

Survey on Board Compensation - Water and Wastewater Agencies in NorCal, Bay Region

("N/A" means information not available")

Agency	Stipend/Max. Compensable Mtgs	Max Stipend Compensation Per	Medical Board Member/ Spouse/Family	Dental Board Member/ Spouse/Family	Life Insurance Board Member/Spouse	Pension	Deferred Comp	Car / Mileage	Cell Phone	Computers /iPads	Deferred Comp-Board member contribution	Deferred Comp Match?	Notes
Alameda County Water District	\$175 for each Board or committee meeting attended, conferences, seminars, workshops, tours and other Board authorized meetings and activities. Not to exceed 10 (ten) days in a calendar month.	\$ 1,750.00	Each Board of Director will contribute 0.25% of their per diem compensation toward the cost of their medical benefits beginning with the first pay period containing July 1, 2014. This contribution will increase annually by an additional 0.25% in 2015, 2016 and 2017, for a total four (4) year contribution of 2.5%.	Premium for employee and eligible dependents is fully paid by the District.	Premium for employee and eligible dependents is fully paid by the District.	Newly elected Board Members are excluded from PERS Membership, and from receiving retirement health benefits	7.5% District contribution to the 457 or the 401(a) deferred compensation plan is made on director's behalf. The Director may also contribute up to 50% of monthly stipend amount to a 457 Plan;	Board Members are reimbursed for reasonable expenses (transportation, mileage, lodging, and meals.) necessarily incurred while conducting District business	Yes	Yes	7.5% District contribution to the 457 or the 401(a) deferred compensation plan is made on director's behalf. The Director may also contribute up to 50% of monthly stipend amount to a 457 Plan	No	
Castro Valley Sanitary District	\$230 per meeting/ 6 meetings per month	\$ 1,380.00	Active Members of the Board of Directors may participate in the health benefits plan provided by the District as a non-PERS member through the CalPERS System, and/or Dental plan provided member pays 100% of premium cost less the amount listed in Section 4035.5 in Senate Bill 1464, Chapter 896, Chapter Date September 26, 2002	Board member pays entire cost	No	No	No District contribution	No	No	District provides four Board Members with tablets	No	No	
Central Contra Costa Sanitary District	\$185 per meeting / 6 meetings per month (max \$1,110 per month)	\$ 1,110.00	Central San pays premium for up to family coverage for CalPERS core plans. Kaiser or Health New Smartcare. Maximum District contribution of \$2912.55.	Central San pays premium for up to family coverage for Delta Dental PPO (maximum premium - \$188.00/month)	Central San pays premium for \$50,000/\$1,500 policy	No	No District contribution	As of 3/17/16, eligible for mileage reimbursement ONLY as related to conferences	No	Central San provides iPads for Directors	Required to make a 7.5% minimum contribution to deferred compensation account	No	
Contra Costa Water District	\$100 per meeting / 10 meetings per month (one meeting fee maximum paid per day)	\$ 1,000.00	District pays premium up to the Kaiser family coverage for CalPERS Kaiser, Health Net SmartCare or PERS Choice.	District pays premium for Delta Dental for family	District pays for \$10,000 policy	Yes	No District contribution	Yes	No	No	CCWD Board Members can participate in our 457 Deferred Compensation Plan through payroll deduction up to the annual IRS limit. They are not allowed to contribute from their own funds.	No	
Delta Diablo	\$170 per meeting/ Approx. 20 meetings per year (One Board meeting per month plus approx. 8 Committee meetings per year.)	\$ 340.00	District pays premium for CalPERS Medical (HMO or PPO) up to the greater of either the Blue Shield or Kaiser HMO family rate	District pays premium for up to family coverage; Self-insured Plan	District pays premium for \$125,000/ \$2,000 policy	No	No District contribution	Yes	No	No	No	No	
Dublin San Ramon Services District	\$195 per day for each day of service to the District, up to a maximum of 10 days per month	\$ 1,950.00	District pays for premium up to \$797 (Board Member only), \$1,594 (Member + 1 Dependent), \$2,072 (Member + 2 Dependents); rates set by resolution annually	District pays premium for up to Board Member and eligible dependents	District pays for up to \$50,000 basic life insurance	No – Board members Directors are not eligible to participate in the District's CalPERS retirement program, or retiree benefits, unless they were first elected or appointed to the Board prior to July 1, 1994, in accordance with California Government Code Section 20322 (c).	The District matches Board Member contributions to 457 Plan by 25%, up to \$10 per calendar month - provided that a director voluntarily contributes at least \$20 per month, the District matches that contribution up to \$10 per month or 25% of the monthly contribution, whichever is less.	Travel to and from a destination using private automobiles is allowable at the IRS mileage rate. This applies so long as the amount so calculated does not exceed the cost of pre-purchased round-trip coach class airfare plus ground transportation that would be incurred for the same trip.	No	Yes	Yes	Yes-\$20 per month	
East Bay Municipal Utility District	\$1,367 per month (effective February 1, 2020). Max. number of compensable meetings may vary but could be up to 11 per month based on committee or JPA assignments.	\$ 1,367.00	The District offers various plans and pays for premiums as follows: Board Member only – up to \$1,027.38 Member + 1 Dep – up to \$2,054.72 Member + 2 Dep – up to \$2,722.55 *rates set by resolution annually	N/A	No	Directors contribute 8.75% of their salary on a pre-tax basis and the District contributes 37.86% (as of January 2020). Directors are eligible to retire at age 54 with minimum of five years of service.	No District contribution	No – car. Yes - mileage	Yes	District provides iPads for Directors that want them (currently 4). For those that use their personal iPads, the District pays a \$50 stipend.	Yes	No	

