

**MESA WATER DISTRICT
2020 COMPENSATION AND BENEFIT SUMMARY**

BOARD OF DIRECTORS

- **Mesa Water District (Mesa Water®) Board of Directors receives no pension.**
- **Daily per diem** – In 2020, each Board member earned \$291 (effective 7-1-19) per day of service, with up to 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 \$1,600 per month in 2020 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 2020 cost ranging from \$12,787.20 to \$19,200.00. 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 2020 was \$243.00.

GENERAL MANAGER

- **Annual Salary** – \$320,600 (effective 9-25-20).
- **Vehicle provided.**
- **Vacation** – General Manager accrues 208 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** – One hundred seven hours annually
- **Sick Leave** – Employees accrue ninety-six hours annually, with no maximum accrual cap and no payout provision upon separation.
- **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>MWDEA</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 Water District Employees Association 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 2020, employees received a monthly \$1,600 “Flex Credit” allocation to be used towards health benefits including medical, dental, vision, and optional disability insurance plans. The monthly cost of insurance over \$1,600 is paid by the employee.

Long Term Disability (LTD) – Full-time employees are insured equal to 2/3 of base salary (\$12,000 maximum monthly benefit) after a 90-day waiting period. The cost of this benefit is \$41.50 per \$10,000 of annual salary.

Life Insurance – Full-time employees are insured for \$200,000 in group Life/AD&D insurance paid by the District (benefit decreases at age 65). The annual cost to provide this benefit in 2020 was \$376.80 per employee.

Employee Assistance Program – All employees are covered by an employee assistance program. The annual cost to provide this benefit in 2020 was \$30.84 per employee.

Retirement – Employees participate in CalPERS retirement upon hire. Classic member benefits are based on 2% @ 55 formula. Classic member’s share of contribution to CalPERS is 7% of base salary per pay period. Effective January 1, 2013, the Public Employees’ Pension Reform Act (PEPRA) went into effect for all new members of CalPERS. A new member is defined as any one of the following:

- A new hire who is brought into CalPERS membership for the first time on or after 1/1/13, and who has no prior membership in a California public retirement system.
- A new hire who is brought into CalPERS membership for the first time on or after 1/1/13, and who is not eligible for reciprocity with another California public retirement system.
- A member who first established CalPERS membership prior to 1/1/13, and who is rehired by a different CalPERS employer after a break in service of greater than six (6) months.

New member benefits are based on 2% @ 62 and the member contributes the employee portion which is 7.25% of reportable compensation. Mesa Water District 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 (\$139.00 per month for 2020) 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 Water District
2020 Per Diem - BOARD OF DIRECTORS

Division	Director Name	Per Diem*	Cost of Insurance: Health	Life/AD&D
Division 1	Fred Bockmiller	\$ 27,129.36	\$ 19,200.00	\$ 58.56
Division 2	James Fisler	\$ 34,920.00	\$ 12,787.20	\$ 38.04
Division 3	Marice DePasquale	\$ 34,920.00	\$ 12,787.20	\$ 58.56
Division 4	James Atkinson	\$ 33,240.36	\$ 19,200.00	\$ 29.28
Division 5	Shawn Dewane	\$ 34,695.36	\$ 19,200.00	\$ 58.56

*Based on \$291 per day of service (effective July 1, 2019)
 up to a maximum of 10 days of paid service per month. May include
 prior year meeting attendance.

