

**MESA WATER DISTRICT
2021 COMPENSATION AND BENEFIT SUMMARY**

BOARD OF DIRECTORS

- **Mesa Water District (Mesa Water®) Board of Directors receives no pension.**
- **Daily per diem** – In 2021, 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 2021 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 2021 cost ranging from \$14,335.44 \$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 2021 was \$243.84.

GENERAL MANAGER

- **Annual Salary** – \$341,452.80 (effective 9-24-21). .
- **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 2021, 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 2021 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 2021 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 (\$143.00 per month for 2021) 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
2021 Per Diem - BOARD OF DIRECTORS

Division	Director Name	Per Diem*	Cost of Insurance: Health	Life/AD&D
Division 1	Fred Bockmiller	\$ 32,568.25	\$ 19,090.44	\$ 60.96
Division 2	James Fisler	\$ 37,122.00	\$ 14,335.44	\$ 30.48
Division 3	Marice DePasquale	\$ 36,802.00	\$ 14,335.44	\$ 60.96
Division 4	James Atkinson	\$ 33,574.56	\$ 19,200.00	\$ 30.48
Division 5	Shawn Dewane	\$ 35,156.81	\$ 19,200.00	\$ 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	316,375	250.00	20,629	60,315	4,881	402,451
Business Administrator	137,859	4,429.00	20,346	27,678	2,225	192,537
Assistant General Manager	255,598	28,585.00	1,429	47,650	9,819	343,081
Administrative Services Manager	149,231	12,764.00	20,393	29,805	2,405	214,598
Human Resources Analyst	105,674	12,237.00	13,988	19,588	1,575	153,062
Human Resources Analyst	99,263	7,955.00	13,156	14,930	1,499	136,804
Executive Assistant to the GM	109,585	17,957.00	7,663	20,898	1,700	157,803
Department Assistant	66,745	19,920.00	806	10,213	1,023	98,708
Records Management Specialist	104,854	13,129.00	10,712	19,588		148,283
Offices Assistant	56,753	10,235.00	11,114	8,649	873	87,624
Human Resources Manager	160,829	12,766.00	11,243	19,308	2,743	206,888
Water Policy Manager	177,277	8,489.00	20,480	33,724	6,949	246,919
Public Affairs Coordinator	100,030	20,260.00	1,135	15,029	0	136,454
Public Affairs Specialist**	46,602	12,048.00	935	6,999	0	66,584
Public Affairs Specialist**	25,149	5,418.00	255	3,762	600	35,184
Intern II**	13,970	420.00	0	0	0	14,390
Intern II**	830	976.00	0	114	0	1,920
Water Use Efficiency Analyst**	20,766	12,643.00	166	4,057	0	37,632
Customer Services Manager	133,267	10,244.00	17,374	25,074	5,167	191,126
Customer Services Rep II	70,434	2,445.00	20,048	14,210	1,143	108,279
Customer Services Rep II	76,368	12,762.00	9,891	14,210	1,143	114,374
Customer Services Rep II	76,012	6,756.00	18,220	14,210	1,143	116,340
Field Customer Service Rep II	80,377	24,421.00	863	15,007	1,201	121,869
Field Customer Service Rep II	70,250	21,083.00	819	10,546	1,063	103,761
Field Customer Service Rep II	61,517	11,817.00	9,770	9,243	927	93,274
Field Customer Service Rep I	47,601	9,420.00	9,111	8,874	0	75,006
Field Customer Service Rep I - LT**	31,898	10,719.00	419	4,770	0	47,806
Department Assistant	79,059	5,231.00	20,072	12,333	650	117,345
Principal Engineer	174,949	19,200.00	1,240	19,255	0	214,644
Senior Civil Engineer	154,903	24,166.00	1,177	19,295	2,338	201,879
Senior Civil Engineer	155,417	5,234.00	20,009	29,079	2,338	212,077
Buyer	74,693	2,749.00	20,075	12,525	1,264	111,306
Financial Services Assistant	93,488	35,310.00	1,978	17,748	1,427	149,951
Chief Financial Officer	194,923	21,300.00	8,014	19,203	2,977	246,417
Controller	125,823	20,170.00	1,051	18,911	2,661	168,616
Accounting Technician II	63,671	720.00	20,004	9,937	0	94,332
Facility Maintenance Worker I	58,075	1,883.00	19,986	11,543	650	92,137
Senior Operator	100,239	41,725.00	20,189	20,653	1,655	184,460
Senior Operator	110,973	38,660.00	16,508	20,653	1,655	188,448
Senior Operator	110,614	24,264.00	989	20,653	1,655	158,174
Senior Operator	78,372	14,449.00	19,957	11,972	0	124,750
Senior Operator***	77,735	13,362.00	20,052	12,105	791	124,045
Senior Operator***	99,820	32,732.00	20,112	14,024	1,395	168,082
Water Quality Technician I	79,180	2,878.00	20,085	16,047	1,293	119,482
Water Operations Supervisor	141,513	16,875.00	12,800	26,434	1,141	198,763
Water Operations Supervisor	138,099	16,198.00	9,381	26,434	2,118	192,230
Water Operations Supervisor	108,796	8,311.00	13,227	20,949	0	151,283
Operator II**	68,007	22,272.00	7,728	10,194	1,087	109,289
Water Quality Technician I***	69,655	8,106.00	20,027	10,835	0	108,623
Operator I - D1 & T1	71,344	10,950.00	16,907	10,722	0	109,923
Operator I - D1 & T1	62,416	8,490.00	20,025	9,889	0	100,820
Operator I - D1 & T1	68,696	9,578.00	17,717	10,279	1,037	107,307

POSITION	SALARY	OTHER PAY*	INSUR PREMS	PENSION COSTS	457/401A Match	TOTAL
Operator I - D1 & T1	70,214	22,724.00	6,770	10,536	1,061	111,305
Operator I - D1 & T1 LT**	24,875	5,448.00	3,509	3,716	0	37,548
Operator I - D1 & T1 LT**	11,230	2,035.00	1,064	1,679	0	16,008
Operator II	76,124	38,870.00	7,326	11,434	1,158	134,912
Operator II	95,238	37,907.00	12,821	17,824	1,427	165,217
Water Operations Coordinator	118,947	23,140.00	1,024	22,161	1,782	167,054
Department Assistant	66,786	9,825.00	11,152	10,030	1,012	98,805
Operations Manager	208,715	15,631.00	13,618	39,407	3,181	280,551
Water Quality & Compliance Supervisor	132,117	10,562.00	20,288	25,161	2,016	190,144

* 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