator II	\$ 7,628	7/1/2022	unknown	unknown
5	<b>City of Oceanside</b>	<b>Water Plant Operator II</b>	<b>\$ 7,086</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Poway	Water Treatment Plant Operator II	\$ 6,675	6/26/2023	7/1/2024	5.00%
7	City of Carlsbad	N/C				
8	Encina Wastewater Authority	N/C				
9	Otay Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 7,695
% City of Oceanside Above/Below	-8.6%
Median of Comparators	\$ 7,783
% City of Oceanside Above/Below	-9.8%
Number of Matches	5

N/C - Non Comparator

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<b>Water Plant Operator III</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Recycled Water Operator (Level 3)	\$ 9,374	7/1/2023	7/1/2024	3.25%
2	Olivenhain Municipal Water District	Water Treatment Plant Operator III	\$ 8,958	1/1/2023	6/30/2024	unknown
3	City of San Diego	Senior Water Plant Operator	\$ 8,679	1/1/2024	7/1/2024	4.00%
4	City of Escondido	Water Treatment Plant Operator III	\$ 8,420	7/1/2022	unknown	unknown
5	<b>City of Oceanside</b>	<b>Water Plant Operator III</b>	<b>\$ 7,916</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Poway	Water Treatment Plant Operator III	\$ 7,552	6/26/2023	7/1/2024	5.00%
7	City of Carlsbad	N/C				
8	Encina Wastewater Authority	N/C				
9	Otay Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,597
% City of Oceanside Above/Below	-8.6%
Median of Comparators	\$ 8,679
% City of Oceanside Above/Below	-9.6%
Number of Matches	5

N/C - Non Comparator

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<b>Water Treatment Supervisor</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Poway <sup>1</sup>	[Water Treatment Plant Manager/ Water Treatment Plant Lead Operator]	\$ 11,218	11/7/2023	7/1/2024	5.00%
2	City of Escondido	Water Treatment Plant Operations Supervisor	\$ 11,210	7/10/2022	unknown	unknown
3	City of San Diego	Senior Water Operations Supervisor	\$ 11,036	1/1/2024	7/1/2024	4.00%
4	Olivenhain Municipal Water District	Water Treatment Plant Operator IV	\$ 10,389	1/1/2023	6/30/2024	unknown
5	<b>City of Oceanside</b>	<b>Water Treatment Supervisor</b>	<b>\$ 9,020</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Carlsbad	N/C				
7	Encina Wastewater Authority	N/C				
8	Otay Water District	N/C				
9	Padre Dam Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 10,963
% City of Oceanside Above/Below	-21.5%
Median of Comparators	\$ 11,123
% City of Oceanside Above/Below	-23.3%
Number of Matches	4

N/C - Non Comparator

1 - City of Poway: 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.

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<b>Water Utilities Director</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Assistant General Manager	\$ 23,479	7/1/2023	unknown	unknown
2	Olivenhain Municipal Water District	Assistant General Manager	\$ 22,787	1/1/2023	6/30/2024	unknown
3	Vallecitos Water District	Assistant General Manager	\$ 20,712	7/7/2023	unknown	unknown
4	Otay Water District <sup>1</sup>	[General Manager/ Chief, Engineering]	\$ 20,544	7/3/2023	unknown	unknown
5	Vista Irrigation District <sup>3</sup>	[General Manager/ Director of Operations and Field Services]	\$ 20,243	1/1/2024	unknown	CPI 0.00% - 4.00%
6	Padre Dam Municipal Water District <sup>2</sup>	[General Manager/ Director of Engineering]	\$ 20,182	7/1/2023	7/1/2024	unknown
7	<b>City of Oceanside</b>	<b>Water Utilities Director</b>	<b>\$ 20,118</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Carlsbad	Utilities Director	\$ 19,852	1/29/2024	unknown	unknown
9	City of Escondido	Director of Utilities	\$ 18,239	9/26/2023	unknown	unknown
10	City of Poway	N/C				
11	City of San Diego	N/C				

Summary Results	Top Monthly
Average of Comparators	\$ 20,755
% City of Oceanside Above/Below	-3.2%
Median of Comparators	\$ 20,393
% City of Oceanside Above/Below	-1.4%
Number of Matches	8

N/C - Non Comparator

- 1 - Otay Water District: 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 - Padre Dam Municipal Water District: 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 - Vista Irrigation District: 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.

**City of Oceanside Water Utilities Department  
Market Compensation Data  
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<b>Water Utilities Division Manager (Wastewater)</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Operations Manager	\$ 19,981	1/1/2023	6/30/2024	unknown
2	Encina Wastewater Authority <sup>1</sup>	[Director of Operation/ Operations Manager]	\$ 17,367	7/1/2023	unknown	unknown
3	Otay Water District	System Operations Manager	\$ 15,438	7/3/2023	unknown	unknown
4	Padre Dam Municipal Water District	AWP Operations Manager	\$ 15,387	7/1/2023	7/1/2024	3.25%
5	<b>City of Oceanside</b>	<b>Water Utilities Division Manager (Wastewater)</b>	<b>\$ 13,953</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Escondido	Deputy Director of Utilities Wastewater	\$ 13,611	9/26/2023	unknown	unknown
7	City of Carlsbad	N/C				
8	City of Poway	N/C				
9	City of San Diego	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 16,357
% City of Oceanside Above/Below	-17.2%
Median of Comparators	\$ 15,438
% City of Oceanside Above/Below	-10.6%
Number of Matches	5

N/C - Non Comparator

1 - Encina Wastewater Authority: 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.

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Water Utilities Division Manager (Water)</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Operations Manager	\$ 19,981	1/1/2023	6/30/2024	unknown
2	Vista Irrigation District	Director of Operations and Field Services	\$ 17,566	1/1/2024	unknown	CPI 0.00% - 4.00%
3	City of Carlsbad	Utilities Manager	\$ 16,970	1/1/2024	unknown	unknown
4	Otay Water District	System Operations Manager	\$ 15,438	7/3/2023	unknown	unknown
5	Padre Dam Municipal Water District	Operations Manager	\$ 15,387	7/1/2023	7/1/2024	3.25%
6	<b>City of Oceanside</b>	<b>Water Utilities Division Manager (Water)</b>	<b>\$ 13,953</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Escondido	Deputy Director of Utilities Water	\$ 13,611	9/26/2023	unknown	unknown
8	City of Poway	N/C				
9	City of San Diego	N/C				
10	Encina Wastewater Authority	N/C				
11	Vallecitos Water District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 16,492
% City of Oceanside Above/Below	-18.2%
Median of Comparators	\$ 16,204
% City of Oceanside Above/Below	-16.1%
Number of Matches	6

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Water Utilities Inspector</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Engineering Inspector	\$ 9,953	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Olivenhain Municipal Water District	Inspector II	\$ 8,958	1/1/2023	6/30/2024	unknown
3	Vallecitos Water District	Construction Inspector II	\$ 8,819	7/7/2023	7/1/2024	5.00%
4	Otay Water District	Construction Inspector II	\$ 8,596	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	Padre Dam Municipal Water District	Construction Inspector	\$ 8,126	7/1/2023	7/1/2024	3.25%
6	<b>City of Oceanside</b>	<b>Water Utilities Inspector</b>	<b>\$ 7,828</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Carlsbad	Construction Inspector II	\$ 7,736	1/1/2024	1/1/2025	3.00%
8	City of Escondido	Field Engineering Inspector II	\$ 7,551	7/10/2022	unknown	unknown
9	City of Poway	N/C				
10	City of San Diego	N/C				
11	Encina Wastewater Authority	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	\$ 8,534
% City of Oceanside Above/Below	-9.0%
Median of Comparators	\$ 8,596
% City of Oceanside Above/Below	-9.8%
Number of Matches	7

N/C - Non Comparator

**City of Oceanside Water Utilities Department  
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Insurance | Risk Management | Consulting

<b>Water Utilities Plant Electrician II</b>						
Rank	Comparator Agency	Classification Title	Top Step	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Electrician II	\$ 8,596	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Padre Dam Municipal Water District	Electrician-Instrumentation and Controls Technician	\$ 8,464	7/1/2023	7/1/2024	3.25%
3	<b>City of Oceanside</b>	<b>Water Utilities Plant Electrician II</b>	<b>\$ 7,914</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of San Diego	Electrician	\$ 6,928	1/1/2024	7/1/2024	4.00%
5	City of Carlsbad	N/C				
6	City of Escondido	N/C				
7	City of Poway	N/C				
8	Encina Wastewater Authority	N/C				
9	Olivenhain Municipal Water District	N/C				
10	Vallecitos Water District	N/C				
11	Vista Irrigation District	N/C				

<b>Summary Results</b>	<b>Top Monthly</b>
Average of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Median of Comparators	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data
Number of Matches	3

N/C - Non Comparator

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Asset Management Administrator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Asset Management Supervisor	\$ 12,110	\$ 6,518	\$ 18,628	7/7/2023	7/1/2024	5.00%
2	City of Oceanside	Asset Management Administrator	\$ 10,130	\$ 3,278	\$ 13,408	7/1/2023	unknown	unknown
3	Olivenhain Municipal Water District	Operations Coordinator	\$ 7,783	\$ 4,734	\$ 12,517	1/1/2023	6/30/2024	unknown
4	City of Carlsbad	N/C						
5	City of Escondido	N/C						
6	City of Poway	N/C						
7	City of San Diego	N/C						
8	Encina Wastewater Authority	N/C						
9	Otay Water District	N/C						
10	Padre Dam Municipal Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**City of Oceanside Water Utilities  
Market Total Compensation Data  
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Insurance | Risk Management | Consulting

<b>Associate Chemist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Laboratory Analyst	\$ 9,477	\$ 5,484	\$ 14,962	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Encina Wastewater Authority	Chemist II	\$ 9,360	\$ 4,239	\$ 13,599	7/1/2023	unknown	unknown
3	Padre Dam Municipal Water District	Laboratory Analyst	\$ 8,126	\$ 4,469	\$ 12,595	7/1/2023	7/1/2024	3.25%
4	City of San Diego	Assistant Chemist	\$ 8,081	\$ 3,067	\$ 11,148	1/1/2024	7/1/2024	4.00%
5	City of Escondido	Associate Chemist	\$ 8,543	\$ 2,538	\$ 11,081	7/10/2022	unknown	unknown
6	City of Oceanside	Associate Chemist	\$ 7,235	\$ 2,674	\$ 9,909	7/1/2023	unknown	unknown
7	City of Carlsbad	N/C						
8	City of Poway	N/C						
9	Olivenhain Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,717	\$ 12,677
% City of Oceanside Above/Below	-20.5%	-27.9%
Median of Comparators	\$ 8,543	\$ 12,595
% City of Oceanside Above/Below	-18.1%	-27.1%
Number of Matches	5	5

N/C - Non Comparator

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Associate Engineer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Associate Civil Engineer	\$ 12,701	\$ 6,270	\$ 18,971	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Vallecitos Water District	Capital Facilities Engineer	\$ 11,818	\$ 6,442	\$ 18,260	7/7/2023	7/1/2024	5.00%
3	Padre Dam Municipal Water District	Engineer-CIP Project Manager (Associate)	\$ 11,842	\$ 5,560	\$ 17,402	7/1/2023	7/1/2024	3.25%
4	City of San Diego	Associate Engineer-Civil	\$ 10,423	\$ 3,400	\$ 13,823	1/1/2024	7/1/2024	4.00%
5	City of Carlsbad	Associate Engineer	\$ 10,220	\$ 3,143	\$ 13,363	1/1/2024	1/1/2025	3.00%
6	<b>City of Oceanside</b>	<b>Associate Engineer</b>	<b>\$ 10,218</b>	<b>\$ 3,046</b>	<b>\$ 13,264</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Poway	Associate Civil Engineer	\$ 9,335	\$ 3,707	\$ 13,042	11/7/2023	7/1/2024	5.00%
8	City of Escondido	Associate Engineer	\$ 9,430	\$ 2,910	\$ 12,340	7/10/2022	unknown	unknown
9	Encina Wastewater Authority	N/C						
10	Olivenhain Municipal Water District	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,824	\$ 15,314
% City of Oceanside Above/Below	-5.9%	-15.5%
Median of Comparators	\$ 10,423	\$ 13,823
% City of Oceanside Above/Below	-2.0%	-4.2%
Number of Matches	7	7

N/C - Non Comparator

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Chief Plant Operator - Wastewater</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Operations Manager	\$ 15,167	\$ 5,878	\$ 21,045	7/1/2023	unknown	unknown
2	City of San Diego	Wastewater Chief Plant Operator	\$ 14,806	\$ 3,967	\$ 18,773	1/1/2024	unknown	unknown
3	Otay Water District	Reclamation Plant Supervisor	\$ 11,520	\$ 6,199	\$ 17,718	7/3/2023	unknown	unknown
4	Padre Dam Municipal Water District	AWP Operations Supervisor	\$ 11,478	\$ 5,248	\$ 16,726	7/1/2023	7/1/2024	3.25%
5	City of Escondido	Wastewater Treatment Plant Superintendent	\$ 12,345	\$ 3,944	\$ 16,289	9/26/2023	unknown	unknown
6	City of Oceanside	Chief Plant Operator - Wastewater	\$ 10,270	\$ 3,036	\$ 13,306	7/1/2023	unknown	unknown
7	City of Carlsbad	N/C						
8	City of Poway	N/C						
9	Olivenhain Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,063	\$ 18,110
% City of Oceanside Above/Below	-27.2%	-36.1%
Median of Comparators	\$ 12,345	\$ 17,718
% City of Oceanside Above/Below	-20.2%	-33.2%
Number of Matches	5	5

N/C - Non Comparator

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Chief Plant Operator - Water</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Water Treatment Facilities Supervisor	\$ 13,633	\$ 6,569	\$ 20,202	1/1/2023	6/30/2024	unknown
2	City of Escondido	Water Treatment Plant Superintendent	\$ 12,345	\$ 3,944	\$ 16,289	9/26/2023	unknown	unknown
3	<b>City of Oceanside</b>	<b>Chief Plant Operator - Water</b>	<b>\$ 10,270</b>	<b>\$ 3,036</b>	<b>\$ 13,306</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of Carlsbad	N/C						
5	City of Poway	N/C						
6	City of San Diego	N/C						
7	Encina Wastewater Authority	N/C						
8	Otay Water District	N/C						
9	Padre Dam Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Compliance Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority <sup>1</sup>	[Source Control Manager/ Source Control Inspector III]	\$ 12,866	\$ 5,314	\$ 18,180	7/1/2023	unknown	unknown
2	Otay Water District	Environmental Compliance Specialist	\$ 10,449	\$ 5,721	\$ 16,170	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
3	Padre Dam Municipal Water District <sup>2</sup>	[Compliance Administrator/ Laboratory Supervisor]	\$ 10,900	\$ 5,114	\$ 16,013	7/1/2023	7/1/2024	3.25%
4	City of Escondido	Environmental Programs Manager/Utilities	\$ 11,197	\$ 3,729	\$ 14,926	9/26/2023	unknown	unknown
5	City of San Diego	Wastewater Pretreatment Program Manager	\$ 11,372	\$ 3,535	\$ 14,907	1/1/2024	7/1/2024	4.00%
6	<b>City of Oceanside</b>	<b>Compliance Officer</b>	<b>\$ 10,828</b>	<b>\$ 3,382</b>	<b>\$ 14,210</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Carlsbad	N/C						
8	City of Poway	N/C						
9	Olivenhain Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,357	\$ 16,039
% City of Oceanside Above/Below	-4.9%	-12.9%
Median of Comparators	\$ 11,197	\$ 16,013
% City of Oceanside Above/Below	-3.4%	-12.7%
Number of Matches	5	5

N/C - Non Comparator

1 - Encina Wastewater Authority: 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

2 - Padre Dam Municipal Water District: 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

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Insurance | Risk Management | Consulting

<b>Cross Connection Control Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Water Quality Operator III	\$ 9,302	\$ 4,715	\$ 14,017	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Olivenhain Municipal Water District	Backflow and Cross Connection Coordinator II	\$ 8,958	\$ 5,011	\$ 13,969	1/1/2023	6/30/2024	unknown
3	Otay Water District	Recycled Water Specialist	\$ 8,187	\$ 5,170	\$ 13,356	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
4	City of Carlsbad	Cross Connection Control Technician	\$ 8,544	\$ 2,939	\$ 11,483	1/1/2024	1/1/2025	3.00%
5	<b>City of Oceanside</b>	<b>Cross Connection Control Technician</b>	<b>\$ 8,391</b>	<b>\$ 2,818</b>	<b>\$ 11,209</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Escondido	Senior Cross Connection Technician	\$ 8,631	\$ 2,216	\$ 10,847	7/1/2022	unknown	unknown
7	City of Poway	Cross Connection Specialist	\$ 7,188	\$ 3,116	\$ 10,304	6/26/2023	7/1/2024	5.00%
8	City of San Diego	Senior Backflow and Cross Connection Specialist	\$ 5,748	\$ 2,735	\$ 8,483	1/1/2024	7/1/2024	4.00%
9	Encina Wastewater Authority	N/C						
10	Padre Dam Municipal Water District	N/C						
11	Vallecitos Water District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,080	\$ 11,780
% City of Oceanside Above/Below	3.7%	-5.1%
Median of Comparators	\$ 8,544	\$ 11,483
% City of Oceanside Above/Below	-1.8%	-2.4%
Number of Matches	7	7

N/C - Non Comparator

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Insurance | Risk Management | Consulting

<b>Distribution Operator II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Water Systems Operator II	\$ 8,197	\$ 5,502	\$ 13,699	7/7/2023	7/1/2024	5.00%
2	Otay Water District	Water Systems Operator	\$ 7,797	\$ 5,074	\$ 12,871	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
3	Vista Irrigation District	System Operator I	\$ 8,299	\$ 4,513	\$ 12,812	1/1/2024	unknown	CPI 0.00% - 4.00%
4	City of Carlsbad	Water Systems Operator II	\$ 9,343	\$ 3,036	\$ 12,379	1/1/2024	1/1/2025	3.00%
5	Padre Dam Municipal Water District	Systems Operator/Technician	\$ 7,706	\$ 4,371	\$ 12,077	7/1/2023	7/1/2024	3.25%
6	Olivenhain Municipal Water District <sup>1</sup>	[Valve Maintenance Technician I/ Systems Operator I]	\$ 7,309	\$ 4,623	\$ 11,932	1/1/2023	6/30/2024	unknown
7	City of San Diego	Water Distribution Operator	\$ 7,975	\$ 3,032	\$ 11,007	1/1/2024	7/1/2024	4.00%
8	<b>City of Oceanside</b>	<b>Distribution Operator II</b>	<b>\$ 6,561</b>	<b>\$ 2,590</b>	<b>\$ 9,151</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of Escondido	N/C						
10	City of Poway	N/C						
11	Encina Wastewater Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,089	\$ 12,397
% City of Oceanside Above/Below	-23.3%	-35.5%
Median of Comparators	\$ 7,975	\$ 12,379
% City of Oceanside Above/Below	-21.6%	-35.3%
Number of Matches	7	7

N/C - Non Comparator

1 - Olivenhain Municipal Water District: 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

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Environmental Compliance Inspector</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Compliance Administrator	\$ 10,227	\$ 4,943	\$ 15,170	7/1/2023	7/1/2024	3.25%
2	Encina Wastewater Authority	Source Control Inspector III	\$ 10,565	\$ 4,434	\$ 14,999	7/1/2023	unknown	unknown
3	Vallecitos Water District	Source Control Technician	\$ 7,999	\$ 5,451	\$ 13,450	7/7/2023	7/1/2024	5.00%
4	City of San Diego	Wastewater Pretreatment Inspector III	\$ 9,441	\$ 3,259	\$ 12,700	1/1/2024	7/1/2024	4.00%
5	City of Escondido	Senior Environmental Compliance Inspector	\$ 8,543	\$ 2,537	\$ 11,080	7/10/2022	unknown	unknown
6	<b>City of Oceanside</b>	<b>Environmental Compliance Inspector</b>	<b>\$ 8,096</b>	<b>\$ 2,781</b>	<b>\$ 10,877</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
7	City of Poway	N/C						
8	City of Carlsbad	N/C						
9	Olivenhain Municipal Water District	N/C						
10	Otay Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,355	\$ 13,480
% City of Oceanside Above/Below	-15.6%	-23.9%
Median of Comparators	\$ 9,441	\$ 13,450
% City of Oceanside Above/Below	-16.6%	-23.7%
Number of Matches	5	5

N/C - Non Comparator

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Insurance | Risk Management | Consulting

<b>Environmental Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Environmental Compliance Specialist	\$ 10,449	\$ 5,721	\$ 16,170	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	City of Escondido	Environmental Programs Manager/Utilities	\$ 11,197	\$ 3,729	\$ 14,926	9/26/2023	unknown	unknown
3	City of Carlsbad	Senior Program Manager	\$ 10,893	\$ 3,560	\$ 14,453	1/29/2024	unknown	unknown
4	City of Oceanside	Environmental Officer	\$ 10,828	\$ 3,382	\$ 14,210	7/1/2023	unknown	unknown
5	City of San Diego	Stormwater Compliance Manager	\$ 10,611	\$ 3,427	\$ 14,038	1/1/2024	7/1/2024	4.00%
6	City of Poway	N/C						
7	Encina Wastewater Authority	N/C						
8	Olivenhain Municipal Water District	N/C						
9	Padre Dam Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,787	\$ 14,897
% City of Oceanside Above/Below	0.4%	-4.8%
Median of Comparators	\$ 10,752	\$ 14,689
% City of Oceanside Above/Below	0.7%	-3.4%
Number of Matches	4	4

N/C - Non Comparator

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Environmental Specialist II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Water Conservation Specialist II	\$ 9,953	\$ 4,847	\$ 14,799	1/1/2024	unknown	CPI 0.00% - 4.00%
2	City of San Diego	Stormwater Environmental Specialist II	\$ 8,660	\$ 3,149	\$ 11,809	1/1/2024	7/1/2024	4.00%
3	City of Oceanside	Environmental Specialist II	\$ 8,008	\$ 2,946	\$ 10,954	7/1/2023	unknown	unknown
4	City of Carlsbad	Environmental Specialist II	\$ 7,736	\$ 2,841	\$ 10,577	1/1/2024	1/1/2025	3.00%
5	City of Escondido	Environmental Programs Specialist	\$ 6,674	\$ 2,764	\$ 9,438	9/26/2023	unknown	unknown
6	City of Poway	N/C						
7	Encina Wastewater Authority	N/C						
8	Olivenhain Municipal Water District	N/C						
9	Otay Water District	N/C						
10	Padre Dam Municipal Water District	N/C						
11	Vallecitos Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,256	\$ 11,656
% City of Oceanside Above/Below	-3.1%	-6.4%
Median of Comparators	\$ 8,198	\$ 11,193
% City of Oceanside Above/Below	-2.4%	-2.2%
Number of Matches	4	4

N/C - Non Comparator

**City of Oceanside Water Utilities  
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<b>Facilities Maintenance Scheduler</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Planner-Scheduler	\$ 11,029	\$ 5,144	\$ 16,173	7/1/2023	7/1/2024	3.25%
2	Olivenhain Municipal Water District	Facilities Coordinator	\$ 10,390	\$ 5,348	\$ 15,738	1/1/2023	6/30/2024	unknown
3	City of Carlsbad	Utilities Maintenance Planner	\$ 8,934	\$ 3,261	\$ 12,195	1/29/2024	unknown	unknown
4	City of San Diego	Plant Maintenance Coordinator	\$ 8,764	\$ 3,164	\$ 11,928	1/1/2024	7/1/2024	4.00%
5	City of Oceanside	Facilities Maintenance Scheduler	\$ 8,206	\$ 2,795	\$ 11,001	7/1/2023	unknown	unknown
6	City of Escondido	N/C						
7	City of Poway	N/C						
8	Encina Wastewater Authority	N/C						
9	Otay Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,779	\$ 14,008
% City of Oceanside Above/Below	-19.2%	-27.3%
Median of Comparators	\$ 9,662	\$ 13,966
% City of Oceanside Above/Below	-17.7%	-27.0%
Number of Matches	4	4

N/C - Non Comparator

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<b>GIS Specialist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	G.I.S Analyst	\$ 9,477	\$ 5,484	\$ 14,962	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Vista Irrigation District	GIS Specialist	\$ 9,302	\$ 4,715	\$ 14,017	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Vallecitos Water District	GIS/CADD Technician	\$ 7,806	\$ 5,401	\$ 13,207	7/7/2023	7/1/2024	5.00%
4	Padre Dam Municipal Water District	GIS-CAD Specialist	\$ 8,464	\$ 4,547	\$ 13,011	7/1/2023	7/1/2024	3.25%
5	City of Carlsbad	GIS Analyst	\$ 8,890	\$ 2,981	\$ 11,871	1/1/2024	1/1/2025	3.00%
6	City of Poway	GIS Analyst	\$ 7,794	\$ 3,499	\$ 11,293	11/7/2023	7/1/2024	5.00%
7	City of San Diego	GIS Analyst II	\$ 7,861	\$ 3,005	\$ 10,866	1/1/2024	unknown	unknown
8	City of Escondido	Geographic Information Systems Analyst II	\$ 7,740	\$ 2,946	\$ 10,686	9/26/2023	unknown	unknown
9	City of Oceanside	GIS Specialist	\$ 7,523	\$ 2,710	\$ 10,233	7/1/2023	unknown	unknown
10	Encina Wastewater Authority	N/C						
11	Olivenhain Municipal Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,417	\$ 12,489
% City of Oceanside Above/Below	-11.9%	-22.1%
Median of Comparators	\$ 8,163	\$ 12,441
% City of Oceanside Above/Below	-8.5%	-21.6%
Number of Matches	8	8

N/C - Non Comparator

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<b>GIS Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	G.I.S Manager	\$ 14,002	\$ 7,161	\$ 21,163	7/3/2023	unknown	unknown
2	Padre Dam Municipal Water District	GIS Coordinator	\$ 11,842	\$ 5,333	\$ 17,175	7/1/2023	7/1/2024	3.25%
3	Vista Irrigation District <sup>1</sup>	[Information Systems Supervisor/ GIS Systems Associate]	\$ 11,335	\$ 5,493	\$ 16,828	1/1/2024	unknown	CPI 0.00% - 4.00%
4	City of Carlsbad	GIS Administrator	\$ 11,984	\$ 3,357	\$ 15,341	1/1/2024	1/1/2025	3.00%
5	City of Escondido	Geographic Information Systems Manager	\$ 10,665	\$ 3,629	\$ 14,294	9/26/2023	unknown	unknown
6	City of San Diego	GIS Analyst IV	\$ 9,731	\$ 3,264	\$ 12,995	1/1/2024	unknown	unknown
7	City of Oceanside	GIS Supervisor	\$ 9,069	\$ 2,886	\$ 11,955	7/1/2023	unknown	unknown
8	City of Poway	N/C						
9	Encina Wastewater Authority	N/C						
10	Olivenhain Municipal Water District	N/C						
11	Vallecitos Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,593	\$ 16,299
% City of Oceanside Above/Below	-27.8%	-36.3%
Median of Comparators	\$ 11,589	\$ 16,085
% City of Oceanside Above/Below	-27.8%	-34.5%
Number of Matches	6	6

N/C - Non Comparator

1 - Vista Irrigation District: 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.

