

**MESA WATER DISTRICT
2022 COMPENSATION AND BENEFIT SUMMARY**

BOARD OF DIRECTORS

- **Mesa Water District (Mesa Water®) Board of Directors receives no pension.**
- **Daily per diem** – In 2022, each Board member earned \$320 (effective 7-1-21) 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 2022 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 20221 cost ranging from \$11,533.44 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 2022 was \$243.84.
- **Deferred Compensation (Section 401(a))** – The District makes a matching contribution to the plan not to exceed \$1,500 per month.

GENERAL MANAGER

- **Annual Salary** – \$360,232.70 (effective 9-23-22).
- **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 2022, 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 2022 was \$396.00 per employee.

Employee Assistance Program – All employees are covered by an employee assistance program. The annual cost to provide this benefit in 2022 was \$28.56 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 (\$149.00 per month for 2022) 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.

Deferred Compensation (Section 457 Plan) – Employees are eligible to participate in the voluntary 457 deferred compensation supplemental retirement plan by contributing pre-tax or after-tax (Roth) contributions. Eligible employees may receive a dollar-for-dollar employer match up to 3% of salary per calendar year.



Mesa Water District
2022 Per Diem - BOARD OF DIRECTORS

Division	Director Name	Per Diem*	Cost of Insurance: Health	Life/AD&D
Division 1	Fred Bockmiller	\$ 28,800.00	\$ 14,400.60	\$ 60.96
Division 2	James Fisler	\$ 38,400.00	\$ 11,533.44	\$ 30.48
Division 3	Marice DePasquale	\$ 37,119.99	\$ 19,200.00	\$ 60.96
Division 4	James Atkinson	\$ 32,753.68	\$ 19,200.00	\$ 30.48
Division 5	Shawn Dewane	\$ 35,520.00	\$ 15,860.76	\$ 60.96

*Based on \$320 per day of service (effective July 1, 2021)
 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	457/401A Match	TOTAL
General Manager	331,457	26,238	20,629	39,793	10,243	428,360
Business Administrator	139,474	774	20,366	17,832	4,610	183,055
Assistant General Manager**	147,550	13,266	834	17,117	4,544	183,311
Chief Administrative Officer***	166,112	21,295	20,442	19,263	5,155	232,268
Human Resources Analyst	111,476	7,831	13,540	12,768	3,344	148,959
Human Resources Analyst	106,929	7,531	12,714	8,175	3,208	138,557
Executive Assistant to the GM	120,160	15,766	9,029	13,945	3,593	162,492
Department Assistant	71,538	18,862	828	5,541	2,146	98,914
Records Management Specialist	108,018	21,119	11,178	12,536	0	152,851
Offices Assistant	57,500	7,289	12,320	4,453	1,850	83,411
Human Resources Manager**	115,444	35,483	11,746	889	834	164,397
Water Policy Manager	179,397	8,428	20,502	21,582	5,579	235,488
Senior Public Affairs Specialist	102,824	19,191	1,147	7,964	0	131,125
Public Affairs Specialist	81,063	12,140	1,278	6,196	2,430	103,108
Intern II**	24,291	0	0	0	0	24,291
Customer Services Manager	138,290	11,473	12,201	16,049	4,116	182,128
Customer Services Rep II	73,323	3,561	20,058	9,165	2,369	108,475
Customer Services Rep II	79,038	10,472	10,354	9,165	2,369	111,397
Customer Services Rep II	78,971	11,823	14,965	9,156	2,369	117,284
Field Customer Service Rep II	82,335	21,303	873	9,555	2,470	116,536
Water Quality Technician I***	77,580	22,429	851	5,922	2,224	109,006
Field Customer Service Rep II**	54,663	12,865	8,652	4,210	1,640	82,030
Field Customer Service Rep I	72,764	11,961	9,572	8,444	0	102,741
Field Customer Service Rep I**	14,856	2,411	2,039	1,153	0	20,459
Field Customer Service Rep I **	33,446	11,470	445	2,547	0	47,908
Department Assistant	82,779	6,358	20,082	6,536	1,300	117,056
District Engineer***	186,198	20,630	1,293	11,013	0	219,134
Senior Civil Engineer	161,690	12,015	12,732	10,964	4,843	202,244
Senior Civil Engineer	159,536	10,142	20,399	18,753	4,668	213,497
Buyer**	48,298	10,497	13,399	4,837	1,840	78,871
Financial Services Assistant	97,859	48,419	1,990	11,357	2,936	162,560
Chief Financial Officer	219,369	14,910	10,827	10,945	6,571	262,622
Controller	136,886	14,380	1,084	9,728	4,107	166,185
Accounting Technician II**	36,330	3,663	9,688	2,809	0	52,489
Accountant**	44,804	4,592	5,123	3,476	1,263	59,257
Facility Maintenance Worker I	60,540	2,227	20,001	7,581	1,963	92,312
Senior Operator	105,267	38,450	20,202	13,141	3,405	180,465
Senior Operator	113,502	19,795	19,980	13,172	3,405	169,854
Senior Operator**	40,162	8,054	333	4,659	1,307	54,514
Senior Operator	83,172	9,068	20,092	6,072	2,936	121,340
Senior Operator	83,226	17,768	20,089	6,751	2,598	130,432
Senior Operator	103,614	39,966	13,826	7,638	2,958	168,001
Water Quality Technician I***	16,920	1,098	5,023	2,186	611	25,838
Water Operations Supervisor	145,272	20,421	12,353	16,859	4,237	199,142
Water Operations Supervisor **	129,120	29,339	9,014	14,911	3,855	186,239
Assistant Water Operations Manager***	125,161	5,709	20,047	14,525	0	165,441
Water Quality Technician I	73,340	3,291	20,049	5,967	272	102,919
Operator I - D1**	38,552	9,538	5,943	2,985	0	57,019
Operator I - D1**	43,746	11,213	5,899	3,387	0	64,245
Operator I - D1 & T1**	38,121	9,080	7,932	2,913	0	58,047
Operator I - D1 & T1**	36,066	9,324	385	2,798	1,093	49,665
Operator I - D1 & T1	72,145	13,778	20,048	5,935	0	111,905
Operator I - D1 & T1	76,268	12,839	18,617	5,873	2,390	115,987
Operator I - D1 & T1	76,840	23,422	15,182	5,946	2,303	123,693
Field Customer Service Rep I**	38,751	10,135	6,053	2,997	0	57,936
Operator I - D1 & T1 LT**	14,209	3,520	2,416	1,074	0	21,220

POSITION	SALARY	OTHER PAY*	INSUR PREMS	PENSION COSTS	457/401A Match	TOTAL
Operator I - D1 & T1 LT**	38,870	10,990	6,194	3,008	0	59,062
Senior Operator***	83,074	48,920	8,688	6,364	2,492	149,537
Operator II	97,859	18,518	15,494	11,357	0	143,228
Water Operations Coordinator	122,229	20,837	1,038	14,185	3,667	161,956
Department Assistant	72,101	7,811	12,362	5,584	2,163	100,021
Chief Operating Officer***	234,970	2,630	13,179	26,519	7,036	284,334
Water Quality & Compliance Supervisor	137,057	7,109	15,505	16,048	4,149	179,868

* 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