

**MESA CONSOLIDATED WATER DISTRICT
2011 COMPENSATION AND BENEFIT SUMMARY**

BOARD OF DIRECTORS

- **Mesa Consolidated Water District (Mesa Water) Board of Directors receives no pension.**
- **Daily per diem** – Each Board member earns \$207 per day of service, with up a maximum of 10 days of paid service per month. On many occasions, Directors attend meetings and request no pay.
- **Medical, Dental, and/or Vision** – Each Board member may use up to \$1,200 per month in 2011 towards the cost of participating, if they choose to do so, in Mesa Water’s group health insurance plans (medical, dental, and/or vision). The actual benefit amount varies by Director, with the actual 2011 cost ranging from \$797.04 to 13,858.08. No cash payments or benefit in-lieu are permitted for Directors not electing health coverage.
- **Life/Accidental Death & Dismemberment Insurance** – Each Board member is insured for up to \$25,000 in Life/Accidental Death & Dismemberment insurance. The total cost of providing the insurance in 2011 was \$264.60.

GENERAL MANAGER

- **Annual Salary** – \$230,000 (effective 9-21-2011).
- **Annual Retirement Savings Account Contribution** – \$15,000 for a Section 457 deferred compensation plan.
- **Vehicle provided.**
- **Vacation** – General Manager accrues 160 hours annually.

MESA WATER EMPLOYEES

Benefits – Below is a brief recap of Mesa Water’s employee benefits. These benefits apply to all full-time Mesa Water employees. Any benefits that differ by position or bargaining unit are identified below or on other pages.

- **Holidays** – Eighty-nine hours annually
- **Sick Leave** – Employees accrue ninety-six hours annually, with no maximum accrual cap.
- **Vacation** – Mesa Water employees accrue vacation based on years of service and bargaining unit as shown in the table below:

<u>Period of Continuous Employment</u>	<u>Accruals Are Shown In Hours Per Pay Period</u>		
	<u>MCWDEA</u>	<u>Supervisory/Confidential</u>	<u>Management</u>
1 st & 2 nd years	3.40	3.40	3.40
3 rd & 4 th years	4.30	4.30	4.30
5 th – 9 th years	5.23	5.23	5.23
10 th – 14 th years	6.15	6.15	6.15
15 th – 19 th years	7.10	6.15*	6.15*
20 th year & thereafter	8.00	6.15*	6.15*

* Employees hired after 7-1-99 only.

Maximum Vacation Accrual - The maximum vacation accumulation for the Mesa Consolidated Water District Employees Association (MCWDEA) is 300 hours. The maximum vacation accumulation for the Supervisory/Confidential and Management employees is 360 hours.

Vacation Cash-out Program – Management and Supervisory/Confidential employees who have used a minimum of 40 hours vacation during the fiscal year may cash out up to 80 hours of vacation. After using a minimum of 80 vacation hours, employees may cash out up to 120 vacation hours.

Cafeteria Plan Benefits – In 2011 employees received a monthly \$1,200 “Flex Credit” allocation to be used towards health benefits including medical, dental, vision, and optional disability insurance plans. The monthly cost of insurance over \$1,200 is paid by the employee.

Long Term Disability (LTD) – Full-time employees are insured equal to 2/3 of base salary (\$9,000 maximum monthly benefit) after a 90-day waiting period. The cost of this benefit is \$35.90 per \$10,000 of annual salary.

Life Insurance – Full-time employees are insured for \$100,000 in group Life/AD&D insurance paid by the District (benefit decreases at age 65). The annual cost to provide this benefit in 2011 was \$235.20 per employee.

Employee Assistance Program – All employees are covered by an employee assistance program. The annual cost to provide this benefit in 2011 was \$24.72 per employee.

Retirement – Employees participate in CalPERS retirement upon hire. Benefits are based on 2% @ 55 formula. The District pays the employer and employee portions of the contribution. The organization also participates in Social Security.

Retiree Health – No Mesa Water employee has “lifetime health benefits.” However, Mesa Water employees who retire after age 55, with a minimum of 11 years of Mesa Water service, may continue to participate in Mesa Water’s group health insurance programs. Mesa Water provides a monthly stipend towards the employee’s cost of coverage.

Mesa Water Monthly Contribution Towards Insurance Premiums for Retirees

YEARS OF SERVICE	COVERED MEMBERS	AGE 55-64	AGE 65 & Over
11-14	Retiree only	\$144	\$ 90
	Retiree + Spouse	\$230	\$144
15-19	Retiree only	\$168	\$ 96
	Retiree + Spouse	\$269	\$154
20-24	Retiree only	\$192	\$102
	Retiree + Spouse	\$307	\$163
25-29	Retiree only	\$216	\$108
	Retiree + Spouse	\$346	\$173
30+	Retiree only	\$240	\$120
	Retiree + Spouse	\$384	\$192

Mesa Water currently contracts with CalPERS for its medical insurance plans. As a condition of this contract, Mesa Water is required to make the CalPERS minimum contribution on behalf of qualified CalPERS retirees who fall outside of the requirements for the Mesa Water retiree health program detailed above, but meet the CalPERS’ minimum retirement qualifications of age 50 with 5-years of CalPERS service.

