

2014 CASA Salary/Benefits Survey

| | Ann O&M Budget | Pop Served | Design Capacity | Avg Ann Flow | Ann Trng Budget | Hiring Freeze | Effect. Date | Layoffs | Effect. Date | Reduc. in Workforce |
|---------------------------------------------------------------------|-----------------|------------|-----------------|--------------|-----------------|---------------|--------------|---------|--------------|---------------------|
| AGENCY | | | | | | | | | | |
| Camarosa Water District | \$1,900,000.00 | 27,000 | 1.5 | 0.482 | \$11,800 | no | N/A | no | n/a | No |
| Carmel Area Wastewater District | \$5,784,747.00 | 17000 | 3 | 1.5 | \$48,500 | No | N/A | No | N/A | No |
| Carpinteria Sanitary District | \$3,000,000 | 16,500 | 2.5 | 1.4 | \$23,000 | No | N/A | No | n/a | No |
| Central Marin Sanitation Agency | \$10,080,000.00 | 105000 | 10 | 9.4 | \$61,200 | No | N/A | No | N/A | No |
| County Sanitation Districts of Los Angeles County | 303,000,000 | 5,600,000 | 652.8 | 496 | N/A | No | N/A | No | n/a | Yes |
| Crestline Sanitation District | 2,787,782 | 5,000 | 1.4 | 0.6 | \$3,000 | No | N/A | No | N/A | No |
| Crockett Community Services District (Crockett Sanitary Department) | 1,182,000 | 3,100 | 2.68 | 0.285 | \$1,500 | No | N/A | No | N/A | No |
| Daly City, City of | \$15,920,121.00 | 105,000 | 10.3 | 6.8 | \$52,000 | Y | 2009 | Y | 2010 | Yes |
| Delta Diablo | \$22,900,000.00 | 200000 | 16.5 | 14.2 | n/a | No | N/A | No | N/A | No |
| Dublin San Ramon Services District | \$53,094,704.00 | 157000 | 17 | 10.4 | \$133,246 | No | N/A | No | N/A | No |
| East Bay Dischargers Authority | \$2,900,000.00 | 800000 | 189 | 65 | 10000 | No | N/A | No | N/A | No |
| East Palo Alto Sanitary District | \$2,099,400.00 | 30000 | 1.4 | 5 | n/a | No | N/A | No | N/A | No |
| Eastern Municipal Water District | 259,900,000 | 768,000 | 63 | 45 | \$272,000 | No | N/A | No | N/A | No |
| El Dorado Irrigation District | \$17,090,000.00 | 100,000 | 23 | 4.602 | Districtwide | Y | 2009 | Y | 2009 | No |
| Fairfield-Suisun Sewer District | 19,800,000 | 136,441 | 23.7 | N/A | N/A | No | N/A | No | N/A | No |

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| AGENCY | | | | | | | | | | |
| Fresno-Clovis Regional Wastewater Reclamation | \$36,000,000.00 | 500000 | 80 | 61.01 | 121400 | No | N/A | No | N/A | No |
| Goleta West Sanitary District | 2,800,000 | 33,000 | 3.11 | 1.71 | \$14,300,000 | No | N/A | No | N/A | No |
| Granada Sanitary District | \$1,113,798.00 | 6000 | 4 | 1.6486 | \$0 | No | N/A | No | N/A | No |
| Hi-Desert Water District | N/A | 25,000 | n/a | N/A | N/A | No | N/A | No | N/A | No |
| Lake Arrowhead Community Services District | \$10,085,334.00 | 15,800 | 3.75 | 1.41 | \$68,999 | No | N/A | No | N/A | No |
| Lake, County of | \$22,233,437.00 | 40,000 | na | 1.6-4.1 | \$10,000 | No | N/A | No | N/a | No |
| Leucadia Wastewater District | \$5,960,608 | 60,000 | 7 | 4.1 | \$40,700 | No | N/A | No | N/A | No |
| Mammoth Community Water District | 5920000 | 8214 | 4.9 | 1.4 | 68600 | No | N/A | No | N/A | No |
| Midway City Sanitary District | \$9,425,949 | 99297 | 18 | 13 | n/a | No | N/A | No | N/A | No |
| Monterey Regional Water Pollution Control Agency | \$24,000,000.00 | 250,000 | 29.6 | 19 | \$25,000 | No | N/A | No | N/A | No |
| Mount View Sanitary District | \$5,000,000.00 | 18,253 | 3.2 | 1.2 | \$12,000 | No | N/A | No | N/A | No |
| Napa Sanitation District | \$16,100,000.00 | 78000 | 15.5 | 12 | \$52,000 | No | N/A | No | N/A | No |
| Novato Sanitary District | \$9,300,000.00 | 52550 | 7.05 | 3.88 | \$70,000 | No | N/A | No | N/A | No |
| Ojai Valley Sanitary District | \$8,786,000.00 | 25000 | 3 | 1.45 | \$114,616 | No | N/A | No | N/A | No |

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|------------------------------------------|------------------|------------|-----------------|--------------|-----------------|---------------|--------------|---------|--------------|---------------------|
| AGENCY | | | | | | | | | | |
| Orange County Sanitation District | 96,000,000 | 2,700,000 | 500 | 220 | \$886,000 | No | N/A | No | N/a | No |
| Rancho California Water District | \$53,129,346.00 | 143500 | 5 | 2.8 | n/a | No | N/A | No | N/A | No |
| Rodeo Sanitary District | \$2,710,524.00 | 8679 | 1.1 | 0.9 | 19500 | No | N/A | No | N/A | No |
| San Elijo Joint Powers Authority | \$5,200,000.00 | 35000 | 5.25 | 3 | n/a | No | N/A | No | N/A | No |
| Santa Rosa, City of | \$53,000,000.00 | 170685 | 21.3 | 15.1 | \$72,275 | No | N/A | No | N/A | No |
| Sausalito-Marín City Sanitary District | \$3,400,000.00 | 19000 | 1.8 | 1.6 | \$22,500 | No | N/A | No | N/A | No |
| Sewer Authority Mid-Coastside | 4,000,000 | 30,000 | 3.69 | 2 | \$17,000 | No | N/A | No | N/a | No |
| Silicon Valley Clean Water | \$19,300,000.00 | 213000 | 29 | 12.1 | 150000 | No | N/A | No | N/A | No |
| Sonoma County Water Agency | \$202,000,000.00 | n/a | n/a | n/a | n/a | No | N/A | No | N/A | No |
| South Orange County Wastewater Authority | n/a | n/a | n/a | n/a | n/a | No | N/A | No | N/A | No |
| South Tahoe Public Utility District | \$9,344,520.00 | 36,363 | 7.7 | 4 | \$160,100 | No | N/A | No | N/A | No |
| Stege Sanitary District | \$2,395,531.00 | 33000 | n/a | n/a | \$3,000 | No | N/A | No | N/A | No |

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| AGENCY | | | | | | | | | | |
| Summerland Sanitary District | \$898,534.00 | 1700 | 0.3 | n/a | 3800 | No | N/A | No | N/A | Yes |
| Tahoe-Truckee Sanitation Agency | \$12,483,310.00 | 60000 | 9.6 | 4.9 | \$70,000 | No | N/A | No | N/A | No |
| Union Sanitary District | \$31,355,356 | 331387 | 33 | 24 | 236085 | No | N/A | No | N/A | No |
| Vallecitos Water District | n/a | n/a | n/a | n/a | n/a | no | N/A | No | N/A | No |
| Valley Sanitary District | \$8,229,384.00 | 81393 | 13.5 | 6.2 | \$64,200 | No | N/A | No | N/A | No |
| Ventura Regional Sanitation District | n/a | varies | varies | varies | n/a | No | N/A | No | N/A | No |
| Water Employee Services Authority | \$55,000,000.00 | 147000 | 9.8 | 6.2 | \$246,670 | No | N/A | No | N/A | No |
| West Baisn Municipal Water District | \$31,219,836.00 | 1000000 | 56 | 30 | 25000 | No | N/A | No | N/A | No |
| West Bay Sanitary District | \$9,100,000.0 | 52900 | 16.6 | 3.42 | 35000 | No | N/A | No | N/A | No |
| West County Wastewater District | \$13,040,000.00 | 97296 | 12.5 | 8.25 | 55206 | No | N/A | No | N/A | No |
| West Valley Sanitation District | \$26,200,000.00 | 109000 | n/a | 9.941 | \$86,750 | no | N/A | No | N/A | No |
| Western Municipal Water District | \$5,659,053.00 | 23000 | 4.93 | 1.6 | \$259,285 | No | N/A | No | N/A | No |

2014 CASA Salary/Benefits Survey

| | Effect. Date | Elimin. Merit Inc. | Effect. Date | Elimin. COLA | Effect. Date | Other Actions | Salary Range Structure | COLA Adjustments |
|---------------------------------------------------------------------|--------------|--------------------|--------------|--------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------|
| AGENCY | | | | | | | | |
| Camarosa Water District | N/A | No | N/A | no | N/A | N/A | No | N/A |
| Carmel Area Wastewater District | N/A | No | N/A | No | N/A | N/A | Yes | Annual |
| Carpinteria Sanitary District | N/A | No | N/A | no | N/A | N/A | Yes | Annually |
| Central Marin Sanitation Agency | N/A | No | N/A | No | N/A | N/A | Yes | Annually- July 1st |
| County Sanitation Districts of Los Angeles County | Varies | No | N/A | No | N/A | Reduction of positions through attrition and from the closure of the Puente Hills Landfill | Yes | Annually |
| Crestline Sanitation District | N/A | No | N/A | No | N/A | N/A | Yes | Board Discretion |
| Crockett Community Services District (Crockett Sanitary Department) | N/A | No | N/A | No | N/A | N/A | Yes | No |
| Daly City, City of | 2009 | No | N/A | No | N/A | N/A | Yes | N/A |
| Delta Diablo | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Dublin San Ramon Services District | N/A | No | N/A | No | N/A | Life/Disability carrier change in January 2014 including rate reductions for Life, AD&D, LTD, and STD plans. The change is saving DSRSD > \$30k per year | Yes | Annually Per MOU |
| East Bay Dischargers Authority | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| East Palo Alto Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Eastern Municipal Water District | N/A | No | N/A | No | N/A | N/A | Yes | Negotiated |
| El Dorado Irrigation District | N/A | No | N/A | No | N/A | Still filling positions when vacated and justified by senior staff. We current have an 89.45/10.55% cost split for dependent coverage going up. | Yes | Annually |
| Fairfield-Suisun Sewer District | N/A | No | N/A | No | N/A | N/A | Yes | Annually w/Board Approval |

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|--------------------------------------------------|--------------|--------------------|--------------|--------------|--------------|---------------|------------------------|----------------------------------|
| AGENCY | | | | | | | | |
| Fresno-Clovis Regional Wastewater Reclamation | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Goleta West Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually w/Board Approval |
| Granada Sanitary District | N/A | No | N/A | No | N/A | N/A | No | N/A |
| Hi-Desert Water District | N/A | No | N/A | No | N/A | N/A | Yes | Annual |
| Lake Arrowhead Community Services District | N/A | No | N/a | No | N/A | N/A | Yes | Annually |
| Lake, County of | N/A | No | N/A | Yes | 2006 | N/A | Yes | Merit Based - No COLA since 2006 |
| Leucadia Wastewater District | N/A | No | N/A | No | N/A | N/A | Yes | No COLA: Merit Only |
| Mammoth Community Water District | N/A | No | N/A | No | N/A | N/A | Yes | n/a |
| Midway City Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Monterey Regional Water Pollution Control Agency | N/A | No | N/A | No | N/A | N/A | Yes | As needed |
| Mount View Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Reviewed Annually |
| Napa Sanitation District | N/A | No | N/A | No | N/A | N/A | Yes | Annual |
| Novato Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Ojai Valley Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |

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| AGENCY | | | | | | | | |
| Orange County Sanitation District | N/A | No | N/A | No | N/a | N/A | Yes | Per Negotiations |
| Rancho California Water District | N/A | No | N/A | Yes | 7/1/2014 | n/a | Yes | varies |
| Rodeo Sanitary District | N/A | No | N/A | No | N/A | Employees responsible for health plan deductible | Yes | Annually |
| San Elijo Joint Powers Authority | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Santa Rosa, City of | N/A | No | N/A | Yes | 2009 | COLA are negotiated by emp unions/associations | Yes | n/a |
| Sausalito-Marín City Sanitary District | N/A | No | N/A | No | N/A | Employees will reimburse district for a portion of CalPERS retirement. | Yes | Annually |
| Sewer Authority Mid-Coastside | N/A | No | N/A | No | N/A | Bargaining unit members contribute 2% to CalPERS retirement | Yes | Per Mou |
| Silicon Valley Clean Water | N/A | No | N/A | No | N/A | N/A | Yes | Annually / FY |
| Sonoma County Water Agency | N/A | No | N/A | No | N/A | N/A | Yes | Negotiated per MOU |
| South Orange County Wastewater Authority | N/A | No | N/A | Yes | 2015 | n/a | Yes | Once a year |
| South Tahoe Public Utility District | N/A | No | N/A | No | N/A | N/A | Yes | Per Negotiations |
| Stege Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |

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|--------------------------------------|--------------|--------------------|--------------|--------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------|
| AGENCY | | | | | | | | |
| Summerland Sanitary District | 1/30/2014 | No | N/A | No | N/A | General Manager resigned per 1/30/14 position is fulfilled but we are looking into hiring an additional operator II | No | n/a |
| Tahoe-Truckee Sanitation Agency | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Union Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Vallecitos Water District | N/A | No | N/A | No | N/A | N/A | Yes | Annually Per MOU |
| Valley Sanitary District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |
| Ventura Regional Sanitation District | N/A | No | N/A | No | N/A | N/A | Yes | varies |
| Water Employee Services Authority | N/A | No | N/A | No | N/A | N/A | Yes | Depends on CPI |
| West Baisn Municipal Water District | N/A | No | N/A | No | N/A | N/A | Yes | Annual |
| West Bay Sanitary District | N/A | No | N/A | Yes | n/a | Per MOU effective 8/22/12 base wages for employees and classifications covered by the MOU, reflect a 2% increase as of 6/30/13 base wage rates effective 7/1/13 and a 2% increase of 6/30/14 base wage rates effective 7/1/14 | Yes | N/A |
| West County Wastewater District | N/A | No | N/A | No | N/A | There is now a dollar cap on District contributions to medical for all employees. All employees now contribute 10% to dental coverage. Employee contributions to CalPERS and to the OPEB fund are increasing every year. | Yes | Varies |
| West Valley Sanitation District | N/A | No | N/A | No | N/A | N/A | Yes | Per Negotiations |
| Western Municipal Water District | N/A | No | N/A | No | N/A | N/A | Yes | Annually |

2014 CASA Salary/Benefits Survey

| | Date of Last COLA | Amount of Last COLA | Projected Date of Next COLA | Projected Amount of Next COLA | Shift Differential Pay | Standby Pay Amount | Cert pay Incent. |
|---------------------------------------------------------------------|-------------------|---------------------|-----------------------------|-------------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| AGENCY | | | | | | | |
| Camarosa Water District | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Carmel Area Wastewater District | 7/1/2013 | n/a | 7/1/2014 | n/a | n/a | \$35/day | n/a |
| Carpinteria Sanitary District | 7/6/2013 | 2.00% | 7/12/2014 | 1.10% | 0.00% | \$50.67/day | 0.00% |
| Central Marin Sanitation Agency | 7/1/2013 | 2.70% | n/a | n/a | 7% swing ;10% graveyard | Base Pay | Reimburse Certification Fees |
| County Sanitation Districts of Los Angeles County | 7/1/2013 | 2.13% | 7/1/2014 | based on CPI | 5-8% based on shift and unit | \$1.50-2/hr based on unit | None - Only cost to obtain is paid |
| Crestline Sanitation District | 1/1/2014 | N/A | N/A | N/A | N/A | N/A | N/A |
| Crockett Community Services District (Crockett Sanitary Department) | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Daly City, City of | 2009 | 3.75% | N/A | N/A | 1.00% | \$350/week AFSCME | Over Cert Pay for Op |
| Delta Diablo | 7/7/2013 | 2.20% | 7/6/2014 | per CPI | 5% Swing/ 7%grave | 1hr pay for every 4 hrs standby | \$75/\$600 for crane & UST |
| Dublin San Ramon Services District | 12/23/2013 | 1.18% | 12/22/2014 | per CPI | \$52 | EE assigned standby receives an additional 24 hrs of straight time pay for each week assigned + 8.25 hrs of straight time pay each holiday occurring during standby duty | n/a |
| East Bay Dischargers Authority | 7/1/13 | 3.00% | 7/1/2014 | 2.20% | 0.00% | 0.00% | 0.00% |
| East Palo Alto Sanitary District | 7/1/2013 | 3.00% | 7/1/2014 | 3% | \$300 | 0.00% | 0.00% |
| Eastern Municipal Water District | 7/28/2013 | 2.00% | 7/27/2014 | 2.30% | \$2.14/hr | \$2.09/hr | N/A |
| El Dorado Irrigation District | 1/1/2014 | 0.80% | 1/1/2015 | 1.00% | 5.00% | 3.31/hour regular - 3.41/house with internet | N/A |
| Fairfield-Suisun Sewer District | 7/1/2013 | 2.20% | 7/1/2014 | SF CPI | \$1.07 Swing & \$1.66 Grave | N/A | N/A |

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| AGENCY | | | | | | | |
| Fresno-Clovis Regional Wastewater Reclamation | 7/1/2011 | 2.00% | n/a | n/a | 1.25-1.75 | 1.45 | \$50-200% |
| Goleta West Sanitary District | 7/1/2013 | 1.00% | N/A | N/A | N/A | 64.58/day | N/A |
| Granada Sanitary District | N/A | N/A | N/A | N/A | 0.00% | 0.00% | 0.00% |
| Hi-Desert Water District | 7/1/2013 | 2.20% | 7/1/2014 | N/A | 0.00% | 2 hours or 4 hours on weekends/holidays | 0.00% |
| Lake Arrowhead Community Services District | 1/1/2013 | 3.00% | 1/1/2014 | 0.00% | 5-7.5% | \$100 Union; \$115 Mgrs | \$25-50 per cert, \$150 Max |
| Lake, County of | N/A | N/A | N/A | N/A | 2.50% | 20.00/ Day | 2.50% |
| Leucadia Wastewater District | 7/1/2013 | 3.00% | N/A | N/A | \$0.75/1.00 per hour | \$30/day | \$500 |
| Mammoth Community Water District | 7/1/2013 | 2.50% | 7/1/2014 | 2.20% | 0.00% | 30-52.50/day | 2.5%-5% |
| Midway City Sanitary District | 9/1/2013 | n/a | 7/1/2014 | n/a | 0.00% | Same as hourly rate | 2.5-5% |
| Monterey Regional Water Pollution Control Agency | 7/1/2013 | 2.00% | 7/1/2014 | Unkknown | 1.60 Wknd Day/Swing & 2.20 Grave | 2 hours of base pay per day | \$100-5% of base salary |
| Mount View Sanitary District | 7/1/2013 | 2.00% | 7/1/2014 | 2.24% | No | \$200/week | up to 5% |
| Napa Sanitation District | 7/22/2013 | 2.40% | n/a | n/a | 0.00% | 3 hrs week/4 hrs wknds | 0.00% |
| Novato Sanitary District | 7/1/2013 | 3.20% | 7/1/2014 | n/a | N/A | \$46.35 wkdays / \$83.23 wkends/holidays | N/A |
| Ojai Valley Sanitary District | 7/7/13 | 2.20% | 7/1/2014 | 2.20% | N/A | \$1.35/hr | 0 |

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| AGENCY | | | | | | | |
| Orange County Sanitation District | Varies | Varies | Varies | Varies | 2.50/hr or 3.00/hr | 345/wk or 350/wk | *\$20.76/pay period for Associates degree, \$41.53/pay period for undergraduate degree, \$41.53 max |
| Rancho California Water District | 7/1/2013 | 2.50% | n/a | n/a | 2.50% | 1st responder \$3, 2nd responder \$2.50 | one time bonus \$50 - \$150 based on cert |
| Rodeo Sanitary District | 7/1/2013 | 3.00% | 7/1/2014 | 3% | \$0.50-1.00/hr | \$400/week | n/a |
| San Elijo Joint Powers Authority | 7/1/2013 | 1.90% | 7/1/2014 | 1.90% | \$1.50/hr | 1 hour of regular pay | \$500 |
| Santa Rosa, City of | 1/1/2009 | n/a | n/a | n/a | 1.40-1.80/hr | \$78/24hr period | n/a |
| Sausalito-Marin City Sanitary District | 7/1/2013 | 2.70% | 7/1/2014 | n/a | n/a | \$30/wkdy, \$60/wkend | 2.5% up to 10% |
| Sewer Authority Mid-Coastside | 7/1/2013 | 3.00% | 7/1/2014 | 3.25% | Yes | 1.26/hr | 2.50% |
| Silicon Valley Clean Water | 7/1/2013 | n/a | 7/1/2014 | n/a | \$1.85/hr Swing, \$3.15/hr Night | 24 hour period | 2% above regular rate |
| Sonoma County Water Agency | n/a | N/A | Mgt: 10/28/14; Local 39: 6/9/15 | 1.00% | 5%/10% | \$4.50/\$4.75 | n/a |
| South Orange County Wastewater Authority | 7/1/2013 | 1.50% | 7/1/2014 | 1.75% | \$0.75 | \$325 | 2.5% to 5% |
| South Tahoe Public Utility District | | 1.50% | N/A | N/A | 5.00% | 2.50-4.50/hr | 5% |
| Stege Sanitary District | 7/1/2013 | n/a | 7/1/2014 | n/a | No | \$45/day | \$50 / month |

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|--------------------------------------|-------------------|---------------------|---------------------------------------------------|-------------------------------|---------------------------|----------------------|------------------------------------------------------------------------|
| AGENCY | | | | | | | |
| Summerland Sanitary District | n/a | n/a | n/a | n/a | 0.00% | 1.5 hourly salary | 0.00% |
| Tahoe-Truckee Sanitation Agency | 7/1/2013 | 2.00% | 7/1/2014 | na | swing - 4%; Grave - 8% | 2 Hours of OT | \$250 Overcert Pay |
| Union Sanitary District | n/a | 3.50% | Classified - 3.5%; Unclassified - 9/1/14 | 3.50% | 5-12% | MOU 7.6 | None - Only cost to obtain is paid |
| Vallecitos Water District | 2/14/2014 | 1.70% | 03/2015 | n/a | n/a | \$30/day | n/a |
| Valley Sanitary District | 7/1/2013 | 2.00% | 7/1/2014 | 1.00% | n/a | \$32/69.50 | n/a |
| Ventura Regional Sanitation District | 3/9/2014 | 2.67% | 6/29/2014 | 0.50% | 200.00% | \$1.75 per hour | included varies based on certificate |
| Water Employee Services Authority | n/a | n/a | n/a | n/a | \$25.00/day | 3.5 hrs per day | \$500 if over pos. reqs. |
| West Baisn Municipal Water District | 7/1/2013 | na | 7/1/2014 | N/A | N/A | N/A | N/A |
| West Bay Sanitary District | 7/1/2013 | 2.00% | 7/1/2014 | 2.00% | n/a | \$30/wkdy, \$40/wknd | \$0.25/hr CWEA grade 2; \$0.50/hr CWEA grade 3; \$0.75/hr CWEA grade 4 |
| West County Wastewater District | 7/1/2013 | 5.00% | n/a | n/a | 3%-5% | \$50/day | \$180 to 720 per year |
| West Valley Sanitation District | 7/8/2013 | 2.00% | 7/2014 | n/a | 0.65 / hr | 20.00 per shift% | \$25.00 per month |
| Western Municipal Water District | 6/1/2013 | n/a | n/a | 2.00% | \$0 | n/a | \$300 for new Cert |

