



# Compensation Report

Alameda County Water District

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## SECTION I PROJECT OVERVIEW

Ralph Andersen & Associates was retained by the Alameda County Water District to conduct a Compensation Study involving all District job classifications. This report presents the results of the study through the following sections:

- Section I – Project Overview
- Section II – Compensation Methodologies
- Section III – Compensation Survey Findings
- Section IV – Salary Range Recommendations
- Appendices – Detailed recommendations and market data.

The methodologies described in this report are similar to those used for any public or private employer, with a customized approach to fit the location and nature of services of the Alameda County Water District.

### EFFECTIVE COMPENSATION PLANS

The District's compensation plan is one of the most important elements in its human resources system. Combining a sound compensation system with an effective classification system contributes to the overall effectiveness of an organization. In broad terms, the District's compensation plan should:

- Ensure that the District can attract and retain well-qualified employees by anchoring the compensation plan to the salary and benefit practices of comparable employers
- Provide a defensible and rational basis for compensating employees
- Allow flexibility and adaptability for making District compensation decisions based on changing market conditions
- Recognize the District's responsibility as a public agency in establishing a pay plan that is consistent with public practices.

Policy decisions resulting from the compensation study will ultimately balance the above goals with the District's ability to pay and other budget priorities.

### STUDY OBJECTIVES

Based on the identified needs of the District, this study was designed to achieve the following objectives:

- Select comparable employers to facilitate a custom market survey
- Collect and analyze salary and benefit data to understand market compensation trends
- Analyze the market data and document comparisons with the District's compensation plan
- Conduct an analysis of internal salary relationships including vertical (compaction) and horizontal pay relationships among similar jobs
- Develop salary range recommendations using market survey benchmarks and internal alignments.

The primary objective of the compensation survey and subsequent analysis is to identify compensation trends in the labor market and recommend adjustments to the District's salary ranges to best fit those trends.

## SECTION II COMPENSATION METHODOLOGIES

This section provides an overview of the methodologies that have been used to conduct the compensation analyses and develop specific recommendations. Specific methods and systems presented include:

- Why Market Surveys?
- Labor Market Survey Agencies
- Labor Market Position
- Market Data Collection Process
- Point of Comparison.

All methodologies used by *Ralph Andersen & Associates* are consistent with established professional standards and methodologies of compensation.

### WHY MARKET SURVEYS?

Compensation surveys are an effective tool for compensation professionals to utilize in assessing an employer's competitiveness with labor conditions and market practices. Survey data is necessary because labor markets are constantly changing in response to the availability of skills/experience and fluctuations in economic conditions. These changes can vary among regions and across industries and employer types. Thus, an effective survey will provide data that closely reflects market conditions that the employer is competing against. Survey data is important for the following reasons:

- Detailed data allows an employer to anticipate changing market conditions and understand what peer employers are doing with respect to compensation.
- Market data allows an employer to be deliberate in making compensation related decisions by reducing guesses or reliance on indexes that may not reflect real market conditions.
- Survey data can provide defensibility and transparency for employees and other stakeholders.

At a minimum, survey data can help an employer reduce undesired employee turnover and optimize the ability to hire employees when filling vacant positions. The use of labor market data is a common practice in both public and private employers.

### LABOR MARKET SURVEY AGENCIES

One of the most important policy components of a compensation plan is a definition of the labor market within which the District must compete. There are typically five important criteria utilized in identifying those employers that comprise an agency's labor market. They are:

- **Historical Practices** — Over time, an employer will develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. In some instances, survey agencies can be more formally defined by policy documents or memorandums of understanding. Survey agencies can be specifically identified, or they can be defined by characteristics such as size or proximity. Historical practices are an important consideration if for no other reason than deviating from historical practices typically requires sufficient reasoning.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the Alameda County Water

District. Employers who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers. The optimal agencies to use in this survey include special districts and cities.

- **Geographic Proximity** — Geographic proximity of potential employers is one of the most important factors utilized in identifying an organization’s labor market. This factor is particularly useful because it identifies those employers that directly compete with the Alameda County Water District to recruit and retain personnel. If a sufficient number of comparable agencies exist within close proximity to the District, the defined geographic area may be confined to an area among surrounding counties.
- **Employer Size** — As a rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. The size of the survey agencies can most easily be measured by expenditures, revenues, customers, and similar characteristics.
- **Economic Similarity** — While there are a number of economic factors that can be compared among cities, the most important factor related to compensation is composite cost of living. In some regions or states, living costs can vary significantly and have an important impact on how potential candidates evaluate compensation. This factor is important if labor market agencies are used beyond the local market. A secondary index that analyzes relative wage differences can also be utilized to further understand economic similarities and differences.

Using the criteria outlined previously, Ralph Andersen & Associates analyzed labor market agencies using the following specific criteria:

- **Nature of Services** —Recognizing the utility services provided by the District, the best type of public agencies to survey are special districts that provide similar utility services, including those with treatment facilities. There may also be local government agencies that have comparable jobs, particularly if they have utility operations. While local government agencies such as cities can be useful, the primary agencies used in the survey should be special districts since they operate within similar governing and service structures and share similar revenue sources.
- **Geographic Area** – Normally, the geographic region is defined by surrounding counties and a reasonable driving distances. As a starting point, the consultants analyzed agencies within 60 miles of the District which covers most of the District’s historical survey agencies.
- **Employer Size** – While employer size is important for some jobs, employer size needs to be balanced against geographic area and economic similarity. Our analysis includes total revenues and total expenditures.
- **Economic Similarity** – The selection of survey agencies should have a balance of economically similar agencies with a mix of equal, lower, and higher cost of living areas. For economic similarity, Ralph Andersen & Associates relies on indexes published by the Economic Research Institute (ERI). Using this index, agencies with an index higher than 100 are in a higher cost of living area while agencies below 100 are in a lower cost of living area. In addition, we have shown the Relative Wage index which provides differences in relative wages paid for jobs between cities (broad mix of private and public sector employers). Overall differences of less than five percent are not significant.

Using the above criteria, the consultants identified potential survey agencies and then identified an optimal group of 13 agencies including nine special districts and four local cities. These agencies balance the above selection criteria and include larger and smaller organizations, agencies within close geographic proximity up to 50 commuting miles from the District, and a balance of higher and lower cost of living locations (all within the San Francisco Bay Area market). The list of survey agencies and the selection data is provided below.

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Survey Agency	Population Served	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	City	County	Trtmt Plant?
<b>Alameda County Water District</b>	<b>357,000</b>	<b>0</b>	<b>\$127.5 Mil</b>	<b>\$100.5 Mil</b>	<b>100.0</b>	<b>100.0</b>	<b>Fremont</b>	<b>Alameda</b>	<b>Yes</b>
Union Sanitary District	356,160	11	\$711.1 Mil	\$750.3 Mil	102.5	99.9	Union City	Alameda	Yes
Dublin San Ramon Services District	188,000	18	\$94.5 Mil	\$72.5 Mil	100.6	99.1	Dublin	Alameda	Yes
East Bay Municipal Utility District	1,400,000	20	\$666.8 Mil	\$564.9 Mil	113.0	99.5	Oakland	Alameda	Yes
Zone 7 Water Agency	261,621	20	\$132.1 Mil	\$109.5 Mil	89.9	99.5	Livermore	Alameda	Yes
Santa Clara Valley Water District	2,000,000	25	\$480.0 Mil	\$459.6 Mil	126.7	108.2	San Jose	Santa Clara	Yes
San Francisco Public Utilities Commission	2,700,000	40	\$1.4 Bil	\$1.4 Bil	171.8	105.5	San Francisco	San Francisco	Yes
Contra Costa Water District	500,000	41	\$134.2 Mil	\$129.9 Mil	82.6	99.8	Concord	Contra Costa	Yes
Central Contra Costa Sanitary District	462,000	42	\$115.0 Mil	\$110.9 Mil	92.7	99.4	Martinez	Contra Costa	Yes
Marin Municipal Water District	191,300	50	\$82.1 Mil	\$84.5 Mil	111.2	102.7	Corte Madera	Marin	Yes
<b>Local Cities</b>									
Fremont	234,220	5	\$345.4 Mil	\$344.0 Mil	100.0	100.0	Fremont	Alameda	No
San Jose	1,400,000	10	\$2.3 Bil	\$2.4 Bil	126.7	108.2	San Jose	Santa Clara	Yes
Hayward	160,311	15	\$314.6 Mil	\$315.6 Mil	87.3	99.9	Hayward	Alameda	Yes
Livermore	91,861	19	\$216.3 Mil	\$188.8 Mil	89.9	99.5	Livermore	Alameda	Yes

Population - CA Dept of Finance; 2020  
Distance - Google Maps

Revenues/Expenditures - CA State Controller; 2018  
Cost of Living/Wage Index - Economic Research Institute; April 2020

## MARKET DATA COLLECTION PROCESS

To ensure reliability and completeness, survey data was collected according to a structured methodology. In conducting the compensation survey, the following specific steps were taken:

- Survey employers were contacted to confirm participation and to request background information including current salary schedules, job descriptions, benefit information, position control documents, and organizational charts
- Source documents were analyzed for each survey agency in order to determine comparability issues and obtain salary/benefit data
- Follow-up discussions were conducted by e-mail and telephone to verify and clarify the data to ensure accuracy and comparability
- Further research and review of issues was completed based on comments and questions from the District’s managers and employee representatives.

Throughout the data collection process, careful efforts were made to document the full range of duties and requirements of all job classes as compared to the District’s corresponding survey jobs.

When conducting labor market surveys, one of the most important objectives is to ensure that the labor market data is sufficiently comparable to District jobs while also serving as a strong indicator of market trends. Since the purpose of the labor market analysis is to identify general wage trends with other agencies, broad comparability guidelines are used when collecting data. If the comparability guidelines are too narrow, then insufficient market data will be found.

Common comparability criteria includes similar core functional duties, education/skill requirements, certifications, level of duties, resource responsibility, and scope of supervisory and management duties. It is not as critical for all job duties to be the same or for the number of employees in those jobs to be the same. Furthermore, it is not essential that comparable market jobs use the same equipment, have the same workload, or work in an identical facility. While *Ralph Andersen & Associates* has been careful not to include outlier job comparisons, there will be some variability in the job matches. In some instances, a comparable market job may exceed the responsibilities and duties of the District’s job and in other cases, the market job may perform duties at a slightly lower level. Overall, the market comparabilities are intended to provide a balanced indication of market trends (matches that are a mix of higher, lower, similar roles and responsibilities).

The survey data contains job matches that are sufficiently comparable based on the professional judgment of *Ralph Andersen & Associates*. Wherever possible, job matches are supported by documentation received from the survey agencies. While job descriptions served as a starting point for all comparability assessments, they were not the sole source of information used to establish job matches. Job descriptions can be unreliable (particularly if they are outdated), not every agency has the same level of detail in their job descriptions, and many agencies may not have the same philosophy in establishing minimum qualifications.

The term “No Comparable Class” has been used to indicate instances where 1) a job does not exist within the survey agency, 2) the level of responsibilities/duties are not sufficiently comparable, or 3) the comparable job duties are spread among several job classifications, none of which are an adequate job match to the survey job.

#### SURVEY JOB CLASSIFICATIONS & MARKET BENCHMARKS

The compensation survey was initiated by surveying 84 District job titles. Of the 84 survey jobs, insufficient data was found for eight job classifications. In order to assess market trends, at least **three** job matches are required to conduct a statistical analysis. Ideally, data should have at least six matches. Of the remaining 76 jobs where sufficient data was available, some data was not used for establishing salary range adjustments (benchmarking) due to excessive data variability, unbalanced samples, or because the consultants determined an internal salary relationship was more important than the market data. This process is described in more detail in Section IV of this report.

#### POINT OF COMPARISON

When comparing District salaries with market agencies, it is important to establish a consistent point of comparison. Since all the survey agencies used in the market study utilize a variety of pay range structures, a critical review was needed to find the best salary range reference point. In all instances, the range maximum (excluding narrowly used performance maximums) has been used as the primary comparison point. This essentially serves as the range control point since employees will progress through the salary range to the range maximum over a relatively short period of time. Salary range comparisons do not include additional performance-based portions of the pay range nor do they include longevity payments (these are included in the benefits analysis).

## SECTION III COMPENSATION FINDINGS

This section of the report documents the key findings and observations resulting from the consultant's compensation survey and data analyses. The focus of the compensation analysis is to identify significant differences in the pay practices of the District as compared to the survey agencies.

### LABOR MARKET POSITION

Depending on the policy objectives as well as recruitment and retention needs, most public agencies will establish a market position between the median (50<sup>th</sup> percentile) and the 75<sup>th</sup> percentile. Establishing a labor market position will primarily be driven by an organization's recruitment and retention objectives. Anchoring a pay plan to a higher market position will result in better qualified applicants for vacant positions and will reduce employee turnover, the cost of which (recruitment, training, and assimilation) can be significant.

Important elements to consider when deciding on a market position include the following:

- Historical practices
- Recruitment and retention/turnover objectives to ensure optimal and efficient service delivery
- The District's ability to sustain and pay for compensation and benefits
- Priority of compensation versus other expenditures
- Comparability of the survey agencies (size, cost of living differences, etc.)
- The mix of salary and benefits in providing a total compensation package for employees.

The above considerations were discussed once preliminary survey data was obtained and analyzed so that the District understood its current relative market position compared to the survey agencies. Based on direction provided by the District, the survey data has been analyzed and presented using the market 75<sup>th</sup> percentile. This is a point in the market that is equal to or higher than 75% of the survey comparisons (when survey data is ranked) with only 25% of the survey agencies paying above this point.

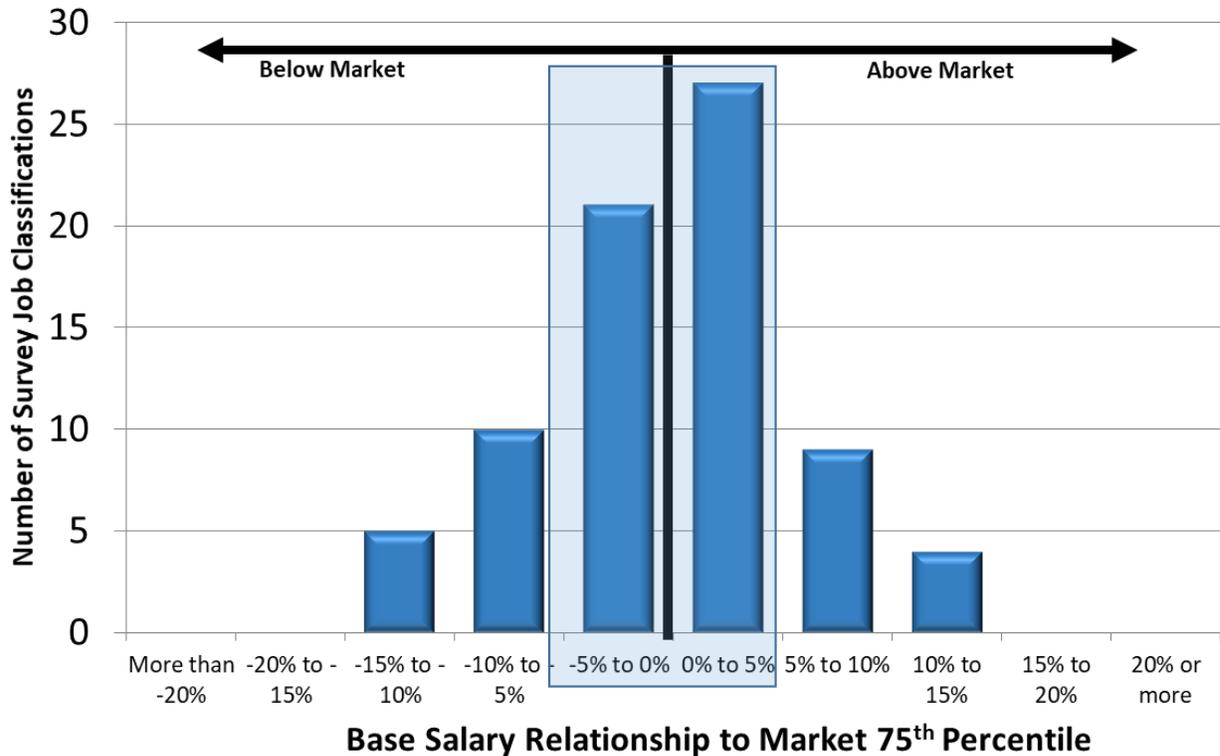
### BASE SALARY SURVEY RESULTS

As a starting point, the consultants analyzed base salary ranges (excluding benefits) between the District and the survey agencies. Survey agency data is captured by referencing the statistical 75<sup>th</sup> percentile of the survey sample in order to identify market trends. A summary of the salary survey is shown in the following graphs for 121 survey job classifications. The graphs shows the 76 survey jobs and their percentage market deviation to the 75<sup>th</sup> percentile of the survey agencies in 5% increments (0% to 5% above/below 75<sup>th</sup> percentile, 5% to 10% above/below 75<sup>th</sup> percentile, etc.).

As indicated in the graph below, a majority of the survey jobs are within 5% of the market 75<sup>th</sup> percentile. As shown in the graph:

- No jobs are more than 15% below 75<sup>th</sup> percentile
- 5 jobs are between 10% and 15% below 75<sup>th</sup> percentile
- 10 jobs are between 5% and 10% below 75<sup>th</sup> percentile
- 48 jobs (two bars) are within 5% of 75<sup>th</sup> percentile
- 13 jobs are more than 5% above 75<sup>th</sup> percentile.

On average, the District's salary ranges are at the 73<sup>rd</sup> percentile of the market.



The following table provides a detailed summary of the market survey for the 84 survey jobs (see Appendix A for data sheets) and includes:

- The job title surveyed
- The District’s current salary range maximum
- The number of observations (matches), not including District data
- The 75<sup>th</sup> percentile of comparable range maximums for comparable jobs
- The percentage deviation between the District’s current salary range maximum and the 75<sup>th</sup> percentile with negative numbers showing a position below 75<sup>th</sup> percentile and positive numbers showing a position above 75<sup>th</sup> percentile
- The percentile rank of the survey job compared to the market comparables.

Job Class Title	Range Max	# of Obs.	Market 75th P	% +/- 75th P	Percentile
Accountant II	10,330	12	10,097	2.3%	80
Accounting & Treasury Manager	16,372	12	16,566	-1.2%	61
Accounting Assistant II	8,000	13	8,256	-3.2%	68
Accounting Supervisor II	14,231	7	13,012	8.6%	89
Administrative Analyst II	10,330	12	11,310	-9.5%	35
Advanced Treatment Facility Operator	10,752	3	10,681	0.7%	82
Advanced Water Treatment Plant Operator	10,752	5	11,124	-3.5%	62
Associate Engineer	14,020	10	13,038	7.0%	100
Auto Mechanic II	9,777	11	9,180	6.1%	100
Buyer II	10,330	9	9,882	4.3%	95
Chemist II	10,914	11	10,636	2.5%	98
Construction Inspector II	11,025	13	10,352	6.1%	92
Customer Account Field Representative	8,286	7	8,422	-1.6%	73

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Job Class Title	Range Max	# of Obs.	Market 75th P	% +/- 75th P	Percentile
Customer Account Rep II	7,058	10	7,001	0.8%	78
Customer Service Supervisor II	14,231	6	12,592	11.5%	100
Customer Services & Systems Manager	16,372	6	16,657	-1.7%	71
Development Service Manager	16,372	6	18,612	-13.7%	42
Distribution Maintenance Manager	16,372	7	17,369	-6.1%	61
Distribution Maintenance Supervisor II	14,231	8	14,068	1.1%	78
Electrician	10,593	11	10,267	3.1%	92
Emergency & Security Services Planner	10,330	3	10,898	-5.5%	37
Emergency Response/Security Officer	12,621	7	12,693	-0.6%	48
Engineer II	12,005	13	11,497	4.2%	100
Engineer, Senior	14,020	7	13,519	3.6%	89
Engineering Supervisor II	15,495	12	15,007	3.2%	92
Engineering Technician II	9,535	12	9,169	3.8%	85
Environmental Specialist II	10,914	10	11,625	-6.5%	49
Executive Assistant	12,125	13	12,075	0.4%	75
Facilities Maintenance Supervisor	14,231	10	13,544	4.8%	93
Facilities Maintenance Worker	9,299	10	8,526	8.3%	100
Facility Maintenance Manager	16,372	11	16,985	-3.7%	66
Financial Analyst II	12,005	12	11,762	2.0%	92
Financial System Analyst	14,020	3	12,062	14.0%	100
Gardener II	7,880	11	7,672	2.6%	85
General Facilities Supervisor	14,231	9	12,198	14.3%	97
General Manager	25,704	13	28,028	-9.0%	61
Groundwater Resources Manager	16,372	2	I.D.	--	--
Human Resources Analyst II	10,330	13	11,150	-7.9%	38
Human Resources Technician II	8,932	10	8,328	6.8%	100
Human Resources/Risk Manager	16,372	12	16,514	-0.9%	68
Information Systems Analyst II	11,476	11	12,189	-6.2%	50
Information Technology Manager	16,372	11	16,993	-3.8%	46
Information Technology Supervisor	14,231	6	14,556	-2.3%	58
Instrument Technician	10,806	12	10,455	3.2%	94
Laboratory Services Supervisor	14,231	10	14,211	0.1%	76
Laboratory Technician II	8,712	10	8,521	2.2%	100
Manager of Eng & Tech Services	20,868	13	21,304	-2.1%	61
Manager of Finance	20,868	13	21,338	-2.3%	61
Manager of Operations and Maintenance	20,868	8	21,083	-1.0%	73
Manager of Water Resources	20,868	6	21,627	-3.6%	63
Meter Reader	8,286	7	7,157	13.6%	94
Meter Reader Supervisor	10,227	4	10,615	-3.8%	26
Meter/Cross Connection Worker II	9,299	5	8,776	5.6%	100
Network Administrator II	14,020	10	12,865	8.2%	93
Network Analyst II	10,914	10	12,113	-11.0%	50
Network Technician	9,535	8	9,115	4.4%	96
Office Assistant II	7,058	12	7,336	-3.9%	66
Office Supervisor II	10,227	5	9,222	9.8%	88
Operations Systems Analyst	12,005	2	I.D.	--	--
Planner/Scheduler	11,025	5	10,992	0.3%	76
Procurement Specialist	8,000	4	8,224	-2.8%	60
Project Engineering Manager	16,372	9	17,496	-6.9%	53
Public Affairs Specialist	10,330	13	11,006	-6.5%	44
Public Affairs Supervisor II	14,231	6	14,124	0.8%	84

Job Class Title	Range Max	# of Obs.	Market 75th P	% +/- 75th P	Percentile
Purchasing Officer II	14,231	8	14,058	1.2%	86
QA/QC Officer	12,621	5	14,302	-13.3%	23
Storekeeper II	8,369	8	8,180	2.3%	87
Treatment & Distribution Supervisor II	14,231	5	14,731	-3.5%	64
Treatment Facilities Operator	9,777	4	9,375	4.1%	100
Utility Mechanic II	9,777	10	9,676	1.0%	77
Utility Worker II	8,369	8	8,273	1.2%	100
Water Cons. Specialist II	10,330	7	11,740	-13.7%	50
Water Conservation Supervisor	14,231	4	14,401	-1.2%	73
Water Production Manager	16,372	6	18,079	-10.4%	29
Water Supply & Planning Manager	16,372	6	17,570	-7.3%	15
Water Supply Supervisor	14,231	2	I.D.	--	--
Water Treatment Plant Operator	9,975	6	10,174	-2.0%	68
Workplace Health and Safety Officer	12,621	7	12,957	-2.7%	62
<b>Average</b>		<b>8</b>		<b>-0.1%</b>	<b>73</b>

Detailed base salary data sheets are provided in Appendix A.

#### TOTAL COMPENSATION ANALYSIS (BENEFITS)

The purpose of the labor market total compensation analysis is to determine whether the District's benefits significantly improve or worsen the District's market position. This is determined by analyzing the market relationship of base salary comparisons and then adding benefit categories to determine changes in market position.

The total compensation survey included common benefits available to all employees and focused on the employer cost of these benefits. The benefits utilized as part of the total compensation analysis included:

- Cash benefits paid by the employer
  - Longevity pay (pay for years of experience beyond the normal salary range progression)
  - Deferred compensation (employer paid contributions including matching contributions)
  - Other cash benefits such as management allowances and flex/cafeteria benefits
  - Retirement contributions paid by the employer on behalf of the employee and additional employee contributions paid by the employee toward the employer contribution (negative offset value)
- Insurance benefits paid by the employer
  - Medical, the maximum EE+2 (family) contribution made by the employer excluding rarely used plans
  - Dental, the maximum EE+2 (family) contribution made by the employer
  - Vision, the maximum premium contribution or annual reimbursement for vision benefits.

While classic tier retirement contributions have been included in the benefits analysis, their importance and usefulness should be significantly discounted due to the following:

- Most of the retirement costs incurred by the District (and the survey agencies) are based Unfunded Actuarial Liabilities (UAL) and actuarial demographics of which the District has little control.
- Retirement benefit comparisons are based on comparisons of the classic retirement tier available to new employees who qualify (retirement tiers in effect as of December 2012); it is not appropriate to compare the cost and benefits of closed tiers that are not available to new employees.
- Many District employees are in the PEPRA tier which generally incur the same costs and benefits for the District and the survey agencies (thus, no significant differences will be measured if included in the total compensation analysis).

Using the above categories, the total compensation analysis started with a macro-level analysis to determine if the District’s benefits have a significant impact on its labor market position. This analysis is conducted by utilizing three snapshots of data: 1) base salary, 2) base salary plus cash benefits, and 3) base salary plus cash benefits plus insurance benefits. The results of this analysis are the following:

- The average labor market position when base salary is compared is 0.2% below 75<sup>th</sup> percentile. For purposes of the total compensation analysis, it is not important what this number is as much as how this relative market position shifts as benefits are introduced into the analysis.
- When cash benefits are cumulatively added to base salary, the District’s market position shifts to 1.8% above market 75<sup>th</sup> percentile (a 2.0% gain). This is due to:
  - The District’s 2.5% contribution towards the employee portion of the retirement contribution (MCP and executive employees)
  - Deferred compensation contributions (MCP and executive employees)
  - Longevity pay for some employee groups (OE3 and OA).
- When insurance benefits are cumulatively added to base salary and cash benefits, the District’s market position shifts to 5.8% above market 75<sup>th</sup> percentile (a 4.0% gain). This is a result of higher insurance contributions compared to the market. On average, the District’s maximum insurance contribution is \$700 more per month than the market average. It should be noted that the analysis of insurance benefits did not consider qualitative differences in deductibles, co-pays, or other employee costs. Generally, differences in employer contributions will either reflect differences in these qualitative factors, or more commonly, differences in the employee’s share of total premium costs.

Overall, the District gains 6.0% in market position when all benefit categories are considered compared to base salary. This trend varies slightly by employee group as shown in the table with the Exec group gaining a low of 4% in market position and the OE3 group gaining a high of 8.1% in market position due to benefits. Since most of this market gain is due to insurance benefits, no salary setting adjustments are required based our analysis of total compensation. To the degree the District wants to address their higher relative insurance contributions (such as requiring a greater contribution by employees towards health insurance costs), this is better accomplished by directly modifying employer insurance contribution costs through the meet and confer process.

<b>Market Gain Due to Benefits</b>	
<b>Employee Group</b>	<b>Total Gain</b>
Exec Average	4.0%
MCP Average	5.4%
OA Average	5.6%
OE3 Average	8.1%
<b>Average</b>	<b>6.0%</b>

The following table provides a detailed summary of the market survey for the 121 survey jobs (see Appendix A for data sheets) and includes:

- The job title surveyed
- The number of observations (matches), not including District data
- The percentage relationship of the 75<sup>th</sup> percentile using base salary range maximums
- The percentage relationship of the 75<sup>th</sup> percentile using base salary + cash benefit comparisons
- The percentage relationship of the 75<sup>th</sup> percentile using base salary + cash benefit + insurance benefit comparisons
- Additional information shows the gain/loss of adding each benefit category (numbers shown in red).

<b>Class Title</b>	<b># of Obs.</b>	<b>Base</b>	<b>Base + Cash</b>	<b>Gain/ Loss</b>	<b>Base + Cash + Insurance</b>	<b>Gain/ Loss</b>	<b>Total Gain/ Loss</b>
General Manager	13	-9.0%	-6.6%	2.4%	-5.7%	0.9%	3.3%
Manager of Eng & Tech Services	13	-2.1%	-2.8%	-0.8%	1.3%	4.1%	3.4%

*Ralph Andersen & Associates*

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Gain/ Loss
Manager of Finance	13	-2.3%	-3.0%	-0.7%	0.4%	3.3%	2.6%
Manager of Operations and Maintenance	8	-1.0%	2.3%	3.3%	5.0%	2.8%	6.1%
Manager of Water Resources	6	-3.6%	-2.7%	1.0%	0.3%	3.0%	4.0%
<b>Exec Average</b>	10	-2.3%	-1.6%	0.7%	1.8%	3.3%	4.0%
Accountant II	12	2.3%	2.4%	0.1%	7.6%	5.2%	5.3%
Accounting & Treasury Manager	12	-1.2%	-0.8%	0.4%	3.0%	3.8%	4.1%
Accounting Supervisor II	7	8.6%	6.0%	-2.6%	7.6%	1.6%	-1.0%
Administrative Analyst II	12	-9.5%	-5.6%	3.9%	1.2%	6.8%	10.7%
Associate Engineer	10	7.0%	10.7%	3.7%	11.8%	1.1%	4.8%
Buyer II	9	4.3%	6.6%	2.2%	8.9%	2.4%	4.6%
Chemist II	11	2.5%	4.6%	2.0%	8.2%	3.6%	5.7%
Customer Service Supervisor II	6	11.5%	13.3%	1.8%	16.5%	3.2%	5.0%
Customer Services & Systems Manager	6	-1.7%	1.4%	3.2%	4.8%	3.4%	6.5%
Development Service Manager	6	-13.7%	-11.7%	2.0%	-6.4%	5.3%	7.3%
Distribution Maintenance Manager	7	-6.1%	-6.8%	-0.8%	-3.7%	3.1%	2.4%
Distribution Maintenance Supervisor II	8	1.1%	3.0%	1.9%	4.2%	1.2%	3.1%
Emergency & Security Services Planner	3	Insufficient Data					
Emergency Response/Security Officer	7	-0.6%	1.3%	1.8%	4.1%	2.9%	4.7%
Engineer II	13	4.2%	7.3%	3.0%	10.6%	3.3%	6.3%
Engineer, Senior	7	3.6%	7.2%	3.6%	8.9%	1.6%	5.3%
Engineering Supervisor II	12	3.2%	3.4%	0.2%	3.9%	0.6%	0.8%
Environmental Specialist II	10	-6.5%	-1.3%	5.2%	4.2%	5.6%	10.7%
Executive Assistant	13	0.4%	-9.8%	-10.2%	-5.3%	4.5%	-5.7%
Facilities Maintenance Supervisor	10	4.8%	5.5%	0.7%	6.0%	0.5%	1.2%
Facility Maintenance Manager	11	-3.7%	-3.2%	0.5%	0.4%	3.6%	4.1%
Financial Analyst II	12	2.0%	4.8%	2.8%	9.1%	4.3%	7.1%
Financial System Analyst	3	Insufficient Data					
General Facilities Supervisor	9	14.3%	15.2%	0.9%	16.7%	1.5%	2.4%
Groundwater Resources Manager	2	Insufficient Data					
Human Resources Analyst II	13	-7.9%	-5.8%	2.2%	1.3%	7.1%	9.3%
Human Resources Technician II	10	6.8%	7.4%	0.6%	11.9%	4.5%	5.1%
Human Resources/Risk Manager	12	-0.9%	-1.9%	-1.0%	-0.1%	1.8%	0.8%
Information Systems Analyst II	11	-6.2%	-2.1%	4.1%	3.5%	5.6%	9.7%
Information Technology Manager	11	-3.8%	-3.5%	0.3%	0.8%	4.3%	4.6%
Information Technology Supervisor	6	-2.3%	-6.5%	-4.2%	-1.1%	5.3%	1.1%
Laboratory Services Supervisor	10	0.1%	2.7%	2.5%	7.8%	5.1%	7.6%
Meter Reader Supervisor	4	-3.8%	0.3%	4.1%	7.7%	7.3%	11.5%
Network Administrator II	10	8.2%	12.3%	4.1%	14.3%	2.0%	6.1%
Network Analyst II	10	-11.0%	-6.6%	4.4%	0.8%	7.4%	11.8%
Office Supervisor II	5	9.8%	5.6%	-4.2%	6.1%	0.4%	-3.8%
Operations Systems Analyst	2	Insufficient Data					
Procurement Specialist	4	-2.8%	0.3%	3.1%	5.9%	5.6%	8.7%
Project Engineering Manager	9	-6.9%	-2.3%	4.5%	-0.8%	1.6%	6.1%
Public Affairs Specialist	13	-6.5%	-4.5%	2.1%	0.4%	4.8%	6.9%
Public Affairs Supervisor II	6	0.8%	2.6%	1.8%	6.3%	3.7%	5.5%
Purchasing Officer II	8	1.2%	2.3%	1.0%	6.0%	3.7%	4.8%
QA/QC Officer	5	-13.3%	-10.6%	2.8%	-1.9%	8.6%	11.4%
Treatment & Distribution Supervisor II	5	-3.5%	-0.2%	3.3%	3.9%	4.1%	7.4%
Water Cons. Specialist II	7	-13.7%	-7.5%	6.1%	-0.3%	7.2%	13.3%

*Ralph Andersen & Associates*

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Gain/Loss
Water Conservation Supervisor	4	-1.2%	1.7%	2.9%	5.8%	4.1%	7.0%
Water Production Manager	6	-10.4%	-10.1%	0.4%	-4.7%	5.3%	5.7%
Water Supply & Planning Manager	6	-7.3%	-10.3%	-2.9%	-6.3%	4.0%	1.0%
Water Supply Supervisor	2	Insufficient Data					
Workplace Health and Safety Officer	7	-2.7%	-2.7%	0.0%	1.3%	4.0%	3.9%
<b>MCP Average</b>	8	-1.1%	0.3%	1.4%	4.2%	3.9%	5.4%
Advanced Treatment Facility Operator	3	Insufficient Data					
Advanced Water Treat Plant Operator	5	-3.5%	0.9%	4.3%	6.0%	5.1%	9.5%
Treatment Facilities Operator	4	4.1%	2.6%	-1.5%	3.2%	0.6%	-0.9%
Water Treatment Plant Operator	6	-2.0%	3.8%	5.8%	6.3%	2.5%	8.3%
<b>OA Average</b>	5	-0.4%	2.4%	2.9%	5.2%	2.7%	5.6%
Accounting Assistant II	13	-3.2%	3.0%	6.2%	9.0%	6.0%	12.2%
Auto Mechanic II	11	6.1%	10.6%	4.4%	13.5%	2.9%	7.3%
Construction Inspector II	13	6.1%	9.7%	3.6%	12.0%	2.3%	5.9%
Customer Account Field Representative	7	-1.6%	3.1%	4.7%	9.0%	5.9%	10.6%
Customer Account Rep II	10	0.8%	3.0%	2.2%	10.7%	7.7%	9.9%
Electrician	11	3.1%	6.1%	3.0%	8.4%	2.3%	5.3%
Engineering Technician II	12	3.8%	6.3%	2.4%	12.6%	6.3%	8.8%
Facilities Maintenance Worker	10	8.3%	11.7%	3.4%	14.9%	3.2%	6.6%
Gardener II	11	2.6%	3.6%	1.0%	11.1%	7.4%	8.4%
Instrument Technician	12	3.2%	6.8%	3.6%	7.8%	1.0%	4.5%
Laboratory Technician II	10	2.2%	6.8%	4.6%	10.6%	3.8%	8.4%
Meter Reader	7	13.6%	16.5%	2.9%	20.1%	3.6%	6.5%
Meter/Cross Connection Worker II	5	5.6%	8.5%	2.8%	12.6%	4.1%	7.0%
Network Technician	8	4.4%	8.4%	4.0%	12.6%	4.2%	8.2%
Office Assistant II	12	-3.9%	2.7%	6.6%	10.0%	7.3%	13.9%
Planner/Scheduler	5	0.3%	1.0%	0.7%	5.2%	4.2%	4.9%
Storekeeper II	8	2.3%	2.4%	0.1%	7.8%	5.4%	5.5%
Utility Mechanic II	10	1.0%	6.7%	5.7%	9.3%	2.6%	8.3%
Utility Worker II	8	1.2%	6.2%	5.1%	12.1%	5.8%	10.9%
<b>OE3 Average</b>	10	2.9%	6.5%	3.5%	11.0%	4.5%	8.1%
<b>Average</b>	8	-0.2%	1.8%	2.0%	5.8%	4.0%	6.0%

The job titles used in the survey data do not reflect changes made in the classification study, however, the data did consider relevant comparability information provided in the classification study. Detailed total compensation data sheets are provided in Appendix B.

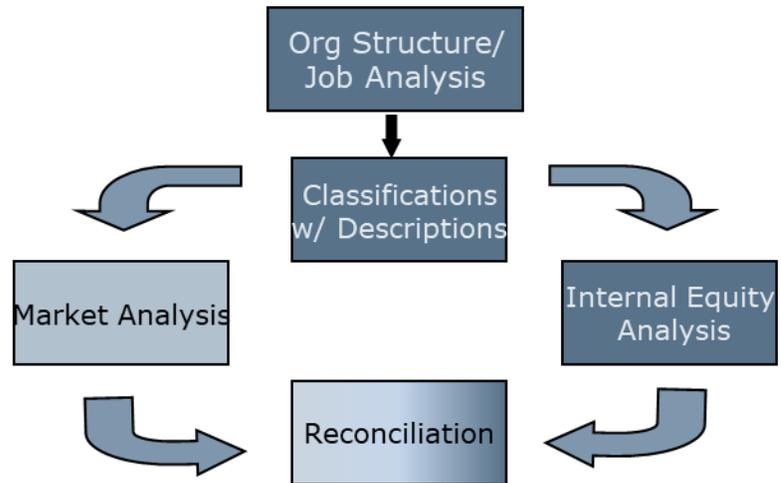
Every reasonable effort has been made to obtain accurate salary and benefit data from the participating survey agencies using source documents and information provided by each agency's human resources department.

**Note: The compensation survey represents data collected and updated for December 2020 and does NOT include market increases or benefit changes that may have occurred since that time or future changes for the 2021-22 fiscal year.**

## SECTION IV SALARY RANGE RECOMMENDATIONS

This section of the Compensation Report utilizes the result of the market survey to build a new compensation plan for the District's job classifications. While we recognize that the utilization of market data and the subsequent adjustments to District salary ranges is part of the meet-and-confer process, our analysis and recommendations provide salary range adjustments based on a combination of the market survey and a detailed analysis of internal salary relationships (with knowledge garnered from the classification study). As shown in the graphic below, compensation plans are developed using a balance of market data and internal relationships to best position the District in the market for recruitment and retention purposes while capturing the District's unique classification structure.