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<b>Instrumentation Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	System Controls Supervisor	\$ 12,177	\$ 5,692	\$ 17,869	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Otay Water District	SCADA/Pump/Electrical Supervisor	\$ 11,520	\$ 6,199	\$ 17,718	7/3/2023	unknown	unknown
3	Padre Dam Municipal Water District	SCADA-Wireless Network Security Administrator	\$ 12,052	\$ 5,382	\$ 17,434	7/1/2023	7/1/2024	3.25%
4	Encina Wastewater Authority	Electrical and Instrumentation Supervisor	\$ 12,209	\$ 4,871	\$ 17,080	7/1/2023	unknown	unknown
5	City of Carlsbad	SCADA Supervisor	\$ 12,780	\$ 4,297	\$ 17,077	1/29/2024	unknown	unknown
6	City of Escondido	Control Systems Technician Supervisor	\$ 11,490	\$ 3,214	\$ 14,704	7/10/2022	unknown	unknown
7	City of Poway	SCADA, Electrical, and Instrumentation Controls Supervisor	\$ 10,411	\$ 3,651	\$ 14,062	11/7/2023	7/1/2024	5.00%
8	<b>City of Oceanside</b>	<b>Instrumentation Supervisor</b>	<b>\$ 9,724</b>	<b>\$ 2,968</b>	<b>\$ 12,692</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of San Diego	Instrumentation and Control Supervisor	\$ 8,764	\$ 3,164	\$ 11,928	1/1/2024	7/1/2024	4.00%
10	Olivenhain Municipal Water District	N/C						
11	Vallecitos Water District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,425	\$ 15,984
% City of Oceanside Above/Below	-17.5%	-25.9%
Median of Comparators	\$ 11,786	\$ 17,079
% City of Oceanside Above/Below	-21.2%	-34.6%
Number of Matches	8	8

N/C - Non Comparator

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<b>Instrumentation Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Instrument Control Technician II	\$ 10,390	\$ 5,348	\$ 15,738	1/1/2023	6/30/2024	unknown
2	Padre Dam Municipal Water District	SCADA Technician	\$ 10,272	\$ 4,968	\$ 15,240	7/1/2023	7/1/2024	3.25%
3	Vallecitos Water District	Electrical/Instrumentation Technician	\$ 9,260	\$ 5,778	\$ 15,038	7/7/2023	7/1/2024	5.00%
4	Vista Irrigation District	System Controls Technician II	\$ 9,953	\$ 4,847	\$ 14,799	1/1/2024	unknown	CPI 0.00% - 4.00%
5	Otay Water District	SCADA/Instrumentation Technician	\$ 9,026	\$ 5,374	\$ 14,400	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
6	Encina Wastewater Authority	Electrical and Instrumentation Technician	\$ 9,828	\$ 4,343	\$ 14,171	7/1/2023	unknown	unknown
7	City of Carlsbad	SCADA and Instrumentation Technician	\$ 10,220	\$ 3,143	\$ 13,363	1/1/2024	1/1/2025	3.00%
8	City of San Diego	Instrumentation and Control Technician	\$ 7,927	\$ 3,025	\$ 10,952	1/1/2024	7/1/2024	4.00%
9	City of Escondido	Control Systems Technician II	\$ 8,631	\$ 2,216	\$ 10,847	7/1/2022	unknown	unknown
10	City of Poway	Electrical, Instrumentation, and Controls Technician	\$ 7,552	\$ 3,155	\$ 10,707	6/26/2023	7/1/2024	5.00%
11	City of Oceanside	Instrumentation Technician II	\$ 7,914	\$ 2,759	\$ 10,673	7/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,306	\$ 13,525
% City of Oceanside Above/Below	-17.6%	-26.7%
Median of Comparators	\$ 9,544	\$ 14,286
% City of Oceanside Above/Below	-20.6%	-33.9%
Number of Matches	10	10

N/C - Non Comparator

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<b>Laboratory Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Encina Wastewater Authority	Laboratory Manager	\$ 15,167	\$ 5,878	\$ 21,045	7/1/2023	unknown	unknown
2	Padre Dam Municipal Water District	Laboratory Supervisor	\$ 12,059	\$ 5,383	\$ 17,442	7/1/2023	7/1/2024	3.25%
3	City of Oceanside	Laboratory Supervisor	\$ 10,910	\$ 3,378	\$ 14,288	7/1/2023	unknown	unknown
4	City of San Diego	Senior Chemist	\$ 10,698	\$ 3,439	\$ 14,137	1/1/2024	7/1/2024	4.00%
5	City of Escondido	Supervising Chemist	\$ 9,908	\$ 2,980	\$ 12,888	7/10/2022	unknown	unknown
6	City of Carlsbad	N/C						
7	City of Poway	N/C						
8	Olivenhain Municipal Water District	N/C						
9	Otay Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,958	\$ 16,378
% City of Oceanside Above/Below	-9.6%	-14.6%
Median of Comparators	\$ 11,379	\$ 15,790
% City of Oceanside Above/Below	-4.3%	-10.5%
Number of Matches	4	4

N/C - Non Comparator

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<b>Laboratory Technician</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Escondido	Laboratory Technician II	\$ 7,367	\$ 2,388	\$ 9,755	7/10/2022	unknown	unknown
2	City of San Diego	Laboratory Technician	\$ 6,070	\$ 2,781	\$ 8,851	1/1/2024	7/1/2024	4.00%
3	City of Oceanside	Laboratory Technician	\$ 5,944	\$ 2,513	\$ 8,457	7/1/2023	unknown	unknown
4	City of Carlsbad	N/C						
5	City of Poway	N/C						
6	Encina Wastewater Authority	N/C						
7	Olivenhain Municipal Water District	N/C						
8	Otay Water District	N/C						
9	Padre Dam Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

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<b>Maintenance Worker II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District <sup>1</sup>	[Facilities Maintenance Technician/ Utility Worker I]	\$ 6,575	\$ 4,777	\$ 11,351	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Vista Irrigation District	Maintenance Worker	\$ 6,596	\$ 4,169	\$ 10,764	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Padre Dam Municipal Water District	Facilities Maintenance Worker	\$ 5,361	\$ 3,826	\$ 9,187	7/1/2023	7/1/2024	3.25%
4	City of Oceanside	Maintenance Worker II	\$ 5,458	\$ 2,452	\$ 7,910	7/1/2023	unknown	unknown
5	City of Carlsbad	Street Maintenance Worker II	\$ 5,353	\$ 2,551	\$ 7,904	1/1/2024	1/1/2025	3.00%
6	City of Poway	Construction Maintenance Worker II	\$ 4,724	\$ 2,850	\$ 7,574	6/26/2023	7/1/2024	5.00%
7	City of Escondido	Maintenance Technician II	\$ 5,139	\$ 1,906	\$ 7,045	7/1/2022	unknown	unknown
8	City of San Diego	Utility Worker I	\$ 4,042	\$ 2,472	\$ 6,514	1/1/2024	7/1/2024	4.00%
9	Encina Wastewater Authority	N/C						
10	Olivenhain Municipal Water District	N/C						
11	Vallecitos Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,399	\$ 8,620
% City of Oceanside Above/Below	1.1%	-9.0%
Median of Comparators	\$ 5,353	\$ 7,904
% City of Oceanside Above/Below	1.9%	0.1%
Number of Matches	7	7

N/C - Non Comparator

1 - Otay Water District: 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

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<b>Mechanical Technologist II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Pump Motor Technician II	\$ 8,606	\$ 5,609	\$ 14,215	7/7/2023	7/1/2024	5.00%
2	Padre Dam Municipal Water District	AWP Mechanical Technician	\$ 8,927	\$ 4,655	\$ 13,582	7/1/2023	7/1/2024	3.25%
3	Encina Wastewater Authority	Mechanical Technician II	\$ 8,914	\$ 4,140	\$ 13,054	7/1/2023	unknown	unknown
4	Otay Water District	Pump Mechanic II	\$ 7,797	\$ 5,075	\$ 12,872	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	Olivenhain Municipal Water District	Pump/Motor Technician I	\$ 7,783	\$ 4,734	\$ 12,517	1/1/2023	6/30/2024	unknown
6	City of Carlsbad	Sanitation Systems Operator II	\$ 9,342	\$ 3,036	\$ 12,379	1/1/2024	1/1/2025	3.00%
7	<b>City of Oceanside</b>	<b>Mechanical Technologist II</b>	<b>\$ 7,041</b>	<b>\$ 2,650</b>	<b>\$ 9,691</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Escondido	Plant Systems Technician II	\$ 7,261	\$ 2,094	\$ 9,355	7/1/2022	unknown	unknown
9	City of San Diego	Plant Technician II	\$ 5,788	\$ 2,721	\$ 8,509	1/1/2024	7/1/2024	4.00%
10	City of Poway	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,052	\$ 12,060
% City of Oceanside Above/Below	-14.4%	-24.5%
Median of Comparators	\$ 8,202	\$ 12,694
% City of Oceanside Above/Below	-16.5%	-31.0%
Number of Matches	8	8

N/C - Non Comparator

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<b>Meter Service Worker II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Meter Service Worker II	\$ 6,581	\$ 5,083	\$ 11,664	7/7/2023	7/1/2024	5.00%
2	Olivenhain Municipal Water District	Field Services Technician II	\$ 6,835	\$ 4,511	\$ 11,346	1/1/2023	6/30/2024	unknown
3	Otay Water District	Customer Service Field Representative II	\$ 6,415	\$ 4,737	\$ 11,152	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
4	Padre Dam Municipal Water District	Field Service Technician	\$ 6,861	\$ 4,174	\$ 11,035	7/1/2023	7/1/2024	3.25%
5	Vista Irrigation District	Meter Reader	\$ 5,697	\$ 3,987	\$ 9,684	1/1/2024	unknown	CPI 0.00% - 4.00%
6	City of Poway	Customer Service Field Worker	\$ 6,047	\$ 2,993	\$ 9,040	6/26/2023	7/1/2024	5.00%
7	City of Oceanside	Meter Service Worker II	\$ 5,694	\$ 2,482	\$ 8,176	7/1/2023	unknown	unknown
8	City of Carlsbad	Meter Services Worker II	\$ 5,569	\$ 2,578	\$ 8,147	1/1/2024	1/1/2025	3.00%
9	City of Escondido	Water Service Representative	\$ 6,108	\$ 1,992	\$ 8,100	7/1/2022	unknown	unknown
10	City of San Diego	Field Representative	\$ 4,595	\$ 2,571	\$ 7,166	1/1/2024	7/1/2024	4.00%
11	Encina Wastewater Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,079	\$ 9,704
% City of Oceanside Above/Below	-6.8%	-18.7%
Median of Comparators	\$ 6,108	\$ 9,684
% City of Oceanside Above/Below	-7.3%	-18.5%
Number of Matches	9	9

N/C - Non Comparator

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<b>Meter Services Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Field Services Supervisor	\$ 11,796	\$ 6,115	\$ 17,911	1/1/2023	6/30/2024	unknown
2	Vista Irrigation District	Customer Service-Meter Reader Supervisor	\$ 10,974	\$ 5,408	\$ 16,382	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Otay Water District	Meter Services Supervisor	\$ 10,449	\$ 5,925	\$ 16,374	7/3/2023	unknown	unknown
4	Vallejos Water District	Meter Service Supervisor	\$ 9,963	\$ 5,961	\$ 15,924	7/7/2023	7/1/2024	5.00%
5	Padre Dam Municipal Water District	Field Services Supervisor	\$ 9,537	\$ 4,797	\$ 14,334	7/1/2023	7/1/2024	3.25%
6	City of Carlsbad	Meter Services Supervisor	\$ 8,934	\$ 3,261	\$ 12,195	1/29/2024	unknown	unknown
7	City of Escondido	Meter Services Supervisor	\$ 8,543	\$ 2,779	\$ 11,322	7/10/2022	unknown	unknown
8	<b>City of Oceanside</b>	<b>Meter Services Supervisor</b>	<b>\$ 8,089</b>	<b>\$ 2,764</b>	<b>\$ 10,853</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
9	City of San Diego <sup>1</sup>	[Supervising Field Representative/ Compliance and Metering Manager]	\$ 7,515	\$ 2,986	\$ 10,501	1/1/2024	7/1/2024	4.00%
10	City of Poway	N/C						
11	Encina Wastewater Authority	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 9,714	\$ 14,368
% City of Oceanside Above/Below	-20.1%	-32.4%
Median of Comparators	\$ 9,750	\$ 15,129
% City of Oceanside Above/Below	-20.5%	-39.4%
Number of Matches	8	8

N/C - Non Comparator

1 - City of San Diego: 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

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<b>Microbiologist</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Laboratory Analyst	\$ 9,477	\$ 5,484	\$ 14,962	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Padre Dam Municipal Water District	Laboratory Analyst	\$ 8,126	\$ 4,469	\$ 12,595	7/1/2023	7/1/2024	3.25%
3	Encina Wastewater Authority	Chemist I	\$ 8,490	\$ 4,046	\$ 12,536	7/1/2023	unknown	unknown
4	City of San Diego	Biologist II	\$ 8,043	\$ 3,062	\$ 11,105	1/1/2024	7/1/2024	4.00%
5	City of Escondido	Associate Chemist	\$ 8,543	\$ 2,538	\$ 11,081	7/10/2022	unknown	unknown
6	City of Oceanside	Microbiologist	\$ 7,523	\$ 2,710	\$ 10,233	7/1/2023	unknown	unknown
7	City of Carlsbad	N/C						
8	City of Poway	N/C						
9	Olivenhain Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,536	\$ 12,456
% City of Oceanside Above/Below	-13.5%	-21.7%
Median of Comparators	\$ 8,490	\$ 12,536
% City of Oceanside Above/Below	-12.8%	-22.5%
Number of Matches	5	5

N/C - Non Comparator

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<b>Plant Maintenance Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	SCADA/Pump/Electrical Supervisor	\$ 11,520	\$ 6,199	\$ 17,718	7/3/2023	unknown	unknown
2	Encina Wastewater Authority	Mechanical Technician Supervisor	\$ 12,209	\$ 4,871	\$ 17,080	7/1/2023	unknown	unknown
3	Padre Dam Municipal Water District	AWP Maintenance Supervisor	\$ 11,478	\$ 5,248	\$ 16,726	7/1/2023	7/1/2024	3.25%
4	Vallecitos Water District	Mechanical/Electrical Supervisor	\$ 10,461	\$ 6,090	\$ 16,551	7/7/2023	7/1/2024	5.00%
5	<b>City of Oceanside</b>	<b>Plant Maintenance Supervisor</b>	<b>\$ 9,762</b>	<b>\$ 2,972</b>	<b>\$ 12,734</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Escondido	Plant Systems Technician Supervisor	\$ 9,430	\$ 2,910	\$ 12,340	7/10/2022	unknown	unknown
7	City of San Diego	Plant Technician Supervisor	\$ 7,419	\$ 2,973	\$ 10,392	1/1/2024	7/1/2024	4.00%
8	City of Carlsbad	N/C						
9	City of Poway	N/C						
10	Olivenhain Municipal Water District	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,419	\$ 15,135
% City of Oceanside Above/Below	-6.7%	-18.8%
Median of Comparators	\$ 10,970	\$ 16,639
% City of Oceanside Above/Below	-12.4%	-30.7%
Number of Matches	6	6

N/C - Non Comparator

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<b>Principal Water Engineer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Engineering Manager	\$ 19,983	\$ 8,538	\$ 28,521	1/1/2023	6/30/2024	unknown
2	Vista Irrigation District <sup>2</sup>	[Director of Engineering/ Engineering Project Manager]	\$ 18,170	\$ 7,306	\$ 25,476	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Otay Water District	Engineering Manager	\$ 16,209	\$ 7,616	\$ 23,825	7/3/2023	unknown	unknown
4	Vallecitos Water District <sup>1</sup>	[Capital Facilities Senior Engineer/ District Engineer]	\$ 16,234	\$ 7,453	\$ 23,687	7/7/2023	7/1/2024	5.00%
5	Padre Dam Municipal Water District	Engineering Manager	\$ 16,021	\$ 6,490	\$ 22,511	7/1/2023	7/1/2024	3.25%
6	City of Carlsbad	Engineering Manager	\$ 14,658	\$ 4,133	\$ 18,791	1/29/2024	unknown	unknown
7	City of Oceanside	Principal Water Engineer	\$ 13,953	\$ 3,847	\$ 17,800	7/1/2023	unknown	unknown
8	City of Poway	Principal Civil Engineer-Utilities	\$ 12,804	\$ 4,214	\$ 17,018	11/7/2023	7/1/2024	5.00%
9	City of Escondido	Principal Engineer	\$ 12,345	\$ 3,944	\$ 16,289	9/26/2023	unknown	unknown
10	City of San Diego	N/C						
11	Encina Wastewater Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 15,803	\$ 22,015
% City of Oceanside Above/Below	-13.3%	-23.7%
Median of Comparators	\$ 16,115	\$ 23,099
% City of Oceanside Above/Below	-15.5%	-29.8%
Number of Matches	8	8

N/C - Non Comparator

1 - Vallecitos Water District: 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 - Vista Irrigation District: 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.

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<b>Senior Civil Engineer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Engineering Project Manager	\$ 16,206	\$ 6,591	\$ 22,797	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Vallecitos Water District	Capital Facilities Senior Engineer	\$ 13,681	\$ 6,926	\$ 20,607	7/7/2023	7/1/2024	5.00%
3	Otay Water District	Senior Civil Engineer	\$ 14,002	\$ 6,588	\$ 20,590	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
4	Padre Dam Municipal Water District	Engineer-CIP Project Manager (Senior)	\$ 14,095	\$ 6,125	\$ 20,220	7/1/2023	7/1/2024	3.25%
5	City of Carlsbad	Utilities Senior Engineer	\$ 12,780	\$ 3,847	\$ 16,627	1/29/2024	unknown	unknown
6	City of Oceanside	Senior Civil Engineer	\$ 12,338	\$ 3,590	\$ 15,928	7/1/2023	unknown	unknown
7	City of San Diego	Senior Civil Engineer	\$ 12,026	\$ 3,628	\$ 15,654	1/1/2024	7/1/2024	4.00%
8	City of Poway	Senior Civil Engineer	\$ 11,429	\$ 3,989	\$ 15,418	11/7/2023	7/1/2024	5.00%
9	City of Escondido	Senior Engineer	\$ 10,665	\$ 3,629	\$ 14,294	9/26/2023	unknown	unknown
10	Encina Wastewater Authority	N/C						
11	Olivenhain Municipal Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,111	\$ 18,276
% City of Oceanside Above/Below	-6.3%	-14.7%
Median of Comparators	\$ 13,231	\$ 18,423
% City of Oceanside Above/Below	-7.2%	-15.7%
Number of Matches	8	8

N/C - Non Comparator

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<b>Senior Distribution Operator</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
6	Olivenhain Municipal Water District <sup>1</sup>	[Valve Maintenance Technician II/ Systems Operator I]	\$ 7,783	\$ 4,734	\$ 12,517	1/1/2023	6/30/2024	unknown
7	<b>City of Oceanside</b>	<b>Senior Distribution Operator</b>	<b>\$ 7,935</b>	<b>\$ 2,761</b>	<b>\$ 10,696</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Escondido	Senior Water Distribution Technician	\$ 8,215	\$ 2,179	\$ 10,394	7/1/2022	unknown	unknown
4	Vista Irrigation District	Senior System Operator	\$ 9,302	\$ 4,715	\$ 14,017	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Padre Dam Municipal Water District	Systems Operator-Technician	\$ 9,374	\$ 4,759	\$ 14,133	7/1/2023	7/1/2024	3.25%
2	Otay Water District	Lead Water Systems Operator	\$ 9,477	\$ 5,484	\$ 14,961	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
1	Vallecitos Water District	Senior Water Systems Operator	\$ 9,723	\$ 5,899	\$ 15,622	7/7/2023	7/1/2024	5.00%
5	City of Carlsbad	Water Systems Operator III	\$ 10,740	\$ 3,206	\$ 13,945	1/1/2024	1/1/2025	3.00%
9	City of Poway	N/C						
10	City of San Diego	N/C						
11	Encina Wastewater Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,230	\$ 13,655
% City of Oceanside Above/Below	-16.3%	-27.7%
Median of Comparators	\$ 9,374	\$ 14,017
% City of Oceanside Above/Below	-18.1%	-31.0%
Number of Matches	7	7

N/C - Non Comparator

1 - Olivenhain Municipal Water District: 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

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<b>Senior Meter Service Worker</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Field Services Technician III	\$ 7,783	\$ 4,734	\$ 12,517	1/1/2023	6/30/2024	unknown
2	Padre Dam Municipal Water District	Field Service Technician (Advanced)	\$ 7,904	\$ 4,417	\$ 12,321	7/1/2023	7/1/2024	3.25%
3	Otay Water District	Lead Customer Service Field Representative	\$ 6,683	\$ 4,803	\$ 11,486	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
4	City of Poway	Lead Customer Service Field Worker	\$ 6,675	\$ 3,061	\$ 9,736	6/26/2023	7/1/2024	5.00%
5	<b>City of Oceanside</b>	<b>Senior Meter Service Worker</b>	<b>\$ 6,904</b>	<b>\$ 2,633</b>	<b>\$ 9,537</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Carlsbad	Meter Services Worker III	\$ 6,339	\$ 2,671	\$ 9,010	1/1/2024	1/1/2025	3.00%
7	City of Escondido	N/C						
8	City of San Diego	N/C						
9	Encina Wastewater Authority	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,077	\$ 11,014
% City of Oceanside Above/Below	-2.5%	-15.5%
Median of Comparators	\$ 6,683	\$ 11,486
% City of Oceanside Above/Below	3.2%	-20.4%
Number of Matches	5	5

N/C - Non Comparator

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Utility Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Operations Supervisor-Construction	\$ 11,796	\$ 6,115	\$ 17,911	1/1/2023	6/30/2024	unknown
2	City of Carlsbad	Utilities Supervisor	\$ 12,780	\$ 4,297	\$ 17,077	1/29/2024	unknown	unknown
3	Valleccitos Water District	Construction Supervisor	\$ 10,461	\$ 6,090	\$ 16,551	7/7/2023	7/1/2024	5.00%
4	Otay Water District <sup>2</sup>	[Utility Crew Leader/ Utility Maintenance Supervisor]	\$ 10,058	\$ 5,825	\$ 15,883	7/3/2023	unknown	unknown
5	Padre Dam Municipal Water District	Construction and Maintenance Crew Supervisor	\$ 10,164	\$ 4,943	\$ 15,107	7/1/2023	7/1/2024	3.25%
6	City of Poway	Wastewater Utilities Supervisor	\$ 9,668	\$ 3,562	\$ 13,230	11/7/2023	7/1/2024	5.00%
7	City of Oceanside	Utility Supervisor	\$ 9,762	\$ 2,972	\$ 12,734	7/1/2023	unknown	unknown
8	City of Escondido <sup>1</sup>	[Senior Water Distribution Supervisor / Senior Wastewater Collections Supervisor]	\$ 9,666	\$ 2,944	\$ 12,610	7/10/2022	unknown	unknown
9	City of San Diego	Water Systems Technician Supervisor	\$ 8,854	\$ 3,177	\$ 12,031	1/1/2024	7/1/2024	4.00%
10	Encina Wastewater Authority	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,431	\$ 15,050
% City of Oceanside Above/Below	-6.9%	-18.2%
Median of Comparators	\$ 10,111	\$ 15,495
% City of Oceanside Above/Below	-3.6%	-21.7%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Escondido: 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 - Otay Water District: 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.