2014 CASA Salary/Benefits Survey

| AGENCY | Deferred Comp Program | Agency Matching Funds | Matching Funds Maximum | Sick Leave | | | | Admin Leave | | | | 1 Year | | 3 Years | | 5 Years | |
|---------------------------------------------------------------------|-----------------------|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------|------------|-------|-------------|---------|-------------|-------|---------|-------|---------|-------|---------|--|---------|--|
| | | | | Sick Leave | | Admin Leave | | 1 Year | | 3 Years | | 5 Years | | | | | |
| | | | | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | | | | |
| Camarosa Water District | Yes | Yes | \$2,500.00 | 0 | 0 | 0 | 0.0 | 20 | 20 | 20 | 20 | 20 | 20 | | | | |
| Carmel Area Wastewater District | Yes | No | n/a | 15 | 15 | 0 | 5 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| Carpinteria Sanitary District | Yes | No | N/A | 12 | 12 | 0 | 0.0 | 10 | 10 | 12 | 12 | 15 | 15 | | | | |
| Central Marin Sanitation Agency | Yes | No | N/A | 12 | 12 | 0 | 5 to 10 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| County Sanitation Districts of Los Angeles County | Yes | No | N/A | 12 | 12 | 0 | 0 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| Crestline Sanitation District | Yes | No | N/A | 12 | 12 | 0 | 5 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| Crockett Community Services District (Crockett Sanitary Department) | No | No | N/A | 5 | 5 | 0 | 0 | 5 | 10 | 5 | 10 | 5 | 10 | | | | |
| Daly City, City of | Yes | No | n/a | 12 | 12 | 0 | 5 | 13 | 13 | 13 | 13 | 18 | 18 | | | | |
| Delta Diablo | Yes | Yes | Only GM Receives District Paid Deferred Comp | 12 | 12 | 0 | 5 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| Dublin San Ramon Services District | Yes | Yes | L39: Up to \$1500 (incl. \$1k lump sum @ 1st pp of CY 14) CEBU/PEBU/MEBU: up to \$2500; No matching for 50+ catch up or special catch up | 12 | 12 | 0 | 5 | 15 | 20 | 17 | 22 | 19 | 24 | | | | |
| East Bay Dischargers Authority | Yes | Yes | \$500.00 | 12 | 12 | 4 | 3.5 | 10 | 10 | 12 | 12 | 14 | 14 | | | | |
| East Palo Alto Sanitary District | Yes | No | n/a | 12 | 12 | 12 | 12 | 13 | 13 | 13 | 13 | 16 | 16 | | | | |
| Eastern Municipal Water District | Yes | Yes | .5% of base salary | 12 | 12 | 0 | 0 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| El Dorado Irrigation District | Yes | No | Some contract employees get matching up to \$2000 | N/A | N/A | 5 | 10 | 22 | 22 | 22 | 22 | 22 | 22 | | | | |
| Fairfield-Suisun Sewer District | Yes | Yes | N/A | 12 | 12 | 3 | 20 | 10 | 10 | 15 | 15 | 15 | 15 | | | | |

2014 CASA Salary/Benefits Survey

| AGENCY | Deferred Comp Program | Agency Matching Funds | Matching Funds Maximum | Sick Leave | | | | Admin Leave | | | | 1 Year | | 3 Years | | 5 Years | |
|--------------------------------------------------|-----------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------------|-------------|----------|-------------|-------|---------|-------|---------|-------|---------|--|---------|--|
| | | | | Sick Leave | | Admin Leave | | 1 Year | | 3 Years | | 5 Years | | | | | |
| | | | | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | | | | |
| Fresno-Clovis Regional Wastewater Reclamation | Yes | No | n/a | 12 | and sick days combined as Annual | 0 | 0 | 12.0 | 23.0 | 12 | 23 | 15 | 23 | | | | |
| Goleta West Sanitary District | Yes | No | N/A | 12 | 12 | 0 | 56 hrs | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| Granada Sanitary District | No | No | N/A | 10 | N/A | 3 | N/A | 10 | N/A | 10 | N/A | 10 | N/A | | | | |
| Hi-Desert Water District | Yes | No | N/A | N/A | N/A | 0 | 5 | 22 | 27 | 22 | 27 | 22 | 27 | | | | |
| Lake Arrowhead Community Services District | Yes | Yes | Union MOU 3%, New Hires 0%; Managers MSCEU 2%, New Hires 0% | 12 | 12 | 0 | 0 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| Lake, County of | Yes | No | N/A | 12 | 12 | 2 | 8 | 10 | 15 | 10 | 15 | 15 | 15 | | | | |
| Leucadia Wastewater District | Yes | Yes | 2% up to Social Security wage limit | 12 | 12 | 0 | 5 | 10 | 10 | 15 | 15 | 15 | 15 | | | | |
| Mammoth Community Water District | Yes | Yes | Er provides \$0.50 (limited at 2% of an Ee's gross pay) match to 401(a) for every \$1.00 of Ee's contribution (limited at 4% of Ee's gross pay) to his/her 457 plan. | 12 | 12 | 0 | 10 | 10 | 10 | 15 | 15 | 17 | 17 | | | | |
| Midway City Sanitary District | Yes | No | N/A | 12.00 | 12.00 | 0 | 0 | 10 | 10 | 10 | 10 | 15 | 15 | | | | |
| Monterey Regional Water Pollution Control Agency | Yes | No | N/A | 12 | 12 | 0 | 0 | 10 | 10 | 15 | 15 | 15 | 15 | | | | |
| Mount View Sanitary District | Yes | No | N/A | 12 | 12 | 4 | 10 to 14 | 8 | 15 | 18 | 18 | 18 | 18 | | | | |
| Napa Sanitation District | Yes | Yes | Up to \$150 per month mgmt only | 12 | 12 | 4 | 4 | 10 | 15 | 15 | 15 | 15 | 15 | | | | |
| Novato Sanitary District | Yes | No | N/A | 12 | 12 | 0 | 10 | 10 | 10 | 12 | 12 | 15 | 15 | | | | |
| Ojai Valley Sanitary District | Yes | No | N/A | 12 | 12 | 0 | 0 | 11 | 11 | 11 | 11 | 16 | 16 | | | | |

2014 CASA Salary/Benefits Survey

| AGENCY | Deferred Comp Program | Agency Matching Funds | Matching Funds Maximum | | | | | | | | | | |
|------------------------------------------|-----------------------|-----------------------|---------------------------------------------------------------------------------------------------------------------|------------|-------|-------------|--------|--------|-------|---------|-------|---------|-------|
| | | | | Sick Leave | | Admin Leave | | 1 Year | | 3 Years | | 5 Years | |
| | | | | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. |
| Orange County Sanitation District | Yes | No | N/A | 10 | 10 | 5 | 5 | 10 | 10 | 10 | 10 | 15 | 15 |
| Rancho California Water District | Yes | Yes | At-will mgmt only up to 2% of salary | 12 | 12 | 0 | 2 | 10 | 15 | 10 | 15 | 15 | 15 |
| Rodeo Sanitary District | No | No | N/A | 12 | 12 | 0 | 0 | 11 | 20 | 11 | 20 | 16 | 20 |
| San Elijo Joint Powers Authority | Yes | Yes | 4% | 12 | 12 | 0 | 5 | 12 | 12 | 14 | 14 | 17 | 17 |
| Santa Rosa, City of | Yes | No | n/a | 12 | 12 | 0 | 0 | 10 | 10 | 10 | 10 | 15 | 15 |
| Sausalito-Marín City Sanitary District | Yes | No | District contributes 1.5% of each employees salary to their 457 deferred comp | 12 | 15 | 5 | 8 | 10 | 15 | 15 | 15 | 15 | 15 |
| Sewer Authority Mid-Coastside | Yes | No | \$2000 for Non Barg Members; \$6000 for GM | 13 | 13 | 0 | 3 | 12 | 12 | 12 | 12 | 15 | 15 |
| Silicon Valley Clean Water | Yes | Yes | Mgmt \$5000/year, NTE 192.31/pay period; Professional and General Confidential \$2,500 / yr, NTE \$96.15/pay period | n/a | n/a | n/a | 3 to 7 | 10 | 15 | 10 | 15 | 15 | 20 |
| Sonoma County Water Agency | Yes | No | n/a | 12 | 12 | 0 | 7.5 | 12 | 17 | 15 | 17 | 17 | 17 |
| South Orange County Wastewater Authority | Yes | Yes | Up to \$1,100 | 12 | 12 | 0 | 4 | 12 | 12 | 12 | 12 | 12 | 12 |
| South Tahoe Public Utility District | Yes | No | N/A | 12.0 | 12.0 | 0.0 | 0 | 10 | 10 | 10 | 10 | 15 | 15 |
| Stege Sanitary District | Yes | Yes | \$240 per month | 12 | 12 | 12 | 19 | 7 | 7 | 7 | 7 | 10 | 10 |

2014 CASA Salary/Benefits Survey

| AGENCY | Deferred Comp Program | Agency Matching Funds | Matching Funds Maximum | | | | | | | | | | |
|--------------------------------------|-----------------------|-----------------------|------------------------------------------------------|------------|-------|-------------|-------|--------|-------|---------|-------|---------|-------|
| | | | | Sick Leave | | Admin Leave | | 1 Year | | 3 Years | | 5 Years | |
| | | | | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. |
| Summerland Sanitary District | Yes | No | n/a | 13 | 13 | 0 | 5 | 10 | 10 | 10 | 10 | 15 | 15 |
| Tahoe-Truckee Sanitation Agency | Yes | No | N/A | 12 | 12 | 0 | 0 | 12 | 12 | 12 | 12 | 15 | 15 |
| Union Sanitary District | Yes | Yes | Unclassified \$3050 - 4000; Managers -\$4200-5150 | 12 | 12 | 5 | 5-10 | 10 | 10 | 15 | 15 | 15 | 15 |
| Vallecitos Water District | No | No | n/a | 12 | 12 | 0 | 0 | 10 | 10 | 12 | 12 | 15 | 15 |
| Valley Sanitary District | Yes | No | N/A | 12 | 12 | 0 | 6 | 10 | 10 | 10 | 10 | 15 | 15 |
| Ventura Regional Sanitation District | No | No | n/a | 0 | 0 | 0 | 0 | 21 | 21 | 21 | 21 | 26 | 26 |
| Water Employee Services Authority | Yes | No | N/a | 12 | 12 | 0 | 5 | 10 | 10 | 10 | 10 | 15 | 15 |
| West Baisn Municipal Water District | Yes | No | N/A | 12 | 12 | 0 | 5 | 10 | 10 | 10 | 10 | 10 | 10 |
| West Bay Sanitary District | Yes | Yes | Unrepresented employees receive 2% maximum of salary | 12 | 12 | 0 | 10 | 10 | 15 | 10 | 15 | 10 | 15 |
| West County Wastewater District | Yes | No | GM only has Match to \$11,500 | 12 | 12 | 0 | 8 | 10.0 | 10.0 | 15.0 | 10.0 | 15 | 15 |
| West Valley Sanitation District | Yes | No | n/a | 12 | 12 | 4 to 10 | 10 | 10 | 10 | 12 | 12 | 16 | 16 |
| Western Municipal Water District | Yes | No | N/a | 8 | 8 | 4 | 5 | 10 | 10 | 10 | 10 | 15 | 15 |

2014 CASA Salary/Benefits Survey

| AGENCY | Vacation Days | | | | | | | | | | | | | | Holidays | |
|--------------------------------------------------|---------------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|
| | 10 Years | | 12 Years | | 15 Years | | 18 Years | | 20 Years | | 22 Years | | 25 Years | | | |
| | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. |
| Fresno-Clovis Regional Wastewater Reclamation | 17 | 28 | 17 | 28 | 17 | 28 | 17 | 28 | 22 | 28 | 22 | 28 | 22 | 28 | 13 | 13 |
| Goleta West Sanitary District | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 12 | 12 |
| Granada Sanitary District | 10 | N/A | 15 | N/A | 15 | N/A | 20 | N/A | 20 | N/A | 20 | N/A | 20 | N/A | 12 | N/A |
| Hi-Desert Water District | 27 | 32 | 27 | 32 | 32 | 36 | 32 | 36 | 32 | 36 | 32 | 36 | 32 | 36 | 10 | 10 |
| Lake Arrowhead Community Services District | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 12 | 12 |
| Lake, County of | 15 | 20 | 15 | 20 | 15 | 20 | 18 | 20 | 20 | 20 | 20 | 25 | 20 | 25 | 12 | 12 |
| Leucadia Wastewater District | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 12 | 12 |
| Mammoth Community Water District | 19 | 19 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 9 | 9 |
| Midway City Sanitary District | 15 | 15 | 15 | 15 | 20 | 20 | 20 | 20 | 25 | 25 | 25 | 25 | 25 | 25 | 6 | 6 |
| Monterey Regional Water Pollution Control Agency | 20 | 20 | 20 | 20 | 22 | 22 | 22 | 22 | 25 | 25 | 25 | 25 | 25 | 25 | 14 | 14 |
| Mount View Sanitary District | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 30 | 30 | 30 | 30 | 30 | 30 | 11.0 | 11.0 |
| Napa Sanitation District | 15 | 15 | 17 | 17 | 20 | 20 | 21 | 21 | 23 | 23 | 23 | 23 | 23 | 23 | 11 | 11 |
| Novato Sanitary District | 17 | 17 | 17 | 17 | 20 | 20 | 20 | 20 | 23 | 23 | 23 | 23 | 25 | 25 | 13 | 13 |
| Ojai Valley Sanitary District | 21 | 21 | 21 | 21 | 24 | 24 | 24 | 24 | 27 | 27 | 27 | 27 | 27 | 27 | 12.0 | 12.0 |

2014 CASA Salary/Benefits Survey

| AGENCY | Vacation Days | | | | | | | | | | | | | | Holidays | |
|------------------------------------------|---------------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|------------|------------|
| | 10 Years | | 12 Years | | 15 Years | | 18 Years | | 20 Years | | 22 Years | | 25 Years | | Gen. | Mgmt. |
| | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | | |
| Orange County Sanitation District | 16 | 16 | 17 | 17 | 20 | 20 | 23 | 23 | 25 | 25 | 25 | 25 | 25 | 25 | 12 | 12 |
| Rancho California Water District | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 11 | 11 |
| Rodeo Sanitary District | 21 | 20 | 21 | 20 | 26 | 20 | 26 | 20 | 26 | 20 | 26 | 20 | 26 | 20 | 10+2 float | 10+2 float |
| San Elijo Joint Powers Authority | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 12 | 12 |
| Santa Rosa, City of | 15 | 15 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 25 | 25 | 12 | 12 |
| Sausalito-Marin City Sanitary District | 20 | 15 | 20 | 15 | 25 | 15 | 25 | 15 | 25 | 15 | 25 | 15 | 25 | 15 | 13 | 13 |
| Sewer Authority Mid-Coastside | 18 | 18 | 18 | 18 | 20 | 20 | 20 | 20 | 21 | 21 | 21 | 21 | 21 | 21 | 13 | 13 |
| Silicon Valley Clean Water | 20 | 23 | 20 | 23 | 20 | 23 | 23 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 12 | 12 |
| Sonoma County Water Agency | 21 | 21 | 21 | 21 | 23 | 23 | 23 | 23 | 25 | 25 | 25 | 25 | 26 | 26 | 11 | 11 |
| South Orange County Wastewater Authority | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 9 | 9 |
| South Tahoe Public Utility District | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 21 | 21 | 21 | 21 | 22 | 22 | 11 | 11 |
| Stege Sanitary District | 12 | 12 | 12 | 12 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 10 | 10 |

2014 CASA Salary/Benefits Survey

| AGENCY | Vacation Days | | | | | | | | | | | | | | Holidays | | |
|--------------------------------------|---------------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-------|----------|-----------|-----------|
| | 10 Years | | 12 Years | | 15 Years | | 18 Years | | 20 Years | | 22 Years | | 25 Years | | Gen. | Mgmt. | |
| | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | Gen. | Mgmt. | | | |
| Summerland Sanitary District | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 25 | 25 | 25 | 25 | 25 | 25 | 12 | 12 |
| Tahoe-Truckee Sanitation Agency | 20 | 20 | 20 | 20 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 11 | 11 |
| Union Sanitary District | 17 | 17 | 19 | 19 | 22 | 22 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 13 | 13 |
| Vallecitos Water District | 15 | 15 | 20 | 20 | 20 | 20 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 11 | 11 |
| Valley Sanitary District | 15 | 15 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 10 | 10 |
| Ventura Regional Sanitation District | 26 | 26 | 27 | 27 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 11 | 11 |
| Water Employee Services Authority | 20 | 20 | 20 | 20 | 21 | 21 | 21 | 21 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 12 | 12 |
| West Baisn Municipal Water District | 15 | 15 | 16 | 16 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 14 | 14 |
| West Bay Sanitary District | 15 | 20 | 15 | 20 | 20 | 20 | 20 | 30 | 20 | 30 | 20 | 30 | 20 | 30 | 30 | 3+5 float | 3+5 Float |
| West County Wastewater District | 20 | 15 | 20 | 20 | 20 | 20 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 10 | 10 |
| West Valley Sanitation District | 18 | 18 | 18 | 18 | 20 | 20 | 20 | 20 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 14 | 14 |
| Western Municipal Water District | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 13 | 13 |

2014 CASA Salary/Benefits Survey

| AGENCY | Bereavement Leave | | Other Benefits | Life Insurance | Paid STD | Paid LTD |
|---------------------------------------------------------------------|-------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|----------|
| | Gen. | Mgmt. | | | | |
| Camarosa Water District | 0 | 0 | Tuition Reimbursement, Vehicle Allowance -\$30 biweekly, Car Provided to GM, Ops Super, Sys Maint Workers, System Maint Worker I | Y | Y | Y |
| Carmel Area Wastewater District | 3 | 3 | CalPERS EE Contribution 1% in 2013-14 and will be stepped up each year thereafter | Yes | No | Yes |
| Carpinteria Sanitary District | 0 | 0 | EAP, Tuition Reimbursement, Car provided to GM | Y | N | Y |
| Central Marin Sanitation Agency | 3 | 3 | EAP - Family Service Agency, Tuition Reimbursement, \$400 per mo. Vehicle allowance for Safety Director, Car Provided to GM | Yes | No | Yes |
| County Sanitation Districts of Los Angeles County | 3 | 3 | Reimbursement, Car Provided to Designated mgmt and supervisory positions | Yes | No | Yes |
| Crestline Sanitation District | n/a | n/a | n/a | Yes | No | No |
| Crockett Community Services District (Crockett Sanitary Department) | 0 | 0 | n/a | No | No | No |
| Daly City, City of | 5 | 5 | EAP - MHN, \$150/mo Vehicle Allowance for Technical Svc. Manager, Car provided to certain Exec. Mgmt. | Yes | Yes | Yes |
| Delta Diablo | 3 | 3 | EAP - MHN, Tuition Reimbursement, \$500 per month Vehicle Allowance, Ops Supv. & Maint. Supv Provided Car | Yes | Yes | Yes |
| Dublin San Ramon Services District | 3 | 3 | EAP - MHN, Tuition Reimbursement, District Van is available for all employees to use or offsite meetings, training, conferences, etc. | Yes | Yes | Yes |
| East Bay Dischargers Authority | 3 | 3 | Tuition Reimbursement | Yes | No | Yes |
| East Palo Alto Sanitary District | 3 | 3 | EAP, Tuition Reimbursement, \$300 Vehicle Allowance to GM | Yes | No | Yes |
| Eastern Municipal Water District | 3 per occurrence | 3 per occurrence | EAP, Tuition Reimbursement, Vehicle allowance (\$650/month), Car Provided to GM. DGM & AGM receive auto allowance | Yes | No | Yes |
| El Dorado Irrigation District | 3 | 3 | EAP - Blue Cross, Tuition Reimbursement, Vehicle Allowance - \$500 Department Heads only, Car provided to On-call / Standby Employees. | Y | N | N |
| Fairfield-Suisun Sewer District | 3 | 3 | EAP - Sutter EAP, Tuition Reimbursement, \$507.30 Vehicle Allowance for GM Only | Yes | Yes | Yes |

2014 CASA Salary/Benefits Survey

| AGENCY | Bereavement Leave | | Other Benefits | Life Insurance | Paid STD | Paid LTD |
|--------------------------------------------------|-------------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|----------|
| | Gen. | Mgmt. | | | | |
| Fresno-Clovis Regional Wastewater Reclamation | 5 | 0 | EAP, Tuition Reimbursement, Car Provided to Emergency Responders | No | No | No |
| Goleta West Sanitary District | 5 | 5 | Car Provided to GM and Superintendent | Yes | No | Yes |
| Granada Sanitary District | 3 | N/A | n/a | No | No | No |
| Hi-Desert Water District | 3+2 travel | 3+2 travel | EAP - MHN, Tuition Reimbursement - \$1000, \$900 Vehicle Allowance GM only, Car Provided to AGM/Dist. Supv./Foremen | Yes | No | Yes |
| Lake Arrowhead Community Services District | 3 to 10 | 3 to 10 | EAP, Tuition Reimbursement, Vehicle Allowance \$400-600 for Mgmt / Supv not provided vehicle, Car Provided to certain mgmt / supv. | Yes | No | Yes |
| Lake, County of | 3 or 5 | 3 or 5 | EAP - ING, Vehicle Allowance for Dept. Head - Varies, Car provided to Safety Officers | Yes | No | No |
| Leucadia Wastewater District | 3 to 5 | 3 to 5 | EAP - Blue Cross, Tuition Reimbursement, Vehicle Allowance - \$600 GM, \$400 Tech Svcs Mgr, Car Provided to Field Services Super/Supv. | Yes | Yes | Yes |
| Mammoth Community Water District | 3 | 3 | EAP, Tuition Reimbursement, Car Provided to Field, Supervisory, and Mgmt Staff during shifts/standby/on-call | Yes | Yes | Yes |
| Midway City Sanitary District | 3 | 3 | Tuition Reimbursement | Yes | No | No |
| Monterey Regional Water Pollution Control Agency | 5 | 5 | EAP Program, Tuition Reimbursement, and a Car provided to GM, Deputy GM, Director of Finance, Maintenance Manager, and Maintenance Supervisors | Y | Y | Y |
| Mount View Sanitary District | 3 | 3 | Tuition Reimbursement | Yes | No | Yes |
| Napa Sanitation District | 5 | 5 | EAP, Tuition Reimbursement | Yes | Yes | Yes |
| Novato Sanitary District | 5 | 5 | EAP - Claremont, Tuition Reimbursement, Car Provided to : District Manager/ Deputy Manager/ Collection Supt/ Field Services Supt | Yes | No | Yes |
| Ojai Valley Sanitary District | 2 | 2 | EAP - SAVE, Tuition Reimbursement, Car Provided to GM & Ops Superintendent | Yes | Yes | Yes |

2014 CASA Salary/Benefits Survey

| AGENCY | Bereavement Leave | | Other Benefits | Life Insurance | Paid STD | Paid LTD |
|------------------------------------------|-------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|----------|
| | Gen. | Mgmt. | | | | |
| Orange County Sanitation District | 3 | 3 | EAP - ComPsych, Tuition Reimbursement | Yes | Yes | Yes |
| Rancho California Water District | 5 | 5 | EAP - Blue Cross, Tuition Reimbursement, GM Vehicle Allowance \$600/AGM \$500 | Yes | No | Yes |
| Rodeo Sanitary District | 3 | 3 | Tuition Reimbursement | Yes | No | No |
| San Elijo Joint Powers Authority | 3 | 3 | EAP - Aetan Resources for Living, Vehicle Allowance \$7,200 for GM | Yes | Yes | Yes |
| Santa Rosa, City of | 5 | 5 | EAP - MHN, Car provided to managers that may have to respond after hours. | Yes | No | Yes |
| Sausalito-Marín City Sanitary District | 1 | 1 | EAP - CompPsych Guidance Resources, Tuition Reimbursement, \$450 per month Vehicle Allowance for GM & \$550/mo truck reimb for Elect/Maint III because it is his personal repair truck | Yes | Yes | Yes |
| Sewer Authority Mid-Coastside | 3 to 5 | 3 to 5 | EAP | Yes | No | Yes |
| Silicon Valley Clean Water | 3 | 3 | EAP, Vehicle Allowance, Car Provided to Manager, Asst Manager/Authority Engineer, WW Superintendent | Yes | Yes | Yes |
| Sonoma County Water Agency | 4 | 4 | EAP, Tuition Reimbursement, Car Provided to GM only | Yes | Yes | Yes |
| South Orange County Wastewater Authority | 3 | 3 | EAP - Lincoln, Tuition Reimbursement, Vehicle Allowance - \$350:\$500, Car Provided to Director of Ops, Ops Mgr, Maint. Mgr, Chief Operators | Yes | Yes | Yes |
| South Tahoe Public Utility District | 5 | 5 | EAP, Tuition Reimbursement, Vehicle Allowance (varied), GM & AGM car provided | Y | Y | Y |
| Stege Sanitary District | 0 | 0 | Tuition Reimbursement, Vehicle Allowance - \$550/month, Car Provided to District Manager | Yes | No | Yes |