As a starting point, salary range recommendations are developed by analyzing the salary survey data to determine benchmark job classifications. Benchmark job classifications are jobs that anchor the District's compensation plan to the labor market. Initial analyses of the labor market data and development of the compensation plan will typically start with more benchmarks than those ultimately used in salary range recommendations developed for this report. The process for selecting benchmark survey data includes the following factors:



- Only the best, most statistically sound, and abundant survey data is considered for benchmarking. Small sample sizes, data samples with significant skewing or variability, and data samples that have an unbalanced sampling of the survey agencies will not be considered.
- District job classifications with a large number of incumbents are ideal benchmarks, as long as the survey data is statistically sound.
- While the salary range analysis started with more benchmark jobs, some benchmarks were eliminated because a more important internal relationship was identified. As shown in the graphic above, compensation plans involve a balancing of external market data with internal salary/equity relationships within the District.

Salary ranges for non-benchmark job have been determined using internal relationship guidelines based on an assessment of similarities and differences in job role, responsibility, autonomy, and qualifications within job classification series and related job families (accounting, engineering, field operations, etc.). The internal relationship guidelines included the following:

- 5% differential between job classifications with minor differences
- 10% differential between job classifications with moderate differences, typically in a series (I, II, III/Senior)
- 15% to 20% differential between job classifications with more significant differences such as technical versus professional roles or supervisory over subordinate jobs.

In addition to the above guidelines, additional consideration is given to historical pay relationships.

Once the initial salary range recommendations are developed, horizontal equity relationships are analyzed within related job families. This process does not distort or ignore valid market relationships, but captures and maintains important equity relationships within the organization. For example, market data is used to determine the placement of Accounting jobs and Engineering jobs using appropriate comparable data for these distinct District job families. However, while we have multiple benchmark options for field and operations jobs, it may be important to maintain internal equity ties for these job classes rather than benchmark each field/operational specialty. This will typically align with current pay practices.

Appendix C contains recommended salary range adjustments for each District job classification. The salary ranges have been developed using the benchmarking and internal relationship process described previously. Appendix C contains the following:

- Recommended job classification from the classification study
- Current job classification
- Current monthly salary range maximum
- The market deviation to the desired market position (75<sup>th</sup> percentile) for benchmark jobs (shown as a +/- percentage)
- The recommended monthly salary range maximum
- The percent change between the recommended range maximum and the current range maximum
- The recommended internal alignment/salary setting rationale.

The internal alignment/salary setting rationale identifies benchmark job classifications, equity relationships (same as another job class), and internal relationship differentials (expressed in 5% increments). This column contains the building blocks for the proposed salary ranges.

The market deviation used to develop the salary range recommendations is based on a comparison of base salary as shown in the summary table presented earlier in this report.

The salary range recommendations provided in Appendix C are salary *range* adjustments and are not meant to indicate proposed salary adjustments for individual employees. Salary adjustments for employees (timing and magnitude) would be based on the implementation strategy determined in the meet-and-confer process.

APPENDIX A  
SURVEY DATASHEETS

**Alameda County Water District  
Labor Market Summary**

Class Title	Range Max	# of Obs.	Market 75th P	% +/- 75th P	Percentile
Accountant II	10,330	12	10,097	2.3%	80
Accounting & Treasury Manager	16,372	12	16,566	-1.2%	61
Accounting Assistant II	8,000	13	8,256	-3.2%	68
Accounting Supervisor II	14,231	7	13,012	8.6%	89
Administrative Analyst II	10,330	12	11,310	-9.5%	35
Advanced Treatment Facility Operator	10,752	3	10,681	0.7%	82
Advanced Water Treatment Plant Operator	10,752	5	11,124	-3.5%	62
Associate Engineer	14,020	10	13,038	7.0%	100
Auto Mechanic II	9,777	11	9,180	6.1%	100
Buyer II	10,330	9	9,882	4.3%	95
Chemist II	10,914	11	10,636	2.5%	98
Construction Inspector II	11,025	13	10,352	6.1%	92
Customer Account Field Representative	8,286	7	8,422	-1.6%	73
Customer Account Rep II	7,058	10	7,001	0.8%	78
Customer Service Supervisor II	14,231	6	12,592	11.5%	100
Customer Services & Systems Manager	16,372	6	16,657	-1.7%	71
Development Service Manager	16,372	6	18,612	-13.7%	42
Distribution Maintenance Manager	16,372	7	17,369	-6.1%	61
Distribution Maintenance Supervisor II	14,231	8	14,068	1.1%	78
Electrician	10,593	11	10,267	3.1%	92
Emergency & Security Services Planner	10,330	3	10,898	-5.5%	37
Emergency Response/Security Officer	12,621	7	12,693	-0.6%	48
Engineer II	12,005	13	11,497	4.2%	100
Engineer, Senior	14,020	7	13,519	3.6%	89
Engineering Supervisor II	15,495	12	15,007	3.2%	92
Engineering Technician II	9,535	12	9,169	3.8%	85
Environmental Specialist II	10,914	10	11,625	-6.5%	49
Executive Assistant	12,125	13	12,075	0.4%	75
Facilities Maintenance Supervisor	14,231	10	13,544	4.8%	93
Facilities Maintenance Worker	9,299	10	8,526	8.3%	100
Facility Maintenance Manager	16,372	11	16,985	-3.7%	66
Financial Analyst II	12,005	12	11,762	2.0%	92
Financial System Analyst	14,020	3	12,062	14.0%	100
Gardener II	7,880	11	7,672	2.6%	85
General Facilities Supervisor	14,231	9	12,198	14.3%	97
General Manager	25,704	13	28,028	-9.0%	61
Groundwater Resources Manager	16,372	2	I.D.	--	--
Human Resources Analyst II	10,330	13	11,150	-7.9%	38
Human Resources Technician II	8,932	10	8,328	6.8%	100
Human Resources/Risk Manager	16,372	12	16,514	-0.9%	68
Information Systems Analyst II	11,476	11	12,189	-6.2%	50
Information Technology Manager	16,372	11	16,993	-3.8%	46
Information Technology Supervisor	14,231	6	14,556	-2.3%	58
Instrument Technician	10,806	12	10,455	3.2%	94
Laboratory Services Supervisor	14,231	10	14,211	0.1%	76
Laboratory Technician II	8,712	10	8,521	2.2%	100
Manager of Eng & Tech Services	20,868	13	21,304	-2.1%	61
Manager of Finance	20,868	13	21,338	-2.3%	61
Manager of Operations and Maintenance	20,868	8	21,083	-1.0%	73
Manager of Water Resources	20,868	6	21,627	-3.6%	63

**Alameda County Water District  
Labor Market Summary**

<b>Class Title</b>	<b>Range Max</b>	<b># of Obs.</b>	<b>Market 75th P</b>	<b>% +/- 75th P</b>	<b>Percentile</b>
Meter Reader	8,286	7	7,157	13.6%	94
Meter Reader Supervisor	10,227	4	10,615	-3.8%	26
Meter/Cross Connection Worker II	9,299	5	8,776	5.6%	100
Network Administrator II	14,020	10	12,865	8.2%	93
Network Analyst II	10,914	10	12,113	-11.0%	50
Network Technician	9,535	8	9,115	4.4%	96
Office Assistant II	7,058	12	7,336	-3.9%	66
Office Supervisor II	10,227	5	9,222	9.8%	88
Operations Systems Analyst	12,005	2	I.D.	--	--
Planner/Scheduler	11,025	5	10,992	0.3%	76
Procurement Specialist	8,000	4	8,224	-2.8%	60
Project Engineering Manager	16,372	9	17,496	-6.9%	53
Public Affairs Specialist	10,330	13	11,006	-6.5%	44
Public Affairs Supervisor II	14,231	6	14,124	0.8%	84
Purchasing Officer II	14,231	8	14,058	1.2%	86
QA/QC Officer	12,621	5	14,302	-13.3%	23
Storekeeper II	8,369	8	8,180	2.3%	87
Treatment & Distribution Supervisor II	14,231	5	14,731	-3.5%	64
Treatment Facilities Operator	9,777	4	9,375	4.1%	100
Utility Mechanic II	9,777	10	9,676	1.0%	77
Utility Worker II	8,369	8	8,273	1.2%	100
Water Cons. Specialist II	10,330	7	11,740	-13.7%	50
Water Conservation Supervisor	14,231	4	14,401	-1.2%	73
Water Production Manager	16,372	6	18,079	-10.4%	29
Water Supply & Planning Manager	16,372	6	17,570	-7.3%	15
Water Supply Supervisor	14,231	2	I.D.	--	--
Water Treatment Plant Operator	9,975	6	10,174	-2.0%	68
Workplace Health and Safety Officer	12,621	7	12,957	-2.7%	62
<b>Average</b>		<b>8</b>		<b>-0.1%</b>	<b>73</b>

**EXPLANATION OF SURVEY DATA SHEETS**

<b>Survey Class</b>	Title of the survey classification.
<b>Agency</b>	Name of survey agency from which compensation data was collected.
<b>Comparable Class Title</b>	Comparable title of matching class in each survey agency. The phrase "No Comparable Class" is used when a survey agency does not have the job or if there is a significant difference in qualifications or scope of duties.
<b>Monthly Minimum</b>	This is the monthly starting salary for positions in the class.
<b>Monthly Control Point or Maximum</b>	This is the monthly top step or range maximum for those agencies that use the range maximum as the control point. Control point salaries are used if the agency's range structure utilizes a mid-point or similar reference point. By definition, the range control point is that point in the salary range that most employees attain through tenure, assuming satisfactory performance. The control point is also used as the market "anchoring point" of the salary range. Range maximums do not include longevity, merit, or performance based pay.
<b>District Rank</b>	This is the range relative to the market with 1 being the highest salary in the market.
<b>Coefficient of Variance</b>	This is a statistical measure of variability and reliability. If this number is above 30%, the data may not be reliable.
<b>Number of Obs.</b>	The total number of data observations (not including the District's salary). If this number is less than six, insufficient data is available for statistical analysis.
<b>Variability</b>	This is a quick description of the sample variability. High variability, if inconsistent with the overall trends of the data, can indicate unreliable data. Low variability indicates very reliable data.
<b>Mean</b>	This is the average of the survey data. This statistic is subject to data skewing by data anomalies and is not as reliable as the median.
<b>Median</b>	This statistic represents the middle of the labor market. As such, half of the data is above the median and half is below the median.
<b>Percentiles</b>	This measurement is similar to the median except a different percentage of data is above a specific point in the ranking and the balance of data is below this point (i.e., for the 75th percentile, 25% of the data is above this point and 75% is below). The percentiles are calculated using an Excel spreadsheet function. Since there are different methods for computing percentiles, the function methodology used by Excel may not be the same as other spreadsheet programs or manual calculation methods.
<b>Percent Above/Below</b>	This percentage represents the difference between the market statistic to the left of the percentage and the District's salary. Specifically, it is the percentage increase/decrease needed to move the District's salary to the market. For convenience, below market relations are shown as negative values and above market relations are shown as positive values. The following formula is used to calculate the  $\frac{(\text{District's Salary} - \text{Market})}{\text{District's Salary}}$ It is important that the District's salary be in the denominator of any percentage formula.
<b>Percentile Rank</b>	This is the percentile that corresponds to the District's salary if it is placed into the market data.