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<b>Utility Worker II (Wastewater)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Collection System Operator II	\$ 7,783	\$ 4,734	\$ 12,517	1/1/2023	6/30/2024	unknown
2	Otay Water District	Utility Worker II	\$ 7,072	\$ 4,898	\$ 11,970	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
3	Vallecitos Water District	Wastewater Collection Systems Worker II	\$ 6,743	\$ 5,125	\$ 11,868	7/7/2023	7/1/2024	5.00%
4	Padre Dam Municipal Water District	Utility Worker	\$ 7,211	\$ 4,256	\$ 11,467	7/1/2023	7/1/2024	3.25%
5	City of Carlsbad	Wastewater Utility Worker II	\$ 7,431	\$ 2,804	\$ 10,235	1/1/2024	1/1/2025	3.00%
6	City of Poway	Wastewater Utilities Worker II	\$ 6,047	\$ 2,993	\$ 9,040	6/26/2023	7/1/2024	5.00%
7	City of Oceanside	Utility Worker II (Wastewater)	\$ 6,306	\$ 2,558	\$ 8,864	7/1/2023	unknown	unknown
8	City of Escondido	Wastewater Collections Technician II	\$ 6,418	\$ 2,019	\$ 8,437	7/1/2022	unknown	unknown
9	City of San Diego <sup>1</sup>	[Water Systems Technician/ Water Utility Worker II]	\$ 5,288	\$ 2,650	\$ 7,938	1/1/2024	7/1/2024	4.00%
10	Encina Wastewater Authority	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,749	\$ 10,434
% City of Oceanside Above/Below	-7.0%	-17.7%
Median of Comparators	\$ 6,908	\$ 10,851
% City of Oceanside Above/Below	-9.5%	-22.4%
Number of Matches	8	8

N/C - Non Comparator

1 - City of San Diego: 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.

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<b>Utility Worker II (Water)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Construction Worker II	\$ 7,080	\$ 5,212	\$ 12,292	7/7/2023	7/1/2024	5.00%
2	Otay Water District	Utility Worker II	\$ 7,072	\$ 4,898	\$ 11,970	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
3	Padre Dam Municipal Water District	Utility Worker	\$ 7,211	\$ 4,256	\$ 11,467	7/1/2023	7/1/2024	3.25%
4	Olivenhain Municipal Water District	Utility Worker II	\$ 6,835	\$ 4,511	\$ 11,346	1/1/2023	6/30/2024	unknown
5	Vista Irrigation District	Construction Worker	\$ 6,596	\$ 4,169	\$ 10,764	1/1/2024	unknown	CPI 0.00% - 4.00%
6	City of Carlsbad	Utility Worker II	\$ 7,431	\$ 2,804	\$ 10,235	1/1/2024	1/1/2025	3.00%
7	City of Poway	Water Utilities Worker II	\$ 6,047	\$ 2,993	\$ 9,040	6/26/2023	7/1/2024	5.00%
8	City of Oceanside	Utility Worker II (Water)	\$ 6,306	\$ 2,558	\$ 8,864	7/1/2023	unknown	unknown
9	City of Escondido	Water Distribution Technician II	\$ 6,418	\$ 2,019	\$ 8,437	7/1/2022	unknown	unknown
10	City of San Diego <sup>1</sup>	[Water Systems Technician/ Water Utility Worker II]	\$ 5,288	\$ 2,650	\$ 7,938	1/1/2024	7/1/2024	4.00%
11	Encina Wastewater Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,664	\$ 10,388
% City of Oceanside Above/Below	-5.7%	-17.2%
Median of Comparators	\$ 6,835	\$ 10,764
% City of Oceanside Above/Below	-8.4%	-21.4%
Number of Matches	9	9

N/C - Non Comparator

1 - City of San Diego: 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.

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<b>Wastewater Plant Operator II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Wastewater Treatment Plant Operator II	\$ 7,999	\$ 5,451	\$ 13,450	7/7/2023	7/1/2024	5.00%
2	Encina Wastewater Authority	Operator II	\$ 8,914	\$ 4,140	\$ 13,054	7/1/2023	unknown	unknown
3	Padre Dam Municipal Water District	Recycled Water Operator (Level 2)	\$ 8,126	\$ 4,469	\$ 12,595	7/1/2023	7/1/2024	3.25%
4	Olivenhain Municipal Water District	Water Reclamation Operator II	\$ 7,783	\$ 4,734	\$ 12,517	1/1/2023	6/30/2024	unknown
5	Otay Water District	Reclamation Plant Operator II	\$ 7,426	\$ 4,984	\$ 12,410	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
6	City of San Diego	Wastewater Plant Operator	\$ 8,258	\$ 3,072	\$ 11,330	1/1/2024	7/1/2024	4.00%
7	<b>City of Oceanside</b>	<b>Wastewater Plant Operator II</b>	<b>\$ 7,498</b>	<b>\$ 2,707</b>	<b>\$ 10,205</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Escondido	Wastewater Treatment Plant Operator II	\$ 7,628	\$ 2,127	\$ 9,755	7/1/2022	unknown	unknown
9	City of Carlsbad	N/C						
10	City of Poway	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,019	\$ 12,159
% City of Oceanside Above/Below	-6.9%	-19.1%
Median of Comparators	\$ 7,999	\$ 12,517
% City of Oceanside Above/Below	-6.7%	-22.7%
Number of Matches	7	7

N/C - Non Comparator

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<b>Wastewater Plant Operator III</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Senior Wastewater Treatment Plant Operator	\$ 9,489	\$ 5,838	\$ 15,327	7/7/2023	7/1/2024	5.00%
2	Encina Wastewater Authority	Lead Operator	\$ 10,565	\$ 4,507	\$ 15,072	7/1/2023	unknown	unknown
3	Padre Dam Municipal Water District	Recycled Water Operator (Level 3)	\$ 9,374	\$ 4,759	\$ 14,133	7/1/2023	7/1/2024	3.25%
4	Olivenhain Municipal Water District	Water Reclamation Operator III	\$ 8,958	\$ 5,011	\$ 13,969	1/1/2023	6/30/2024	unknown
5	Otay Water District	Reclamation Plant Operator III	\$ 8,187	\$ 5,170	\$ 13,356	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
6	City of San Diego	Senior Wastewater Plant Operator	\$ 8,698	\$ 3,135	\$ 11,833	1/1/2024	7/1/2024	4.00%
7	City of Oceanside	Wastewater Plant Operator III	\$ 8,334	\$ 2,811	\$ 11,145	7/1/2023	unknown	unknown
8	City of Escondido	Wastewater Treatment Plant Operator III	\$ 8,420	\$ 2,197	\$ 10,617	7/1/2022	unknown	unknown
9	City of Carlsbad	N/C						
10	City of Poway	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,099	\$ 13,472
% City of Oceanside Above/Below	-9.2%	-20.9%
Median of Comparators	\$ 8,958	\$ 13,969
% City of Oceanside Above/Below	-7.5%	-25.3%
Number of Matches	7	7

N/C - Non Comparator

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<b>Wastewater Plant Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vallecitos Water District	Wastewater Treatment Plant Supervisor	\$ 11,255	\$ 6,296	\$ 17,551	7/7/2023	7/1/2024	5.00%
2	Encina Wastewater Authority	Shift Supervisor	\$ 12,209	\$ 4,871	\$ 17,080	7/1/2023	unknown	unknown
3	Olivenhain Municipal Water District	Water Reclamation Operator IV	\$ 10,389	\$ 5,348	\$ 15,737	1/1/2023	6/30/2024	unknown
4	Otay Water District	Lead Reclamation Plant Operator	\$ 9,477	\$ 5,484	\$ 14,962	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	City of Escondido	Wastewater Treatment Plant Operations Supervisor	\$ 11,210	\$ 3,172	\$ 14,382	7/10/2022	unknown	unknown
6	City of San Diego	Senior Wastewater Operations Supervisor	\$ 10,599	\$ 3,425	\$ 14,024	1/1/2024	7/1/2024	4.00%
7	<b>City of Oceanside</b>	<b>Wastewater Plant Supervisor</b>	<b>\$ 9,116</b>	<b>\$ 2,892</b>	<b>\$ 12,008</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
8	City of Carlsbad	N/C						
9	City of Poway	N/C						
10	Padre Dam Municipal Water District	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,857	\$ 15,623
% City of Oceanside Above/Below	-19.1%	-30.1%
Median of Comparators	\$ 10,905	\$ 15,349
% City of Oceanside Above/Below	-19.6%	-27.8%
Number of Matches	6	6

N/C - Non Comparator

**City of Oceanside Water Utilities  
Market Total Compensation Data  
(sorted by Total Monthly Comp)  
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Insurance | Risk Management | Consulting

<b>Water Distribution Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Operations Supervisor-Systems	\$ 11,796	\$ 6,115	\$ 17,911	1/1/2023	6/30/2024	unknown
2	Vallecitos Water District	Water Systems Supervisor	\$ 11,533	\$ 6,368	\$ 17,901	7/7/2023	7/1/2024	5.00%
3	Vista Irrigation District	Water Distribution Supervisor	\$ 12,177	\$ 5,692	\$ 17,869	1/1/2024	unknown	CPI 0.00% - 4.00%
4	Otay Water District <sup>1</sup>	[Water Systems Supervisor/ Recycled Water Program Supervisor]	\$ 11,520	\$ 6,199	\$ 17,718	7/3/2023	unknown	unknown
5	City of Carlsbad	Utilities Supervisor	\$ 12,780	\$ 4,297	\$ 17,077	1/29/2024	unknown	unknown
6	Padre Dam Municipal Water District	Distribution Maintenance Supervisor	\$ 10,164	\$ 4,943	\$ 15,107	7/1/2023	7/1/2024	3.25%
7	City of San Diego	Senior Water Distribution Operations Supervisor	\$ 11,036	\$ 3,488	\$ 14,524	1/1/2024	7/1/2024	4.00%
8	City of Poway	Water Utilities Distribution Supervisor	\$ 10,157	\$ 3,817	\$ 13,974	11/7/2023	7/1/2024	5.00%
9	<b>City of Oceanside</b>	<b>Water Distribution Supervisor</b>	<b>\$ 9,762</b>	<b>\$ 2,972</b>	<b>\$ 12,734</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
10	City of Escondido	Senior Water Distribution Supervisor	\$ 9,666	\$ 2,944	\$ 12,610	7/10/2022	unknown	unknown
11	Encina Wastewater Authority	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 11,203	\$ 16,077
% City of Oceanside Above/Below	-14.8%	-26.2%
Median of Comparators	\$ 11,520	\$ 17,077
% City of Oceanside Above/Below	-18.0%	-34.1%
Number of Matches	9	9

N/C - Non Comparator

1 - Otay Water District: 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.

**City of Oceanside Water Utilities  
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Insurance | Risk Management | Consulting

<b>Water Plant Operator II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Recycled Water Operator (Level 2)	\$ 8,126	\$ 4,469	\$ 12,595	7/1/2023	7/1/2024	3.25%
2	Olivenhain Municipal Water District	Water Treatment Plant Operator II	\$ 7,783	\$ 4,734	\$ 12,517	1/1/2023	6/30/2024	unknown
3	City of San Diego	Water Plant Operator	\$ 8,265	\$ 3,073	\$ 11,338	1/1/2024	7/1/2024	4.00%
4	City of Escondido	Water Treatment Plant Operator II	\$ 7,628	\$ 2,127	\$ 9,755	7/1/2022	unknown	unknown
5	City of Oceanside	Water Plant Operator II	\$ 7,086	\$ 2,655	\$ 9,741	7/1/2023	unknown	unknown
6	City of Poway	Water Treatment Plant Operator II	\$ 6,675	\$ 3,061	\$ 9,736	6/26/2023	7/1/2024	5.00%
7	City of Carlsbad	N/C						
8	Encina Wastewater Authority	N/C						
9	Otay Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,695	\$ 11,188
% City of Oceanside Above/Below	-8.6%	-14.9%
Median of Comparators	\$ 7,783	\$ 11,338
% City of Oceanside Above/Below	-9.8%	-16.4%
Number of Matches	5	5

N/C - Non Comparator

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Insurance | Risk Management | Consulting

<b>Water Plant Operator III</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Recycled Water Operator (Level 3)	\$ 9,374	\$ 4,759	\$ 14,133	7/1/2023	7/1/2024	3.25%
2	Olivenhain Municipal Water District	Water Treatment Plant Operator III	\$ 8,958	\$ 5,011	\$ 13,969	1/1/2023	6/30/2024	unknown
3	City of San Diego	Senior Water Plant Operator	\$ 8,679	\$ 3,132	\$ 11,811	1/1/2024	7/1/2024	4.00%
4	City of Poway	Water Treatment Plant Operator III	\$ 7,552	\$ 3,155	\$ 10,707	6/26/2023	7/1/2024	5.00%
5	City of Oceanside	Water Plant Operator III	\$ 7,916	\$ 2,759	\$ 10,675	7/1/2023	unknown	unknown
6	City of Escondido	Water Treatment Plant Operator III	\$ 8,420	\$ 2,197	\$ 10,617	7/1/2022	unknown	unknown
7	City of Carlsbad	N/C						
8	Encina Wastewater Authority	N/C						
9	Otay Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,597	\$ 12,247
% City of Oceanside Above/Below	-8.6%	-14.7%
Median of Comparators	\$ 8,679	\$ 11,811
% City of Oceanside Above/Below	-9.6%	-10.6%
Number of Matches	5	5

N/C - Non Comparator

**City of Oceanside Water Utilities  
Market Total Compensation Data  
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Insurance | Risk Management | Consulting

<b>Water Treatment Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Water Treatment Plant Operator IV	\$ 10,389	\$ 5,348	\$ 15,737	1/1/2023	6/30/2024	unknown
2	City of Poway <sup>1</sup>	[Water Treatment Plant Manager/ Water Treatment Plant Lead Operator]	\$ 11,218	\$ 4,000	\$ 15,218	11/7/2023	7/1/2024	5.00%
3	City of San Diego	Senior Water Operations Supervisor	\$ 11,036	\$ 3,488	\$ 14,524	1/1/2024	7/1/2024	4.00%
4	City of Escondido	Water Treatment Plant Operations Supervisor	\$ 11,210	\$ 3,172	\$ 14,382	7/10/2022	unknown	unknown
5	City of Oceanside	Water Treatment Supervisor	\$ 9,020	\$ 2,880	\$ 11,900	7/1/2023	unknown	unknown
6	City of Carlsbad	N/C						
7	Encina Wastewater Authority	N/C						
8	Otay Water District	N/C						
9	Padre Dam Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,963	\$ 14,965
% City of Oceanside Above/Below	-21.5%	-25.8%
Median of Comparators	\$ 11,123	\$ 14,871
% City of Oceanside Above/Below	-23.3%	-25.0%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Poway: 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.

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<b>Water Utilities Director</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Assistant General Manager	\$ 22,787	\$ 9,067	\$ 31,854	1/1/2023	6/30/2024	unknown
2	Encina Wastewater Authority	Assistant General Manager	\$ 23,479	\$ 7,913	\$ 31,392	7/1/2023	unknown	unknown
3	Vallecitos Water District	Assistant General Manager	\$ 20,712	\$ 9,162	\$ 29,874	7/7/2023	unknown	unknown
4	Otay Water District <sup>1</sup>	[General Manager/ Chief, Engineering]	\$ 20,544	\$ 9,145	\$ 29,688	7/3/2023	unknown	unknown
5	Padre Dam Municipal Water District <sup>3</sup>	[General Manager/ Director of Engineering]	\$ 20,182	\$ 7,980	\$ 28,162	7/1/2023	7/1/2024	unknown
6	Vista Irrigation District <sup>2</sup>	[General Manager/ Director of Operations and Field Services]	\$ 20,243	\$ 7,719	\$ 27,962	1/1/2024	unknown	CPI 0.00% - 4.00%
7	City of Oceanside	Water Utilities Director	\$ 20,118	\$ 5,466	\$ 25,584	7/1/2023	unknown	unknown
8	City of Carlsbad	Utilities Director	\$ 19,852	\$ 5,374	\$ 25,226	1/29/2024	unknown	unknown
9	City of Escondido	Director of Utilities	\$ 18,239	\$ 5,816	\$ 24,055	9/26/2023	unknown	unknown
10	City of Poway	N/C						
11	City of San Diego	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 20,755	\$ 28,527
% City of Oceanside Above/Below	-3.2%	-11.5%
Median of Comparators	\$ 20,393	\$ 28,925
% City of Oceanside Above/Below	-1.4%	-13.1%
Number of Matches	8	8

N/C - Non Comparator

1 - Otay Water District: 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 - Vista Irrigation District: 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.

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Insurance | Risk Management | Consulting

<b>Water Utilities Division Manager (Wastewater)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Operations Manager	\$ 19,981	\$ 8,537	\$ 28,518	1/1/2023	6/30/2024	unknown
2	Encina Wastewater Authority <sup>1</sup>	[Director of Operation/ Operations Manager]	\$ 17,367	\$ 6,416	\$ 23,783	7/1/2023	unknown	unknown
3	Otay Water District	System Operations Manager	\$ 15,438	\$ 7,458	\$ 22,895	7/3/2023	unknown	unknown
4	Padre Dam Municipal Water District	AWP Operations Manager	\$ 15,387	\$ 6,370	\$ 21,757	7/1/2023	7/1/2024	3.25%
5	<b>City of Oceanside</b>	<b>Water Utilities Division Manager (Wastewater)</b>	<b>\$ 13,953</b>	<b>\$ 3,847</b>	<b>\$ 17,800</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
6	City of Escondido	Deputy Director of Utilities Wastewater	\$ 13,611	\$ 4,181	\$ 17,792	9/26/2023	unknown	unknown
7	City of Carlsbad	N/C						
8	City of Poway	N/C						
9	City of San Diego	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,357	\$ 22,949
% City of Oceanside Above/Below	-17.2%	-28.9%
Median of Comparators	\$ 15,438	\$ 22,895
% City of Oceanside Above/Below	-10.6%	-28.6%
Number of Matches	5	5

N/C - Non Comparator

1 - Encina Wastewater Authority: 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

**City of Oceanside Water Utilities  
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<b>Water Utilities Division Manager (Water)</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Olivenhain Municipal Water District	Operations Manager	\$ 19,981	\$ 8,537	\$ 28,518	1/1/2023	6/30/2024	unknown
2	Vista Irrigation District	Director of Operations and Field Services	\$ 17,566	\$ 7,185	\$ 24,751	1/1/2024	unknown	CPI 0.00% - 4.00%
3	Otay Water District	System Operations Manager	\$ 15,438	\$ 7,458	\$ 22,895	7/3/2023	unknown	unknown
4	City of Carlsbad	Utilities Manager	\$ 16,970	\$ 4,935	\$ 21,905	1/1/2024	unknown	unknown
5	Padre Dam Municipal Water District	Operations Manager	\$ 15,387	\$ 6,370	\$ 21,757	7/1/2023	7/1/2024	3.25%
6	City of Oceanside	Water Utilities Division Manager (Water)	\$ 13,953	\$ 3,847	\$ 17,800	7/1/2023	unknown	unknown
7	City of Escondido	Deputy Director of Utilities Water	\$ 13,611	\$ 4,181	\$ 17,792	9/26/2023	unknown	unknown
8	City of Poway	N/C						
9	City of San Diego	N/C						
10	Encina Wastewater Authority	N/C						
11	Vallecitos Water District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,492	\$ 22,936
% City of Oceanside Above/Below	-18.2%	-28.9%
Median of Comparators	\$ 16,204	\$ 22,400
% City of Oceanside Above/Below	-16.1%	-25.8%
Number of Matches	6	6

N/C - Non Comparator

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<b>Water Utilities Inspector</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Vista Irrigation District	Engineering Inspector	\$ 9,953	\$ 4,847	\$ 14,799	1/1/2024	unknown	CPI 0.00% - 4.00%
2	Vallecitos Water District	Construction Inspector II	\$ 8,819	\$ 5,664	\$ 14,483	7/7/2023	7/1/2024	5.00%
3	Olivenhain Municipal Water District	Inspector II	\$ 8,958	\$ 5,011	\$ 13,969	1/1/2023	6/30/2024	unknown
4	Otay Water District	Construction Inspector II	\$ 8,596	\$ 5,269	\$ 13,866	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
5	Padre Dam Municipal Water District	Construction Inspector	\$ 8,126	\$ 4,469	\$ 12,595	7/1/2023	7/1/2024	3.25%
6	City of Carlsbad	Construction Inspector II	\$ 7,736	\$ 2,841	\$ 10,577	1/1/2024	1/1/2025	3.00%
7	City of Oceanside	Water Utilities Inspector	\$ 7,828	\$ 2,748	\$ 10,576	7/1/2023	unknown	unknown
8	City of Escondido	Field Engineering Inspector II	\$ 7,551	\$ 2,412	\$ 9,963	7/10/2022	unknown	unknown
9	City of Poway	N/C						
10	City of San Diego	N/C						
11	Encina Wastewater Authority	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,534	\$ 12,893
% City of Oceanside Above/Below	-9.0%	-21.9%
Median of Comparators	\$ 8,596	\$ 13,866
% City of Oceanside Above/Below	-9.8%	-31.1%
Number of Matches	7	7

N/C - Non Comparator

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<b>Water Utilities Plant Electrician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Otay Water District	Electrician II	\$ 8,596	\$ 5,269	\$ 13,866	7/3/2023	7/1/2024	CPI 2.00% - 3.00%
2	Padre Dam Municipal Water District	Electrician-Instrumentation and Controls Technician	\$ 8,464	\$ 4,547	\$ 13,011	7/1/2023	7/1/2024	3.25%
3	<b>City of Oceanside</b>	<b>Water Utilities Plant Electrician II</b>	<b>\$ 7,914</b>	<b>\$ 2,759</b>	<b>\$ 10,673</b>	<b>7/1/2023</b>	<b>unknown</b>	<b>unknown</b>
4	City of San Diego	Electrician	\$ 6,928	\$ 2,883	\$ 9,811	1/1/2024	7/1/2024	4.00%
5	City of Carlsbad	N/C						
6	City of Escondido	N/C						
7	City of Poway	N/C						
8	Encina Wastewater Authority	N/C						
9	Olivenhain Municipal Water District	N/C						
10	Vallecitos Water District	N/C						
11	Vista Irrigation District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Oceanside Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**City of Oceanside Water Utilities Survey  
Benefit Detail  
December 2024**



Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Asset Management Administrator	N/C	N/C	N/C	N/C	N/C	Operations Coordinator	N/C	N/C	Asset Management Supervisor	N/C
<b>Top Step</b>	\$ 10,130						\$ 7,783			\$ 12,110	
<b>Retirement</b>	Classic	2%@60					2.5%@55			3%@60	
	Enhanced Formula Cost	\$ 132					\$ 412			\$ 981	
	ER Paid Member Contrib										
	Employee Cost Share	\$ -101									
	Single Highest Year						\$ 47			\$ 85	
	Social Security						\$ 483			\$ 751	
	Deferred Compensation	\$ 83					\$ 104			\$ 250	
<b>Other Retirement</b>											
<b>Insurance</b>	Cafeteria	\$ 1,688									
	Health						\$ 2,618			\$ 2,979	
	Dental						\$ 163			\$ 128	
	Vision						\$ 17			\$ 17	
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 648					\$ 449			\$ 699	
	Holidays	\$ 584					\$ 442			\$ 629	
	Administrative Leave	\$ 244									
<b>Allow</b>											
<b>Benefit Package Total</b>	\$ 3,278	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,734	\$ 0	\$ 0	\$ 6,518	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark Comparator</b>	Associate Chemist	N/C	Associate Chemist	N/C	Assistant Chemist	Chemist II	N/C	Laboratory Analyst	Laboratory Analyst	N/C	N/C
<b>Agency Match</b>											
<b>Top Step</b>	\$ 7,235		\$ 8,543		\$ 8,081	\$ 9,360		\$ 9,477	\$ 8,126		
<b>Retirement</b>											
Classic	2%@60		2%@60		1.5%@55 - 2.5%@55	2.7%@55		2.7%@55	2.5%@55		
Enhanced Formula Cost	\$ 94		\$ 111			\$ 665		\$ 673	\$ 431		
ER Paid Member Contrib											
Employee Cost Share	\$ -72										
Single Highest Year						\$ 66		\$ 66	\$ 49		
Social Security								\$ 588	\$ 504		
Deferred Compensation	\$ 83					\$ 374					
Other Retirement									\$ 250		
<b>Insurance</b>											
Cafeteria	\$ 1,688				\$ 1,917						
Health			\$ 1,416			\$ 2,039		\$ 3,046	\$ 2,182		
Dental			\$ 33			\$ 102		\$ 122	\$ 147		
Vision						\$ 22		\$ 6			
Other Insurance											
<b>Leaves</b>											
Vacation	\$ 463		\$ 575		\$ 684	\$ 540		\$ 474	\$ 531		
Holidays	\$ 417		\$ 403		\$ 373	\$ 432		\$ 510	\$ 375		
Administrative Leave					\$ 93						
<b>Allow</b>											
Auto											
<b>Benefit Package Total</b>	\$ 2,674	\$ 0	\$ 2,538	\$ 0	\$ 3,067	\$ 4,239	\$ 0	\$ 5,484	\$ 4,469	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Associate Engineer	Associate Engineer	Associate Engineer	Associate Civil Engineer	Associate Engineer-Civil	N/C	N/C	Associate Civil Engineer	Engineer-CIP Project Manager (Associate)	Capital Facilities Engineer	N/C
<b>Top Step</b>	\$ 10,218	\$ 10,220	\$ 9,430	\$ 9,335	\$ 10,423			\$ 12,701	\$ 11,842	\$ 11,818	
Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55			2.7%@55	2.5%@55	3%@60	
Enhanced Formula Cost	\$ 133	\$ 133	\$ 123	\$ 121				\$ 902	\$ 628	\$ 957	
ER Paid Member Contrib											
Employee Cost Share	\$ -102			\$ -93							
Single Highest Year								\$ 89	\$ 71	\$ 83	
Social Security								\$ 787	\$ 734	\$ 733	
Deferred Compensation	\$ 83			\$ 261						\$ 250	
Other Retirement									\$ 250		
Cafeteria	\$ 1,688	\$ 1,901	\$ 259		\$ 1,917						
Health			\$ 1,416	\$ 2,079				\$ 3,046	\$ 2,182	\$ 2,979	
Dental			\$ 33	\$ 98				\$ 122	\$ 147	\$ 128	
Vision				\$ 11				\$ 6		\$ 17	
Other Insurance											
Vacation	\$ 654	\$ 598	\$ 635	\$ 646	\$ 882			\$ 635	\$ 1,002	\$ 682	
Holidays	\$ 590	\$ 511	\$ 444	\$ 359	\$ 481			\$ 684	\$ 547	\$ 614	
Administrative Leave				\$ 224	\$ 120						
Auto											
<b>Benefit Package Total</b>	<b>\$ 3,046</b>	<b>\$ 3,143</b>	<b>\$ 2,910</b>	<b>\$ 3,707</b>	<b>\$ 3,400</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 6,270</b>	<b>\$ 5,560</b>	<b>\$ 6,442</b>	<b>\$ 0</b>

**City of Oceanside Water Utilities Survey**  
**Benefit Detail**  
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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Chief Plant Operator - Wastewater	N/C	Wastewater Treatment Plant Superintendent	N/C	Wastewater Chief Plant Operator	Operations Manager	N/C	Reclamation Plant Supervisor	AWP Operations Supervisor	N/C	N/C
<b>Top Step</b>	\$ 10,270		\$ 12,345		\$ 14,806	\$ 15,167		\$ 11,520	\$ 11,478		
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55	2.7%@55		2.7%@55	2.5%@55		
	Enhanced Formula Cost	\$ 134	\$ 160			\$ 1,077		\$ 818	\$ 608		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -103									
	Single Highest Year					\$ 106		\$ 81	\$ 69		
	Social Security							\$ 714	\$ 712		
	Deferred Compensation	\$ 67				\$ 607		\$ 83			
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 594		\$ 1,917						
	Health		\$ 1,494			\$ 2,039		\$ 3,046	\$ 2,182		
	Dental		\$ 33			\$ 102		\$ 122	\$ 147		
	Vision					\$ 22		\$ 6			
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 657	\$ 973		\$ 1,253	\$ 875		\$ 576	\$ 750		
	Holidays	\$ 593	\$ 475		\$ 626	\$ 700		\$ 620	\$ 530		
	Administrative Leave		\$ 214		\$ 171	\$ 350		\$ 133			
<b>Allow</b>	Auto										
<b>Benefit Package Total</b>	\$ 3,036	\$ 0	\$ 3,944	\$ 0	\$ 3,967	\$ 5,878	\$ 0	\$ 6,199	\$ 5,248	\$ 0	\$ 0

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Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Chief Plant Operator - Water	N/C	Water Treatment Plant Superintendent	N/C	N/C	N/C	Water Treatment Facilities Supervisor	N/C	N/C	N/C	N/C
<b>Top Step</b>	\$ 10,270		\$ 12,345				\$ 13,633				
<b>Retirement</b>	Classic	2%@60	2%@60				2.5%@55				
	Enhanced Formula Cost	\$ 134	\$ 160				\$ 723				
	ER Paid Member Contrib										
	Employee Cost Share	\$ -103									
	Single Highest Year						\$ 82				
	Social Security						\$ 845				
	Deferred Compensation	\$ 67					\$ 104				
	Other Retirement										
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 594								
	Health		\$ 1,494				\$ 2,618				
	Dental		\$ 33				\$ 163				
	Vision						\$ 17				
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 657	\$ 973				\$ 787				
	Holidays	\$ 593	\$ 475				\$ 773				
	Administrative Leave		\$ 214				\$ 157				
<b>Allow</b>	Auto						\$ 300				
	<b>Benefit Package Total</b>	\$ 3,036	\$ 0	\$ 3,944	\$ 0	\$ 0	\$ 6,569	\$ 0	\$ 0	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Compliance Officer	N/C	Environmental Programs Manager/Utilities	N/C	Wastewater Pretreatment Program Manager	[Source Control Manager/ Source Control Inspector III]	N/C	Environmental Compliance Specialist	[Compliance Administrator/ Laboratory Supervisor]	N/C	N/C
<b>Top Step</b>	\$ 10,828		\$ 11,197		\$ 11,372	\$ 12,866		\$ 10,449	\$ 10,900		
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55	2.7%@55		2.7%@55	2.5%@55		
	Enhanced Formula Cost	\$ 141	\$ 146			\$ 913		\$ 742	\$ 578		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -108									
	Single Highest Year					\$ 90		\$ 73	\$ 65		
	Social Security							\$ 648	\$ 676		
	Deferred Compensation	\$ 83					\$ 515				
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 548		\$ 1,917						
	Health		\$ 1,494			\$ 2,039		\$ 3,046	\$ 2,182		
	Dental		\$ 33			\$ 102		\$ 122	\$ 147		
	Vision					\$ 22		\$ 6			
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 693	\$ 883		\$ 962	\$ 742		\$ 522	\$ 713		
	Holidays	\$ 625	\$ 431		\$ 525	\$ 594		\$ 563	\$ 503		
	Administrative Leave	\$ 260	\$ 194		\$ 131	\$ 297					
<b>Allow</b>	Auto										
<b>Benefit Package Total</b>	\$ 3,382	\$ 0	\$ 3,729	\$ 0	\$ 3,535	\$ 5,314	\$ 0	\$ 5,721	\$ 5,114	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Cross Connection Control Technician	Cross Connection Control Technician	Senior Cross Connection Technician	Cross Connection Specialist	Senior Backflow and Cross Connection Specialist	N/C	Backflow and Cross Connection Coordinator II	Recycled Water Specialist	N/C	N/C	Water Quality Operator III
<b>Top Step</b>	\$ 8,391	\$ 8,544	\$ 8,631	\$ 7,188	\$ 5,748		\$ 8,958	\$ 8,187			\$ 9,302
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55	2.5%@55	2.7%@55			2%@60
	Enhanced Formula Cost	\$ 109	\$ 111	\$ 112	\$ 93		\$ 475	\$ 581			\$ 121
	ER Paid Member Contrib										
	Employee Cost Share	\$ -84		\$ -259	\$ -72						
	Single Highest Year						\$ 54	\$ 57			
	Social Security						\$ 555	\$ 508			\$ 577
	Deferred Compensation	\$ 83			\$ 153		\$ 104				\$ 21
	Other Retirement										
	Cafeteria	\$ 1,688	\$ 1,901			\$ 1,917					
	Health			\$ 1,416	\$ 2,079		\$ 2,618	\$ 3,046			\$ 2,729
Dental			\$ 33	\$ 98		\$ 163	\$ 122			\$ 65	
Vision				\$ 11		\$ 17	\$ 6			\$ 23	
Other Insurance											
<b>Leaves</b>	Vacation	\$ 537	\$ 500	\$ 581	\$ 415	\$ 486	\$ 517	\$ 409			\$ 716
	Holidays	\$ 484	\$ 427	\$ 332	\$ 276	\$ 265	\$ 508	\$ 441			\$ 465
	Administrative Leave				\$ 62	\$ 66					
	Auto										
<b>Benefit Package Total</b>	<b>\$ 2,818</b>	<b>\$ 2,939</b>	<b>\$ 2,216</b>	<b>\$ 3,116</b>	<b>\$ 2,735</b>	<b>\$ 0</b>	<b>\$ 5,011</b>	<b>\$ 5,170</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,715</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Distribution Operator II	Water Systems Operator II	N/C	N/C	Water Distribution Operator	N/C	[Valve Maintenance Technician I/ Systems Operator I]	Water Systems Operator	Systems Operator/Technician	Water Systems Operator II	System Operator I
<b>Top Step</b>	\$ 6,561	\$ 9,343			\$ 7,975		\$ 7,309	\$ 7,797	\$ 7,706	\$ 8,197	\$ 8,299
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55		2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
	Enhanced Formula Cost	\$ 85	\$ 121				\$ 387	\$ 554	\$ 408	\$ 664	\$ 108
	ER Paid Member Contrib										
	Employee Cost Share	\$ -66									
	Single Highest Year						\$ 44	\$ 55	\$ 46	\$ 57	
	Social Security						\$ 453	\$ 483	\$ 478	\$ 508	\$ 515
	Deferred Compensation	\$ 83					\$ 104			\$ 250	\$ 21
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901		\$ 1,897						
	Health						\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
	Dental						\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
	Vision						\$ 17	\$ 6		\$ 17	\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 420	\$ 547		\$ 675		\$ 422	\$ 390	\$ 504	\$ 473	\$ 638
	Holidays	\$ 379	\$ 467		\$ 368		\$ 415	\$ 420	\$ 356	\$ 426	\$ 415
	Administrative Leave				\$ 92						
	Auto										
<b>Benefit Package Total</b>	<b>\$ 2,590</b>	<b>\$ 3,036</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,032</b>	<b>\$ 0</b>	<b>\$ 4,623</b>	<b>\$ 5,074</b>	<b>\$ 4,371</b>	<b>\$ 5,502</b>	<b>\$ 4,513</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Environmental Compliance Inspector	N/C	Senior Environmental Compliance Inspector	N/C	Wastewater Pretreatment Inspector III	Source Control Inspector III	N/C	N/C	Compliance Administrator	Source Control Technician	N/C
<b>Top Step</b>	\$ 8,096		\$ 8,543		\$ 9,441	\$ 10,565			\$ 10,227	\$ 7,999	
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55	2.7%@55			2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 105		\$ 111		\$ 750			\$ 542	\$ 648	
	ER Paid Member Contrib										
	Employee Cost Share	\$ -81									
	Single Highest Year					\$ 69			\$ 58	\$ 56	
	Social Security								\$ 624	\$ 496	
	Deferred Compensation	\$ 83				\$ 357				\$ 250	
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688			\$ 1,917						
	Health			\$ 1,416		\$ 2,039			\$ 2,182	\$ 2,979	
	Dental			\$ 33		\$ 102			\$ 147	\$ 128	
	Vision					\$ 22				\$ 17	
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 518		\$ 575		\$ 798			\$ 668	\$ 461	
	Holidays	\$ 467		\$ 402		\$ 435			\$ 472	\$ 415	
	Administrative Leave					\$ 109					
	Auto										
<b>Benefit Package Total</b>	<b>\$ 2,781</b>	<b>\$ 0</b>	<b>\$ 2,537</b>	<b>\$ 0</b>	<b>\$ 3,259</b>	<b>\$ 4,434</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,943</b>	<b>\$ 5,451</b>	<b>\$ 0</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Environmental Officer	Senior Program Manager	Environmental Programs Manager/Utilities	N/C	Stormwater Compliance Manager	N/C	N/C	Environmental Compliance Specialist	N/C	N/C	N/C
<b>Top Step</b>	\$ 10,828	\$ 10,893	\$ 11,197		\$ 10,611			\$ 10,449			
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55			2.7%@55			
	Enhanced Formula Cost	\$ 141	\$ 142	\$ 146				\$ 742			
	ER Paid Member Contrib										
	Employee Cost Share	\$ -108									
	Single Highest Year							\$ 73			
	Social Security							\$ 648			
	Deferred Compensation	\$ 83									
Other Retirement											
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 548		\$ 1,917					
	Health			\$ 1,494				\$ 3,046			
	Dental			\$ 33				\$ 122			
	Vision							\$ 6			
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 693	\$ 637	\$ 883		\$ 898		\$ 522			
	Holidays	\$ 625	\$ 545	\$ 431		\$ 490		\$ 563			
	Administrative Leave	\$ 260	\$ 335	\$ 194		\$ 122					
	Auto										
<b>Benefit Package Total</b>	\$ 3,382	\$ 3,560	\$ 3,729	\$ 0	\$ 3,427	\$ 0	\$ 0	\$ 5,721	\$ 0	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Environmental Specialist II	Environmental Specialist II	Environmental Programs Specialist	N/C	Stormwater Environmental Specialist II	N/C	N/C	N/C	N/C	N/C	Water Conservation Specialist II
<b>Top Step</b>	\$ 8,008	\$ 7,736	\$ 6,674		\$ 8,660						\$ 9,953
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55						2%@60
	Enhanced Formula Cost	\$ 104	\$ 101	\$ 87							\$ 129
	ER Paid Member Contrib										
	Employee Cost Share	\$ -80									
	Single Highest Year										
	Social Security										\$ 617
	Deferred Compensation	\$ 67									\$ 21
Other Retirement											
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 367	\$ 1,917						
	Health			\$ 1,494							\$ 2,729
	Dental			\$ 33							\$ 65
	Vision										\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 513	\$ 453	\$ 526	\$ 733						\$ 766
	Holidays	\$ 462	\$ 387	\$ 257	\$ 400						\$ 498
	Administrative Leave	\$ 193			\$ 100						
<b>Allow</b>											
<b>Auto</b>											
<b>Benefit Package Total</b>	<b>\$ 2,946</b>	<b>\$ 2,841</b>	<b>\$ 2,764</b>	<b>\$ 0</b>	<b>\$ 3,149</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,847</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Facilities Maintenance Scheduler	Utilities Maintenance Planner	N/C	N/C	Plant Maintenance Coordinator	N/C	Facilities Coordinator	N/C	Planner-Scheduler	N/C	N/C
<b>Top Step</b>	\$ 8,206	\$ 8,934			\$ 8,764		\$ 10,390		\$ 11,029		
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55		2.5%@55		2.5%@55		
	Enhanced Formula Cost	\$ 107	\$ 116				\$ 551		\$ 585		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -82									
	Single Highest Year						\$ 62		\$ 66		
	Social Security						\$ 644		\$ 684		
	Deferred Compensation	\$ 83					\$ 104				
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901		\$ 1,917						
	Health						\$ 2,618		\$ 2,182		
	Dental						\$ 163		\$ 147		
	Vision						\$ 17				
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 525	\$ 523		\$ 742		\$ 599		\$ 721		
	Holidays	\$ 473	\$ 447		\$ 404		\$ 589		\$ 509		
	Administrative Leave		\$ 275		\$ 101						
	Auto										
<b>Benefit Package Total</b>	<b>\$ 2,795</b>	<b>\$ 3,261</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,164</b>	<b>\$ 0</b>	<b>\$ 5,348</b>	<b>\$ 0</b>	<b>\$ 5,144</b>	<b>\$ 0</b>	<b>\$ 0</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	GIS Specialist	GIS Analyst	Geographic Information Systems Analyst II	GIS Analyst	GIS Analyst II	N/C	N/C	G.I.S Analyst	GIS-CAD Specialist	GIS/CADD Technician	GIS Specialist
<b>Top Step</b>	\$ 7,523	\$ 8,890	\$ 7,740	\$ 7,794	\$ 7,861			\$ 9,477	\$ 8,464	\$ 7,806	\$ 9,302
<b>Retirement</b>											
Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55			2.7%@55	2.5%@55	3%@60	2%@60
Enhanced Formula Cost	\$ 98	\$ 116	\$ 101	\$ 101				\$ 673	\$ 449	\$ 632	\$ 121
ER Paid Member Contrib											
Employee Cost Share	\$ -75			\$ -78							
Single Highest Year								\$ 66	\$ 51	\$ 55	
Social Security								\$ 588	\$ 525	\$ 484	\$ 577
Deferred Compensation	\$ 83			\$ 261						\$ 250	\$ 21
Other Retirement									\$ 250		
<b>Insurance</b>											
Cafeteria	\$ 1,688	\$ 1,901	\$ 410		\$ 1,917						
Health			\$ 1,494	\$ 2,079				\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
Dental			\$ 33	\$ 98				\$ 122	\$ 147	\$ 128	\$ 65
Vision				\$ 11				\$ 6		\$ 17	\$ 23
Other Insurance											
<b>Leaves</b>											
Vacation	\$ 481	\$ 520	\$ 610	\$ 540	\$ 665			\$ 474	\$ 553	\$ 450	\$ 716
Holidays	\$ 434	\$ 445	\$ 298	\$ 300	\$ 333			\$ 510	\$ 391	\$ 405	\$ 465
Administrative Leave				\$ 187	\$ 91						
<b>Allow</b>											
Auto											
<b>Benefit Package Total</b>	\$ 2,710	\$ 2,981	\$ 2,946	\$ 3,499	\$ 3,005	\$ 0	\$ 0	\$ 5,484	\$ 4,547	\$ 5,401	\$ 4,715

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	GIS Supervisor	GIS Administrator	Geographic Information Systems Manager	N/C	GIS Analyst IV	N/C	N/C	G.I.S Manager	GIS Coordinator	N/C	[Information Systems Supervisor/ GIS Systems Associate]
<b>Top Step</b>	\$ 9,069	\$ 11,984	\$ 10,665		\$ 9,731			\$ 14,002	\$ 11,842		\$ 11,335
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55			2.7%@55	2.5%@55		2%@60
	Enhanced Formula Cost	\$ 118	\$ 156	\$ 139				\$ 994	\$ 628		\$ 147
	ER Paid Member Contrib										
	Employee Cost Share	\$ -91									
	Single Highest Year							\$ 98	\$ 71		
	Social Security							\$ 868	\$ 734		\$ 703
	Deferred Compensation	\$ 67						\$ 250			\$ 170
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 527		\$ 1,917					
	Health			\$ 1,494				\$ 3,046	\$ 2,182		\$ 2,729
	Dental			\$ 33				\$ 122	\$ 147		\$ 65
	Vision							\$ 6			\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 580	\$ 701	\$ 841		\$ 823		\$ 700	\$ 774		\$ 872
	Holidays	\$ 523	\$ 599	\$ 410		\$ 412		\$ 754	\$ 547		\$ 567
	Administrative Leave			\$ 185		\$ 112		\$ 323			\$ 218
	Auto										
<b>Benefit Package Total</b>	<b>\$ 2,886</b>	<b>\$ 3,357</b>	<b>\$ 3,629</b>	<b>\$ 0</b>	<b>\$ 3,264</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 7,161</b>	<b>\$ 5,333</b>	<b>\$ 0</b>	<b>\$ 5,493</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Instrumentation Supervisor	SCADA Supervisor	Control Systems Technician Supervisor	SCADA, Electrical, and Instrumentation Controls Supervisor	Instrumentation and Control Supervisor	Electrical and Instrumentation Supervisor	N/C	SCADA/Pump/Electrical Supervisor	SCADA-Wireless Network Security Administrator	N/C	System Controls Supervisor
<b>Top Step</b>	\$ 9,724	\$ 12,780	\$ 11,490	\$ 10,411	\$ 8,764	\$ 12,209		\$ 11,520	\$ 12,052		\$ 12,177
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55	2.7%@55	2.7%@55	2.5%@55		2%@60
	Enhanced Formula Cost	\$ 126	\$ 166	\$ 149	\$ 135		\$ 867	\$ 818	\$ 639		\$ 158
	ER Paid Member Contrib										
	Employee Cost Share	\$ -97			\$ -104						
	Single Highest Year						\$ 85	\$ 81	\$ 72		
	Social Security							\$ 714	\$ 747		\$ 755
	Deferred Compensation	\$ 67			\$ 221		\$ 488	\$ 83			\$ 183
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 300		\$ 1,917					
	Health			\$ 1,416	\$ 2,079		\$ 2,039	\$ 3,046	\$ 2,182		\$ 2,729
	Dental			\$ 33	\$ 98		\$ 102	\$ 122	\$ 147		\$ 65
	Vision				\$ 11		\$ 22	\$ 6			\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 622	\$ 748	\$ 773	\$ 721	\$ 742	\$ 704	\$ 576	\$ 788		\$ 937
	Holidays	\$ 561	\$ 639	\$ 541	\$ 400	\$ 404	\$ 563	\$ 620	\$ 556		\$ 609
	Administrative Leave		\$ 393		\$ 90	\$ 101		\$ 133			\$ 234
	Auto		\$ 450								
<b>Benefit Package Total</b>	<b>\$ 2,968</b>	<b>\$ 4,297</b>	<b>\$ 3,214</b>	<b>\$ 3,651</b>	<b>\$ 3,164</b>	<b>\$ 4,871</b>	<b>\$ 0</b>	<b>\$ 6,199</b>	<b>\$ 5,382</b>	<b>\$ 0</b>	<b>\$ 5,692</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District	
<b>Benchmark/ Comparator Agency Match</b>	Instrumentation Technician II	SCADA and Instrumentation Technician	Control Systems Technician II	Electrical, Instrumentation, and Controls Technician	Instrumentation and Control Technician	Electrical and Instrumentation Technician	Instrument Control Technician II	SCADA/Instrumentation Technician	SCADA Technician	Electrical/Instrumentation Technician	System Controls Technician II	
<b>Top Step</b>	\$ 7,914	\$ 10,220	\$ 8,631	\$ 7,552	\$ 7,927	\$ 9,828	\$ 10,390	\$ 9,026	\$ 10,272	\$ 9,260	\$ 9,953	
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55	2.7%@55	2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
	Enhanced Formula Cost	\$ 103	\$ 133	\$ 112	\$ 98		\$ 698	\$ 551	\$ 641	\$ 544	\$ 750	\$ 129
	ER Paid Member Contrib											
	Employee Cost Share	\$ -79		\$ -259	\$ -76							
	Single Highest Year						\$ 69	\$ 62	\$ 63	\$ 62	\$ 65	
	Social Security						\$ 644	\$ 644	\$ 560	\$ 637	\$ 574	\$ 617
	Deferred Compensation	\$ 83			\$ 153		\$ 393	\$ 104			\$ 250	\$ 21
	Other Retirement									\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901			\$ 1,897						
	Health			\$ 1,416	\$ 2,079		\$ 2,039	\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
	Dental			\$ 33	\$ 98		\$ 102	\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
	Vision				\$ 11		\$ 22	\$ 17	\$ 6		\$ 17	\$ 23
	Other Insurance											
<b>Leaves</b>	Vacation	\$ 507	\$ 598	\$ 581	\$ 436	\$ 671	\$ 567	\$ 599	\$ 451	\$ 672	\$ 534	\$ 766
	Holidays	\$ 457	\$ 511	\$ 332	\$ 290	\$ 366	\$ 454	\$ 589	\$ 486	\$ 474	\$ 481	\$ 498
	Administrative Leave				\$ 65	\$ 91						
	Auto											
<b>Benefit Package Total</b>	<b>\$ 2,759</b>	<b>\$ 3,143</b>	<b>\$ 2,216</b>	<b>\$ 3,155</b>	<b>\$ 3,025</b>	<b>\$ 4,343</b>	<b>\$ 5,348</b>	<b>\$ 5,374</b>	<b>\$ 4,968</b>	<b>\$ 5,778</b>	<b>\$ 4,847</b>	