2014 CASA Salary/Benefits Survey

| AGENCY | Bereavement Leave | | Other Benefits | Life Insurance | Paid STD | Paid LTD |
|--------------------------------------|-------------------|--------|-------------------------------------------------------------------------------------------------------------|----------------|----------|----------|
| | Gen. | Mgmt. | | | | |
| Summerland Sanitary District | 3 | 3 | Tuition Reimbursement | Yes | No | No |
| Tahoe-Truckee Sanitation Agency | 5 | 5 | Tuition Reimbursement, Car Provided to GM, Eng. Mgr, Ops Super, Maint Super, Chief Ops | Yes | No | No |
| Union Sanitary District | 3 | 3 | EAP -Claremont, Tuition Reimbursement, \$310 Vehicle Allowance, No car provided | Yes | Yes | Yes |
| Vallecitos Water District | 5 | 5 | EAP - Anthem, Tuition Reimbursement | n/a | n/a | n/a |
| Valley Sanitary District | 3 to 5 | 3 to 5 | EAP - MHN, Tuition Reimbursement | Yes | No | Yes |
| Ventura Regional Sanitation District | 3 | 3 | EAP - Blue Cross, Tuition Reimbursement | Yes | No | No |
| Water Employee Services Authority | 5 | 5 | EAP, Tuition Reimbursement, Vehicle Allowance for Executives \$600 | Yes | No | Yes |
| West Baisn Municipal Water District | 10 | 10 | EAP, Tuition Reimbursement, GM Vehicle Allowance \$700 | Yes | Yes | Yes |
| West Bay Sanitary District | 3 | 3 | EAP, Tuition Reimbursement | Yes | Yes | Yes |
| West County Wastewater District | 3 to 5 | 3 to 5 | EAP - MHN, Tuition Reimbursement, \$200 Vehicle Allowance for Dept. Mgr only, Car Provided to GM | Yes | No | Yes |
| West Valley Sanitation District | 3 | 3 | EAP - ADP and Concern, Tuition Reimbursement, Car Provided to Directors and District Manager. | Yes | No | No |
| Western Municipal Water District | 3 | 3 | EAP - Cigna, Tuition Reimbursement, Vehicle Allowance to All Managers, Directors and AGM, Car prvided to GM | Yes | Yes | Yes |

2014 CASA Salary/Benefits Survey

| | Medical | | | | | | | | | | |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------------|--------------------------------------|----------------------------------|------------------------------------|---------------------------|--------------|-------|
| | PPO - Employer | | PPO - Employee | | HMO - Employer | | HMO - Employee | | Deductible | Coverage | |
| | Individual | Family | Individual | Family | Individual | Family | Individual | Family | | | |
| Camarosa Water District | \$674.78 | n/a | \$0.00 | \$826.00 | \$611.99 | na | \$0.00 | \$1,015.70 | \$200/\$600 | 80/60 | |
| Carmel Area Wastewater District | \$1,000.00 | \$1,000.00 | \$0.00 | 50.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | Variable | Variable | |
| Carpinteria Sanitary District | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1065 avg. | \$1065 avg. | \$0.00 | \$0.00 | \$0.00 | 0 | |
| Central Marin Sanitation Agency | \$0.00 | | \$0.00 | \$0.00 | \$1,931.07 | | \$0.00 | \$0.00 | CalPERS Plan | 0 | |
| County Sanitation Districts of Los Angeles County | varies | \$1517.25 max | varies | varies | varies | \$1,517.25 | varies | varies | n/a | n/a | |
| Crestline Sanitation District | n/a | n/a | n/a | n/a | \$395.50 | \$1,028.30 | \$0.00 | \$0.00 | n/a | n/a | |
| Crockett Community Services District (Crockett and Port Costa Sanitary Departments) | N/a | | | | | | | | | | |
| Daly City, City of | City provides \$1379.83 for family coverage to our AFSCME employees. Employees must pay for mandated insurance premiums(life insurance - \$12.50/mo and dental \$121.07 with \$ and remaining can be used for purchase of CalPERS medical plan. | | | | | | | | | | |
| Delta Diablo Sanitation District | n/a | \$1,796.00 | \$0.00 | \$0.00 | \$836.59 | \$2,175.13 | \$0.00 | \$0.00 | \$0.00 | 0 | |
| Dublin San Ramon Services District | \$586.00 | \$1,524.00 | \$104.77 | \$272.00 | \$586.00 | \$1,524.00 | \$78.36 | \$203.54 | \$500.00 | 80/60 | |
| East Bay Dischargers Authority | n/a | n/a | n/a | \$0.00 | n/a | \$1,931.07 | n/a | \$0.00 | | n/a | |
| East Palo Alto Sanitary District | \$661.52 | \$1,796.00 | n/a | n/a | \$742.72 | \$1,673.18 | n/a | n/a | n/a | n/a | |
| Eastern Municipal Water District | \$602.79 | \$1,567.25 | \$35.43 | \$92.13 | \$602.73 | \$1,567.25 | \$0.00 | \$0.00 | \$500.00 | 90/70 | |
| El Dorado Irrigation District | \$681.59 | \$1,804.93 | \$12.67 | \$148.00 | \$681.59 | \$1,657.08 | \$0.00 | \$115.05 | \$500/\$1000 | 90/70 | |
| Fairfield--Suisun Sewer District | n/a | n/a | n/a | n/a | \$742.72 | \$1,931.07 | \$0.00 | \$0.00 | | n/a | |
| Fresno-Clovis Regional Wastewater Reclamation | \$788 Combined Plan | | \$197 Combined Plan | | n/a | n/a | n/a | n/a | \$600.00 | 80/60 | |
| Goleta West Sanitary District | n/a | n/a | n/a | n/a | \$638.22 | \$1,412.35 | Paid by employer | | n/a | | |
| Granada Sanitary District | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | |
| Hi-Desert Water District | Cap of \$1316 / mo. | | All are under cap for 2014 | | n/a | n/a | n/a | n/a | Deductible over \$1000 is | 80/60 | |
| Lake Arrowhead Community Services District | Union-\$530.04; MSCEU-\$490.15 | Union - \$1590.09; MSCEU-\$1470.73 | Union - \$111.14; MSCEU - \$151.03 | Union - \$347.70; MSCEU - \$467.36 | Union - \$530.04; MSCEU - \$490.15 | Union - \$1590.09; MSCEU - \$1470.43 | Union - \$42.98; MSCEU - \$82.87 | Union - \$128.93; MSCEU - \$248.59 | \$2,500.00 | 90/70 | |
| Lake, County of | \$621.42 | \$644.94 | Agency covers \$800 in premiums towards med, dent., vision, Employee is responsible for remaining plan balance | | | | | | | \$500/\$1000 | 80/60 |
| Leucadia Wastewater District | \$612.25 | \$1,591.85 | n/a | n/a | \$543.21 | \$1,412.35 | \$0.00 | \$0.00 | \$500 indiv. \$1000 Fam | | |
| Mammoth Community Water District | \$562.03 | \$1,533.80 | \$0.00 | \$0.00 | n/a | n/a | n/a | n/a | 500.00/1000.00 | 80/20 | |
| Midway City Sanitary District | n/a | | | | | | | | | | |
| MRWPCA | \$694.24 | \$1,844.29 | \$0.00 | \$169.00 | n/a | n/a | n/a | n/a | \$500/\$1,500 | 90/70 | |

2014 CASA Salary/Benefits Survey

| | Medical | | | | | | | | | |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------------|------------|------------------------------------------------------------------------------------------------------------|------------|-----------------|------------|-------------------------|-----------------|
| | PPO - Employer | | PPO - Employee | | HMO - Employer | | HMO - Employee | | Deductible | Coverage |
| | Individual | Family | Individual | Family | Individual | Family | Individual | Family | | |
| Mt. View Sanitary District | \$642.00 | \$1,559.00 | Balance Due | | \$642.00 | \$1,559.00 | Balance Due | | n/a | 80/60 |
| Napa Sanitation District | \$743.00 | \$1,931.00 | \$0.00 | \$0.00 | \$743.00 | \$1,931.00 | \$0.00 | \$0.00 | \$500-1000 | 90/70 |
| Novato Sanitary District | n/a | n/a | n/a | n/a | \$742.72 | \$1,931.07 | n/a | n/a | | n/a |
| Ojai Valley Sanitary District | \$1,558.00 | \$1,558.00 | n/a | n/a | \$1,558.00 | \$1,558.00 | n/a | n/a | n/a | 80/60 |
| Orange County Sanitation District | \$580.82 | \$1,742.49 | \$145.21 | \$435.62 | \$429.14 | \$1,144.21 | \$47.68 | \$286.05 | 150 ind/450 fam | 80/60 |
| Rancho California Water District | \$682.98 | \$1,867.70 | \$0.00 | \$189.56 | \$620.45 | \$1,899.37 | \$0.00 | \$204.63 | \$200/ind. \$600 fam | 80/60 |
| Rodeo Sanitary District | \$427.00 | \$1,113.53 | \$48.00 | \$247.45 | n/a | n/a | n/a | n/a | \$2000 ind. \$4000 fam. | Varies |
| San Elijo Joint Powers Authority | \$560.37 | \$1,456.91 | na | | \$560.37 | \$1,456.91 | na | | na | na |
| Santa Rosa, City of | \$481.24 | \$1,372.88 | \$68.76 | \$196.12 | \$526.40 | \$1,500.79 | \$89.28 | \$254.52 | \$300/\$900 | \$1.29 |
| Sausalito-Marín City Sanitary District | \$720.04 | \$1,872.10 | na | na | \$742.72 | \$1,931.07 | na | na | \$500 indiv. \$1000 Fam | n/a |
| Sewer Authority Mid-Coastline | na | na | na | na | \$696.00 | \$1,941.00 | \$0.00 | \$0.00 | na | na |
| Silicon Valley Clean Water | \$742.72 | \$1,485.44 | Depends on Plan | | \$742.72 | \$1,485.44 | Depends on Plan | | \$1,931.07 | Depends on Plan |
| Sonoma County Water Agency | \$500.00 | \$500.00 | na | na | \$500.00 | \$500.00 | na | na | na | na |
| South Orange County Wastewater Authority | \$586.32 | \$1,524.43 | \$47.42 | \$123.29 | \$543.21 | \$1,412.35 | \$4.31 | \$11.21 | n/a | n/a |
| South Tahoe Public Utilities District | \$692.14 | \$1,892.98 | \$0.00 | \$0.00 | na | na | na | na | 200/600 | 80/60 |
| Steger Sanitary District | n/a | n/a | n/a | n/a | n/a | n/a | \$742.72 | \$1,193.07 | | n/a |
| Summerland Sanitary District | \$600.78 | \$1,562.64 | n/a | n/a | n/a | n/a | n/a | n/a | 1/2 | 100 |
| Tahoe-Truckee Sanitation Agency | \$736.32 | \$1,914.43 | \$0.00 | \$0.00 | na | na | na | na | \$500 indiv. \$1000 Fam | 90/70 |
| Union Sanitary District | \$720.04 | \$1,872.10 | \$20.00 | \$40.00 | \$742.72 | \$1,931.07 | \$20.00 | \$40.00 | \$500 indiv. \$1000 Fam | CalPERS |
| Vallecitos Water District | \$518.00 | \$1,444.00 | \$34.02 | \$62.16 | \$518.00 | \$1,444.00 | \$0.00 | \$21.14 | \$500.00 | 4 |
| Valley Sanitary District | \$612.00 | \$1,591.85 | \$50.00 | \$135.00 | \$586.00 | \$1,412.35 | \$20.00 | \$60.00 | \$500/\$1000 | 80/60 |
| Ventura Regional Sanitation District | Ventura RSD provides pre-determined amount to employees to be spent on the benefits they choose: Represented - \$950/mo; Emp + 1 - \$1049; E | | | | | | | | | |
| Water Employee Services Authority | \$648.83 | \$1,774.32 | \$34.15 | \$93.39 | \$589.15 | \$1,567.14 | \$31.01 | \$82.48 | n/a | 95/5 |
| West Basin Municipal Water District | na | na | na | na | na | na | na | na | na | na |
| West Bay Sanitary District | Employer provides \$1,112 for single employees and \$2012 for married employees to med, dental, and vision | | \$720.04 | \$1,872.10 | Employer provides \$1,112 for single employees and \$2012 for married employees to med, dental, and vision | | \$728.41 | \$1,893.87 | n/a | 80/60 |
| West County Wastewater District | \$1,500.00 | \$1,500.00 | \$1500+ | \$1500+ | \$1,500.00 | \$1,500.00 | 1500+ | 1500+ | \$0.00 | n/a |
| West Valley Sanitation District | \$951.89 | \$2,015.40 | \$0.00 | \$60.73 | \$674.02 | \$1,954.67 | \$0.00 | \$0.00 | n/a | n/a |
| Western Municipal Water District | Western Contributes \$1791.23 per month toward the cost of medical, dental and vision benefits. Employee pays the difference, if any. This is the average of th | | | | | | | | | |

2014 CASA Salary/Benefits Survey

| | Dental | | | | Vision | | | |
|-------------------------------------------------------------------------------------|--------------------------------|----------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------|------------------------------------------------------------|-------------------|----------------------------------------------------------------------------------------------------------------|--------------------|
| | Employer | | Employee | | Employer | | Employee | |
| | Individual | Family | Individual | Family | Individual | Family | Individual | Family |
| Camarosa Water District | \$36.02 | n/a | \$0.00 | \$84.02 | \$17.21 | n/a | \$0.00 | \$0.00 |
| Carmel Area Wastewater District | max \$2000 /year | max \$2000 /year | \$0.00 | \$0.00 | \$24.55/ month | \$24.55/ month | \$0.00 | \$0.00 |
| Carpinteria Sanitary District | up to \$2500 annually | | \$0.00 | \$0.00 | combined with dental | | \$0.00 | \$0.00 |
| Central Marin Sanitation Agency | \$72.99 | \$226.68 | \$0.00 | \$0.00 | \$9.97 | \$25.92 | \$0.00 | \$0.00 |
| County Sanitation Districts of Los Angeles County | \$29.72- \$48.56 | \$124.58 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2.73- \$11.36 | \$7.08- \$29.56 |
| Crestline Sanitation District | \$46.87 | \$161.31 | \$0.00 | \$0.00 | \$15.00 | \$37.00 | \$0.00 | \$0.00 |
| Crockett Community Services District (Crockett and Port Costa Sanitary Departments) | N/a | | | | | | | |
| Daly City, City of | n/a | n/a | \$121.07 | \$121.07 | \$150 / year reimbursement for frames or lenses per family | | | |
| Delta Diablo Sanitation District | \$69.48 | \$219.81 | \$0.00 | \$0.00 | \$11.01 | \$27.14 | \$0.00 | \$0.00 |
| Dublin San Ramon Services District | \$62.39 | \$182.60 | \$0.00 | \$0.00 | \$11.14 | \$27.46 | \$0.00 | \$0.00 |
| East Bay Dischargers Authority | n/a | \$206.39 | n/a | \$0.00 | n/a | \$23.01 | n/a | \$0.00 |
| East Palo Alto Sanitary District | \$166.43 | \$270.25 | n/a | n/a | \$450.00 | \$450 each member | n/a | n/a |
| Eastern Municipal Water District | \$41.67 | \$108.33 | \$0.00 | \$0.00 | \$6.77 | \$6.77 | \$0.00 | \$11.70 |
| El Dorado Irrigation District | \$61.68 | \$134.82 | \$0.00 | \$8.13 | \$8.25 | \$20.62 | \$0.00 | \$1.38 |
| Fairfield--Suison Sewer District | \$75.72 | \$251.84 | \$0.00 | \$0.00 | combined with dental | | \$0.00 | \$0.00 |
| Fresno-Clovis Regional Wastewater Reclamation | Combined with health plan | | | | | | | |
| Goleta West Sanitary District | \$57.53 | \$146.98 | paid by employer | | included with Medical | | | |
| Granada Sanitary District | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Hi-Desert Water District | na | na | \$0.00 | \$0.00 | na | na | \$0.00 | \$0.00 |
| Lake Arrowhead Community Services District | Union - \$47.31; MSCEU \$42.42 | Union - \$166.48; MSCEU \$149.24 | Union - \$3.84; MSCEU \$8.73 | Union - \$13.50; MSCEU - \$30.74 | \$0.00 | \$0.00 | \$10.90 | \$28.34 |
| Lake, County of | \$43.60 | \$134.60 | Agency covers \$800 in premiums towards med, dent., vision, Employee is responsible for remaining plan balance | | \$5.73 | \$20.46 | Agency covers \$800 in premiums towards med, dent., vision, Employee is responsible for remaining plan balance | |
| Leucadia Wastewater District | \$73.85 | \$228.38 | \$0.00 | \$0.00 | \$8.83 | \$22.78 | \$0.00 | \$0.00 |
| Mammoth Community Water District | \$49.24 | \$187.32 | \$0.00 | \$0.00 | \$20.83 | \$20.83 | \$0.00 | \$0.00 |
| Midway City Sanitary District | \$52.18 | \$155.40 | n/a | n/a | \$8.92 | \$19.69 | n/a | n/a |
| MRWPCA | \$46.01 | \$135.60 | Included in Med | | \$8.71 | \$26.06 | Included in Med | |

2014 CASA Salary/Benefits Survey

| | Dental | | | | Vision | | | |
|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|----------|---------------------------------|----------|---------------------------------------------------------------------------------------------------------------------|-------------------------|------------|---------|
| | Employer | | Employee | | Employer | | Employee | |
| | Individual | Family | Individual | Family | Individual | Family | Individual | Family |
| Mt. View Sanitary District | \$3,250.00 | included | Amount over Employer Portion | | See Dental | | See Dental | |
| Napa Sanitation District | \$51.39 | \$137.02 | \$0.00 | \$0.00 | \$8.28 | \$21.38 | \$0.00 | \$0.00 |
| Novato Sanitary District | \$66.63 | \$166.42 | n/a | n/a | \$14.09 | \$36.63 | n/a | n/a |
| Ojai Valley Sanitary District | n/a | n/a | \$12.50 | \$27.97 | \$14.48 | \$35.69 | n/a | n/a |
| Orange County Sanitation District | \$46.00 | \$124.32 | \$11.50 | \$31.08 | \$12.93 | \$12.93 | \$0.00 | \$0.00 |
| Rancho California Water District | \$36.02 | \$137.70 | \$0.00 | \$0.00 | \$21.31 | \$21.32 | \$0.00 | \$0.00 |
| Rodeo Sanitary District | \$45.00 | \$111.59 | \$0.00 | \$7.44 | \$0.00 | \$19.99 | \$0.00 | \$2.69 |
| San Elijo Joint Powers Authority | \$31.96 | \$114.10 | n/a | n/a | \$7.80 | \$24.12 | na | na |
| Santa Rosa, City of | \$78.00 | \$190.00 | \$0.00 | \$0.00 | \$10.82 | \$25.96 | \$0.00 | \$0.00 |
| Sausalito-Marín City Sanitary District | \$66.63 | \$166.42 | na | na | \$8.65 | \$24.42 | na | na |
| Sewer Authority Mid-Coastline | na | na | \$0.00 | \$0.00 | na | na | \$0.00 | \$0.00 |
| Silicon Valley Clean Water | \$63.66 | \$194.78 | \$0.00 | \$34.33 | \$4.15 | \$10.75 | \$0.00 | \$0.00 |
| Sonoma County Water Agency | na | na | \$13.00 | \$13.00 | 100.00% | 100.00% | \$0.00 | \$0.00 |
| South Orange County Wastewater Authority | \$49.04 | \$155.09 | \$0.00 | \$0.00 | \$9.94 | \$22.14 | \$0.00 | \$0.00 |
| South Tahoe Public Utilities District | \$124.78 | \$124.78 | \$0.00 | \$0.00 | \$23.66 | \$23.66 | \$0.00 | \$0.00 |
| Steger Sanitary District | \$65.38 | \$167.71 | n/a | n/a | n/a | n/a | n/a | n/a |
| Summerland Sanitary District | \$59.40 | \$140.00 | n/a | n/a | Included with Dental | | | |
| Tahoe-Truckee Sanitation Agency | \$66.80 | \$187.28 | \$0.00 | \$0.00 | \$250/person/ n/annual | \$250/person/ annual | \$0.00 | \$0.00 |
| Union Sanitary District | \$54.60 | \$143.85 | \$0.00 | \$0.00 | \$22.73 | \$22.73 | \$0.00 | \$0.00 |
| Vallecitos Water District | \$36.02 | \$137.70 | \$0.00 | \$0.00 | \$17.21 | \$17.21 | \$0.00 | \$0.00 |
| Valley Sanitary District | \$43.49 | \$138.92 | \$22.00 | \$66.00 | \$10.31 | \$32.99 | \$0.00 | \$0.00 |
| Ventura Regional Sanitation District | emp +2 or more - \$1142. Unrepresented Employees -\$836; Employee +1 - \$968; Employee +2 or more - \$1047 | | | | | | | |
| Water Employee Services Authority | \$49.24 | \$177.95 | \$0.00 | \$9.37 | \$23.26 | \$22.10 | \$0.00 | \$1.16 |
| West Basin Municipal Water District | na | na | na | na | na | na | na | na |
| West Bay Sanitary District | Employer provides \$1,112 for single employees and \$2012 for married employees to med, dental, and vision | | \$51.49 | \$190.70 | Employer provides \$1,112 for single employees and \$2012 for married employees to med, dental, and vision | | \$10.30 | \$27.98 |
| West County Wastewater District | \$76.51 | \$218.14 | \$7.65 | \$24.24 | \$12.50 | \$26.86 | \$0.00 | \$0.00 |
| West Valley Sanitation District | \$82.80 | \$82.80 | \$0.00 | \$0.00 | \$11.45 | \$24.61 | \$0.00 | \$0.00 |
| Western Municipal Water District | e highest and lowest medical premium for employee +family, plus the dental premium for emp+1, and the full vision premium. | | | | | | | |

2014 CASA Salary/Benefits Survey

| | Retirement/Pension Benefits | | | | | |
|-------------------------------------------------------------------------------------|-----------------------------|-------------------------|-------------------------|------------------------------------------------|--------------------------------|---------------------------------|
| | Tier 1 | Tier 2 | Tier 3 | Other | Employee Contribution | Employer Contribution |
| Camarosa Water District | 2%@55 | 2%@62 | | | 7% | 0% |
| Carmel Area Wastewater District | 2%@60 | | | | 1% | 6% |
| Carpinteria Sanitary District | 2%@55 | | | | Classic=0%, PEPRA 6.25% | Classic = 100%, PEPRA 50% |
| Central Marin Sanitation Agency | 2.7%@55 | | | | Rep. 1%; Unrep 0% | Rep 7%; Unrep 0% |
| County Sanitation Districts of Los Angeles County | 2%@55 | | | | 0%for classics | 7% for classics |
| Crestline Sanitation District | 2%@62 | | | | varies by age | varies by age |
| Crockett Community Services District (Crockett and Port Costa Sanitary Departments) | 2%@60 | | | | 7% | 0% |
| Daly City, City of | n/a | n/a | n/a | | 8% | 0% |
| Delta Diablo Sanitation District | 2.7%@55 | 2.0%@55 | 2.0%@62 | | 1%, 7%, 6.5% | 7%, 0%, 0% |
| Dublin San Ramon Services District | 2%@62 | 2.7%@55 | | | PEPRA 6.25% / Classic 10% | 0% |
| East Bay Dischargers Authority | 2.5%@55 | | | | 4% | 4% |
| East Palo Alto Sanitary District | 2.7%@55 | | | | n/a | 17.523% (PERPA 6.25%) |
| Eastern Municipal Water District | 2%@55 | 2%@62 | 2.5%@55 | | Tier 1=1.5%; Tier 2=4% | Tier 1=6.5%; Tier 2=3% |
| El Dorado Irrigation District | 2%@55 | 2%@62 | 2.7%@55 | | 100% | 0% |
| Fairfield--Suisun Sewer District | 3%@60 | | | | 0% | 8% |
| Fresno-Clovis Regional Wastewater Reclamation | | | | years; 1% for each year after | 6% | 11% |
| Goleta West Sanitary District | 2%@55 | | | | 1-5 yrs- 3.5%, After 5 yrs 0% | 1-5 yrs -3.5%; after 5 yrs 7% |
| Granada Sanitary District | 2%@55 | | | | 0% | 100% |
| Hi-Desert Water District | 2.5%@55 | 2%@60 | | | 7-8% | none effective 7/1/14 |
| Lake Arrowhead Community Services District | 2.5%@55 | | | | Union 25%; MSCEU 75% | Union 75%; MSCEU 25% |
| Lake, County of | 2%@55 | 2%@62 | 2%@50 | 2.7%@57 | classic =0%, New = 6.23-10.75% | classic = 6.23-10.75%, New = 0% |
| Leucadia Wastewater District | 3%@60 | | | | 5% | 3% |
| Mammoth Community Water District | | | | MCWD - Provides Employees a 401a @ 15%of Wages | | |
| Midway City Sanitary District | 2%@55 | 2%@62 | 3%@60 | | Tier 1= 3.5%, Tier 2= 4.5% | Tier 1 =4.5%, Tier 2 =2.5% |
| MRWPCA | 3%@60 | 2%@55 | 2%@62 | | 6.25-8% | 0% |