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Accountant II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Accountant II	\$ 8,256	\$ 10,572	28.0%
Dublin San Ramon Services District	Accountant II	\$ 8,625	\$ 10,483	21.5%
Fremont	Accountant	\$ 7,714	\$ 10,414	35.0%
<b>Alameda County Water District</b>	<b>Accountant II</b>	<b>\$ 8,498</b>	<b>\$ 10,330</b>	<b>21.6%</b>
Contra Costa Water District	Accountant II	\$ 8,221	\$ 9,991	21.5%
Central Contra Costa Sanitary District	Accountant	\$ 8,213	\$ 9,938	21.0%
Zone 7 Water Agency	Accountant/Auditor	\$ 8,055	\$ 9,785	21.5%
Union Sanitary District	Accountant	\$ 8,040	\$ 9,772	21.5%
East Bay Municipal Utility District	Accountant II	\$ 7,773	\$ 9,449	21.6%
Hayward	Accountant	\$ 7,654	\$ 9,301	21.5%
Marin Municipal Water District	Accountant II	\$ 7,259	\$ 8,888	22.4%
San Jose	Accountant II	\$ 6,732	\$ 8,181	21.5%
San Francisco Public Utilities Commission	Accountant II	\$ 6,699	\$ 8,136	21.4%
Livermore	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/13</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 9,576</b>	<b>7.30%</b>
<b>Labor Market Median</b>			<b>\$ 9,778</b>	<b>5.34%</b>
<b>25th Percentile</b>			<b>\$ 9,198</b>	<b>10.96%</b>
<b>75th Percentile</b>			<b>\$ 10,097</b>	<b>2.26%</b>
<b>Percentile Rank</b>			<b>80</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Accounting & Treasury Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Controller	\$ 12,822	\$ 18,520	44.4%
San Francisco Public Utilities Commission	Manager VI	\$ 13,386	\$ 17,084	27.6%
San Jose	Deputy Director	\$ 10,851	\$ 16,903	55.8%
Marin Municipal Water District	Finance Manager	\$ 12,973	\$ 16,454	26.8%
Central Contra Costa Sanitary District	Finance Manager	\$ 13,509	\$ 16,420	21.6%
<b>Alameda County Water District</b>	<b>Accounting &amp; Treasury Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Santa Clara Valley Water District	Accounting Manager	\$ 12,723	\$ 16,250	27.7%
Fremont	Deputy Director of Finance	\$ 11,880	\$ 16,039	35.0%
Contra Costa Water District	Accounting Manager	\$ 13,081	\$ 15,900	21.6%
Union Sanitary District	Finance & Acquisition Services Coach	\$ 12,005	\$ 15,756	31.2%
Livermore	Finance Manager	\$ 11,942	\$ 14,928	25.0%
Zone 7 Water Agency	Accounting Manager	\$ 12,069	\$ 14,662	21.5%
Hayward	Accounting Manager	\$ 11,112	\$ 13,504	21.5%
Dublin San Ramon Services District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>6/13</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 16,035</b>	<b>2.06%</b>
<b>Labor Market Median</b>			<b>\$ 16,144</b>	<b>1.39%</b>
<b>25th Percentile</b>			<b>\$ 15,549</b>	<b>5.02%</b>
<b>75th Percentile</b>			<b>\$ 16,566</b>	<b>-1.19%</b>
<b>Percentile Rank</b>			<b>61</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Accounting Assistant II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Accounting Technician II	\$ 7,007	\$ 8,517	21.5%
Dublin San Ramon Services District	Accounting Technician II	\$ 6,918	\$ 8,410	21.6%
Central Contra Costa Sanitary District	Accounting Technician III	\$ 6,947	\$ 8,407	21.0%
Santa Clara Valley Water District	Accounting Technician	\$ 6,450	\$ 8,256	28.0%
<b>Alameda County Water District</b>	<b>Accounting Assistant II</b>	<b>\$ 6,582</b>	<b>\$ 8,000</b>	<b>21.6%</b>
East Bay Municipal Utility District	Accounting Technician	\$ 6,540	\$ 7,950	21.6%
Hayward	Finance Technician	\$ 6,396	\$ 7,776	21.6%
Zone 7 Water Agency	Account Clerk II	\$ 6,124	\$ 7,445	21.6%
Contra Costa Water District	Account Clerk III	\$ 6,056	\$ 7,361	21.6%
San Jose	Accounting Technician	\$ 5,879	\$ 7,144	21.5%
Livermore	Accounting Technician	\$ 5,737	\$ 6,972	21.5%
Marin Municipal Water District	Account Clerk III	\$ 5,644	\$ 6,792	20.3%
Fremont	Accounting Specialist II	\$ 5,300	\$ 6,442	21.6%
San Francisco Public Utilities Commission	Account Clerk	\$ 4,791	\$ 5,824	21.6%
<b>Alameda County Water District Rank</b>		<b>5/14</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>11%</b>		
<b>Number of Observations</b>		<b>13</b>		
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 7,484</b>	<b>6.45%</b>
<b>Labor Market Median</b>			<b>\$ 7,445</b>	<b>6.95%</b>
<b>25th Percentile</b>			<b>\$ 6,972</b>	<b>12.86%</b>
<b>75th Percentile</b>			<b>\$ 8,256</b>	<b>-3.19%</b>
<b>Percentile Rank</b>			<b>68</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Accounting Supervisor II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Dublin San Ramon Services District	Financial Services Supervisor	\$ 13,447	\$ 16,343	21.5%
<b>Alameda County Water District</b>	<b>Accounting Supervisor II</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
East Bay Municipal Utility District	Accounting Systems Supervisor	\$ 11,251	\$ 13,025	15.8%
Central Contra Costa Sanitary District	Finance Administrator	\$ 10,724	\$ 12,999	21.2%
Contra Costa Water District	Senior Accountant	\$ 9,391	\$ 11,416	21.6%
San Francisco Public Utilities Commission	Accountant IV	\$ 9,377	\$ 11,397	21.5%
Livermore	Accounting Supervisor	\$ 8,647	\$ 10,821	25.1%
San Jose	Supervising Accountant	\$ 8,745	\$ 10,652	21.8%
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/8</b>		
<b>Coefficient of Variance</b>		<b>16%</b>		
<b>Number of Observations</b>		<b>7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 12,379</b>	<b>13.01%</b>
<b>Labor Market Median</b>			<b>\$ 11,416</b>	<b>19.78%</b>
<b>25th Percentile</b>			<b>\$ 11,109</b>	<b>21.94%</b>
<b>75th Percentile</b>			<b>\$ 13,012</b>	<b>8.57%</b>
<b>Percentile Rank</b>			<b>89</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Administrative Analyst II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Principal Administrative Analyst	\$ 9,746	\$ 11,847	21.6%
Santa Clara Valley Water District	Management Analyst II	\$ 9,112	\$ 11,664	28.0%
Dublin San Ramon Services District	Administrative Analyst II	\$ 9,449	\$ 11,485	21.5%
Central Contra Costa Sanitary District	Management Analyst	\$ 9,295	\$ 11,252	21.1%
Livermore	Management Analyst II	\$ 8,657	\$ 10,821	25.0%
East Bay Municipal Utility District	Management Analyst II	\$ 9,234	\$ 10,690	15.8%
Fremont	Management Analyst II	\$ 7,914	\$ 10,683	35.0%
Contra Costa Water District	Administrative Analyst II	\$ 8,511	\$ 10,346	21.6%
<b>Alameda County Water District</b>	<b>Administrative Analyst II</b>	<b>\$ 8,498</b>	<b>\$ 10,330</b>	<b>21.6%</b>
Zone 7 Water Agency	Staff Analyst	\$ 8,395	\$ 10,199	21.5%
Hayward	Management Analyst II	\$ 8,341	\$ 10,135	21.5%
Marin Municipal Water District	Administrative Analyst	\$ 7,041	\$ 8,592	22.0%
San Jose	Analyst II	\$ 6,801	\$ 8,265	21.5%
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>9/13</b>		
<b>Coefficient of Variance</b>		<b>11%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 10,498</b>	<b>-1.63%</b>
<b>Labor Market Median</b>			<b>\$ 10,687</b>	<b>-3.46%</b>
<b>25th Percentile</b>			<b>\$ 10,183</b>	<b>1.42%</b>
<b>75th Percentile</b>			<b>\$ 11,310</b>	<b>-9.50%</b>
<b>Percentile Rank</b>			<b>35</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Advanced Treatment Facility Operator**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Central Contra Costa Sanitary District	Senior Plant Operator	\$ 9,026	\$ 10,929	21.1%
<b>Alameda County Water District</b>	<b>Advanced Treatment Facility Operator</b>	<b>\$ 8,845</b>	<b>\$ 10,752</b>	<b>21.6%</b>
East Bay Municipal Utility District	Senior Water Distribution Operator	\$ 9,462	\$ 10,432	10.3%
San Jose	Water Systems Operations Foreperson II	\$ 8,214	\$ 9,948	21.1%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/4</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>5%</b>		
<b>Number of Observations</b>		<b>3</b>		
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 10,436</b>	<b>2.93%</b>
<b>Labor Market Median</b>			<b>\$ 10,432</b>	<b>2.98%</b>
<b>25th Percentile</b>			<b>\$ 10,190</b>	<b>5.23%</b>
<b>75th Percentile</b>			<b>\$ 10,681</b>	<b>0.66%</b>
<b>Percentile Rank</b>			<b>82</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Advanced Water Treatment Plant Operator**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Senior Water Treatment Plant Operator	\$ 8,894	\$ 11,385	28.0%
Contra Costa Water District	Water Treatment Plant Operator (Grade 4)	\$ 8,717	\$ 11,124	27.6%
<b>Alameda County Water District</b>	<b>Advanced Water Treatment Plant Operator</b>	<b>\$ 8,845</b>	<b>\$ 10,752</b>	<b>21.6%</b>
East Bay Municipal Utility District	Senior Water Treatment Operator	\$ 9,462	\$ 10,432	10.3%
San Francisco Public Utilities Commission	Senior Stationary Engineer, Water Treatment Plant		\$ 9,908	
Marin Municipal Water District	Treatment Plant/System Operator IV	\$ 8,065	\$ 9,879	22.5%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/6</b>		
<b>Coefficient of Variance</b>		<b>7%</b>		
<b>Number of Observations</b>		<b>5</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 10,546</b>	<b>1.92%</b>
<b>Labor Market Median</b>			<b>\$ 10,432</b>	<b>2.98%</b>
<b>25th Percentile</b>			<b>\$ 9,908</b>	<b>7.85%</b>
<b>75th Percentile</b>			<b>\$ 11,124</b>	<b>-3.46%</b>
<b>Percentile Rank</b>			<b>62</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Associate Engineer**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Associate Engineer</i>	<i>\$ 11,534</i>	<i>\$ 14,020</i>	<i>21.6%</i>
Central Contra Costa Sanitary District	Associate Engineer	\$ 10,974	\$ 13,268	20.9%
Santa Clara Valley Water District	Associate Engineer-Civil	\$ 10,291	\$ 13,175	28.0%
Dublin San Ramon Services District	Associate Civil Engineer	\$ 10,778	\$ 13,101	21.6%
Zone 7 Water Agency	Associate Civil Engineer	\$ 10,568	\$ 12,847	21.6%
East Bay Municipal Utility District	Associate Civil Engineer	\$ 10,455	\$ 12,708	21.5%
Contra Costa Water District	Associate Engineer	\$ 10,327	\$ 12,553	21.6%
Marin Municipal Water District	Associate Engineer	\$ 9,735	\$ 11,759	20.8%
Hayward	Associate Civil Engineer	\$ 9,682	\$ 11,754	21.4%
Fremont	Associate Civil Engineer	\$ 9,649	\$ 11,728	21.5%
Livermore	Assistant Civil Engineer	\$ 8,503	\$ 10,335	21.6%
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/11</b>		
<b>Coefficient of Variance</b>		<b>7%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 12,323</b>	<b>12.10%</b>
<b>Labor Market Median</b>			<b>\$ 12,631</b>	<b>9.91%</b>
<b>25th Percentile</b>			<b>\$ 11,755</b>	<b>16.15%</b>
<b>75th Percentile</b>			<b>\$ 13,038</b>	<b>7.01%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Auto Mechanic II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Auto Mechanic II</i>	<b>\$ 8,044</b>	<b>\$ 9,777</b>	<b>21.6%</b>
Union Sanitary District	Fleet Mechanic II	\$ 7,988	\$ 9,709	21.5%
Central Contra Costa Sanitary District	Vehicle and Equipment Mechanic	\$ 7,821	\$ 9,478	21.2%
Santa Clara Valley Water District	Equipment Mechanic II	\$ 7,299	\$ 9,348	28.1%
Dublin San Ramon Services District	Fleet Mechanic	\$ 7,415	\$ 9,013	21.6%
East Bay Municipal Utility District	Automotive Mechanic B	\$ 7,770	\$ 8,994	15.8%
Fremont	Fleet Mechanic	\$ 7,283	\$ 8,851	21.5%
San Francisco Public Utilities Commission	Automotive Mechanic		\$ 8,190	
San Jose	Mechanic II	\$ 6,573	\$ 8,013	21.9%
Marin Municipal Water District	Automotive Mechanic II	\$ 6,517	\$ 7,953	22.0%
Livermore	Mechanic	\$ 6,234	\$ 7,578	21.6%
Hayward	Equipment Mechanic II	\$ 6,179	\$ 7,504	21.4%
Contra Costa Water District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/12</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>11</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 8,603</b>	<b>12.01%</b>
<b>Labor Market Median</b>			<b>\$ 8,851</b>	<b>9.47%</b>
<b>25th Percentile</b>			<b>\$ 7,983</b>	<b>18.35%</b>
<b>75th Percentile</b>			<b>\$ 9,180</b>	<b>6.11%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Buyer II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Procurement Specialist	\$ 8,256	\$ 10,572	28.0%
<b>Alameda County Water District</b>	<b>Buyer II</b>	<b>\$ 8,498</b>	<b>\$ 10,330</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	Senior Buyer	\$ 8,213	\$ 9,938	21.0%
Dublin San Ramon Services District	Buyer	\$ 8,131	\$ 9,882	21.5%
Union Sanitary District	Buyer II	\$ 7,477	\$ 9,813	31.2%
East Bay Municipal Utility District	Buyer II	\$ 7,773	\$ 9,449	21.6%
Zone 7 Water Agency	Buyer II	\$ 7,606	\$ 9,247	21.6%
San Francisco Public Utilities Commission	Purchaser	\$ 7,096	\$ 8,626	21.6%
Fremont	Buyer	\$ 6,305	\$ 7,633	21.1%
San Jose	Buyer II	\$ 5,990	\$ 7,285	21.6%
Contra Costa Water District	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/10</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>9</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 9,161</b>	<b>11.32%</b>
<b>Labor Market Median</b>			<b>\$ 9,449</b>	<b>8.52%</b>
<b>25th Percentile</b>			<b>\$ 8,626</b>	<b>16.50%</b>
<b>75th Percentile</b>			<b>\$ 9,882</b>	<b>4.33%</b>
<b>Percentile Rank</b>			<b>95</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Chemist II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Chemist II	\$ 8,995	\$ 10,934	21.6%
<b>Alameda County Water District</b>	<b>Chemist II</b>	<b>\$ 8,979</b>	<b>\$ 10,914</b>	<b>21.6%</b>
Santa Clara Valley Water District	Chemist II	\$ 8,467	\$ 10,832	27.9%
Dublin San Ramon Services District	Environmental Chemist II	\$ 8,891	\$ 10,808	21.6%
Central Contra Costa Sanitary District	Chemist II	\$ 8,654	\$ 10,464	20.9%
East Bay Municipal Utility District	Chemist II	\$ 8,582	\$ 10,432	21.6%
Zone 7 Water Agency	Water Quality Chemist	\$ 8,575	\$ 10,423	21.5%
Contra Costa Water District	Chemist/Microbiologist	\$ 8,424	\$ 10,239	21.5%
Marin Municipal Water District	Chemist II	\$ 8,130	\$ 9,958	22.5%
San Francisco Public Utilities Commission	Chemist	\$ 6,996	\$ 9,848	40.8%
Hayward	Chemist	\$ 7,509	\$ 9,124	21.5%
San Jose	Chemist	\$ 6,676	\$ 8,110	21.5%
Fremont	No Comparable Class			
Livermore	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/12</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>11</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 10,106</b>	<b>7.40%</b>
<b>Labor Market Median</b>			<b>\$ 10,423</b>	<b>4.51%</b>
<b>25th Percentile</b>			<b>\$ 9,903</b>	<b>9.27%</b>
<b>75th Percentile</b>			<b>\$ 10,636</b>	<b>2.55%</b>
<b>Percentile Rank</b>			<b>98</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Construction Inspector II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Zone 7 Water Agency	Construction Inspector		\$ 13,879	
<b>Alameda County Water District</b>	<b>Construction Inspector II</b>	<b>\$ 9,070</b>	<b>\$ 11,025</b>	<b>21.6%</b>
Hayward	Senior Construction Inspector	\$ 8,871	\$ 10,792	21.7%
Central Contra Costa Sanitary District	Construction Inspector	\$ 8,615	\$ 10,417	20.9%
Dublin San Ramon Services District	Construction Inspector II	\$ 8,517	\$ 10,352	21.5%
San Francisco Public Utilities Commission	Construction Inspector	\$ 8,381	\$ 10,190	21.6%
East Bay Municipal Utility District	Construction Inspector	\$ 8,370	\$ 10,173	21.5%
Santa Clara Valley Water District	Construction Inspector II	\$ 7,859	\$ 10,060	28.0%
Marin Municipal Water District	Construction Inspector II	\$ 8,193	\$ 10,033	22.5%
Union Sanitary District	Construction Inspector II	\$ 8,233	\$ 10,007	21.5%
Contra Costa Water District	Construction Inspector	\$ 7,845	\$ 9,537	21.6%
Fremont	Construction Inspector	\$ 7,676	\$ 9,329	21.5%
Livermore	Engineering Technician, Associate	\$ 7,458	\$ 9,065	21.6%
San Jose	Senior Construction Inspector	\$ 7,242	\$ 8,807	21.6%
<b>Alameda County Water District Rank</b>		<b>2/14</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>13</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 10,203</b>	<b>7.45%</b>
<b>Labor Market Median</b>			<b>\$ 10,060</b>	<b>8.75%</b>
<b>25th Percentile</b>			<b>\$ 9,537</b>	<b>13.50%</b>
<b>75th Percentile</b>			<b>\$ 10,352</b>	<b>6.10%</b>
<b>Percentile Rank</b>			<b>92</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Customer Account Field Representative**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Water Service Inspector	\$ 8,398	\$ 10,207	21.5%
Santa Clara Valley Water District	Water Measurement Technician II	\$ 6,951	\$ 8,894	28.0%
<b>Alameda County Water District</b>	<b>Customer Account Field Representative</b>	<b>\$ 6,817</b>	<b>\$ 8,286</b>	<b>21.6%</b>
East Bay Municipal Utility District	Field Services Representative II	\$ 6,540	\$ 7,950	21.6%
Dublin San Ramon Services District	Customer Field Representative II	\$ 6,451	\$ 7,844	21.6%
Contra Costa Water District	Customer Service Field Representative	\$ 6,327	\$ 7,691	21.6%
San Jose	Water Systems Assistant Operator II	\$ 5,519	\$ 6,727	21.9%
Marin Municipal Water District	Customer Service Field Inspector	\$ 5,279	\$ 6,410	21.4%
Central Contra Costa Sanitary District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/8</b>		
<b>Coefficient of Variance</b>		<b>16%</b>		
<b>Number of Observations</b>		<b>7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 7,960</b>	<b>3.93%</b>
<b>Labor Market Median</b>			<b>\$ 7,844</b>	<b>5.33%</b>
<b>25th Percentile</b>			<b>\$ 7,209</b>	<b>13.00%</b>
<b>75th Percentile</b>			<b>\$ 8,422</b>	<b>-1.64%</b>
<b>Percentile Rank</b>			<b>73</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Customer Account Rep II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Customer Service Fee Analyst	\$ 7,115	\$ 8,648	21.5%
Santa Clara Valley Water District	Accounting Technician	\$ 6,450	\$ 8,256	28.0%
<b>Alameda County Water District</b>	<b>Customer Account Rep II</b>	<b>\$ 5,806</b>	<b>\$ 7,058</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Utility Services Representative	\$ 5,770	\$ 7,011	21.5%
Livermore	Accounting Technician	\$ 5,736	\$ 6,972	21.6%
Dublin San Ramon Services District	Customer Services Representative II	\$ 5,638	\$ 6,850	21.5%
East Bay Municipal Utility District	Customer Services Representative II	\$ 5,635	\$ 6,850	21.6%
Contra Costa Water District	Customer Service Representative	\$ 5,611	\$ 6,819	21.5%
Marin Municipal Water District	Customer Service Representative II	\$ 5,279	\$ 6,410	21.4%
Hayward	Customer Account Clerk	\$ 5,046	\$ 6,063	20.2%
San Jose	Senior Account Clerk	\$ 4,876	\$ 5,935	21.7%
Central Contra Costa Sanitary District	No Comparable Class			
Fremont	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/11</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 6,981</b>	<b>1.08%</b>
<b>Labor Market Median</b>			<b>\$ 6,850</b>	<b>2.94%</b>
<b>25th Percentile</b>			<b>\$ 6,512</b>	<b>7.73%</b>
<b>75th Percentile</b>			<b>\$ 7,001</b>	<b>0.80%</b>
<b>Percentile Rank</b>			<b>78</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Customer Service Supervisor II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Customer Service Supervisor II</i>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
San Jose	Principal Accountant	\$ 8,443	\$ 12,891	52.7%
Dublin San Ramon Services District	Utility Billing & Customer Services Supervisor	\$ 10,373	\$ 12,607	21.5%
Contra Costa Water District	Customer Service Supervisor	\$ 10,322	\$ 12,548	21.6%
East Bay Municipal Utility District	Customer Services Supervisor	\$ 9,467	\$ 10,959	15.8%
Livermore	Accounting Supervisor	\$ 8,647	\$ 10,821	25.1%
San Francisco Public Utilities Commission	Utility Services Representative Supervisor	\$ 6,331	\$ 7,703	21.7%
Central Contra Costa Sanitary District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/7</b>		
<b>Coefficient of Variance</b>		<b>17%</b>		
<b>Number of Observations</b>		<b>6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 11,255</b>	<b>20.91%</b>
<b>Labor Market Median</b>			<b>\$ 11,754</b>	<b>17.41%</b>
<b>25th Percentile</b>			<b>\$ 10,856</b>	<b>23.72%</b>
<b>75th Percentile</b>			<b>\$ 12,592</b>	<b>11.52%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Customer Services & Systems Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Manager VI	\$ 13,386	\$ 17,084	27.6%
Union Sanitary District	Customer Service Coach	\$ 12,964	\$ 17,015	31.2%
<b>Alameda County Water District</b>	<b>Customer Services &amp; Systems Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
East Bay Municipal Utility District	Customer Services Manager	\$ 10,787	\$ 15,582	44.5%
Santa Clara Valley Water District	Business & Customer Support Manager	\$ 11,813	\$ 15,089	27.7%
Hayward	Revenue Manager	\$ 11,112	\$ 13,504	21.5%
Marin Municipal Water District	Customer Service Manager	\$ 10,677	\$ 12,926	21.1%
Central Contra Costa Sanitary District	No Comparable Class			
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/7</b>		
<b>Coefficient of Variance</b>		<b>11%</b>		
<b>Number of Observations</b>		<b>6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 15,200</b>	<b>7.16%</b>
<b>Labor Market Median</b>			<b>\$ 15,335</b>	<b>6.33%</b>
<b>25th Percentile</b>			<b>\$ 13,900</b>	<b>15.10%</b>
<b>75th Percentile</b>			<b>\$ 16,657</b>	<b>-1.74%</b>
<b>Percentile Rank</b>			<b>71</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Development Service Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Engineering Manager	\$ 13,144	\$ 18,986	44.4%
San Francisco Public Utilities Commission	Engineer/Architect Principal	\$ 15,318	\$ 18,623	21.6%
Central Contra Costa Sanitary District	Planning and Development Services Division Manager	\$ 15,286	\$ 18,580	21.6%
<b>Alameda County Water District</b>	<b>Development Service Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Contra Costa Water District	Principal Engineer	\$ 13,224	\$ 16,073	21.5%
Fremont	Principal Civil Engineer	\$ 11,209	\$ 15,131	35.0%
Hayward	Senior Civil Engineer	\$ 10,743	\$ 13,055	21.5%
Dublin San Ramon Services District	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Jose	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/7</b>		
<b>Coefficient of Variance</b>		<b>14%</b>		
<b>Number of Observations</b>		<b>6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 16,741</b>	<b>-2.26%</b>
<b>Labor Market Median</b>			<b>\$ 17,327</b>	<b>-5.83%</b>
<b>25th Percentile</b>			<b>\$ 15,367</b>	<b>6.14%</b>
<b>75th Percentile</b>			<b>\$ 18,612</b>	<b>-13.68%</b>
<b>Percentile Rank</b>			<b>42</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Distribution Maintenance Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Manager of Distribution Maintenance & Construction	\$ 12,507	\$ 18,065	44.4%
Contra Costa Water District	Maintenance Manager - Storage and Conveyance	\$ 14,328	\$ 17,415	21.5%
Zone 7 Water Agency	Production Manager	\$ 14,255	\$ 17,323	21.5%
<b>Alameda County Water District</b>	<b>Distribution Maintenance Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Marin Municipal Water District	Superintendent of Operations	\$ 12,105	\$ 14,624	20.8%
Hayward	Utilities Operations & Maintenance Manager	\$ 11,866	\$ 14,420	21.5%
San Jose	Water Systems Operations Manager	\$ 9,182	\$ 14,023	52.7%
Livermore	Water Distribution Operations Manager	\$ 9,263	\$ 11,578	25.0%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/8</b>		
<b>Coefficient of Variance</b>		<b>15%</b>		
<b>Number of Observations</b>		<b>7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 15,350</b>	<b>6.24%</b>
<b>Labor Market Median</b>			<b>\$ 14,624</b>	<b>10.67%</b>
<b>25th Percentile</b>			<b>\$ 14,221</b>	<b>13.13%</b>
<b>75th Percentile</b>			<b>\$ 17,369</b>	<b>-6.09%</b>
<b>Percentile Rank</b>			<b>61</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Distribution Maintenance Supervisor II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Dublin San Ramon Services District	Water Systems Operations & Maintenance Supervisor	\$ 13,757	\$ 16,721	21.5%
East Bay Municipal Utility District	Construction and Maintenance Superintendent	\$ 12,726	\$ 14,731	15.8%
<b>Alameda County Water District</b>	<b>Distribution Maintenance Supervisor II</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Water Construction & Maintenance Superintendent	\$ 11,390	\$ 13,847	21.6%
Zone 7 Water Agency	Water Facilities Supervisor	\$ 11,093	\$ 13,489	21.6%
Contra Costa Water District	Maintenance Superintendent	\$ 10,516	\$ 12,782	21.5%
Hayward	Utilities Operations & Maintenance Supervisor	\$ 9,889	\$ 12,017	21.5%
San Jose	Water Systems Operations Supt II	\$ 9,102	\$ 11,273	23.9%
Livermore	Water Distribution Supervising Operator	\$ 7,658	\$ 9,309	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Fremont	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/9</b>		
<b>Coefficient of Variance</b>		<b>17%</b>		
<b>Number of Observations</b>		<b>8</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 13,021</b>	<b>8.50%</b>
<b>Labor Market Median</b>			<b>\$ 13,135</b>	<b>7.70%</b>
<b>25th Percentile</b>			<b>\$ 11,831</b>	<b>16.87%</b>
<b>75th Percentile</b>			<b>\$ 14,068</b>	<b>1.15%</b>
<b>Percentile Rank</b>			<b>78</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Electrician**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Instrument Technician/Electrician	\$ 8,785	\$ 10,679	21.6%
<b>Alameda County Water District</b>	<b>Electrician</b>	<b>\$ 8,714</b>	<b>\$ 10,593</b>	<b>21.6%</b>
Santa Clara Valley Water District	Industrial Electrician II	\$ 8,256	\$ 10,572	28.0%
Contra Costa Water District	Electrical Technician	\$ 8,469	\$ 10,294	21.6%
Zone 7 Water Agency	Electrician	\$ 8,424	\$ 10,239	21.5%
Dublin San Ramon Services District	Electrician II	\$ 8,325	\$ 10,118	21.5%
East Bay Municipal Utility District	Electrical Technician	\$ 8,574	\$ 9,926	15.8%
San Francisco Public Utilities Commission	Electrician	\$ 8,038	\$ 9,767	21.5%
San Jose	Electrician II	\$ 7,826	\$ 9,520	21.7%
Central Contra Costa Sanitary District	Electrician	\$ 7,821	\$ 9,478	21.2%
Hayward	Electrician II	\$ 8,020	\$ 9,410	17.3%
Livermore	Electrician	\$ 6,592	\$ 8,012	21.5%
Fremont	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>11</b>		
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 9,820</b>	<b>7.30%</b>
<b>Labor Market Median</b>			<b>\$ 9,926</b>	<b>6.29%</b>
<b>25th Percentile</b>			<b>\$ 9,499</b>	<b>10.32%</b>
<b>75th Percentile</b>			<b>\$ 10,267</b>	<b>3.08%</b>
<b>Percentile Rank</b>			<b>92</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Emergency & Security Services Planner**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Central Contra Costa Sanitary District	Risk Management Specialist	\$ 9,071	\$ 10,974	21.0%
Livermore	Management Analyst II	\$ 8,657	\$ 10,821	25.0%
<b>Alameda County Water District</b>	<b>Emergency &amp; Security Services Planner</b>	<b>\$ 8,498</b>	<b>\$ 10,330</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Emergency Planning Coordinator	\$ 7,382	\$ 8,974	21.6%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
East Bay Municipal Utility District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Jose	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/4</b>		
<b>Coefficient of Variance</b>		<b>11%</b>		
<b>Number of Observations</b>		<b>3</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 10,257</b>	<b>0.71%</b>
<b>Labor Market Median</b>			<b>\$ 10,821</b>	<b>-4.76%</b>
<b>25th Percentile</b>			<b>\$ 9,898</b>	<b>4.18%</b>
<b>75th Percentile</b>			<b>\$ 10,898</b>	<b>-5.50%</b>
<b>Percentile Rank</b>			<b>37</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Emergency Response/Security Officer**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Organizational Performance Manager	\$ 9,770	\$ 12,824	31.3%
East Bay Municipal Utility District	Security & Emergency Preparedness Specialist	\$ 10,455	\$ 12,708	21.5%
Central Contra Costa Sanitary District	Risk Management Administrator	\$ 10,464	\$ 12,679	21.2%
San Francisco Public Utilities Commission	Emergency Services Coordinator IV	\$ 10,389	\$ 12,625	21.5%
<b>Alameda County Water District</b>	<b>Emergency Response/Security Officer</b>	<b>\$ 10,383</b>	<b>\$ 12,621</b>	<b>21.6%</b>
Fremont	Emergency Services Manager	\$ 9,324	\$ 12,588	35.0%
Marin Municipal Water District	Safety and Emergency Response Manager	\$ 9,957	\$ 12,200	22.5%
San Jose	Program Manager I	\$ 6,128	\$ 7,453	21.6%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/8</b>		
<b>Coefficient of Variance</b>		<b>16%</b>		
<b>Number of Observations</b>		<b>7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 11,868</b>	<b>5.97%</b>
<b>Labor Market Median</b>			<b>\$ 12,625</b>	<b>-0.03%</b>
<b>25th Percentile</b>			<b>\$ 12,394</b>	<b>1.80%</b>
<b>75th Percentile</b>			<b>\$ 12,693</b>	<b>-0.57%</b>
<b>Percentile Rank</b>			<b>48</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Engineer II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<b>Alameda County Water District</b>	<b>Engineer II</b>	<b>\$ 9,876</b>	<b>\$ 12,005</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	Assistant Engineer	\$ 9,525	\$ 11,523	21.0%
East Bay Municipal Utility District	Assistant Engineer	\$ 9,469	\$ 11,509	21.5%
Dublin San Ramon Services District	Assistant Engineer	\$ 9,460	\$ 11,497	21.5%
Union Sanitary District	Assistant Engineer	\$ 8,760	\$ 11,497	31.2%
Contra Costa Water District	Assistant Engineer	\$ 9,386	\$ 11,407	21.5%
Zone 7 Water Agency	Assistant Engineer	\$ 9,528	\$ 11,027	15.7%
Fremont	Engineer II-Civil	\$ 8,504	\$ 10,337	21.6%
Santa Clara Valley Water District	Assistant Engineer I-Civil	\$ 8,043	\$ 10,291	28.0%
Marin Municipal Water District	Assistant Engineer	\$ 8,422	\$ 10,200	21.1%
Hayward	Assistant Civil Engineer	\$ 8,341	\$ 10,150	21.7%
Livermore	Assistant Engineer	\$ 8,099	\$ 9,845	21.6%
San Francisco Public Utilities Commission	Engineering Associate II	\$ 7,947	\$ 9,659	21.5%
San Jose	Engineer II	\$ 7,331	\$ 9,280	26.6%
<b>Alameda County Water District Rank</b>		<b>1/14</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>13</b>		
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 10,633</b>	<b>11.43%</b>
<b>Labor Market Median</b>			<b>\$ 10,337</b>	<b>13.89%</b>
<b>25th Percentile</b>			<b>\$ 10,150</b>	<b>15.45%</b>
<b>75th Percentile</b>			<b>\$ 11,497</b>	<b>4.23%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Engineer, Senior**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Dublin San Ramon Services District	Senior Civil Engineer	\$ 11,790	\$ 14,330	21.5%
<b>Alameda County Water District</b>	<b>Engineer, Senior</b>	<b>\$ 11,534</b>	<b>\$ 14,020</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Engineer	\$ 11,401	\$ 13,862	21.6%
Santa Clara Valley Water District	Associate Engineer-Civil	\$ 10,291	\$ 13,175	28.0%
Union Sanitary District	Associate Engineer	\$ 9,828	\$ 12,899	31.2%
Zone 7 Water Agency	Associate Civil Engineer	\$ 10,568	\$ 12,847	21.6%
Hayward	Associate Civil Engineer	\$ 9,682	\$ 11,754	21.4%
Livermore	Associate Civil Engineer	\$ 9,222	\$ 11,209	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Contra Costa Water District	No Comparable Class			
East Bay Municipal Utility District	No Comparable Class			
Fremont	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Jose	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/8</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>7</b>		
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 12,868</b>	<b>8.21%</b>
<b>Labor Market Median</b>			<b>\$ 12,899</b>	<b>7.99%</b>
<b>25th Percentile</b>			<b>\$ 12,301</b>	<b>12.26%</b>
<b>75th Percentile</b>			<b>\$ 13,519</b>	<b>3.57%</b>
<b>Percentile Rank</b>			<b>89</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Engineering Supervisor II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Engineer/Architect/Landscape Architect Senior	\$ 13,199	\$ 16,042	21.5%
<b>Alameda County Water District</b>	<b>Engineering Supervisor II</b>	<b>\$ 12,747</b>	<b>\$ 15,495</b>	<b>21.6%</b>
Union Sanitary District	Principal Engineer	\$ 11,729	\$ 15,395	31.3%
Dublin San Ramon Services District	Senior Engineer-Supervisory	\$ 12,629	\$ 15,350	21.5%
Marin Municipal Water District	Senior Engineer II	\$ 12,302	\$ 14,892	21.1%
Zone 7 Water Agency	Senior Engineer	\$ 12,152	\$ 14,773	21.6%
East Bay Municipal Utility District	Senior Engineer	\$ 12,726	\$ 14,731	15.8%
Central Contra Costa Sanitary District	Senior Engineer	\$ 12,090	\$ 14,618	20.9%
Contra Costa Water District	Senior Engineer	\$ 11,398	\$ 13,855	21.6%
Livermore	Senior Civil Engineer	\$ 10,759	\$ 13,448	25.0%
Hayward	Senior Utilities Engineer	\$ 10,743	\$ 13,055	21.5%
San Jose	Senior Engineer	\$ 10,145	\$ 12,831	26.5%
Fremont	Senior Civil Engineer	\$ 9,649	\$ 11,728	21.5%
Santa Clara Valley Water District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/13</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 14,227</b>	<b>8.18%</b>
<b>Labor Market Median</b>			<b>\$ 14,675</b>	<b>5.29%</b>
<b>25th Percentile</b>			<b>\$ 13,350</b>	<b>13.84%</b>
<b>75th Percentile</b>			<b>\$ 15,007</b>	<b>3.15%</b>
<b>Percentile Rank</b>			<b>92</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Engineering Technician II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Central Contra Costa Sanitary District	Engineering Technician III	\$ 8,407	\$ 10,175	21.0%
Union Sanitary District	Engineering Technician II	\$ 7,944	\$ 9,656	21.6%
<b>Alameda County Water District</b>	<b>Engineering Technician II</b>	<b>\$ 7,844</b>	<b>\$ 9,535</b>	<b>21.6%</b>
Dublin San Ramon Services District	Engineering Technician/GIS Specialist II	\$ 7,799	\$ 9,479	21.5%
Livermore	Engineering Technician, Associate	\$ 7,458	\$ 9,065	21.6%
Contra Costa Water District	Engineering Technician II	\$ 7,280	\$ 8,849	21.5%
Santa Clara Valley Water District	Engineering Technician II	\$ 6,450	\$ 8,256	28.0%
East Bay Municipal Utility District	Drafter III	\$ 6,703	\$ 8,148	21.6%
Marin Municipal Water District	Engineering Technician	\$ 6,643	\$ 7,969	20.0%
Hayward	Engineering Technician	\$ 6,311	\$ 7,647	21.2%
Fremont	Engineering Technician II	\$ 6,207	\$ 7,544	21.5%
San Francisco Public Utilities Commission	Engineering Assistant	\$ 6,190	\$ 7,525	21.6%
San Jose	Engineering Technician II	\$ 5,251	\$ 6,377	21.5%
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/13</b>		
<b>Coefficient of Variance</b>		<b>13%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 8,391</b>	<b>12.00%</b>
<b>Labor Market Median</b>			<b>\$ 8,202</b>	<b>13.98%</b>
<b>25th Percentile</b>			<b>\$ 7,621</b>	<b>20.07%</b>
<b>75th Percentile</b>			<b>\$ 9,169</b>	<b>3.84%</b>
<b>Percentile Rank</b>			<b>85</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Environmental Specialist II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Industrial Hygienist	\$ 9,798	\$ 11,908	21.5%
Dublin San Ramon Services District	Clean Water Programs Specialist	\$ 9,714	\$ 11,804	21.5%
Santa Clara Valley Water District	Environmental Health & Safety Specialist II	\$ 9,112	\$ 11,664	28.0%
East Bay Municipal Utility District	Environmental Health & Safety Specialist II	\$ 9,469	\$ 11,509	21.5%
Hayward	Environmental Specialist	\$ 9,175	\$ 11,152	21.5%
<b>Alameda County Water District</b>	<b>Environmental Specialist II</b>	<b>\$ 8,979</b>	<b>\$ 10,914</b>	<b>21.6%</b>
Union Sanitary District	Environmental Compliance Inspector III	\$ 8,830	\$ 10,733	21.6%
Contra Costa Water District	Environmental Health & Safety Specialist	\$ 8,221	\$ 9,991	21.5%
Fremont	Environmental Specialist II	\$ 7,875	\$ 9,571	21.5%
San Jose	Environmental Services Specialist	\$ 7,424	\$ 9,025	21.6%
Marin Municipal Water District	Environmental Services Coordinator		\$ 6,522	
Central Contra Costa Sanitary District	No Comparable Class			
Livermore	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>6/11</b>		
<b>Coefficient of Variance</b>		<b>16%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 10,388</b>	<b>4.82%</b>
<b>Labor Market Median</b>			<b>\$ 10,943</b>	<b>-0.26%</b>
<b>25th Percentile</b>			<b>\$ 9,676</b>	<b>11.35%</b>
<b>75th Percentile</b>			<b>\$ 11,625</b>	<b>-6.51%</b>
<b>Percentile Rank</b>			<b>49</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Executive Assistant**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Secretary of the District	\$ 10,787	\$ 15,582	44.5%
Dublin San Ramon Services District	Executive Services Supervisor	\$ 12,297	\$ 14,946	21.5%
Contra Costa Water District	Executive Assistant to the GM	\$ 10,835	\$ 13,172	21.6%
<b>Alameda County Water District</b>	<b>Executive Assistant</b>	<b>\$ 9,975</b>	<b>\$ 12,125</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	Secretary of the District		\$ 12,075	
Santa Clara Valley Water District	Deputy Clerk of the Board	\$ 9,348	\$ 11,957	27.9%
Zone 7 Water Agency	Executive Assistant to the GM	\$ 8,684	\$ 10,547	21.5%
Union Sanitary District	Executive Assistant to the GM/Board Secretary	\$ 7,894	\$ 10,361	31.3%
Marin Municipal Water District	Executive Assistant to the GM/Board Secretary	\$ 8,282	\$ 10,048	21.3%
Livermore	Executive Assistant	\$ 7,771	\$ 9,714	25.0%
San Jose	Executive Assistant to the CM	\$ 6,119	\$ 9,536	55.8%
Fremont	Executive Assistant to the CM	\$ 7,540	\$ 9,164	21.5%
San Francisco Public Utilities Commission	Executive Secretary III	\$ 7,313	\$ 8,883	21.5%
Hayward	Executive Assistant	\$ 6,992	\$ 8,323	19.0%
<b>Alameda County Water District Rank</b>		<b>4/14</b>		
<b>Coefficient of Variance</b>		<b>21%</b>		
<b>Number of Observations</b>		<b>13</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 11,101</b>	<b>8.45%</b>
<b>Labor Market Median</b>			<b>\$ 10,361</b>	<b>14.55%</b>
<b>25th Percentile</b>			<b>\$ 9,536</b>	<b>21.36%</b>
<b>75th Percentile</b>			<b>\$ 12,075</b>	<b>0.42%</b>
<b>Percentile Rank</b>			<b>75</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Facilities Maintenance Supervisor**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Maintenance Superintendent	\$ 12,726	\$ 14,731	15.8%
<b>Alameda County Water District</b>	<b>Facilities Maintenance Supervisor</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Marin Municipal Water District	Assistant Superintendent of Operations	\$ 11,524	\$ 13,928	20.9%
Union Sanitary District	Coach, Mechanical Maintenance	\$ 10,401	\$ 13,651	31.2%
Zone 7 Water Agency	Maintenance and Construction Supervisor	\$ 10,878	\$ 13,222	21.5%
Santa Clara Valley Water District	Supervising Instrumentation and Controls Technician	\$ 10,060	\$ 12,884	28.1%
Central Contra Costa Sanitary District	Electrical Shop Supervisor	\$ 10,220	\$ 12,376	21.1%
Dublin San Ramon Services District	Mechanical Supervisor	\$ 10,036	\$ 12,198	21.5%
Hayward	Utilities Operations and Maintenance Supervisor	\$ 9,889	\$ 12,017	21.5%
San Jose	Instrument Control Supervisor II	\$ 9,517	\$ 11,575	21.6%
Livermore	Public Works Supervisor	\$ 8,657	\$ 10,821	25.0%
Contra Costa Water District	No Comparable Class			
Fremont	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/11</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 12,740</b>	<b>10.48%</b>
<b>Labor Market Median</b>			<b>\$ 12,630</b>	<b>11.25%</b>
<b>25th Percentile</b>			<b>\$ 12,062</b>	<b>15.24%</b>
<b>75th Percentile</b>			<b>\$ 13,544</b>	<b>4.83%</b>
<b>Percentile Rank</b>			<b>93</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Facilities Maintenance Worker**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Facilities Maintenance Worker</i>	<b>\$ 7,650</b>	<b>\$ 9,299</b>	<b>21.6%</b>
East Bay Municipal Utility District	Maintenance Specialist III	\$ 7,770	\$ 8,994	15.8%
Santa Clara Valley Water District	Facilities Maintenance Technician II	\$ 6,951	\$ 8,894	28.0%
Central Contra Costa Sanitary District	Maintenance Crew Member II	\$ 7,121	\$ 8,616	21.0%
Hayward	Facilities Painter II	\$ 7,037	\$ 8,256	17.3%
Dublin San Ramon Services District	Maintenance Worker II	\$ 6,633	\$ 8,062	21.5%
Fremont	Building Maintenance Worker II	\$ 6,427	\$ 7,812	21.5%
Marin Municipal Water District	Maintenance Worker II	\$ 6,445	\$ 7,729	19.9%
Livermore	Facilities Maintenance Worker II	\$ 5,362	\$ 6,517	21.6%
San Jose	Facility Repair Worker	\$ 5,276	\$ 6,413	21.6%
San Francisco Public Utilities Commission	General Laborer	\$ 5,269	\$ 6,407	21.6%
Contra Costa Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/11</b>		
<b>Coefficient of Variance</b>		<b>13%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 7,770</b>	<b>16.44%</b>
<b>Labor Market Median</b>			<b>\$ 7,937</b>	<b>14.65%</b>
<b>25th Percentile</b>			<b>\$ 6,820</b>	<b>26.66%</b>
<b>75th Percentile</b>			<b>\$ 8,526</b>	<b>8.31%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Facility Maintenance Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Central Contra Costa Sanitary District	Plant Maintenance Division Manager	\$ 15,286	\$ 18,580	21.6%
East Bay Municipal Utility District	Manager of Facilities Maintenance & Construction	\$ 12,507	\$ 18,065	44.4%
Contra Costa Water District	Maintenance Manager Storage & Conveyance	\$ 14,328	\$ 17,415	21.5%
Fremont	Deputy Director of Maintenance and Business Ops	\$ 12,264	\$ 16,556	35.0%
<b>Alameda County Water District</b>	<b>Facility Maintenance Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Livermore	Assistant Director of Public Works	\$ 12,839	\$ 16,047	25.0%
Union Sanitary District	Coach, Electrical & Technology	\$ 12,216	\$ 16,033	31.3%
Santa Clara Valley Water District	Utility Maintenance Manager - Treatment	\$ 12,412	\$ 15,853	27.7%
Zone 7 Water Agency	Maintenance Manager	\$ 12,957	\$ 15,751	21.6%
Marin Municipal Water District	Superintendent of System Maintenance & Support Ser	\$ 12,408	\$ 14,992	20.8%
San Jose	Division Manager	\$ 9,582	\$ 14,635	52.7%
San Francisco Public Utilities Commission	Maintenance Manager	\$ 9,869	\$ 11,990	21.5%
Dublin San Ramon Services District	No Comparable Class			
Hayward	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/12</b>		
<b>Coefficient of Variance</b>		<b>11%</b>		
<b>Number of Observations</b>		<b>11</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 15,993</b>	<b>2.32%</b>
<b>Labor Market Median</b>			<b>\$ 16,033</b>	<b>2.07%</b>
<b>25th Percentile</b>			<b>\$ 15,372</b>	<b>6.11%</b>
<b>75th Percentile</b>			<b>\$ 16,985</b>	<b>-3.75%</b>
<b>Percentile Rank</b>			<b>66</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Financial Analyst II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Contra Costa Water District	Rate and Financial Analyst	\$ 10,561	\$ 12,839	21.6%
<b>Alameda County Water District</b>	<b>Financial Analyst II</b>	<b>\$ 9,876</b>	<b>\$ 12,005</b>	<b>21.6%</b>
Dublin San Ramon Services District	Financial Analyst	\$ 9,780	\$ 11,886	21.5%
East Bay Municipal Utility District	Accounting and Financial Systems Analyst	\$ 9,707	\$ 11,799	21.6%
Marin Municipal Water District	Financial Management Analyst	\$ 9,666	\$ 11,750	21.6%
Santa Clara Valley Water District	Management Analyst II	\$ 9,112	\$ 11,664	28.0%
Central Contra Costa Sanitary District	Management Analyst	\$ 9,295	\$ 11,252	21.1%
Livermore	Management Analyst II	\$ 8,657	\$ 10,821	25.0%
Union Sanitary District	Accounting & Financial Analyst II	\$ 8,185	\$ 10,743	31.3%
Fremont	Management Analyst II	\$ 7,914	\$ 10,683	35.0%
Zone 7 Water Agency	Staff Analyst	\$ 8,395	\$ 10,199	21.5%
Hayward	Financial Analyst	\$ 8,375	\$ 10,176	21.5%
San Jose	Financial Analyst	\$ 7,939	\$ 9,673	21.8%
San Francisco Public Utilities Commission	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/13</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 11,124</b>	<b>7.34%</b>
<b>Labor Market Median</b>			<b>\$ 11,037</b>	<b>8.07%</b>
<b>25th Percentile</b>			<b>\$ 10,562</b>	<b>12.02%</b>
<b>75th Percentile</b>			<b>\$ 11,762</b>	<b>2.02%</b>
<b>Percentile Rank</b>			<b>92</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Financial System Analyst**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Financial System Analyst</i>	<b>\$ 11,534</b>	<b>\$ 14,020</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	Information Technology Analyst II	\$ 10,175	\$ 12,324	21.1%
East Bay Municipal Utility District	Accounting and Financial Systems Analyst	\$ 9,707	\$ 11,799	21.6%
Santa Clara Valley Water District	Accounting Systems Analyst	\$ 9,112	\$ 11,664	28.0%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/4</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>3%</b>		
<b>Number of Observations</b>		<b>3</b>		
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 11,929</b>	<b>14.91%</b>
<b>Labor Market Median</b>			<b>\$ 11,799</b>	<b>15.84%</b>
<b>25th Percentile</b>			<b>\$ 11,731</b>	<b>16.32%</b>
<b>75th Percentile</b>			<b>\$ 12,062</b>	<b>13.97%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Gardener II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Maintenance Worker II	\$ 6,450	\$ 8,256	28.0%
Dublin San Ramon Services District	Maintenance Worker II	\$ 6,633	\$ 8,062	21.5%
<b>Alameda County Water District</b>	<b>Gardener II</b>	<b>\$ 6,482</b>	<b>\$ 7,880</b>	<b>21.6%</b>
Marin Municipal Water District	Maintenance Worker II	\$ 6,445	\$ 7,729	19.9%
Hayward	Groundskeeper II	\$ 6,543	\$ 7,615	16.4%
Central Contra Costa Sanitary District	Utility Worker	\$ 6,163	\$ 7,466	21.1%
Contra Costa Water District	Grounds Maintenance Assistant	\$ 5,956	\$ 7,238	21.5%
Fremont	Park Maintenance Worker II	\$ 5,809	\$ 7,059	21.5%
East Bay Municipal Utility District	Grounds Maintenance Specialist II	\$ 6,068	\$ 7,025	15.8%
Livermore	Groundskeeper III	\$ 5,636	\$ 6,851	21.6%
San Francisco Public Utilities Commission	Gardener	\$ 5,451	\$ 6,632	21.7%
San Jose	Gardener	\$ 4,718	\$ 5,739	21.6%
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/12</b>		
<b>Coefficient of Variance</b>		<b>10%</b>		
<b>Number of Observations</b>		<b>11</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 7,243</b>	<b>8.08%</b>
<b>Labor Market Median</b>			<b>\$ 7,238</b>	<b>8.14%</b>
<b>25th Percentile</b>			<b>\$ 6,938</b>	<b>11.95%</b>
<b>75th Percentile</b>			<b>\$ 7,672</b>	<b>2.64%</b>
<b>Percentile Rank</b>			<b>85</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**General Facilities Supervisor**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Maintenance Superintendent	\$ 12,726	\$ 14,731	15.8%
<b>Alameda County Water District</b>	<b>General Facilities Supervisor</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Santa Clara Valley Water District	Facilities Maintenance Administrator	\$ 10,060	\$ 12,884	28.1%
Dublin San Ramon Services District	Mechanical Supervisor	\$ 10,036	\$ 12,198	21.5%
Contra Costa Water District	Operations and Maintenance Supervisor (Grade 3)	\$ 9,558	\$ 11,619	21.6%
Central Contra Costa Sanitary District	Building and Grounds Supervisor	\$ 9,525	\$ 11,523	21.0%
Marin Municipal Water District	Supervisor of Facilities Maintenance and Special Projects	\$ 9,021	\$ 10,923	21.1%
San Francisco Public Utilities Commission	Buildings and Grounds Maintenance Supervisor		\$ 10,877	
Livermore	Public Works Supervisor	\$ 8,657	\$ 10,821	25.0%
Fremont	Building Maintenance Field Supervisor	\$ 8,098	\$ 9,844	21.6%
Hayward	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/10</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>9</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 11,713</b>	<b>17.69%</b>
<b>Labor Market Median</b>			<b>\$ 11,523</b>	<b>19.03%</b>
<b>25th Percentile</b>			<b>\$ 10,877</b>	<b>23.57%</b>
<b>75th Percentile</b>			<b>\$ 12,198</b>	<b>14.29%</b>
<b>Percentile Rank</b>			<b>97</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**General Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Chief Executive Officer	\$ 28,451	\$ 32,618	14.6%
San Francisco Public Utilities Commission	General Manager		\$ 31,909	
San Jose	City Manager	\$ 23,917	\$ 28,982	21.2%
Fremont	City Manager		\$ 28,028	
Central Contra Costa Sanitary District	General Manager		\$ 27,068	
<b>Alameda County Water District</b>	<b>General Manager</b>	<b>\$ 21,146</b>	<b>\$ 25,704</b>	<b>21.6%</b>
East Bay Municipal Utility District	General Manager		\$ 24,878	
Hayward	City Manager		\$ 24,724	
Zone 7 Water Agency	General Manager		\$ 24,310	
Union Sanitary District	General Manager	\$ 18,462	\$ 24,232	31.3%
Dublin San Ramon Services District	General Manager		\$ 24,167	
Contra Costa Water District	General Manager		\$ 23,750	
Livermore	City Manager		\$ 23,546	
Marin Municipal Water District	General Manager		\$ 21,250	
<b>Alameda County Water District Rank</b>		<b>6/14</b>		
<b>Coefficient of Variance</b>		<b>13%</b>		
<b>Number of Observations</b>		<b>13</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 26,112</b>	<b>-1.59%</b>
<b>Labor Market Median</b>			<b>\$ 24,724</b>	<b>3.81%</b>
<b>25th Percentile</b>			<b>\$ 24,167</b>	<b>5.98%</b>
<b>75th Percentile</b>			<b>\$ 28,028</b>	<b>-9.04%</b>
<b>Percentile Rank</b>			<b>61</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Groundwater Resources Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Groundwater Management Manager	\$ 13,367	\$ 17,072	27.7%
<b>Alameda County Water District</b>	<b>Groundwater Resources Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Zone 7 Water Agency	Principal Engineer/Geologist	\$ 13,371	\$ 16,248	21.5%
Central Contra Costa Sanitary District	No Comparable Class			
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
East Bay Municipal Utility District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		--		
<b>Coefficient of Variance</b>		<b>I.D.</b>		
<b>Number of Observations</b>		2	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>				
<b>Labor Market Mean</b>			I.D.	--
<b>Labor Market Median</b>			I.D.	--
<b>25th Percentile</b>			I.D.	--
<b>75th Percentile</b>			I.D.	--
<b>Percentile Rank</b>			--	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Human Resources Analyst II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Management Analyst II	\$ 9,112	\$ 11,664	28.0%
Dublin San Ramon Services District	Human Resources Analyst II	\$ 9,529	\$ 11,583	21.6%
Central Contra Costa Sanitary District	Human Resources Analyst	\$ 9,295	\$ 11,252	21.1%
Union Sanitary District	Human Resources Analyst II	\$ 8,495	\$ 11,150	31.3%
Livermore	Human Resources Analyst II	\$ 8,657	\$ 10,821	25.0%
East Bay Municipal Utility District	Human Resources Analyst II	\$ 9,234	\$ 10,690	15.8%
Fremont	Human Resources Analyst II	\$ 7,914	\$ 10,683	35.0%
Contra Costa Water District	Human Resources Analyst II	\$ 8,649	\$ 10,514	21.6%
<b>Alameda County Water District</b>	<b>Human Resources Analyst II</b>	<b>\$ 8,498</b>	<b>\$ 10,330</b>	<b>21.6%</b>
Hayward	Human Resources Analyst II	\$ 8,341	\$ 10,135	21.5%
Marin Municipal Water District	Human Resources Analyst	\$ 7,930	\$ 9,835	24.0%
San Francisco Public Utilities Commission	Human Resources Analyst	\$ 6,260	\$ 9,213	47.2%
Zone 7 Water Agency	Human Resources Officer I	\$ 7,511	\$ 9,124	21.5%
San Jose	Analyst II	\$ 6,801	\$ 8,265	21.5%
<b>Alameda County Water District Rank</b>		<b>9/14</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>10%</b>		
<b>Number of Observations</b>		<b>13</b>		
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 10,379</b>	<b>-0.48%</b>
<b>Labor Market Median</b>			<b>\$ 10,683</b>	<b>-3.42%</b>
<b>25th Percentile</b>			<b>\$ 9,835</b>	<b>4.79%</b>
<b>75th Percentile</b>			<b>\$ 11,150</b>	<b>-7.94%</b>