Mesa Consolidated Water District
2011 Per Diem & Benefits - BOARD OF DIRECTORS

Division	Director Name	Per Diem*	Cost of Insurance: Health	Life/AD&D
Division 1	Fred Bockmiller	\$ 19,872.00	\$ 13,858.08	\$ 58.80
Division 2	James Fisler	\$ 24,633.00	\$ 10,627.20	\$ 58.80
Division 3	Trudy Ohlig-Hall	\$ 24,012.00	\$ 797.04	\$ 29.40
Division 4	James Atkinson	\$ 22,563.00	\$ 13,858.08	\$ 58.80
Division 5	Shawn Dewane	\$ 20,700.00	\$ 13,610.16	\$ 58.80

*Based on \$207 per day of service up to a maximum of 10 days of paid service per month.

**MESA CONSOLIDATED WATER DISTRICT
SALARY RANGES BY JOB CLASSIFICATION & LEVEL**

<u>Job Classification - Level:</u>	<u>Salary Range</u>
(1) Accounting Technician - I	17
(2) Accounting Technician - II	21
(3) Administrative Services Manager	62
(4) Assistant Engineer	40
(5) Associate Civil Engineer	46
(6) Buyer	32
(7) Chief Financial Officer	62
(8) Communications Manager	55
(9) Conservation Specialist	28
(10) Construction Inspector	33
(11) Controller/Auditor	47
(12) Cross Connection Specialist	33
(13) Customer Service Representative - I	14
(14) Customer Service Representative - II	20
(15) Customer Services Manager	51
(16) District Engineer	62
(17) Engineering Assistant	29
(18) Executive Assistant	33
(19) Facility Maintenance Worker - I	16
(20) Facility Maintenance Worker - II	22
(21) Field Customer Service Representative - I	16
(22) Field Customer Service Representative - II	22
(23) Financial Analyst	34
(24) Financial Services Assistant	29
(25) Human Resources Analyst	34
(26) Human Resources Assistant	29
(27) Information Technology Coordinator	43
(28) Information Technology Technician	29
(29) Intern - I	1
(30) Intern - II	6
(31) Intern - III	10
(32) Management Analyst	34
(33) Master Fleet Mechanic	29
(34) Meter Reader	16
(35) Office Assistant	15
(36) Records Management Specialist	34
(37) Resource Efficiency Specialist	34
(38) Safety/Emergency Planning Coordinator	38
(39) Secretary	24
(40) Senior Accounting Technician	29
(41) Senior Civil Engineer	50
(42) Senior Financial Analyst	38
(43) Senior Human Resources Analyst	38
(44) Senior Management Analyst	38
(45) Senior Water Systems Operator	36
(46) Water Maintenance Crewleader	33
(47) Water Maintenance Supervisor	44
(48) Water Maintenance Worker - I	19
(49) Water Maintenance Worker - II	25
(50) Water Operations Assistant	29
(51) Water Operations Manager	62
(52) Water Production Supervisor	44
(53) Water Quality Coordinator	40
(54) Water Quality Technician	26
(55) Water Systems Operator - I	22
(56) Water Systems Operator - II	28

**Mesa Consolidated Water District
Salary Range Table - Monthly**

Effective: Mid-Shift 1/1/10

Range	Effective: Mid-Shift 1/1/10													
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	\$2,283	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147
2	\$2,340	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226
3	\$2,399	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307
4	\$2,459	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390
5	\$2,520	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474
6	\$2,583	\$2,648	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561
7	\$2,648	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650
8	\$2,714	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741
9	\$2,782	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835
10	\$2,851	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931
11	\$2,923	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029
12	\$2,996	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130
13	\$3,071	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233
14	\$3,147	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339
15	\$3,226	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447
16	\$3,307	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559
17	\$3,390	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673
18	\$3,474	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789
19	\$3,561	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909
20	\$3,650	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032
21	\$3,741	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158
22	\$3,835	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287
23	\$3,931	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419
24	\$4,029	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554
25	\$4,130	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693
26	\$4,233	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836
27	\$4,339	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981
28	\$4,447	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131
29	\$4,559	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284
30	\$4,673	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441
31	\$4,789	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602
32	\$4,909	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767
33	\$5,032	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937
34	\$5,158	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110
35	\$5,287	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288
36	\$5,419	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470
37	\$5,554	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657
38	\$5,693	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848
39	\$5,836	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044
40	\$5,981	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246
41	\$6,131	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452
42	\$6,284	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663
43	\$6,441	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880
44	\$6,602	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102
45	\$6,767	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329
46	\$6,937	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562
47	\$7,110	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802
48	\$7,288	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047
49	\$7,470	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298
50	\$7,657	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555
51	\$7,848	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819
52	\$8,044	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090
53	\$8,246	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367
54	\$8,452	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651
55	\$8,663	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942
56	\$8,880	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942	\$12,241
57	\$9,102	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942	\$12,241	\$12,547
58	\$9,329	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942	\$12,241	\$12,547	\$12,860
59	\$9,562	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942	\$12,241	\$12,547	\$12,860	\$13,182
60	\$9,802	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942	\$12,241	\$12,547	\$12,860	\$13,182	\$13,512
61	\$10,047	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942	\$12,241	\$12,547	\$12,860	\$13,182	\$13,512	\$13,850
62	\$10,298	\$10,555	\$10,819	\$11,090	\$11,367	\$11,651	\$11,942	\$12,241	\$12,547	\$12,860	\$13,182	\$13,512	\$13,850	\$14,196

* Johnson Associated Classification Compensation Study: Adopted by the Mesa Board of Directors 12/08/09 and implemented 01/01/10.