2014 CASA Salary/Benefits Survey

| | Retirement/Pension Benefits | | | | | |
|------------------------------------------|-----------------------------|---------------------------|------------------------------|-------|-----------------------|-------------------------------|
| | Tier 1 | Tier 2 | Tier 3 | Other | Employee Contribution | Employer Contribution |
| Mt. View Sanitary District | 2.7% @ 55 | | | | 0% | 8% |
| Napa Sanitation District | 2% @ 55 | 2% @ 62 | 2.7% @ 55 | | 0% | 100% |
| Novato Sanitary District | 2% @ 55 | 2% @ 62 | | | 3.5%/7%, 6.25% | 2.5%/0% |
| Ojai Valley Sanitary District | 2% @ 55 | | | | 1-5 yrs 7% | 5-10 yrs 3.5%, 10 yrs 0% |
| Orange County Sanitation District | 2.5% @ 55 | 2.5% @ 67 | 1.667 @ 57.5 | | na | 3.5% for emps on 2.5% @ 55 |
| Rancho California Water District | 2.7% @ 55 | | | | 8% + 2.936% | 0.00% |
| Rodeo Sanitary District | 1.67% @ 55 | | | | 6-9% | 4% |
| San Elijo Joint Powers Authority | na | | | | 8.0% | 0.0% |
| Santa Rosa, City of | 2% @ 62 | 2.5% @ 55 | 3% @ 60 | | 6.25%, 8%, 8% | 7.75%, 9.5%, 9.5% |
| Sausalito-Marín City Sanitary District | 2.7% @ 55 | | | | 0% | 8% |
| Sewer Authority Mid-Coastline | 2% @ 55 | | | | 2% | 5% |
| Silicon Valley Clean Water | 2% @ 55 | 2% @ 60 | 2% @ 62 | | 7%, 6.25%, 7% | 0% |
| Sonoma County Water Agency | 2% @ 62 | 3% @ 60 | | | 3% | 3% |
| South Orange County Wastewater Authority | 2% @ 62 | 2.5% @ 55 | | | 6% | |
| South Tahoe Public Utilities District | 2.7% @ 55 | 2% @ 62 | | | 7% | 1% |
| Steger Sanitary District | 2% @ 55 | | | | 7% | 14% |
| Summerland Sanitary District | 2% @ 57 | | | | 0% | 0% |
| Tahoe-Truckee Sanitation Agency | 2.7% @ 55 | | | | 0% | 100% |
| Union Sanitary District | 2% @ 62 | 2.5% @ 55 | | | 5% | 3% |
| Vallecitos Water District | 3% @ 60 | | | | 4% | 4% |
| Valley Sanitary District | 2.5% @ 55 | | | | 8% | 21.000% |
| Ventura Regional Sanitation District | 2% @ 60 | | | | 100% | 0.000% |
| Water Employee Services Authority | 2% @ 62 | 2.7% @ 55 | | | 8% & 6.75% | 18.46% & 18.46% |
| West Basin Municipal Water District | na | | | | na | na |
| West Bay Sanitary District | 2% @ 60 | 2% @ 62 | 2.5% @ 55 | | 3% | 5% |
| West County Wastewater District | 3% @ 60 | | | | 3-8% | 0-5% |
| West Valley Sanitation District | 2.5% @ 55 | | | | 5% | 3% |
| Western Municipal Water District | 2.5% @ 55 | 2% @ 55 | 2% @ 62 | | 0%, 85%, 100% | 100%, 15%, 0% |

2014 CASA BENEFITS SUMMARY

| | Yes | No |
|-----------------------------|-----|------|
| Cost Saving Measures | | |
| Hiring Freeze | 4% | 96% |
| Layoffs | 4% | 96% |
| Reduction in Workforce | 6% | 94% |
| Eliminate Merit Increase | 0% | 100% |
| Eliminate COLA | 9% | 91% |

| Average Vacation (days) | Gen | Mgmt |
|-------------------------|-----|------|
| 1 Year | 10 | 11 |
| 3 Years | 12 | 13 |
| 5 Years | 15 | 15 |
| 10 Years | 18 | 19 |
| 12 Years | 19 | 19 |
| 15 Years | 20 | 20 |
| 18 Years | 21 | 21 |
| 20 Years | 22 | 22 |
| 22 Years | 22 | 22 |
| 25 Years | 22 | 22 |

| | Gen | Mgmt |
|----------------------------|-----|------|
| Average Sick Leave (days) | 12 | 12 |
| Average Admin Leave (days) | 4 | 8 |

| Health Insurance | | |
|------------------|--------|---------|
| 90/70 | 11.32% | |
| 80/60 | 22.64% | |
| Other/Varies | 66.04% | 100.00% |

| | |
|----------------------------------|-------|
| Average Amount of Last COLA | 2.36% |
| Average Amount of Projected COLA | 2.01% |