<b>Percentile Rank</b>			<b>38</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Human Resources Technician II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Human Resources Technician II</i>	<b>\$ 7,348</b>	<b>\$ 8,932</b>	<b>21.6%</b>
Santa Clara Valley Water District	Human Resources Technician II	\$ 6,951	\$ 8,894	28.0%
Dublin San Ramon Services District	Human Resources Technician	\$ 7,021	\$ 8,533	21.5%
East Bay Municipal Utility District	Human Resources Technician	\$ 7,214	\$ 8,352	15.8%
Marin Municipal Water District	Human Resources Technician	\$ 6,760	\$ 8,254	22.1%
Contra Costa Water District	Human Resources Technician	\$ 6,777	\$ 8,239	21.6%
Livermore	Human Resources Technician	\$ 6,515	\$ 8,144	25.0%
Central Contra Costa Sanitary District	Senior Administrative Technician	\$ 6,495	\$ 7,861	21.0%
Fremont	Human Resources Technician II	\$ 6,125	\$ 7,445	21.6%
San Francisco Public Utilities Commission	Personnel Technician	\$ 6,032	\$ 7,334	21.6%
Hayward	Human Resources Technician	\$ 5,522	\$ 6,711	21.5%
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/11</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 7,977</b>	<b>10.69%</b>
<b>Labor Market Median</b>			<b>\$ 8,192</b>	<b>8.29%</b>
<b>25th Percentile</b>			<b>\$ 7,549</b>	<b>15.48%</b>
<b>75th Percentile</b>			<b>\$ 8,328</b>	<b>6.76%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Human Resources/Risk Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Manager of Human Resources	\$ 14,873	\$ 21,483	44.4%
San Jose	Assistant Director	\$ 12,427	\$ 19,370	55.9%
Contra Costa Water District	Human Resources and Risk Manager	\$ 13,733	\$ 16,694	21.6%
Marin Municipal Water District	Human Resources Manager	\$ 12,973	\$ 16,454	26.8%
<b>Alameda County Water District</b>	<b>Human Resources/Risk Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Zone 7 Water Agency	Employee Services Manager	\$ 13,395	\$ 16,278	21.5%
Santa Clara Valley Water District	Risk Manager	\$ 12,412	\$ 15,853	27.7%
Union Sanitary District	Human Resources Manager	\$ 11,984	\$ 15,729	31.3%
Livermore	Human Resources Manager	\$ 11,942	\$ 14,928	25.0%
Central Contra Costa Sanitary District	Human Resources Manager	\$ 12,245	\$ 14,884	21.6%
San Francisco Public Utilities Commission	Manager IV	\$ 11,561	\$ 14,755	27.6%
Fremont	Human Resources Manager	\$ 10,873	\$ 14,679	35.0%
Hayward	Human Resources Manager	\$ 9,207	\$ 11,192	21.6%
Dublin San Ramon Services District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/13</b>		
<b>Coefficient of Variance</b>		<b>16%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 16,025</b>	<b>2.12%</b>
<b>Labor Market Median</b>			<b>\$ 15,791</b>	<b>3.55%</b>
<b>25th Percentile</b>			<b>\$ 14,852</b>	<b>9.28%</b>
<b>75th Percentile</b>			<b>\$ 16,514</b>	<b>-0.87%</b>
<b>Percentile Rank</b>			<b>68</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Information Systems Analyst II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Contra Costa Water District	Senior Systems Analyst	\$ 10,267	\$ 12,478	21.5%
Dublin San Ramon Services District	Information Technology Analyst II	\$ 10,189	\$ 12,384	21.5%
Central Contra Costa Sanitary District	Information Technology Analyst II	\$ 10,175	\$ 12,324	21.1%
San Francisco Public Utilities Commission San Jose	IS Engineer-Journey	\$ 9,583	\$ 12,053	25.8%
Marin Municipal Water District	Information Systems Analyst	\$ 9,510	\$ 11,575	21.7%
	Information Systems Analyst III	\$ 9,354	\$ 11,479	22.7%
<b>Alameda County Water District</b>	<b>Information Systems Analyst II</b>	<b>\$ 9,441</b>	<b>\$ 11,476</b>	<b>21.6%</b>
Santa Clara Valley Water District	Information Systems Analyst II	\$ 8,894	\$ 11,385	28.0%
East Bay Municipal Utility District Hayward	Information Systems Support Analyst II	\$ 9,016	\$ 10,959	21.6%
Zone 7 Water Agency	Information Technology Analyst II	\$ 8,545	\$ 10,386	21.5%
Union Sanitary District	Information Systems Analyst	\$ 7,597	\$ 10,180	34.0%
Fremont	Information Technology Analyst	\$ 7,735	\$ 10,152	31.2%
Livermore	No Comparable Class			
	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>7/12</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>11</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 11,396</b>	<b>0.69%</b>
<b>Labor Market Median</b>			<b>\$ 11,479</b>	<b>-0.03%</b>
<b>25th Percentile</b>			<b>\$ 10,673</b>	<b>7.00%</b>
<b>75th Percentile</b>			<b>\$ 12,189</b>	<b>-6.22%</b>
<b>Percentile Rank</b>			<b>50</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Information Technology Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Central Contra Costa Sanitary District	Information Technology Manager	\$ 15,286	\$ 18,580	21.6%
East Bay Municipal Utility District	Information Systems Division Manager	\$ 12,822	\$ 18,520	44.4%
San Francisco Public Utilities Commission	IS Manager	\$ 11,990	\$ 17,084	42.5%
San Jose	Deputy Director	\$ 10,851	\$ 16,903	55.8%
Contra Costa Water District	Information Systems Manager	\$ 13,733	\$ 16,694	21.6%
Marin Municipal Water District	Information Technology Manager	\$ 12,973	\$ 16,454	26.8%
<b>Alameda County Water District</b>	<b>Information Technology Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Santa Clara Valley Water District	Information Technology Manager	\$ 12,723	\$ 16,250	27.7%
Union Sanitary District	Electrical & Technology Coach	\$ 12,216	\$ 16,033	31.3%
Fremont	Information Technology Manager	\$ 11,033	\$ 13,792	25.0%
Hayward	Information Technology Manager	\$ 10,946	\$ 13,309	21.6%
Livermore	Information Technology Manager	\$ 10,321	\$ 12,901	25.0%
Dublin San Ramon Services District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>7/12</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>11</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 16,047</b>	<b>1.98%</b>
<b>Labor Market Median</b>			<b>\$ 16,454</b>	<b>-0.50%</b>
<b>25th Percentile</b>			<b>\$ 14,912</b>	<b>8.91%</b>
<b>75th Percentile</b>			<b>\$ 16,993</b>	<b>-3.80%</b>
<b>Percentile Rank</b>			<b>46</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Information Technology Supervisor**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Dublin San Ramon Services District	Information Services Supervisor	\$ 13,388	\$ 16,275	21.6%
Central Contra Costa Sanitary District	Project Manager/Business Analyst	\$ 12,090	\$ 14,618	20.9%
East Bay Municipal Utility District	Information Services Supervisor	\$ 12,413	\$ 14,370	15.8%
<b>Alameda County Water District</b>	<b>Information Technology Supervisor</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Santa Clara Valley Water District	Information Systems Administrator	\$ 10,319	\$ 13,206	28.0%
Marin Municipal Water District	Information Systems Analyst Supervisor	\$ 10,758	\$ 13,201	22.7%
San Jose	Supervising Applications Analyst	\$ 10,288	\$ 12,527	21.8%
Contra Costa Water District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>10%</b>		
<b>Number of Observations</b>		<b>6</b>		
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 14,033</b>	<b>1.39%</b>
<b>Labor Market Median</b>			<b>\$ 13,788</b>	<b>3.11%</b>
<b>25th Percentile</b>			<b>\$ 13,202</b>	<b>7.23%</b>
<b>75th Percentile</b>			<b>\$ 14,556</b>	<b>-2.28%</b>
<b>Percentile Rank</b>			<b>58</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Instrument Technician**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Electronic Instrumentation Technician, Water Pollution	\$ 9,061	\$ 11,011	21.5%
<b>Alameda County Water District</b>	<b>Instrument Technician</b>	<b>\$ 8,890</b>	<b>\$ 10,806</b>	<b>21.6%</b>
Union Sanitary District	Instrument Technician/Electrician	\$ 8,785	\$ 10,679	21.6%
Santa Clara Valley Water District	Instrumentation and Controls Technician II	\$ 8,256	\$ 10,572	28.0%
Central Contra Costa Sanitary District	Instrument Technician	\$ 8,615	\$ 10,417	20.9%
Dublin San Ramon Services District	Instrumentation Technician	\$ 8,509	\$ 10,344	21.6%
Contra Costa Water District	Instrument Technician	\$ 8,469	\$ 10,294	21.6%
Zone 7 Water Agency	Instrument Technician II	\$ 8,405	\$ 10,215	21.5%
East Bay Municipal Utility District	Instrument Technician	\$ 8,574	\$ 9,926	15.8%
Marin Municipal Water District	Controls Technician II	\$ 7,921	\$ 9,704	22.5%
San Jose	Instrument Control Technician II	\$ 7,826	\$ 9,520	21.7%
Hayward	Electrician II	\$ 8,020	\$ 9,410	17.3%
Livermore	WR Instrument Control Technician	\$ 6,592	\$ 8,012	21.5%
Fremont	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/13</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 10,009</b>	<b>7.38%</b>
<b>Labor Market Median</b>			<b>\$ 10,254</b>	<b>5.11%</b>
<b>25th Percentile</b>			<b>\$ 9,658</b>	<b>10.62%</b>
<b>75th Percentile</b>			<b>\$ 10,455</b>	<b>3.25%</b>
<b>Percentile Rank</b>			<b>94</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Laboratory Services Supervisor**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Laboratory Services Manager	\$ 13,367	\$ 17,072	27.7%
Marin Municipal Water District	Water Quality Laboratory Manager	\$ 11,837	\$ 14,302	20.8%
Central Contra Costa Sanitary District	Laboratory Superintendent	\$ 11,805	\$ 14,263	20.8%
<b>Alameda County Water District</b>	<b>Laboratory Services Supervisor</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Dublin San Ramon Services District	Laboratory Supervisor	\$ 11,562	\$ 14,054	21.6%
East Bay Municipal Utility District	Laboratory Supervisor	\$ 11,819	\$ 13,681	15.8%
San Francisco Public Utilities Commission	Supervising Chemist	\$ 10,586	\$ 12,868	21.6%
Contra Costa Water District	Laboratory Supervisor	\$ 10,267	\$ 12,478	21.5%
Hayward	Laboratory Supervisor	\$ 9,563	\$ 11,622	21.5%
San Jose	Environmental Laboratory Supervisor	\$ 7,720	\$ 9,382	21.5%
Livermore	Water Resources Coordinator	\$ 7,053	\$ 8,573	21.6%
Fremont	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/11</b>		
<b>Coefficient of Variance</b>		<b>19%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 12,829</b>	<b>9.85%</b>
<b>Labor Market Median</b>			<b>\$ 13,274</b>	<b>6.72%</b>
<b>25th Percentile</b>			<b>\$ 11,836</b>	<b>16.83%</b>
<b>75th Percentile</b>			<b>\$ 14,211</b>	<b>0.14%</b>
<b>Percentile Rank</b>			<b>76</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Laboratory Technician II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Laboratory Technician II</i>	<b>\$ 7,167</b>	<b>\$ 8,712</b>	<b>21.6%</b>
Santa Clara Valley Water District	Laboratory Technician II	\$ 6,774	\$ 8,677	28.1%
Dublin San Ramon Services District	Laboratory Technician	\$ 7,126	\$ 8,661	21.5%
Contra Costa Water District	Laboratory Technician	\$ 7,055	\$ 8,575	21.5%
Zone 7 Water Agency	Water Quality Lab Technician	\$ 6,881	\$ 8,358	21.5%
San Francisco Public Utilities Commission	Water Quality Technician	\$ 5,898	\$ 8,298	40.7%
Marin Municipal Water District	Laboratory Technician	\$ 6,694	\$ 8,180	22.2%
East Bay Municipal Utility District	Laboratory Technician II	\$ 6,540	\$ 7,950	21.6%
Hayward	Laboratory Technician	\$ 6,529	\$ 7,599	16.4%
San Jose	Laboratory Technician II	\$ 5,961	\$ 7,245	21.6%
Livermore	Water Resources Laboratory Technician	\$ 5,821	\$ 7,076	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Fremont	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/11</b>		
<b>Coefficient of Variance</b>		<b>7%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 8,062</b>	<b>7.46%</b>
<b>Labor Market Median</b>			<b>\$ 8,239</b>	<b>5.43%</b>
<b>25th Percentile</b>			<b>\$ 7,687</b>	<b>11.77%</b>
<b>75th Percentile</b>			<b>\$ 8,521</b>	<b>2.20%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Manager of Eng & Tech Services**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Engineering & Construction Director	\$ 15,622	\$ 22,565	44.4%
San Jose	Director of Public Works	\$ 14,216	\$ 22,219	56.3%
Fremont	Public Works Director	\$ 15,876	\$ 21,432	35.0%
Central Contra Costa Sanitary District	Director of Engineering & Technical Services	\$ 16,866	\$ 21,304	26.3%
Zone 7 Water Agency	Assistant General Manager-Engineering	\$ 17,508	\$ 21,277	21.5%
<b>Alameda County Water District</b>	<b>Manager of Eng &amp; Tech Services</b>	<b>\$ 17,168</b>	<b>\$ 20,868</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Deputy Director V	\$ 16,226	\$ 20,705	27.6%
Union Sanitary District	Technical Services Manager	\$ 15,593	\$ 20,466	31.3%
Contra Costa Water District	Director of Operations & Maintenance	\$ 16,553	\$ 20,121	21.6%
Dublin San Ramon Services District	Engineering Services Manager		\$ 19,614	
Marin Municipal Water District	Environmental and Engineering Services Division Man	\$ 16,011	\$ 19,464	21.6%
Santa Clara Valley Water District	Deputy Operating Officer		\$ 18,543	
Hayward	Director of Public Works	\$ 15,243	\$ 18,529	21.6%
Livermore	Community Development Director	\$ 14,604	\$ 18,255	25.0%
<b>Alameda County Water District Rank</b>		<b>6/14</b>		
<b>Coefficient of Variance</b>		<b>7%</b>		
<b>Number of Observations</b>		<b>13</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 20,346</b>	<b>2.50%</b>
<b>Labor Market Median</b>			<b>\$ 20,466</b>	<b>1.93%</b>
<b>25th Percentile</b>			<b>\$ 19,464</b>	<b>6.73%</b>
<b>75th Percentile</b>			<b>\$ 21,304</b>	<b>-2.09%</b>
<b>Percentile Rank</b>			<b>61</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Manager of Finance**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Chief Financial Officer	\$ 18,543	\$ 23,721	27.9%
East Bay Municipal Utility District	Finance Director	\$ 15,622	\$ 22,565	44.4%
San Jose	Director of Finance	\$ 14,216	\$ 22,219	56.3%
Union Sanitary District	Business Services Manager/CFO	\$ 16,257	\$ 21,338	31.3%
Central Contra Costa Sanitary District	Director of Finance & Administration	\$ 16,866	\$ 21,304	26.3%
<b>Alameda County Water District</b>	<b>Manager of Finance</b>	<b>\$ 17,168</b>	<b>\$ 20,868</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Manager VIII	\$ 16,226	\$ 20,705	27.6%
Zone 7 Water Agency	Assistant General Manager-Finance	\$ 16,671	\$ 20,268	21.6%
Fremont	Finance Director	\$ 14,749	\$ 19,912	35.0%
Dublin San Ramon Services District	Administrative Services Manager		\$ 19,614	
Contra Costa Water District	Director of Finance	\$ 16,070	\$ 19,535	21.6%
Marin Municipal Water District	Finance Director/Treasurer	\$ 16,011	\$ 19,464	21.6%
Livermore	Administrative Services Director	\$ 14,604	\$ 18,255	25.0%
Hayward	Director of Finance	\$ 14,277	\$ 17,352	21.5%
<b>Alameda County Water District Rank</b>		<b>6/14</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>13</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 20,481</b>	<b>1.86%</b>
<b>Labor Market Median</b>			<b>\$ 20,268</b>	<b>2.88%</b>
<b>25th Percentile</b>			<b>\$ 19,535</b>	<b>6.39%</b>
<b>75th Percentile</b>			<b>\$ 21,338</b>	<b>-2.25%</b>
<b>Percentile Rank</b>			<b>61</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Manager of Operations and Maintenance**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Director of Operations and Maintenance	\$ 15,622	\$ 22,565	44.4%
San Jose	Director, Environmental Services	\$ 14,216	\$ 22,219	56.3%
<b>Alameda County Water District</b>	<b>Manager of Operations and Maintenance</b>	<b>\$ 17,168</b>	<b>\$ 20,868</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Manager VIII	\$ 16,226	\$ 20,705	27.6%
Dublin San Ramon Services District	Operations Manager		\$ 19,614	
Union Sanitary District	Maintenance & Technology Services Manager	\$ 14,926	\$ 19,591	31.3%
Marin Municipal Water District	Operations Director	\$ 16,011	\$ 19,464	21.6%
Santa Clara Valley Water District	Deputy Operating Officer		\$ 18,543	
Livermore	Public Works Director	\$ 14,604	\$ 18,255	25.0%
Central Contra Costa Sanitary District	No Comparable Class			
Contra Costa Water District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/9</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>8</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 20,119</b>	<b>3.59%</b>
<b>Labor Market Median</b>			<b>\$ 19,603</b>	<b>6.06%</b>
<b>25th Percentile</b>			<b>\$ 19,234</b>	<b>7.83%</b>
<b>75th Percentile</b>			<b>\$ 21,083</b>	<b>-1.03%</b>
<b>Percentile Rank</b>			<b>73</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Manager of Water Resources**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Water and Natural Resources Director	\$ 15,622	\$ 22,565	44.4%
Contra Costa Water District	AGM-Planning & Water Resources	\$ 18,044	\$ 21,935	21.6%
<b>Alameda County Water District</b>	<b>Manager of Water Resources</b>	<b>\$ 17,168</b>	<b>\$ 20,868</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Manager VIII	\$ 16,226	\$ 20,705	27.6%
Santa Clara Valley Water District	Deputy Operating Officer		\$ 18,543	
Zone 7 Water Agency	Integrated Water Resources Manager	\$ 14,501	\$ 17,621	21.5%
Hayward	Water Resources Manager	\$ 12,889	\$ 15,669	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/7</b>		
<b>Coefficient of Variance</b>		<b>14%</b>		
<b>Number of Observations</b>		<b>6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 19,506</b>	<b>6.53%</b>
<b>Labor Market Median</b>			<b>\$ 19,624</b>	<b>5.96%</b>
<b>25th Percentile</b>			<b>\$ 17,852</b>	<b>14.45%</b>
<b>75th Percentile</b>			<b>\$ 21,627</b>	<b>-3.64%</b>
<b>Percentile Rank</b>			<b>63</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Meter Reader**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Water Measurement Technician II	\$ 6,951	\$ 8,894	28.0%
<b>Alameda County Water District</b>	<b>Meter Reader</b>	<b>\$ 6,817</b>	<b>\$ 8,286</b>	<b>21.6%</b>
Marin Municipal Water District	Meter Reader & Repair Worker II	\$ 6,032	\$ 7,288	20.8%
Contra Costa Water District	Meter Reader	\$ 5,779	\$ 7,025	21.6%
East Bay Municipal Utility District	Meter Reader	\$ 5,504	\$ 7,025	27.6%
San Jose	Water Systems Assistant Operator II	\$ 5,519	\$ 6,727	21.9%
San Francisco Public Utilities Commission	Meter Reader	\$ 5,363	\$ 6,520	21.6%
Hayward	Water Meter Reader	\$ 5,247	\$ 6,119	16.6%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/8</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 7,085</b>	<b>14.49%</b>
<b>Labor Market Median</b>			<b>\$ 7,025</b>	<b>15.22%</b>
<b>25th Percentile</b>			<b>\$ 6,623</b>	<b>20.06%</b>
<b>75th Percentile</b>			<b>\$ 7,157</b>	<b>13.63%</b>
<b>Percentile Rank</b>			<b>94</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Meter Reader Supervisor**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Meter Reading and Maintenance Supervisor	\$ 9,467	\$ 10,959	15.8%
Marin Municipal Water District	Meter Operations Supervisor	\$ 8,639	\$ 10,500	21.5%
San Jose	Water Systems Operations Foreperson II	\$ 8,559	\$ 10,445	22.0%
<b>Alameda County Water District</b>	<b>Meter Reader Supervisor</b>	<b>\$ 8,413</b>	<b>\$ 10,227</b>	<b>21.6%</b>
Hayward	Water Installation and Maintenance Supervisor	\$ 7,793	\$ 9,474	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/5</b>		
<b>Coefficient of Variance</b>		<b>6%</b>		
<b>Number of Observations</b>		<b>4</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 10,344</b>	<b>-1.15%</b>
<b>Labor Market Median</b>			<b>\$ 10,472</b>	<b>-2.40%</b>
<b>25th Percentile</b>			<b>\$ 10,202</b>	<b>0.24%</b>
<b>75th Percentile</b>			<b>\$ 10,615</b>	<b>-3.80%</b>
<b>Percentile Rank</b>			<b>26</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Meter/Cross Connection Worker II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Meter/Cross Connection Worker II</i>	<b>\$ 7,650</b>	<b>\$ 9,299</b>	<b>21.6%</b>
Contra Costa Water District	Senior Cross Connection Inspector	\$ 7,394	\$ 8,897	20.3%
East Bay Municipal Utility District	Cross-Connection Specialist	\$ 7,581	\$ 8,776	15.8%
San Jose	Cross Connection Specialist	\$ 6,959	\$ 8,478	21.8%
Marin Municipal Water District	Backflow and Reclamation Specialist	\$ 6,884	\$ 8,451	22.8%
Hayward	Cross Connection Control Specialist	\$ 6,784	\$ 7,907	16.6%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/6</b>		
<b>Coefficient of Variance</b>		<b>5%</b>		
<b>Number of Observations</b>		<b>5</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 8,502</b>	<b>8.57%</b>
<b>Labor Market Median</b>			<b>\$ 8,478</b>	<b>8.83%</b>
<b>25th Percentile</b>			<b>\$ 8,451</b>	<b>9.12%</b>
<b>75th Percentile</b>			<b>\$ 8,776</b>	<b>5.62%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Network Administrator II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Information Technology Administrator	\$ 11,634	\$ 15,270	31.3%
<b>Alameda County Water District</b>	<b>Network Administrator II</b>	<b>\$ 11,534</b>	<b>\$ 14,020</b>	<b>21.6%</b>
Santa Clara Valley Water District	Information Systems Administrator	\$ 10,319	\$ 13,206	28.0%
East Bay Municipal Utility District	Information Systems Administrator II	\$ 11,251	\$ 13,025	15.8%
Dublin San Ramon Services District	Information Technology Analyst II	\$ 10,189	\$ 12,384	21.5%
Fremont	Network Engineer	\$ 9,108	\$ 12,297	35.0%
Livermore	Systems Administrator	\$ 9,263	\$ 11,578	25.0%
Hayward	Network Systems Specialist	\$ 9,041	\$ 10,993	21.6%
San Francisco Public Utilities Commission	IT Operations Support Administrator IV	\$ 8,801	\$ 10,907	23.9%
San Jose	Network Engineer II	\$ 8,519	\$ 10,363	21.6%
Contra Costa Water District	Programmer Analyst	\$ 8,511	\$ 10,346	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/11</b>		
<b>Coefficient of Variance</b>		<b>13%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 12,037</b>	<b>14.14%</b>
<b>Labor Market Median</b>			<b>\$ 11,938</b>	<b>14.85%</b>
<b>25th Percentile</b>			<b>\$ 10,929</b>	<b>22.05%</b>
<b>75th Percentile</b>			<b>\$ 12,865</b>	<b>8.24%</b>
<b>Percentile Rank</b>			<b>93</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Network Analyst II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Contra Costa Water District	Senior Network Analyst	\$ 10,267	\$ 12,478	21.5%
Dublin San Ramon Services District	Information Technology Analyst II	\$ 10,189	\$ 12,384	21.5%
Central Contra Costa Sanitary District	Information Technology Analyst II	\$ 10,175	\$ 12,324	21.1%
Marin Municipal Water District	Information Systems Analyst III	\$ 9,354	\$ 11,479	22.7%
Santa Clara Valley Water District	Information Systems Analyst II	\$ 8,894	\$ 11,385	28.0%
<b>Alameda County Water District</b>	<b>Network Analyst II</b>	<b>\$ 8,979</b>	<b>\$ 10,914</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Program Support Analyst	\$ 8,652	\$ 10,517	21.6%
Hayward	Information Technology Analyst II	\$ 8,545	\$ 10,386	21.5%
Union Sanitary District	Information Technology Analyst	\$ 7,735	\$ 10,152	31.2%
East Bay Municipal Utility District	Network Analyst II	\$ 7,970	\$ 9,687	21.5%
San Jose	Analyst II	\$ 6,801	\$ 8,265	21.5%
Fremont	No Comparable Class			
Livermore	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>6/11</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 10,906</b>	<b>0.08%</b>
<b>Labor Market Median</b>			<b>\$ 10,951</b>	<b>-0.33%</b>
<b>25th Percentile</b>			<b>\$ 10,211</b>	<b>6.45%</b>
<b>75th Percentile</b>			<b>\$ 12,113</b>	<b>-10.98%</b>
<b>Percentile Rank</b>			<b>50</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Network Technician**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Contra Costa Water District	Network Desktop Support Technician II	\$ 7,913	\$ 9,618	21.6%
<b>Alameda County Water District</b>	<b>Network Technician</b>	<b>\$ 7,844</b>	<b>\$ 9,535</b>	<b>21.6%</b>
Santa Clara Valley Water District	Information Systems Technician II	\$ 7,299	\$ 9,348	28.1%
Dublin San Ramon Services District	Information Systems Technician II	\$ 7,432	\$ 9,037	21.6%
Hayward	Information Technology Technician II	\$ 7,037	\$ 8,557	21.6%
Fremont	Client Systems Specialist II	\$ 6,558	\$ 8,370	27.6%
East Bay Municipal Utility District	Information Systems Specialist III	\$ 6,540	\$ 7,950	21.6%
San Jose	Network Technician II	\$ 6,022	\$ 7,320	21.5%
Livermore	Information Technology Technician II	\$ 5,837	\$ 7,094	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/9</b>		
<b>Coefficient of Variance</b>		<b>11%</b>		
<b>Number of Observations</b>		<b>8</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 8,412</b>	<b>11.78%</b>
<b>Labor Market Median</b>			<b>\$ 8,464</b>	<b>11.24%</b>
<b>25th Percentile</b>			<b>\$ 7,793</b>	<b>18.27%</b>
<b>75th Percentile</b>			<b>\$ 9,115</b>	<b>4.41%</b>
<b>Percentile Rank</b>			<b>96</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Office Assistant II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Contra Costa Water District	Administrative Secretary	\$ 6,744	\$ 8,199	21.6%
Central Contra Costa Sanitary District	Administrative Assistant	\$ 6,447	\$ 7,821	21.3%
Marin Municipal Water District	Administrative Assistant	\$ 6,147	\$ 7,446	21.1%
Hayward	Senior Secretary	\$ 6,269	\$ 7,299	16.4%
<b>Alameda County Water District</b>	<b>Office Assistant II</b>	<b>\$ 5,806</b>	<b>\$ 7,058</b>	<b>21.6%</b>
Dublin San Ramon Services District	Administrative Assistant	\$ 5,737	\$ 6,976	21.6%
Santa Clara Valley Water District	Office Specialist II	\$ 5,427	\$ 6,951	28.1%
San Francisco Public Utilities Commission	Secretary II	\$ 5,618	\$ 6,827	21.5%
Union Sanitary District	Receptionist	\$ 5,444	\$ 6,617	21.5%
East Bay Municipal Utility District	Administrative Clerk	\$ 5,368	\$ 6,525	21.6%
Livermore	Division Clerk	\$ 5,064	\$ 6,156	21.6%
Fremont	Office Specialist II	\$ 5,047	\$ 6,134	21.6%
San Jose	Office Specialist II	\$ 4,057	\$ 4,932	21.6%
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/13</b>		
<b>Coefficient of Variance</b>		<b>13%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 6,824</b>	<b>3.32%</b>
<b>Labor Market Median</b>			<b>\$ 6,889</b>	<b>2.39%</b>
<b>25th Percentile</b>			<b>\$ 6,433</b>	<b>8.86%</b>
<b>75th Percentile</b>			<b>\$ 7,336</b>	<b>-3.94%</b>
<b>Percentile Rank</b>			<b>66</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Office Supervisor II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Support Services Supervisor	\$ 8,677	\$ 11,105	28.0%
<b>Alameda County Water District</b>	<b>Office Supervisor II</b>	<b>\$ 8,413</b>	<b>\$ 10,227</b>	<b>21.6%</b>
East Bay Municipal Utility District	Administrative Assistant	\$ 7,967	\$ 9,222	15.8%
Central Contra Costa Sanitary District	Administrative Services Supervisor	\$ 7,324	\$ 8,859	21.0%
Hayward	Administrative Supervisor	\$ 6,729	\$ 8,174	21.5%
San Jose	Senior Supervisor, Administration	\$ 6,516	\$ 7,921	21.6%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>14%</b>		
<b>Number of Observations</b>		<b>5</b>		
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 9,056</b>	<b>11.44%</b>
<b>Labor Market Median</b>			<b>\$ 8,859</b>	<b>13.37%</b>
<b>25th Percentile</b>			<b>\$ 8,174</b>	<b>20.07%</b>
<b>75th Percentile</b>			<b>\$ 9,222</b>	<b>9.82%</b>
<b>Percentile Rank</b>			<b>88</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Operations Systems Analyst**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Associate Controls Systems Engineer	\$ 10,455	\$ 12,708	21.5%
Contra Costa Water District	Senior Systems Analyst	\$ 10,267	\$ 12,478	21.5%
<b>Alameda County Water District</b>	<b>Operations Systems Analyst</b>	<b>\$ 9,876</b>	<b>\$ 12,005</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		--		
<b>Coefficient of Variance</b>		<b>I.D.</b>		
<b>Number of Observations</b>		2	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>				
<b>Labor Market Mean</b>			I.D.	--
<b>Labor Market Median</b>			I.D.	--
<b>25th Percentile</b>			I.D.	--
<b>75th Percentile</b>			I.D.	--
<b>Percentile Rank</b>			--	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Planner/Scheduler**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Field Operations Administrator	\$ 9,112	\$ 11,664	28.0%
<b>Alameda County Water District</b>	<b>Planner/Scheduler</b>	<b>\$ 9,070</b>	<b>\$ 11,025</b>	<b>21.6%</b>
Union Sanitary District	Planner/Scheduler II	\$ 9,043	\$ 10,992	21.6%
East Bay Municipal Utility District	Construction & Maintenance Scheduler	\$ 9,016	\$ 10,959	21.6%
Central Contra Costa Sanitary District	Maintenance Planner	\$ 9,026	\$ 10,929	21.1%
Marin Municipal Water District	Mechanical & Electrical Maintenance Planner	\$ 8,734	\$ 10,662	22.1%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>3%</b>		
<b>Number of Observations</b>		<b>5</b>		
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 11,041</b>	<b>-0.15%</b>
<b>Labor Market Median</b>			<b>\$ 10,959</b>	<b>0.60%</b>
<b>25th Percentile</b>			<b>\$ 10,929</b>	<b>0.87%</b>
<b>75th Percentile</b>			<b>\$ 10,992</b>	<b>0.30%</b>
<b>Percentile Rank</b>			<b>76</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Procurement Specialist**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Procurement Technician	\$ 6,450	\$ 8,256	28.0%
Central Contra Costa Sanitary District	Senior Materials Coordinator	\$ 6,789	\$ 8,213	21.0%
<b>Alameda County Water District</b>	<b>Procurement Specialist</b>	<b>\$ 6,581</b>	<b>\$ 8,000</b>	<b>21.6%</b>
Hayward	Purchasing Technician	\$ 5,819	\$ 7,069	21.5%
Livermore	Purchasing Specialist	\$ 5,802	\$ 7,052	21.6%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
East Bay Municipal Utility District	No Comparable Class			
Fremont	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/5</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>4</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 7,648</b>	<b>4.40%</b>
<b>Labor Market Median</b>			<b>\$ 7,641</b>	<b>4.48%</b>
<b>25th Percentile</b>			<b>\$ 7,065</b>	<b>11.68%</b>
<b>75th Percentile</b>			<b>\$ 8,224</b>	<b>-2.80%</b>
<b>Percentile Rank</b>			<b>60</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Project Engineering Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Project Manager III		\$ 18,038	
Zone 7 Water Agency	Manager of Engineering	\$ 14,501	\$ 17,621	21.5%
Santa Clara Valley Water District	Capital Engineering Manager	\$ 13,702	\$ 17,496	27.7%
Union Sanitary District	CIP Coach	\$ 12,964	\$ 17,015	31.2%
<b>Alameda County Water District</b>	<b>Project Engineering Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Marin Municipal Water District	Principal Engineer-Design & Construction	\$ 12,754	\$ 16,180	26.9%
Fremont	Assistant City Engineer	\$ 11,880	\$ 16,039	35.0%
Hayward	Utilities Engineering Manager	\$ 12,889	\$ 15,669	21.6%
San Jose	Division Manager	\$ 9,582	\$ 14,635	52.7%
Contra Costa Water District	Project Controls Manager	\$ 12,036	\$ 14,631	21.6%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
East Bay Municipal Utility District	No Comparable Class			
Livermore	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/10</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>9</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 16,369</b>	<b>0.01%</b>
<b>Labor Market Median</b>			<b>\$ 16,180</b>	<b>1.17%</b>
<b>25th Percentile</b>			<b>\$ 15,669</b>	<b>4.29%</b>
<b>75th Percentile</b>			<b>\$ 17,496</b>	<b>-6.87%</b>
<b>Percentile Rank</b>			<b>53</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Public Affairs Specialist**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Public Relations Officer	\$ 10,537	\$ 12,809	21.6%
Union Sanitary District	Communications and Intergovernmental Relations Cod	\$ 9,243	\$ 11,234	21.5%
Santa Clara Valley Water District	Public Information Representative II	\$ 8,677	\$ 11,105	28.0%
Dublin San Ramon Services District	Communications Specialist	\$ 9,054	\$ 11,006	21.6%
Contra Costa Water District	Public Information Specialist	\$ 8,930	\$ 10,854	21.5%
Central Contra Costa Sanitary District	Community Affairs Representative	\$ 8,859	\$ 10,724	21.1%
East Bay Municipal Utility District	Public Information Representative II	\$ 9,234	\$ 10,690	15.8%
<b>Alameda County Water District</b>	<b>Public Affairs Specialist</b>	<b>\$ 8,498</b>	<b>\$ 10,330</b>	<b>21.6%</b>
Zone 7 Water Agency	Communications Specialist	\$ 8,379	\$ 10,183	21.5%
Marin Municipal Water District	Communications Specialist	\$ 7,735	\$ 9,275	19.9%
Hayward	Community Programs Specialist	\$ 7,507	\$ 9,131	21.6%
Livermore	Water Resources Communications Representative	\$ 7,040	\$ 8,800	25.0%
Fremont	Public Affairs Specialist	\$ 6,547	\$ 7,958	21.6%
San Jose	Public Information Representative II	\$ 6,510	\$ 7,913	21.6%
<b>Alameda County Water District Rank</b>		<b>8/14</b>		
<b>Coefficient of Variance</b>		<b>14%</b>		
<b>Number of Observations</b>		<b>13</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 10,130</b>	<b>1.94%</b>
<b>Labor Market Median</b>			<b>\$ 10,690</b>	<b>-3.49%</b>
<b>25th Percentile</b>			<b>\$ 9,131</b>	<b>11.60%</b>
<b>75th Percentile</b>			<b>\$ 11,006</b>	<b>-6.55%</b>
<b>Percentile Rank</b>			<b>44</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Public Affairs Supervisor II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Senior Public Information Representative	\$ 10,019	\$ 14,470	44.4%
<b>Alameda County Water District</b>	<b>Public Affairs Supervisor II</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	Communication Services & Intergovernmental Relations	\$ 11,651	\$ 14,162	21.6%
Dublin San Ramon Services District	Community Affairs Supervisor	\$ 11,524	\$ 14,010	21.6%
Hayward	Communications and Marketing Officer	\$ 10,868	\$ 13,213	21.6%
San Jose	Public Information Manager	\$ 10,538	\$ 12,898	22.4%
Fremont	Public Affairs Manager	\$ 9,146	\$ 12,348	35.0%
Contra Costa Water District	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>6%</b>		
<b>Number of Observations</b>		<b>6</b>		
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 13,517</b>	<b>5.02%</b>
<b>Labor Market Median</b>			<b>\$ 13,612</b>	<b>4.35%</b>
<b>25th Percentile</b>			<b>\$ 12,977</b>	<b>8.82%</b>
<b>75th Percentile</b>			<b>\$ 14,124</b>	<b>0.75%</b>
<b>Percentile Rank</b>			<b>84</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Purchasing Officer II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Purchasing and Contracts Manager	\$ 12,412	\$ 15,853	27.7%
<b>Alameda County Water District</b>	<b>Purchasing Officer II</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	Purchasing and Materials Manager	\$ 11,651	\$ 14,162	21.5%
East Bay Municipal Utility District	Supervisor of Purchasing	\$ 12,113	\$ 14,023	15.8%
Fremont	Purchasing Services Manager	\$ 9,730	\$ 13,137	35.0%
Contra Costa Water District	Purchasing Officer	\$ 10,783	\$ 13,107	21.6%
San Francisco Public Utilities Commission	Supervising Purchaser	\$ 10,491	\$ 12,749	21.5%
Union Sanitary District	Purchasing Agent	\$ 9,315	\$ 12,226	31.3%
Hayward	Purchasing & Services Manager	\$ 9,604	\$ 11,669	21.5%
Dublin San Ramon Services District	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Jose	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/9</b>		
<b>Coefficient of Variance</b>		<b>10%</b>		
<b>Number of Observations</b>		<b>8</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 13,366</b>	<b>6.08%</b>
<b>Labor Market Median</b>			<b>\$ 13,122</b>	<b>7.79%</b>
<b>25th Percentile</b>			<b>\$ 12,618</b>	<b>11.34%</b>
<b>75th Percentile</b>			<b>\$ 14,058</b>	<b>1.22%</b>
<b>Percentile Rank</b>			<b>86</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**QA/QC Officer**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Laboratory Services Manager	\$ 13,367	\$ 17,072	27.7%
Marin Municipal Water District	Water Quality Laboratory Manager	\$ 11,837	\$ 14,302	20.8%
Union Sanitary District	Laboratory Director	\$ 10,655	\$ 12,952	21.6%
East Bay Municipal Utility District	Quality Assurance Officer	\$ 10,978	\$ 12,708	15.8%
<b>Alameda County Water District</b>	<b>QA/QC Officer</b>	<b>\$ 10,383</b>	<b>\$ 12,621</b>	<b>21.6%</b>
Dublin San Ramon Services District	Senior Environmental Chemist	\$ 9,714	\$ 11,804	21.5%
Central Contra Costa Sanitary District	No Comparable Class			
Contra Costa Water District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/6</b>		
<b>Coefficient of Variance</b>		<b>15%</b>		
<b>Number of Observations</b>		<b>5</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 13,768</b>	<b>-9.08%</b>
<b>Labor Market Median</b>			<b>\$ 12,952</b>	<b>-2.62%</b>
<b>25th Percentile</b>			<b>\$ 12,708</b>	<b>-0.69%</b>
<b>75th Percentile</b>			<b>\$ 14,302</b>	<b>-13.31%</b>
<b>Percentile Rank</b>			<b>23</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Storekeeper II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Storekeeper II	\$ 8,038	\$ 9,770	21.5%
<b>Alameda County Water District</b>	<b>Storekeeper II</b>	<b>\$ 6,885</b>	<b>\$ 8,369</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	Senior Materials Coordinator	\$ 6,789	\$ 8,213	21.0%
Contra Costa Water District	Storekeeper	\$ 6,720	\$ 8,169	21.6%
Marin Municipal Water District	Warehouse Worker	\$ 6,224	\$ 7,490	20.3%
East Bay Municipal Utility District	Storekeeper	\$ 6,377	\$ 7,383	15.8%
Hayward	Storekeeper-Expediter	\$ 5,472	\$ 6,370	16.4%
San Francisco Public Utilities Commission	Storekeeper	\$ 4,890	\$ 5,941	21.5%
San Jose	Warehouse Worker II	\$ 4,430	\$ 5,385	21.6%
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/9</b>		
<b>Coefficient of Variance</b>		<b>19%</b>		
<b>Number of Observations</b>		<b>8</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 7,340</b>	<b>12.30%</b>
<b>Labor Market Median</b>			<b>\$ 7,437</b>	<b>11.15%</b>
<b>25th Percentile</b>			<b>\$ 6,263</b>	<b>25.17%</b>
<b>75th Percentile</b>			<b>\$ 8,180</b>	<b>2.26%</b>
<b>Percentile Rank</b>			<b>87</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Treatment & Distribution Supervisor II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Contra Costa Water District	Water Treatment Superintendent	\$ 12,711	\$ 15,449	21.5%
East Bay Municipal Utility District	Superintendent of Water Treatment/Distribution/System	\$ 12,726	\$ 14,731	15.8%
<b>Alameda County Water District</b>	<b>Treatment &amp; Distribution Supervisor II</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Marin Municipal Water District	Asst Superintendent of Water Treatment	\$ 11,202	\$ 13,615	21.5%
Santa Clara Valley Water District	Water Plant Supervisor	\$ 10,572	\$ 13,534	28.0%
San Francisco Public Utilities Commission	Chief Stationary Engineer, Water Treatment Plant		\$ 11,091	
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/6</b>		
<b>Coefficient of Variance</b>		<b>12%</b>		
<b>Number of Observations</b>		<b>5</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 13,684</b>	<b>3.84%</b>
<b>Labor Market Median</b>			<b>\$ 13,615</b>	<b>4.33%</b>
<b>25th Percentile</b>			<b>\$ 13,534</b>	<b>4.90%</b>
<b>75th Percentile</b>			<b>\$ 14,731</b>	<b>-3.51%</b>
<b>Percentile Rank</b>			<b>64</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Treatment Facilities Operator**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Alameda County Water District</i>	<i>Treatment Facilities Operator</i>	<b>\$ 8,044</b>	<b>\$ 9,777</b>	<b>21.6%</b>
Zone 7 Water Agency	Water Plant Operator III	\$ 9,272	\$ 9,740	5.0%
Central Contra Costa Sanitary District	Plant Operator II	\$ 7,649	\$ 9,254	21.0%
East Bay Municipal Utility District	Water Distribution Operator	\$ 7,761	\$ 8,556	10.2%
San Jose	Water Systems Operator II	\$ 6,829	\$ 8,323	21.9%
Contra Costa Water District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/5</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>7%</b>		
<b>Number of Observations</b>		<b>4</b>		
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 8,968</b>	<b>8.28%</b>
<b>Labor Market Median</b>			<b>\$ 8,905</b>	<b>8.92%</b>
<b>25th Percentile</b>			<b>\$ 8,498</b>	<b>13.09%</b>
<b>75th Percentile</b>			<b>\$ 9,375</b>	<b>4.11%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Utility Mechanic II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Union Sanitary District	Mechanic II	\$ 8,204	\$ 9,972	21.6%
East Bay Municipal Utility District	Maintenance Machinist	\$ 8,574	\$ 9,926	15.8%
Santa Clara Valley Water District	Plant/Pipeline Mechanical Technician II	\$ 7,670	\$ 9,812	27.9%
<b>Alameda County Water District</b>	<b>Utility Mechanic II</b>	<b>\$ 8,044</b>	<b>\$ 9,777</b>	<b>21.6%</b>
Hayward	Utilities Maintenance Mechanic	\$ 7,930	\$ 9,268	16.9%
San Francisco Public Utilities Commission	General Utility Mechanic		\$ 9,243	
Zone 7 Water Agency	Plant Mechanic	\$ 8,687	\$ 9,119	5.0%
Marin Municipal Water District	Mechanical and Electrical Maintenance Worker II	\$ 7,128	\$ 8,541	19.8%
Contra Costa Water District	Maintenance Mechanic	\$ 6,992	\$ 8,499	21.5%
Livermore	Water Resources Mechanic II	\$ 6,749	\$ 8,203	21.6%
Dublin San Ramon Services District	Maintenance Worker II	\$ 6,633	\$ 8,062	21.5%
Central Contra Costa Sanitary District	No Comparable Class			
Fremont	No Comparable Class			
San Jose	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/11</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>10</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 9,064</b>	<b>7.29%</b>
<b>Labor Market Median</b>			<b>\$ 9,181</b>	<b>6.10%</b>
<b>25th Percentile</b>			<b>\$ 8,509</b>	<b>12.97%</b>
<b>75th Percentile</b>			<b>\$ 9,676</b>	<b>1.03%</b>
<b>Percentile Rank</b>			<b>77</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Utility Worker II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<b>Alameda County Water District</b>	<b>Utility Worker II</b>	<b>\$ 6,885</b>	<b>\$ 8,369</b>	<b>21.6%</b>
East Bay Municipal Utility District	Water Distribution Plumber III	\$ 7,214	\$ 8,352	15.8%
San Jose	Water Systems Operator II	\$ 6,829	\$ 8,323	21.9%
Santa Clara Valley Water District	Maintenance Worker II	\$ 6,450	\$ 8,256	28.0%
Dublin San Ramon Services District	Maintenance Worker II	\$ 6,633	\$ 8,062	21.5%
Marin Municipal Water District	Utility Worker II	\$ 6,445	\$ 7,729	19.9%
Hayward	Utilities Service Worker	\$ 6,502	\$ 7,571	16.4%
Livermore	Water Distribution Operator II	\$ 6,139	\$ 7,462	21.6%
Contra Costa Water District	Utility Worker	\$ 5,552	\$ 6,748	21.5%
Central Contra Costa Sanitary District	No Comparable Class			
Fremont	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>1/9</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>7%</b>		
<b>Number of Observations</b>		<b>8</b>		
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 7,813</b>	<b>6.65%</b>
<b>Labor Market Median</b>			<b>\$ 7,896</b>	<b>5.66%</b>
<b>25th Percentile</b>			<b>\$ 7,544</b>	<b>9.86%</b>
<b>75th Percentile</b>			<b>\$ 8,273</b>	<b>1.15%</b>
<b>Percentile Rank</b>			<b>100</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Water Cons. Specialist II**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Water Conservation Administrator	\$ 9,303	\$ 13,435	44.4%
Santa Clara Valley Water District	Water Conservation Specialist III	\$ 9,112	\$ 11,774	29.2%
San Francisco Public Utilities Commission	Water Conservation Administrator	\$ 9,629	\$ 11,707	21.6%
Contra Costa Water District	Water Conservation Specialist	\$ 8,511	\$ 10,346	21.6%
<b>Alameda County Water District</b>	<b>Water Cons. Specialist II</b>	<b>\$ 8,498</b>	<b>\$ 10,330</b>	<b>21.6%</b>
Zone 7 Water Agency	Water Conservation Coordinator	\$ 7,921	\$ 9,630	21.6%
Marin Municipal Water District	Water Conservation Specialist II	\$ 7,735	\$ 9,275	19.9%
Hayward	Sustainability Specialist	\$ 7,283	\$ 8,850	21.5%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/8</b>		
<b>Coefficient of Variance</b>		<b>15%</b>		
<b>Number of Observations</b>		<b>7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 10,717</b>	<b>-3.75%</b>
<b>Labor Market Median</b>			<b>\$ 10,346</b>	<b>-0.16%</b>
<b>25th Percentile</b>			<b>\$ 9,453</b>	<b>8.49%</b>
<b>75th Percentile</b>			<b>\$ 11,740</b>	<b>-13.66%</b>
<b>Percentile Rank</b>			<b>50</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Water Conservation Supervisor**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Manager of Water Conservation Manager	\$ 11,332	\$ 16,369	44.4%
<b>Alameda County Water District</b>	<b>Water Conservation Supervisor</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
San Francisco Public Utilities Commission	Manager III	\$ 10,768	\$ 13,745	27.6%
Contra Costa Water District	Water Use Efficiency Supervisor	\$ 10,733	\$ 13,045	21.5%
Marin Municipal Water District	Water Conservation Specialist Supervisor	\$ 9,192	\$ 11,153	21.3%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Santa Clara Valley Water District	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>2/5</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Coefficient of Variance</b>		<b>16%</b>		
<b>Number of Observations</b>		<b>4</b>		
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 13,578</b>	<b>4.59%</b>
<b>Labor Market Median</b>			<b>\$ 13,395</b>	<b>5.87%</b>
<b>25th Percentile</b>			<b>\$ 12,572</b>	<b>11.66%</b>
<b>75th Percentile</b>			<b>\$ 14,401</b>	<b>-1.20%</b>
<b>Percentile Rank</b>			<b>73</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Water Production Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Mgr of Water Supply/Treatment and Distribution	\$ 13,144	\$ 18,986	44.4%
San Francisco Public Utilities Commission	Manager VII	\$ 14,341	\$ 18,300	27.6%
Contra Costa Water District	Water Operations Manager	\$ 14,328	\$ 17,415	21.5%
Santa Clara Valley Water District	Water Treatment Manager	\$ 13,367	\$ 17,072	27.7%
<b>Alameda County Water District</b>	<b>Water Production Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Zone 7 Water Agency	Operations Manager	\$ 12,957	\$ 15,751	21.6%
Marin Municipal Water District	Superintendent of Operations	\$ 12,408	\$ 14,992	20.8%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>5/7</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 17,086</b>	<b>-4.36%</b>
<b>Labor Market Median</b>			<b>\$ 17,243</b>	<b>-5.32%</b>
<b>25th Percentile</b>			<b>\$ 16,081</b>	<b>1.77%</b>
<b>75th Percentile</b>			<b>\$ 18,079</b>	<b>-10.43%</b>
<b>Percentile Rank</b>			<b>29</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Water Supply & Planning Manager**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Manager of Water Supply Improvements	\$ 13,144	\$ 18,986	44.4%
Zone 7 Water Agency	Integrated Water Resources Manager	\$ 14,501	\$ 17,621	21.5%
Contra Costa Water District	Water Resources Manager	\$ 14,328	\$ 17,415	21.5%
San Francisco Public Utilities Commission	Manager VI	\$ 13,386	\$ 17,084	27.6%
Santa Clara Valley Water District	Water Supply Planning & Conservation Manager	\$ 13,367	\$ 17,072	27.7%
<b>Alameda County Water District</b>	<b>Water Supply &amp; Planning Manager</b>	<b>\$ 13,469</b>	<b>\$ 16,372</b>	<b>21.6%</b>
Marin Municipal Water District	Water Conservation Manager	\$ 11,755	\$ 14,391	22.4%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>6/7</b>		
<b>Coefficient of Variance</b>		<b>9%</b>		
<b>Number of Observations</b>		<b>6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 17,095</b>	<b>-4.42%</b>
<b>Labor Market Median</b>			<b>\$ 17,250</b>	<b>-5.36%</b>
<b>25th Percentile</b>			<b>\$ 17,075</b>	<b>-4.30%</b>
<b>75th Percentile</b>			<b>\$ 17,570</b>	<b>-7.32%</b>
<b>Percentile Rank</b>			<b>15</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Water Supply Supervisor**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Clara Valley Water District	Senior Water Resources Specialist	\$ 11,643	\$ 14,903	28.0%
Contra Costa Water District	Senior Water Resources Specialist	\$ 11,955	\$ 14,531	21.5%
<b>Alameda County Water District</b>	<b>Water Supply Supervisor</b>	<b>\$ 11,708</b>	<b>\$ 14,231</b>	<b>21.6%</b>
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
East Bay Municipal Utility District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
Marin Municipal Water District	No Comparable Class			
San Francisco Public Utilities Commission	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		--		
<b>Coefficient of Variance</b>		<b>I.D.</b>		
<b>Number of Observations</b>		2	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>				
<b>Labor Market Mean</b>			I.D.	--
<b>Labor Market Median</b>			I.D.	--
<b>25th Percentile</b>			I.D.	--
<b>75th Percentile</b>			I.D.	--
<b>Percentile Rank</b>			--	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Water Treatment Plant Operator**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Contra Costa Water District	Water Treatment Plant Operator (Grade 3)	\$ 8,292	\$ 10,583	27.6%
Santa Clara Valley Water District	Water Plant Operator	\$ 8,057	\$ 10,319	28.1%
<b>Alameda County Water District</b>	<b>Water Treatment Plant Operator</b>	<b>\$ 8,206</b>	<b>\$ 9,975</b>	<b>21.6%</b>
Zone 7 Water Agency	Water Plant Operator III	\$ 9,272	\$ 9,740	5.0%
San Francisco Public Utilities Commission	Stationary Engineer, Water Treatment Plant		\$ 9,408	
Marin Municipal Water District	Treatment Plant/System Operator III	\$ 7,680	\$ 9,405	22.5%
East Bay Municipal Utility District	Water Treatment Operator	\$ 7,761	\$ 8,556	10.2%
Central Contra Costa Sanitary District	No Comparable Class			
Dublin San Ramon Services District	No Comparable Class			
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>3/7</b>		
<b>Coefficient of Variance</b>		<b>8%</b>		
<b>Number of Observations</b>		<b>6</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Low</b>		
<b>Labor Market Mean</b>			<b>\$ 9,668</b>	<b>3.07%</b>
<b>Labor Market Median</b>			<b>\$ 9,574</b>	<b>4.02%</b>
<b>25th Percentile</b>			<b>\$ 9,406</b>	<b>5.70%</b>
<b>75th Percentile</b>			<b>\$ 10,174</b>	<b>-2.00%</b>
<b>Percentile Rank</b>			<b>68</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Workplace Health and Safety Officer**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
East Bay Municipal Utility District	Manager of Workplace Health & Safety	\$ 11,332	\$ 16,369	44.4%
San Francisco Public Utilities Commission	Safety Officer	\$ 10,803	\$ 13,128	21.5%
Contra Costa Water District	Risk Management Officer	\$ 10,520	\$ 12,787	21.5%
<b>Alameda County Water District</b>	<b>Workplace Health and Safety Officer</b>	<b>\$ 10,383</b>	<b>\$ 12,621</b>	<b>21.6%</b>
Dublin San Ramon Services District	Environmental Health & Safety Program Administrator	\$ 10,041	\$ 12,203	21.5%
Marin Municipal Water District	Safety & Emergency Response Manager	\$ 9,957	\$ 12,200	22.5%
Santa Clara Valley Water District	Environmental Health & Safety Specialist II	\$ 9,112	\$ 11,664	28.0%
Central Contra Costa Sanitary District	Safety Officer	\$ 9,525	\$ 11,523	21.0%
Fremont	No Comparable Class			
Hayward	No Comparable Class			
Livermore	No Comparable Class			
San Jose	No Comparable Class			
Union Sanitary District	No Comparable Class			
Zone 7 Water Agency	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>4/8</b>		
<b>Coefficient of Variance</b>		<b>13%</b>		
<b>Number of Observations</b>		<b>7</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>Moderate</b>		
<b>Labor Market Mean</b>			<b>\$ 12,839</b>	<b>-1.72%</b>
<b>Labor Market Median</b>			<b>\$ 12,203</b>	<b>3.32%</b>
<b>25th Percentile</b>			<b>\$ 11,932</b>	<b>5.46%</b>
<b>75th Percentile</b>			<b>\$ 12,957</b>	<b>-2.66%</b>
<b>Percentile Rank</b>			<b>62</b>	