POSITION	SALARY	OTHER PAY*	INSUR PREMS	PENSION COSTS	TOTAL
General Manager	306,478	12,331	20,612	56,763	396,184
Business Administrator	119,432	720	20,315	26,479	166,946
Assistant General Manager	249,651	8,988	20,612	45,585	324,836
Administrative Services Manager	130,232	14,275	20,361	28,461	193,329
Human Resources Analyst	89,530	720	20,132	18,427	128,809
Human Resources Analyst**	58,950	540	15,046	10,224	84,760
Executive Assistant to the GM	96,201	4,758	20,153	19,359	140,471
Department Assistant	35,075	808	19,981	6,408	62,272
Records Management Specialist	93,815	8,431	20,140	18,740	141,126
Offices Assistant	44,186	875	19,940	7,995	72,996
Human Resources Manager	114,715	3,720	15,443	18,596	152,474
Water Policy Manager	154,280	18,133	20,445	32,263	225,121
Public Affairs Coordinator	94,346	0	20,102	13,898	128,346
Public Affairs Specialist***	47,847	725	20,010	7,794	76,376
Intern II	18,672	0	10,177	2,225	31,074
Water Use Efficiency Analyst	102,394	1,037	20,164	19,882	143,477
Customer Services Manager	108,538	6,871	20,258	23,987	159,654
Customer Services Rep II	43,372	2,055	20,023	13,595	79,045
Customer Services Rep II	65,853	1,450	20,023	13,595	100,921
Customer Services Rep II	57,582	4,224	20,023	13,595	95,424
Field Customer Service Rep II	79,219	5,934	20,039	14,323	119,515
Field Customer Service Rep II	63,620	3,834	19,984	9,559	96,997
Field Customer Service Rep II	47,514	1,020	19,933	8,456	76,923
Field Customer Service Rep I	61,131	1,584	20,001	12,664	95,380
Department Assistant	61,287	2,476	20,043	11,578	95,384
Principal Engineer	61,852	0	6,742	9,419	78,013
Senior Civil Engineer	150,071	820	20,345	18,491	189,727
Senior Civil Engineer	137,145	720	20,345	27,819	186,029
Buyer	49,831	5,999	20,038	11,581	87,449
Financial Services Assistant	90,248	8,982	20,100	16,978	136,308
Chief Financial Officer	171,505	8,280	20,473	18,183	218,441
Controller	112,075	720	20,201	17,324	150,320
Accounting Technician II**	35,487	660	18,285	8,183	62,615
Facility Maintenance Worker I	36,062	3,161	19,957	10,748	69,928
Senior Operator	80,895	47,447	20,161	19,733	168,236
Senior Operator	93,941	43,160	20,161	19,733	176,995
Senior Operator	106,611	3,998	20,161	19,393	150,163
Senior Operator	62,706	10,763	20,044	10,510	104,023
Senior Operator***	45,787	11,344	19,956	9,733	86,820
Water Quality Technician I	64,763	4,092	20,058	12,229	101,142
Water Quality Technician I**	42,080	1,234	15,008	10,980	69,302
Construction Inspector	46,042	3,291	8,391	7,026	64,750
Water Operations Supervisor	140,530	457	20,286	25,250	186,523
Water Operations Supervisor	130,533	1,277	20,265	24,417	176,492
Water Operations Supervisor***	88,690	20,371	20,140	18,243	147,444
Operator I**	47,479	5,978	16,624	7,793	77,874
Operator I	37,160	6,883	19,983	8,095	72,121
Operator I	52,410	13,002	19,978	9,388	94,778
Operator I	44,941	4,584	19,996	10,016	79,537
Operator I - Limited Term **	15,838	666	6,640	3,186	26,330
Operator I - Limited Term **	6,620	220	1,643	1,179	9,662

POSITION	SALARY	OTHER PAY*	INSUR PREMS	PENSION COSTS	TOTAL
Operator II***	60,407	16,199	19,989	9,805	106,400
Operator II	81,535	30,415	20,100	17,024	149,074
Water Operations Coordinator***	111,552	720	20,178	20,503	152,953
Department Assistant	51,535	720	19,971	9,117	81,343
Operations Manager	182,646	9,086	20,531	36,180	248,443
Water Quality & Compliance Supervisor	105,717	1,377	20,258	24,033	151,385

* May Include Overtime, Standby/Duty, Incentive Pay, Officer Stipend,
Vehicle Allowance and Pay in Lieu of Time Off

** Position was not filled for full 12 months

***Includes salary & benefits for prior and promoted position

**MESA WATER DISTRICT
SCHEDULE OF POSITIONS
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	56
(4) Associate Engineer - I	40
(5) Associate Engineer - II	46
(6) Assistant General Manager	70
(7) Business Administrator	48
(8) Buyer	32
(9) Chief Financial Officer	63
(10) Construction Inspector	34
(11) Controller	48
(12) Customer Service Representative - I	15
(13) Customer Service Representative - II	21
(14) Customer Services Manager	51
(15) Department Assistant	24
(16) Executive Assistant to the General Manager	42
(17) Facility Maintenance Worker - I	18
(18) Facility Maintenance Worker - II	22
(19) Field Customer Service Representative - I	18
(20) Field Customer Service Representative - II	23
(21) Financial Services Assistant	30
(22) General Manager	Contract
(23) Human Resources Analyst	34
(24) Human Resources Assistant	30
(25) Human Resources Manager	57
(26) Intern - I	1
(27) Intern - II	6
(28) Lead Field Customer Services Representative	29
(29) Office Assistant	15
(30) Operator I - D1	23
(31) Operator I - D1 & T1	26
(32) Operator II	30
(33) Principal Engineer	56
(34) Public Affairs Coordinator	38
(35) Public Affairs Manager	56
(36) Public Affairs Specialist	30
(37) Records Management Specialist	34
(38) Senior Accounting Technician	27
(39) Senior Civil Engineer	50
(40) Senior Human Resources Analyst	42
(41) Senior Operator	36
(42) Water Operations Coordinator	39
(43) Water Operations Manager	63
(44) Water Operations Supervisor	46
(45) Water Policy Manager	56
(46) Water Quality & Compliance Supervisor	44
(47) Water Quality Technician I	27
(48) Water Quality Technician II	33
(49) Water Use Efficiency Analyst	38
(50) Water Use Efficiency Specialist	30