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Laboratory Supervisor	N/C	Supervising Chemist	N/C	Senior Chemist	Laboratory Manager	N/C	N/C	Laboratory Supervisor	N/C	N/C
<b>Top Step</b>	\$ 10,910		\$ 9,908		\$ 10,698	\$ 15,167			\$ 12,059		
<b>Retirement</b>	Classic	2%@60		2%@60		1.5%@55 - 2.5%@55	2.7%@55		2.5%@55		
	Enhanced Formula Cost	\$ 142		\$ 129			\$ 1,077		\$ 639		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -109									
	Single Highest Year						\$ 106		\$ 72		
	Social Security								\$ 748		
	Deferred Compensation	\$ 67					\$ 607				
	Other Retirement								\$ 250		
	Cafeteria	\$ 1,688		\$ 268		\$ 1,917					
	Health			\$ 1,416			\$ 2,039		\$ 2,182		
<b>Insurance</b>	Dental		\$ 33			\$ 102		\$ 147			
	Vision					\$ 22					
	Other Insurance										
	Vacation	\$ 698		\$ 667		\$ 905	\$ 875		\$ 788		
<b>Leaves</b>	Holidays	\$ 629		\$ 467		\$ 494	\$ 700		\$ 557		
	Administrative Leave	\$ 262				\$ 123	\$ 350				
<b>Allow</b>	Auto										
<b>Benefit Package Total</b>	\$ 3,378	\$ 0	\$ 2,980	\$ 0	\$ 3,439	\$ 5,878	\$ 0	\$ 0	\$ 5,383	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Laboratory Technician	N/C	Laboratory Technician II	N/C	Laboratory Technician	N/C	N/C	N/C	N/C	N/C	N/C
<b>Top Step</b>	\$ 5,944		\$ 7,367		\$ 6,070						
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55						
	Enhanced Formula Cost	\$ 77	\$ 96								
	ER Paid Member Contrib										
	Employee Cost Share	\$ -59									
	Single Highest Year										
	Social Security										
	Deferred Compensation	\$ 83									
	Other Retirement										
	Cafeteria	\$ 1,688				\$ 1,917					
	Health			\$ 1,416							
Dental			\$ 33								
Vision											
Other Insurance											
<b>Leaves</b>	Vacation	\$ 380	\$ 496		\$ 514						
	Holidays	\$ 343	\$ 347		\$ 280						
	Administrative Leave				\$ 70						
<b>Allow</b>											
<b>Auto</b>											
<b>Benefit Package Total</b>	\$ 2,513	\$ 0	\$ 2,388	\$ 0	\$ 2,781	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Maintenance Worker II	Street Maintenance Worker II	Maintenance Technician II	Construction Maintenance Worker II	Utility Worker I	N/C	N/C	[Facilities Maintenance Technician/ Utility Worker I]	Facilities Maintenance Worker	N/C	Maintenance Worker
<b>Top Step</b>	\$ 5,458	\$ 5,353	\$ 5,139	\$ 4,724	\$ 4,042			\$ 6,575	\$ 5,361		\$ 6,596
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55		2.7%@55	2.5%@55		2%@60
	Enhanced Formula Cost	\$ 71	\$ 70	\$ 67	\$ 61			\$ 467	\$ 284		\$ 86
	ER Paid Member Contrib										
	Employee Cost Share	\$ -55		\$ -154	\$ -47						
	Single Highest Year							\$ 46	\$ 32		
	Social Security							\$ 408	\$ 332		\$ 409
	Deferred Compensation	\$ 83			\$ 153						\$ 21
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901			\$ 1,897					
	Health			\$ 1,416	\$ 2,079			\$ 3,046	\$ 2,182		\$ 2,729
	Dental			\$ 33	\$ 98			\$ 122	\$ 147		\$ 65
	Vision				\$ 11			\$ 6			\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 349	\$ 313	\$ 346	\$ 273	\$ 342		\$ 329	\$ 351		\$ 507
	Holidays	\$ 315	\$ 268	\$ 198	\$ 182	\$ 187		\$ 354	\$ 247		\$ 330
	Administrative Leave				\$ 41	\$ 47					
<b>Allow</b>											
<b>Benefit Package Total</b>	\$ 2,452	\$ 2,551	\$ 1,906	\$ 2,850	\$ 2,472	\$ 0	\$ 0	\$ 4,777	\$ 3,826	\$ 0	\$ 4,169

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<b>Benchmark/ Comparator Agency Match</b>	Mechanical Technologist II	Sanitation Systems Operator II	Plant Systems Technician II	N/C	Plant Technician II	Mechanical Technician II	Pump/Motor Technician I	Pump Mechanic II	AWP Mechanical Technician	Pump Motor Technician II	N/C
<b>Top Step</b>	\$ 7,041	\$ 9,342	\$ 7,261		\$ 5,788	\$ 8,914	\$ 7,783	\$ 7,797	\$ 8,927	\$ 8,606	
Classic	2%@60	2%@60	2%@60		1.5%@55 - 2.5%@55	2.7%@55	2.5%@55	2.7%@55	2.5%@55	3%@60	
Enhanced Formula Cost	\$ 92	\$ 121	\$ 94			\$ 633	\$ 412	\$ 554	\$ 473	\$ 697	
ER Paid Member Contrib											
Employee Cost Share	\$ -70		\$ -218								
Single Highest Year						\$ 62	\$ 47	\$ 55	\$ 54	\$ 60	
Social Security							\$ 483	\$ 483	\$ 553	\$ 534	
Deferred Compensation	\$ 83					\$ 357	\$ 104			\$ 250	
Other Retirement									\$ 250		
Cafeteria	\$ 1,688	\$ 1,901			\$ 1,897						
Health			\$ 1,416			\$ 2,039	\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	
Dental			\$ 33			\$ 102	\$ 163	\$ 122	\$ 147	\$ 128	
Vision						\$ 22	\$ 17	\$ 6		\$ 17	
Other Insurance											
Vacation	\$ 451	\$ 546	\$ 489		\$ 490	\$ 514	\$ 449	\$ 390	\$ 584	\$ 497	
Holidays	\$ 406	\$ 467	\$ 279		\$ 267	\$ 411	\$ 442	\$ 420	\$ 412	\$ 447	
Administrative Leave					\$ 67						
Allow Auto											
<b>Benefit Package Total</b>	<b>\$ 2,650</b>	<b>\$ 3,036</b>	<b>\$ 2,094</b>	<b>\$ 0</b>	<b>\$ 2,721</b>	<b>\$ 4,140</b>	<b>\$ 4,734</b>	<b>\$ 5,075</b>	<b>\$ 4,655</b>	<b>\$ 5,609</b>	<b>\$ 0</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Meter Service Worker II	Meter Services Worker II	Water Service Representative	Customer Service Field Worker	Field Representative	N/C	Field Services Technician II	Customer Service Field Representative II	Field Service Technician	Meter Service Worker II	Meter Reader
<b>Top Step</b>	\$ 5,694	\$ 5,569	\$ 6,108	\$ 6,047	\$ 4,595		\$ 6,835	\$ 6,415	\$ 6,861	\$ 6,581	\$ 5,697
Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55		2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
Enhanced Formula Cost	\$ 74	\$ 72	\$ 79	\$ 79			\$ 362	\$ 455	\$ 364	\$ 533	\$ 74
ER Paid Member Contrib											
Employee Cost Share	\$ -57		\$ -183	\$ -60							
Single Highest Year							\$ 41	\$ 45	\$ 41	\$ 46	
Social Security							\$ 424	\$ 398	\$ 425	\$ 408	\$ 353
Deferred Compensation	\$ 83			\$ 153			\$ 104			\$ 250	\$ 21
Other Retirement									\$ 250		
Cafeteria	\$ 1,688	\$ 1,901			\$ 1,917						
Health			\$ 1,416	\$ 2,079			\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
Dental			\$ 33	\$ 98			\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
Vision				\$ 11			\$ 17	\$ 6		\$ 17	\$ 23
Other Insurance											
Vacation	\$ 364	\$ 326	\$ 411	\$ 349	\$ 389		\$ 394	\$ 321	\$ 449	\$ 380	\$ 438
Holidays	\$ 329	\$ 278	\$ 235	\$ 233	\$ 212		\$ 388	\$ 345	\$ 317	\$ 342	\$ 285
Administrative Leave				\$ 52	\$ 53						
Auto											
<b>Benefit Package Total</b>	<b>\$ 2,482</b>	<b>\$ 2,578</b>	<b>\$ 1,992</b>	<b>\$ 2,993</b>	<b>\$ 2,571</b>	<b>\$ 0</b>	<b>\$ 4,511</b>	<b>\$ 4,737</b>	<b>\$ 4,174</b>	<b>\$ 5,083</b>	<b>\$ 3,987</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Meter Services Supervisor	Meter Services Supervisor	Meter Services Supervisor	N/C	[Supervising Field Representative/ Compliance and Metering Manager]	N/C	Field Services Supervisor	Meter Services Supervisor	Field Services Supervisor	Meter Service Supervisor	Customer Service-Meter Reader Supervisor
<b>Top Step</b>	\$ 8,089	\$ 8,934	\$ 8,543		\$ 7,515		\$ 11,796	\$ 10,449	\$ 9,537	\$ 9,963	\$ 10,974
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55		2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
	Enhanced Formula Cost	\$ 105	\$ 116	\$ 111			\$ 625	\$ 742	\$ 505	\$ 807	\$ 143
	ER Paid Member Contrib										
	Employee Cost Share	\$ -81									
	Single Highest Year						\$ 71	\$ 73	\$ 57	\$ 70	
	Social Security						\$ 731	\$ 648	\$ 591	\$ 618	\$ 680
	Deferred Compensation	\$ 67					\$ 104	\$ 83		\$ 250	\$ 165
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 241	\$ 1,917						
	Health			\$ 1,416			\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
	Dental			\$ 33			\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
	Vision						\$ 17	\$ 6		\$ 17	\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 518	\$ 523	\$ 575	\$ 636		\$ 681	\$ 522	\$ 624	\$ 575	\$ 844
	Holidays	\$ 467	\$ 447	\$ 403	\$ 347		\$ 669	\$ 563	\$ 440	\$ 517	\$ 549
	Administrative Leave		\$ 275			\$ 87	\$ 136	\$ 121			\$ 211
<b>Allow</b>							\$ 300				
<b>Benefit Package Total</b>	\$ 2,764	\$ 3,261	\$ 2,779	\$ 0	\$ 2,986	\$ 0	\$ 6,115	\$ 5,925	\$ 4,797	\$ 5,961	\$ 5,408

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark Comparator</b>	Microbiologist	N/C	Associate Chemist	N/C	Biologist II	Chemist I	N/C	Laboratory Analyst	Laboratory Analyst	N/C	N/C
<b>Agency Match</b>											
<b>Top Step</b>	\$ 7,523		\$ 8,543		\$ 8,043	\$ 8,490		\$ 9,477	\$ 8,126		
<b>Retirement</b>											
Classic	2%@60		2%@60		1.5%@55 - 2.5%@55	2.7%@55		2.7%@55	2.5%@55		
Enhanced Formula Cost	\$ 98		\$ 111			\$ 603		\$ 673	\$ 431		
ER Paid Member Contrib											
Employee Cost Share	\$ -75										
Single Highest Year						\$ 59		\$ 66	\$ 49		
Social Security								\$ 588	\$ 504		
Deferred Compensation	\$ 83					\$ 340					
Other Retirement									\$ 250		
<b>Insurance</b>											
Cafeteria	\$ 1,688				\$ 1,917						
Health			\$ 1,416			\$ 2,039		\$ 3,046	\$ 2,182		
Dental			\$ 33			\$ 102		\$ 122	\$ 147		
Vision						\$ 22		\$ 6			
Other Insurance											
<b>Leaves</b>											
Vacation	\$ 481		\$ 575		\$ 681	\$ 490		\$ 474	\$ 531		
Holidays	\$ 434		\$ 403		\$ 371	\$ 392		\$ 510	\$ 375		
Administrative Leave					\$ 93						
<b>Allow</b>											
Auto											
<b>Benefit Package Total</b>	\$ 2,710	\$ 0	\$ 2,538	\$ 0	\$ 3,062	\$ 4,046	\$ 0	\$ 5,484	\$ 4,469	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Plant Maintenance Supervisor	N/C	Plant Systems Technician Supervisor	N/C	Plant Technician Supervisor	Mechanical Technician Supervisor	N/C	SCADA/Pump/Electrical Supervisor	AWP Maintenance Supervisor	Mechanical/Electrical Supervisor	N/C
<b>Top Step</b>	\$ 9,762		\$ 9,430		\$ 7,419	\$ 12,209		\$ 11,520	\$ 11,478	\$ 10,461	
<b>Retirement</b>	Classic	2%@60		2%@60		1.5%@55 - 2.5%@55	2.7%@55	2.7%@55	2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 127		\$ 123			\$ 867	\$ 818	\$ 608	\$ 847	
	ER Paid Member Contrib										
	Employee Cost Share	\$ -98									
	Single Highest Year						\$ 85	\$ 81	\$ 69	\$ 73	
	Social Security							\$ 714	\$ 712	\$ 649	
	Deferred Compensation	\$ 67					\$ 488	\$ 83		\$ 250	
	Other Retirement								\$ 250		
	Cafeteria	\$ 1,688		\$ 259		\$ 1,917					
	Health			\$ 1,416			\$ 2,039	\$ 3,046	\$ 2,182	\$ 2,979	
<b>Insurance</b>	Dental		\$ 33			\$ 102		\$ 122	\$ 147	\$ 128	
	Vision					\$ 22		\$ 6		\$ 17	
	Other Insurance										
	Vacation	\$ 625		\$ 635		\$ 628	\$ 704	\$ 576	\$ 750	\$ 604	
<b>Leaves</b>	Holidays	\$ 563		\$ 444		\$ 342	\$ 563	\$ 620	\$ 530	\$ 543	
	Administrative Leave					\$ 86		\$ 133			
<b>Allow</b>	Auto										
<b>Benefit Package Total</b>	\$ 2,972	\$ 0	\$ 2,910	\$ 0	\$ 2,973	\$ 4,871	\$ 0	\$ 6,199	\$ 5,248	\$ 6,090	\$ 0

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<b>Benchmark/ Comparator Agency Match</b>	Principal Water Engineer	Engineering Manager	Principal Engineer	Principal Civil Engineer-Utilities	N/C	N/C	Engineering Manager	Engineering Manager	Engineering Manager	[Capital Facilities Senior Engineer/District Engineer]	[Director of Engineering/Engineering Project Manager]
<b>Top Step</b>	\$ 13,953	\$ 14,658	\$ 12,345	\$ 12,804			\$ 19,983	\$ 16,209	\$ 16,021	\$ 16,234	\$ 18,170
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60		2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
	Enhanced Formula Cost	\$ 181	\$ 191	\$ 160	\$ 166		\$ 1,059	\$ 1,151	\$ 849	\$ 1,315	\$ 236
	ER Paid Member Contrib										
	Employee Cost Share	\$ -140			\$ -128						
	Single Highest Year						\$ 120	\$ 113	\$ 96	\$ 114	
	Social Security						\$ 871	\$ 871	\$ 871	\$ 871	\$ 871
	Deferred Compensation	\$ 83			\$ 301		\$ 396	\$ 250		\$ 250	\$ 727
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 594							
	Health			\$ 1,494	\$ 2,079		\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
	Dental			\$ 33	\$ 98		\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
	Vision				\$ 11		\$ 17	\$ 6		\$ 17	\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 893	\$ 857	\$ 973	\$ 886		\$ 1,153	\$ 810	\$ 1,356	\$ 937	\$ 1,398
	Holidays	\$ 805	\$ 733	\$ 475	\$ 492		\$ 1,134	\$ 873	\$ 739	\$ 843	\$ 909
	Administrative Leave	\$ 335	\$ 451	\$ 214	\$ 308		\$ 307	\$ 374			\$ 349
<b>Allow</b>	Auto						\$ 700				
<b>Benefit Package Total</b>	\$ 3,847	\$ 4,133	\$ 3,944	\$ 4,214	\$ 0	\$ 0	\$ 8,538	\$ 7,616	\$ 6,490	\$ 7,453	\$ 7,306

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<b>Benchmark/ Comparator Agency Match</b>	Senior Civil Engineer	Utilities Senior Engineer	Senior Engineer	Senior Civil Engineer	Senior Civil Engineer	N/C	N/C	Senior Civil Engineer	Engineer-CIP Project Manager (Senior)	Capital Facilities Senior Engineer	Engineering Project Manager
<b>Top Step</b>	\$ 12,338	\$ 12,780	\$ 10,665	\$ 11,429	\$ 12,026			\$ 14,002	\$ 14,095	\$ 13,681	\$ 16,206
Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55			2.7%@55	2.5%@55	3%@60	2%@60
Enhanced Formula Cost	\$ 160	\$ 166	\$ 139	\$ 149				\$ 994	\$ 747	\$ 1,108	\$ 211
ER Paid Member Contrib											
Employee Cost Share	\$ -123			\$ -114							
Single Highest Year								\$ 98	\$ 85	\$ 96	
Social Security								\$ 868	\$ 871	\$ 848	\$ 871
Deferred Compensation	\$ 67			\$ 261						\$ 250	\$ 324
Other Retirement									\$ 250		
Cafeteria	\$ 1,688	\$ 1,901	\$ 527		\$ 1,917						
Health			\$ 1,494	\$ 2,079				\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
Dental			\$ 33	\$ 98				\$ 122	\$ 147	\$ 128	\$ 65
Vision				\$ 11				\$ 6		\$ 17	\$ 23
Other Insurance											
Vacation	\$ 790	\$ 748	\$ 841	\$ 791	\$ 1,018			\$ 700	\$ 1,193	\$ 789	\$ 1,247
Holidays	\$ 712	\$ 639	\$ 410	\$ 440	\$ 555			\$ 754	\$ 651	\$ 710	\$ 810
Administrative Leave	\$ 297	\$ 393	\$ 185	\$ 275	\$ 139						\$ 312
Auto											
<b>Benefit Package Total</b>	<b>\$ 3,590</b>	<b>\$ 3,847</b>	<b>\$ 3,629</b>	<b>\$ 3,989</b>	<b>\$ 3,628</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 6,588</b>	<b>\$ 6,125</b>	<b>\$ 6,926</b>	<b>\$ 6,591</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Senior Distribution Operator	Water Systems Operator III	Senior Water Distribution Technician	N/C	N/C	N/C	[Valve Maintenance Technician II/ Systems Operator I]	Lead Water Systems Operator	Systems Operator-Technician	Senior Water Systems Operator	Senior System Operator
<b>Top Step</b>	\$ 7,935	\$ 10,740	\$ 8,215				\$ 7,783	\$ 9,477	\$ 9,374	\$ 9,723	\$ 9,302
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60			2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
	Enhanced Formula Cost	\$ 103	\$ 140	\$ 107			\$ 412	\$ 673	\$ 497	\$ 788	\$ 121
	ER Paid Member Contrib										
	Employee Cost Share	\$ -79		\$ -246							
	Single Highest Year						\$ 47	\$ 66	\$ 56	\$ 68	
	Social Security						\$ 483	\$ 588	\$ 581	\$ 603	\$ 577
	Deferred Compensation	\$ 83					\$ 104			\$ 250	\$ 21
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901								
	Health			\$ 1,416			\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
	Dental			\$ 33			\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
	Vision						\$ 17	\$ 6		\$ 17	\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 508	\$ 628	\$ 553			\$ 449	\$ 474	\$ 613	\$ 561	\$ 716
	Holidays	\$ 458	\$ 537	\$ 316			\$ 442	\$ 510	\$ 433	\$ 505	\$ 465
	Administrative Leave										
<b>Allow</b>	Auto										
<b>Benefit Package Total</b>	\$ 2,761	\$ 3,206	\$ 2,179	\$ 0	\$ 0	\$ 0	\$ 4,734	\$ 5,484	\$ 4,759	\$ 5,899	\$ 4,715

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Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Senior Meter Service Worker	Meter Services Worker III	N/C	Lead Customer Service Field Worker	N/C	N/C	Field Services Technician III	Lead Customer Service Field Representative	Field Service Technician (Advanced)	N/C	N/C
<b>Top Step</b>	\$ 6,904	\$ 6,339		\$ 6,675			\$ 7,783	\$ 6,683	\$ 7,904		
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60			2.5%@55	2.7%@55	2.5%@55		
	Enhanced Formula Cost	\$ 90	\$ 82		\$ 87		\$ 412	\$ 475	\$ 419		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -69			\$ -67						
	Single Highest Year						\$ 47	\$ 47	\$ 47		
	Social Security						\$ 483	\$ 414	\$ 490		
	Deferred Compensation	\$ 83			\$ 153		\$ 104				
	Other Retirement								\$ 250		
	Cafeteria	\$ 1,688	\$ 1,901								
	<b>Insurance</b>	Health			\$ 2,079			\$ 2,618	\$ 3,046	\$ 2,182	
Dental				\$ 98			\$ 163	\$ 122	\$ 147		
Vision				\$ 11			\$ 17	\$ 6			
Other Insurance											
<b>Leaves</b>	Vacation	\$ 442	\$ 371		\$ 385		\$ 449	\$ 334	\$ 517		
	Holidays	\$ 398	\$ 317		\$ 257		\$ 442	\$ 360	\$ 365		
	Administrative Leave				\$ 58						
<b>Allow</b>											
<b>Auto</b>											
<b>Benefit Package Total</b>	\$ 2,633	\$ 2,671	\$ 0	\$ 3,061	\$ 0	\$ 0	\$ 4,734	\$ 4,803	\$ 4,417	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Utility Supervisor	Utilities Supervisor	[Senior Water Distribution Supervisor / Senior Wastewater Collections Supervisor]	Wastewater Utilities Supervisor	Water Systems Technician Supervisor	N/C	Operations Supervisor- Construction	[Utility Crew Leader/ Utility Maintenance Supervisor]	Construction and Maintenance Crew Supervisor	Construction Supervisor	N/C
<b>Top Step</b>	\$ 9,762	\$ 12,780	\$ 9,666	\$ 9,668	\$ 8,854		\$ 11,796	\$ 10,058	\$ 10,164	\$ 10,461	
<b>Retirement</b>											
Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55		2.5%@55	2.7%@55	2.5%@55	3%@60	
Enhanced Formula Cost	\$ 127	\$ 166	\$ 126	\$ 126			\$ 625	\$ 714	\$ 539	\$ 847	
ER Paid Member Contrib											
Employee Cost Share	\$ -98			\$ -97							
Single Highest Year							\$ 71	\$ 70	\$ 61	\$ 73	
Social Security							\$ 731	\$ 624	\$ 630	\$ 649	
Deferred Compensation	\$ 67			\$ 221			\$ 104	\$ 83		\$ 250	
Other Retirement									\$ 250		
<b>Insurance</b>											
Cafeteria	\$ 1,688	\$ 1,901	\$ 263		\$ 1,917						
Health			\$ 1,416	\$ 2,079			\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	
Dental			\$ 33	\$ 98			\$ 163	\$ 122	\$ 147	\$ 128	
Vision				\$ 11			\$ 17	\$ 6		\$ 17	
Other Insurance											
<b>Leaves</b>											
Vacation	\$ 625	\$ 748	\$ 651	\$ 669	\$ 749		\$ 681	\$ 503	\$ 665	\$ 604	
Holidays	\$ 563	\$ 639	\$ 455	\$ 372	\$ 409		\$ 669	\$ 542	\$ 469	\$ 543	
Administrative Leave		\$ 393		\$ 84	\$ 102		\$ 136	\$ 116			
<b>Allow</b>											
Auto		\$ 450					\$ 300				
<b>Benefit Package Total</b>	\$ 2,972	\$ 4,297	\$ 2,944	\$ 3,562	\$ 3,177	\$ 0	\$ 6,115	\$ 5,825	\$ 4,943	\$ 6,090	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Utility Worker II (Wastewater)	Wastewater Utility Worker II	Wastewater Collections Technician II	Wastewater Utilities Worker II	[Water Systems Technician/ Water Utility Worker II]	N/C	Collection System Operator II	Utility Worker II	Utility Worker	Wastewater Collection Systems Worker II	N/C
<b>Top Step</b>	\$ 6,306	\$ 7,431	\$ 6,418	\$ 6,047	\$ 5,288		\$ 7,783	\$ 7,072	\$ 7,211	\$ 6,743	
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55	2.5%@55	2.7%@55	2.5%@55	3%@60	
	Enhanced Formula Cost	\$ 82	\$ 97	\$ 83	\$ 79		\$ 412	\$ 502	\$ 382	\$ 546	
	ER Paid Member Contrib										
	Employee Cost Share	\$ -63		\$ -193	\$ -60						
	Single Highest Year						\$ 47	\$ 50	\$ 43	\$ 47	
	Social Security						\$ 483	\$ 438	\$ 447	\$ 418	
	Deferred Compensation	\$ 83			\$ 153		\$ 104			\$ 250	
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901			\$ 1,897					
	Health			\$ 1,416	\$ 2,079		\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	
	Dental			\$ 33	\$ 98		\$ 163	\$ 122	\$ 147	\$ 128	
	Vision				\$ 11		\$ 17	\$ 6		\$ 17	
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 404	\$ 435	\$ 432	\$ 349	\$ 447	\$ 449	\$ 354	\$ 471	\$ 389	
	Holidays	\$ 364	\$ 372	\$ 247	\$ 233	\$ 244	\$ 442	\$ 381	\$ 333	\$ 350	
	Administrative Leave				\$ 52	\$ 61					
	Auto										
<b>Benefit Package Total</b>	<b>\$ 2,558</b>	<b>\$ 2,804</b>	<b>\$ 2,019</b>	<b>\$ 2,993</b>	<b>\$ 2,650</b>	<b>\$ 0</b>	<b>\$ 4,734</b>	<b>\$ 4,898</b>	<b>\$ 4,256</b>	<b>\$ 5,125</b>	<b>\$ 0</b>