**ALAMEDA COUNTY WATER DISTRICT  
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

**Intern**

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Francisco Public Utilities Commission	Accountant Intern	\$ 33.64	\$ 35.31	5.0%
East Bay Municipal Utility District	Intern	\$ 28.75	\$ 34.94	21.6%
Zone 7 Water Agency	Intern	\$ 22.25	\$ 27.03	21.5%
Fremont	Administrative Intern	\$ 15.00	\$ 25.00	66.7%
Central Contra Costa Sanitary District	Student Intern		\$ 24.00	
Contra Costa Water District	Intern	\$ 17.56	\$ 21.34	21.5%
<b>Alameda County Water District</b>	<b>Intern</b>	<b>\$ 14.00</b>	<b>\$ 20.00</b>	<b>42.9%</b>
Dublin San Ramon Services District	Engineering Intern	\$ 18.00	\$ 20.00	11.1%
Hayward	Administrative Intern	\$ 15.82	\$ 20.00	26.4%
Union Sanitary District	Intern		\$ 20.00	
Marin Municipal Water District	Intern		\$ 18.71	
Santa Clara Valley Water District	Summer Student Intern (Undergrad and Grad)		\$ 18.17	
San Jose	Student Intern	\$ 12.17	\$ 17.38	42.8%
Livermore	No Comparable Class			
<b>Alameda County Water District Rank</b>		<b>7/13</b>		
<b>Coefficient of Variance</b>		<b>26%</b>		
<b>Number of Observations</b>		<b>12</b>	<b>Market Value</b>	<b>Percent +/-</b>
<b>Variability</b>		<b>High</b>		
<b>Labor Market Mean</b>			<b>\$ 23.49</b>	<b>-17.45%</b>
<b>Labor Market Median</b>			<b>\$ 20.67</b>	<b>-3.35%</b>
<b>25th Percentile</b>			<b>\$ 19.68</b>	<b>1.61%</b>
<b>75th Percentile</b>			<b>\$ 25.51</b>	<b>-27.54%</b>
<b>Percentile Rank</b>			<b>27</b>	

APPENDIX B  
TOTAL COMPENSATION SURVEY DATASHEETS

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**Key to Headers on Benefit Data Sheets**

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Survey Class - The District's survey job title

Survey Agency - The survey agencies used in the survey sorted alphabetically

Comparable Class - The job title determined to be comparable to the District's job classification

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**Range Max. - The maximum (top step) monthly base salary (not including longevity or performance pay)**

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Long. - Longevity pay; additional base salary for years of service, the maximum level in monthly dollars

Def. Comp. - Deferred Compensation; employer paid deferred compensation contributions (including matching contributions); monthly dollars

Other Cash - Additional cash compensation such as management allowances and additional flex/cafeteria benefits.

EE to ER/ER to EE Ret. - Retirement contributions paid by the employer on behalf of employee minus employee contributions paid by employee toward employer rate (for classic tier, in effect December 2012)

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**Base + Cash - The cumulative total of Base Salary and Cash Benefits**

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Health - The maximum monthly health insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Dental - The maximum monthly dental insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Vision - The maximum monthly vision benefit paid by the employer for EE+2 (if applicable), not including rarely used plans

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**Base + Cash + Ins. - The cumulative total of Base Salary, Cash Benefits, and Insurance Benefits**

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Emp. Ret. - The monthly cost of Employer Retirement (normal cost and unfunded actuarial liability) for classic tier (in effect December 2012)

Ret. Form. - The retirement formula for the classic tier (in effect December 2012)

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**Base + Cash + Ins. + Ret. - The cumulative total of Base Salary, Cash Benefits, Insurance Benefits, and Retirement Benefits**

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**Statistics**

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Mean/%+/-: The average of the survey data; the percentage above or below the mean

Median/%+/-: This statistic represents the middle of the labor market. As such, half of the data is above the median and half is below the median.

75th Percentile/%+/-: This measurement is similar to the median except a different percentage of data is above a specific point in the ranking and the balance of data is below this point (i.e., for the 75th percentile, 25% of the data is above this point and 75% is below). The percentiles are calculated using an Excel spreadsheet function.

%+/- The percent above/below the referenced statistic with negative numbers indicating the District is below the market statistic.

Gain/Loss - The percentage gain/loss from each subtotal to the prior subtotal.

**Alameda County Water District  
Accountant II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Accountant	\$9,938	\$497	\$100	\$616		\$11,151	\$2,601	\$190		\$13,942	\$5,053	2%@55	\$18,995
Contra Costa Water District	Accountant II	\$9,991		\$170	\$500	\$200	\$10,860	\$1,998	\$164	\$17	\$13,040	\$2,384	2.35%@55	\$15,424
Dublin San Ramon Services District	Accountant II	\$10,483			\$208	-\$210	\$10,482	\$2,028	\$161	\$31	\$12,702	\$2,184	2.7%@55	\$14,886
East Bay Municipal Utility District	Accountant II	\$9,449		\$76			\$9,525	\$2,014	\$214	\$24	\$11,777	\$3,524	2.6%@62	\$15,301
Fremont	Accountant	\$10,414			\$208		\$10,622	\$2,280	inc	inc	\$12,902	\$3,376	2%@60	\$16,277
Hayward	Accountant	\$9,301				-\$279	\$9,022	\$1,798	\$148	\$14	\$10,983	\$3,138	2.5%@55	\$14,121
Livermore	No Comparable Class													
Marin Municipal Water District	Accountant II	\$8,888					\$8,888	\$1,738	\$167	\$21	\$10,813	\$3,516	2.7%@55	\$14,329
San Francisco Public Utilities Commission	Accountant II	\$8,136					\$8,136	\$2,091	\$157		\$10,383	\$1,916	2.3%@62	\$12,299
San Jose	Accountant II	\$8,181					\$8,181	\$1,789	\$150	\$16	\$10,135	\$4,840	2.5%@55	\$14,975
Santa Clara Valley Water District	Accountant II	\$10,572			\$100	-\$370	\$10,302	\$2,088	\$148	\$24	\$12,561	\$3,058	2%@60	\$15,619
Union Sanitary District	Accountant	\$9,772			\$21		\$9,793	\$2,547	\$144	\$22	\$12,506	\$3,041	2.5%@55	\$15,546
Zone 7 Water Agency	Accountant/Auditor	\$9,785					\$9,785	\$2,770	\$124		\$12,679	\$2,094	2.09@62	\$14,773
Alameda County Water District	Accountant II	\$10,330		\$42	\$146	\$258	\$10,775	\$2,829	\$168	\$23	\$13,795	\$3,473	2.5%@55	\$17,268
	<b>Average</b>	<b>\$9,576</b>					<b>\$9,729</b>				<b>\$12,035</b>			<b>\$15,212</b>
	<b>% +/-</b>	<b>7.3%</b>					<b>9.7%</b>				<b>12.8%</b>			<b>11.9%</b>
	<b>Median</b>	<b>\$9,778</b>					<b>\$9,789</b>				<b>\$12,533</b>			<b>\$15,138</b>
	<b>% +/-</b>	<b>5.3%</b>					<b>9.2%</b>				<b>9.1%</b>			<b>12.3%</b>
	<b>75th Percentile</b>	<b>\$10,097</b>					<b>\$10,517</b>				<b>\$12,752</b>			<b>\$15,564</b>
	<b>% +/-</b>	<b>2.3%</b>					<b>2.4%</b>				<b>7.6%</b>			<b>9.9%</b>
							Median Gain/Loss	3.8%			-0.0%			3.2%

**Alameda County Water District  
Accounting & Treasury Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Finance Manager	\$16,420	\$821	\$425	\$1,018		\$18,685	\$2,601	\$190		\$21,476	\$8,348	2%@55	\$29,824
Contra Costa Water District	Accounting Manager	\$15,900		\$170	\$795	\$318	\$17,183	\$1,998	\$164	\$17	\$19,362	\$3,794	2.35%@55	\$23,156
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Controller	\$18,520		\$76			\$18,596	\$2,014	\$214	\$24	\$20,848	\$6,906	2.6%@62	\$27,754
Fremont	Deputy Director of Finance	\$16,039			\$321		\$16,359	\$2,280	inc	inc	\$18,639	\$5,199	2%@60	\$23,838
Hayward	Accounting Manager	\$13,504				-\$405	\$13,099	\$1,798	\$148	\$14	\$15,060	\$4,556	2.5%@55	\$19,616
Livermore	Finance Manager	\$14,928			\$401		\$15,328	\$1,950	inc	inc	\$17,278	\$5,331	2%@60	\$22,609
Marin Municipal Water District	Finance Manager	\$16,454		\$208			\$16,662	\$1,738	\$167	\$21	\$18,588	\$6,509	2.7%@55	\$25,097
San Francisco Public Utilities Commission	Manager VI	\$17,084					\$17,084	\$2,091	\$157		\$19,332	\$4,023	2.3%@62	\$23,355
San Jose	Deputy Director	\$16,903					\$16,903	\$1,789	\$150	\$16	\$18,857	\$10,000	2.5%@55	\$28,857
Santa Clara Valley Water District	Accounting Manager	\$16,250			\$167	-\$569	\$15,848	\$2,088	\$148	\$24	\$18,108	\$4,700	2%@60	\$22,808
Union Sanitary District	Finance & Acquisition Services Coach	\$15,756			\$350		\$16,106	\$2,547	\$144	\$22	\$18,819	\$4,903	2.5%@55	\$23,722
Zone 7 Water Agency	Accounting Manager	\$14,662		\$275		\$440	\$15,377	\$2,694	\$124		\$18,195	\$3,138	2.09@62	\$21,332
Alameda County Water District	Accounting & Treasury Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$16,035</b>					<b>\$16,436</b>				<b>\$18,713</b>			<b>\$24,331</b>
	<b>% +/-</b>	<b>2.1%</b>					<b>3.1%</b>				<b>6.1%</b>			<b>4.3%</b>
	<b>Median</b>	<b>\$16,144</b>					<b>\$16,511</b>				<b>\$18,729</b>			<b>\$23,538</b>
	<b>% +/-</b>	<b>1.4%</b>					<b>2.7%</b>				<b>6.0%</b>			<b>7.4%</b>
	<b>75th Percentile</b>	<b>\$16,566</b>					<b>\$17,109</b>				<b>\$19,339</b>			<b>\$25,761</b>
	<b>% +/-</b>	<b>-1.2%</b>					<b>-0.8%</b>				<b>3.0%</b>			<b>-1.3%</b>
							Median Gain/Loss	1.3%			3.3%			1.4%

**Alameda County Water District  
Accounting Assistant II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Accounting Technician III	\$8,407	\$420	\$100	\$521		\$9,449	\$2,601	\$190		\$12,240	\$4,274	2%@55	\$16,515
Contra Costa Water District	Account Clerk III	\$7,361				\$74	\$7,435	\$1,998	\$164	\$17	\$9,615	\$1,756	2.35%@55	\$11,371
Dublin San Ramon Services District	Accounting Technician II	\$8,410			\$208	-\$168	\$8,450	\$2,028	\$161	\$31	\$10,670	\$1,752	2.7%@55	\$12,422
East Bay Municipal Utility District	Accounting Technician	\$7,950		\$76			\$8,026	\$2,014	\$214	\$24	\$10,278	\$2,965	2.6%@62	\$13,243
Fremont	Accounting Specialist II	\$6,442					\$6,442	\$2,280	inc	inc	\$8,722	\$2,088	2%@60	\$10,810
Hayward	Finance Technician	\$7,776				-\$350	\$7,426	\$1,998	\$129	\$14	\$9,567	\$2,623	2.5%@55	\$12,191
Livermore	Accounting Technician	\$6,972			\$163		\$7,134	\$1,950	inc	inc	\$9,084	\$2,490	2%@60	\$11,574
Marin Municipal Water District	Account Clerk III	\$6,792					\$6,792	\$1,738	\$167	\$21	\$8,717	\$2,687	2.7%@55	\$11,404
San Francisco Public Utilities Commission	Account Clerk	\$5,824	\$52				\$5,876	\$2,091	\$157		\$8,124	\$1,372	2.3%@65	\$9,495
San Jose	Accounting Technician	\$7,144					\$7,144	\$1,789	\$150	\$16	\$9,098	\$4,226	2.5%@55	\$13,324
Santa Clara Valley Water District	Accounting Technician	\$8,256			\$100	-\$289	\$8,067	\$2,088	\$148	\$24	\$10,327	\$2,388	2%@60	\$12,714
Union Sanitary District	Accounting Technician II	\$8,517			\$21		\$8,538	\$2,547	\$144	\$22	\$11,251	\$2,650	2.5%@55	\$13,901
Zone 7 Water Agency	Account Clerk II	\$7,445					\$7,445	\$2,770	\$124		\$10,339	\$1,593	2.09@62	\$11,932
Alameda County Water District	Accounting Assistant II	\$8,000	\$320				\$8,320	\$2,852	\$168	\$23	\$11,364	\$2,690	2.5%@55	\$14,053
	<b>Average</b>	<b>\$7,484</b>					<b>\$7,556</b>				<b>\$9,849</b>			<b>\$12,377</b>
	<b>% +/-</b>	<b>6.5%</b>					<b>9.2%</b>				<b>13.3%</b>			<b>11.9%</b>
	<b>Median</b>	<b>\$7,445</b>					<b>\$7,435</b>				<b>\$9,615</b>			<b>\$12,191</b>
	<b>% +/-</b>	<b>6.9%</b>					<b>10.6%</b>				<b>15.4%</b>			<b>13.3%</b>
	<b>75th Percentile</b>	<b>\$8,256</b>					<b>\$8,067</b>				<b>\$10,339</b>			<b>\$13,243</b>
	<b>% +/-</b>	<b>-3.2%</b>					<b>3.0%</b>				<b>9.0%</b>			<b>5.8%</b>
							Median Gain/Loss	3.7%			4.8%			-2.1%

**Alameda County Water District  
Accounting Supervisor II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Finance Administrator	\$12,999	\$650	\$220	\$806		\$14,675	\$2,601	\$190		\$17,467	\$6,609	2%@55	\$24,075
Contra Costa Water District	Senior Accountant	\$11,416		\$50	\$342	\$342	\$12,151	\$1,998	\$170	\$17	\$14,336	\$2,724	2.35%@55	\$17,060
Dublin San Ramon Services District	Financial Services Supervisor	\$16,343			\$208	-\$327	\$16,224	\$2,028	\$161	\$31	\$18,445	\$3,404	2.7%@55	\$21,849
East Bay Municipal Utility District	Accounting Systems Supervisor	\$13,025		\$76			\$13,101	\$2,014	\$214	\$24	\$15,353	\$4,857	2.6%@62	\$20,210
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	Accounting Supervisor	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,865	2%@60	\$17,037
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	Accountant IV	\$11,397					\$11,397	\$2,091	\$157		\$13,644	\$2,684	2.3%@62	\$16,328
San Jose	Supervising Accountant	\$10,652					\$10,652	\$1,789	\$150	\$16	\$12,607	\$6,302	2.5%@55	\$18,909
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Accounting Supervisor II	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540
	<b>Average</b>	<b>\$12,379</b>					<b>\$12,775</b>				<b>\$15,003</b>			<b>\$19,353</b>
	<b>% +/-</b>	<b>13.0%</b>					<b>13.5%</b>				<b>15.5%</b>			<b>14.1%</b>
	<b>Median</b>	<b>\$11,416</b>					<b>\$12,151</b>				<b>\$14,336</b>			<b>\$18,909</b>
	<b>% +/-</b>	<b>19.8%</b>					<b>17.8%</b>				<b>19.3%</b>			<b>16.1%</b>
	<b>75th Percentile</b>	<b>\$13,012</b>					<b>\$13,888</b>				<b>\$16,410</b>			<b>\$21,030</b>
	<b>% +/-</b>	<b>8.6%</b>					<b>6.0%</b>				<b>7.6%</b>			<b>6.7%</b>
							Median Gain/Loss	-2.0%			1.5%			-3.1%

**Alameda County Water District  
Administrative Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Management Analyst	\$11,252	\$563	\$220	\$698		\$12,732	\$2,601	\$190		\$15,524	\$5,721	2%@55	\$21,244
Contra Costa Water District	Administrative Analyst II	\$10,346		\$50	\$310	\$310	\$11,017	\$1,998	\$170	\$17	\$13,202	\$2,469	2.35%@55	\$15,670
Dublin San Ramon Services District	Administrative Analyst II	\$11,485			\$208	-\$230	\$11,464	\$2,028	\$161	\$31	\$13,684	\$2,392	2.7%@55	\$16,076
East Bay Municipal Utility District	Management Analyst II	\$10,690		\$76			\$10,766	\$2,014	\$214	\$24	\$13,018	\$3,986	2.6%@62	\$17,004
Fremont	Management Analyst II	\$10,683			\$214		\$10,897	\$2,280	inc	inc	\$13,177	\$3,463	2%@60	\$16,640
Hayward	Management Analyst II	\$10,135				-\$304	\$9,831	\$1,798	\$148	\$14	\$11,792	\$3,419	2.5%@55	\$15,211
Livermore	Management Analyst II	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,864	2%@60	\$17,036
Marin Municipal Water District	Administrative Analyst	\$8,592					\$8,592	\$1,738	\$167	\$21	\$10,517	\$3,399	2.7%@55	\$13,916
San Francisco Public Utilities Commission	Principal Administrative Analyst	\$11,847					\$11,847	\$2,091	\$157		\$14,095	\$2,790	2.3%@62	\$16,885
San Jose	Analyst II	\$8,265					\$8,265	\$1,789	\$150	\$16	\$10,219	\$4,889	2.5%@55	\$15,109
Santa Clara Valley Water District	Management Analyst II	\$11,664			\$100	-\$408	\$11,355	\$2,088	\$148	\$24	\$13,615	\$3,373	2%@60	\$16,988
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	Staff Analyst	\$10,199		\$275		\$306	\$10,780	\$2,694	\$124		\$13,597	\$2,183	2.09@62	\$15,780
Alameda County Water District	Administrative Analyst II	\$10,330		\$42	\$146	\$258	\$10,775	\$2,829	\$168	\$23	\$13,795	\$3,473	2.5%@55	\$17,268
	<b>Average</b>	<b>\$10,498</b>					<b>\$10,731</b>				<b>\$12,968</b>			<b>\$16,463</b>
	<b>% +/-</b>	<b>-1.6%</b>					<b>0.4%</b>				<b>6.0%</b>			<b>4.7%</b>
	<b>Median</b>	<b>\$10,687</b>					<b>\$10,957</b>				<b>\$13,189</b>			<b>\$16,358</b>
	<b>% +/-</b>	<b>-3.5%</b>					<b>-1.7%</b>				<b>4.4%</b>			<b>5.3%</b>
	<b>75th Percentile</b>	<b>\$11,310</b>					<b>\$11,382</b>				<b>\$13,632</b>			<b>\$16,992</b>
	<b>% +/-</b>	<b>-9.5%</b>					<b>-5.6%</b>				<b>1.2%</b>			<b>1.6%</b>
							Median Gain/Loss	1.8%			6.1%			0.9%

**Alameda County Water District  
Advanced Treatment Facility Operator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Senior Plant Operator	\$10,929	\$546	\$100	\$678		\$12,253	\$2,601	\$190		\$15,045	\$5,556	2%@55	\$20,601
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Senior Water Distribution Operator	\$10,432		\$76			\$10,508	\$2,014	\$214	\$24	\$12,760	\$3,890	2.6%@62	\$16,650
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	Water Systems Operations Foreperson II	\$9,948					\$9,948	\$1,789	\$150	\$16	\$11,903	\$5,885	2.5%@55	\$17,788
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Advanced Treatment Facility Operator	\$10,752	\$430				\$11,182	\$2,825	\$168	\$23	\$14,198	\$3,615	2.5%@55	\$17,812
	<b>Average</b>	<b>\$10,436</b>					<b>\$10,903</b>				<b>\$13,236</b>			<b>\$18,346</b>
	<b>% +/-</b>	<b>2.9%</b>					<b>2.5%</b>				<b>6.8%</b>			<b>-3.0%</b>
	<b>Median</b>	<b>\$10,432</b>					<b>\$10,508</b>				<b>\$12,760</b>			<b>\$17,788</b>
	<b>% +/-</b>	<b>3.0%</b>					<b>6.0%</b>				<b>10.1%</b>			<b>0.1%</b>
	<b>75th Percentile</b>	<b>\$10,681</b>					<b>\$11,381</b>				<b>\$13,902</b>			<b>\$19,195</b>
	<b>% +/-</b>	<b>0.7%</b>					<b>-1.8%</b>				<b>2.1%</b>			<b>-7.8%</b>
							Median Gain/Loss	3.0%			4.1%			-10.0%

**Alameda County Water District  
Advanced Water Treatment Plant Operator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Water Treatment Plant Operator (Grade 4)	\$11,124				\$111	\$11,235	\$1,998	\$164	\$17	\$13,415	\$2,654	2.35%@55	\$16,069	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Senior Water Treatment Operator	\$10,432		\$76			\$10,508	\$2,014	\$214	\$24	\$12,760	\$3,890	2.6%@62	\$16,650	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	Treatment Plant/System Operator IV	\$9,879					\$9,879	\$1,738	\$167	\$21	\$11,804	\$3,908	2.7%@55	\$15,712	
San Francisco Public Utilities Commission	Senior Stationary Engineer, Water Treatment Plant	\$9,908					\$9,908	\$2,091	\$157		\$12,156	\$2,333	2.3%@62	\$14,489	
San Jose	No Comparable Class														
Santa Clara Valley Water District	Senior Water Treatment Plant Operator	\$11,385			\$100	-\$398	\$11,086	\$2,088	\$148	\$24	\$13,346	\$3,293	2%@60	\$16,638	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Advanced Water Treatment Plant Operator	\$10,752	\$430				\$11,182	\$2,825	\$168	\$23	\$14,198	\$3,615	2.5%@55	\$17,812	
	<b>Average</b>	<b>\$10,546</b>					<b>\$10,523</b>				<b>\$12,696</b>			<b>\$15,912</b>	
	<b>% +/-</b>	<b>1.9%</b>					<b>5.9%</b>				<b>10.6%</b>			<b>10.7%</b>	
	<b>Median</b>	<b>\$10,432</b>					<b>\$10,508</b>				<b>\$12,760</b>			<b>\$16,069</b>	
	<b>% +/-</b>	<b>3.0%</b>					<b>6.0%</b>				<b>10.1%</b>			<b>9.8%</b>	
	<b>75th Percentile</b>	<b>\$11,124</b>					<b>\$11,086</b>				<b>\$13,346</b>			<b>\$16,638</b>	
	<b>% +/-</b>	<b>-3.5%</b>					<b>0.9%</b>				<b>6.0%</b>			<b>6.6%</b>	

Median Gain/Loss 3.0% 4.1% -0.3%

**Alameda County Water District  
Associate Engineer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Associate Engineer	\$13,268	\$663	\$220	\$823		\$14,974	\$2,601	\$190		\$17,765	\$6,746	2%@55	\$24,511
Contra Costa Water District	Associate Engineer	\$12,553		\$50	\$377	\$377	\$13,356	\$1,998	\$170	\$17	\$15,541	\$2,995	2.35%@55	\$18,537
Dublin San Ramon Services District	Associate Civil Engineer	\$13,101			\$208	-\$262	\$13,047	\$2,028	\$161	\$31	\$15,267	\$2,729	2.7%@55	\$17,997
East Bay Municipal Utility District	Associate Civil Engineer	\$12,708		\$76			\$12,784	\$2,014	\$214	\$24	\$15,036	\$4,739	2.6%@62	\$19,775
Fremont	Associate Civil Engineer	\$11,728					\$11,728	\$2,280	inc	inc	\$14,008	\$3,802	2%@60	\$17,810
Hayward	Associate Civil Engineer	\$11,754				-\$353	\$11,401	\$2,341	\$148	\$14	\$13,905	\$3,966	2.5%@55	\$17,871
Livermore	Assistant Civil Engineer	\$10,335			\$163		\$10,498	\$1,950	inc	inc	\$12,448	\$3,691	2%@60	\$16,138
Marin Municipal Water District	Associate Engineer	\$11,759					\$11,759	\$1,738	\$167	\$21	\$13,684	\$4,652	2.7%@55	\$18,336
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	No Comparable Class													
Santa Clara Valley Water District	Associate Engineer-Civil	\$13,175			\$100	-\$461	\$12,814	\$2,088	\$148	\$24	\$15,074	\$3,811	2%@60	\$18,884
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	Associate Civil Engineer	\$12,847					\$12,847	\$2,709	\$124		\$15,680	\$2,749	2.09@62	\$18,430
Alameda County Water District	Associate Engineer	\$14,020		\$42	\$146	\$350	\$14,558	\$2,792	\$168	\$23	\$17,541	\$4,713	2.5%@55	\$22,254
	<b>Average</b>	<b>\$12,323</b>					<b>\$12,521</b>				<b>\$14,841</b>			<b>\$18,829</b>
	<b>% +/-</b>	<b>12.1%</b>					<b>14.0%</b>				<b>15.4%</b>			<b>15.4%</b>
	<b>Median</b>	<b>\$12,631</b>					<b>\$12,799</b>				<b>\$15,055</b>			<b>\$18,383</b>
	<b>% +/-</b>	<b>9.9%</b>					<b>12.1%</b>				<b>14.2%</b>			<b>17.4%</b>
	<b>75th Percentile</b>	<b>\$13,038</b>					<b>\$12,997</b>				<b>\$15,473</b>			<b>\$18,797</b>
	<b>% +/-</b>	<b>7.0%</b>					<b>10.7%</b>				<b>11.8%</b>			<b>15.5%</b>
							Median Gain/Loss	2.2%			2.1%			3.2%

**Alameda County Water District  
Auto Mechanic II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Vehicle and Equipment Mechanic	\$9,478	\$474	\$100	\$588		\$10,639	\$2,601	\$190		\$13,430	\$4,818	2%@55	\$18,249
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Fleet Mechanic	\$9,013			\$208	-\$180	\$9,041	\$2,028	\$161	\$31	\$11,261	\$1,877	2.7%@55	\$13,139
East Bay Municipal Utility District	Automotive Mechanic B	\$8,994		\$76			\$9,070	\$2,014	\$214	\$24	\$11,322	\$3,354	2.6%@62	\$14,676
Fremont	Fleet Mechanic	\$8,851					\$8,851	\$2,607	inc	inc	\$11,458	\$2,869	2%@60	\$14,328
Hayward	Equipment Mechanic II	\$7,504				-\$338	\$7,166	\$1,998	\$129	\$14	\$9,308	\$2,532	2.5%@55	\$11,839
Livermore	Mechanic	\$7,578			\$163		\$7,740	\$1,950	inc	inc	\$9,690	\$2,706	2%@60	\$12,396
Marin Municipal Water District	Automotive Mechanic II	\$7,953					\$7,953	\$1,738	\$167	\$21	\$9,878	\$3,146	2.7%@55	\$13,025
San Francisco Public Utilities Commission	Automotive Mechanic	\$8,190					\$8,190	\$2,217	\$157		\$10,563	\$1,929	2.3%@62	\$12,492
San Jose	Mechanic II	\$8,013					\$8,013	\$1,789	\$150		\$9,952	\$4,741	2.5%@55	\$14,692
Santa Clara Valley Water District	Equipment Mechanic II	\$9,348			\$100	-\$327	\$9,121	\$2,088	\$148	\$24	\$11,380	\$2,704	2%@60	\$14,084
Union Sanitary District	Fleet Mechanic II	\$9,709			\$21		\$9,730	\$2,547	\$144	\$22	\$12,443	\$3,021	2.5%@55	\$15,464
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Auto Mechanic II	\$9,777	\$391				\$10,169	\$2,834	\$168	\$23	\$13,194	\$3,287	2.5%@55	\$16,481
	<b>Average</b>	<b>\$8,603</b>					<b>\$8,683</b>				<b>\$10,971</b>			<b>\$14,035</b>
	<b>% +/-</b>	<b>12.0%</b>					<b>14.6%</b>				<b>16.8%</b>			<b>14.8%</b>
	<b>Median</b>	<b>\$8,851</b>					<b>\$8,851</b>				<b>\$11,261</b>			<b>\$14,084</b>
	<b>% +/-</b>	<b>9.5%</b>					<b>13.0%</b>				<b>14.6%</b>			<b>14.5%</b>
	<b>75th Percentile</b>	<b>\$9,180</b>					<b>\$9,095</b>				<b>\$11,419</b>			<b>\$14,684</b>
	<b>% +/-</b>	<b>6.1%</b>					<b>10.6%</b>				<b>13.5%</b>			<b>10.9%</b>

Median Gain/Loss 3.5% 1.7% -0.1%

**Alameda County Water District  
Buyer II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Senior Buyer	\$9,938	\$497	\$100	\$616		\$11,151	\$2,601	\$190		\$13,942	\$5,053	2%@55	\$18,995
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Buyer	\$9,882			\$208	-\$198	\$9,893	\$2,028	\$161	\$31	\$12,113	\$2,059	2.7%@55	\$14,171
East Bay Municipal Utility District	Buyer II	\$9,449		\$76			\$9,525	\$2,014	\$214	\$24	\$11,777	\$3,524	2.6%@62	\$15,301
Fremont	Buyer	\$7,633					\$7,633	\$2,280	inc	inc	\$9,913	\$2,474	2%@60	\$12,388
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	Purchaser	\$8,626					\$8,626	\$2,091	\$157		\$10,873	\$2,031	2.3%@62	\$12,904
San Jose	Buyer II	\$7,285					\$7,285	\$1,789	\$150	\$16	\$9,240	\$4,310	2.5%@55	\$13,550
Santa Clara Valley Water District	Procurement Specialist	\$10,572			\$100	-\$370	\$10,302	\$2,088	\$148	\$24	\$12,561	\$3,058	2%@60	\$15,619
Union Sanitary District	Buyer II	\$9,813			\$254		\$10,067	\$2,547	\$144	\$22	\$12,780	\$3,054	2.5%@55	\$15,833
Zone 7 Water Agency	Buyer II	\$9,247					\$9,247	\$2,770	\$124		\$12,142	\$1,979	2.09@62	\$14,121
Alameda County Water District	Buyer II	\$10,330		\$42	\$146	\$258	\$10,775	\$2,829	\$168	\$23	\$13,795	\$3,473	2.5%@55	\$17,268
	<b>Average</b>	<b>\$9,161</b>					<b>\$9,303</b>				<b>\$11,705</b>			<b>\$14,765</b>
	<b>% +/-</b>	<b>11.3%</b>					<b>13.7%</b>				<b>15.2%</b>			<b>14.5%</b>
	<b>Median</b>	<b>\$9,449</b>					<b>\$9,525</b>				<b>\$12,113</b>			<b>\$14,171</b>
	<b>% +/-</b>	<b>8.5%</b>					<b>11.6%</b>				<b>12.2%</b>			<b>17.9%</b>
	<b>75th Percentile</b>	<b>\$9,882</b>					<b>\$10,067</b>				<b>\$12,561</b>			<b>\$15,619</b>
	<b>% +/-</b>	<b>4.3%</b>					<b>6.6%</b>				<b>8.9%</b>			<b>9.5%</b>