| Retirement Formula | Tier 1 | Tier 2 | Tier 3 |
|--------------------|--------|--------|--------|
| 2% @ 55 | 33.33% | | |
| 2.5% @ 55 | 15.56% | | |
| 2.7% @ 55 | 17.78% | | |
| 3% @ 60 | 11.11% | | |
| 2% @ 60 | 8.89% | | |
| 2% @ 62 | 6.67% | | |
| Other | 6.67% | | |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | TOTAL EMP | AVG ANNUAL FLOW | GEN MGR | GEN MGR | AGM | AGM | SR ENGR | SR ENGR | PROJECT ENGR | PROJECT ENGR | ASSOC ENGR | ASSOC ENGR |
|-------------------------------------------------------------------------------|-----------|-----------------|----------|--------------|----------|----------|----------|----------|--------------|--------------|------------|------------|
| | | (MGD) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| Camarosa Water District | 12 | 0.48 | \$15,155 | \$15,155 | na | na | na | na | \$10,381 | \$10,381 | na | na |
| Carmel Area Wastewater District | 24 | 1.50 | \$14,000 | \$14,000 | na | na | \$7,727 | \$9,392 | na | na | na | na |
| Carpinteria Sanitary District | 16 | 1.40 | \$12,000 | \$12,000 | na | na | na | na | na | na | na | na |
| Central Marin Sanitation Agency | 41 | 9.40 | \$17,322 | \$17,322 | na | na | \$11,160 | \$13,565 | \$9,092 | \$11,051 | \$7,977 | \$9,696 |
| County Sanitation Districts of Los Angeles County | 1745 | 496.00 | \$20,954 | \$25,958 | \$17,891 | \$22,164 | na | na | \$8,732 | \$10,849 | \$7,834 | \$9,733 |
| Crestline Sanitation District | 20 | 0.60 | \$9,583 | \$9,583 | na | na | na | na | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | 2.5 | 0.285 | \$4,800 | \$8,000 | \$4,138 | \$7,358 | na | na | na | na | na | na |
| Daly City, City of | 66 | 6.800 | \$12,860 | \$15,631 | na | na | na | na | na | na | \$7,369 | \$8,957 |
| Delta Diablo Sanitation District | 74 | 14.20 | \$22,391 | \$23,391 | \$14,602 | \$18,236 | \$12,965 | \$16,192 | \$11,713 | \$14,628 | \$8,932 | \$11,155 |
| Dublin San Ramon Services District | 106 | 10.40 | \$23,433 | \$23,433 | \$15,088 | \$17,109 | \$13,061 | \$15,088 | \$10,031 | \$12,193 | \$8,050 | \$11,147 |
| East Bay Dischargers Authority | 3 | 65.00 | \$14,819 | \$14,819 | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | 9 | 1.40 | \$12,220 | \$15,022 | na | na | na | na | na | na | na | na |
| Eastern Municipal Water District | 622 | 45.00 | \$22,168 | \$22,168 | \$17,196 | \$19,776 | \$12,137 | \$15,077 | \$9,088 | \$11,291 | \$7,862 | \$9,771 |
| El Dorado Irrigation District | 222 | 4.602 | \$12,234 | \$14,872 | n/a | n/a | \$10,329 | \$12,556 | \$8,057 | \$9,792 | \$6,602 | \$8,024 |
| Fairfield--Suisun Sewer District | 61 | n/a | \$15,988 | \$15,988 | \$11,743 | \$14,680 | \$8,961 | \$11,203 | n/a | na | na | na |
| Fresno-Clovis Regional Wastewater Reclamation | 168 | 61 | \$4,809 | \$12,621 | na | na | \$6,606 | \$8,011 | \$5,819 | \$7,052 | na | na |
| Goleta West Sanitary District | 6 | 1.71 | \$12,508 | \$12,508 | na | na | na | na | na | na | na | na |
| Granada Sanitary District | 2 | 0.45 | \$6,760 | \$6,760 | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | 35 | n/a | na | na | \$9,795 | \$12,853 | na | na | na | na | na | na |
| Lake Arrowhead Community Services District | 55 | 1.41 | \$11,250 | \$11,250 | na | na | na | na | \$7,484 | \$9,941 | na | na |
| Lake, County of | 45 | 1.6-4.1 | \$6,818 | \$8,288 | \$5,610 | \$7,517 | na | na | na | na | na | na |
| Leucadia Wastewater District | 18 | 4.10 | \$16,164 | \$16,164 | na | na | na | na | na | na | na | na |
| Mammoth Community Water District | 42 | 1.40 | \$13,473 | \$13,473 | na | na | \$8,629 | \$12,243 | na | na | \$5,770 | \$8,863 |
| Midway City Sanitary District | 25 | 13.00 | \$11,667 | \$11,667 | na | na | na | na | na | na | na | na |
| MRWPCA | 82 | 19.00 | \$16,593 | \$16,593 | \$15,690 | \$15,690 | \$8,820 | \$11,257 | \$8,399 | \$10,722 | \$7,254 | \$9,259 |
| Mt. View Sanitary District | 14 | 1.20 | \$17,080 | \$17,080 | \$11,023 | \$13,398 | na | na | na | na | na | na |
| Napa Sanitation District | 51 | 12.00 | \$15,527 | \$15,527 | \$11,294 | \$13,733 | \$8,481 | \$10,308 | na | na | \$7,653 | \$9,306 |
| Novato Sanitary District | 22 | 3.88 | \$15,832 | \$15,832 | \$11,477 | \$13,950 | \$8,564 | \$10,410 | na | na | \$6,547 | \$9,957 |
| Ojai Valley Sanitary District | 19 | 1.45 | \$14,833 | \$14,833 | \$8,111 | \$9,909 | na | na | na | na | na | na |
| Orange County Sanitation District | 596 | 220.00 | \$14,287 | \$21,431 | \$12,988 | \$19,483 | \$9,110 | \$11,073 | \$9,110 | \$11,073 | \$6,136 | \$7,459 |
| Rancho California Water District | 148 | 2.80 | \$18,162 | \$18,162 | \$16,650 | \$16,650 | \$9,641 | \$12,727 | \$7,932 | \$10,470 | \$7,195 | \$9,497 |
| Rodeo Sanitary District | 7 | 0.90 | \$12,500 | \$12,500 | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | 19 | 3.00 | | n/a | \$8,821 | \$12,089 | na | na | na | na | \$6,030 | \$8,646 |
| Santa Rosa, City of | 240 | 15.10 | \$11,345 | \$14,110 | \$8,365 | \$10,820 | \$7,380 | \$9,480 | na | na | \$7,077 | \$8,602 |
| Sausalito-Marín City Sanitary District | 12 | 1.60 | \$14,403 | \$14,403 | na | na | na | na | na | na | \$7,990 | \$9,712 |
| Sewer Authority Mid-Coastside | 12 | 2.00 | \$12,917 | \$12,917 | na | na | na | na | na | na | na | na |
| Silicon Valley Clean Water | 83 | 12.10 | \$23,690 | \$23,690 | \$14,684 | \$17,947 | \$11,124 | \$13,596 | \$10,149 | \$12,403 | na | na |
| Sonoma County Water Agency | 208.5 | n/a | \$17,817 | \$17,817 | \$11,735 | \$14,264 | \$8,700 | \$10,576 | \$8,613 | \$10,469 | \$7,830 | \$9,519 |
| South Orange County Wastewater Authority | 57 | n/a | \$14,750 | \$14,750 | na | na | \$10,298 | \$13,144 | na | na | \$7,502 | \$9,573 |
| South Tahoe Public Utilities District | 108 | 4.00 | \$13,318 | \$16,998 | \$12,116 | \$15,464 | \$10,237 | \$13,065 | \$8,876 | \$11,328 | \$7,712 | \$9,843 |
| Steger Sanitary District | 11 | n/a | \$12,938 | \$12,938 | na | na | na | na | na | na | \$8,506 | \$10,975 |
| Summerland Sanitary District | 3 | n/a | \$5,113 | \$5,806 | \$6,608 | \$8,072 | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | 48 | 4.90 | \$14,902 | \$14,902 | \$11,532 | \$13,377 | \$10,538 | \$12,225 | \$8,761 | \$10,165 | \$6,818 | \$7,917 |
| Union Sanitary District | 130 | 24.00 | \$19,871 | \$19,871 | na | na | na | na | na | na | \$7,944 | \$10,427 |
| Vallecitos Water District | 113 | na | | Set by Board | \$12,221 | \$16,381 | \$10,304 | \$13,811 | \$7,321 | \$9,813 | \$6,324 | \$8,476 |
| Valley Sanitary District | 27 | 6.20 | \$15,916 | \$15,916 | na | na | na | na | \$8,708 | \$10,596 | na | na |
| Ventura Regional Sanitation District | 70 | varies | \$12,749 | \$15,436 | na | na | \$7,261 | \$8,966 | na | na | na | na |
| Water Employee Services Authority | 157 | 6.20 | na | na | \$12,262 | \$16,088 | \$10,063 | \$13,205 | \$8,306 | \$10,895 | \$7,524 | \$9,871 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | TOTAL EMP | AVG ANNUAL FLOW (MGD) | GEN MGR (MIN) | GEN MGR (MAX) | AGM (MIN) | AGM (MAX) | SR ENGR (MIN) | SR ENGR (MAX) | PROJECT ENGR (MIN) | PROJECT ENGR (MAX) | ASSOC ENGR (MIN) | ASSOC ENGR (MAX) |
|----------------------------------|-----------|-----------------------|-----------------|---------------|-----------|-----------|---------------|---------------|--------------------|--------------------|------------------|------------------|
| West Bay Sanitary District | 25 | 3.42 | Per Dist. Board | | na | na | na | na | \$8,540 | \$11,955 | na | na |
| West County Wastewater District | 57 | 8.250 | \$16,584 | \$16,584 | na | na | \$11,817 | \$14,560 | \$9,224 | \$11,364 | \$7,989 | \$9,843 |
| West Valley Sanitation District | 29 | 9.94 | \$16,958 | \$16,958 | na | na | \$11,157 | \$13,126 | \$9,059 | \$10,657 | na | na |
| Western Municipal Water District | 135 | 1.60 | \$22,658 | \$22,658 | \$12,832 | \$19,408 | \$10,604 | \$14,580 | \$8,763 | \$12,049 | na | na |
| GROUP 1 0-15 EE'S | 7.79 | 7.50 | 11767.78 | 12325.69 | 7256.39 | 9609.31 | | | 10381.00 | 10381.00 | 8248.00 | 10343.50 |
| GROUP 2 16-29 EE'S | 22.18 | 4.41 | 14105.84 | 14105.84 | 9469.67 | 11982.67 | 9149.33 | 10976.00 | 8769.00 | 11069.33 | 6288.50 | 8301.50 |
| GROUP 3 30-55 EE'S | 45.29 | 5.82 | 13215.38 | 13460.27 | 9557.65 | 11869.99 | 9701.78 | 12085.04 | 8445.64 | 10385.76 | 7054.53 | 8945.36 |
| GROUP 4 56-99 EE'S | 68.75 | 12.07 | 16950.70 | 17757.84 | 14179.70 | 16638.17 | 10177.99 | 12702.58 | 9871.29 | 12279.28 | 7809.06 | 9757.29 |
| GROUP 5 100+ EE'S | 335.61 | 74.23 | 16754.64 | 19174.88 | 13576.76 | 17055.19 | 9847.71 | 12437.40 | 8387.34 | 10606.12 | 7340.89 | 9364.04 |
| | | | \$14,556 | \$15,485 | \$11,779 | \$14,657 | \$9,834 | \$12,286 | \$8,789 | \$10,919 | \$7,377 | \$9,369 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | ENGR | ENGR | DIRECTOR | DIRECTOR | ACCT | ACCT | BOOKKPR/ | BOOKKPR/ | ACCT I | ACCT I | ACCT | ACCT |
|-------------------------------------------------------------------------------|---------|---------|----------|----------|----------|----------|----------|----------|---------|---------|----------|----------|
| | TECH | TECH | OF FIN | OF FIN | SUPVR | SUPVR | SR. ACCT | SR. ACCT | (MIN) | (MAX) | CLERK II | CLERK II |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| Camarosa Water District | na | na | \$9,941 | \$9,941 | \$5,342 | \$5,342 | na | na | na | na | na | na |
| Carmel Area Wastewater District | na | na | na | na | \$6,663 | \$8,099 | na | na | na | na | na | na |
| Carpinteria Sanitary District | \$5,033 | \$6,117 | \$8,008 | \$9,736 | na | na | na | na | na | na | na | na |
| Central Marin Sanitation Agency | na | na | na | na | \$7,193 | \$8,743 | na | na | \$5,157 | \$6,268 | na | na |
| County Sanitation Districts of Los Angeles County | \$5,203 | \$6,463 | na | na | \$6,908 | \$8,582 | \$6,137 | \$7,624 | \$4,820 | \$5,988 | \$3,643 | \$4,521 |
| Crestline Sanitation District | na | na | na | na | na | na | \$3,622 | \$4,636 | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | \$5,248 | \$5,404 | \$12,990 | \$15,790 | \$7,640 | \$9,287 | na | na | \$6,642 | \$8,075 | \$4,251 | \$5,168 |
| Delta Diablo Sanitation District | \$5,889 | \$7,354 | na | na | \$9,128 | \$11,400 | \$5,384 | \$6,724 | \$4,380 | \$5,470 | na | na |
| Dublin San Ramon Services District | \$6,636 | \$8,065 | \$14,540 | \$14,540 | \$10,499 | \$12,761 | \$7,338 | \$8,919 | \$6,722 | \$8,171 | \$4,826 | \$5,868 |
| East Bay Dischargers Authority | na | na | na | na | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | na | na | \$5,138 | \$5,734 | na | na |
| Eastern Municipal Water District | \$5,890 | \$7,315 | \$9,771 | \$12,137 | \$6,332 | \$7,862 | \$5,477 | \$6,803 | \$5,089 | \$6,332 | \$3,448 | \$4,295 |
| El Dorado Irrigation District | \$4,751 | \$5,775 | \$9,447 | \$11,699 | \$8,469 | \$10,294 | \$5,517 | \$6,705 | n/a | n/a | \$3,780 | \$4,593 |
| Fairfield--Suison Sewer District | \$5,864 | \$7,332 | na | na | \$5,358 | \$6,699 | na | na | na | na | na | na |
| Fresno-Clovis Regional Wastewater Reclamation | na | na | \$2,840 | \$8,834 | na | na | na | na | \$2,980 | \$3,600 | \$2,716 | \$3,276 |
| Goleta West Sanitary District | na | na | na | na | na | na | na | na | na | na | \$3,218 | \$3,912 |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | \$8,518 | \$11,177 | na | na | na | na | \$4,514 | \$5,923 | na | na |
| Lake Arrowhead Community Services District | \$3,872 | \$6,497 | \$7,850 | \$10,428 | na | na | \$4,455 | \$5,912 | \$4,057 | \$5,377 | \$3,872 | \$5,131 |
| Lake, County of | na | na | \$4,846 | \$5,890 | na | na | na | na | \$2,975 | \$3,987 | na | na |
| Leucadia Wastewater District | \$5,864 | \$7,330 | na | na | na | na | na | na | \$4,980 | \$6,225 | na | na |
| Mammoth Community Water District | \$4,677 | \$6,074 | \$8,136 | \$10,967 | na | na | na | na | na | na | \$4,228 | \$5,907 |
| Midway City Sanitary District | na | na | \$7,083 | \$9,583 | na | na | na | na | na | na | \$3,513 | \$4,507 |
| MRWPCA | na | na | \$9,869 | \$12,596 | \$7,078 | \$9,033 | \$6,267 | \$7,998 | \$5,968 | \$7,617 | \$4,910 | \$6,267 |
| Mt. View Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Napa Sanitation District | na | na | na | na | \$6,847 | \$8,332 | \$6,335 | \$7,708 | na | na | \$4,396 | \$5,346 |
| Novato Sanitary District | na | na | \$7,046 | \$8,564 | na | na | na | na | na | na | na | na |
| Ojai Valley Sanitary District | \$5,776 | \$7,091 | na | na | na | na | na | na | \$5,006 | \$6,146 | na | na |
| Orange County Sanitation District | \$6,774 | \$8,232 | \$11,808 | \$17,712 | \$8,670 | \$10,539 | \$6,774 | \$8,232 | \$5,841 | \$7,101 | \$4,517 | \$5,491 |
| Rancho California Water District | \$6,241 | \$7,489 | \$16,500 | \$16,500 | \$7,195 | \$12,121 | \$5,656 | \$7,069 | \$5,391 | \$6,469 | na | na |
| Rodeo Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | na | na | \$8,821 | \$12,089 | na | na | na | na | na | na | na | na |
| Santa Rosa, City of | \$3,984 | \$6,668 | \$6,335 | \$8,365 | na | na | na | na | na | na | na | na |
| Sausalito-Marín City Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Sewer Authority Mid-Coastside | na | na | na | na | na | na | na | na | na | na | na | na |
| Silicon Valley Clean Water | na | na | na | na | na | na | na | na | \$5,982 | \$8,015 | na | na |
| Sonoma County Water Agency | na | na | na | na | \$6,974 | \$8,479 | \$4,886 | \$5,938 | na | na | \$3,176 | \$3,861 |
| South Orange County Wastewater Authority | na | na | na | na | \$6,022 | \$7,687 | \$4,075 | \$5,202 | na | na | na | na |
| South Tahoe Public Utilities District | \$5,033 | \$6,423 | \$10,245 | \$13,076 | \$7,347 | \$9,377 | \$5,202 | \$6,639 | \$4,076 | \$5,202 | na | na |
| Stege Sanitary District | \$5,525 | \$7,129 | na | na | na | na | na | na | na | na | na | na |
| Summerland Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | \$5,873 | \$6,818 | na | na | \$7,094 | \$8,233 | \$6,135 | \$7,462 | \$4,861 | \$5,912 | \$4,196 | \$5,105 |
| Union Sanitary District | \$5,833 | \$8,579 | \$13,061 | \$17,143 | \$6,820 | \$8,951 | na | na | \$6,367 | \$7,739 | na | na |
| Vallecitos Water District | \$3,978 | \$6,170 | \$11,085 | \$14,857 | \$6,972 | \$9,345 | \$6,972 | \$9,345 | \$5,202 | \$6,972 | \$4,077 | \$5,463 |
| Valley Sanitary District | \$5,493 | \$7,549 | na | na | na | na | na | na | \$4,115 | \$5,649 | \$3,738 | \$5,129 |
| Ventura Regional Sanitation District | \$4,400 | \$5,360 | \$10,232 | \$12,470 | \$5,330 | \$6,470 | na | na | na | na | na | na |
| Water Employee Services Authority | \$1,461 | \$5,456 | \$11,110 | \$14,575 | \$6,817 | \$8,945 | \$5,877 | \$7,711 | \$4,317 | \$5,733 | n/a | n/a |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | ENGR TECH (MIN) | ENGR TECH (MAX) | DIRECTOR OF FIN (MIN) | DIRECTOR OF FIN (MAX) | ACCT SUPVR (MIN) | ACCT SUPVR (MAX) | BOOKKPR/ SR. ACCT (MIN) | BOOKKPR/ SR. ACCT (MAX) | ACCT I (MIN) | ACCT I (MAX) | ACCT CLERK II (MIN) | ACCT CLERK II (MAX) |
|----------------------------------|-----------------------|-----------------------|-----------------------------|-----------------------------|------------------------|------------------------|-------------------------------|-------------------------------|-----------------|-----------------|---------------------------|---------------------------|
| West Bay Sanitary District | \$6,148 | \$8,568 | na | na | \$7,182 | \$8,978 | na | na | na | na | na | na |
| West County Wastewater District | \$5,638 | \$6,946 | na | na | \$7,954 | \$9,802 | na | na | na | na | \$5,198 | \$6,405 |
| West Valley Sanitation District | \$5,933 | \$7,212 | \$10,589 | \$12,457 | \$8,528 | \$10,033 | na | na | \$5,131 | \$6,235 | \$4,887 | \$5,938 |
| Western Municipal Water District | \$4,448 | \$6,438 | \$9,640 | \$13,254 | \$7,582 | \$10,426 | \$5,679 | \$7,808 | \$5,150 | \$6,760 | na | na |
| GROUP 1 0-15 EE'S | 5525.00 | 7129.00 | 9941.00 | 9941.00 | 5342.00 | 5342.00 | | | 5137.60 | 5734.00 | 3218.00 | 3912.00 |
| GROUP 2 16-29 EE'S | 5707.83 | 7311.17 | 8309.47 | 10485.87 | 7457.67 | 9036.67 | 3621.74 | 4636.14 | 4808.00 | 6063.75 | 4046.15 | 5191.22 |
| GROUP 3 30-55 EE'S | 4807.18 | 6462.88 | 7337.39 | 9615.32 | 7044.72 | 8436.11 | 5641.67 | 7027.33 | 4312.59 | 5493.24 | 4172.90 | 5372.30 |
| GROUP 4 56-99 EE'S | 5407.72 | 6479.23 | 11030.37 | 13618.67 | 6930.00 | 8625.44 | 5242.14 | 6641.35 | 5742.98 | 7294.22 | 4786.46 | 5946.63 |
| GROUP 5 100+ EE'S | 5019.28 | 6922.73 | 10531.79 | 13557.67 | 7548.80 | 9806.84 | 5955.84 | 7526.55 | 5086.83 | 6369.77 | 3772.93 | 4671.07 |
| | \$5,239 | \$6,883 | \$9,612 | \$12,175 | \$7,229 | \$9,070 | \$5,655 | \$7,135 | \$4,994 | \$6,268 | \$4,031 | \$5,062 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | ACCT TECH II (MIN) | ACCT TECH II (MAX) | INFO SYS SPEC (MIN) | INFO SYS SPEC (MAX) | DIR ADMIN SERV. (MIN) | DIR ADMIN SERV. (MAX) | HR OFFICER (MIN) | HR OFFICER (MAX) | HR ASSISTANT (MIN) | HR ASSISTANT (MAX) |
|-------------------------------------------------------------------------------|--------------------------|--------------------------|---------------------------|---------------------------|-----------------------------|-----------------------------|------------------------|------------------------|--------------------------|--------------------------|
| Camarosa Water District | \$2,869 | \$2,869 | \$11,463 | \$11,463 | na | na | na | na | na | na |
| Carmel Area Wastewater District | na | na | na | na | na | na | na | na | na | na |
| Carpinteria Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Central Marin Sanitation Agency | na | na | \$7,509 | \$9,127 | \$10,921 | \$13,274 | na | na | na | na |
| County Sanitation Districts of Los Angeles County | \$3,395 | \$4,208 | \$6,214 | \$7,719 | na | na | na | na | \$3,920 | \$4,611 |
| Crestline Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | na | na | \$5,090 | \$6,187 | na | na | \$5,579 | \$6,781 | \$2,694 | \$3,275 |
| Delta Diablo Sanitation District | \$4,380 | \$5,470 | \$9,248 | \$11,549 | \$12,966 | \$16,192 | \$8,853 | \$11,056 | \$7,243 | \$9,045 |
| Dublin San Ramon Services District | \$5,887 | \$7,156 | \$8,669 | \$10,537 | \$13,529 | \$13,529 | \$10,302 | \$12,519 | \$5,973 | \$7,261 |
| East Bay Dischargers Authority | na | na | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | \$9,674 | \$10,631 | na | na |
| Eastern Municipal Water District | \$3,799 | \$4,734 | \$5,477 | \$6,803 | na | na | \$7,315 | \$9,088 | \$4,188 | \$5,217 |
| El Dorado Irrigation District | \$3,422 | \$4,160 | \$6,940 | \$8,436 | \$8,469 | \$10,294 | \$8,552 | \$10,397 | \$4,521 | \$5,495 |
| Fairfield--Suison Sewer District | \$4,645 | \$5,807 | na | na | \$10,454 | \$13,064 | na | na | na | na |
| Fresno-Clovis Regional Wastewater Reclamation | \$2,471 | \$2,980 | \$5,146 | \$6,233 | na | na | na | na | na | na |
| Goleta West Sanitary District | \$3,849 | \$4,679 | na | na | na | na | na | na | na | na |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | \$2,870 | \$4,599 | na | na | na | na | \$5,970 | \$7,833 | na | na |
| Lake Arrowhead Community Services District | na | na | na | na | na | na | na | na | \$4,248 | \$5,633 |
| Lake, County of | \$2,274 | \$3,200 | na | na | na | na | na | na | na | na |
| Leucadia Wastewater District | na | na | na | na | \$10,133 | \$12,666 | na | na | na | na |
| Mammoth Community Water District | \$2,976 | \$3,966 | \$5,425 | \$8,554 | na | na | \$7,197 | \$9,334 | \$4,359 | \$6,975 |
| Midway City Sanitary District | na | na | na | na | na | na | na | na | na | na |
| MRWPCA | \$4,453 | \$5,684 | \$6,419 | \$8,194 | \$10,363 | \$13,227 | \$6,114 | \$7,803 | na | na |
| Mt. View Sanitary District | \$3,917 | \$4,761 | na | na | na | na | na | na | na | na |
| Napa Sanitation District | \$3,585 | \$4,365 | na | na | \$9,693 | \$11,788 | \$6,939 | \$8,436 | na | na |
| Novato Sanitary District | na | na | \$5,521 | \$6,710 | na | na | na | na | na | na |
| Ojai Valley Sanitary District | na | na | \$7,357 | \$8,988 | na | na | na | na | na | na |
| Orange County Sanitation District | \$4,092 | \$4,973 | \$8,051 | \$9,788 | \$11,808 | \$17,712 | \$11,808 | \$17,712 | \$5,642 | \$6,857 |
| Rancho California Water District | \$3,832 | \$4,598 | \$7,224 | \$8,669 | na | na | \$11,079 | \$11,079 | \$6,881 | \$8,257 |
| Rodeo Sanitary District | na | na | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | \$3,980 | \$5,679 | na | na | na | na | \$5,441 | \$7,487 | na | na |
| Santa Rosa, City of | na | na | \$5,853 | \$7,121 | na | na | \$6,335 | \$8,365 | \$5,515 | \$7,290 |
| Sausalito-Marín City Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Sewer Authority Mid-Coastside | na | na | na | na | \$7,959 | \$7,959 | na | na | na | na |
| Silicon Valley Clean Water | na | na | \$10,730 | \$13,114 | \$11,449 | \$13,993 | na | na | \$6,281 | \$8,416 |
| Sonoma County Water Agency | \$3,501 | \$4,258 | \$6,206 | \$7,543 | \$9,496 | \$13,852 | \$6,974 | \$8,479 | \$4,058 | \$4,934 |
| South Orange County Wastewater Authority | na | na | \$4,075 | \$8,895 | na | na | \$4,716 | \$6,022 | na | na |
| South Tahoe Public Utilities District | \$3,717 | \$4,744 | \$4,883 | \$6,233 | na | na | \$8,097 | \$10,334 | \$3,728 | \$4,758 |
| Steger Sanitary District | na | na | na | na | \$5,761 | \$7,434 | \$4,209 | \$5,431 | na | na |
| Summerland Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | \$3,805 | \$4,629 | \$6,415 | \$7,446 | na | na | na | na | na | na |
| Union Sanitary District | \$5,145 | \$6,879 | \$6,510 | \$10,499 | \$9,142 | \$11,998 | \$9,589 | \$12,586 | na | na |
| Vallecitos Water District | \$4,077 | \$5,463 | \$5,876 | \$7,876 | \$11,085 | \$14,857 | \$11,085 | \$14,857 | \$4,719 | \$6,324 |
| Valley Sanitary District | na | na | na | na | \$6,837 | \$8,316 | na | na | na | na |
| Ventura Regional Sanitation District | \$3,762 | \$4,580 | na | na | na | na | \$6,235 | \$7,597 | \$3,762 | \$4,580 |
| Water Employee Services Authority | \$3,590 | \$4,706 | \$5,846 | \$7,671 | \$11,110 | \$14,575 | \$5,039 | \$6,614 | \$4,139 | \$5,425 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | ACCT TECH II (MIN) | ACCT TECH II (MAX) | INFO SYS SPEC (MIN) | INFO SYS SPEC (MAX) | DIR ADMIN SERV. (MIN) | DIR ADMIN SERV. (MAX) | HR OFFICER (MIN) | HR OFFICER (MAX) | HR ASSISTANT (MIN) | HR ASSISTANT (MAX) |
|----------------------------------|--------------------------|--------------------------|---------------------------|---------------------------|-----------------------------|-----------------------------|------------------------|------------------------|--------------------------|--------------------------|
| West Bay Sanitary District | na | na | \$5,206 | \$7,810 | na | na | na | na | \$4,626 | \$6,709 |
| West County Wastewater District | na | na | na | na | \$10,944 | \$13,483 | na | na | \$6,970 | \$8,587 |
| West Valley Sanitation District | na | na | \$8,528 | \$10,033 | \$10,589 | \$12,457 | na | na | na | na |
| Western Municipal Water District | \$4,034 | \$5,296 | \$4,237 | \$9,023 | \$9,640 | \$13,254 | \$7,582 | \$10,426 | \$4,448 | \$5,839 |
| GROUP 1 0-15 EE'S | 3544.86 | 4102.86 | 11463.00 | 11463.00 | 6860.00 | 7696.50 | 6941.37 | 8031.00 | | |
| GROUP 2 16-29 EE'S | 3980.00 | 5679.00 | 6653.00 | 8385.25 | 9186.33 | 11146.33 | 5441.00 | 7487.00 | 4626.00 | 6709.00 |
| GROUP 3 30-55 EE'S | 3102.11 | 4151.62 | 6449.81 | 8375.78 | 10306.77 | 12530.99 | 6701.79 | 8534.30 | 4303.67 | 6303.97 |
| GROUP 4 56-99 EE'S | 4309.94 | 5385.14 | 7112.44 | 9588.01 | 11235.13 | 13991.87 | 6299.52 | 7851.84 | 5389.92 | 6780.48 |
| GROUP 5 100+ EE'S | 3920.11 | 4934.96 | 6223.75 | 8153.71 | 10534.75 | 13758.89 | 8646.47 | 11037.91 | 4810.93 | 6022.27 |
| | \$3,782 | \$4,786 | \$6,671 | \$8,601 | \$10,117 | \$12,696 | \$7,595 | \$9,603 | \$4,896 | \$6,274 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | EXEC ASST | EXEC ASST | ADMIN SUP | ADMIN SUP | ADMIN SUP | ADMIN SUP | COLL SYST | COLL SYST | LD COLL | LD COLL |
|-------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|
| | GM/BOARD | GM/BOARD | SPEC II | SPEC II | SPEC I | SPEC I | SUPVR | SUPVR | SYS MECH | SYS MECH |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| Camarosa Water District | na | na | na | na | na | na | \$9,837 | \$9,837 | na | na |
| Carmel Area Wastewater District | \$5,205 | \$6,975 | na | na | na | na | \$6,663 | \$8,099 | \$5,335 | \$6,485 |
| Carpinteria Sanitary District | \$5,704 | \$6,933 | na | na | na | na | \$6,755 | \$8,210 | \$5,435 | \$6,605 |
| Central Marin Sanitation Agency | \$5,946 | \$7,227 | na | na | na | na | na | na | na | na |
| County Sanitation Districts of Los Angeles County | na | na | \$4,892 | \$6,077 | \$4,147 | \$5,152 | \$6,432 | \$7,990 | na | na |
| Crestline Sanitation District | na | na | na | na | \$2,639 | \$3,378 | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | \$1,863 | \$1,863 | na | na | na | na |
| Daly City, City of | na | na | na | na | na | na | \$8,362 | \$10,164 | na | na |
| Delta Diablo Sanitation District | \$7,984 | \$9,970 | \$4,818 | \$6,017 | \$3,919 | \$4,895 | na | na | \$6,297 | \$7,865 |
| Dublin San Ramon Services District | \$10,463 | \$12,717 | \$5,735 | \$9,773 | \$4,438 | \$5,934 | \$9,519 | \$11,568 | \$7,558 | \$9,645 |
| East Bay Dischargers Authority | \$6,003 | \$6,003 | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | \$7,120 | \$9,167 | na | na |
| Eastern Municipal Water District | \$5,890 | \$7,315 | \$4,397 | \$5,477 | \$3,619 | \$4,969 | \$6,332 | \$7,862 | \$5,477 | \$6,803 |
| El Dorado Irrigation District | \$5,463 | \$6,640 | n/a | n/a | \$3,129 | \$3,805 | \$6,535 | \$7,942 | \$4,661 | \$4,665 |
| Fairfield--Suisun Sewer District | \$6,334 | \$7,928 | na | na | \$4,113 | \$5,139 | \$6,758 | \$8,448 | na | na |
| Fresno-Clovis Regional Wastewater Reclamation | na | na | \$3,028 | \$3,659 | \$2,510 | \$3,028 | \$4,691 | \$5,682 | \$3,625 | \$4,407 |
| Goleta West Sanitary District | \$5,731 | \$6,966 | na | na | na | na | na | na | \$5,293 | \$6,433 |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | na | na | \$3,158 | \$4,143 | na | na | na | na |
| Lake Arrowhead Community Services District | \$4,889 | \$6,490 | \$3,872 | \$5,131 | \$3,073 | \$4,058 | \$4,894 | \$7,485 | na | na |
| Lake, County of | na | na | na | na | \$1,871 | \$2,274 | na | na | na | na |
| Leucadia Wastewater District | \$5,864 | \$7,330 | \$4,653 | \$5,817 | na | na | \$7,037 | \$8,796 | na | na |
| Mammoth Community Water District | \$4,366 | \$6,601 | na | na | na | na | \$5,625 | \$8,713 | na | na |
| Midway City Sanitary District | \$4,385 | \$6,247 | na | na | \$3,513 | \$4,507 | \$4,136 | \$5,732 | na | na |
| MRWPCA | \$5,823 | \$7,432 | \$4,453 | \$5,684 | \$4,040 | \$5,156 | na | na | na | na |
| Mt. View Sanitary District | \$6,337 | \$7,703 | na | na | \$3,794 | \$4,612 | na | na | na | na |
| Napa Sanitation District | na | na | na | na | na | na | \$6,439 | \$7,831 | na | na |
| Novato Sanitary District | \$5,045 | \$5,045 | \$5,129 | \$6,235 | \$4,542 | \$5,521 | \$7,957 | \$9,672 | \$6,547 | \$7,957 |
| Ojai Valley Sanitary District | na | na | na | na | \$3,594 | \$4,412 | \$6,355 | \$7,803 | \$5,250 | \$6,446 |
| Orange County Sanitation District | \$6,289 | \$7,644 | \$5,642 | \$6,857 | \$3,708 | \$4,507 | \$7,855 | \$9,547 | \$6,224 | \$7,566 |
| Rancho California Water District | \$5,919 | \$7,814 | \$4,435 | \$5,321 | \$4,023 | \$4,828 | \$6,241 | \$7,489 | \$4,657 | \$5,589 |
| Rodeo Sanitary District | na | na | \$4,160 | \$4,280 | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | na | na | na | na | \$3,356 | \$4,932 | na | na | na | na |
| Santa Rosa, City of | \$4,965 | \$6,045 | \$3,967 | \$4,811 | \$3,499 | \$4,253 | \$5,915 | \$7,045 | na | na |
| Sausalito-Marín City Sanitary District | \$6,483 | \$7,881 | \$5,599 | \$6,806 | na | na | na | na | na | na |
| Sewer Authority Mid-Coastside | na | na | \$4,251 | \$5,167 | na | na | \$5,577 | \$6,779 | na | na |
| Silicon Valley Clean Water | na | na | na | na | na | na | na | na | na | na |
| Sonoma County Water Agency | \$3,908 | \$4,750 | \$5,134 | \$6,242 | \$2,788 | \$3,388 | \$8,387 | \$10,194 | \$4,830 | \$5,872 |
| South Orange County Wastewater Authority | \$6,022 | \$7,686 | na | na | \$4,075 | \$5,202 | na | na | na | na |
| South Tahoe Public Utilities District | \$6,563 | \$8,376 | \$3,728 | \$4,758 | na | na | \$6,473 | \$8,261 | \$5,445 | \$6,950 |
| Steger Sanitary District | na | na | na | na | na | na | \$5,269 | \$9,153 | na | na |
| Summerland Sanitary District | na | na | na | na | nan | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | \$7,059 | \$8,191 | \$4,629 | \$5,630 | \$4,196 | \$5,105 | na | na | na | na |
| Union Sanitary District | \$5,922 | \$7,772 | \$5,029 | \$6,434 | na | na | \$8,544 | \$11,213 | na | na |
| Vallecitos Water District | \$4,563 | \$7,321 | \$3,698 | \$4,955 | \$3,042 | \$4,604 | \$6,022 | \$8,072 | \$4,385 | \$5,876 |
| Valley Sanitary District | na | na | na | na | na | na | \$5,493 | \$7,549 | na | na |
| Ventura Regional Sanitation District | \$4,557 | \$5,558 | na | na | na | na | \$5,922 | \$7,215 | na | na |
| Water Employee Services Authority | \$6,141 | \$8,058 | \$5,039 | \$6,614 | \$3,770 | \$4,945 | \$6,487 | \$8,512 | \$4,823 | \$6,328 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | EXEC ASST | EXEC ASST | ADMIN SUP | ADMIN SUP | ADMIN SUP | ADMIN SUP | COLL SYST | COLL SYST | LD COLL | LD COLL |
|----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|
| | GM/BOARD | GM/BOARD | SPEC II | SPEC II | SPEC I | SPEC I | SUPVR | SUPVR | SYS MECH | SYS MECH |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| West Bay Sanitary District | \$4,741 | \$6,876 | \$4,393 | \$6,151 | na | na | \$6,947 | \$9,376 | \$4,702 | \$6,981 |
| West County Wastewater District | \$7,219 | \$8,894 | \$5,818 | \$5,818 | n/a | \$5,818 | \$8,090 | \$9,967 | na | na |
| West Valley Sanitation District | na | na | na | na | \$4,887 | \$5,938 | \$8,511 | \$10,012 | \$5,672 | \$7,320 |
| Western Municipal Water District | \$5,679 | \$7,808 | \$4,448 | \$5,839 | \$4,034 | \$5,296 | \$7,054 | \$9,699 | \$5,679 | \$7,808 |
| GROUP 1 0-15 EE'S | 6138.48 | 7138.14 | 4670.00 | 5417.67 | 2828.63 | 3237.46 | 6950.75 | 8734.00 | 5293.00 | 6433.00 |
| GROUP 2 16-29 EE'S | 5157.35 | 6567.66 | 4725.00 | 6067.67 | 3755.26 | 4781.32 | 6650.41 | 8361.01 | 5490.17 | 6965.67 |
| GROUP 3 30-55 EE'S | 5564.77 | 7127.10 | 4250.50 | 5380.50 | 3074.49 | 3894.91 | 5652.55 | 8009.82 | | |
| GROUP 4 56-99 EE'S | 6322.97 | 7911.26 | 5029.58 | 5839.57 | 4036.89 | 5241.92 | 7282.95 | 8948.34 | 6297.47 | 7864.67 |
| GROUP 5 100+ EE'S | 6055.39 | 7688.33 | 4551.63 | 5909.02 | 3558.88 | 4558.96 | 6891.87 | 8648.34 | 5214.94 | 6500.73 |
| | \$5,886 | \$7,381 | \$4,623 | \$5,815 | \$3,548 | \$4,540 | \$6,772 | \$8,561 | \$5,363 | \$6,716 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | COLL SYS | COLL SYS | COLL SYS | COLL SYS | PLANT | PLANT | WW | WW | WW OPS | WW OPS |
|-------------------------------------------------------------------------------|-----------|-----------|----------|----------|----------|----------|----------|----------|-------------|-------------|
| | WORKER II | WORKER II | TECH I | TECH I | MANAGER | MANAGER | SUPRV | SUPRV | SHIFT SUPRV | SHIFT SUPRV |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| Camarosa Water District | na | na | na | na | \$9,837 | \$9,837 | \$5,361 | \$5,361 | na | na |
| Carmel Area Wastewater District | \$4,488 | \$5,455 | \$4,066 | \$4,942 | \$9,414 | \$11,443 | \$6,500 | \$7,901 | \$5,745 | \$6,983 |
| Carpinteria Sanitary District | na | na | \$3,849 | \$4,679 | \$8,512 | \$10,345 | \$6,613 | \$8,037 | na | na |
| Central Marin Sanitation Agency | na | na | na | na | \$10,718 | \$13,028 | \$8,030 | \$9,760 | \$7,677 | \$8,061 |
| County Sanitation Districts of Los Angeles County | na | na | na | na | \$8,819 | \$10,957 | \$7,168 | \$8,906 | \$6,823 | \$8,477 |
| Crestline Sanitation District | na | na | na | na | \$6,517 | \$8,740 | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | \$4,309 | \$5,237 | \$3,966 | \$4,820 | \$8,715 | \$10,594 | na | na | \$6,667 | \$8,104 |
| Delta Diablo Sanitation District | \$5,725 | \$7,150 | na | na | \$9,520 | \$11,889 | \$7,985 | \$9,973 | \$6,811 | \$8,506 |
| Dublin San Ramon Services District | \$5,806 | \$8,537 | \$5,048 | \$6,135 | \$16,445 | \$16,445 | \$11,705 | \$14,226 | \$7,375 | \$8,964 |
| East Bay Dischargers Authority | na | na | na | na | \$11,077 | \$11,077 | na | na | na | na |
| East Palo Alto Sanitary District | \$4,754 | \$5,642 | \$6,774 | \$8,102 | na | na | na | na | na | na |
| Eastern Municipal Water District | \$4,734 | \$5,890 | \$4,188 | \$5,217 | \$7,315 | \$9,088 | na | na | \$6,332 | \$7,862 |
| El Dorado Irrigation District | \$4,661 | \$5,665 | \$4,217 | \$5,127 | \$6,219 | \$7,559 | \$5,916 | \$7,192 | \$5,628 | \$6,840 |
| Fairfield--Suison Sewer District | na | na | na | na | \$10,454 | \$13,064 | \$8,344 | \$10,429 | \$5,358 | \$8,046 |
| Fresno-Clovis Regional Wastewater Reclamation | \$3,288 | \$3,996 | \$2,656 | \$3,181 | \$5,914 | \$7,168 | \$5,361 | \$6,940 | \$4,397 | \$5,345 |
| Goleta West Sanitary District | \$4,604 | \$5,597 | \$4,168 | \$5,067 | na | na | na | na | na | na |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | na | na | na | na | na | na | na | na |
| Lake Arrowhead Community Services District | na | na | na | na | \$6,490 | \$8,635 | na | na | na | na |
| Lake, County of | \$3,049 | \$3,706 | \$2,509 | \$3,362 | na | na | \$4,186 | \$5,088 | na | na |
| Leucadia Wastewater District | \$4,653 | \$5,817 | \$4,181 | \$5,226 | \$8,444 | \$10,555 | na | na | na | na |
| Mammoth Community Water District | \$3,520 | \$4,921 | na | na | \$8,110 | \$10,953 | \$6,601 | \$9,426 | na | na |
| Midway City Sanitary District | \$3,765 | \$4,827 | \$3,338 | \$4,403 | na | na | na | na | na | na |
| MRWPCA | na | na | na | na | \$8,525 | \$10,881 | \$6,910 | \$8,818 | \$6,114 | \$8,194 |
| Mt. View Sanitary District | na | na | na | na | na | na | \$6,503 | \$7,905 | na | na |
| Napa Sanitation District | \$5,110 | \$6,221 | \$6,439 | \$7,831 | \$9,252 | \$11,253 | \$7,554 | \$9,188 | na | na |
| Novato Sanitary District | \$4,769 | \$5,797 | \$4,326 | \$5,258 | na | na | na | na | na | na |
| Ojai Valley Sanitary District | \$4,774 | \$5,867 | \$3,799 | \$5,162 | \$8,111 | \$9,909 | \$6,673 | \$8,152 | \$5,776 | \$7,091 |
| Orange County Sanitation District | \$5,640 | \$6,857 | \$4,733 | \$5,770 | \$8,871 | \$13,307 | \$9,110 | \$11,073 | \$8,252 | \$10,031 |
| Rancho California Water District | \$3,832 | \$4,598 | \$3,310 | \$3,972 | \$9,183 | \$12,121 | \$7,224 | \$8,669 | \$5,661 | \$6,793 |
| Rodeo Sanitary District | \$6,386 | \$6,386 | na | na | na | na | \$6,386 | \$6,386 | na | na |
| San Elijo Joint Powers Authority | na | na | na | na | \$7,286 | \$9,477 | na | na | \$5,313 | \$7,806 |
| Santa Rosa, City of | \$4,507 | \$5,361 | \$3,631 | \$4,872 | \$6,845 | \$8,885 | na | na | \$5,940 | \$7,168 |
| Sausalito-Marín City Sanitary District | na | na | na | na | na | na | \$6,639 | \$8,069 | na | na |
| Sewer Authority Mid-Coastside | \$4,357 | \$5,296 | na | na | \$9,705 | \$9,705 | \$6,468 | \$7,862 | na | na |
| Silicon Valley Clean Water | na | na | na | na | \$13,984 | \$17,092 | \$11,764 | \$14,378 | \$9,755 | \$11,923 |
| Sonoma County Water Agency | \$3,788 | \$4,604 | \$3,045 | \$3,703 | \$8,387 | \$10,194 | na | na | \$5,774 | \$7,018 |
| South Orange County Wastewater Authority | na | na | na | na | \$8,473 | \$13,144 | \$7,320 | \$9,343 | na | na |