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District	
<b>Benchmark/ Comparator Agency Match</b>	Utility Worker II (Water)	Utility Worker II	Water Distribution Technician II	Water Utilities Worker II	[Water Systems Technician/ Water Utility Worker II]	N/C	Utility Worker II	Utility Worker II	Utility Worker	Construction Worker II	Construction Worker	
<b>Top Step</b>	\$ 6,306	\$ 7,431	\$ 6,418	\$ 6,047	\$ 5,288		\$ 6,835	\$ 7,072	\$ 7,211	\$ 7,080	\$ 6,596	
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55		2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
	Enhanced Formula Cost	\$ 82	\$ 97	\$ 83	\$ 79		\$ 362	\$ 502	\$ 382	\$ 573	\$ 86	
	ER Paid Member Contrib											
	Employee Cost Share	\$ -63		\$ -193	\$ -60							
	Single Highest Year						\$ 41	\$ 50	\$ 43	\$ 50		
	Social Security						\$ 424	\$ 438	\$ 447	\$ 439	\$ 409	
	Deferred Compensation	\$ 83			\$ 153		\$ 104			\$ 250	\$ 21	
Other Retirement								\$ 250				
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901			\$ 1,897						
	Health			\$ 1,416	\$ 2,079		\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729	
	Dental			\$ 33	\$ 98		\$ 163	\$ 122	\$ 147	\$ 128	\$ 65	
	Vision				\$ 11		\$ 17	\$ 6		\$ 17	\$ 23	
	Other Insurance											
<b>Leaves</b>	Vacation	\$ 404	\$ 435	\$ 432	\$ 349	\$ 447	\$ 394	\$ 354	\$ 471	\$ 408	\$ 507	
	Holidays	\$ 364	\$ 372	\$ 247	\$ 233	\$ 244	\$ 388	\$ 381	\$ 333	\$ 368	\$ 330	
	Administrative Leave				\$ 52	\$ 61						
	Auto											
<b>Benefit Package Total</b>	<b>\$ 2,558</b>	<b>\$ 2,804</b>	<b>\$ 2,019</b>	<b>\$ 2,993</b>	<b>\$ 2,650</b>	<b>\$ 0</b>	<b>\$ 4,511</b>	<b>\$ 4,898</b>	<b>\$ 4,256</b>	<b>\$ 5,212</b>	<b>\$ 4,169</b>	

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Wastewater Plant Operator II	N/C	Wastewater Treatment Plant Operator II	N/C	Wastewater Plant Operator	Operator II	Water Reclamation Operator II	Reclamation Plant Operator II	Recycled Water Operator (Level 2)	Wastewater Treatment Plant Operator II	N/C
<b>Top Step</b>	\$ 7,498		\$ 7,628		\$ 8,258	\$ 8,914	\$ 7,783	\$ 7,426	\$ 8,126	\$ 7,999	
<b>Retirement</b>	Classic 2%@60		2%@60		1.5%@55 - 2.5%@55	2.7%@55	2.5%@55	2.7%@55	2.5%@55	3%@60	
	Enhanced Formula Cost \$ 97		\$ 99			\$ 633	\$ 412	\$ 527	\$ 431	\$ 648	
	ER Paid Member Contrib										
	Employee Cost Share \$ -75		\$ -229								
	Single Highest Year					\$ 62	\$ 47	\$ 52	\$ 49	\$ 56	
	Social Security					\$ 483	\$ 483	\$ 460	\$ 504	\$ 496	
	Deferred Compensation \$ 83					\$ 357	\$ 104			\$ 250	
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria \$ 1,688				\$ 1,897						
	Health		\$ 1,416			\$ 2,039	\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	
	Dental		\$ 33			\$ 102	\$ 163	\$ 122	\$ 147	\$ 128	
	Vision					\$ 22	\$ 17	\$ 6		\$ 17	
	Other Insurance										
<b>Allow Leaves</b>	Vacation \$ 480		\$ 513		\$ 699	\$ 514	\$ 449	\$ 371	\$ 531	\$ 461	
	Holidays \$ 433		\$ 293		\$ 381	\$ 411	\$ 442	\$ 400	\$ 375	\$ 415	
	Administrative Leave				\$ 95						
	Auto										
<b>Benefit Package Total</b>	\$ 2,707	\$ 0	\$ 2,127	\$ 0	\$ 3,072	\$ 4,140	\$ 4,734	\$ 4,984	\$ 4,469	\$ 5,451	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Wastewater Plant Operator III	N/C	Wastewater Treatment Plant Operator III	N/C	Senior Wastewater Plant Operator	Lead Operator	Water Reclamation Operator III	Reclamation Plant Operator III	Recycled Water Operator (Level 3)	Senior Wastewater Treatment Plant Operator	N/C
<b>Top Step</b>	\$ 8,334		\$ 8,420		\$ 8,698	\$ 10,565	\$ 8,958	\$ 8,187	\$ 9,374	\$ 9,489	
<b>Retirement</b>	Classic 2%@60		2%@60		1.5%@55 - 2.5%@55	2.7%@55	2.5%@55	2.7%@55	2.5%@55	3%@60	
Enhanced Formula Cost	\$ 108		\$ 109			\$ 750	\$ 475	\$ 581	\$ 497	\$ 769	
ER Paid Member Contrib											
Employee Cost Share	\$ -83		\$ -253								
Single Highest Year						\$ 74	\$ 54	\$ 57	\$ 56	\$ 66	
Social Security						\$ 555	\$ 508	\$ 508	\$ 581	\$ 588	
Deferred Compensation	\$ 83					\$ 423	\$ 104			\$ 250	
Other Retirement									\$ 250		
<b>Insurance</b>	Cafeteria \$ 1,688				\$ 1,897						
Health			\$ 1,416			\$ 2,039	\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	
Dental			\$ 33			\$ 102	\$ 163	\$ 122	\$ 147	\$ 128	
Vision						\$ 22	\$ 17	\$ 6		\$ 17	
Other Insurance											
<b>Leaves</b>	Vacation \$ 533		\$ 567		\$ 736	\$ 610	\$ 517	\$ 409	\$ 613	\$ 547	
Holidays	\$ 481		\$ 324		\$ 401	\$ 488	\$ 508	\$ 441	\$ 433	\$ 493	
Administrative Leave					\$ 100						
<b>Allow</b>	Auto										
<b>Benefit Package Total</b>	\$ 2,811	\$ 0	\$ 2,197	\$ 0	\$ 3,135	\$ 4,507	\$ 5,011	\$ 5,170	\$ 4,759	\$ 5,838	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Wastewater Plant Supervisor	N/C	Wastewater Treatment Plant Operations Supervisor	N/C	Senior Wastewater Operations Supervisor	Shift Supervisor	Water Reclamation Operator IV	Lead Reclamation Plant Operator	N/C	Wastewater Treatment Plant Supervisor	N/C
<b>Top Step</b>	\$ 9,116		\$ 11,210		\$ 10,599	\$ 12,209	\$ 10,389	\$ 9,477		\$ 11,255	
<b>Retirement</b>	Classic	2%@60	2%@60		1.5%@55 - 2.5%@55	2.7%@55	2.5%@55	2.7%@55		3%@60	
	Enhanced Formula Cost	\$ 119	\$ 146			\$ 867	\$ 551	\$ 673		\$ 912	
	ER Paid Member Contrib										
	Employee Cost Share	\$ -91									
	Single Highest Year					\$ 85	\$ 62	\$ 66		\$ 79	
	Social Security						\$ 644	\$ 588		\$ 698	
	Deferred Compensation	\$ 67					\$ 488	\$ 104		\$ 250	
Other Retirement											
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 294		\$ 1,917						
	Health		\$ 1,416			\$ 2,039	\$ 2,618	\$ 3,046		\$ 2,979	
	Dental		\$ 33			\$ 102	\$ 163	\$ 122		\$ 128	
	Vision					\$ 22	\$ 17	\$ 6		\$ 17	
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 583	\$ 755		\$ 897	\$ 704	\$ 599	\$ 474		\$ 649	
	Holidays	\$ 526	\$ 528		\$ 489	\$ 563	\$ 589	\$ 510		\$ 584	
	Administrative Leave				\$ 122						
<b>Allow</b>											
	Auto										
<b>Benefit Package Total</b>	\$ 2,892	\$ 0	\$ 3,172	\$ 0	\$ 3,425	\$ 4,871	\$ 5,348	\$ 5,484	\$ 0	\$ 6,296	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Water Distribution Supervisor	Utilities Supervisor	Senior Water Distribution Supervisor	Water Utilities Distribution Supervisor	Senior Water Distribution Operations Supervisor	N/C	Operations Supervisor- Systems	[Water Systems Supervisor/ Recycled Water Program Supervisor]	Distribution Maintenance Supervisor	Water Systems Supervisor	Water Distribution Supervisor
<b>Top Step</b>	\$ 9,762	\$ 12,780	\$ 9,666	\$ 10,157	\$ 11,036		\$ 11,796	\$ 11,520	\$ 10,164	\$ 11,533	\$ 12,177
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55	2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
	Enhanced Formula Cost	\$ 127	\$ 166	\$ 126	\$ 132		\$ 625	\$ 818	\$ 539	\$ 934	\$ 158
	ER Paid Member Contrib										
	Employee Cost Share	\$ -98			\$ -102						
	Single Highest Year						\$ 71	\$ 81	\$ 61	\$ 81	
	Social Security						\$ 731	\$ 714	\$ 630	\$ 715	\$ 755
	Deferred Compensation	\$ 67			\$ 261		\$ 104	\$ 83		\$ 250	\$ 183
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 263		\$ 1,917					
	Health			\$ 1,416	\$ 2,079		\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
	Dental			\$ 33	\$ 98		\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
	Vision				\$ 11		\$ 17	\$ 6		\$ 17	\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 625	\$ 748	\$ 651	\$ 703	\$ 934	\$ 681	\$ 576	\$ 665	\$ 665	\$ 937
	Holidays	\$ 563	\$ 639	\$ 455	\$ 391	\$ 509	\$ 669	\$ 620	\$ 469	\$ 599	\$ 609
	Administrative Leave		\$ 393		\$ 244	\$ 127	\$ 136	\$ 133			\$ 234
<b>Allow</b>		\$ 450					\$ 300				
<b>Benefit Package Total</b>	\$ 2,972	\$ 4,297	\$ 2,944	\$ 3,817	\$ 3,488	\$ 0	\$ 6,115	\$ 6,199	\$ 4,943	\$ 6,368	\$ 5,692

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Water Plant Operator II	N/C	Water Treatment Plant Operator II	Water Treatment Plant Operator II	Water Plant Operator	N/C	Water Treatment Plant Operator II	N/C	Recycled Water Operator (Level 2)	N/C	N/C
<b>Top Step</b>	\$ 7,086		\$ 7,628	\$ 6,675	\$ 8,265		\$ 7,783		\$ 8,126		
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60	1.5%@55 - 2.5%@55		2.5%@55		2.5%@55		
	Enhanced Formula Cost	\$ 92	\$ 99	\$ 87			\$ 412		\$ 431		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -71	\$ -229	\$ -67							
	Single Highest Year						\$ 47		\$ 49		
	Social Security						\$ 483		\$ 504		
	Deferred Compensation	\$ 83		\$ 153			\$ 104				
	Other Retirement								\$ 250		
	Cafeteria	\$ 1,688				\$ 1,897					
	Health			\$ 1,416	\$ 2,079		\$ 2,618		\$ 2,182		
<b>Insurance</b>	Dental		\$ 33	\$ 98		\$ 163		\$ 147			
	Vision			\$ 11		\$ 17					
	Other Insurance										
	Vacation	\$ 454		\$ 513	\$ 385	\$ 699	\$ 449		\$ 531		
<b>Leaves</b>	Holidays	\$ 409		\$ 293	\$ 257	\$ 381	\$ 442		\$ 375		
	Administrative Leave				\$ 58	\$ 95					
<b>Allow</b>	Auto										
<b>Benefit Package Total</b>	\$ 2,655	\$ 0	\$ 2,127	\$ 3,061	\$ 3,073	\$ 0	\$ 4,734	\$ 0	\$ 4,469	\$ 0	\$ 0

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Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Water Plant Operator III	N/C	Water Treatment Plant Operator III	Water Treatment Plant Operator III	Senior Water Plant Operator	N/C	Water Treatment Plant Operator III	N/C	Recycled Water Operator (Level 3)	N/C	N/C
<b>Top Step</b>	\$ 7,916		\$ 8,420	\$ 7,552	\$ 8,679		\$ 8,958		\$ 9,374		
Classic	2%@60		2%@60	2%@60	1.5%@55 - 2.5%@55		2.5%@55		2.5%@55		
Enhanced Formula Cost	\$ 103		\$ 109	\$ 98			\$ 475		\$ 497		
ER Paid Member Contrib											
Employee Cost Share	\$ -79		\$ -253	\$ -76							
Single Highest Year							\$ 54		\$ 56		
Social Security							\$ 555		\$ 581		
Deferred Compensation	\$ 83			\$ 153			\$ 104				
Other Retirement									\$ 250		
Cafeteria	\$ 1,688				\$ 1,897						
Health			\$ 1,416	\$ 2,079			\$ 2,618		\$ 2,182		
Dental			\$ 33	\$ 98			\$ 163		\$ 147		
Vision				\$ 11			\$ 17				
Other Insurance											
Vacation	\$ 507		\$ 567	\$ 436	\$ 734		\$ 517		\$ 613		
Holidays	\$ 457		\$ 324	\$ 290	\$ 401		\$ 508		\$ 433		
Administrative Leave				\$ 65	\$ 100						
Auto											
<b>Benefit Package Total</b>	<b>\$ 2,759</b>	<b>\$ 0</b>	<b>\$ 2,197</b>	<b>\$ 3,155</b>	<b>\$ 3,132</b>	<b>\$ 0</b>	<b>\$ 5,011</b>	<b>\$ 0</b>	<b>\$ 4,759</b>	<b>\$ 0</b>	<b>\$ 0</b>



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Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District	
<b>Benchmark/ Comparator Agency Match</b>	Water Utilities Director	Utilities Director	Director of Utilities	N/C	N/C	Assistant General Manager	Assistant General Manager	[General Manager/ Chief, Engineering]	[General Manager/ Director of Engineering]	Assistant General Manager	[General Manager/ Director of Operations and Field Services]	
<b>Top Step</b>	\$ 20,118	\$ 19,852	\$ 18,239			\$ 23,479	\$ 22,787	\$ 20,544	\$ 20,182	\$ 20,712	\$ 20,243	
<b>Retirement</b>	Classic	2%@60	2%@60	2%@60		2.7%@55	2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60	
	Enhanced Formula Cost	\$ 262	\$ 258	\$ 237		\$ 1,667	\$ 1,208	\$ 1,459	\$ 1,070	\$ 1,678	\$ 263	
	ER Paid Member Contrib											
	Employee Cost Share	\$ -201										
	Single Highest Year					\$ 164	\$ 137	\$ 144	\$ 121	\$ 145		
	Social Security						\$ 871	\$ 871	\$ 871	\$ 871	\$ 871	
	Deferred Compensation	\$ 83				\$ 939	\$ 396	\$ 417		\$ 375	\$ 810	
Other Retirement								\$ 250				
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 855								
	Health			\$ 1,494		\$ 2,039	\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729	
	Dental			\$ 33		\$ 102	\$ 163	\$ 122	\$ 147	\$ 128	\$ 65	
	Vision					\$ 22	\$ 17	\$ 6		\$ 17	\$ 23	
	Other Insurance											
<b>Leaves</b>	Vacation	\$ 1,547	\$ 1,161	\$ 1,438		\$ 1,355	\$ 1,315	\$ 1,027	\$ 1,708	\$ 1,195	\$ 1,557	
	Holidays	\$ 1,161	\$ 993	\$ 702		\$ 1,084	\$ 1,293	\$ 1,106	\$ 931	\$ 1,075	\$ 1,012	
	Administrative Leave	\$ 677	\$ 611	\$ 631		\$ 542	\$ 351	\$ 948		\$ 398	\$ 389	
<b>Allow</b>	Auto	\$ 250	\$ 450	\$ 425			\$ 700		\$ 700	\$ 300		
<b>Benefit Package Total</b>		\$ 5,466	\$ 5,374	\$ 5,816	\$ 0	\$ 0	\$ 7,913	\$ 9,067	\$ 9,145	\$ 7,980	\$ 9,162	\$ 7,719

**City of Oceanside Water Utilities Survey  
Benefit Detail  
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Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Water Utilities Division Manager (Wastewater)	N/C	Deputy Director of Utilities Wastewater	N/C	N/C	[Director of Operation/ Operations Manager]	Operations Manager	System Operations Manager	AWP Operations Manager	N/C	N/C
<b>Top Step</b>	\$ 13,953		\$ 13,611			\$ 17,367	\$ 19,981	\$ 15,438	\$ 15,387		
<b>Retirement</b>	Classic	2%@60	2%@60			2.7%@55	2.5%@55	2.7%@55	2.5%@55		
	Enhanced Formula Cost	\$ 181		\$ 177		\$ 1,233	\$ 1,059	\$ 1,096	\$ 816		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -140									
	Single Highest Year					\$ 122	\$ 120	\$ 108	\$ 92		
	Social Security					\$ 871	\$ 871	\$ 871	\$ 871		
	Deferred Compensation	\$ 83				\$ 695	\$ 396	\$ 250			
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 644								
	Health		\$ 1,494			\$ 2,039	\$ 2,618	\$ 3,046	\$ 2,182		
	Dental		\$ 33			\$ 102	\$ 163	\$ 122	\$ 147		
	Vision					\$ 22	\$ 17	\$ 6			
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 893	\$ 1,073			\$ 1,002	\$ 1,153	\$ 772	\$ 1,302		
	Holidays	\$ 805	\$ 524			\$ 802	\$ 1,134	\$ 831	\$ 710		
	Administrative Leave	\$ 335	\$ 236			\$ 401	\$ 307	\$ 356			
	Auto						\$ 700				
<b>Benefit Package Total</b>	<b>\$ 3,847</b>	<b>\$ 0</b>	<b>\$ 4,181</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 6,416</b>	<b>\$ 8,537</b>	<b>\$ 7,458</b>	<b>\$ 6,370</b>	<b>\$ 0</b>	<b>\$ 0</b>

**City of Oceanside Water Utilities Survey**  
**Benefit Detail**  
**December 2024**



Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Water Utilities Division Manager (Water)	Utilities Manager	Deputy Director of Utilities Water	N/C	N/C	N/C	Operations Manager	System Operations Manager	Operations Manager	N/C	Director of Operations and Field Services
<b>Top Step</b>	\$ 13,953	\$ 16,970	\$ 13,611				\$ 19,981	\$ 15,438	\$ 15,387		\$ 17,566
<b>Retirement</b>	Classic	2%@60	2%@60				2.5%@55	2.7%@55	2.5%@55		2%@60
	Enhanced Formula Cost	\$ 181	\$ 221	\$ 177			\$ 1,059	\$ 1,096	\$ 816		\$ 228
	ER Paid Member Contrib										
	Employee Cost Share	\$ -140									
	Single Highest Year						\$ 120	\$ 108	\$ 92		
	Social Security						\$ 871	\$ 871	\$ 871		\$ 871
	Deferred Compensation	\$ 83					\$ 396	\$ 250			\$ 703
Other Retirement								\$ 250			
<b>Insurance</b>	Cafeteria	\$ 1,688	\$ 1,901	\$ 644							
	Health			\$ 1,494			\$ 2,618	\$ 3,046	\$ 2,182		\$ 2,729
	Dental			\$ 33			\$ 163	\$ 122	\$ 147		\$ 65
	Vision						\$ 17	\$ 6			\$ 23
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 893	\$ 993	\$ 1,073			\$ 1,153	\$ 772	\$ 1,302		\$ 1,351
	Holidays	\$ 805	\$ 849	\$ 524			\$ 1,134	\$ 831	\$ 710		\$ 878
	Administrative Leave	\$ 335	\$ 522	\$ 236			\$ 307	\$ 356			\$ 338
<b>Allow</b>		\$ 450					\$ 700				
<b>Benefit Package Total</b>	<b>\$ 3,847</b>	<b>\$ 4,935</b>	<b>\$ 4,181</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 8,537</b>	<b>\$ 7,458</b>	<b>\$ 6,370</b>	<b>\$ 0</b>	<b>\$ 7,185</b>

**City of Oceanside Water Utilities Survey**  
**Benefit Detail**  
**December 2024**



Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Water Utilities Inspector	Construction Inspector II	Field Engineering Inspector II	N/C	N/C	N/C	Inspector II	Construction Inspector II	Construction Inspector	Construction Inspector II	Engineering Inspector
<b>Top Step</b>	\$ 7,828	\$ 7,736	\$ 7,551				\$ 8,958	\$ 8,596	\$ 8,126	\$ 8,819	\$ 9,953
Classic	2%@60	2%@60	2%@60				2.5%@55	2.7%@55	2.5%@55	3%@60	2%@60
Enhanced Formula Cost	\$ 102	\$ 101	\$ 98				\$ 475	\$ 610	\$ 431	\$ 714	\$ 129
ER Paid Member Contrib											
Employee Cost Share	\$ -78										
Single Highest Year							\$ 54	\$ 60	\$ 49	\$ 62	
Social Security							\$ 555	\$ 533	\$ 504	\$ 547	\$ 617
Deferred Compensation	\$ 83						\$ 104			\$ 250	\$ 21
Other Retirement									\$ 250		
Cafeteria	\$ 1,688	\$ 1,901									
Health			\$ 1,416				\$ 2,618	\$ 3,046	\$ 2,182	\$ 2,979	\$ 2,729
Dental			\$ 33				\$ 163	\$ 122	\$ 147	\$ 128	\$ 65
Vision							\$ 17	\$ 6		\$ 17	\$ 23
Other Insurance											
Vacation	\$ 501	\$ 453	\$ 508				\$ 517	\$ 430	\$ 531	\$ 509	\$ 766
Holidays	\$ 452	\$ 387	\$ 356				\$ 508	\$ 463	\$ 375	\$ 458	\$ 498
Administrative Leave											
Auto											
<b>Benefit Package Total</b>	<b>\$ 2,748</b>	<b>\$ 2,841</b>	<b>\$ 2,412</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,011</b>	<b>\$ 5,269</b>	<b>\$ 4,469</b>	<b>\$ 5,664</b>	<b>\$ 4,847</b>

**City of Oceanside Water Utilities Survey  
Benefit Detail  
December 2024**



Insurance | Risk Management | Consulting

Agency	City of Oceanside	City of Carlsbad	City of Escondido	City of Poway	City of San Diego	Encina Wastewater Authority	Olivenhain Municipal Water District	Otay Water District	Padre Dam Municipal Water District	Vallecitos Water District	Vista Irrigation District
<b>Benchmark/ Comparator Agency Match</b>	Water Utilities Plant Electrician II	N/C	N/C	N/C	Electrician	N/C	N/C	Electrician II	Electrician-Instrumentation and Controls Technician	N/C	N/C
<b>Top Step</b>	\$ 7,914				\$ 6,928			\$ 8,596	\$ 8,464		
<b>Retirement</b>	Classic	2%@60			1.5%@55 - 2.5%@55			2.7%@55	2.5%@55		
	Enhanced Formula Cost	\$ 103						\$ 610	\$ 449		
	ER Paid Member Contrib										
	Employee Cost Share	\$ -79									
	Single Highest Year							\$ 60	\$ 51		
	Social Security							\$ 533	\$ 525		
	Deferred Compensation	\$ 83									
	Other Retirement								\$ 250		
<b>Insurance</b>	Cafeteria	\$ 1,688			\$ 1,897						
	Health							\$ 3,046	\$ 2,182		
	Dental							\$ 122	\$ 147		
	Vision							\$ 6			
	Other Insurance										
<b>Leaves</b>	Vacation	\$ 507			\$ 586			\$ 430	\$ 553		
	Holidays	\$ 457			\$ 320			\$ 463	\$ 391		
	Administrative Leave				\$ 80						
	Auto										
<b>Benefit Package Total</b>	<b>\$ 2,759</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 2,883</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,269</b>	<b>\$ 4,547</b>	<b>\$ 0</b>	<b>\$ 0</b>