Median Gain/Loss 3.1% 0.6% 5.7%

**Alameda County Water District  
Chemist II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Chemist II	\$10,464	\$523	\$220	\$649		\$11,856	\$2,601	\$190		\$14,648	\$5,320	2%@55	\$19,968
Contra Costa Water District	Chemist/Microbiologist	\$10,239		\$50	\$307	\$307	\$10,903	\$1,998	\$170	\$17	\$13,089	\$2,443	2.35%@55	\$15,532
Dublin San Ramon Services District	Environmental Chemist II	\$10,808			\$208	-\$216	\$10,800	\$2,028	\$161	\$31	\$13,020	\$2,251	2.7%@55	\$15,272
East Bay Municipal Utility District	Chemist II	\$10,432		\$76			\$10,508	\$2,014	\$214	\$24	\$12,760	\$3,890	2.6%@62	\$16,650
Fremont	No Comparable Class													
Hayward	Chemist	\$9,124				-\$274	\$8,850	\$2,341	\$148	\$14	\$11,354	\$3,078	2.5%@55	\$14,432
Livermore	No Comparable Class													
Marin Municipal Water District	Chemist II	\$9,958					\$9,958	\$1,738	\$167	\$21	\$11,883	\$3,939	2.7%@55	\$15,823
San Francisco Public Utilities Commission	Chemist	\$9,848					\$9,848	\$2,091	\$157		\$12,095	\$2,319	2.3%@62	\$14,414
San Jose	Chemist	\$8,110					\$8,110	\$1,789	\$150	\$16	\$10,064	\$4,798	2.5%@55	\$14,862
Santa Clara Valley Water District	Chemist II	\$10,832			\$100	-\$379	\$10,552	\$2,088	\$148	\$24	\$12,812	\$3,133	2%@60	\$15,945
Union Sanitary District	Chemist II	\$10,934			\$21		\$10,955	\$2,547	\$144	\$22	\$13,668	\$3,402	2.5%@55	\$17,070
Zone 7 Water Agency	Water Quality Chemist	\$10,423					\$10,423	\$2,770	\$124		\$13,317	\$2,230	2.09@62	\$15,547
Alameda County Water District	Chemist II	\$10,914		\$42	\$146	\$273	\$11,375	\$2,823	\$168	\$23	\$14,389	\$3,669	2.5%@55	\$18,058
	<b>Average</b>	<b>\$10,106</b>					<b>\$10,251</b>				<b>\$12,610</b>			<b>\$15,956</b>
	<b>% +/-</b>	<b>7.4%</b>					<b>9.9%</b>				<b>12.4%</b>			<b>11.6%</b>
	<b>Median</b>	<b>\$10,423</b>					<b>\$10,508</b>				<b>\$12,812</b>			<b>\$15,547</b>
	<b>% +/-</b>	<b>4.5%</b>					<b>7.6%</b>				<b>11.0%</b>			<b>13.9%</b>
	<b>75th Percentile</b>	<b>\$10,636</b>					<b>\$10,852</b>				<b>\$13,203</b>			<b>\$16,298</b>
	<b>% +/-</b>	<b>2.5%</b>					<b>4.6%</b>				<b>8.2%</b>			<b>9.7%</b>
							Median Gain/Loss	3.1%			3.3%			2.9%

**Alameda County Water District  
Construction Inspector II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Construction Inspector	\$10,417	\$521	\$100	\$646		\$11,683	\$2,601	\$190		\$14,475	\$5,296	2%@55	\$19,771
Contra Costa Water District	Construction Inspector	\$9,537				\$95	\$9,632	\$1,998	\$164	\$17	\$11,812	\$2,275	2.35%@55	\$14,087
Dublin San Ramon Services District	Construction Inspector II	\$10,352			\$208	-\$207	\$10,353	\$2,028	\$161	\$31	\$12,573	\$2,156	2.7%@55	\$14,730
East Bay Municipal Utility District	Construction Inspector	\$10,173		\$76			\$10,249	\$2,014	\$214	\$24	\$12,501	\$3,794	2.6%@62	\$16,294
Fremont	Construction Inspector	\$9,329					\$9,329	\$2,607	inc	inc	\$11,936	\$3,024	2%@60	\$14,960
Hayward	Senior Construction Inspector	\$10,792				-\$324	\$10,468	\$2,341	\$148	\$14	\$12,972	\$3,641	2.5%@55	\$16,613
Livermore	Engineering Technician, Associate	\$9,065			\$163		\$9,228	\$1,950	inc	inc	\$11,178	\$3,237	2%@60	\$14,415
Marin Municipal Water District	Construction Inspector II	\$10,033					\$10,033	\$1,738	\$167	\$21	\$11,958	\$3,969	2.7%@55	\$15,927
San Francisco Public Utilities Commission	Construction Inspector	\$10,190					\$10,190	\$2,091	\$157		\$12,437	\$2,400	2.3%@62	\$14,837
San Jose	Senior Construction Inspector	\$8,807					\$8,807	\$1,789	\$150	\$16	\$10,762	\$5,210	2.5%@55	\$15,972
Santa Clara Valley Water District	Construction Inspector II	\$10,060			\$100	-\$352	\$9,808	\$2,088	\$148	\$24	\$12,068	\$2,910	2%@60	\$14,978
Union Sanitary District	Construction Inspector II	\$10,007			\$21		\$10,028	\$2,547	\$144	\$22	\$12,741	\$3,114	2.5%@55	\$15,854
Zone 7 Water Agency	Construction Inspector	\$13,879		\$275		\$416	\$14,570	\$2,694	\$124		\$17,388	\$2,970	2.09@62	\$20,358
Alameda County Water District	Construction Inspector II	\$11,025	\$441				\$11,466	\$2,822	\$168	\$23	\$14,479	\$3,706	2.5%@55	\$18,185
	<b>Average</b>	<b>\$10,203</b>					<b>\$10,337</b>				<b>\$12,677</b>			<b>\$16,061</b>
	<b>% +/-</b>	<b>7.5%</b>					<b>9.8%</b>				<b>12.4%</b>			<b>11.7%</b>
	<b>Median</b>	<b>\$10,060</b>					<b>\$10,033</b>				<b>\$12,437</b>			<b>\$15,854</b>
	<b>% +/-</b>	<b>8.7%</b>					<b>12.5%</b>				<b>14.1%</b>			<b>12.8%</b>
	<b>75th Percentile</b>	<b>\$10,352</b>					<b>\$10,353</b>				<b>\$12,741</b>			<b>\$16,294</b>
	<b>% +/-</b>	<b>6.1%</b>					<b>9.7%</b>				<b>12.0%</b>			<b>10.4%</b>
							Median Gain/Loss	3.7%			1.6%			-1.3%

**Alameda County Water District  
Customer Account Field Representative**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Customer Service Field Representative	\$7,691				\$77	\$7,768	\$1,998	\$164	\$17	\$9,947	\$1,835	2.35%@55	\$11,782	
Dublin San Ramon Services District	Customer Field Representative II	\$7,844			\$208	-\$157	\$7,895	\$2,028	\$161	\$31	\$10,116	\$1,634	2.7%@55	\$11,750	
East Bay Municipal Utility District	Field Services Representative II	\$7,950		\$76			\$8,026	\$2,014	\$214	\$24	\$10,278	\$2,965	2.6%@62	\$13,243	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	Customer Service Field Inspector	\$6,410					\$6,410	\$1,738	\$167	\$21	\$8,335	\$2,536	2.7%@55	\$10,871	
San Francisco Public Utilities Commission	Water Service Inspector	\$10,207	\$52				\$10,259	\$2,091	\$157		\$12,507	\$2,404	2.3%@65	\$14,910	
San Jose	Water Systems Assistant Operator II	\$6,727					\$6,727	\$1,789	\$150		\$8,666	\$3,980	2.5%@55	\$12,645	
Santa Clara Valley Water District	Water Measurement Technician II	\$8,894			\$100	-\$311	\$8,682	\$2,088	\$148	\$24	\$10,942	\$2,572	2%@60	\$13,514	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Customer Account Field Representative	\$8,286	\$331				\$8,617	\$2,849	\$168	\$23	\$11,658	\$2,786	2.5%@55	\$14,443	
	<b>Average</b>	<b>\$7,960</b>					<b>\$7,967</b>				<b>\$10,113</b>			<b>\$12,674</b>	
	<b>% +/-</b>	<b>3.9%</b>					<b>7.5%</b>				<b>13.3%</b>			<b>12.3%</b>	
	<b>Median</b>	<b>\$7,844</b>					<b>\$7,895</b>				<b>\$10,116</b>			<b>\$12,645</b>	
	<b>% +/-</b>	<b>5.3%</b>					<b>8.4%</b>				<b>13.2%</b>			<b>12.4%</b>	
	<b>75th Percentile</b>	<b>\$8,422</b>					<b>\$8,354</b>				<b>\$10,610</b>			<b>\$13,378</b>	
	<b>% +/-</b>	<b>-1.6%</b>					<b>3.1%</b>				<b>9.0%</b>			<b>7.4%</b>	
							Median Gain/Loss	3.0%			4.9%			-0.8%	

**Alameda County Water District  
Customer Account Rep II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Customer Service Representative	\$6,819				\$68	\$6,887	\$1,998	\$164	\$17	\$9,067	\$1,627	2.35%@55	\$10,694	
Dublin San Ramon Services District	Customer Services Representative II	\$6,850			\$208	-\$137	\$6,921	\$2,028	\$161	\$31	\$9,141	\$1,427	2.7%@55	\$10,568	
East Bay Municipal Utility District	Customer Services Representative II	\$6,850		\$76			\$6,926	\$2,014	\$214	\$24	\$9,178	\$2,554	2.6%@62	\$11,732	
Fremont	No Comparable Class														
Hayward	Customer Account Clerk	\$6,063				-\$273	\$5,790	\$1,998	\$129	\$14	\$7,931	\$2,046	2.5%@55	\$9,977	
Livermore	Accounting Technician	\$6,972			\$163		\$7,134	\$1,950	inc	inc	\$9,084	\$2,490	2%@60	\$11,574	
Marin Municipal Water District	Customer Service Representative II	\$6,410					\$6,410	\$1,738	\$167	\$21	\$8,335	\$2,536	2.7%@55	\$10,871	
San Francisco Public Utilities Commission	Utility Services Representative	\$7,011	\$52				\$7,063	\$2,091	\$157		\$9,311	\$1,651	2.3%@65	\$10,962	
San Jose	Senior Account Clerk	\$5,935					\$5,935	\$1,789	\$150	\$16	\$7,890	\$3,511	2.5%@55	\$11,401	
Santa Clara Valley Water District	Accounting Technician	\$8,256			\$100	-\$289	\$8,067	\$2,088	\$148	\$24	\$10,327	\$2,388	2%@60	\$12,714	
Union Sanitary District	Customer Service Fee Analyst	\$8,648			\$21		\$8,669	\$2,547	\$144	\$22	\$11,382	\$2,691	2.5%@55	\$14,073	
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Customer Account Rep II	\$7,058	\$282				\$7,340	\$2,862	\$168	\$23	\$10,393	\$2,373	2.5%@55	\$12,766	
	<b>Average</b>	<b>\$6,981</b>					<b>\$6,980</b>				<b>\$9,165</b>			<b>\$11,457</b>	
	<b>% +/-</b>	<b>1.1%</b>					<b>4.9%</b>				<b>11.8%</b>			<b>10.3%</b>	
	<b>Median</b>	<b>\$6,850</b>					<b>\$6,924</b>				<b>\$9,113</b>			<b>\$11,181</b>	
	<b>% +/-</b>	<b>2.9%</b>					<b>5.7%</b>				<b>12.3%</b>			<b>12.4%</b>	
	<b>75th Percentile</b>	<b>\$7,001</b>					<b>\$7,117</b>				<b>\$9,278</b>			<b>\$11,693</b>	
	<b>% +/-</b>	<b>0.8%</b>					<b>3.0%</b>				<b>10.7%</b>			<b>8.4%</b>	
							Median Gain/Loss	2.7%			6.6%			0.1%	

**Alameda County Water District  
Customer Service Supervisor II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Customer Service Supervisor	\$12,548		\$50	\$376	\$376	\$13,351	\$1,998	\$170	\$17	\$15,536	\$2,994	2.35%@55	\$18,530	
Dublin San Ramon Services District	Utility Billing & Customer Services Supervisor	\$12,607			\$208	-\$252	\$12,563	\$2,028	\$161	\$31	\$14,783	\$2,626	2.7%@55	\$17,409	
East Bay Municipal Utility District	Customer Services Supervisor	\$10,959		\$76			\$11,035	\$2,014	\$214	\$24	\$13,287	\$4,087	2.6%@62	\$17,374	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	Accounting Supervisor	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,865	2%@60	\$17,037	
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	Utility Services Representative Supervisor	\$7,703	\$52				\$7,755	\$2,091	\$157		\$10,002	\$1,814	2.3%@65	\$11,816	
San Jose	Principal Accountant	\$12,891					\$12,891	\$1,789	\$150	\$16	\$14,846	\$7,626	2.5%@55	\$22,472	
Santa Clara Valley Water District	No Comparable Class														
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Customer Service Supervisor II	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540	
	<b>Average</b>	<b>\$11,255</b>					<b>\$11,470</b>				<b>\$13,604</b>			<b>\$17,440</b>	
	<b>% +/-</b>	<b>20.9%</b>					<b>22.4%</b>				<b>23.4%</b>			<b>22.6%</b>	
	<b>Median</b>	<b>\$11,754</b>					<b>\$11,893</b>				<b>\$14,035</b>			<b>\$17,392</b>	
	<b>% +/-</b>	<b>17.4%</b>					<b>19.5%</b>				<b>21.0%</b>			<b>22.8%</b>	
	<b>75th Percentile</b>	<b>\$12,592</b>					<b>\$12,809</b>				<b>\$14,830</b>			<b>\$18,250</b>	
	<b>% +/-</b>	<b>11.5%</b>					<b>13.3%</b>				<b>16.5%</b>			<b>19.0%</b>	

Median Gain/Loss 2.1% 1.4% 1.9%

**Alameda County Water District  
Customer Services & Systems Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Customer Services Manager	\$15,582		\$76			\$15,658	\$2,014	\$214	\$24	\$17,910	\$5,811	2.6%@62	\$23,721
Fremont	No Comparable Class													
Hayward	Revenue Manager	\$13,504				-\$405	\$13,099	\$1,798	\$148	\$14	\$15,060	\$4,556	2.5%@55	\$19,616
Livermore	No Comparable Class													
Marin Municipal Water District	Customer Service Manager	\$12,926		\$208			\$13,134	\$1,738	\$167	\$21	\$15,060	\$5,113	2.7%@55	\$20,173
San Francisco Public Utilities Commission	Manager VI	\$17,084					\$17,084	\$2,091	\$157		\$19,332	\$4,023	2.3%@62	\$23,355
San Jose	No Comparable Class													
Santa Clara Valley Water District	Business & Customer Support Manager	\$15,089			\$167	-\$528	\$14,727	\$2,088	\$148	\$24	\$16,987	\$4,364	2%@60	\$21,351
Union Sanitary District	Customer Service Coach	\$17,015			\$350		\$17,365	\$2,547	\$144	\$22	\$20,078	\$5,295	2.5%@55	\$25,372
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Customer Services & Systems Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$15,200</b>					<b>\$15,178</b>				<b>\$17,404</b>			<b>\$22,265</b>
	<b>% +/-</b>	<b>7.2%</b>					<b>10.6%</b>				<b>12.7%</b>			<b>12.5%</b>
	<b>Median</b>	<b>\$15,335</b>					<b>\$15,193</b>				<b>\$17,448</b>			<b>\$22,353</b>
	<b>% +/-</b>	<b>6.3%</b>					<b>10.5%</b>				<b>12.4%</b>			<b>12.1%</b>
	<b>75th Percentile</b>	<b>\$16,657</b>					<b>\$16,728</b>				<b>\$18,976</b>			<b>\$23,629</b>
	<b>% +/-</b>	<b>-1.7%</b>					<b>1.4%</b>				<b>4.8%</b>			<b>7.1%</b>
							Median Gain/Loss	4.1%			2.0%			-0.3%

**Alameda County Water District  
Development Service Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Planning and Development Services Division Manager	\$18,580	\$929	\$425	\$1,152		\$21,086	\$2,601	\$190		\$23,878	\$9,446	2%@55	\$33,324
Contra Costa Water District	Principal Engineer	\$16,073		\$50	\$482	\$482	\$17,087	\$1,998	\$170	\$17	\$19,273	\$3,835	2.35%@55	\$23,108
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Engineering Manager	\$18,986		\$76			\$19,062	\$2,014	\$214	\$24	\$21,314	\$7,080	2.6%@62	\$28,394
Fremont	Principal Civil Engineer	\$15,131			\$303		\$15,434	\$2,280	inc	inc	\$17,714	\$4,905	2%@60	\$22,618
Hayward	Senior Civil Engineer	\$13,055				-\$392	\$12,663	\$1,798	\$148	\$14	\$14,624	\$4,404	2.5%@55	\$19,029
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	Engineer/Architect Principal	\$18,623					\$18,623	\$2,091	\$157		\$20,870	\$4,386	2.3%@62	\$25,256
San Jose	No Comparable Class													
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Development Service Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$16,741</b>					<b>\$17,326</b>				<b>\$19,612</b>			<b>\$25,288</b>
	<b>% +/-</b>	<b>-2.3%</b>					<b>-2.1%</b>				<b>1.6%</b>			<b>0.6%</b>
	<b>Median</b>	<b>\$17,327</b>					<b>\$17,855</b>				<b>\$20,071</b>			<b>\$24,182</b>
	<b>% +/-</b>	<b>-5.8%</b>					<b>-5.2%</b>				<b>-0.7%</b>			<b>4.9%</b>
	<b>75th Percentile</b>	<b>\$18,612</b>					<b>\$18,952</b>				<b>\$21,203</b>			<b>\$27,609</b>
	<b>% +/-</b>	<b>-13.7%</b>					<b>-11.7%</b>				<b>-6.4%</b>			<b>-8.6%</b>

Median Gain/Loss 0.6% 4.5% 5.6%

**Alameda County Water District  
Distribution Maintenance Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Maintenance Manager - Storage and Conveyance	\$17,415		\$170	\$871	\$348	\$18,804	\$1,998	\$164	\$17	\$20,984	\$4,155	2.35%@55	\$25,139	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Manager of Distribution Maintenance & Construction	\$18,065		\$76			\$18,141	\$2,014	\$214	\$24	\$20,393	\$6,736	2.6%@62	\$27,129	
Fremont	No Comparable Class														
Hayward	Utilities Operations & Maintenance Manager	\$14,420				-\$433	\$13,987	\$1,798	\$148	\$14	\$15,948	\$4,865	2.5%@55	\$20,813	
Livermore	Water Distribution Operations Manager	\$11,578			\$401		\$11,979	\$1,950	inc	inc	\$13,929	\$4,135	2%@60	\$18,064	
Marin Municipal Water District	Superintendent of Operations	\$14,624		\$208			\$14,832	\$1,738	\$167	\$21	\$16,758	\$5,785	2.7%@55	\$22,543	
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	Water Systems Operations Manager	\$14,023					\$14,023	\$1,789	\$150	\$16	\$15,977	\$8,296	2.5%@55	\$24,273	
Santa Clara Valley Water District	No Comparable Class														
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	Production Manager	\$17,323		\$275		\$520	\$18,118	\$2,694	\$124		\$20,935	\$3,707	2.09@62	\$24,642	
Alameda County Water District	Distribution Maintenance Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432	
	<b>Average</b>	<b>\$15,350</b>					<b>\$15,698</b>				<b>\$17,846</b>			<b>\$23,229</b>	
	<b>% +/-</b>	<b>6.2%</b>					<b>7.5%</b>				<b>10.4%</b>			<b>8.7%</b>	
	<b>Median</b>	<b>\$14,624</b>					<b>\$14,832</b>				<b>\$16,758</b>			<b>\$24,273</b>	
	<b>% +/-</b>	<b>10.7%</b>					<b>12.6%</b>				<b>15.9%</b>			<b>4.6%</b>	
	<b>75th Percentile</b>	<b>\$17,369</b>					<b>\$18,129</b>				<b>\$20,664</b>			<b>\$24,890</b>	
	<b>% +/-</b>	<b>-6.1%</b>					<b>-6.8%</b>				<b>-3.7%</b>			<b>2.1%</b>	
							Median Gain/Loss	1.9%			3.3%			-11.4%	

**Alameda County Water District  
Distribution Maintenance Supervisor II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Maintenance Superintendent	\$12,782		\$50	\$383	\$383	\$13,599	\$1,998	\$170	\$17	\$15,784	\$3,050	2.35%@55	\$18,834	
Dublin San Ramon Services District	Water Systems Operations & Maintenance Supervisor	\$16,721			\$208	-\$334	\$16,595	\$2,028	\$161	\$31	\$18,815	\$3,483	2.7%@55	\$22,298	
East Bay Municipal Utility District	Construction and Maintenance Superintendent	\$14,731		\$76			\$14,807	\$2,014	\$214	\$24	\$17,059	\$5,493	2.6%@62	\$22,552	
Fremont	No Comparable Class														
Hayward	Utilities Operations & Maintenance Supervisor	\$12,017				-\$361	\$11,656	\$1,798	\$148	\$14	\$13,617	\$4,054	2.5%@55	\$17,671	
Livermore	Water Distribution Supervising Operator	\$9,309			\$163		\$9,471	\$1,950	inc	inc	\$11,421	\$3,324	2%@60	\$14,745	
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	Water Construction & Maintenance Superintendent	\$13,847					\$13,847	\$2,091	\$157		\$16,095	\$3,261	2.3%@62	\$19,356	
San Jose	Water Systems Operations Supt II	\$11,273					\$11,273	\$1,789	\$150	\$16	\$13,228	\$6,669	2.5%@55	\$19,897	
Santa Clara Valley Water District	No Comparable Class														
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	Water Facilities Supervisor	\$13,489		\$275		\$405	\$14,168	\$2,694	\$124		\$16,986	\$2,887	2.09@62	\$19,872	
Alameda County Water District	Distribution Maintenance Supervisor II	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540	
	<b>Average</b>	<b>\$13,021</b>					<b>\$13,177</b>				<b>\$15,376</b>			<b>\$19,403</b>	
	<b>% +/-</b>	<b>8.5%</b>					<b>10.8%</b>				<b>13.4%</b>			<b>13.9%</b>	
	<b>Median</b>	<b>\$13,135</b>					<b>\$13,723</b>				<b>\$15,939</b>			<b>\$19,614</b>	
	<b>% +/-</b>	<b>7.7%</b>					<b>7.1%</b>				<b>10.2%</b>			<b>13.0%</b>	
	<b>75th Percentile</b>	<b>\$14,068</b>					<b>\$14,328</b>				<b>\$17,004</b>			<b>\$20,497</b>	
	<b>% +/-</b>	<b>1.1%</b>					<b>3.0%</b>				<b>4.2%</b>			<b>9.1%</b>	
							Median Gain/Loss	-0.6%				3.1%			2.8%

**Alameda County Water District  
Electrician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Electrician	\$9,478	\$474	\$100	\$588		\$10,639	\$2,601	\$190		\$13,430	\$4,818	2%@55	\$18,249
Contra Costa Water District	Electrical Technician	\$10,294				\$103	\$10,397	\$1,998	\$164	\$17	\$12,577	\$2,456	2.35%@55	\$15,033
Dublin San Ramon Services District	Electrician II	\$10,118			\$208	-\$202	\$10,124	\$2,028	\$161	\$31	\$12,344	\$2,108	2.7%@55	\$14,452
East Bay Municipal Utility District	Electrical Technician	\$9,926		\$76			\$10,002	\$2,014	\$214	\$24	\$12,254	\$3,701	2.6%@62	\$15,955
Fremont	No Comparable Class													
Hayward	Electrician II	\$9,410				-\$423	\$8,987	\$1,998	\$129	\$14	\$11,128	\$3,175	2.5%@55	\$14,303
Livermore	Electrician	\$8,012			\$163		\$8,175	\$1,950	inc	inc	\$10,125	\$2,861	2%@60	\$12,986
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	Electrician	\$9,767					\$9,767	\$2,091	\$157		\$12,015	\$2,300	2.3%@62	\$14,315
San Jose	Electrician II	\$9,520					\$9,520	\$1,789	\$150		\$11,459	\$5,632	2.5%@55	\$17,091
Santa Clara Valley Water District	Industrial Electrician II	\$10,572			\$100	-\$370	\$10,302	\$2,088	\$148	\$24	\$12,561	\$3,058	2%@60	\$15,619
Union Sanitary District	Instrument Technician/Electrician	\$10,679			\$21		\$10,700	\$2,547	\$144	\$22	\$13,413	\$3,323	2.5%@55	\$16,736
Zone 7 Water Agency	Electrician	\$10,239					\$10,239	\$2,770	\$124		\$13,133	\$2,191	2.09@62	\$15,324
Alameda County Water District	Electrician	\$10,593	\$424				\$11,016	\$2,826	\$168	\$23	\$14,034	\$3,561	2.5%@55	\$17,595
	<b>Average</b>	<b>\$9,820</b>					<b>\$9,896</b>				<b>\$12,222</b>			<b>\$15,460</b>
	<b>% +/-</b>	<b>7.3%</b>					<b>10.2%</b>				<b>12.9%</b>			<b>12.1%</b>
	<b>Median</b>	<b>\$9,926</b>					<b>\$10,124</b>				<b>\$12,344</b>			<b>\$15,324</b>
	<b>% +/-</b>	<b>6.3%</b>					<b>8.1%</b>				<b>12.0%</b>			<b>12.9%</b>
	<b>75th Percentile</b>	<b>\$10,267</b>					<b>\$10,349</b>				<b>\$12,855</b>			<b>\$16,345</b>
	<b>% +/-</b>	<b>3.1%</b>					<b>6.1%</b>				<b>8.4%</b>			<b>7.1%</b>
							Median Gain/Loss	1.8%			3.9%			0.9%

**Alameda County Water District  
Emergency & Security Services Planner**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Risk Management Specialist	\$10,974	\$549	\$220	\$680		\$12,424	\$2,601	\$190		\$15,215	\$5,579	2%@55	\$20,794
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	No Comparable Class													
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	Management Analyst II	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,864	2%@60	\$17,036
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	Emergency Planning Coordinator	\$8,974					\$8,974	\$2,091	\$157		\$11,222	\$2,113	2.3%@62	\$13,335
San Jose	No Comparable Class													
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Emergency & Security Services Planner	\$10,330		\$42	\$146	\$258	\$10,775	\$2,829	\$168	\$23	\$13,795	\$3,473	2.5%@55	\$17,268
	<b>Average</b>	<b>\$10,257</b>					<b>\$10,873</b>				<b>\$13,203</b>			<b>\$17,055</b>
	<b>% +/-</b>	<b>0.7%</b>					<b>-0.9%</b>				<b>4.3%</b>			<b>1.2%</b>
	<b>Median</b>	<b>\$10,821</b>					<b>\$11,222</b>				<b>\$13,172</b>			<b>\$17,036</b>
	<b>% +/-</b>	<b>-4.8%</b>					<b>-4.1%</b>				<b>4.5%</b>			<b>1.3%</b>
	<b>75th Percentile</b>	<b>\$10,898</b>					<b>\$11,823</b>				<b>\$14,193</b>			<b>\$18,915</b>
	<b>% +/-</b>	<b>-5.5%</b>					<b>-9.7%</b>				<b>-2.9%</b>			<b>-9.5%</b>
							Median Gain/Loss	0.6%			8.7%			-3.2%

**Alameda County Water District  
Emergency Response/Security Officer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Risk Management Administrator	\$12,679	\$634	\$220	\$786		\$14,319	\$2,601	\$190		\$17,110	\$6,446	2%@55	\$23,556
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Security & Emergency Preparedness Specialist	\$12,708		\$76			\$12,784	\$2,014	\$214	\$24	\$15,036	\$4,739	2.6%@62	\$19,775
Fremont	Emergency Services Manager	\$12,588			\$252		\$12,839	\$2,280	inc	inc	\$15,119	\$4,080	2%@60	\$19,200
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	Safety and Emergency Response Manager	\$12,200		\$208			\$12,408	\$1,738	\$167	\$21	\$14,334	\$4,826	2.7%@55	\$19,160
San Francisco Public Utilities Commission	Emergency Services Coordinator IV	\$12,625					\$12,625	\$2,091	\$157		\$14,873	\$2,973	2.3%@62	\$17,846
San Jose	Program Manager I	\$7,453					\$7,453	\$1,789	\$150	\$16	\$9,407	\$4,409	2.5%@55	\$13,817
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	Organizational Performance Manager	\$12,824			\$254		\$13,078	\$2,547	\$144	\$22	\$15,791	\$3,990	2.5%@55	\$19,781
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Emergency Response/Security Officer	\$12,621		\$42	\$146	\$316	\$13,125	\$2,806	\$168	\$23	\$16,122	\$4,243	2.5%@55	\$20,365
	<b>Average</b>	<b>\$11,868</b>					<b>\$12,215</b>				<b>\$14,524</b>			<b>\$19,019</b>
	<b>% +/-</b>	<b>6.0%</b>					<b>6.9%</b>				<b>9.9%</b>			<b>6.6%</b>
	<b>Median</b>	<b>\$12,625</b>					<b>\$12,784</b>				<b>\$15,036</b>			<b>\$19,200</b>
	<b>% +/-</b>	<b>0.0%</b>					<b>2.6%</b>				<b>6.7%</b>			<b>5.7%</b>
	<b>75th Percentile</b>	<b>\$12,693</b>					<b>\$12,959</b>				<b>\$15,455</b>			<b>\$19,778</b>
	<b>% +/-</b>	<b>-0.6%</b>					<b>1.3%</b>				<b>4.1%</b>			<b>2.9%</b>
							Median Gain/Loss	2.6%			4.1%			-1.0%

**Alameda County Water District  
Engineer II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Assistant Engineer	\$11,523	\$576	\$220	\$714		\$13,034	\$2,601	\$190		\$15,825	\$5,858	2%@55	\$21,683
Contra Costa Water District	Assistant Engineer	\$11,407		\$50	\$342	\$342	\$12,141	\$1,998	\$170	\$17	\$14,327	\$2,722	2.35%@55	\$17,048
Dublin San Ramon Services District	Assistant Engineer	\$11,497			\$208	-\$230	\$11,475	\$2,028	\$161	\$31	\$13,696	\$2,395	2.7%@55	\$16,090
East Bay Municipal Utility District	Assistant Engineer	\$11,509		\$76			\$11,585	\$2,014	\$214	\$24	\$13,837	\$4,292	2.6%@62	\$18,129
Fremont	Engineer II-Civil	\$10,337					\$10,337	\$2,280	inc	inc	\$12,617	\$3,351	2%@60	\$15,968
Hayward	Assistant Civil Engineer	\$10,150				-\$305	\$9,846	\$2,341	\$148	\$14	\$12,349	\$3,424	2.5%@55	\$15,774
Livermore	Assistant Engineer	\$9,845			\$163		\$10,007	\$1,950	inc	inc	\$11,957	\$3,516	2%@60	\$15,473
Marin Municipal Water District	Assistant Engineer	\$10,200					\$10,200	\$1,738	\$167	\$21	\$12,125	\$4,035	2.7%@55	\$16,160
San Francisco Public Utilities Commission	Engineering Associate II	\$9,659					\$9,659	\$2,091	\$157		\$11,907	\$2,275	2.3%@62	\$14,181
San Jose	Engineer II	\$9,280					\$9,280	\$1,789	\$150	\$16	\$11,235	\$5,490	2.5%@55	\$16,725
Santa Clara Valley Water District	Assistant Engineer I-Civil	\$10,291			\$100	-\$360	\$10,031	\$2,088	\$148	\$24	\$12,290	\$2,976	2%@60	\$15,267
Union Sanitary District	Assistant Engineer	\$11,497			\$254		\$11,751	\$2,547	\$144	\$22	\$14,464	\$3,578	2.5%@55	\$18,041
Zone 7 Water Agency	Assistant Engineer	\$11,027					\$11,027	\$2,709	\$124		\$13,860	\$2,360	2.09@62	\$16,220
Alameda County Water District	Engineer II	\$12,005		\$42	\$146	\$300	\$12,493	\$2,812	\$168	\$23	\$15,496	\$4,036	2.5%@55	\$19,532
	<b>Average</b>	<b>\$10,633</b>					<b>\$10,798</b>				<b>\$13,115</b>			<b>\$16,674</b>
	<b>% +/-</b>	<b>11.4%</b>					<b>13.6%</b>				<b>15.4%</b>			<b>14.6%</b>
	<b>Median</b>	<b>\$10,337</b>					<b>\$10,337</b>				<b>\$12,617</b>			<b>\$16,160</b>
	<b>% +/-</b>	<b>13.9%</b>					<b>17.3%</b>				<b>18.6%</b>			<b>17.3%</b>
	<b>75th Percentile</b>	<b>\$11,497</b>					<b>\$11,585</b>				<b>\$13,860</b>			<b>\$17,048</b>
	<b>% +/-</b>	<b>4.2%</b>					<b>7.3%</b>				<b>10.6%</b>			<b>12.7%</b>
							Median Gain/Loss	3.4%			1.3%			-1.3%

**Alameda County Water District  
Engineer, Senior**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Senior Civil Engineer	\$14,330			\$208	-\$287	\$14,252	\$2,028	\$161	\$31	\$16,472	\$2,985	2.7%@55	\$19,457
East Bay Municipal Utility District	No Comparable Class													
Fremont	No Comparable Class													
Hayward	Associate Civil Engineer	\$11,754				-\$353	\$11,401	\$2,341	\$148	\$14	\$13,905	\$3,966	2.5%@55	\$17,871
Livermore	Associate Civil Engineer	\$11,209			\$163		\$11,372	\$1,950	inc	inc	\$13,322	\$4,003	2%@60	\$17,325
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	Engineer	\$13,862					\$13,862	\$2,091	\$157		\$16,110	\$3,265	2.3%@62	\$19,374
San Jose	No Comparable Class													
Santa Clara Valley Water District	Associate Engineer-Civil	\$13,175			\$100	-\$461	\$12,814	\$2,088	\$148	\$24	\$15,074	\$3,811	2%@60	\$18,884
Union Sanitary District	Associate Engineer	\$12,899			\$254		\$13,153	\$2,547	\$144	\$22	\$15,866	\$4,014	2.5%@55	\$19,880
Zone 7 Water Agency	Associate Civil Engineer	\$12,847					\$12,847	\$2,709	\$124		\$15,680	\$2,749	2.09@62	\$18,430
Alameda County Water District	Engineer, Senior	\$14,020		\$42	\$146	\$350	\$14,558	\$2,792	\$168	\$23	\$17,541	\$4,713	2.5%@55	\$22,254
	<b>Average</b>	<b>\$12,868</b>					<b>\$12,815</b>				<b>\$15,204</b>			<b>\$18,746</b>
	<b>% +/-</b>	<b>8.2%</b>					<b>12.0%</b>				<b>13.3%</b>			<b>15.8%</b>
	<b>Median</b>	<b>\$12,899</b>					<b>\$12,847</b>				<b>\$15,680</b>			<b>\$18,884</b>
	<b>% +/-</b>	<b>8.0%</b>					<b>11.7%</b>				<b>10.6%</b>			<b>15.1%</b>
	<b>75th Percentile</b>	<b>\$13,519</b>					<b>\$13,508</b>				<b>\$15,988</b>			<b>\$19,416</b>
	<b>% +/-</b>	<b>3.6%</b>					<b>7.2%</b>				<b>8.9%</b>			<b>12.8%</b>
							Median Gain/Loss	3.8%			-1.1%			4.5%

**Alameda County Water District  
Engineering Supervisor II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Senior Engineer	\$14,618	\$731	\$220	\$906		\$16,475	\$2,601	\$190		\$19,267	\$7,432	2%@55	\$26,699
Contra Costa Water District	Senior Engineer	\$13,855		\$50	\$416	\$416	\$14,736	\$1,998	\$170	\$17	\$16,921	\$3,306	2.35%@55	\$20,227
Dublin San Ramon Services District	Senior Engineer-Supervisory	\$15,350			\$208	-\$307	\$15,251	\$2,028	\$161	\$31	\$17,471	\$3,198	2.7%@55	\$20,669
East Bay Municipal Utility District	Senior Engineer	\$14,731		\$76			\$14,807	\$2,014	\$214	\$24	\$17,059	\$5,493	2.6%@62	\$22,552
Fremont	Senior Civil Engineer	\$11,728			\$235		\$11,963	\$2,280	inc	inc	\$14,243	\$3,802	2%@60	\$18,044
Hayward	Senior Utilities Engineer	\$13,055				-\$392	\$12,663	\$1,798	\$148	\$14	\$14,624	\$4,404	2.5%@55	\$19,029
Livermore	Senior Civil Engineer	\$13,448			\$401		\$13,849	\$1,950	inc	inc	\$15,799	\$4,803	2%@60	\$20,602
Marin Municipal Water District	Senior Engineer II	\$14,892		\$208			\$15,100	\$1,738	\$167	\$21	\$17,026	\$5,891	2.7%@55	\$22,917
San Francisco Public Utilities Commission	Engineer/Architect/Landscape Architect Senior	\$16,042					\$16,042	\$2,091	\$157		\$18,289	\$3,778	2.3%@62	\$22,067
San Jose	Senior Engineer	\$12,831					\$12,831	\$1,789	\$150	\$16	\$14,786	\$7,591	2.5%@55	\$22,376
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	Principal Engineer	\$15,395			\$254		\$15,649	\$2,547	\$144	\$22	\$18,362	\$4,790	2.5%@55	\$23,152
Zone 7 Water Agency	Senior Engineer	\$14,773		\$275		\$443	\$15,491	\$2,694	\$124		\$18,309	\$3,161	2.09@62	\$21,470
Alameda County Water District	Engineering Supervisor II	\$15,495		\$42	\$146	\$387	\$16,070	\$2,777	\$168	\$23	\$19,038	\$5,209	2.5%@55	\$24,247
	<b>Average</b>	<b>\$14,227</b>					<b>\$14,572</b>				<b>\$16,846</b>			<b>\$21,650</b>
	<b>% +/-</b>	<b>8.2%</b>					<b>9.3%</b>				<b>11.5%</b>			<b>10.7%</b>
	<b>Median</b>	<b>\$14,675</b>					<b>\$14,954</b>				<b>\$17,042</b>			<b>\$21,769</b>
	<b>% +/-</b>	<b>5.3%</b>					<b>6.9%</b>				<b>10.5%</b>			<b>10.2%</b>
	<b>75th Percentile</b>	<b>\$15,007</b>					<b>\$15,531</b>				<b>\$18,294</b>			<b>\$22,643</b>
	<b>% +/-</b>	<b>3.2%</b>					<b>3.4%</b>				<b>3.9%</b>			<b>6.6%</b>
							Median Gain/Loss	1.7%			3.5%			-0.3%