| South Tahoe Public Utilities District | \$4,776 | \$6,095 | \$3,902 | \$4,980 | \$6,866 | \$8,763 | na | na | \$5,570 | \$7,109 |
| Stege Sanitary District | \$4,081 | \$6,799 | na | na | na | na | na | na | na | na |
| Summerland Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | na | na | na | na | \$8,903 | \$10,329 | \$8,021 | \$9,307 | \$6,426 | \$7,458 |
| Union Sanitary District | \$5,715 | \$6,947 | na | na | \$12,191 | \$16,001 | \$8,460 | \$11,104 | na | na |
| Vallecitos Water District | \$3,978 | \$5,330 | \$3,436 | \$4,604 | \$6,324 | \$8,476 | \$5,202 | \$6,972 | na | na |
| Valley Sanitary District | \$3,922 | \$5,383 | \$3,238 | \$4,888 | \$6,837 | \$8,316 | na | na | \$4,988 | \$5,853 |
| Ventura Regional Sanitation District | \$3,858 | \$4,297 | na | na | \$6,388 | \$7,784 | \$5,922 | \$7,215 | \$5,420 | \$6,770 |
| Water Employee Services Authority | na | na | \$3,770 | \$4,945 | na | na | \$5,877 | \$7,711 | na | na |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | COLL SYS WORKER II | COLL SYS WORKER II | COLL SYS TECH I | COLL SYS TECH I | PLANT MANAGER | PLANT MANAGER | WW SUPRV | WW SUPRV | WW OPS SHIFT SUPRV | WW OPS SHIFT SUPRV |
|----------------------------------|-----------------------|-----------------------|--------------------|--------------------|------------------|------------------|-------------|-------------|-----------------------|-----------------------|
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| West Bay Sanitary District | \$5,121 | \$7,810 | \$4,271 | \$6,152 | \$7,956 | \$11,534 | \$6,945 | \$9,376 | na | na |
| West County Wastewater District | \$5,256 | \$6,910 | \$4,680 | \$6,006 | \$11,609 | \$14,304 | \$8,090 | \$9,967 | \$6,717 | \$8,277 |
| West Valley Sanitation District | \$5,086 | \$6,557 | na | na | na | na | na | na | na | na |
| Western Municipal Water District | \$4,237 | \$5,560 | \$3,659 | \$4,803 | \$9,640 | \$13,254 | \$7,054 | \$9,699 | \$5,679 | \$7,808 |
| GROUP 1 0-15 EE'S | 4836.32 | 5943.92 | 5471.20 | 6584.50 | 10206.24 | 10206.24 | 6271.50 | 7116.60 | | |
| GROUP 2 16-29 EE'S | 4572.23 | 5939.17 | 3883.55 | 5088.71 | 7884.68 | 10039.86 | 6682.75 | 8366.50 | 5455.50 | 6933.25 |
| GROUP 3 30-55 EE'S | 3893.06 | 4949.44 | 4473.79 | 5596.37 | 8694.66 | 10839.55 | 6878.27 | 8553.85 | 7051.64 | 7759.57 |
| GROUP 4 56-99 EE'S | 4787.04 | 5898.50 | 4322.82 | 5413.14 | 9708.46 | 12343.88 | 8047.92 | 10017.43 | 6691.77 | 8545.79 |
| GROUP 5 100+ EE'S | 4580.13 | 5786.60 | 3799.54 | 4775.72 | 8693.75 | 10939.84 | 7307.79 | 9249.17 | 6130.10 | 7583.12 |
| | \$4,580 | \$5,785 | \$4,046 | \$5,123 | \$8,861 | \$10,976 | \$7,158 | \$8,853 | \$6,258 | \$7,770 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | WW | WW | WW | WW | WW | WW | OPR IN | OPR IN | MAINT | MAINT | PLANT MAINT | PLANT MAINT |
|-------------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|-------------|-------------|
| | OPR III | OPR III | OPR II | OPR II | OPR I | OPR I | TRNG | TRNG | MGR | MGR | SUPRV | SUPRV |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| Camarosa Water District | \$5,361 | \$5,361 | \$4,560 | \$4,560 | na | na | na | na | na | na | na | na |
| Carmel Area Wastewater District | \$6,500 | \$7,901 | \$5,335 | \$6,485 | \$4,715 | \$5,732 | na | na | na | na | \$6,663 | \$8,099 |
| Carpinteria Sanitary District | na | na | \$4,757 | \$5,783 | \$4,348 | \$5,284 | \$3,849 | \$4,679 | na | na | na | na |
| Central Marin Sanitation Agency | \$6,964 | \$7,312 | \$6,316 | \$6,632 | \$5,783 | \$6,015 | \$4,354 | \$4,800 | na | na | \$7,774 | \$9,449 |
| County Sanitation Districts of Los Angeles County | na | na | \$5,973 | \$7,420 | \$5,307 | \$6,592 | \$3,826 | \$5,616 | na | na | \$6,790 | \$8,436 |
| Crestline Sanitation District | \$4,139 | \$5,299 | \$3,630 | \$4,647 | \$3,380 | \$4,326 | na | na | na | na | \$3,726 | \$4,769 |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | na | na | \$6,193 | \$7,169 | \$5,100 | \$6,199 | \$4,556 | \$5,538 | na | na | \$8,362 | \$9,219 |
| Delta Diablo Sanitation District | \$6,297 | \$7,865 | \$5,725 | \$7,150 | \$5,205 | \$6,500 | na | na | \$9,520 | \$11,889 | \$7,985 | \$9,973 |
| Dublin San Ramon Services District | \$7,023 | \$8,537 | \$6,385 | \$7,761 | \$5,806 | \$7,055 | \$5,048 | \$6,135 | \$10,746 | \$13,061 | \$8,540 | \$13,061 |
| East Bay Dischargers Authority | na | na | na | na | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Eastern Municipal Water District | \$5,089 | \$6,332 | \$4,397 | \$5,477 | \$3,990 | \$4,969 | \$3,619 | \$4,508 | na | na | na | na |
| El Dorado Irrigation District | \$5,356 | \$6,509 | \$5,094 | \$6,191 | \$4,845 | \$5,890 | \$4,845 | \$5,890 | \$5,684 | \$5,909 | na | na |
| Fairfield--Suison Sewer District | \$4,645 | \$5,807 | \$4,113 | \$5,139 | \$3,122 | \$3,900 | na | na | \$8,344 | \$10,429 | \$6,758 | \$8,448 |
| Fresno-Clovis Regional Wastewater Reclamation | na | na | \$3,788 | \$4,607 | \$3,375 | \$4,102 | \$2,739 | \$3,334 | \$5,848 | \$7,086 | \$5,473 | \$6,630 |
| Goleta West Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | na | na | \$2,870 | \$3,767 | na | na | na | na | na | na |
| Lake Arrowhead Community Services District | na | na | \$3,872 | \$5,131 | na | na | na | na | na | na | \$5,633 | \$7,485 |
| Lake, County of | \$3,444 | \$4,186 | \$3,124 | \$3,797 | \$2,833 | \$3,444 | na | na | \$3,616 | \$4,846 | na | na |
| Leucadia Wastewater District | na | na | na | na | na | na | na | na | na | na | na | na |
| Mammoth Community Water District | \$4,455 | \$5,860 | \$4,231 | \$5,639 | \$3,533 | \$4,709 | \$3,281 | \$4,371 | \$8,110 | \$10,952 | \$5,767 | \$8,547 |
| Midway City Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| MRWPCA | \$5,968 | \$7,617 | \$5,684 | \$7,254 | \$5,156 | \$6,579 | \$4,675 | \$5,968 | \$8,119 | \$10,363 | \$7,437 | \$9,492 |
| Mt. View Sanitary District | na | na | \$5,261 | \$6,394 | \$4,139 | \$5,031 | \$3,516 | \$4,273 | \$8,260 | \$10,040 | na | na |
| Napa Sanitation District | \$5,678 | \$6,906 | \$5,138 | \$6,256 | \$4,605 | \$5,600 | \$4,115 | \$5,009 | na | na | \$6,847 | \$8,332 |
| Novato Sanitary District | na | na | na | na | na | na | na | na | \$8,773 | \$10,664 | na | na |
| Ojai Valley Sanitary District | \$5,250 | \$6,446 | \$5,006 | \$6,146 | \$4,552 | \$5,589 | na | na | na | na | na | na |
| Orange County Sanitation District | \$6,224 | \$7,566 | \$5,505 | \$6,691 | \$5,505 | \$6,691 | \$4,515 | \$5,489 | \$8,871 | \$13,307 | \$7,855 | \$9,547 |
| Rancho California Water District | na | na | \$4,890 | \$5,868 | \$4,023 | \$4,828 | na | na | na | na | \$6,241 | \$7,489 |
| Rodeo Sanitary District | na | na | \$5,080 | \$5,874 | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | na | na | \$4,653 | \$6,671 | \$4,056 | \$5,538 | \$3,727 | \$5,088 | na | na | \$5,415 | \$8,852 |
| Santa Rosa, City of | \$5,017 | \$6,392 | na | na | na | na | \$3,737 | \$4,991 | \$6,405 | \$8,310 | na | na |
| Sausalito-Marín City Sanitary District | \$6,174 | \$7,505 | \$5,369 | \$6,526 | \$4,880 | \$5,932 | \$4,325 | \$5,132 | na | na | na | na |
| Sewer Authority Mid-Coastside | \$6,006 | \$7,301 | na | na | na | na | na | na | na | na | na | na |
| Silicon Valley Clean Water | \$6,787 | \$9,093 | \$5,422 | \$7,272 | na | na | na | na | na | na | \$11,764 | \$14,378 |
| Sonoma County Water Agency | na | na | \$5,253 | \$6,387 | na | na | \$4,086 | \$4,964 | \$8,387 | \$10,194 | na | na |
| South Orange County Wastewater Authority | \$6,022 | \$7,686 | \$5,462 | \$6,970 | \$4,491 | \$5,734 | \$4,075 | \$5,202 | \$8,473 | \$10,814 | na | na |
| South Tahoe Public Utilities District | \$4,812 | \$6,142 | na | na | \$3,902 | \$4,980 | na | na | na | na | na | na |
| Steger Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| Summerland Sanitary District | na | na | na | na | \$6,310 | \$6,310 | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | \$5,819 | \$6,753 | \$5,268 | \$6,115 | \$4,673 | \$5,428 | \$4,288 | \$4,978 | \$8,903 | \$10,329 | \$7,097 | \$8,235 |
| Union Sanitary District | \$7,057 | \$8,578 | \$6,171 | \$7,501 | \$5,560 | \$6,758 | \$5,560 | \$8,578 | \$12,191 | \$16,001 | \$8,374 | \$11,261 |
| Vallecitos Water District | \$4,604 | \$6,170 | \$4,604 | \$6,170 | \$3,978 | \$5,330 | na | na | na | na | \$6,170 | \$8,270 |
| Valley Sanitary District | \$4,530 | \$6,221 | \$4,115 | \$5,649 | na | na | na | na | na | na | \$4,988 | \$6,853 |
| Ventura Regional Sanitation District | \$5,056 | \$6,406 | \$4,654 | \$5,900 | \$3,853 | \$4,923 | na | na | na | na | na | na |
| Water Employee Services Authority | \$5,068 | \$6,649 | \$4,593 | \$6,023 | \$3,770 | \$4,945 | na | na | \$9,118 | \$11,962 | \$6,453 | \$8,466 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | WW | WW | WW | WW | WW | WW | OPR IN | OPR IN | MAINT | MAINT | PLANT MAINT | PLANT MAINT |
|----------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-------------|-------------|
| | OPR III | OPR III | OPR II | OPR II | OPR I | OPR I | TRNG | TRNG | MGR | MGR | SUPRV | SUPRV |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| West Bay Sanitary District | na | na | na | na | na | na | na | na | na | na | na | na |
| West County Wastewater District | na | na | \$5,844 | \$7,198 | \$5,252 | \$6,470 | \$4,034 | \$4,970 | na | na | \$8,090 | \$9,967 |
| West Valley Sanitation District | na | na | na | na | na | na | \$0 | \$0 | na | na | na | na |
| Western Municipal Water District | \$4,671 | \$6,131 | \$4,237 | \$5,560 | \$3,659 | \$4,803 | \$0 | \$0 | na | na | \$7,054 | \$9,699 |
| GROUP 1 0-15 EE'S | 5847.00 | 6722.33 | 5067.44 | 5838.61 | 5109.86 | 5757.86 | 3920.37 | 4702.69 | 8260.24 | 10040.36 | | |
| GROUP 2 16-29 EE'S | 5104.80 | 6466.63 | 4582.75 | 5896.89 | 4210.16 | 5293.88 | 2525.33 | 3255.67 | 8773.00 | 10664.00 | 5197.91 | 7143.28 |
| GROUP 3 30-55 EE'S | 5271.78 | 6203.39 | 4658.12 | 5594.86 | 4049.50 | 4827.17 | 4009.54 | 4789.68 | 6876.39 | 8708.90 | 6623.56 | 8409.68 |
| GROUP 4 56-99 EE'S | 5795.87 | 7412.28 | 5387.10 | 6756.50 | 4596.94 | 5757.73 | 4335.05 | 5419.43 | 8613.81 | 10873.77 | 8399.36 | 10246.09 |
| GROUP 5 100+ EE'S | 5492.17 | 6900.50 | 5074.18 | 6304.70 | 4476.64 | 5578.45 | 3797.46 | 4950.51 | 8406.25 | 10728.75 | 6994.41 | 9206.63 |
| | \$5,501 | \$6,805 | \$4,992 | \$6,167 | \$4,442 | \$5,453 | \$3,773 | \$4,761 | \$8,198 | \$10,362 | \$6,969 | \$8,957 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | LD MAINT | LD MAINT | MAINT | MAINT | MECH I | MECH I | LD | | ELEC II | ELEC II |
|-------------------------------------------------------------------------------|----------|----------|---------|---------|----------|---------|--------------|----------|---------|---------|
| | MECH | MECH | MECH II | MECH II | | | ELEC/INSTRMT | TECH | | |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| Camarosa Water District | na | na | na | na | na | na | na | na | na | na |
| Carmel Area Wastewater District | na | na | na | na | \$5,078 | \$6,172 | na | na | na | na |
| Carpinteria Sanitary District | na | na | \$4,725 | \$5,742 | na | na | na | na | na | na |
| Central Marin Sanitation Agency | \$7,712 | \$8,097 | \$6,344 | \$6,662 | \$5,754 | \$6,042 | \$7,799 | \$9,480 | \$4,386 | \$7,734 |
| County Sanitation Districts of Los Angeles County | \$6,229 | \$7,739 | \$5,588 | \$6,943 | \$4,904 | \$6,092 | \$6,544 | \$8,129 | \$6,198 | \$7,700 |
| Crestline Sanitation District | \$3,834 | \$4,907 | \$3,363 | \$4,305 | \$3,135 | \$4,013 | \$3,899 | \$4,992 | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | \$5,907 | \$7,180 | na | na | na | na | na | na | \$5,697 | \$6,924 |
| Delta Diablo Sanitation District | \$36,297 | \$7,865 | \$5,725 | \$7,150 | \$5,205 | \$6,500 | \$6,652 | \$8,308 | \$6,047 | \$7,552 |
| Dublin San Ramon Services District | \$7,164 | \$8,924 | \$6,511 | \$8,115 | \$5,921 | \$7,197 | \$7,792 | \$10,333 | \$7,083 | \$8,801 |
| East Bay Dischargers Authority | na | na | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Eastern Municipal Water District | \$5,477 | \$6,803 | \$4,734 | \$5,890 | \$4,188 | \$5,217 | \$5,890 | \$7,315 | \$4,188 | \$5,217 |
| El Dorado Irrigation District | \$5,146 | \$6,256 | \$4,661 | \$5,665 | \$4,217 | \$5,127 | na | na | \$5,517 | \$6,705 |
| Fairfield--Suison Sewer District | \$4,645 | \$6,699 | \$4,113 | \$5,139 | \$4,645 | \$5,807 | \$53,892 | \$7,365 | na | na |
| Fresno-Clovis Regional Wastewater Reclamation | \$4,180 | \$5,082 | \$3,900 | \$4,740 | \$33,097 | \$3,720 | \$5,588 | \$6,794 | \$5,317 | \$5,317 |
| Goleta West Sanitary District | na | na | na | na | \$3,774 | \$4,587 | na | na | na | na |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | na | na | na | na | na | na | na | na |
| Lake Arrowhead Community Services District | na | na | \$4,455 | \$5,912 | na | na | \$4,455 | \$5,912 | na | na |
| Lake, County of | na | na | \$3,280 | \$4,395 | na | na | na | na | na | na |
| Leucadia Wastewater District | na | na | na | na | na | na | na | na | na | na |
| Mammoth Community Water District | na | na | \$3,363 | \$4,481 | \$2,973 | \$3,961 | \$4,314 | \$6,030 | na | na |
| Midway City Sanitary District | na | na | na | na | na | na | na | na | na | na |
| MRWPCA | \$5,968 | \$7,617 | \$5,684 | \$7,254 | \$5,156 | \$6,579 | \$6,419 | \$8,194 | na | na |
| Mt. View Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Napa Sanitation District | na | na | \$6,204 | \$7,545 | \$5,250 | \$6,389 | na | na | na | na |
| Novato Sanitary District | \$6,235 | \$7,579 | \$5,521 | \$6,710 | \$4,885 | \$5,938 | \$6,391 | \$7,768 | na | na |
| Ojai Valley Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Orange County Sanitation District | \$6,224 | \$7,566 | \$5,640 | \$6,857 | \$4,864 | \$5,911 | \$6,874 | \$8,355 | \$6,224 | \$7,566 |
| Rancho California Water District | \$5,391 | \$6,469 | \$4,657 | \$5,589 | \$3,932 | \$4,598 | \$6,241 | \$7,489 | \$5,661 | \$6,793 |
| Rodeo Sanitary District | na | na | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | na | na | \$4,653 | \$6,354 | \$4,056 | \$5,538 | \$6,205 | \$9,129 | na | na |
| Santa Rosa, City of | \$6,486 | \$7,096 | \$5,112 | \$6,096 | na | na | \$6,542 | \$7,157 | \$5,942 | \$6,507 |
| Sausalito-Marín City Sanitary District | na | na | na | na | na | na | \$6,631 | \$8,060 | na | na |
| Sewer Authority Mid-Coastside | \$6,006 | \$7,301 | na | na | \$4,692 | \$5,703 | na | na | na | na |
| Silicon Valley Clean Water | \$9,755 | \$11,923 | \$6,541 | \$8,767 | \$5,032 | \$6,747 | \$6,991 | \$9,372 | na | na |
| Sonoma County Water Agency | \$5,804 | \$7,054 | \$5,253 | \$6,387 | na | na | na | na | \$5,809 | \$7,060 |
| South Orange County Wastewater Authority | \$5,462 | \$7,502 | \$4,716 | \$6,022 | \$4,278 | \$5,462 | \$6,635 | \$9,119 | \$5,734 | \$7,320 |
| South Tahoe Public Utilities District | na | na | \$4,495 | \$5,737 | \$3,818 | \$4,873 | na | na | \$5,421 | \$6,919 |
| Steger Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Summerland Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | na | na | \$5,268 | \$6,115 | \$4,673 | \$5,428 | \$8,006 | \$9,291 | \$6,744 | \$7,825 |
| Union Sanitary District | na | na | \$6,527 | \$7,933 | \$5,828 | \$7,083 | na | na | \$7,096 | \$8,625 |
| Vallecitos Water District | \$5,076 | \$6,803 | \$4,385 | \$5,876 | \$3,436 | \$4,604 | \$5,597 | \$7,500 | \$5,330 | \$7,143 |
| Valley Sanitary District | na | na | \$3,922 | \$5,383 | na | na | \$4,988 | \$6,853 | na | na |
| Ventura Regional Sanitation District | na | na | na | na | na | na | na | na | \$4,713 | \$5,970 |
| Water Employee Services Authority | \$5,323 | \$6,985 | \$4,823 | \$6,328 | \$4,593 | \$6,023 | \$5,323 | \$6,985 | na | na |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | LD MAINT | LD MAINT | MAINT | MAINT | MECH I | MECH I | LD | | ELEC II | ELEC II |
|----------------------------------|----------|----------|---------|---------|---------|---------|--------------|---------|---------|---------|
| | MECH | MECH | MECH II | MECH II | | | ELEC/INSTRMT | TECH | | |
| | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) | (MIN) | (MAX) |
| West Bay Sanitary District | na | na | na | na | na | na | na | na | na | na |
| West County Wastewater District | na | na | \$5,341 | \$6,582 | na | na | na | na | \$6,023 | \$7,423 |
| West Valley Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Western Municipal Water District | \$5,679 | \$7,808 | \$4,237 | \$5,560 | \$3,659 | \$4,803 | na | na | na | na |
| GROUP 1 0-15 EE'S | 6006.00 | 7301.00 | | | 4233.00 | 5145.00 | 6631.00 | 8060.00 | | |
| GROUP 2 16-29 EE'S | 5034.30 | 6243.17 | 4436.86 | 5698.87 | 4288.40 | 5415.13 | 5370.87 | 7185.42 | | |
| GROUP 3 30-55 EE'S | 7711.53 | 8097.11 | 4818.95 | 5851.56 | 4662.54 | 5454.96 | 6143.61 | 7678.30 | 5564.95 | 7779.30 |
| GROUP 4 56-99 EE'S | 11339.06 | 8130.97 | 5353.40 | 6818.89 | 4863.08 | 6218.89 | 16117.87 | 8471.54 | 5642.65 | 7037.69 |
| GROUP 5 100+ EE'S | 5681.60 | 7048.72 | 5037.37 | 6265.42 | 6871.37 | 5437.34 | 6265.68 | 7784.08 | 5815.52 | 7029.38 |
| | \$7,273 | \$7,330 | \$4,959 | \$6,201 | \$5,594 | \$5,560 | \$8,246 | \$7,823 | \$5,744 | \$7,111 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | ELEC I (MIN) | ELEC I (MAX) | LABORER/ UTILITY WORKER (MIN) | LABORER/ UTILITY WORKER (MAX) | LAB SUPRV (MIN) | LAB SUPRV (MAX) | LAB ANAL II (MIN) | LAB ANAL II (MAX) | LAB ANAL I (MIN) | LAB ANAL I (MAX) |
|-------------------------------------------------------------------------------|-----------------|-----------------|-------------------------------------|-------------------------------------|-----------------------|-----------------------|-------------------------|-------------------------|------------------------|------------------------|
| Camarosa Water District | na | na | na | na | \$9,646 | \$9,646 | na | na | \$3,858 | \$3,858 |
| Carmel Area Wastewater District | na | na | na | na | \$5,889 | \$7,158 | \$5,605 | \$6,813 | na | na |
| Carpinteria Sanitary District | na | na | na | na | \$5,435 | \$6,605 | na | na | na | na |
| Central Marin Sanitation Agency | \$4,386 | \$7,734 | \$4,899 | \$5,401 | \$7,510 | \$9,128 | \$6,965 | \$7,679 | \$6,017 | \$6,633 |
| County Sanitation Districts of Los Angeles County | \$5,089 | \$6,322 | \$3,967 | \$4,928 | \$7,457 | \$9,265 | \$6,092 | \$7,568 | \$5,466 | \$6,790 |
| Crestline Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | na | na | na | na | \$6,305 | \$7,664 | na | na | na | na |
| Delta Diablo Sanitation District | \$5,498 | \$6,866 | \$4,731 | \$5,909 | \$7,196 | \$8,986 | \$6,853 | \$8,558 | \$6,230 | \$7,780 |
| Dublin San Ramon Services District | na | na | \$5,133 | \$6,860 | \$9,604 | \$14,226 | \$7,565 | \$10,045 | \$6,929 | \$8,422 |
| East Bay Dischargers Authority | na | na | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Eastern Municipal Water District | na | na | \$2,704 | \$3,366 | \$7,315 | \$9,088 | \$4,397 | \$5,477 | \$3,990 | \$4,969 |
| El Dorado Irrigation District | n/a | n/a | \$4,436 | 5,390.62 | na | na | na | na | na | na |
| Fairfield--Suison Sewer District | na | na | \$1,752 | \$2,191 | \$7,814 | \$9,766 | na | na | \$5,358 | \$6,699 |
| Fresno-Clovis Regional Wastewater Reclamation | na | na | \$2,656 | \$3,181 | na | na | \$3,584 | \$4,332 | \$3,261 | \$3,937 |
| Goleta West Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | na | na | na | na | na | na | na | na |
| Lake Arrowhead Community Services District | na | na | na | na | na | na | na | na | \$4,669 | \$6,198 |
| Lake, County of | na | na | \$2,698 | \$3,616 | na | na | na | na | na | na |
| Leucadia Wastewater District | na | na | \$3,610 | \$4,513 | na | na | na | na | na | na |
| Mammoth Community Water District | na | na | \$2,583 | \$3,448 | \$4,437 | \$5,916 | na | na | na | na |
| Midway City Sanitary District | na | na | \$2,720 | \$3,524 | na | na | na | na | na | na |
| MRWPCA | N | N | \$3,398 | \$4,337 | \$7,437 | \$9,492 | \$6,114 | \$7,803 | \$5,545 | \$7,078 |
| Mt. View Sanitary District | na | na | na | na | \$6,893 | \$8,778 | na | na | na | na |
| Napa Sanitation District | na | na | \$4,058 | \$4,940 | \$7,096 | \$8,639 | \$5,864 | \$7,129 | \$5,250 | \$6,389 |
| Novato Sanitary District | na | na | \$8,156 | \$9,914 | \$6,086 | \$7,398 | \$5,386 | \$6,547 | na | na |
| Ojai Valley Sanitary District | na | na | na | na | na | na | \$4,774 | \$5,861 | na | na |
| Orange County Sanitation District | \$5,370 | \$6,526 | \$4,987 | \$6,061 | \$9,573 | \$11,638 | \$6,289 | \$7,644 | \$5,703 | \$6,928 |
| Rancho California Water District | \$4,657 | \$5,589 | \$3,649 | \$4,379 | na | na | na | na | na | na |
| Rodeo Sanitary District | na | na | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | \$4,056 | \$5,538 | na | na | \$5,565 | \$8,066 | \$4,569 | \$6,560 | \$4,015 | \$5,483 |
| Santa Rosa, City of | na | na | \$3,770 | \$4,938 | \$6,595 | \$7,915 | \$5,220 | \$6,302 | \$4,594 | \$5,593 |
| Sausalito-Marín City Sanitary District | na | na | na | na | \$6,867 | \$8,346 | na | na | na | na |
| Sewer Authority Mid-Coastside | na | na | na | na | na | na | na | na | na | na |
| Silicon Valley Clean Water | \$5,032 | \$6,747 | \$4,656 | \$5,770 | \$10,730 | \$13,114 | \$6,327 | \$8,947 | \$6,084 | \$7,395 |
| Sonoma County Water Agency | na | na | na | na | na | na | na | na | na | na |
| South Orange County Wastewater Authority | \$5,202 | \$6,635 | na | na | \$7,686 | \$9,811 | \$6,172 | \$7,876 | na | na |
| South Tahoe Public Utilities District | \$4,648 | \$5,932 | \$3,637 | \$4,642 | \$7,290 | \$9,305 | \$5,300 | \$6,765 | \$4,510 | \$5,756 |
| Stege Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Summerland Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | \$6,258 | \$7,264 | \$4,288 | \$4,978 | \$8,021 | \$9,307 | \$6,191 | \$7,184 | \$5,255 | \$6,098 |
| Union Sanitary District | na | na | \$4,586 | \$5,574 | \$8,453 | \$11,094 | \$6,919 | \$8,831 | \$6,589 | \$8,009 |
| Vallecitos Water District | \$5,330 | \$7,143 | na | na | na | na | na | na | na | na |
| Valley Sanitary District | na | na | \$3,563 | \$4,888 | \$5,493 | \$7,549 | \$4,530 | \$6,221 | na | na |
| Ventura Regional Sanitation District | \$5,613 | \$6,923 | na | na | na | na | na | na | na | na |
| Water Employee Services Authority | \$5,068 | \$6,649 | \$3,770 | \$4,945 | \$6,487 | \$8,512 | \$5,593 | \$7,338 | na | na |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | ELEC I (MIN) | ELEC I (MAX) | LABORER/ UTILITY WORKER (MIN) | LABORER/ UTILITY WORKER (MAX) | LAB SUPRV (MIN) | LAB SUPRV (MAX) | LAB ANAL II (MIN) | LAB ANAL II (MAX) | LAB ANAL I (MIN) | LAB ANAL I (MAX) |
|----------------------------------|-----------------|-----------------|-------------------------------------|-------------------------------------|-----------------------|-----------------------|-------------------------|-------------------------|------------------------|------------------------|
| West Bay Sanitary District | na | na | \$4,702 | \$6,981 | na | na | na | na | na | na |
| West County Wastewater District | na | na | \$4,292 | \$5,289 | na | na | \$6,002 | \$7,395 | na | na |
| West Valley Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Western Municipal Water District | na | na | na | na | na | na | na | na | na | na |
| GROUP 1 0-15 EE'S | | | | | 7801.99 | 8923.47 | | | 3858.00 | 3858.00 |
| GROUP 2 16-29 EE'S | 4056.00 | 5538.00 | 4550.12 | 5963.97 | 5693.60 | 7355.20 | 4972.80 | 6400.40 | 4015.00 | 5483.00 |
| GROUP 3 30-55 EE'S | 5321.95 | 7498.80 | 3705.20 | 4476.55 | 6766.09 | 8247.59 | 6340.05 | 7330.69 | 5297.69 | 6329.62 |
| GROUP 4 56-99 EE'S | 5335.97 | 6792.72 | 3765.88 | 4699.17 | 7861.27 | 9805.55 | 6293.66 | 8115.93 | 5804.22 | 7238.07 |
| GROUP 5 100+ EE'S | 5027.06 | 6360.16 | 3935.84 | 4887.44 | 7846.75 | 10130.36 | 5662.07 | 7144.64 | 5130.25 | 6300.56 |
| | \$5,093 | \$6,605 | \$3,977 | \$4,983 | \$7,265 | \$9,093 | \$5,741 | \$7,222 | \$5,185 | \$6,334 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | LAB TECH (MIN) | LAB TECH (MAX) | SOURCE CNTRL SUPRV (MIN) | SOURCE CNTRL SUPRV (MAX) | SOURCE CNTRL INSP II (MIN) | SOURCE CNTRL INSP II (MAX) | SOURCE CNTRL INSP I (MIN) | SOURCE CNTRL INSP I (MAX) | CUST SERV SUPRV (MIN) | CUST SERV SUPRV (MAX) |
|-------------------------------------------------------------------------------|----------------|----------------|--------------------------|--------------------------|----------------------------|----------------------------|---------------------------|---------------------------|-----------------------|-----------------------|
| Camarosa Water District | na | na | na | na | na | na | na | na | \$6,058 | \$6,058 |
| Carmel Area Wastewater District | na | na | \$5,605 | \$6,813 | na | na | na | na | na | na |
| Carpinteria Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Central Marin Sanitation Agency | na | na | na | na | \$6,965 | \$7,679 | \$6,017 | \$6,633 | na | na |
| County Sanitation Districts of Los Angeles County | \$4,808 | \$5,973 | \$6,943 | \$8,627 | \$5,575 | \$6,925 | \$5,002 | \$6,214 | \$4,611 | \$5,728 |
| Crestline Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | \$5,041 | \$6,127 | na | na | \$5,769 | \$7,012 | na | na | na | na |
| Delta Diablo Sanitation District | \$5,417 | \$6,765 | na | na | \$6,853 | \$8,558 | \$6,230 | \$7,780 | na | na |
| Dublin San Ramon Services District | \$6,062 | \$7,368 | \$7,716 | \$9,377 | \$7,015 | \$8,523 | \$6,375 | \$7,749 | \$8,826 | \$10,728 |
| East Bay Dischargers Authority | na | na | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Eastern Municipal Water District | \$3,619 | \$4,508 | \$7,315 | \$9,088 | \$4,734 | \$5,890 | \$4,188 | \$5,217 | \$6,803 | \$8,453 |
| El Dorado Irrigation District | na | na | na | na | na | na | na | na | \$5,739 | \$6,978 |
| Fairfield--Suison Sewer District | \$3,122 | \$3,900 | \$8,961 | \$11,203 | na | na | na | na | na | na |
| Fresno-Clovis Regional Wastewater Reclamation | \$2,699 | \$3,261 | \$4,864 | \$5,891 | \$3,882 | \$4,687 | na | na | na | na |
| Goleta West Sanitary District | na | na | na | na | \$6,394 | \$7,772 | na | na | na | na |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | na | na | na | na | na | na | \$5,191 | \$6,812 |
| Lake Arrowhead Community Services District | na | na | na | na | na | na | na | na | \$5,543 | \$7,367 |
| Lake, County of | na | na | \$5,164 | \$6,277 | na | na | na | na | \$2,902 | \$3,528 |
| Leucadia Wastewater District | na | na | na | na | na | na | na | na | na | na |
| Mammoth Community Water District | na | na | na | na | na | na | na | na | na | na |
| Midway City Sanitary District | na | na | na | na | na | na | na | na | na | na |
| MRWPCA | \$4,791 | \$6,114 | \$6,910 | \$8,818 | \$5,684 | \$7,254 | \$5,156 | \$6,579 | \$6,267 | \$7,998 |
| Mt. View Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Napa Sanitation District | na | na | na | na | \$6,439 | \$7,831 | \$5,831 | \$7,093 | na | na |
| Novato Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Ojai Valley Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Orange County Sanitation District | \$4,408 | \$5,359 | \$10,055 | \$12,222 | \$6,540 | \$7,951 | \$5,930 | \$7,207 | \$8,670 | \$10,539 |
| Rancho California Water District | na | na | na | na | na | na | na | na | \$5,943 | \$7,133 |
| Rodeo Sanitary District | na | na | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | na | na | na | na | na | na | na | na | na | na |
| Santa Rosa, City of | \$4,186 | \$5,088 | \$6,595 | \$7,915 | \$4,758 | \$6,543 | \$4,139 | \$5,032 | na | na |
| Sausalito-Marín City Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Sewer Authority Mid-Coastside | na | na | na | na | na | na | na | na | na | na |
| Silicon Valley Clean Water | 17.35/hr | 21.68/hr | \$10,730 | \$13,114 | \$6,070 | \$8,947 | na | na | na | na |
| Sonoma County Water Agency | na | na | na | na | \$5,834 | \$7,091 | na | na | na | na |
| South Orange County Wastewater Authority | \$4,075 | \$5,202 | \$10,298 | \$13,144 | \$8,069 | \$10,299 | na | na | na | na |
| South Tahoe Public Utilities District | \$3,619 | \$4,619 | na | na | na | na | na | na | \$5,202 | \$6,639 |
| Steger Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Summerland Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | \$4,735 | \$5,500 | na | na | na | na | na | na | \$7,094 | \$8,233 |
| Union Sanitary District | na | na | \$8,454 | \$11,096 | \$6,425 | \$9,275 | \$5,711 | \$6,941 | na | na |
| Vallecitos Water District | na | na | \$4,604 | \$6,170 | \$4,604 | \$6,170 | \$4,604 | \$6,170 | \$5,463 | \$7,321 |
| Valley Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Ventura Regional Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Water Employee Services Authority | \$4,823 | \$6,328 | na | na | na | na | na | na | \$5,877 | \$7,711 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | LAB TECH (MIN) | LAB TECH (MAX) | SOURCE CNTRL SUPRV (MIN) | SOURCE CNTRL SUPRV (MAX) | SOURCE CNTRL INSP II (MIN) | SOURCE CNTRL INSP II (MAX) | SOURCE CNTRL INSP I (MIN) | SOURCE CNTRL INSP I (MAX) | CUST SERV SUPRV (MIN) | CUST SERV SUPRV (MAX) |
|----------------------------------|----------------|----------------|--------------------------|--------------------------|----------------------------|----------------------------|---------------------------|---------------------------|-----------------------|-----------------------|
| West Bay Sanitary District | na | na | \$7,735 | \$10,443 | \$6,148 | \$8,568 | na | na | na | na |
| West County Wastewater District | na | na | na | na | \$6,002 | \$7,395 | na | na | na | na |
| West Valley Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Western Municipal Water District | na | na | \$7,582 | \$10,426 | \$5,679 | \$7,808 | \$5,408 | \$7,098 | \$6,562 | \$9,023 |
| GROUP 1 0-15 EE'S | | | | | 6394.00 | 7772.00 | | | 6058.00 | 6058.00 |
| GROUP 2 16-29 EE'S | | | 6670.00 | 8628.00 | 6148.00 | 8568.00 | | | | |
| GROUP 3 30-55 EE'S | 4735.00 | 5500.00 | 5164.31 | 6277.27 | 6702.07 | 7755.04 | 5923.88 | 6863.24 | 5182.65 | 6484.93 |
| GROUP 4 56-99 EE'S | 4489.20 | 5621.62 | 9224.68 | 11569.72 | 6407.72 | 8244.30 | 5692.95 | 7179.64 | 6267.00 | 7998.00 |
| GROUP 5 100+ EE'S | 4277.98 | 5313.06 | 7125.42 | 8979.09 | 5504.51 | 7086.24 | 5169.54 | 6453.55 | 6369.65 | 8025.28 |
| | \$4,386 | \$5,437 | \$7,471 | \$9,414 | \$5,972 | \$7,609 | \$5,382 | \$6,643 | \$6,047 | \$7,516 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | CUST SERV REP II (MIN) | CUST SERV REP II (MAX) | CUST SERV REP I (MIN) | CUST SERV REP I (MAX) | BUYER (MIN) | BUYER (MAX) | STOREROOM CLERK (MIN) | STORE ROOM CLERK (MAX) | COMM REL REP (MIN) | COMM REL REP (MAX) |
|-------------------------------------------------------------------------------|------------------------------|------------------------------|-----------------------------|-----------------------------|----------------|----------------|-----------------------------|------------------------------|--------------------------|--------------------------|
| Camarosa Water District | na | na | na | na | na | na | na | na | na | na |
| Carmel Area Wastewater District | na | na | na | na | na | na | na | na | na | na |
| Carpinteria Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Central Marin Sanitation Agency | na | na | na | na | na | na | na | na | na | na |
| County Sanitation Districts of Los Angeles County | \$4,017 | \$4,989 | \$3,807 | \$4,726 | \$5,399 | \$6,707 | \$3,715 | \$4,611 | na | na |
| Crestline Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Crockett Community Services District (Crockett and Port Sanitary Departments) | na | na | na | na | na | na | na | na | na | na |
| Daly City, City of | na | na | na | na | na | na | \$4,500 | \$5,470 | na | na |
| Delta Diablo Sanitation District | na | na | na | na | \$6,560 | \$8,193 | \$5,725 | \$7,150 | \$8,853 | \$11,056 |
| Dublin San Ramon Services District | \$4,797 | \$7,342 | \$4,360 | \$5,300 | \$6,918 | \$8,408 | na | na | \$7,704 | \$11,921 |
| East Bay Dischargers Authority | na | na | na | na | na | na | na | na | na | na |
| East Palo Alto Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Eastern Municipal Water District | \$3,619 | \$4,508 | \$3,285 | \$4,091 | \$5,089 | \$6,332 | \$3,448 | \$4,734 | \$5,890 | \$8,453 |
| El Dorado Irrigation District | \$3,422 | \$4,160 | \$3,097 | \$3,765 | \$4,845 | \$5,890 | \$4,176 | \$5,073 | \$8,552 | \$10,397 |
| Fairfield--Suison Sewer District | na | na | na | na | na | na | \$4,645 | \$5,807 | na | na |
| Fresno-Clovis Regional Wastewater Reclamation | na | na | \$2,716 | \$3,276 | na | na | \$2,859 | \$3,453 | na | na |
| Goleta West Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Granada Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Hi-Desert Water District | na | na | \$2,870 | \$3,767 | na | na | na | na | \$5,191 | \$6,812 |
| Lake Arrowhead Community Services District | \$3,220 | \$4,254 | na | na | na | na | na | na | na | na |
| Lake, County of | \$2,063 | \$2,764 | na | na | na | na | na | na | na | na |
| Leucadia Wastewater District | na | na | na | na | na | na | na | na | na | na |
| Mammoth Community Water District | na | na | na | na | \$3,791 | \$5,301 | na | na | \$5,697 | \$8,323 |
| Midway City Sanitary District | na | na | na | na | na | na | na | na | na | na |
| MRWPCA | \$4,675 | \$5,968 | \$4,241 | \$5,412 | \$4,675 | \$5,968 | \$4,040 | \$5,156 | \$6,114 | \$7,803 |
| Mt. View Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Napa Sanitation District | na | na | na | na | na | na | na | na | \$6,335 | \$7,708 |
| Novato Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Ojai Valley Sanitary District | \$3,949 | \$4,849 | na | na | na | na | na | na | na | na |
| Orange County Sanitation District | \$5,841 | \$7,101 | \$4,517 | \$5,491 | \$5,841 | \$7,101 | \$3,897 | \$4,737 | \$6,774 | \$8,232 |
| Rancho California Water District | \$3,832 | \$4,598 | \$3,310 | \$3,972 | \$4,435 | \$5,321 | \$4,023 | \$4,828 | \$6,215 | \$8,204 |
| Rodeo Sanitary District | na | na | na | na | na | na | na | na | na | na |
| San Elijo Joint Powers Authority | na | na | na | na | na | na | na | na | na | na |
| Santa Rosa, City of | na | na | na | na | \$4,300 | \$5,229 | \$3,616 | \$4,387 | \$6,450 | \$8,235 |
| Sausalito-Marín City Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Sewer Authority Mid-Coastside | na | na | na | na | na | na | na | na | na | na |
| Silicon Valley Clean Water | na | na | na | na | \$6,482 | \$7,886 | na | na | na | na |
| Sonoma County Water Agency | na | na | na | na | na | na | \$3,830 | \$4,654 | \$5,136 | \$6,244 |
| South Orange County Wastewater Authority | na | na | na | na | na | na | \$4,278 | \$5,462 | na | na |
| South Tahoe Public Utilities District | \$3,710 | \$4,735 | \$3,326 | \$4,244 | \$6,469 | \$8,256 | \$3,857 | \$4,923 | \$6,888 | \$8,791 |
| Steger Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Summerland Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Tahoe-Truckee Sanitation Agency | \$5,563 | \$6,767 | \$3,805 | \$4,629 | \$5,141 | \$6,254 | na | na | na | na |
| Union Sanitary District | \$5,746 | \$6,984 | na | na | \$6,055 | \$7,947 | \$4,890 | \$7,891 | na | na |
| Vallecitos Water District | \$3,608 | \$4,835 | \$3,194 | \$4,281 | \$5,330 | \$7,143 | \$3,436 | \$4,955 | \$6,022 | \$8,072 |
| Valley Sanitary District | na | na | na | na | na | na | na | na | na | na |
| Ventura Regional Sanitation District | na | na | na | na | na | na | na | na | \$5,922 | \$7,215 |
| Water Employee Services Authority | \$3,962 | \$5,193 | \$3,416 | \$4,478 | \$3,962 | \$5,193 | \$4,161 | \$5,456 | \$9,169 | \$12,029 |