## Appendix III (a-d)

### Salary Placement Recommendations

**City of Oceanside Water Utilities Compensation Study  
Salary Recommendations (OCEA)  
December 2024**

Appendix III(a)

Classification Title	Create Salary Rec?	Current Maximum Monthly Salary	% from Top Monthly Median of Base Salary	Market Placement	Proposed Salary	Study Benchmark	% Difference: Current Max to Proposed Max	Rationale
Associate Chemist	Yes	\$7,235	-18.1%	\$8,543	\$8,086	X	11.76%	Set 5% below Microbiologist
Cross Connection Control Technician	Yes	\$8,391	-1.8%	\$8,544	\$8,544	X	1.82%	Market Placement
Distribution Operator I	Yes	\$5,968	-	-	\$7,250		21.48%	Internal alignment: 10% below Distribution Operator II
Distribution Operator II	Yes	\$6,561	-21.6%	\$7,975	\$7,975	X	21.55%	Market Placement
Distribution Operator III	Yes	\$7,613	-	-	\$8,374		10.00%	Internal alignment: 5% above Distribution Operator II
Environmental Compliance Inspector	Yes	\$8,096	-16.6%	\$9,441	\$9,456	X	16.80%	Market Placement
Facilities Maintenance Scheduler	Yes	\$8,206	-17.7%	\$9,622	\$9,622	X	17.26%	Market Placement
Geographic Information Systems Assistant	Yes	\$6,656	-	-	\$7,075		6.30%	Internal alignment: 15% below Geographic Information Systems Specialist
Geographic Information Systems Specialist	Yes	\$7,523	-8.5%	\$8,163	\$8,163	X	8.51%	Market Placement
Instrumentation Technician I	Yes	\$7,523	-	-	\$8,676		15.33%	Internal alignment: 10% below the Instrumentation Technician II
Instrumentation Technician II	Yes	\$7,914	-20.6%	\$9,544	\$9,544	X	20.60%	Market Placement
Laboratory Analyst	Yes	\$6,451	-	-	\$7,351		13.95%	Internal alignment: 10% below Associate Chemist
Laboratory Assistant	Yes	\$3,846	-	-	\$5,160		34.17%	Internal alignment: approx. 30% below Laboratory Technician
Laboratory Technician	Yes	\$5,944	Insuff Data	Insuff Data	\$6,682	X	12.42%	Internal alignment: 10% below Laboratory Analyst
Lead Water Utilities Inspector	Yes	\$8,698	-	-	\$9,456		8.71%	Internal alignment: approximately 10% above Water Utilities Inspector
Maintenance Worker I	Yes	\$4,564	-	-	\$4,564		0.00%	Same as current
Maintenance Worker II	Yes	\$5,458	1.9%	\$5,353	\$5,458	X	0.00%	Set to market (same as current)
Maintenance Worker III	Yes	\$5,684	-	-	\$5,684		0.00%	Same as current
Mechanical Technologist I	Yes	\$6,706	-	-	\$7,456		11.19%	Internal alignment: approximately 10% below Mechanical Technologist II
Mechanical Technologist II	Yes	\$7,041	-16.5%	\$8,202	\$8,202	X	16.49%	Market Placement
Mechanical Technologist III	Yes	\$7,393	-	-	\$8,612		16.49%	Internal alignment: approximately 5% above Mechanical Technologist II
Meter Service Worker I	Yes	\$5,177	-	-	\$5,553		7.26%	Internal alignment: approximately 10% below Meter Service Worker II
Meter Service Worker II	Yes	\$5,694	-7.3%	\$6,108	\$6,108	X	7.27%	Market Placement
Meter Service Worker III	Yes	\$6,271	-	-	\$6,719		7.14%	Internal alignment: set 10% above Meter Service Worker II
Microbiologist	Yes	\$7,523	-12.8%	\$8,490	\$8,490	X	12.85%	Market Placement
Senior Distribution Operator	Yes	\$7,935	-18.1%	\$9,374	\$9,211	X	16.08%	Internal alignment: approximately 10% above Distribution Operator III
Senior Geographic Information Systems Specialist	Yes	\$7,897	-	-	\$8,979		13.71%	Internal alignment: approximately 10% above the Geographic Information Systems Specialist
Senior Mechanical Technologist	Yes	\$8,206	-	-	\$9,211		12.25%	Internal alignment: approximately 10% above Mechanical Technologist III
Senior Meter Service Worker	Yes	\$6,904	3.2%	\$6,683	\$6,938	X	0.49%	Internal alignment: approximately 10% above Meter Service Worker III
Senior Utility Worker-Wastewater	Yes	\$7,604	-	-	\$7,979		4.93%	Internal alignment: approximately 10% above Utility Worker III-Wastewater

**City of Oceanside Water Utilities Compensation Study**  
**Salary Recommendations (OCEA)**  
**December 2024**

Classification Title	Create Salary Rec?	Current Maximum Monthly Salary	% from Top Monthly Median of Base Salary	Market Placement	Proposed Salary	Study Benchmark	% Difference: Current Max to Proposed Max	Rationale
Senior Utility Worker-Water	Yes	\$7,604	-	-	\$7,979		4.93%	Internal alignment: approximately 10% above Utility Worker III-Water
Utility Worker III-Wastewater	Yes	\$6,911	-	-	\$7,253		4.95%	Internal alignment: approximately 5% above Utility Worker II-Wastewater
Utility Worker III-Water	Yes	\$6,911	-	-	\$7,253		4.95%	Internal alignment: approximately 5% above Utility Worker II-Water
Utility Worker II-Wastewater	Yes	\$6,306	-9.5%	\$6,908	\$6,908	X	9.55%	Market Placement
Utility Worker II-Water	Yes	\$6,306	-8.4%	\$6,835	\$6,908	X	9.55%	Set equal to Util Worker II - Wastewater
Utility Worker I-Wastewater	Yes	\$5,737	-	-	\$6,280		9.46%	Internal alignment: approximately 10% below Utility Worker II-Wastewater
Utility Worker I-Water	Yes	\$5,737	-	-	\$6,280		9.46%	Internal alignment: approximately 10% below Utility Worker II-Water
Utility Worker Trainee-Wastewater	Yes	\$5,160	-	-	\$5,160		0.00%	Internal alignment: set approximately 20% below Utility Worker I-Wastewater and same as current
Utility Worker Trainee-Water	Yes	\$5,160	-	-	\$5,160		0.00%	Internal alignment: approximately 20% below Utility Worker I-Water and same as current
Wastewater Plant Operator I	Yes	\$6,871	-	-	\$7,250		5.52%	Internal alignment: approximately 10% below Wastewater Plant Operator II
Wastewater Plant Operator II	Yes	\$7,498	-6.7%	\$7,999	\$7,975	X	6.36%	Market Placement
Wastewater Plant Operator III	Yes	\$8,334	-7.5%	\$8,958	\$8,773	X	5.26%	Internal alignment: approximately 10% above Wastewater Plant Operator II
Wastewater Plant Operator in Training	Yes	\$5,678	-	-	\$6,042		6.40%	Internal alignment: approximately 20% below Wastewater Plant Operator I
Water Plant Operator I	Yes	\$6,495	-	-	\$7,250		11.62%	Internal alignment: approximately 10% below Water Plant Operator II
Water Plant Operator II	Yes	\$7,086	-9.8%	\$7,783	\$7,975	X	12.55%	Set equal to Wastewater Plant Operator II
Water Plant Operator III	Yes	\$7,916	-9.6%	\$8,679	\$8,773	X	10.82%	Internal alignment: approximately 10% above Water Plant Operator II
Water Plant Operator in Training	Yes	\$5,363	-	-	\$6,042		12.65%	Internal alignment: approximately 20% below Water Plant Operator I
Water Utilities Inspector	Yes	\$7,828	-9.8%	\$8,596	\$8,596	X	9.81%	Market placement
Water Utilities Plant Electrician I	Yes	\$7,523	-	-	\$8,374		11.31%	Internal alignment: 10% below Water Utilities Plant Electrician II
Water Utilities Plant Electrician II	Yes	\$7,914	Insuff Data	Insuff Data	\$9,544	X	20.60%	Set equal to Instrumentation Technician II

**City of Oceanside Water Utilities Compensation Study  
Salary Recommendations (WCE)  
Revised January 2025**

Class Title	Create Salary Rec?	Current Maximum Monthly Salary	% from Top Monthly Median of Base Salary	Market Placement	Proposed Maximum Monthly Salary	Study Benchmark	Percent Difference	Rationale
Assistant Engineer	Yes	\$8,712	NA	NA	\$9,475		8.76%	Set 10% below Associate Engineer
Associate Engineer	Yes	\$10,218	-2.0%	\$10,423	\$10,423	X	2.01%	Market placement

**City of Oceanside Water Utilities Compensation Study**  
**Salary Recommendations**  
**December 2024**

Class Title	Create Salary Rec?	Current Maximum Monthly Salary	% from Top Monthly Median of Base Salary	Market Placement	Proposed Maximum Monthly Salary	Study Benchmark	% Difference: Current Max to Proposed Max	Rationale
Chief Plant Operator-Wastewater	Yes	\$10,270	-20.2%	\$12,345	\$12,345	X	20.20%	Market Placement
Chief Plant Operator-Water	Yes	\$10,270	Insuff Data	Insuff Data	\$12,345	X	20.20%	Internal alignment: set equal to Chief Plant Operator-Wastewater
Environmental Specialist I	Yes	\$7,264	N/A	N/A	\$7,453		2.60%	Internal alignment: approximately 10% below Environmental Specialist
Environmental Specialist II	Yes	\$8,008	-2.4%	\$8,198	\$8,198	X	2.37%	Market Placement
Geographic Information Systems Supervisor	Yes	\$9,069	-27.8%	\$11,589	\$11,379	X	25.47%	Market Placement and same as Lab Supervisor.
Instrumentation Supervisor	Yes	\$9,724	-21.2%	\$11,786	\$11,786	X	21.21%	Market placement and same as Water Distribution Supervisor
Laboratory Supervisor	Yes	\$10,910	-4.3%	\$11,379	\$11,379	X	4.30%	Market Placement
Meter Services Supervisor	Yes	\$8,089	-20.5%	\$9,750	\$9,750	X	20.53%	Market placement
Plant Maintenance Supervisor	Yes	\$9,762	-12.4%	\$10,970	\$10,970	X	12.37%	Market placement
Senior Chemist	Yes	\$8,658	N/A	N/A	\$9,895		14.29%	Internal alignment: approximately 15% below Laboratory Supervisor
Senior Civil Engineer	Yes	\$12,338	-7.2%	\$13,231	\$13,231	X	7.24%	Market Placement.
Senior Environmental Specialist	Yes	\$8,809	N/A	N/A	\$9,018		2.37%	Internal alignment: approximately 10% above Environmental Specialist
Utility Supervisor	Yes	\$9,762	-3.6%	\$10,111	\$10,970	X	12.37%	Internal alignment: set 5% below Water Distribution Supervisor
Wastewater Plant Supervisor	Yes	\$9,116	-19.6%	\$10,905	\$10,970	X	20.34%	Market placement and equal to Water Treatment Supervisor and
Water Distribution Supervisor	Yes	\$9,762	-18.0%	\$11,520	\$11,520	X	18.01%	Market placement
Water Treatment Supervisor	Yes	\$9,020	-23.3%	\$11,123	\$10,970	X	21.62%	Market placement and equal to WW Plant Supervisor



**City of Oceanside Water Utilities Compensation Study**  
**Salary Recommendations (EXEC)**  
**December 2024**

Class Title	Create Salary Rec?	Current Maximum Monthly Salary	% from Top Monthly Median of Base Salary	Market Placement	Proposed Maximum Monthly Salary	Study Benchmark	Percent Difference: Current Max to Proposed Max	Rationale
Water Utilities Director	Yes	\$20,118	-1.4%	\$20,393	\$20,118	x	0.0%	Market Placement; no change
City Engineer	Pending	\$14,651	NA	NA	\$17,727		20.99%	Internal Alignment: Set approximately 10% above Principal Water Engineer

# Appendix IV

## Additional Benefits

**City of Oceanside Water Utilities  
Survey of Additional Benefits  
December 2024**

**Call Back Pay**

Agency	Bargaining Unit	Call Back Pay
City of Oceanside	MECO (Non-Exempt Only)	Minimum of 3 hours of OT or CTO for employees recalled to perform job duties after the close of the regularly assigned shift and after departure from City facilities. Employees required to work longer than 3 hours after being recalled shall receive overtime pay.
	OCEA	Minimum of 2 hours salary or comp time off for employees recalled to perform job duties after the close of the regularly assigned shift and after departure from City facilities. Employees required to work longer than 2 hours after being recalled shall receive overtime pay.
	Unrepresented Supervisory/Administrative (Non-Exempt Only)	Minimum of 2 hours OT or CTO for employees recalled to perform job duties after the close of the regularly assigned shift and after departure from City facilities. Employees required to work longer than 2 hours after being recalled shall receive overtime pay.
	WCE	Any employee recalled to perform job duties after the close of the regularly assigned shift and after departure from City facilities shall receive a minimum of two (2) hours salary or two (2) hours of compensatory time off as agreed upon by the appropriate immediate supervisor and the employee. Any employee required to work longer than two (2) hours after being recalled shall receive overtime pay as provided in the Agreement.
City of Carlsbad	CEA	<p>Minimum of 2 hours paid beginning when employee leaves home for work; Employee receives up to 3 hours maximum of travel time per call back.</p> <p>If work performed remotely via phone/computer, employee receives a minimum of 30 minutes of credit commencing at the time the employee begins the callback work. If employee receives multiple calls/messages and completes the work related to all of those calls/messages remotely and via phone/computer within the same 30 minute period, the employee shall be credited for a minimum of 30 minutes work.</p> <p><b>Following classes eligible for Call Back:</b> Construction Inspector II, Cross Connection Control Technician, Environmental Specialist II, Meter Services Worker II, Meter Services Worker III, Sanitation System Operator I, SCADA and Implementation Technician, Senior Environmental Specialist, Street Maintenance Worker II, Utilities Worker II, Wastewater Utility Worker II, Water Systems Operator II, Water Systems Operator III</p>
City of Escondido	ECEA (Non-Exempt) & Teamsters (Non-Exempt)	3 hrs pay at 1.5x for each incident of callback overtime.
	Management, Unclassified Clerical	Not Offered
	Supervisory	3 hrs pay at 1.5x for each incident of callback overtime.
City of Poway	Teamsters	Minimum of 2 hours at the appropriate overtime rate; Employees who respond to an after-hours trouble call through telephone action will be compensated for telephone time in 15-minute increments. <b>Following classes eligible for Call Back:</b> Construction Maintenance Worker II, Cross Connection Specialist, Customer Service Field Worker, Electrical, Instrumentation, and Controls Technician, Engineering Inspector, Lead Customer Service Field Worker, Wastewater Utilities Worker II, Water Treatment Plant Operator II, Water Treatment Plant Operator III, Water Utilities Crew Leader, Water Utilities Worker II
	All Other Units	Not Offered
City of San Diego	AFSCME Local 127	Minimum of 4 hours at overtime (1.5x regular rate of pay and includes reasonable time to travel from home to worksite)
	MEA	Minimum of 4 hours at overtime (1.5x regular rate of pay and includes reasonable time to travel from home to worksite)
	Unrepresented	None Offered (unconfirmed)

**City of Oceanside Water Utilities  
Survey of Additional Benefits  
December 2024**

Agency	Bargaining Unit	Call Back Pay
Encina Wastewater Authority	General	Minimum of 4 hours of compensation at overtime rate of 1.5x employee's regular hourly rate of pay.
	Management	Not Offered
Olivenhain Municipal Water District	Non-Exempt	Minimum of 3 hours at 1.5x employee's pay.
	Exempt Supervisor	Not Offered
Otay Water District	OWDEA Field and Admin Unit	<p>Minimum of 2 hours of pay; travel time from the employee's residence (place of contact) to their reporting station and return home shall be included in the minimum call-back pay except that, if the employee is required to remain on duty until the start of their regularly scheduled shift, return travel time to the employee's residence will not be paid. When responding to an alarm via SCADA or calls from the answering service from home (place of contact), employees receive compensation in the following increments:</p> <ul style="list-style-type: none"> <li>• Up to 15 minutes = 15 minutes of pay</li> <li>• 16 – 30 minutes = 30 minutes of pay</li> <li>• 31 – 45 minutes = 45 minutes of pay</li> <li>• 46 – 60 minutes = 60 minutes of pay</li> </ul> <p>If the employee responds to an alarm or to calls from the answering service from home (place of contact) between midnight and 6:00 a.m. and has at least 2 hours of cumulative paid time during this time period, the employee will receive 5 hours of rest time from the completion of the last call.</p>
	All Other Units	None Offered
Padre Dam Municipal Water District	PDEA Non-Exempt	Actual hours worked at 1.5x regular rate of pay but not less than a minimum of 3 hours will be paid for any off-duty employee "called back" to work before or after the normal work day.
	Mid-Management Exempt	Actual hours worked at 1.5x regular rate of pay but not less than a minimum of 3 hours will be paid for any off-duty employee "called back" to work before or after the normal work day.
Vallecitos Water District	WDEA	Minimum of 2 hours, paid at 1.5x; does not apply to SCADA response at home or telephone calls
	All Other Units	None Offered
Vista Irrigation District	Teamsters	<p>Double-time pay (or compensatory time-off) for time actually worked between 10pm and 6am for employees who are called back or work an unanticipated extended shift. This premium may not be combined with Holiday Premium Pay.</p> <p>When, because of unanticipated work requirements (there is an exception to the "unanticipated work requirement" that is described below for employees headquartered at Lake Henshaw), an employee is ordered to return to duty following the termination of their normal shift or workweek, and after departure from their work location, shall receive a minimum payment equivalent to 2 hours of premium overtime pay.</p>
	All Other Units	None Offered

**City of Oceanside Water Utilities  
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**Standby Pay**

Agency	Bargaining Unit	Standby Pay
City of Oceanside	OCEA	2 hours of straight time pay per day Monday through Friday; 4 hours of straight time pay per day Saturday and Sunday; 4 hours of straight time pay per day on a holiday that city hall is closed; if a holiday falls on a weekend, receives 4 hours compensation. Must possess Grade III Distribution Certification or higher
	Other Units	Not offered
City of Carlsbad	CEA	\$35 per day while on standby duty; carry cell phone and answer calls promptly while on standby duty
City of Escondido	ECEA (Non-Exempt)	Not applicable to benchmark matches
	Teamsters	\$300/seven day standby duty assignment
	Unclassified Clerical, Management	Not Offered
	Supervisory	\$325/seven day standby duty assignment
City of Poway	Teamsters	\$350 per 7 day period, must be on a qualified list as determined by the Director of Public Works; additional \$100 for each official City holiday that falls on a Saturday or Sunday within the Stand-by period; employee be rated as a Utility Systems Mechanic, Utility Systems Technician, Senior Utility Systems Mechanic or Senior Utility Systems Technician, and approved by the appropriate division manager with the concurrence of the department Director.
	Other Units	Not Offered
City of San Diego	AFSCME Local 127	5%
	MEA	Not Offered
	Unrepresented	Unconfirmed/no response from agency
Encina Wastewater Authority	General	\$2.00/hour of additional pay not to exceed \$48 per day
	Management	Not Offered
Olivenhain Municipal Water District	Non-Exempt	Primary and Secondary Duty and ICT Technicians-1.5 hours/day at hourly rate; Secondary only - 2 hours on 7th consecutive day; Minimum rate is \$25/hour, if actual hourly pay rate is less than the minimum. Water Treatment Plant and Wastewater Treatment Plant-1 hour/day at hourly rate. Water Watch-3.25 hours/day at hourly rate (same flat rate for every day of duty)
	Exempt Supervisor	Not Offered
	Exempt Manager	Not Offered

**City of Oceanside Water Utilities  
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Agency	Bargaining Unit	Standby Pay
Otay Water District	OWDEA Field and Admin Unit	\$2.50/hour for each hour the employee is on standby duty.
	Supervisors	Not Offered
	Management	Not Offered
Padre Dam Municipal Water District	PDEA Non-Exempt	After Hours Duty Pay is \$295.33; employees shall receive this stipend which shall be included in computing any overtime that may be worked during that week (weekly benefit)
	PDEA Exempt	Not applicable to benchmark match
	Mid-Management Exempt/P	Not Offered
Vallecitos Water District	VWDEA positions as follows:	\$50 per day while assigned to Standby Pay duty
	Other Units	Not offered
Vista Irrigation District	Teamsters	Weekdays: 1 hour pay for each weekday assigned Duty Officer: Receives 1 hour pay for each weekday assigned (except District-observed holidays). SCADA Operator: Receives 1/4 hour standby for each weekday and weekend day assigned, except District-observed holidays. Weekends and District-observed Holidays: Receives 2 hours standby pay, except the Duty Officer and SCADA Operator. Duty Officer: Receives 2 hours standby for each day of the weekend or holiday assigned. SCADA Operator: Receives 1/4 hour standby for each District-observed holiday.
	Other Units	Not offered

## City of Oceanside Water Utilities Survey of Additional Benefits December 2024

### Certification Pay

Agency	Bargaining Unit	Certification Pay (Amount and Certificate Type)
City of Oceanside	OCEA	\$1.73/hour if possess and maintain Advanced Water Treatment Operator Certification (AWTO); qualifying certifications are ATWO 3, or ATWO4, or ATWO 5; certificate possession is not cumulative; maximum monthly certification pay is \$1.73/hour
	WCE/Engineers	\$1.74/hour for State of California Professional Engineer Certification
City of Carlsbad	All Units	None offered
City of Escondido	ECEA (Non-Exempt)	\$400.72/month maximum. Associate Chemist-Hold valid CWEA certification above the level required of their classification. Environmental Compliance Inspector II-Hold valid Environmental Compliance Inspector certification from the CWEA above the level required of their classification. Laboratory Technician II-Hold valid CWEA certification above the level required of their classification.
	Teamsters (Non-Exempt)	For the following classes, cert pays is 5% of monthly base rate or pay for certifications obtained that are the level above the level required in their current job class: Control Systems Technician II, Plant Systems Technician, Senior Water Distribution Technician, Water Distribution Technician II, Water Treatment Plant Operator II, Water Treatment Plant Operator III, Wastewater Collections Technician II, Wastewater Treatment Plant Operator II, Wastewater Treatment Plant Operator III
	Supervisory	\$512.95/month maximum: Associate Engineer-Hold a Professional Civil or Traffic Engineer Certification in the State of California. Control Systems Technician Supervisor-Assigned to positions requiring State of California certification for certifications held above the level required for their current position. Senior Wastewater Collections Supervisor-Assigned to positions requiring State of California certification for certifications held above the level required for their current position.
	All Other Units	None offered
City of Poway	Non-Safety Teamsters (Plant Operators, Water Utilities Workers, Wastewater Utilities Workers, and Water and Wastewater Utilities Leads)	Receive a one-time stipend of \$1,000 upon obtaining D4/D5, T4/T5 and CWEA IV certifications and \$500 upon recertification
	All Other Units	None offered
City of San Diego	AFSCME	Based on job classification. See Addendum for eligible classes and benefits
	MEA	Based on job classification. See Addendum for eligible classes and benefits
	Executive/Confidential	None offered
Encina Wastewater Authority	General and Management	\$60/pay period-Certified Welder \$60/pay period-Crane Operator
Olivenhain Municipal Water District	All Units	One time Incentive pay is available for valid certifications above current job requirements, but related to future growth at OMWD. Maximum pay is \$500 per fiscal year. Available to all employees with satisfactory performance. No retroactive stacking of certifications/degrees is allowed. District shall only consider payment for the highest certification in the same class. See Addendum for eligible classes.

