

**MESA WATER DISTRICT
2019 COMPENSATION AND BENEFIT SUMMARY**

BOARD OF DIRECTORS

- **Mesa Water District (Mesa Water®) Board of Directors receives no pension.**
- **Daily per diem** – In 2019, 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 2019 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 2019 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 2019 was \$254.68.

GENERAL MANAGER

- **Annual Salary** – \$306,800 (effective 9-27-19).
- **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:

Period of Continuous Employment	<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 2019, 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 \$38.40 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 2019 was \$323.20 per employee.

Employee Assistance Program – All employees are covered by an employee assistance program. The annual cost to provide this benefit in 2019 was \$28.20 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 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
2019 Per Diem - BOARD OF DIRECTORS

Division	Director Name	Per Diem*	Cost of Insurance: Health	Life/AD&D
Division 1	Fred Bockmiller	\$ 28,704.00	\$ 19,200.00	\$ 61.36
Division 2	James Fisler	\$ 33,591.00	\$ 12,787.20	\$ 39.88
Division 3	Marice DePasquale	\$ 31,980.00	\$ 12,787.20	\$ 61.36
Division 4	James Atkinson	\$ 31,980.00	\$ 19,200.00	\$ 30.72
Division 5	Shawn Dewane	\$ 23,365.00	\$ 19,200.00	\$ 61.36

*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	307,588	0	20,398	52,573	380,559
Business Administrator	130,704	720	20,105	24,829	176,358
Assistant General Manager	263,846	8,988	20,398	42,745	335,977
Administrative Services Manager	142,400	14,014	20,133	26,291	202,838
Human Resources Analyst***	98,114	1,522	19,928	15,452	135,016
Executive Assistant to the GM	110,050	4,583	19,950	17,694	152,277
Department Assistant	69,064	783	19,800	8,665	98,312
Records Management Specialist	112,871	3,908	19,948	17,564	154,291
Offices Assistant	60,921	940	1,947	7,226	71,034
Intern II**	71	0	0	0	71
Human Resources Manager	120,789	3,720	15,145	17,032	156,686
External Affairs Manager	170,537	7,958	20,222	30,252	228,969
Public Affairs Manager**	95,809	930	5,021	4,121	105,881
Public Affairs Coordinator	103,134	0	19,847	11,896	134,877
Department Assistant	80,491	2,115	19,771	8,793	111,170
Intern II**	17,698	0	0	0	17,698
Water Use Efficiency Analyst	108,634	953	19,960	16,666	146,213
Customer Services Manager	126,020	6,870	20,054	22,494	175,438
Customer Services Rep II	65,624	5,675	19,844	12,747	103,890
Customer Services Rep II	83,874	2,895	19,844	12,747	119,360
Customer Services Rep II	73,971	10,105	19,844	12,747	116,667
Field Cust. Svc. Rep II **	42,122	1,306	13,213	6,172	62,813
Lead Field Customer Service Rep**	54,901	2,400	11,386	6,278	74,965
Field Cust. Svc. Rep II	95,927	9,838	19,852	13,206	138,823
Field Customer Service Rep II**	1,487	0	0	212	1,699
Field Customer Service Rep II**	1,418	0	4	203	1,625
Field Customer Service Rep I	87,958	2,942	19,824	11,874	122,598
Department Assistant	76,098	7,650	19,847	10,387	113,982
Senior Civil Engineer	169,796	820	20,132	16,816	207,564
Senior Civil Engineer	153,959	720	20,132	26,086	200,897
Buyer**	37,612	3,706	11,585	6,332	59,235
Buyer**	16,408	0	0	2,259	18,667
Financial Services Assistant	109,838	9,505	19,912	15,920	155,175
Chief Financial Officer	181,387	8,280	20,214	17,216	227,097
Controller	124,660	720	19,977	15,599	160,956
Accounting Technician II**	58,723	5,420	13,149	6,686	83,978
Facility Maintenance Worker I**	3,090	60	798	656	4,604
Facility Maintenance Worker I**	32,301	1,398	11,541	6,089	51,329
Senior Operator	101,031	35,096	19,967	18,506	174,600
Senior Operator	94,482	36,564	19,917	16,211	167,174
Senior Operator	112,453	33,828	19,967	18,506	184,754
Senior Operator	122,535	18,619	19,967	18,173	179,294
Senior Operator**	48,354	3,292	9,951	7,301	68,898
Water Quality Technician II**	96,741	26,735	18,269	15,885	157,630
Water Quality Technician I**	70,494	1,925	16,544	9,495	98,458
Construction Inspector	104,282	3,249	19,948	17,617	145,096

POSITION	SALARY	OTHER PAY*	INSUR PREMS	PENSION COSTS	TOTAL
Water Operations Supervisor	150,999	275	20,079	23,677	195,030
Water Operations Supervisor	140,839	1,095	20,037	21,795	183,766
Operator I**	1,448	47	11	207	1,713
Operator I**	79,120	21,288	19,092	9,158	128,658
Operator I	81,027	19,913	19,826	9,829	130,595
Operator I	72,243	11,674	19,793	8,679	112,389
Operator I**	35,203	5,431	9,868	4,597	55,099
Operator I**	864	936	0	147	1,947
Operator I**	31,852	1,995	8,211	3,684	45,742
Operator I**	14,572	2,043	3,362	2,104	22,081
Operator I**	32,040	1,512	8,246	3,828	45,626
Operator I**	8,624	569	1,641	1,127	11,961
Operator II**	24,511	2,330	4,968	2,869	34,678
Water Operations Coordinator	119,266	720	19,970	17,589	157,545
Department Assistant	67,928	876	19,783	8,252	96,839
Department Assistant**	3,830	0	0	0	0
Operations Manager	190,518	4,713	20,264	32,291	247,786
Water Quality & Compliance Spvr	125,105	1,495	20,054	22,538	169,192
Operator II	92,124	21,975	19,912	15,964	149,975

* 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) External Affairs Manager	56
(18) Facility Maintenance Worker - I	18
(19) Facility Maintenance Worker - II	22
(20) Field Customer Service Representative - I	18
(21) Field Customer Service Representative - II	23
(22) Financial Services Assistant	30
(23) General Manager	Contract
(24) Human Resources Analyst	34
(25) Human Resources Assistant	30
(26) Human Resources Manager	57
(27) Intern - I	1
(28) 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) Public Affairs Coordinator	38
(34) Public Affairs Manager	56
(35) Records Management Specialist	34
(36) Senior Accounting Technician	27
(37) Senior Civil Engineer	50
(38) Senior Human Resources Analyst	42
(39) Senior Operator	36
(40) Water Operations Coordinator	39
(41) Water Operations Manager	63
(42) Water Operations Supervisor	46
(43) Water Quality & Compliance Supervisor	44
(44) Water Quality Technician I	27
(45) Water Quality Technician II	33
(46) Water Use Efficiency Analyst	38
(47) Water Use Efficiency Specialist	30