2014 CASA SALARY SURVEY

MONTHLY INCOME

| AGENCY | CUST SERV REP II (MIN) | CUST SERV REP II (MAX) | CUST SERV REP I (MIN) | CUST SERV REP I (MAX) | BUYER (MIN) | BUYER (MAX) | STOREROOM CLERK (MIN) | STORE ROOM CLERK (MAX) | COMM REL REP (MIN) | COMM REL REP (MAX) |
|----------------------------------|------------------------------|------------------------------|-----------------------------|-----------------------------|----------------|----------------|-----------------------------|------------------------------|--------------------------|--------------------------|
| West Bay Sanitary District | na | na | na | na | na | na | na | na | na | na |
| West County Wastewater District | na | na | na | na | \$5,950 | \$7,330 | na | na | na | na |
| West Valley Sanitation District | na | na | na | na | na | na | na | na | na | na |
| Western Municipal Water District | \$4,034 | \$5,296 | \$3,484 | \$4,574 | \$4,448 | \$5,839 | \$4,237 | \$5,560 | \$4,448 | \$9,023 |
| GROUP 1 0-15 EE'S | | | | | | | | | | |
| GROUP 2 16-29 EE'S | 3949.00 | 4849.00 | | | | | | | | |
| GROUP 3 30-55 EE'S | 3615.19 | 4595.01 | 3337.71 | 4197.75 | 4465.90 | 5777.27 | | | 5741.27 | 7614.49 |
| GROUP 4 56-99 EE'S | 4675.00 | 5968.00 | 4241.00 | 5412.00 | 5916.83 | 7344.24 | 4637.57 | 5808.84 | 6963.07 | 8691.31 |
| GROUP 5 100+ EE'S | 4235.29 | 5431.03 | 3501.13 | 4381.58 | 5257.56 | 6613.91 | 3857.21 | 5020.17 | 6658.95 | 9054.58 |
| | \$4,129 | \$5,271 | \$3,531 | \$4,429 | \$5,316 | \$6,683 | \$4,074 | \$5,239 | \$6,551 | \$8,736 |