**City of Oceanside Water Utilities  
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Agency	Bargaining Unit	Certification Pay (Amount and Certificate Type)
Otay Water District	OWDEA Field and Admin Unit	Based on job classification. See Addendum for eligible classes and benefits
	Supervisors	Based on job classification. See Addendum for eligible classes and benefits
	Management	None offered
Padre Dam Municipal Water District	PDEA Non-Exempt	Based on job classification. See Addendum for eligible classes and benefits
	PDEA Exempt	Based on job classification. See Addendum for eligible classes and benefits
	Mid-Management Exempt	Based on job classification. See Addendum for eligible classes and benefits
Vallecitos Water District	VWDEA	None; District pays for certification renewal and exam costs upon successful passing of the exam
	Management	None; District pays for certification renewal and exam costs upon successful passing of the exam
Vista Irrigation District	All Units	None offered

**City of Oceanside Water Utilities  
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**Longevity Pay**

Agency	Bargaining Unit	Longevity Pay
City of Oceanside	All Units	None offered
City of Carlsbad	All Units	None offered
City of Escondido	All Units	None offered
City of Poway	All Units	None offered
City of San Diego	All Units	None offered
Encina Wastewater Authority	All Units	None offered
Olivenhain Municipal Water District	All Units	None offered
Otay Water District	All Units	None offered
Padre Dam Municipal Water District	All Units	None offered
Vallecitos Water District	VWDEA	Employees continue to receive step increases to Step I on salary schedule once they reach Step G. Increases not to be more than 5% of the preceding Step G or H. There are 9 steps between Step G and Step I, each step is approximately 1% apart.
	Management	
Vista Irrigation District	All Units	None offered

**City of Oceanside Water Utilities  
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**Vacation Leave Cash-Out**

Agency	Unit	Vacation Leave Annual Cashout
City of Oceanside	All Units	Not offered
City of Carlsbad	All Units	80 hours, one time per year
City of Escondido	ECEA (Non-Exempt)	24 hours in July, 24 hours in December
	Teamsters	Not offered
	Unclassified Clerical	24 hours in July, 24 hours in December, must maintain balance of 80 hours.
	Supervisory	24 hours in July, 24 hours in December
	Management/Directors	40 hours in July, 40 hours in December, must maintain balance of 80 hrs.
City of Poway	Non-Safety Teamsters	Not offered
	All Other Units	40 hours, one time per year
City of San Diego	SCEA	60 hours, one time per year, must have minimum of 100 hours after vacation leave is paid.
	Mid Management/Util Directors	60 hours, one time per year, must have minimum of 100 hours after vacation leave is paid. If over 15 years of service - 68 hours, one time per year.
Encina Wastewater Authority	All Units	60 hours, one time per year; must have used 40 hours of vacation leave during the preceding 12 months
Olivenhain Municipal Water District	All Units	1x per year, employees having accumulated vacation hours in excess of the maximum limit must receive payment for 100% of their accumulated vacation hours.
Otay Water District	All Units	1x per year, employee may request pay in lieu of vacation hours in the next calendar year. Limited to amount earned in the following calendar year, not to exceed accrued balance. Employee must maintain at least 80 hour balance after cash-in, and agree to take a minimum of 40 hours of consecutive leave in that same calendar year.
Padre Dam Municipal Water District	All Units	Annually, employees will be paid for any vacation time over the amount of vacation time that could have been earned for two years. In addition, annually employees may opt to cash out vacation accrual in excess of one year's accrual, but no less than eight (8) hours.
Vallecitos Water District	All Units	80 hours per year
Vista Irrigation District	All Units	1x per year at employee's requests, no set hours specified. Must have taken one consecutive week of vacation in last 12 months, and at least 80 hours of accrued vacation time shall remain on the books after payoff.

**City of Oceanside  
Certification Pay Addendum  
City of San Diego Cert Pay**

Benchmark Match Job Title	Bargaining Unit	Certification/Degree Name	Additional Amount of Pay
Electrician	AFSCME Local 127	State Certification	5.00%
Electrician	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Instrumentation and Controls Technician	AFSCME Local 127	Grade 2 in job related specialty	2.5%/hour
Instrumentation and Controls Technician	AFSCME Local 127	Grade 3 in job related specialty	5%/hour
Instrumentation and Controls Technician	AFSCME Local 127	Grade 4 in job related specialty	7.5%/hour
Instrumentation and Controls Technician	AFSCME Local 127	Level I	\$.55/hour
Instrumentation and Controls Technician	AFSCME Local 127	Level II	\$.80/hour
Instrumentation and Controls Technician	AFSCME Local 127	Level II	\$1.05/hour
Instrumentation and Controls Technician	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Plant Technician II	AFSCME Local 127	D3 Certified Distribution Operator	\$.30/hour
Plant Technician II	AFSCME Local 127	D4 Certified Distribution Operator	\$.55/hour
Plant Technician II	AFSCME Local 127	D5 Certified Distribution Operator	\$.80/hour
Plant Technician II	AFSCME Local 127	Grade 2 Mechanical Technology	\$1.00/hour
Plant Technician II	AFSCME Local 127	Grade 3 Mechanical Technology	\$2.00/hour
Plant Technician II	AFSCME Local 127	Grade 4 Mechanical Technology	\$3.00/hour
Plant Technician II	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Senior Wastewater Plant Operator	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Senior Wastewater Plant Operator	AFSCME Local 127	Grade IV Wastewater Treatment Plant Operations	5%/hour
Senior Wastewater Plant Operator	AFSCME Local 127	Grade V Wastewater Treatment Plant Operations	7.5%/hour
Senior Wastewater Plant Operator	AFSCME Local 127	AWT 3 Advanced Water Treatment Operator	2.5%/hour
Senior Wastewater Plant Operator	AFSCME Local 127	AWT 4 Advanced Water Treatment Operator	5%/hour
Senior Wastewater Plant Operator	AFSCME Local 127	AWT 5 Advanced Water Treatment Operator	7.5%/hour
Senior Water Plant Operator	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Senior Water Plant Operator	AFSCME Local 127	T4 Certified Treatment Operator	5%/hour
Senior Water Plant Operator	AFSCME Local 127	T5 Certified Treatment Operator	7.5%/hour
Senior Water Plant Operator	AFSCME Local 127	AWT 3 Advanced Water Treatment Operator	2.5%/hour
Senior Water Plant Operator	AFSCME Local 127	AWT 4 Advanced Water Treatment Operator	5%/hour
Senior Water Plant Operator	AFSCME Local 127	AWT 5 Advanced Water Treatment Operator	7.5%/hour
Utility Worker I	AFSCME Local 127	D3 Certified Distribution Operator	\$.30/hour
Utility Worker I	AFSCME Local 127	D4 Certified Distribution Operator	\$.55/hour
Utility Worker I	AFSCME Local 127	D5 Certified Distribution Operator	\$.80/hour
Utility Worker I	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Wastewater Plant Operator	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Wastewater Plant Operator	AFSCME Local 127	Grade III Wastewater Treatment Plant Operations	2.5%/hour
Wastewater Plant Operator	AFSCME Local 127	Grade IV Wastewater Treatment Plant Operations	5%/hour
Wastewater Plant Operator	AFSCME Local 127	Grade V Wastewater Treatment Plant Operations	7.5%/hour
Wastewater Plant Operator	AFSCME Local 127	AWT 3 Advanced Water Treatment Operator	2.5%/hour
Wastewater Plant Operator	AFSCME Local 127	AWT 4 Advanced Water Treatment Operator	5%/hour
Wastewater Plant Operator	AFSCME Local 127	AWT 5 Advanced Water Treatment Operator	7.5%/hour
Water Distribution Operator	AFSCME Local 127	D4 Certified Distribution Operator	5%/hour
Water Distribution Operator	AFSCME Local 127	D5 Certified Distribution Operator	7.5%/hour
Water Distribution Operator	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Water Plant Operator	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Water Plant Operator	AFSCME Local 127	T4 Certified Treatment Operator	5%/hour
Water Plant Operator	AFSCME Local 127	T5 Certified Treatment Operator	7.5%/hour
Water Plant Operator	AFSCME Local 127	AWT 3 Advanced Water Treatment Operator	2.5%/hour
Water Plant Operator	AFSCME Local 127	AWT 4 Advanced Water Treatment Operator	5%/hour
Water Plant Operator	AFSCME Local 127	AWT 5 Advanced Water Treatment Operator	7.5%/hour
Water Utility Worker	AFSCME Local 127	D3 Certified Distribution Operator	\$.30/hour
Water Utility Worker	AFSCME Local 127	D4 Certified Distribution Operator	\$.55/hour
Water Utility Worker	AFSCME Local 127	D5 Certified Distribution Operator	\$.80/hour
Water Utility Worker	AFSCME Local 127	Grade 2 in job related specialty	\$.45/hour
Water Utility Worker	AFSCME Local 127	Grade 3 in job related specialty	\$1.20/hour
Water Utility Worker	AFSCME Local 127	Grade 4 in job related specialty	\$1.95/hour
Water Utility Worker	AFSCME Local 127	Backflow or Cross Connection	\$.50/hour
Instrumentation and Control Supervisor	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$.50/hour
Instrumentation and Control Supervisor	MEA (Supervisory Unit)	CWEA 2 (Job Related Specialty)	2.50%
Instrumentation and Control Supervisor	MEA (Supervisory Unit)	CWEA 3 (Job Related Specialty)	5.00%
Instrumentation and Control Supervisor	MEA (Supervisory Unit)	CWEA 4 (Job Related Specialty)	7.50%
Instrumentation and Control Supervisor	MEA (Supervisory Unit)	Level 1 (deemed job related by Management)	\$.55/hour
Instrumentation and Control Supervisor	MEA (Supervisory Unit)	Level 2 (deemed job related by Management)	\$.80/hour
Plant Process Control Supervisor (Plant	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$.50/hour
Plant Process Control Supervisor (Plant	MEA (Supervisory Unit)	CWEA 2 (Job Related Specialty)	2.50%
Plant Process Control Supervisor (Plant	MEA (Supervisory Unit)	CWEA 3 (Job Related Specialty)	5.00%
Plant Process Control Supervisor (Plant	MEA (Supervisory Unit)	CWEA 4 (Job Related Specialty)	7.50%
Plant Process Control Supervisor (Plant	MEA (Supervisory Unit)	Level 1 (deemed job related by Management)	\$.55/hour
Plant Process Control Supervisor (Plant	MEA (Supervisory Unit)	Level 2 (deemed job related by Management)	\$.80/hour
Plant Technician Supervisor	MEA (Supervisory Unit)	D3-Certified Distribution Operator	\$.30/hour
Plant Technician Supervisor	MEA (Supervisory Unit)	D4-Certified Distribution Operator	\$.55/hour
Plant Technician Supervisor	MEA (Supervisory Unit)	D5-Certified Distribution Operator	\$.80/hour
Plant Technician Supervisor	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$.50/hour
Plant Technician Supervisor	MEA (Supervisory Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$.55/hour

**City of Oceanside  
Certification Pay Addendum  
City of San Diego Cert Pay**

Benchmark Match Job Title	Bargaining Unit	Certification/Degree Name	Additional Amount of Pay
Plant Technician Supervisor	MEA (Supervisory Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Plant Technician Supervisor	MEA (Supervisory Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Plant Technician Supervisor	MEA (Supervisory Unit)	CWEA 2 (Job Related Specialty)	2.50%
Plant Technician Supervisor	MEA (Supervisory Unit)	CWEA 3 (Job Related Specialty)	5.00%
Plant Technician Supervisor	MEA (Supervisory Unit)	CWEA 4 (Job Related Specialty)	7.50%
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$ .50/hour
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$ .55/hour
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	Grade V-Wastewater Treatment Plant Operations	7.5%/hour
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	AWT 3 (Advanced Water Treatment ) Operator	2.5%/hour
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	AWT 4 (Advanced Water Treatment ) Operator	5.00%
Senior Wastewater Operations Supervisor	MEA (Supervisory Unit)	AWT 5 (Advanced Water Treatment ) Operator	7.50%
Senior Water Distribution Operations Supervisor	MEA (Supervisory Unit)	D5-Certified Distribution Operator	7.5%/hour
Senior Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Chief Distribution Operator	10%/hour
Senior Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$ .50/hour
Senior Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$ .55/hour
Senior Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Senior Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$ .50/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$ .55/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	Chief Plant Operator	10%/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	T5-WaterTreatment Operator	7.5%/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	AWT 3 (Advanced Water Treatment ) Operator	2.5%/hour
Senior Water Operations Supervisor	MEA (Supervisory Unit)	AWT 4 (Advanced Water Treatment ) Operator	5.00%
Senior Water Operations Supervisor	MEA (Supervisory Unit)	AWT 5 (Advanced Water Treatment ) Operator	7.50%
Supervising Wastewater Pretreatment Inspector	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$ .50/hour
Supervising Wastewater Pretreatment Inspector	MEA (Supervisory Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$ .55/hour
Supervising Wastewater Pretreatment Inspector	MEA (Supervisory Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Supervising Wastewater Pretreatment Inspector	MEA (Supervisory Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Wastewater Pretreatment Inspector II	MEA (Professional Unit)	Backflow or Cross Connection (must use as part of job duties)	\$ .50/hour
Wastewater Pretreatment Inspector II	MEA (Professional Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$ .55/hour
Wastewater Pretreatment Inspector II	MEA (Professional Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Wastewater Pretreatment Inspector II	MEA (Professional Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Water Distribution Operations Supervisor	MEA (Supervisory Unit)	D4-Certified Distribution Operator	5%/hour
Water Distribution Operations Supervisor	MEA (Supervisory Unit)	D5-Certified Distribution Operator	7.5%/hour
Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$ .50/hour
Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$ .55/hour
Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Water Distribution Operations Supervisor	MEA (Supervisory Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Water Utility Supervisor	MEA (Supervisory Unit)	D3-Certified Distribution Operator	\$ .30/hour
Water Utility Supervisor	MEA (Supervisory Unit)	D4-Certified Distribution Operator	\$ .55/hour
Water Utility Supervisor	MEA (Supervisory Unit)	D5-Certified Distribution Operator	\$ .80/hour
Water Utility Supervisor	MEA (Supervisory Unit)	Backflow or Cross Connection (must use as part of job duties)	\$ .50/hour
Water Utility Supervisor	MEA (Supervisory Unit)	Grade II Technician Certification Pay 1 (Job Related Specialty)	\$ .55/hour
Water Utility Supervisor	MEA (Supervisory Unit)	Grade III Technician Certification Pay 2 (Job Related Specialty)	\$ .80/hour
Water Utility Supervisor	MEA (Supervisory Unit)	Grade IV Technician Certification Pay 3 (Job Related Specialty)	\$1.05/hour
Water Utility Supervisor	MEA (Supervisory Unit)	CWEA 2 (Job Related Specialty)	\$ .45/hour
Water Utility Supervisor	MEA (Supervisory Unit)	CWEA 3 (Job Related Specialty)	\$1.20/hour
Water Utility Supervisor	MEA (Supervisory Unit)	CWEA 4 (Job Related Specialty)	\$1.95/hour

**City of Oceanside  
Certification Pay Addendum  
Olivehain MWD Certification Pay**

<b>Certification</b>	<b>Issuing Agency</b>	<b>Amount</b>
Water Distribution Operator Grade I	SWRCB	\$ 100
Water Distribution Operator Grade II	SWRCB	\$ 125
Water Distribution Operator Grade III	SWRCB	\$ 150
Water Distribution Operator Grade IV	SWRCB	\$ 275
Water Distribution Operator Grade V	SWRCB	\$ 375
Water Treatment Operator Grade I	SWRCB	\$ 100
Water Treatment Operator Grade II	SWRCB	\$ 125
Water Treatment Operator Grade III	SWRCB	\$ 150
Water Treatment Operator IV	SWRCB	\$ 275
Water Treatment Operator V	SWRCB	\$ 375
Wastewater Treatment Plant Operator Grade I	SWRCB	\$ 100
Wastewater Treatment Plant Operator Grade II	SWRCB	\$ 125
Wastewater Treatment Plant Operator Grade III	SWRCB	\$ 150
Wastewater Treatment Plant Operator Grade IV	SWRCB	\$ 275
Wastewater Treatment Plant Operator Grade V	SWRCB	\$ 375
Collection Systems Maintenance Grade I	CWEA	\$ 100
Collection Systems Maintenance Grade II	CWEA	\$ 125
Collection Systems Maintenance Grade III	CWEA	\$ 150
Collection Systems Maintenance Grade IV	CWEA	\$ 275
Laboratory Analyst Grade I	CWEA	\$ 100
Laboratory Analyst Grade II	CWEA	\$ 125
Laboratory Analyst Grade III	CWEA	\$ 150
Laboratory Analyst Grade IV	CWEA	\$ 175
Electrical and Instrumentation Technologist Grade I	CWEA	\$ 100
Electrical and Instrumentation Technologist Grade II	CWEA	\$ 125
Electrical and Instrumentation Technologist Grade III	CWEA	\$ 150
Electrical and Instrumentation Technologist Grade IV	CWEA	\$ 175
Electrician Certification	DIR DLSE	\$ 275
Backflow Prevention Assembly Tester Certificate	AWWA/ABPA	\$ 100
Cross-Connection Control Specialist	AWWA/ABPA	\$ 100
Cathodic Protection Tester	NACE	\$ 100
Cathodic Protection Technician	NACE	\$ 150
Certified Construction Inspector	ACI	\$ 100
Right of Way Certification	IRWA	\$ 150
Qualified SWPPP Developer (QSD)	SWRCB	\$ 250
Qualified SWPPP Practitioner (QSP)	SWRCB	\$ 175

**City of Oceanside  
Certification Pay Addendum  
Otay WD Incentive Pay**

Two programs offered; Eligible employees can participate in both programs (if applicable), however, the employee cannot be compensated by both programs for the same certification

Bargaining Unit	Job Title based on Total Compensation Study benchmark matches	Target Certification	Base Pay Incentive Plan Compensation	Certification Incentive Plan Certificate (eligible if exceeds the minimum job requirement for the employee's current job or is directly related to the employee's current job)	Certification Incentive Plan Compensation (one time reward)
OWDEA Field and Admin Unit	Associate Civil Engineer	Not eligible	Not eligible	Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Construction Inspector II	Not eligible	Not eligible	Water Distribution Operator Grade 3, 4, 5 Water Treatment Operator Grade 2 only	Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Electrician II	Not eligible	Not eligible	Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Environmental Compliance Specialist	Not eligible	Not eligible	Environmental Compliance Inspector	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Facilities Maintenance Technician	Not eligible	Not eligible	Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Laboratory Analyst	Not eligible	Not eligible	Laboratory Analyst Grade 3, 4 only Water Distribution Operator Water Treatment Operator Wastewater Treatment Plant Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Lead Reclamation Plant Operator	Wastewater Treatment Grade IV or V	2.5% for each certification obtained (for a maximum of 5%)	Collection System Maintenance Laboratory Analyst	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Lead Water Systems Operator	Water Distribution Grade IV or V	2.5% for each certification obtained (for a maximum of 5%)	Laboratory Analyst Water Treatment Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Pump Mechanic II	Not eligible	Not eligible	Collection System Maintenance Plant Maintenance Technologist Grade 3 or higher Mechanical Technologist Grade 3 or higher Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Reclamation Plant Operator II	Not eligible	Not eligible	Collection System Maintenance Laboratory Analyst Wastewater Treatment Plant Operator Grade 3 only	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Reclamation Plant Operator III	Wastewater Treatment Grade IV or V	2.5% for each certification obtained (for a maximum of 5%)	Collection System Maintenance Laboratory Analyst	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	SCADA/instrumentation Technician	Certified Control System Technician (CCST)	5%	Electrical/Instrumentation Technologist	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Senior Civil Engineer	Not eligible	Not eligible	Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Utility Worker I	Not eligible	Not eligible	Collection System Maintenance Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
OWDEA Field and Admin Unit	Utility Worker II	Not eligible	Not eligible	Collection System Maintenance (if not a requirement of the assignment) Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500

**City of Oceanside  
Certification Pay Addendum  
Otay WD Incentive Pay**

Two programs offered; Eligible employees can participate in both programs (if applicable), however, the employee cannot be compensated by both programs for the same certification

Bargaining Unit	Job Title based on Total Compensation Study benchmark matches	Target Certification	Base Pay Incentive Plan Compensation	Certification Incentive Plan Certificate (eligible if exceeds the minimum job requirement for the employee's current job or is directly related to the employee's current job)	Certification Incentive Plan Compensation (one time reward)
OWDEA Field and Admin Unit	Water System Operator II	Not eligible	Not eligible	Laboratory Analyst Water Distribution Operator Grade 3 only Water Treatment Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
Supervisors	Meter Services Supervisor	Not eligible	Not eligible	Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
Supervisors	Reclamation Plant Supervisor	Wastewater Treatment Grad	3%	Collection System Maintenance Laboratory Analyst	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
Supervisors	Recycled Water Program Supervisor	Not eligible	Not eligible	Not eligible	Not eligible
Supervisors	SCADA/Pump/Electrical Supervisor	Not eligible	Not eligible	Collection System Maintenance Electrical/Instrumentation Technologist Mechanical Technologist Plant Maintenance Technologist Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
Supervisors	Utility Crew Leader	Not eligible	Not eligible	Collection System Maintenance Water Distribution Operator	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
Supervisors	Utility Maintenance Supervisor	Not eligible	Not eligible	Collection System Maintenance Grade 3 or higher, Water Distribution Operator Grade 3, 4, 5 only	Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500
Supervisors	Water Systems Supervisor	Water Distribution Grade V	3%	Laboratory Analyst Water Treatment Operator Grade 3, 4, 5	Grade 1 = \$150 Grade 2 = \$200 Grade 3 = \$250 Grade 4 = \$300 Grade 5 = \$500

**City of Oceanside  
Certification Pay Addendum  
Padre DMWD Incentive Pay**

<b>Certification Bonuses-The District is interested in providing employees the opportunity to qualify for new classifications when openings are available and advance within their present classifications. For this reason, a one-time cash incentive plan for certification has been established for those interested employees. The incentive plan is subject to District needs and requires Department Head and General Manager approval, which approval shall not be unreasonably withheld.</b>		
<b>Certification</b>	<b>Issuing Agency</b>	<b>Amount</b>
Advanced Water Treatment	CWEA	Grade 3 = \$100 Grade 4 = \$150 Grade 5 = \$200
Collection Systems Maintenance	CWEA	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$275
Laboratory Analyst	CWEA	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$175
Plant Maintenance	CWEA	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$175
Plant Maintenance Electrical/Instrumentation Technologist	CWEA	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$175
Plant Maintenance Mechanical Technologist	CWEA	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$175
Wastewater Treatment Plant Operator	SCWRCB	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$275 Grade 5 = \$375
Water Distribution Operator	SCWRCB	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$275 Grade 5 = \$375
Water Treatment Operator	SCWRCB	Grade 1 = \$100 Grade 2 = \$125 Grade 3 = \$150 Grade 4 = \$275 Grade 5 = \$375
ACWA Customer Service Certification	Unknown	\$250
ArcGIS Desktop (Any 1 Cert)	Unknown	\$150
ArcGIS Specialty Cert (Any 1 Cert)	Unknown	\$150
Backflow Tester	Unknown	\$100
Certified Construction Inspector	Unknown	\$100
Certified Construction Manager (CMAA)	Unknown	\$250
Certified Control System Technician (CCST)	Unknown	\$150
Certified Payroll Professional	Unknown	\$150
Certified Public Accountant	Unknown	\$500
Comp TIA Mastery Series	Unknown	\$200
Comp TIA Professional Series	Unknown	\$150
Comp TIA Specialty Series	Unknown	\$100
Confined Space Training (Cal-OSHA) Certified	Unknown	\$100
Construction Specification Institute	Unknown	\$100
Crane Operator (CA)	Unknown	\$150
Cross-Connection Specialist	Unknown	\$100
Electrician (CA)	Unknown	\$275
Engineering-in-Training	Unknown	\$250
Environmental Compliance Inspector I	Unknown	\$100
ESRI Administration Professional or Geodata Mgmt VMware Expert	Unknown	\$150
Fundamental Payroll Certification (APA)	Unknown	\$100
Instrumentation Society of America Certificate	Unknown	\$100
IRWA Right-of-Way Intermediate	Unknown	\$250
IRWA Right-of-Way Novice	Unknown	\$250
IRWA Right-of-Way Senior/Advanced	Unknown	\$250
MS Cert Associate/Specialist	Unknown	\$100
MS Cert Expert	Unknown	\$200
MS CertMaster	Unknown	\$250
NACE Cathodic Protection Technician	Unknown	\$150
NACE Cathodic Protection Tester	Unknown	\$100
NACE Certified Coating Inspector	Unknown	\$100
NACE Coating Inspector-Level I	Unknown	\$100

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<b>Certification</b>	<b>Issuing Agency</b>	<b>Amount</b>
NACE Coating Inspector-Level II	Unknown	\$150
NACE Coating Inspector-Level III	Unknown	\$250
Notary Public	Unknown	\$50
OnBase Certification (Any 1 Cert)	Unknown	\$150
Professional Engineering License	Unknown	\$500
Project Management Professional (PMP)	Unknown	\$250
Ubiquiti Network Cert (Any 1 Cert)	Unknown	\$150
Underground Storage Tank Operator (CA)	Unknown	\$100
VMware Advanced Professional	Unknown	\$175
VMware Expert	Unknown	\$250
VMware Professional	Unknown	\$100
Water Conservation Practitioner I	Unknown	\$100

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