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Fairfield-Suisun Sewer District	\$159.03 per meeting/6 meetings per month. Can be increased any year by Board action.	\$ 954.18	District pays health expense reimbursement of \$6,880 per calendar year (increased every January by CPI-W for SF-Oakland Metropolitan area 12 months ending in October of each year)	District pay for director and eligible dependents	No	No	No District contribution	Pay mileage and parking when attending conferences for District business	N/A	N/A	N/A	N/A	
Inland Empire Utilities Agency	\$260.00 per meeting/ 10 meetings per month	\$ 2,600.00	Medical, dental, vision	Agency pays highest premium amount for Medical, Delta Dental PPO and Vision	Agency pays premium for \$40,000 policy for Member only	No	Not eligible to contribute	Yes, mileage	Yes	Yes	No	No	
Marin Water	\$200 per meeting/10 meetings per month	\$ 2,000.00	Medical & Dental	Board member	No	No	No	Yes, mileage	Yes	Yes	No	No	Deferred Comp only for FTE's
Napa Sanitation District	\$218 per meeting/10 meetings per month	\$ 2,180.00	No	No	District pays premium for \$28,000 policy	No	No District contribution	Reimburse mileage for conferences and trainings	N/A	\$20 allowance for iPad fees	No	No	Board Members do not participate in Deferred Comp
Oro Loma Sanitary District	\$260 per meeting/6 meetings per month	\$ 1,560.00	District pays premium for up to two-party highest CalPERS plan for 2021 - \$2615.72.	Board member + family - \$138.17/month for dental and \$32.53/month for vision in 2021	No	No	District contributes 6.32% of earnings to 401a plan and 2.2% of earnings to 457b plan (Alternate to Social Security)	Mileage reimbursed per IRS rate	No, but reimbursement up to \$40/mo.	\$1,000 one time (if requested)	The defined contribution 401(a) plan for Board members mandates that the District contribute 6.32% of their compensation and they must contribute 18.68%, no more, no less. They also have a deferred compensation 457(b) plan in lieu of social security, to which the District contributes 2.00% of their compensation and they must contribute 4.20%.	No matching for Board members, only for employees (management and rank-and-file).	
Union Sanitary District	\$212.10 per meeting/ max of one meeting per day and six meetings per month.	\$ 1,272.60	District pays up to \$1,165.45 per month for Board Member only; \$2,294.23 per month for Board Member +1; \$2,821.28 per month for Family for medical, dental, vision; allocated as follows: 100% dental, 100% vision, and balance to medical plans		District pays for coverage of \$10,000 for Board Member; \$5,000 for spouse and dependents	No	\$50/month	Mileage reimbursement for travel related to trainings / conferences	No	District provides iPads to directors	N/A	N/A	
Vallejo Flood and Wastewater District	City Appointees (7) \$100 per month (regardless of number of meetings held or attended) – County Appointee (1) \$100 per meeting attended max of 3 per month	\$ 300.00	No	No	No	No	No District contribution	Mileage reimbursement for travel related to trainings / conferences	No	No	No	No	