2014 CASA SALARY SURVEY SUMMARY

| POSITION | CATEGORY | | | | | OVERALL |
|-----------------------------|--------------------------|---------------------------|---------------------------|---------------------------|------------------------------|----------|
| | GROUP 1 (0 TO 15 EMP) | GROUP 2 (16 TO 29 EMP) | GROUP 3 (30 TO 55 EMP) | GROUP 4 (56 TO 99 EMP) | GROUP 5 (100 OR MORE EMP) | |
| Number of Agencies | 12 | 11 | 7 | 9 | 13 | 52 |
| AVG NO. TOTAL EMP | 7.79 | 22.18 | 45.29 | 68.75 | 335.61 | 95.92 |
| AVG DAILY FLOW (MGD) | 7.50 | 4.41 | 5.82 | 12.07 | 74.23 | 20.81 |
| GEN MGR (MIN) | \$11,768 | \$14,106 | \$13,215 | \$16,951 | \$16,755 | \$14,556 |
| GEN MGR (MAX) | \$12,326 | \$14,106 | \$13,460 | \$17,758 | \$19,175 | \$15,485 |
| AGM (MIN) | \$7,256 | \$9,470 | \$9,558 | \$14,180 | \$13,577 | \$11,779 |
| AGM (MAX) | \$9,609 | \$11,983 | \$11,870 | \$16,638 | \$17,055 | \$14,657 |
| SR ENGR (MIN) | \$0 | \$9,149 | \$9,702 | \$10,178 | \$9,848 | \$9,834 |
| SR ENGR (MAX) | \$0 | \$10,976 | \$12,085 | \$12,703 | \$12,437 | \$14,657 |
| PROJ ENGR (MIN) | \$10,381 | \$8,769 | \$8,446 | \$9,871 | \$8,387 | \$8,789 |
| PROJ ENGR (MAX) | \$10,381 | \$11,069 | \$10,386 | \$12,279 | \$10,606 | \$10,919 |
| ASSOC ENGR (MIN) | \$8,248 | \$6,289 | \$7,055 | \$7,809 | \$7,341 | \$7,377 |
| ASSOC ENGR (MAX) | \$10,344 | \$8,302 | \$8,945 | \$9,757 | \$9,364 | \$9,369 |
| ENGR TECH (MIN) | \$5,525 | \$5,708 | \$4,807 | \$5,408 | \$5,019 | \$5,239 |
| ENGR TECH (MAX) | \$7,129 | \$7,311 | \$6,463 | \$6,479 | \$6,923 | \$6,883 |
| DIR OF FINANCE (MIN) | \$9,941 | \$8,309 | \$7,337 | \$11,030 | \$10,532 | \$9,612 |
| DIR OF FINANCE (MAX) | \$9,941 | \$10,486 | \$9,615 | \$13,619 | \$13,558 | \$12,175 |
| ACCT SUPRV (MIN) | \$5,342 | \$7,458 | \$7,045 | \$6,930 | \$7,549 | \$7,229 |
| ACCT SUPRV (MAX) | \$5,342 | \$9,037 | \$8,436 | \$8,625 | \$9,807 | \$9,070 |
| BOOKKPR/SR ACCT (MIN) | \$0 | \$3,622 | \$5,642 | \$5,242 | \$5,956 | \$5,655 |
| BOOKKPR/SR ACCT (MAX) | \$0 | \$4,636 | \$7,027 | \$6,641 | \$7,527 | \$7,135 |
| ACCT I (MIN) | \$5,138 | \$4,808 | \$4,313 | \$5,743 | \$5,087 | \$4,994 |
| ACCT I (MAX) | \$5,734 | \$6,064 | \$5,493 | \$7,294 | \$6,370 | \$6,268 |
| ACCT CLERK II (MIN) | \$3,218 | \$4,046 | \$4,173 | \$4,786 | \$3,773 | \$4,031 |
| ACCT CLERK II (MAX) | \$3,912 | \$5,191 | \$5,372 | \$5,947 | \$4,671 | \$5,062 |
| ACCT TECH II (MIN) | \$3,545 | \$3,980 | \$3,102 | \$4,310 | \$3,920 | \$3,782 |
| ACCT TECH II (MAX) | \$4,103 | \$5,679 | \$4,152 | \$5,385 | \$4,935 | \$4,786 |
| INFO SYS SPEC (MIN) | \$11,463 | \$6,653 | \$6,450 | \$7,112 | \$6,224 | \$6,671 |
| INFO SYS SPEC (MAX) | \$11,463 | \$8,385 | \$8,376 | \$9,588 | \$8,154 | \$8,601 |
| DIR. ADMIN. SERV. (MIN) | \$6,860 | \$9,186 | \$10,307 | \$11,235 | \$10,535 | \$10,117 |
| DIR. ADMIN. SERV. (MAX) | \$7,697 | \$11,146 | \$12,531 | \$13,992 | \$13,759 | \$12,696 |
| HR OFFICER (MIN) | \$6,941 | \$5,441 | \$6,702 | \$6,300 | \$8,646 | \$7,595 |
| HR OFFICER (MAX) | \$8,031 | \$7,487 | \$8,534 | \$7,852 | \$11,038 | \$9,603 |
| HR ASSISTANT (MIN) | \$0 | \$4,626 | \$4,304 | \$5,390 | \$4,811 | \$4,896 |
| HR ASSISTANT (MAX) | \$0 | \$6,709 | \$6,304 | \$6,780 | \$6,022 | \$6,274 |
| EXEC ASST GM/BOARD (MIN) | \$6,138 | \$5,157 | \$5,565 | \$6,323 | \$6,055 | \$5,886 |
| EXEC ASST GM/BOARD (MAX) | \$7,138 | \$6,568 | \$7,127 | \$7,911 | \$7,688 | \$7,381 |
| ADMIN SUPP SPEC II (MIN) | \$4,670 | \$4,725 | \$4,251 | \$5,030 | \$4,552 | \$4,623 |
| ADMIN SUPP SPEC II (MAX) | \$5,418 | \$6,068 | \$5,381 | \$5,840 | \$5,909 | \$5,815 |
| ADMIN SUPP SPEC I (MIN) | \$2,829 | \$3,755 | \$3,074 | \$4,037 | \$3,559 | \$3,548 |
| ADMIN SUPP SPEC I (MAX) | \$3,237 | \$4,781 | \$3,895 | \$5,242 | \$4,559 | \$4,540 |
| COLL SYST SUPR (MIN) | \$6,951 | \$6,650 | \$5,653 | \$7,283 | \$6,892 | \$6,772 |
| COLL SYST SUPR (MAX) | \$8,734 | \$8,361 | \$8,010 | \$8,948 | \$8,648 | \$8,561 |
| LD COLL SYS MECH (MIN) | \$5,293 | \$5,490 | \$0 | \$6,297 | \$5,215 | \$5,363 |
| LD COLL SYS MECH (MAX) | \$6,433 | \$6,966 | \$0 | \$7,865 | \$6,501 | \$6,716 |
| COLL SYS WKR II (MIN) | \$4,836 | \$4,572 | \$3,893 | \$4,787 | \$4,580 | \$4,580 |
| COLL SYS WKR II (MAX) | \$5,944 | \$5,939 | \$4,949 | \$5,898 | \$5,787 | \$5,785 |
| COLL SYS TECH I (MIN) | \$5,471 | \$3,884 | \$4,474 | \$4,323 | \$3,800 | \$4,046 |
| COLL SYS TECH I (MAX) | \$6,585 | \$5,089 | \$5,596 | \$5,413 | \$4,776 | \$5,123 |
| PLANT MANAGER (MIN) | \$10,206 | \$7,885 | \$8,695 | \$9,708 | \$8,694 | \$8,861 |
| PLANT MANAGER (MAX) | \$10,206 | \$10,040 | \$10,840 | \$12,344 | \$10,940 | \$10,976 |
| WW SUPRV (MIN) | \$6,271 | \$6,683 | \$6,878 | \$8,048 | \$7,308 | \$7,158 |
| WW SUPRV (MAX) | \$7,117 | \$8,367 | \$8,554 | \$10,017 | \$9,249 | \$8,853 |

2014 CASA SALARY SURVEY SUMMARY

| POSITION | CATEGORY | | | | | OVERALL |
|------------------------------|--------------------------|---------------------------|---------------------------|---------------------------|------------------------------|----------|
| | GROUP 1 (0 TO 15 EMP) | GROUP 2 (16 TO 29 EMP) | GROUP 3 (30 TO 55 EMP) | GROUP 4 (56 TO 99 EMP) | GROUP 5 (100 OR MORE EMP) | |
| Number of Agencies | 12 | 11 | 7 | 9 | 13 | 52 |
| AVG NO. TOTAL EMP | 7.79 | 22.18 | 45.29 | 68.75 | 335.61 | 95.92 |
| AVG DAILY FLOW (MGD) | 7.50 | 4.41 | 5.82 | 12.07 | 74.23 | 20.81 |
| WW OPS SHIFT SUPRV (MIN) | \$0 | \$5,456 | \$7,052 | \$6,692 | \$6,130 | \$6,258 |
| WW OPS SHIFT SUPRV (MAX) | \$0 | \$6,933 | \$7,760 | \$8,546 | \$7,583 | \$7,770 |
| WW OPR III (MIN) | \$5,847 | \$5,105 | \$5,272 | \$5,796 | \$5,492 | \$5,501 |
| WW OPR III (MAX) | \$6,722 | \$6,467 | \$6,203 | \$7,412 | \$6,901 | \$6,805 |
| WW OPR II (MIN) | \$5,067 | \$4,583 | \$4,658 | \$5,387 | \$5,074 | \$4,992 |
| WW OPR II (MAX) | \$5,839 | \$5,897 | \$5,595 | \$6,757 | \$6,305 | \$6,167 |
| WW OPR I (MIN) | \$5,110 | \$4,210 | \$4,050 | \$4,597 | \$4,477 | \$4,442 |
| WW OPR I (MAX) | \$5,758 | \$5,294 | \$4,827 | \$5,758 | \$5,578 | \$5,453 |
| OPR IN TRNG (MIN) | \$3,920 | \$2,525 | \$4,010 | \$4,335 | \$3,797 | \$3,773 |
| OPR IN TRNG (MAX) | \$4,703 | \$3,256 | \$4,790 | \$5,419 | \$4,951 | \$4,761 |
| MAINT MGR (MIN) | \$8,260 | \$8,773 | \$6,876 | \$8,614 | \$8,406 | \$8,198 |
| MAINT MGR (MAX) | \$10,040 | \$10,664 | \$8,709 | \$10,874 | \$10,729 | \$10,362 |
| PLANT MAINT SUPRV (MIN) | \$0 | \$5,198 | \$6,624 | \$8,399 | \$6,994 | \$6,969 |
| PLANT MAINT SUPRV (MAX) | \$0 | \$7,143 | \$8,410 | \$10,246 | \$9,207 | \$8,957 |
| LD MAINT MECH (MIN) | \$6,006 | \$5,034 | \$7,712 | \$11,339 | \$5,682 | \$7,273 |
| LD MAINT MECH (MAX) | \$7,301 | \$6,243 | \$8,097 | \$8,131 | \$7,049 | \$7,330 |
| MAINT MECH II (MIN) | \$0 | \$4,437 | \$4,819 | \$5,353 | \$5,037 | \$4,959 |
| MAINT MECH II (MAX) | \$0 | \$5,699 | \$5,852 | \$6,819 | \$6,265 | \$6,201 |
| MAINT MECH I (MIN) | \$4,233 | \$4,288 | \$4,663 | \$4,863 | \$6,871 | \$5,594 |
| MAINT MECH I (MAX) | \$5,145 | \$5,415 | \$5,455 | \$6,219 | \$5,437 | \$5,560 |
| LD ELEC/INTSTRMT TECH (MIN) | \$6,631 | \$5,371 | \$6,144 | \$16,118 | \$6,266 | \$8,246 |
| LD ELEC/INTSTRMT TECH (MAX) | \$8,060 | \$7,185 | \$7,678 | \$8,472 | \$7,784 | \$7,823 |
| ELECT II (MIN) | \$0 | \$0 | \$5,565 | \$5,643 | \$5,816 | \$5,744 |
| ELECT II (MAX) | \$0 | \$0 | \$7,779 | \$7,038 | \$7,029 | \$7,111 |
| ELECT I (MIN) | \$0 | \$4,056 | \$5,322 | \$5,336 | \$5,027 | \$5,093 |
| ELECT I (MAX) | \$0 | \$5,538 | \$7,499 | \$6,793 | \$6,360 | \$6,605 |
| LABORER/UTILITY WORKER (MIN) | \$0 | \$4,550 | \$3,705 | \$3,766 | \$3,936 | \$3,977 |
| LABORER/UTILITY WORKER (MAX) | \$0 | \$5,964 | \$4,477 | \$4,699 | \$4,887 | \$4,983 |
| LAB SUPRV (MIN) | \$7,802 | \$5,694 | \$6,766 | \$7,861 | \$7,847 | \$7,265 |
| LAB SUPRV (MAX) | \$8,923 | \$7,355 | \$8,248 | \$9,806 | \$10,130 | \$9,093 |
| LAB ANAL II (MIN) | \$0 | \$4,973 | \$6,340 | \$6,294 | \$5,662 | \$5,741 |
| LAB ANAL II (MAX) | \$0 | \$6,400 | \$7,331 | \$8,116 | \$7,145 | \$7,222 |
| LAB ANAL I (MIN) | \$3,858 | \$4,015 | \$5,298 | \$5,804 | \$5,130 | \$5,185 |
| LAB ANAL I (MAX) | \$3,858 | \$5,483 | \$6,330 | \$7,238 | \$6,301 | \$6,334 |
| LAB TECH (MIN) | \$0 | \$0 | \$4,735 | \$4,489 | \$4,278 | \$4,386 |
| LAB TECH (MAX) | \$0 | \$0 | \$5,500 | \$5,622 | \$5,313 | \$5,437 |
| SOURC CTRL SUPRV (MIN) | \$0 | \$6,670 | \$5,164 | \$9,225 | \$7,125 | \$7,471 |
| SOURC CTRL SUPRV (MAX) | \$0 | \$8,628 | \$6,277 | \$11,570 | \$8,979 | \$9,414 |
| SOURC CTRL INSP II (MIN) | \$6,394 | \$6,148 | \$6,702 | \$6,408 | \$5,505 | \$5,972 |
| SOURC CTRL INSP II (MAX) | \$7,772 | \$8,568 | \$7,755 | \$8,244 | \$7,086 | \$7,609 |
| SOURC CTRL INSP I (MIN) | \$0 | \$0 | \$5,924 | \$5,693 | \$5,170 | \$5,382 |
| SOURC CTRL INSP I (MAX) | \$0 | \$0 | \$6,863 | \$7,180 | \$6,454 | \$6,643 |
| CUST SVC SUPRV (MIN) | \$6,058 | \$0 | \$5,183 | \$6,267 | \$6,370 | \$6,047 |
| CUST SVC SUPRV (MAX) | \$6,058 | \$0 | \$6,485 | \$7,998 | \$8,025 | \$7,516 |
| CUST SVC REP II (MIN) | \$0 | \$3,949 | \$3,615 | \$4,675 | \$4,235 | \$4,129 |
| CUST SVC REP II (MAX) | \$0 | \$4,849 | \$4,595 | \$5,968 | \$5,431 | \$5,271 |
| CUST SVC REP I (MIN) | \$0 | \$0 | \$3,338 | \$4,241 | \$3,501 | \$3,531 |
| CUST SVC REP I (MAX) | \$0 | \$0 | \$4,198 | \$5,412 | \$4,382 | \$4,429 |
| BUYER (MIN) | \$0 | \$0 | \$4,466 | \$5,917 | \$5,258 | \$5,316 |
| BUYER (MAX) | \$0 | \$0 | \$5,777 | \$7,344 | \$6,614 | \$6,683 |
| STORE ROOM CLERK (MIN) | \$0 | \$0 | \$0 | \$4,638 | \$3,857 | \$4,074 |
| STORE ROOM CLERK (MAX) | \$0 | \$0 | \$0 | \$5,809 | \$5,020 | \$5,239 |
| COMM REL SPEC (MIN) | \$0 | \$0 | \$5,741 | \$6,963 | \$6,659 | \$6,551 |
| COMM REL SPEC (MAX) | \$0 | \$0 | \$7,614 | \$8,691 | \$9,055 | \$8,736 |

2014 CASA SALARY SURVEY
(6-YEAR TRENDS)
ALL AGENCIES MAXIMUM MONTHLY INCOME

| POSITION | 2008 | 2009 | 2010 | *2012 | 2013 | 2014 |
|--------------------------|-------------|-------------|-------------|--------------|-------------|-------------|
| NO. OF CASA PARTICIPANTS | 51 | 58.0 | 55 | 54 | 55 | 52 |
| GEN MGR | \$14,369 | \$15,034 | \$15,477 | \$14,923 | \$15,224 | \$15,485 |
| AGM | \$13,314 | \$13,354 | \$13,129 | \$13,637 | \$14,901 | \$14,657 |
| SR ENGR | \$10,822 | \$11,217 | \$10,895 | \$11,856 | \$12,385 | \$12,286 |
| PROJ ENGR | \$9,269 | \$10,324 | \$9,835 | \$10,213 | \$10,587 | \$10,919 |
| ASSOC ENGR | \$7,932 | \$8,383 | \$8,567 | \$8,641 | \$9,453 | \$9,369 |
| ENGR TECH | \$5,846 | \$6,095 | \$5,960 | \$6,860 | \$6,899 | \$6,883 |
| DIR OF FIN | \$11,124 | \$11,732 | \$11,917 | \$12,569 | \$12,739 | \$12,175 |
| ACCT SUPR | \$8,155 | \$8,257 | \$8,397 | \$9,071 | \$9,084 | \$9,070 |
| BOOKKEEPER/SR. ACCT | \$6,353 | \$6,448 | \$6,712 | \$6,882 | \$7,037 | \$7,135 |
| ACCT I | \$5,415 | \$5,883 | \$5,805 | \$6,152 | \$6,134 | \$6,268 |
| ACCT CLERK II | \$4,363 | \$4,697 | \$4,697 | \$4,654 | \$4,871 | \$5,062 |
| ACCT TECH II | \$4,346 | \$4,806 | \$4,780 | \$4,986 | \$5,084 | \$4,786 |
| INFO SYS SPEC | \$7,143 | \$7,450 | \$7,620 | \$7,924 | \$8,343 | \$8,601 |
| DIR OF ADMIN SVCS | \$10,787 | \$11,395 | \$10,712 | \$11,580 | \$11,847 | \$12,696 |
| HR OFFICER | \$9,265 | \$9,402 | \$9,452 | \$9,756 | \$10,068 | \$9,603 |
| HR ASSISTANT | \$5,552 | \$5,635 | \$5,635 | \$6,181 | \$6,546 | \$6,274 |
| EXEC ASST GM/BOARD | \$6,539 | \$6,837 | \$7,063 | \$7,117 | \$7,521 | \$7,381 |
| ADMIN SUPSPEC II | \$4,969 | \$5,286 | \$5,428 | \$5,408 | \$5,798 | \$5,815 |
| ADMIN SUPSPEC I | \$4,273 | \$4,614 | \$4,618 | \$4,560 | \$4,703 | \$4,540 |
| COLL SYS SUPRV | \$7,381 | \$7,591 | \$7,639 | \$7,982 | \$8,418 | \$8,561 |
| LEAD COLL MECH | \$5,461 | \$5,699 | \$6,277 | \$6,235 | \$6,628 | \$6,716 |
| COLL SYS WORKER II | \$4,963 | \$5,178 | \$5,172 | \$5,542 | \$5,919 | \$5,785 |
| COLL SYS TECH I | \$4,686 | \$4,497 | \$4,714 | \$4,851 | \$5,164 | \$5,123 |
| PLANT MANAGER | \$9,323 | \$9,878 | \$10,264 | \$10,020 | \$11,017 | \$10,976 |
| WW SUPRV | \$7,348 | \$8,279 | \$8,368 | \$8,360 | \$8,864 | \$8,853 |
| WW OPS SHIFT SUPRV | \$6,493 | \$6,854 | \$7,209 | \$7,528 | \$7,722 | \$7,770 |
| WW OPR III | NS | NS | NS | \$6,742 | \$6,792 | \$6,805 |
| WW OPR II | \$5,453 | \$5,807 | \$5,920 | \$6,001 | \$6,093 | \$6,167 |
| WW OPR I | \$4,954 | \$5,152 | \$5,336 | \$5,343 | \$5,450 | \$5,453 |
| OPR IN TRNG | \$4,457 | \$4,667 | \$4,715 | \$4,923 | \$4,900 | \$4,761 |
| MAINT MGR | NS | NS | NS | \$11,102 | \$10,978 | \$10,362 |
| PLANT MAINT SUPRV | \$7,897 | \$8,215 | \$8,328 | \$8,504 | \$9,342 | \$8,957 |
| LEAD MAINT MECH | \$6,080 | \$6,638 | \$6,629 | \$6,855 | \$7,237 | \$7,330 |
| MAINT MECH II | \$5,364 | \$5,802 | \$5,812 | \$6,088 | \$6,129 | \$6,201 |
| MAINT MECH I | \$4,678 | \$5,163 | \$5,116 | \$5,562 | \$5,367 | \$5,560 |
| LEAD ELEC/INST | \$6,627 | \$7,057 | \$7,248 | \$7,534 | \$7,682 | \$7,823 |
| ELECTRICIAN II | \$6,241 | \$6,343 | \$6,486 | \$6,686 | \$6,861 | \$7,111 |
| ELECTRICIAN I | \$5,438 | \$5,908 | \$5,630 | \$6,122 | \$6,428 | \$6,605 |
| LABORER | \$3,823 | \$4,281 | \$4,373 | \$4,423 | \$4,751 | \$4,983 |
| LAB SUPRV | \$7,876 | \$8,284 | \$8,533 | \$8,695 | \$9,202 | \$9,093 |
| LAB ANAL II | \$5,955 | \$6,291 | \$6,869 | \$6,619 | \$7,019 | \$7,222 |
| LAB ANAL I | \$5,404 | \$5,771 | \$5,979 | \$6,098 | \$6,169 | \$6,334 |
| LAB TECH | \$4,905 | \$5,263 | \$5,287 | \$5,252 | \$5,313 | \$5,437 |
| SOURCE CONTROL SUPRV | \$7,537 | \$8,060 | \$7,840 | \$9,059 | \$9,535 | \$9,414 |
| SOURCE CNTRL INSP II | \$6,172 | \$6,280 | \$6,676 | \$6,856 | \$7,606 | \$7,609 |
| SOURCE CNTRL INSP I | \$5,632 | \$5,577 | \$5,923 | \$6,383 | \$6,568 | \$6,643 |
| CUST SERV SUPRV | \$6,834 | \$7,095 | \$7,180 | \$7,872 | \$8,072 | \$7,516 |
| CUST SERV REP II | \$4,710 | \$4,874 | \$5,022 | \$4,957 | \$5,339 | \$5,271 |
| CUST SERV REP I | \$4,290 | \$4,128 | \$4,485 | \$4,303 | \$4,578 | \$4,429 |
| BUYER | \$5,711 | \$5,987 | \$6,057 | \$6,325 | \$6,464 | \$6,683 |
| STORE ROOM CLERK | NS | NS | NS | \$4,799 | \$5,275 | \$5,239 |
| COMM REL SPEC | \$7,310 | \$7,419 | \$7,922 | \$8,566 | \$8,304 | \$8,736 |

* Salary data was not collected in 2011