**Alameda County Water District  
Engineering Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Engineering Technician III	\$10,175	\$509	\$100	\$631		\$11,415	\$2,601	\$190		\$14,206	\$5,173	2%@55	\$19,379
Contra Costa Water District	Engineering Technician II	\$8,849				\$88	\$8,937	\$1,998	\$164	\$17	\$11,117	\$2,111	2.35%@55	\$13,228
Dublin San Ramon Services District	Engineering Technician/GIS Specialist II	\$9,479			\$208	-\$190	\$9,498	\$2,028	\$161	\$31	\$11,718	\$1,975	2.7%@55	\$13,692
East Bay Municipal Utility District	Drafter III	\$8,148		\$76			\$8,224	\$2,014	\$214	\$24	\$10,476	\$3,038	2.6%@62	\$13,514
Fremont	Engineering Technician II	\$7,544					\$7,544	\$2,280	inc	inc	\$9,824	\$2,445	2%@60	\$12,269
Hayward	Engineering Technician	\$7,647				-\$229	\$7,418	\$2,341	\$148	\$14	\$9,921	\$2,580	2.5%@55	\$12,501
Livermore	Engineering Technician, Associate	\$9,065			\$163		\$9,228	\$1,950	inc	inc	\$11,178	\$3,237	2%@60	\$14,415
Marin Municipal Water District	Engineering Technician	\$7,969					\$7,969	\$1,738	\$167	\$21	\$9,894	\$3,152	2.7%@55	\$13,047
San Francisco Public Utilities Commission	Engineering Assistant	\$7,525					\$7,525	\$2,091	\$157		\$9,772	\$1,772	2.3%@62	\$11,544
San Jose	Engineering Technician II	\$6,377					\$6,377	\$1,789	\$150	\$16	\$8,332	\$3,773	2.5%@55	\$12,105
Santa Clara Valley Water District	Engineering Technician II	\$8,256			\$100	-\$289	\$8,067	\$2,088	\$148	\$24	\$10,327	\$2,388	2%@60	\$12,714
Union Sanitary District	Engineering Technician II	\$9,656			\$21		\$9,677	\$2,547	\$144	\$22	\$12,390	\$3,005	2.5%@55	\$15,394
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Engineering Technician II	\$9,535	\$381				\$9,916	\$2,837	\$168	\$23	\$12,944	\$3,205	2.5%@55	\$16,150
	<b>Average</b>	<b>\$8,391</b>					<b>\$8,490</b>				<b>\$10,763</b>			<b>\$13,650</b>
	<b>% +/-</b>	<b>12.0%</b>					<b>14.4%</b>				<b>16.9%</b>			<b>15.5%</b>
	<b>Median</b>	<b>\$8,202</b>					<b>\$8,146</b>				<b>\$10,401</b>			<b>\$13,137</b>
	<b>% +/-</b>	<b>14.0%</b>					<b>17.9%</b>				<b>19.6%</b>			<b>18.7%</b>
	<b>75th Percentile</b>	<b>\$9,169</b>					<b>\$9,295</b>				<b>\$11,313</b>			<b>\$13,873</b>
	<b>% +/-</b>	<b>3.8%</b>					<b>6.3%</b>				<b>12.6%</b>			<b>14.1%</b>

Median Gain/Loss 3.9% 1.8% -1.0%

**Alameda County Water District  
Environmental Specialist II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	Environmental Health & Safety Specialist	\$9,991		\$50	\$300	\$300	\$10,640	\$1,998	\$170	\$17	\$12,826	\$2,384	2.35%@55	\$15,209
Dublin San Ramon Services District	Clean Water Programs Specialist	\$11,804			\$208	-\$236	\$11,776	\$2,028	\$161	\$31	\$13,996	\$2,459	2.7%@55	\$16,455
East Bay Municipal Utility District	Environmental Health & Safety Specialist II	\$11,509		\$76			\$11,585	\$2,014	\$214	\$24	\$13,837	\$4,292	2.6%@62	\$18,129
Fremont	Environmental Specialist II	\$9,571					\$9,571	\$2,280	inc	inc	\$11,851	\$3,102	2%@60	\$14,953
Hayward	Environmental Specialist	\$11,152				-\$335	\$10,817	\$2,341	\$148	\$14	\$13,321	\$3,762	2.5%@55	\$17,084
Livermore	No Comparable Class													
Marin Municipal Water District	Environmental Services Coordinator	\$6,522					\$6,522	\$1,738	\$167	\$21	\$8,448	\$2,580	2.7%@55	\$11,028
San Francisco Public Utilities Commission	Industrial Hygienist	\$11,908					\$11,908	\$2,091	\$157		\$14,156	\$2,804	2.3%@62	\$16,960
San Jose	Environmental Services Specialist	\$9,025					\$9,025	\$1,789	\$150	\$16	\$10,980	\$5,339	2.5%@55	\$16,319
Santa Clara Valley Water District	Environmental Health & Safety Specialist II	\$11,664			\$100	-\$408	\$11,355	\$2,088	\$148	\$24	\$13,615	\$3,373	2%@60	\$16,988
Union Sanitary District	Environmental Compliance Inspector III	\$10,733			\$21		\$10,754	\$2,547	\$144	\$22	\$13,467	\$3,340	2.5%@55	\$16,806
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Environmental Specialist II	\$10,914		\$42	\$146	\$273	\$11,375	\$2,823	\$168	\$23	\$14,389	\$3,669	2.5%@55	\$18,058
	<b>Average</b>	<b>\$10,388</b>					<b>\$10,395</b>				<b>\$12,650</b>			<b>\$15,993</b>
	<b>% +/-</b>	<b>4.8%</b>					<b>8.6%</b>				<b>12.1%</b>			<b>11.4%</b>
	<b>Median</b>	<b>\$10,943</b>					<b>\$10,786</b>				<b>\$13,394</b>			<b>\$16,631</b>
	<b>% +/-</b>	<b>-0.3%</b>					<b>5.2%</b>				<b>6.9%</b>			<b>7.9%</b>
	<b>75th Percentile</b>	<b>\$11,625</b>					<b>\$11,528</b>				<b>\$13,781</b>			<b>\$16,981</b>
	<b>% +/-</b>	<b>-6.5%</b>					<b>-1.3%</b>				<b>4.2%</b>			<b>6.0%</b>
							Median Gain/Loss	5.4%				1.7%		1.0%

**Alameda County Water District  
Executive Assistant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Secretary of the District	\$12,075	\$604	\$425	\$749		\$13,852	\$2,601	\$190		\$16,644	\$6,139	2%@55	\$22,783
Contra Costa Water District	Executive Assistant to the GM	\$13,172		\$170	\$659	\$263	\$14,264	\$1,998	\$164	\$17	\$16,443	\$3,143	2.35%@55	\$19,586
Dublin San Ramon Services District	Executive Services Supervisor	\$14,946			\$208	-\$299	\$14,855	\$2,028	\$161	\$31	\$17,076	\$3,113	2.7%@55	\$20,189
East Bay Municipal Utility District	Secretary of the District	\$15,582		\$76			\$15,658	\$2,014	\$214	\$24	\$17,910	\$5,811	2.6%@62	\$23,721
Fremont	Executive Assistant to the CM	\$9,164					\$9,164	\$2,280	inc	inc	\$11,444	\$2,971	2%@60	\$14,415
Hayward	Executive Assistant	\$8,323				-\$250	\$8,073	\$1,798	\$148	\$14	\$10,034	\$2,808	2.5%@55	\$12,842
Livermore	Executive Assistant	\$9,714			\$401		\$10,115	\$1,950	inc	inc	\$12,065	\$3,469	2%@60	\$15,534
Marin Municipal Water District	Executive Assistant to the GM/Board Secretary	\$10,048					\$10,048	\$1,738	\$167	\$21	\$11,973	\$3,975	2.7%@55	\$15,948
San Francisco Public Utilities Commission	Executive Secretary III	\$8,883					\$8,883	\$2,091	\$157		\$11,131	\$2,092	2.3%@62	\$13,223
San Jose	Executive Assistant to the CM	\$9,536					\$9,536	\$1,789	\$150	\$16	\$11,490	\$5,641	2.5%@55	\$17,131
Santa Clara Valley Water District	Deputy Clerk of the Board	\$11,957			\$100	-\$418	\$11,639	\$2,088	\$148	\$24	\$13,898	\$3,458	2%@60	\$17,356
Union Sanitary District	Executive Assistant to the GM/Board Secretary	\$10,361			\$254		\$10,615	\$2,547	\$144	\$22	\$13,328	\$3,224	2.5%@55	\$16,552
Zone 7 Water Agency	Executive Assistant to the GM	\$10,547		\$275		\$316	\$11,139	\$2,694	\$124		\$13,956	\$2,257	2.09@62	\$16,213
Alameda County Water District	Executive Assistant	\$12,125		\$42	\$146	\$303	\$12,616	\$2,811	\$168	\$23	\$15,618	\$4,076	2.5%@55	\$19,694
	<b>Average</b>	<b>\$11,101</b>					<b>\$11,372</b>				<b>\$13,646</b>			<b>\$17,346</b>
	<b>% +/-</b>	<b>8.5%</b>					<b>9.9%</b>				<b>12.6%</b>			<b>11.9%</b>
	<b>Median</b>	<b>\$10,361</b>					<b>\$10,615</b>				<b>\$13,328</b>			<b>\$16,552</b>
	<b>% +/-</b>	<b>14.6%</b>					<b>15.9%</b>				<b>14.7%</b>			<b>16.0%</b>
	<b>75th Percentile</b>	<b>\$12,075</b>					<b>\$13,852</b>				<b>\$16,443</b>			<b>\$19,586</b>
	<b>% +/-</b>	<b>0.4%</b>					<b>-9.8%</b>				<b>-5.3%</b>			<b>0.5%</b>
							Median Gain/Loss	1.3%			-1.2%			1.3%

**Alameda County Water District  
Facilities Maintenance Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Electrical Shop Supervisor	\$12,376	\$619	\$220	\$767		\$13,983	\$2,601	\$190		\$16,774	\$6,292	2%@55	\$23,066
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Mechanical Supervisor	\$12,198			\$208	-\$244	\$12,162	\$2,028	\$161	\$31	\$14,382	\$2,541	2.7%@55	\$16,923
East Bay Municipal Utility District	Maintenance Superintendent	\$14,731		\$76			\$14,807	\$2,014	\$214	\$24	\$17,059	\$5,493	2.6%@62	\$22,552
Fremont	No Comparable Class													
Hayward	Utilities Operations and Maintenance Supervisor	\$12,017				-\$361	\$11,656	\$1,798	\$148	\$14	\$13,617	\$4,054	2.5%@55	\$17,671
Livermore	Public Works Supervisor	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,865	2%@60	\$17,037
Marin Municipal Water District	Assistant Superintendent of Operations	\$13,928		\$208			\$14,136	\$1,738	\$167	\$21	\$16,062	\$5,510	2.7%@55	\$21,571
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	Instrument Control Supervisor II	\$11,575					\$11,575	\$1,789	\$150		\$13,514	\$6,848	2.5%@55	\$20,362
Santa Clara Valley Water District	Supervising Instrumentation and Controls Technician	\$12,884			\$100	-\$451	\$12,533	\$2,088	\$148	\$24	\$14,793	\$3,726	2%@60	\$18,519
Union Sanitary District	Coach, Mechanical Maintenance	\$13,651			\$254		\$13,905	\$2,547	\$144	\$22	\$16,618	\$4,248	2.5%@55	\$20,866
Zone 7 Water Agency	Maintenance and Construction Supervisor	\$13,222		\$275		\$397	\$13,894	\$2,694	\$124		\$16,711	\$2,829	2.09@62	\$19,540
Alameda County Water District	Facilities Maintenance Supervisor	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540
	<b>Average</b>	<b>\$12,740</b>					<b>\$12,987</b>				<b>\$15,270</b>			<b>\$19,811</b>
	<b>% +/-</b>	<b>10.5%</b>					<b>12.1%</b>				<b>14.0%</b>			<b>12.1%</b>
	<b>Median</b>	<b>\$12,630</b>					<b>\$13,213</b>				<b>\$15,427</b>			<b>\$19,951</b>
	<b>% +/-</b>	<b>11.3%</b>					<b>10.6%</b>				<b>13.1%</b>			<b>11.5%</b>
	<b>75th Percentile</b>	<b>\$13,544</b>					<b>\$13,963</b>				<b>\$16,688</b>			<b>\$21,395</b>
	<b>% +/-</b>	<b>4.8%</b>					<b>5.5%</b>				<b>6.0%</b>			<b>5.1%</b>
							Median Gain/Loss	-0.7%			2.5%			-1.6%

**Alameda County Water District  
Facilities Maintenance Worker**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Maintenance Crew Member II	\$8,616	\$431	\$100	\$534		\$9,681	\$2,601	\$190		\$12,472	\$4,380	2%@55	\$16,853
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Maintenance Worker II	\$8,062			\$208	-\$161	\$8,109	\$2,028	\$161	\$31	\$10,329	\$1,679	2.7%@55	\$12,009
East Bay Municipal Utility District	Maintenance Specialist III	\$8,994		\$76			\$9,070	\$2,014	\$214	\$24	\$11,322	\$3,354	2.6%@62	\$14,676
Fremont	Building Maintenance Worker II	\$7,812					\$7,812	\$2,607	inc	inc	\$10,419	\$2,532	2%@60	\$12,951
Hayward	Facilities Painter II	\$8,256				-\$372	\$7,884	\$1,998	\$129	\$14	\$10,026	\$2,785	2.5%@55	\$12,811
Livermore	Facilities Maintenance Worker II	\$6,517			\$163		\$6,680	\$1,950	inc	inc	\$8,630	\$2,327	2%@60	\$10,957
Marin Municipal Water District	Maintenance Worker II	\$7,729					\$7,729	\$1,738	\$167	\$21	\$9,654	\$3,057	2.7%@55	\$12,712
San Francisco Public Utilities Commission	General Laborer	\$6,407					\$6,407	\$2,217	\$157		\$8,780	\$1,509	2.3%@62	\$10,289
San Jose	Facility Repair Worker	\$6,413					\$6,413	\$1,789	\$150		\$8,352	\$3,794	2.5%@55	\$12,146
Santa Clara Valley Water District	Facilities Maintenance Technician II	\$8,894			\$100	-\$311	\$8,682	\$2,088	\$148	\$24	\$10,942	\$2,572	2%@60	\$13,514
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Facilities Maintenance Worker	\$9,299	\$372				\$9,671	\$2,839	\$168	\$23	\$12,701	\$3,126	2.5%@55	\$15,827
	<b>Average</b>	<b>\$7,770</b>					<b>\$7,847</b>				<b>\$10,093</b>			<b>\$12,892</b>
	<b>% +/-</b>	<b>16.4%</b>					<b>18.9%</b>				<b>20.5%</b>			<b>18.5%</b>
	<b>Median</b>	<b>\$7,937</b>					<b>\$7,848</b>				<b>\$10,177</b>			<b>\$12,762</b>
	<b>% +/-</b>	<b>14.6%</b>					<b>18.8%</b>				<b>19.9%</b>			<b>19.4%</b>
	<b>75th Percentile</b>	<b>\$8,526</b>					<b>\$8,539</b>				<b>\$10,811</b>			<b>\$13,374</b>
	<b>% +/-</b>	<b>8.3%</b>					<b>11.7%</b>				<b>14.9%</b>			<b>15.5%</b>

Median Gain/Loss 4.2% 1.0% -0.5%

**Alameda County Water District  
Facility Maintenance Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Plant Maintenance Division Manager	\$18,580	\$929	\$425	\$1,152		\$21,086	\$2,601	\$190		\$23,878	\$9,446	2%@55	\$33,324
Contra Costa Water District	Maintenance Manager Storage & Conveyance	\$17,415		\$170	\$871	\$348	\$18,804	\$1,998	\$164	\$17	\$20,984	\$4,155	2.35%@55	\$25,139
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Manager of Facilities Maintenance & Construction	\$18,065		\$76			\$18,141	\$2,014	\$214	\$24	\$20,393	\$6,736	2.6%@62	\$27,129
Fremont	Deputy Director of Maintenance and Business Ops	\$16,556			\$331		\$16,887	\$2,280	inc	inc	\$19,167	\$5,367	2%@60	\$24,534
Hayward	No Comparable Class													
Livermore	Assistant Director of Public Works	\$16,047			\$401		\$16,448	\$1,950	inc	inc	\$18,398	\$5,731	2%@60	\$24,128
Marin Municipal Water District	Superintendent of System Maintenance & Support Se	\$14,992		\$208			\$15,200	\$1,738	\$167	\$21	\$17,126	\$5,931	2.7%@55	\$23,056
San Francisco Public Utilities Commission	Maintenance Manager	\$11,990					\$11,990	\$2,091	\$157		\$14,238	\$2,824	2.3%@62	\$17,062
San Jose	Division Manager	\$14,635					\$14,635	\$1,789	\$150	\$16	\$16,590	\$8,658	2.5%@55	\$25,248
Santa Clara Valley Water District	Utility Maintenance Manager - Treatment	\$15,853			\$167	-\$555	\$15,465	\$2,088	\$148	\$24	\$17,724	\$4,585	2%@60	\$22,310
Union Sanitary District	Coach, Electrical & Technology	\$16,033			\$254		\$16,287	\$2,547	\$144	\$22	\$19,000	\$4,989	2.5%@55	\$23,989
Zone 7 Water Agency	Maintenance Manager	\$15,751		\$275		\$473	\$16,499	\$2,694	\$124		\$19,316	\$3,371	2.09@62	\$22,687
Alameda County Water District	Facility Maintenance Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$15,993</b>					<b>\$16,495</b>				<b>\$18,801</b>			<b>\$24,419</b>
	<b>% +/-</b>	<b>2.3%</b>					<b>2.8%</b>				<b>5.7%</b>			<b>4.0%</b>
	<b>Median</b>	<b>\$16,033</b>					<b>\$16,448</b>				<b>\$19,000</b>			<b>\$24,128</b>
	<b>% +/-</b>	<b>2.1%</b>					<b>3.1%</b>				<b>4.7%</b>			<b>5.1%</b>
	<b>75th Percentile</b>	<b>\$16,985</b>					<b>\$17,514</b>				<b>\$19,854</b>			<b>\$25,193</b>
	<b>% +/-</b>	<b>-3.7%</b>					<b>-3.2%</b>				<b>0.4%</b>			<b>0.9%</b>
							Median Gain/Loss	1.0%			1.6%			0.5%

**Alameda County Water District  
Financial Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Management Analyst	\$11,252	\$563	\$220	\$698		\$12,732	\$2,601	\$190		\$15,524	\$5,721	2%@55	\$21,244
Contra Costa Water District	Rate and Financial Analyst	\$12,839		\$50	\$385	\$385	\$13,659	\$1,998	\$170	\$17	\$15,845	\$3,063	2.35%@55	\$18,908
Dublin San Ramon Services District	Financial Analyst	\$11,886			\$208	-\$238	\$11,857	\$2,028	\$161	\$31	\$14,077	\$2,476	2.7%@55	\$16,553
East Bay Municipal Utility District	Accounting and Financial Systems Analyst	\$11,799		\$76			\$11,875	\$2,014	\$214	\$24	\$14,127	\$4,400	2.6%@62	\$18,527
Fremont	Management Analyst II	\$10,683			\$214		\$10,897	\$2,280	inc	inc	\$13,177	\$3,463	2%@60	\$16,640
Hayward	Financial Analyst	\$10,176				-\$305	\$9,871	\$1,798	\$148	\$14	\$11,831	\$3,433	2.5%@55	\$15,265
Livermore	Management Analyst II	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,865	2%@60	\$17,037
Marin Municipal Water District	Financial Management Analyst	\$11,750		\$208			\$11,958	\$1,738	\$167	\$21	\$13,884	\$4,648	2.7%@55	\$18,532
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	Financial Analyst	\$9,673					\$9,673	\$1,789	\$150	\$16	\$11,628	\$5,723	2.5%@55	\$17,351
Santa Clara Valley Water District	Management Analyst II	\$11,664			\$100	-\$408	\$11,355	\$2,088	\$148	\$24	\$13,615	\$3,373	2%@60	\$16,988
Union Sanitary District	Accounting & Financial Analyst II	\$10,743			\$254		\$10,997	\$2,547	\$144	\$22	\$13,710	\$3,343	2.5%@55	\$17,053
Zone 7 Water Agency	Staff Analyst	\$10,199		\$275		\$306	\$10,780	\$2,694	\$124		\$13,597	\$2,183	2.09@62	\$15,780
Alameda County Water District	Financial Analyst II	\$12,005		\$42	\$146	\$300	\$12,493	\$2,812	\$168	\$23	\$15,496	\$4,036	2.5%@55	\$19,532
	<b>Average</b>	<b>\$11,124</b>					<b>\$11,406</b>				<b>\$13,682</b>			<b>\$17,490</b>
	<b>% +/-</b>	<b>7.3%</b>					<b>8.7%</b>				<b>11.7%</b>			<b>10.5%</b>
	<b>Median</b>	<b>\$11,037</b>					<b>\$11,289</b>				<b>\$13,662</b>			<b>\$17,045</b>
	<b>% +/-</b>	<b>8.1%</b>					<b>9.6%</b>				<b>11.8%</b>			<b>12.7%</b>
	<b>75th Percentile</b>	<b>\$11,762</b>					<b>\$11,896</b>				<b>\$14,089</b>			<b>\$18,528</b>
	<b>% +/-</b>	<b>2.0%</b>					<b>4.8%</b>				<b>9.1%</b>			<b>5.1%</b>

Median Gain/Loss 1.6% 2.2% 0.9%

**Alameda County Water District  
Financial System Analyst**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Information Technology Analyst II	\$12,324	\$616	\$100	\$764		\$13,805	\$2,601	\$190		\$16,596	\$6,266	2%@55	\$22,862
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Accounting and Financial Systems Analyst	\$11,799		\$76			\$11,875	\$2,014	\$214	\$24	\$14,127	\$4,400	2.6%@62	\$18,527
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	No Comparable Class													
Santa Clara Valley Water District	Accounting Systems Analyst	\$11,664			\$100	-\$408	\$11,355	\$2,088	\$148	\$24	\$13,615	\$3,373	2%@60	\$16,988
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Financial System Analyst	\$14,020		\$42	\$146	\$350	\$14,558	\$2,792	\$168	\$23	\$17,541	\$4,713	2.5%@55	\$22,254
	<b>Average</b>	<b>\$11,929</b>					<b>\$12,345</b>				<b>\$14,779</b>			<b>\$19,459</b>
	<b>% +/-</b>	<b>14.9%</b>					<b>15.2%</b>				<b>15.7%</b>			<b>12.6%</b>
	<b>Median</b>	<b>\$11,799</b>					<b>\$11,875</b>				<b>\$14,127</b>			<b>\$18,527</b>
	<b>% +/-</b>	<b>15.8%</b>					<b>18.4%</b>				<b>19.5%</b>			<b>16.7%</b>
	<b>75th Percentile</b>	<b>\$12,062</b>					<b>\$12,840</b>				<b>\$15,362</b>			<b>\$20,694</b>
	<b>% +/-</b>	<b>14.0%</b>					<b>11.8%</b>				<b>12.4%</b>			<b>7.0%</b>
							Median Gain/Loss	2.6%			1.0%			-2.7%

**Alameda County Water District  
Gardener II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Utility Worker	\$7,466	\$373	\$100	\$463		\$8,402	\$2,601	\$190		\$11,193	\$3,796	2%@55	\$14,989
Contra Costa Water District	Grounds Maintenance Assistant	\$7,238				\$72	\$7,311	\$1,998	\$164	\$17	\$9,490	\$1,727	2.35%@55	\$11,217
Dublin San Ramon Services District	Maintenance Worker II	\$8,062			\$208	-\$161	\$8,109	\$2,028	\$161	\$31	\$10,329	\$1,679	2.7%@55	\$12,009
East Bay Municipal Utility District	Grounds Maintenance Specialist II	\$7,025		\$76			\$7,101	\$2,014	\$214	\$24	\$9,353	\$2,620	2.6%@62	\$11,973
Fremont	Park Maintenance Worker II	\$7,059					\$7,059	\$2,607	inc	inc	\$9,666	\$2,288	2%@60	\$11,955
Hayward	Groundskeeper II	\$7,615				-\$343	\$7,272	\$1,998	\$129	\$14	\$9,414	\$2,569	2.5%@55	\$11,983
Livermore	Groundskeeper III	\$6,851			\$163		\$7,014	\$1,950	inc	inc	\$8,964	\$2,447	2%@60	\$11,410
Marin Municipal Water District	Maintenance Worker II	\$7,729					\$7,729	\$1,738	\$167	\$21	\$9,654	\$3,057	2.7%@55	\$12,712
San Francisco Public Utilities Commission	Gardener	\$6,632					\$6,632	\$2,217	\$157		\$9,006	\$1,562	2.3%@62	\$10,567
San Jose	Gardener	\$5,739					\$5,739	\$1,789	\$150		\$7,678	\$3,395	2.5%@55	\$11,073
Santa Clara Valley Water District	Maintenance Worker II	\$8,256			\$100	-\$289	\$8,067	\$2,088	\$148	\$24	\$10,327	\$2,388	2%@60	\$12,715
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Gardener II	\$7,880	\$315				\$8,195	\$2,853	\$168	\$23	\$11,240	\$2,649	2.5%@55	\$13,889
	<b>Average</b>	<b>\$7,243</b>					<b>\$7,312</b>				<b>\$9,552</b>			<b>\$12,055</b>
	<b>% +/-</b>	<b>8.1%</b>					<b>10.8%</b>				<b>15.0%</b>			<b>13.2%</b>
	<b>Median</b>	<b>\$7,238</b>					<b>\$7,272</b>				<b>\$9,490</b>			<b>\$11,973</b>
	<b>% +/-</b>	<b>8.1%</b>					<b>11.3%</b>				<b>15.6%</b>			<b>13.8%</b>
	<b>75th Percentile</b>	<b>\$7,672</b>					<b>\$7,898</b>				<b>\$9,997</b>			<b>\$12,360</b>
	<b>% +/-</b>	<b>2.6%</b>					<b>3.6%</b>				<b>11.1%</b>			<b>11.0%</b>
							Median Gain/Loss	3.1%			4.3%			-1.8%

**Alameda County Water District  
General Facilities Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Building and Grounds Supervisor	\$11,523	\$576	\$220	\$714		\$13,034	\$2,601	\$190		\$15,825	\$5,858	2%@55	\$21,683
Contra Costa Water District	Operations and Maintenance Supervisor (Grade 3)	\$11,619		\$50	\$349	\$349	\$12,366	\$1,998	\$170	\$17	\$14,551	\$2,772	2.35%@55	\$17,324
Dublin San Ramon Services District	Mechanical Supervisor	\$12,198			\$208	-\$244	\$12,162	\$2,028	\$161	\$31	\$14,382	\$2,541	2.7%@55	\$16,923
East Bay Municipal Utility District	Maintenance Superintendent	\$14,731		\$76			\$14,807	\$2,014	\$214	\$24	\$17,059	\$5,493	2.6%@62	\$22,552
Fremont	Building Maintenance Field Supervisor	\$9,844					\$9,844	\$2,607	inc	inc	\$12,451	\$3,191	2%@60	\$15,642
Hayward	No Comparable Class													
Livermore	Public Works Supervisor	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,865	2%@60	\$17,037
Marin Municipal Water District	Supervisor of Facilities Maintenance and Special Pro	\$10,923					\$10,923	\$1,738	\$167	\$21	\$12,848	\$4,321	2.7%@55	\$17,169
San Francisco Public Utilities Commission	Buildings and Grounds Maintenance Supervisor	\$10,877					\$10,877	\$2,217	\$157		\$13,250	\$2,561	2.3%@62	\$15,812
San Jose	No Comparable Class													
Santa Clara Valley Water District	Facilities Maintenance Administrator	\$12,884			\$100	-\$451	\$12,533	\$2,088	\$148	\$24	\$14,793	\$3,726	2%@60	\$18,519
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	General Facilities Supervisor	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540
	<b>Average</b>	<b>\$11,713</b>					<b>\$11,974</b>				<b>\$14,259</b>			<b>\$18,073</b>
	<b>% +/-</b>	<b>17.7%</b>					<b>19.0%</b>				<b>19.7%</b>			<b>19.8%</b>
	<b>Median</b>	<b>\$11,523</b>					<b>\$12,162</b>				<b>\$14,382</b>			<b>\$17,169</b>
	<b>% +/-</b>	<b>19.0%</b>					<b>17.7%</b>				<b>19.0%</b>			<b>23.8%</b>
	<b>75th Percentile</b>	<b>\$12,198</b>					<b>\$12,533</b>				<b>\$14,793</b>			<b>\$18,519</b>
	<b>% +/-</b>	<b>14.3%</b>					<b>15.2%</b>				<b>16.7%</b>			<b>17.8%</b>
							Median Gain/Loss	-1.3%			1.3%			4.8%

**Alameda County Water District  
General Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	General Manager	\$27,068		\$425	\$1,678		\$29,171	\$2,601	\$190		\$31,962	\$13,761	2%@55	\$45,724
Contra Costa Water District	General Manager	\$23,750		\$170	\$1,625	\$713	\$26,258	\$1,998	\$164	\$17	\$28,437	\$5,667	2.35%@55	\$34,104
Dublin San Ramon Services District	General Manager	\$24,167				-\$483	\$23,684	\$2,028	\$161	\$31	\$25,904	\$5,034	2.7%@55	\$30,938
East Bay Municipal Utility District	General Manager	\$24,878		\$76	\$1,625		\$26,579	\$2,014	\$214	\$24	\$28,831	\$9,277	2.6%@62	\$38,108
Fremont	City Manager	\$28,028		\$1,625	\$561		\$30,213	\$2,280	inc	inc	\$32,493	\$9,085	2%@60	\$41,579
Hayward	City Manager	\$24,724				-\$1,236	\$23,488	\$2,357	\$148	\$14	\$26,007	\$8,341	2.5%@55	\$34,349
Livermore	City Manager	\$23,546			\$401		\$23,946	\$1,950	inc	inc	\$25,896	\$8,409	2%@60	\$34,305
Marin Municipal Water District	General Manager	\$21,250		\$208			\$21,458	\$1,738	\$167	\$21	\$23,384	\$8,406	2.7%@55	\$31,790
San Francisco Public Utilities Commission	General Manager	\$31,909					\$31,909	\$2,091	\$157		\$34,157	\$7,515	2.3%@62	\$41,671
San Jose	City Manager	\$28,982					\$28,982	\$1,789	\$150	\$16	\$30,936	\$17,146	2.5%@55	\$48,082
Santa Clara Valley Water District	Chief Executive Officer	\$32,618			\$333	-\$1,142	\$31,810	\$2,088	\$148	\$24	\$34,069	\$9,434	2%@60	\$43,503
Union Sanitary District	General Manager	\$24,232			\$350		\$24,582	\$2,547	\$144	\$22	\$27,295	\$7,540	2.5%@55	\$34,835
Zone 7 Water Agency	General Manager	\$24,310		\$275		\$729	\$25,314	\$2,694	\$124		\$28,132	\$5,202	2.09@62	\$33,334
Alameda County Water District	General Manager	\$25,704		\$42	\$979	\$643	\$27,367	\$2,675	\$168	\$23	\$30,234	\$8,641	2.5%@55	\$38,875
	<b>Average</b>	<b>\$26,112</b>					<b>\$26,723</b>				<b>\$29,039</b>			<b>\$37,871</b>
	<b>% +/-</b>	<b>-1.6%</b>					<b>2.4%</b>				<b>4.0%</b>			<b>2.6%</b>
	<b>Median</b>	<b>\$24,724</b>					<b>\$26,258</b>				<b>\$28,437</b>			<b>\$34,835</b>
	<b>% +/-</b>	<b>3.8%</b>					<b>4.1%</b>				<b>5.9%</b>			<b>10.4%</b>
	<b>75th Percentile</b>	<b>\$28,028</b>					<b>\$29,171</b>				<b>\$31,962</b>			<b>\$41,671</b>
	<b>% +/-</b>	<b>-9.0%</b>					<b>-6.6%</b>				<b>-5.7%</b>			<b>-7.2%</b>
							Median Gain/Loss	0.2%				1.9%		4.4%

**Alameda County Water District  
Groundwater Resources Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.		
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	No Comparable Class														
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	No Comparable Class														
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	No Comparable Class														
Santa Clara Valley Water District	Groundwater Management Manager	\$17,072			\$167	-\$598	\$16,641	\$2,088	\$148	\$24	\$18,900	\$4,938	2%@60	\$23,838	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	Principal Engineer/Geologist	\$16,248		\$275		\$487	\$17,011	\$2,694	\$124		\$19,828	\$3,477	2.09@62	\$23,305	
Alameda County Water District	Groundwater Resources Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432	
	<b>Average % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	
	<b>Median % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	
	<b>75th Percentile % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	

Median Gain/Loss

**Alameda County Water District  
Human Resources Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Human Resources Analyst	\$11,252	\$563	\$220	\$698		\$12,732	\$2,601	\$190		\$15,524	\$5,721	2%@55	\$21,244
Contra Costa Water District	Human Resources Analyst II	\$10,514		\$148	\$421	\$315	\$11,397	\$1,998	\$164	\$17	\$13,577	\$2,509	2.35%@55	\$16,086
Dublin San Ramon Services District	Human Resources Analyst II	\$11,583			\$208	-\$232	\$11,560	\$2,028	\$161	\$31	\$13,780	\$2,413	2.7%@55	\$16,193
East Bay Municipal Utility District	Human Resources Analyst II	\$10,690		\$76			\$10,766	\$2,014	\$214	\$24	\$13,018	\$3,986	2.6%@62	\$17,004
Fremont	Human Resources Analyst II	\$10,683			\$214		\$10,897	\$2,280	inc	inc	\$13,177	\$3,463	2%@60	\$16,640
Hayward	Human Resources Analyst II	\$10,135				-\$304	\$9,831	\$1,798	\$148	\$14	\$11,792	\$3,419	2.5%@55	\$15,211
Livermore	Human Resources Analyst II	\$10,821			\$401		\$11,222	\$1,950	inc	inc	\$13,172	\$3,865	2%@60	\$17,037
Marin Municipal Water District	Human Resources Analyst	\$9,835					\$9,835	\$1,738	\$167	\$21	\$11,760	\$3,891	2.7%@55	\$15,651
San Francisco Public Utilities Commission	Human Resources Analyst	\$9,213					\$9,213	\$2,091	\$157		\$11,460	\$2,170	2.3%@62	\$13,630
San Jose	Analyst II	\$8,265					\$8,265	\$1,789	\$150	\$16	\$10,219	\$4,889	2.5%@55	\$15,109
Santa Clara Valley Water District	Management Analyst II	\$11,664			\$100	-\$408	\$11,355	\$2,088	\$148	\$24	\$13,615	\$3,373	2%@60	\$16,988
Union Sanitary District	Human Resources Analyst II	\$11,150			\$254		\$11,404	\$2,547	\$144	\$22	\$14,117	\$3,470	2.5%@55	\$17,586
Zone 7 Water Agency	Human Resources Officer I	\$9,124		\$275		\$274	\$9,673	\$2,770	\$124		\$12,567	\$1,953	2.09@62	\$14,520
Alameda County Water District	Human Resources Analyst II	\$10,330		\$42	\$146	\$258	\$10,775	\$2,829	\$168	\$23	\$13,795	\$3,473	2.5%@55	\$17,268
	<b>Average</b>	<b>\$10,379</b>					<b>\$10,627</b>				<b>\$12,906</b>			<b>\$16,377</b>
	<b>% +/-</b>	<b>-0.5%</b>					<b>1.4%</b>				<b>6.4%</b>			<b>5.2%</b>
	<b>Median</b>	<b>\$10,683</b>					<b>\$10,897</b>				<b>\$13,172</b>			<b>\$16,193</b>
	<b>% +/-</b>	<b>-3.4%</b>					<b>-1.1%</b>				<b>4.5%</b>			<b>6.2%</b>
	<b>75th Percentile</b>	<b>\$11,150</b>					<b>\$11,397</b>				<b>\$13,615</b>			<b>\$17,004</b>
	<b>% +/-</b>	<b>-7.9%</b>					<b>-5.8%</b>				<b>1.3%</b>			<b>1.5%</b>
							Median Gain/Loss	2.3%			5.6%			1.7%

**Alameda County Water District  
Human Resources Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Senior Administrative Technician	\$7,861	\$393	\$220	\$487		\$8,961	\$2,601	\$190		\$11,753	\$3,997	2%@55	\$15,749
Contra Costa Water District	Human Resources Technician	\$8,239		\$148	\$330	\$247	\$8,963	\$1,998	\$164	\$17	\$11,143	\$1,966	2.35%@55	\$13,109
Dublin San Ramon Services District	Human Resources Technician	\$8,533			\$208	-\$171	\$8,571	\$2,028	\$161	\$31	\$10,791	\$1,778	2.7%@55	\$12,568
East Bay Municipal Utility District	Human Resources Technician	\$8,352		\$76			\$8,428	\$2,014	\$214	\$24	\$10,680	\$3,114	2.6%@62	\$13,794
Fremont	Human Resources Technician II	\$7,445					\$7,445	\$2,280	inc	inc	\$9,725	\$2,413	2%@60	\$12,138
Hayward	Human Resources Technician	\$6,711				-\$201	\$6,510	\$1,798	\$148	\$14	\$8,470	\$2,264	2.5%@55	\$10,735
Livermore	Human Resources Technician	\$8,144			\$401		\$8,545	\$1,950	inc	inc	\$10,495	\$2,908	2%@60	\$13,403
Marin Municipal Water District	Human Resources Technician	\$8,254					\$8,254	\$1,738	\$167	\$21	\$10,179	\$3,265	2.7%@55	\$13,445
San Francisco Public Utilities Commission	Personnel Technician	\$7,334					\$7,334	\$2,091	\$157		\$9,582	\$1,727	2.3%@62	\$11,309
San Jose	No Comparable Class													
Santa Clara Valley Water District	Human Resources Technician II	\$8,894			\$100	-\$311	\$8,682	\$2,088	\$148	\$24	\$10,942	\$2,572	2%@60	\$13,514
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Human Resources Technician II	\$8,932		\$42	\$146	\$223	\$9,342	\$2,843	\$168	\$23	\$12,376	\$3,003	2.5%@55	\$15,379
	<b>Average</b>	<b>\$7,977</b>					<b>\$8,169</b>				<b>\$10,376</b>			<b>\$12,976</b>
	<b>% +/-</b>	<b>10.7%</b>					<b>12.6%</b>				<b>16.2%</b>			<b>15.6%</b>
	<b>Median</b>	<b>\$8,192</b>					<b>\$8,487</b>				<b>\$10,587</b>			<b>\$13,256</b>
	<b>% +/-</b>	<b>8.3%</b>					<b>9.2%</b>				<b>14.5%</b>			<b>13.8%</b>
	<b>75th Percentile</b>	<b>\$8,328</b>					<b>\$8,655</b>				<b>\$10,904</b>			<b>\$13,497</b>
	<b>% +/-</b>	<b>6.8%</b>					<b>7.4%</b>				<b>11.9%</b>			<b>12.2%</b>
							Median Gain/Loss	0.9%			5.3%			-0.6%