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Valley Water	\$331.86 for each day's attendance at Board or committee meetings, conferences, seminars, workshops, tours and other Board authorized meetings and activities as described in Board Policy GP-10.6.1. If the 15 meetings are exceeded, Board members are reimbursed for transportation, mileage, meals or any reasonable related expenses.	\$ 4,977.90	Medical, Dental, Vision Care and Employee Assistance Program (EAP) benefits are provided by Valley Water for Board of Directors and their eligible dependents including domestic partners. Domestic partner coverage is taxable income for federal and state income tax purposes (dependent on State of CA registration). Board of Directors pay 15% towards Valley Water's monthly premium cost for medical coverage. Dental, Vision Care and EAP coverage is provided by Valley Water with no monthly premium cost to the Board member. Kaiser, Blue Shield HMO, Blue Shield PPO, Delta Dental, Vision Service Plan (VSP), Concern (EAP)	Yes	Life Insurance benefits equal to one times annual maximum per meeting rate. Board of Directors may purchase an additional amount in Supplemental Life Insurance at 1x, 2x, 3x or 4x annual maximum per meeting rate. Option to convert to individual life insurance policy upon leaving office.	No	Optional deferred income plans allows tax sheltering of current income and payment later as supplemental retirement income. Deferred compensation is invested according to the Board of Directors' choice of a variety of investment vehicles per the IRS limits. No Valley Water matching contribution is provided for the Board of Directors.	Yes	Yes	Yes	N/A	N/A	
West Bay Sanitary District	\$240/day – max of 6 days	\$ 1,440.00	No	No	No	No	No District contribution	Mileage reimbursement for travel related to trainings / conferences		Reimburse tablet purchases	No	No	
West County Wastewater District	Up to \$265.35 per meeting/ 6 meetings per month	\$ 1,592.10	District pays flat rate of up to \$2115.46/month for family medical; dental premium is shared 90% District/10% director.		District pays premium for \$85,000 policy for Board Member only. (Age reduction schedule applies.)	No	No District contribution	\$32/month	Yes	District provides tablets to directors	No	No	

ACWD	\$	175.00	\$ 1,750.00
High	\$	331.86	\$ 4,977.90
Average	\$	280.78	\$ 1,642.92
Median	\$	206.05	\$ 1,410.00
Low	\$	100.00	\$ 300.00

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ADDITIONAL DATA REQUESTED - PRIVATE WATER COMPANIES

California Water Service	\$4600 Chairman of the Board; \$2300 all other members		N/A	N/A	N/A	N/A	The Group maintains a deferred compensation plan for its directors, officers, and eligible employees. The plan is intended to promote retention by providing eligible employees, including the officers, with a long-term savings opportunity on an income tax-deferred basis. This plan is voluntary and funded by the individuals who elect to participate in the program. There are no company or company-matching contributions.	Yes	N/A	N/A	All employees satisfying the eligibility requirements are entitled to participate in our 401(k) plan and receive matching contributions from the Group. Pursuant to the plan, all employees, including officers, are entitled to contribute up to the statutory limit set by the Internal Revenue Service (IRS) and the Group matches 75% for each dollar contributed up to eight percent for a maximum company-matching contribution of six percent of employee's eligible earnings.	No	
San Jose Water	\$1500 per meeting fee		No	No	No	No	Yes	Mileage reimbursement for travel related trainings/comferences	No	Ipads provided	Pursuant to the Deferral Election Program, each non-employee member of the Corporation's Board of Directors has the opportunity to defer: (i) either 50 percent or 100 percent of his or her annual retainer fees for serving on the Corporation's Board and the Board of one or more subsidiaries; and (ii) 100 percent of his or her fees for attending pre-scheduled meetings of such Boards or any committees of such Boards on which he or she serves. The deferral election is irrevocable and must be made prior to the start of the year for which the fees are to be earned.	No	