**Alameda County Water District  
Human Resources/Risk Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Human Resources Manager	\$14,884	\$744	\$425	\$923		\$16,976	\$2,601	\$190		\$19,767	\$7,567	2%@55	\$27,334
Contra Costa Water District	Human Resources and Risk Manager	\$16,694		\$170	\$835	\$334	\$18,033	\$1,998	\$164	\$17	\$20,212	\$3,983	2.35%@55	\$24,195
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Manager of Human Resources	\$21,483		\$76			\$21,559	\$2,014	\$214	\$24	\$23,811	\$8,011	2.6%@62	\$31,822
Fremont	Human Resources Manager	\$14,679			\$294		\$14,972	\$2,280	inc	inc	\$17,252	\$4,758	2%@60	\$22,010
Hayward	Human Resources Manager	\$11,192				-\$336	\$10,856	\$1,798	\$148	\$14	\$12,817	\$3,776	2.5%@55	\$16,593
Livermore	Human Resources Manager	\$14,928			\$401		\$15,328	\$1,950	inc	inc	\$17,278	\$5,331	2%@60	\$22,609
Marin Municipal Water District	Human Resources Manager	\$16,454		\$208			\$16,662	\$1,738	\$167	\$21	\$18,588	\$6,509	2.7%@55	\$25,097
San Francisco Public Utilities Commission	Manager IV	\$14,755					\$14,755	\$2,091	\$157		\$17,003	\$3,475	2.3%@62	\$20,477
San Jose	Assistant Director	\$19,370					\$19,370	\$1,789	\$150	\$16	\$21,325	\$11,460	2.5%@55	\$32,785
Santa Clara Valley Water District	Risk Manager	\$15,853			\$167	-\$555	\$15,465	\$2,088	\$148	\$24	\$17,724	\$4,585	2%@60	\$22,310
Union Sanitary District	Human Resources Manager	\$15,729			\$350		\$16,079	\$2,547	\$144	\$22	\$18,792	\$4,894	2.5%@55	\$23,686
Zone 7 Water Agency	Employee Services Manager	\$16,278		\$275		\$488	\$17,041	\$2,694	\$124		\$19,858	\$3,483	2.09@62	\$23,342
Alameda County Water District	Human Resources/Risk Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$16,025</b>					<b>\$16,425</b>				<b>\$18,702</b>			<b>\$24,355</b>
	<b>% +/-</b>	<b>2.1%</b>					<b>3.2%</b>				<b>6.2%</b>			<b>4.2%</b>
	<b>Median</b>	<b>\$15,791</b>					<b>\$16,371</b>				<b>\$18,690</b>			<b>\$23,514</b>
	<b>% +/-</b>	<b>3.5%</b>					<b>3.5%</b>				<b>6.2%</b>			<b>7.5%</b>
	<b>75th Percentile</b>	<b>\$16,514</b>					<b>\$17,289</b>				<b>\$19,947</b>			<b>\$25,656</b>
	<b>% +/-</b>	<b>-0.9%</b>					<b>-1.9%</b>				<b>-0.1%</b>			<b>-0.9%</b>
							Median Gain/Loss	-0.0%				2.7%		1.3%

**Alameda County Water District  
Information Systems Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Information Technology Analyst II	\$12,324	\$616	\$100	\$764		\$13,805	\$2,601	\$190		\$16,596	\$6,266	2%@55	\$22,862
Contra Costa Water District	Senior Systems Analyst	\$12,478		\$50	\$374	\$374	\$13,277	\$1,998	\$170	\$17	\$15,462	\$2,977	2.35%@55	\$18,439
Dublin San Ramon Services District	Information Technology Analyst II	\$12,384			\$208	-\$248	\$12,345	\$2,028	\$161	\$31	\$14,565	\$2,580	2.7%@55	\$17,144
East Bay Municipal Utility District	Information Systems Support Analyst II	\$10,959		\$76			\$11,035	\$2,014	\$214	\$24	\$13,287	\$4,087	2.6%@62	\$17,374
Fremont	No Comparable Class													
Hayward	Information Technology Analyst II	\$10,386				-\$312	\$10,074	\$2,341	\$148	\$14	\$12,578	\$3,504	2.5%@55	\$16,082
Livermore	No Comparable Class													
Marin Municipal Water District	Information Systems Analyst III	\$11,479					\$11,479	\$1,738	\$167	\$21	\$13,404	\$4,541	2.7%@55	\$17,945
San Francisco Public Utilities Commission	IS Engineer-Journey	\$12,053					\$12,053	\$2,091	\$157		\$14,301	\$2,839	2.3%@62	\$17,139
San Jose	Information Systems Analyst	\$11,575					\$11,575	\$1,789	\$150	\$16	\$13,530	\$6,848	2.5%@55	\$20,378
Santa Clara Valley Water District	Information Systems Analyst II	\$11,385			\$100	-\$398	\$11,086	\$2,088	\$148	\$24	\$13,346	\$3,293	2%@60	\$16,638
Union Sanitary District	Information Technology Analyst	\$10,152			\$254		\$10,406	\$2,547	\$144	\$22	\$13,119	\$3,159	2.5%@55	\$16,278
Zone 7 Water Agency	Information Systems Analyst	\$10,180		\$275		\$305	\$10,760	\$2,694	\$124		\$13,578	\$2,178	2.09@62	\$15,756
Alameda County Water District	Information Systems Analyst II	\$11,476		\$42	\$146	\$287	\$11,950	\$2,817	\$168	\$23	\$14,958	\$3,858	2.5%@55	\$18,816
	<b>Average</b>	<b>\$11,396</b>					<b>\$11,627</b>				<b>\$13,979</b>			<b>\$17,821</b>
	<b>% +/-</b>	<b>0.7%</b>					<b>2.7%</b>				<b>6.6%</b>			<b>5.3%</b>
	<b>Median</b>	<b>\$11,479</b>					<b>\$11,479</b>				<b>\$13,530</b>			<b>\$17,144</b>
	<b>% +/-</b>	<b>0.0%</b>					<b>3.9%</b>				<b>9.6%</b>			<b>8.9%</b>
	<b>75th Percentile</b>	<b>\$12,189</b>					<b>\$12,199</b>				<b>\$14,433</b>			<b>\$18,192</b>
	<b>% +/-</b>	<b>-6.2%</b>					<b>-2.1%</b>				<b>3.5%</b>			<b>3.3%</b>
							Median Gain/Loss	4.0%			5.6%			-0.7%

**Alameda County Water District  
Information Technology Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Information Technology Manager	\$18,580	\$929	\$425	\$1,152		\$21,086	\$2,601	\$190		\$23,878	\$9,446	2%@55	\$33,324
Contra Costa Water District	Information Systems Manager	\$16,694		\$170	\$835	\$334	\$18,033	\$1,998	\$164	\$17	\$20,212	\$3,983	2.35%@55	\$24,195
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Information Systems Division Manager	\$18,520		\$76			\$18,596	\$2,014	\$214	\$24	\$20,848	\$6,906	2.6%@62	\$27,754
Fremont	Information Technology Manager	\$13,792			\$276		\$14,068	\$2,280	inc	inc	\$16,348	\$4,471	2%@60	\$20,818
Hayward	Information Technology Manager	\$13,309				-\$399	\$12,910	\$1,798	\$148	\$14	\$14,870	\$4,490	2.5%@55	\$19,361
Livermore	Information Technology Manager	\$12,901			\$401		\$13,302	\$1,950	inc	inc	\$15,252	\$4,607	2%@60	\$19,859
Marin Municipal Water District	Information Technology Manager	\$16,454		\$208			\$16,662	\$1,738	\$167	\$21	\$18,588	\$6,509	2.7%@55	\$25,097
San Francisco Public Utilities Commission	IS Manager	\$17,084					\$17,084	\$2,091	\$157		\$19,332	\$4,023	2.3%@62	\$23,355
San Jose	Deputy Director	\$16,903					\$16,903	\$1,789	\$150	\$16	\$18,857	\$10,000	2.5%@55	\$28,857
Santa Clara Valley Water District	Information Technology Manager	\$16,250			\$167	-\$569	\$15,848	\$2,088	\$148	\$24	\$18,108	\$4,700	2%@60	\$22,808
Union Sanitary District	Electrical & Technology Coach	\$16,033			\$350		\$16,383	\$2,547	\$144	\$22	\$19,096	\$4,989	2.5%@55	\$24,085
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Information Technology Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$16,047</b>					<b>\$16,443</b>				<b>\$18,672</b>			<b>\$24,501</b>
	<b>% +/-</b>	<b>2.0%</b>					<b>3.1%</b>				<b>6.3%</b>			<b>3.7%</b>
	<b>Median</b>	<b>\$16,454</b>					<b>\$16,662</b>				<b>\$18,857</b>			<b>\$24,085</b>
	<b>% +/-</b>	<b>-0.5%</b>					<b>1.8%</b>				<b>5.4%</b>			<b>5.3%</b>
	<b>75th Percentile</b>	<b>\$16,993</b>					<b>\$17,558</b>				<b>\$19,772</b>			<b>\$26,425</b>
	<b>% +/-</b>	<b>-3.8%</b>					<b>-3.5%</b>				<b>0.8%</b>			<b>-3.9%</b>
							Median Gain/Loss	2.3%			3.6%			-0.1%

**Alameda County Water District  
Information Technology Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Project Manager/Business Analyst	\$14,618	\$731	\$220	\$906		\$16,475	\$2,601	\$190		\$19,267	\$7,432	2%@55	\$26,699
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Information Services Supervisor	\$16,275			\$208	-\$326	\$16,158	\$2,028	\$161	\$31	\$18,378	\$3,390	2.7%@55	\$21,768
East Bay Municipal Utility District	Information Services Supervisor	\$14,370		\$76			\$14,446	\$2,014	\$214	\$24	\$16,698	\$5,359	2.6%@62	\$22,057
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	Information Systems Analyst Supervisor	\$13,201					\$13,201	\$1,738	\$167	\$21	\$15,126	\$5,222	2.7%@55	\$20,349
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	Supervising Applications Analyst	\$12,527					\$12,527	\$1,789	\$150	\$16	\$14,482	\$7,411	2.5%@55	\$21,893
Santa Clara Valley Water District	Information Systems Administrator	\$13,206			\$100	-\$462	\$12,844	\$2,088	\$148	\$24	\$15,104	\$3,820	2%@60	\$18,923
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Information Technology Supervisor	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540
	<b>Average</b>	<b>\$14,033</b>					<b>\$14,275</b>				<b>\$16,509</b>			<b>\$21,948</b>
	<b>% +/-</b>	<b>1.4%</b>					<b>3.4%</b>				<b>7.0%</b>			<b>2.6%</b>
	<b>Median</b>	<b>\$13,788</b>					<b>\$13,824</b>				<b>\$15,912</b>			<b>\$21,830</b>
	<b>% +/-</b>	<b>3.1%</b>					<b>6.4%</b>				<b>10.4%</b>			<b>3.1%</b>
	<b>75th Percentile</b>	<b>\$14,556</b>					<b>\$15,730</b>				<b>\$17,958</b>			<b>\$22,016</b>
	<b>% +/-</b>	<b>-2.3%</b>					<b>-6.5%</b>				<b>-1.1%</b>			<b>2.3%</b>

Median Gain/Loss 3.3% 3.9% -7.2%

**Alameda County Water District  
Instrument Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Instrument Technician	\$10,417	\$521	\$100	\$646		\$11,683	\$2,601	\$190		\$14,475	\$5,296	2%@55	\$19,771
Contra Costa Water District	Instrument Technician	\$10,294				\$103	\$10,397	\$1,998	\$164	\$17	\$12,577	\$2,456	2.35%@55	\$15,033
Dublin San Ramon Services District	Instrumentation Technician	\$10,344			\$208	-\$207	\$10,345	\$2,028	\$161	\$31	\$12,566	\$2,155	2.7%@55	\$14,720
East Bay Municipal Utility District	Instrument Technician	\$9,926		\$76			\$10,002	\$2,014	\$214	\$24	\$12,254	\$3,701	2.6%@62	\$15,955
Fremont	No Comparable Class													
Hayward	Electrician II	\$9,410				-\$423	\$8,987	\$1,998	\$129	\$14	\$11,128	\$3,175	2.5%@55	\$14,303
Livermore	WR Instrument Control Technician	\$8,012			\$163		\$8,175	\$1,950	inc	inc	\$10,125	\$2,861	2%@60	\$12,986
Marin Municipal Water District	Controls Technician II	\$9,704					\$9,704	\$1,738	\$167	\$21	\$11,629	\$3,839	2.7%@55	\$15,468
San Francisco Public Utilities Commission	Electronic Instrumentation Technician, Water Pollution	\$11,011					\$11,011	\$2,091	\$157		\$13,259	\$2,593	2.3%@62	\$15,852
San Jose	Instrument Control Technician II	\$9,520					\$9,520	\$1,789	\$150		\$11,459	\$5,632	2.5%@55	\$17,091
Santa Clara Valley Water District	Instrumentation and Controls Technician II	\$10,572			\$100	-\$370	\$10,302	\$2,088	\$148	\$24	\$12,561	\$3,058	2%@60	\$15,619
Union Sanitary District	Instrument Technician/Electrician	\$10,679			\$21		\$10,700	\$2,547	\$144	\$22	\$13,413	\$3,323	2.5%@55	\$16,736
Zone 7 Water Agency	Instrument Technician II	\$10,215					\$10,215	\$2,770	\$124		\$13,109	\$2,186	2.09@62	\$15,295
Alameda County Water District	Instrument Technician	\$10,806	\$432				\$11,238	\$2,824	\$168	\$23	\$14,254	\$3,633	2.5%@55	\$17,887
	<b>Average</b>	<b>\$10,009</b>					<b>\$10,087</b>				<b>\$12,379</b>			<b>\$15,736</b>
	<b>% +/-</b>	<b>7.4%</b>					<b>10.2%</b>				<b>13.2%</b>			<b>12.0%</b>
	<b>Median</b>	<b>\$10,254</b>					<b>\$10,258</b>				<b>\$12,563</b>			<b>\$15,543</b>
	<b>% +/-</b>	<b>5.1%</b>					<b>8.7%</b>				<b>11.9%</b>			<b>13.1%</b>
	<b>75th Percentile</b>	<b>\$10,455</b>					<b>\$10,473</b>				<b>\$13,146</b>			<b>\$16,150</b>
	<b>% +/-</b>	<b>3.2%</b>					<b>6.8%</b>				<b>7.8%</b>			<b>9.7%</b>
							Median Gain/Loss	3.6%			3.1%			1.2%

**Alameda County Water District  
Laboratory Services Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Laboratory Superintendent	\$14,263	\$713	\$220	\$884		\$16,080	\$2,601	\$190		\$18,872	\$7,251	2%@55	\$26,123
Contra Costa Water District	Laboratory Supervisor	\$12,478		\$50	\$374	\$374	\$13,277	\$1,998	\$170	\$17	\$15,462	\$2,977	2.35%@55	\$18,439
Dublin San Ramon Services District	Laboratory Supervisor	\$14,054			\$208	-\$281	\$13,981	\$2,028	\$161	\$31	\$16,201	\$2,928	2.7%@55	\$19,129
East Bay Municipal Utility District	Laboratory Supervisor	\$13,681		\$76			\$13,757	\$2,014	\$214	\$24	\$16,009	\$5,102	2.6%@62	\$21,111
Fremont	No Comparable Class													
Hayward	Laboratory Supervisor	\$11,622				-\$349	\$11,273	\$1,798	\$148	\$14	\$13,234	\$3,921	2.5%@55	\$17,155
Livermore	Water Resources Coordinator	\$8,573			\$163		\$8,735	\$1,950	inc	inc	\$10,685	\$3,061	2%@60	\$13,747
Marin Municipal Water District	Water Quality Laboratory Manager	\$14,302		\$208			\$14,510	\$1,738	\$167	\$21	\$16,436	\$5,658	2.7%@55	\$22,093
San Francisco Public Utilities Commission	Supervising Chemist	\$12,868					\$12,868	\$2,091	\$157		\$15,115	\$3,030	2.3%@62	\$18,146
San Jose	Environmental Laboratory Supervisor	\$9,382					\$9,382	\$1,789	\$150	\$16	\$11,337	\$5,550	2.5%@55	\$16,887
Santa Clara Valley Water District	Laboratory Services Manager	\$17,072			\$167	-\$598	\$16,641	\$2,088	\$148	\$24	\$18,901	\$4,938	2%@60	\$23,838
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Laboratory Services Supervisor	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540
	<b>Average</b>	<b>\$12,829</b>					<b>\$13,051</b>				<b>\$15,225</b>			<b>\$19,667</b>
	<b>% +/-</b>	<b>9.8%</b>					<b>11.7%</b>				<b>14.3%</b>			<b>12.7%</b>
	<b>Median</b>	<b>\$13,274</b>					<b>\$13,517</b>				<b>\$15,735</b>			<b>\$18,784</b>
	<b>% +/-</b>	<b>6.7%</b>					<b>8.5%</b>				<b>11.4%</b>			<b>16.7%</b>
	<b>75th Percentile</b>	<b>\$14,211</b>					<b>\$14,378</b>				<b>\$16,377</b>			<b>\$21,848</b>
	<b>% +/-</b>	<b>0.1%</b>					<b>2.7%</b>				<b>7.8%</b>			<b>3.1%</b>
							Median Gain/Loss	1.8%			2.9%			5.3%

**Alameda County Water District  
Laboratory Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	Laboratory Technician	\$8,575				\$86	\$8,661	\$1,998	\$164	\$17	\$10,840	\$2,046	2.35%@55	\$12,886
Dublin San Ramon Services District	Laboratory Technician	\$8,661			\$208	-\$173	\$8,696	\$2,028	\$161	\$31	\$10,916	\$1,804	2.7%@55	\$12,720
East Bay Municipal Utility District	Laboratory Technician II	\$7,950		\$76			\$8,026	\$2,014	\$214	\$24	\$10,278	\$2,965	2.6%@62	\$13,243
Fremont	No Comparable Class													
Hayward	Laboratory Technician	\$7,599				-\$228	\$7,371	\$2,341	\$148	\$14	\$9,875	\$2,564	2.5%@55	\$12,438
Livermore	Water Resources Laboratory Technician	\$7,076			\$163		\$7,238	\$1,950	inc	inc	\$9,188	\$2,527	2%@60	\$11,715
Marin Municipal Water District	Laboratory Technician	\$8,180					\$8,180	\$1,738	\$167	\$21	\$10,105	\$3,236	2.7%@55	\$13,341
San Francisco Public Utilities Commission	Water Quality Technician	\$8,298					\$8,298	\$2,091	\$157		\$10,546	\$1,954	2.3%@62	\$12,500
San Jose	Laboratory Technician II	\$7,245					\$7,245	\$1,789	\$150	\$16	\$9,200	\$4,286	2.5%@55	\$13,486
Santa Clara Valley Water District	Laboratory Technician II	\$8,677			\$100	-\$304	\$8,473	\$2,088	\$148	\$24	\$10,733	\$2,510	2%@60	\$13,243
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	Water Quality Lab Technician	\$8,358					\$8,358	\$2,770	\$124		\$11,252	\$1,789	2.09@62	\$13,041
Alameda County Water District	Laboratory Technician II	\$8,712	\$348				\$9,061	\$2,845	\$168	\$23	\$12,097	\$2,929	2.5%@55	\$15,026
	<b>Average</b>	<b>\$8,062</b>					<b>\$8,055</b>				<b>\$10,293</b>			<b>\$12,861</b>
	<b>% +/-</b>	<b>7.5%</b>					<b>11.1%</b>				<b>14.9%</b>			<b>14.4%</b>
	<b>Median</b>	<b>\$8,239</b>					<b>\$8,239</b>				<b>\$10,412</b>			<b>\$12,964</b>
	<b>% +/-</b>	<b>5.4%</b>					<b>9.1%</b>				<b>13.9%</b>			<b>13.7%</b>
	<b>75th Percentile</b>	<b>\$8,521</b>					<b>\$8,445</b>				<b>\$10,813</b>			<b>\$13,243</b>
	<b>% +/-</b>	<b>2.2%</b>					<b>6.8%</b>				<b>10.6%</b>			<b>11.9%</b>
							Median Gain/Loss	3.6%			4.9%			-0.2%

**Alameda County Water District  
Manager of Eng & Tech Services**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Director of Engineering & Technical Services	\$21,304	\$1,065	\$425	\$1,321		\$24,115	\$2,601	\$190		\$26,906	\$10,831	2%@55	\$37,737
Contra Costa Water District	Director of Operations & Maintenance	\$20,121		\$170	\$1,006	\$402	\$21,699	\$1,998	\$164	\$17	\$23,879	\$4,801	2.35%@55	\$28,680
Dublin San Ramon Services District	Engineering Services Manager	\$19,614			\$208	-\$392	\$19,430	\$2,028	\$161	\$31	\$21,650	\$4,086	2.7%@55	\$25,736
East Bay Municipal Utility District	Engineering & Construction Director	\$22,565		\$76			\$22,641	\$2,014	\$214	\$24	\$24,893	\$8,414	2.6%@62	\$33,307
Fremont	Public Works Director	\$21,432			\$429		\$21,861	\$2,280	inc	inc	\$24,141	\$6,947	2%@60	\$31,088
Hayward	Director of Public Works	\$18,529				-\$926	\$17,603	\$2,357	\$148	\$14	\$20,122	\$6,251	2.5%@55	\$26,374
Livermore	Community Development Director	\$18,255			\$336		\$18,590	\$1,950	inc	inc	\$20,540	\$6,519	2%@60	\$27,060
Marin Municipal Water District	Environmental and Engineering Services Division Ma	\$19,464		\$208			\$19,672	\$1,738	\$167	\$21	\$21,598	\$7,700	2.7%@55	\$29,297
San Francisco Public Utilities Commission	Deputy Director V	\$20,705					\$20,705	\$2,091	\$157		\$22,952	\$4,876	2.3%@62	\$27,828
San Jose	Director of Public Works	\$22,219					\$22,219	\$1,789	\$150	\$16	\$24,173	\$13,145	2.5%@55	\$37,318
Santa Clara Valley Water District	Deputy Operating Officer	\$18,543			\$667	-\$649	\$18,561	\$2,088	\$148	\$24	\$20,820	\$5,363	2%@60	\$26,184
Union Sanitary District	Technical Services Manager	\$20,466			\$350		\$20,816	\$2,547	\$144	\$22	\$23,529	\$6,368	2.5%@55	\$29,897
Zone 7 Water Agency	Assistant General Manager-Engineering	\$21,277		\$275		\$638	\$22,190	\$2,694	\$124		\$25,007	\$4,553	2.09@62	\$29,561
Alameda County Water District	Manager of Eng & Tech Services	\$20,868		\$42	\$146	\$522	\$21,577	\$2,724	\$168	\$23	\$24,492	\$7,015	2.5%@55	\$31,507
	<b>Average</b>	<b>\$20,346</b>					<b>\$20,777</b>				<b>\$23,093</b>			<b>\$30,005</b>
	<b>% +/-</b>	<b>2.5%</b>					<b>3.7%</b>				<b>5.7%</b>			<b>4.8%</b>
	<b>Median</b>	<b>\$20,466</b>					<b>\$20,816</b>				<b>\$23,529</b>			<b>\$29,297</b>
	<b>% +/-</b>	<b>1.9%</b>					<b>3.5%</b>				<b>3.9%</b>			<b>7.0%</b>
	<b>75th Percentile</b>	<b>\$21,304</b>					<b>\$22,190</b>				<b>\$24,173</b>			<b>\$31,088</b>
	<b>% +/-</b>	<b>-2.1%</b>					<b>-2.8%</b>				<b>1.3%</b>			<b>1.3%</b>
							Median Gain/Loss	1.6%			0.4%			3.1%

**Alameda County Water District  
Manager of Finance**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Director of Finance & Administration	\$21,304	\$1,065	\$425	\$1,321		\$24,115	\$2,601	\$190		\$26,906	\$10,831	2%@55	\$37,737
Contra Costa Water District	Director of Finance	\$19,535		\$170	\$977	\$391	\$21,072	\$1,998	\$164	\$17	\$23,252	\$4,661	2.35%@55	\$27,913
Dublin San Ramon Services District	Administrative Services Manager	\$19,614			\$208	-\$392	\$19,430	\$2,028	\$161	\$31	\$21,650	\$4,086	2.7%@55	\$25,736
East Bay Municipal Utility District	Finance Director	\$22,565		\$76			\$22,641	\$2,014	\$214	\$24	\$24,893	\$8,414	2.6%@62	\$33,307
Fremont	Finance Director	\$19,912			\$398		\$20,310	\$2,280	inc	inc	\$22,590	\$6,454	2%@60	\$29,044
Hayward	Director of Finance	\$17,352				-\$868	\$16,485	\$2,357	\$148	\$14	\$19,004	\$5,854	2.5%@55	\$24,858
Livermore	Administrative Services Director	\$18,255			\$336		\$18,590	\$1,950	inc	inc	\$20,540	\$6,519	2%@60	\$27,060
Marin Municipal Water District	Finance Director/Treasurer	\$19,464		\$208			\$19,672	\$1,738	\$167	\$21	\$21,598	\$7,700	2.7%@55	\$29,297
San Francisco Public Utilities Commission	Manager VIII	\$20,705					\$20,705	\$2,091	\$157		\$22,952	\$4,876	2.3%@62	\$27,828
San Jose	Director of Finance	\$22,219					\$22,219	\$1,789	\$150	\$16	\$24,173	\$13,145	2.5%@55	\$37,318
Santa Clara Valley Water District	Chief Financial Officer	\$23,721			\$667	-\$830	\$23,557	\$2,088	\$148	\$24	\$25,817	\$6,861	2%@60	\$32,677
Union Sanitary District	Business Services Manager/CFO	\$21,338			\$350		\$21,688	\$2,547	\$144	\$22	\$24,401	\$6,640	2.5%@55	\$31,041
Zone 7 Water Agency	Assistant General Manager-Finance	\$20,268		\$275		\$608	\$21,151	\$2,694	\$124		\$23,968	\$4,337	2.09@62	\$28,306
Alameda County Water District	Manager of Finance	\$20,868		\$42	\$146	\$522	\$21,577	\$2,724	\$168	\$23	\$24,492	\$7,015	2.5%@55	\$31,507
	<b>Average</b>	<b>\$20,481</b>					<b>\$20,895</b>				<b>\$23,211</b>			<b>\$30,163</b>
	<b>% +/-</b>	<b>1.9%</b>					<b>3.2%</b>				<b>5.2%</b>			<b>4.3%</b>
	<b>Median</b>	<b>\$20,268</b>					<b>\$21,072</b>				<b>\$23,252</b>			<b>\$29,044</b>
	<b>% +/-</b>	<b>2.9%</b>					<b>2.3%</b>				<b>5.1%</b>			<b>7.8%</b>
	<b>75th Percentile</b>	<b>\$21,338</b>					<b>\$22,219</b>				<b>\$24,401</b>			<b>\$32,677</b>
	<b>% +/-</b>	<b>-2.3%</b>					<b>-3.0%</b>				<b>0.4%</b>			<b>-3.7%</b>
							Median Gain/Loss	-0.5%			2.7%			2.8%

**Alameda County Water District  
Manager of Operations and Maintenance**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	No Comparable Class														
Dublin San Ramon Services District	Operations Manager	\$19,614			\$208	-\$392	\$19,430	\$2,028	\$161	\$31	\$21,650	\$4,086	2.7%@55	\$25,736	
East Bay Municipal Utility District	Director of Operations and Maintenance	\$22,565		\$76			\$22,641	\$2,014	\$214	\$24	\$24,893	\$8,414	2.6%@62	\$33,307	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	Public Works Director	\$18,255			\$336		\$18,590	\$1,950	inc	inc	\$20,540	\$6,519	2%@60	\$27,060	
Marin Municipal Water District	Operations Director	\$19,464		\$208			\$19,672	\$1,738	\$167	\$21	\$21,598	\$7,700	2.7%@55	\$29,297	
San Francisco Public Utilities Commission	Manager VIII	\$20,705					\$20,705	\$2,091	\$157		\$22,952	\$4,876	2.3%@62	\$27,828	
San Jose	Director, Environmental Services	\$22,219					\$22,219	\$1,789	\$150	\$16	\$24,173	\$13,145	2.5%@55	\$37,318	
Santa Clara Valley Water District	Deputy Operating Officer	\$18,543			\$667	-\$649	\$18,561	\$2,088	\$148	\$24	\$20,820	\$5,363	2%@60	\$26,184	
Union Sanitary District	Maintenance & Technology Services Manager	\$19,591			\$350		\$19,941	\$2,547	\$144	\$22	\$22,654	\$6,096	2.5%@55	\$28,750	
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Manager of Operations and Maintenance	\$20,868		\$42	\$146	\$522	\$21,577	\$2,724	\$168	\$23	\$24,492	\$7,015	2.5%@55	\$31,507	
	<b>Average</b>	<b>\$20,119</b>					<b>\$20,220</b>				<b>\$22,410</b>			<b>\$29,435</b>	
	<b>% +/-</b>	<b>3.6%</b>					<b>6.3%</b>				<b>8.5%</b>			<b>6.6%</b>	
	<b>Median</b>	<b>\$19,603</b>					<b>\$19,807</b>				<b>\$22,152</b>			<b>\$28,289</b>	
	<b>% +/-</b>	<b>6.1%</b>					<b>8.2%</b>				<b>9.6%</b>			<b>10.2%</b>	
	<b>75th Percentile</b>	<b>\$21,083</b>					<b>\$21,083</b>				<b>\$23,257</b>			<b>\$30,300</b>	
	<b>% +/-</b>	<b>-1.0%</b>					<b>2.3%</b>				<b>5.0%</b>			<b>3.8%</b>	

Median Gain/Loss 2.1% 1.3% 0.7%

**Alameda County Water District  
Manager of Water Resources**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	AGM-Planning & Water Resources	\$21,935		\$170	\$1,097	\$439	\$23,640	\$1,998	\$164	\$17	\$25,820	\$5,234	2.35%@55	\$31,054	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Water and Natural Resources Director	\$22,565		\$76			\$22,641	\$2,014	\$214	\$24	\$24,893	\$8,414	2.6%@62	\$33,307	
Fremont	No Comparable Class														
Hayward	Water Resources Manager	\$15,669				-\$470	\$15,199	\$1,798	\$148	\$14	\$17,160	\$5,286	2.5%@55	\$22,446	
Livermore	No Comparable Class														
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	Manager VIII	\$20,705					\$20,705	\$2,091	\$157		\$22,952	\$4,876	2.3%@62	\$27,828	
San Jose	No Comparable Class														
Santa Clara Valley Water District	Deputy Operating Officer	\$18,543			\$667	-\$649	\$18,561	\$2,088	\$148	\$24	\$20,820	\$5,363	2%@60	\$26,184	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	Integrated Water Resources Manager	\$17,621		\$275		\$529	\$18,425	\$2,770	\$124		\$21,319	\$3,771	2.09@62	\$25,090	
Alameda County Water District	Manager of Water Resources	\$20,868		\$42	\$146	\$522	\$21,577	\$2,724	\$168	\$23	\$24,492	\$7,015	2.5%@55	\$31,507	
	<b>Average</b>	<b>\$19,506</b>					<b>\$19,862</b>				<b>\$22,161</b>			<b>\$27,651</b>	
	<b>% +/-</b>	<b>6.5%</b>					<b>8.0%</b>				<b>9.5%</b>			<b>12.2%</b>	
	<b>Median</b>	<b>\$19,624</b>					<b>\$19,633</b>				<b>\$22,136</b>			<b>\$27,006</b>	
	<b>% +/-</b>	<b>6.0%</b>					<b>9.0%</b>				<b>9.6%</b>			<b>14.3%</b>	
	<b>75th Percentile</b>	<b>\$21,627</b>					<b>\$22,157</b>				<b>\$24,408</b>			<b>\$30,247</b>	
	<b>% +/-</b>	<b>-3.6%</b>					<b>-2.7%</b>				<b>0.3%</b>			<b>4.0%</b>	
							Median Gain/Loss	3.0%			0.6%			4.7%	

**Alameda County Water District  
Meter Reader**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	Meter Reader	\$7,025				\$70	\$7,095	\$1,998	\$164	\$17	\$9,275	\$1,676	2.35%@55	\$10,951
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Meter Reader	\$7,025		\$76			\$7,101	\$2,014	\$214	\$24	\$9,353	\$2,620	2.6%@62	\$11,973
Fremont	No Comparable Class													
Hayward	Water Meter Reader	\$6,119				-\$275	\$5,844	\$1,998	\$129	\$14	\$7,985	\$2,064	2.5%@55	\$10,049
Livermore	No Comparable Class													
Marin Municipal Water District	Meter Reader & Repair Worker II	\$7,288					\$7,288	\$1,738	\$167	\$21	\$9,213	\$2,883	2.7%@55	\$12,096
San Francisco Public Utilities Commission	Meter Reader	\$6,520	\$52				\$6,572	\$2,091	\$157		\$8,819	\$1,535	2.3%@65	\$10,354
San Jose	Water Systems Assistant Operator II	\$6,727					\$6,727	\$1,789	\$150		\$8,666	\$3,980	2.5%@55	\$12,645
Santa Clara Valley Water District	Water Measurement Technician II	\$8,894			\$100	-\$311	\$8,682	\$2,088	\$148	\$24	\$10,942	\$2,572	2%@60	\$13,514
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Meter Reader	\$8,286	\$331				\$8,617	\$2,849	\$168	\$23	\$11,658	\$2,786	2.5%@55	\$14,443
	<b>Average</b>	<b>\$7,085</b>					<b>\$7,044</b>				<b>\$9,179</b>			<b>\$11,655</b>
	<b>% +/-</b>	<b>14.5%</b>					<b>18.3%</b>				<b>21.3%</b>			<b>19.3%</b>
	<b>Median</b>	<b>\$7,025</b>					<b>\$7,095</b>				<b>\$9,213</b>			<b>\$11,973</b>
	<b>% +/-</b>	<b>15.2%</b>					<b>17.7%</b>				<b>21.0%</b>			<b>17.1%</b>
	<b>75th Percentile</b>	<b>\$7,157</b>					<b>\$7,195</b>				<b>\$9,314</b>			<b>\$12,371</b>
	<b>% +/-</b>	<b>13.6%</b>					<b>16.5%</b>				<b>20.1%</b>			<b>14.3%</b>
							Median Gain/Loss	2.4%			3.3%			-3.9%

**Alameda County Water District  
Meter Reader Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	No Comparable Class														
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Meter Reading and Maintenance Supervisor	\$10,959		\$76			\$11,035	\$2,014	\$214	\$24	\$13,287	\$4,087	2.6%@62	\$17,374	
Fremont	No Comparable Class														
Hayward	Water Installation and Maintenance Supervisor	\$9,474				-\$284	\$9,190	\$1,798	\$148	\$14	\$11,150	\$3,196	2.5%@55	\$14,347	
Livermore	No Comparable Class														
Marin Municipal Water District	Meter Operations Supervisor	\$10,500					\$10,500	\$1,738	\$167	\$21	\$12,425	\$4,154	2.7%@55	\$16,579	
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	Water Systems Operations Foreperson II	\$10,445					\$10,445	\$1,789	\$150	\$16	\$12,400	\$6,179	2.5%@55	\$18,579	
Santa Clara Valley Water District	No Comparable Class														
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Meter Reader Supervisor	\$10,227		\$42	\$146	\$256	\$10,670	\$2,830	\$168	\$23	\$13,691	\$3,438	2.5%@55	\$17,129	
	<b>Average</b>	<b>\$10,344</b>					<b>\$10,293</b>				<b>\$12,316</b>			<b>\$16,720</b>	
	<b>% +/-</b>	<b>-1.2%</b>					<b>3.5%</b>				<b>10.0%</b>			<b>2.4%</b>	
	<b>Median</b>	<b>\$10,472</b>					<b>\$10,472</b>				<b>\$12,413</b>			<b>\$16,976</b>	
	<b>% +/-</b>	<b>-2.4%</b>					<b>1.8%</b>				<b>9.3%</b>			<b>0.9%</b>	
	<b>75th Percentile</b>	<b>\$10,615</b>					<b>\$10,634</b>				<b>\$12,641</b>			<b>\$17,675</b>	
	<b>% +/-</b>	<b>-3.8%</b>					<b>0.3%</b>				<b>7.7%</b>			<b>-3.2%</b>	
							Median Gain/Loss	4.3%			7.5%			-8.4%	

**Alameda County Water District  
Meter/Cross Connection Worker II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Senior Cross Connection Inspector	\$8,897				\$89	\$8,986	\$1,998	\$164	\$17	\$11,166	\$2,123	2.35%@55	\$13,289	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Cross-Connection Specialist	\$8,776		\$76			\$8,852	\$2,014	\$214	\$24	\$11,104	\$3,273	2.6%@62	\$14,377	
Fremont	No Comparable Class														
Hayward	Cross Connection Control Specialist	\$7,907				-\$356	\$7,551	\$1,998	\$129	\$14	\$9,692	\$2,668	2.5%@55	\$12,360	
Livermore	No Comparable Class														
Marin Municipal Water District	Backflow and Reclamation Specialist	\$8,451					\$8,451	\$1,738	\$167	\$21	\$10,376	\$3,343	2.7%@55	\$13,720	
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	Cross Connection Specialist	\$8,478					\$8,478	\$1,789	\$150		\$10,416	\$5,015	2.5%@55	\$15,432	
Santa Clara Valley Water District	No Comparable Class														
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Meter/Cross Connection Worker II	\$9,299	\$372				\$9,671	\$2,839	\$168	\$23	\$12,701	\$3,126	2.5%@55	\$15,827	
	<b>Average</b>	<b>\$8,502</b>					<b>\$8,464</b>				<b>\$10,551</b>			<b>\$13,835</b>	
	<b>% +/-</b>	<b>8.6%</b>					<b>12.5%</b>				<b>16.9%</b>			<b>12.6%</b>	
	<b>Median</b>	<b>\$8,478</b>					<b>\$8,478</b>				<b>\$10,416</b>			<b>\$13,720</b>	
	<b>% +/-</b>	<b>8.8%</b>					<b>12.3%</b>				<b>18.0%</b>			<b>13.3%</b>	
	<b>75th Percentile</b>	<b>\$8,776</b>					<b>\$8,852</b>				<b>\$11,104</b>			<b>\$14,377</b>	
	<b>% +/-</b>	<b>5.6%</b>					<b>8.5%</b>				<b>12.6%</b>			<b>9.2%</b>	
							Median Gain/Loss	3.5%			5.7%			-4.7%	

**Alameda County Water District  
Network Administrator II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Programmer Analyst	\$10,346		\$50	\$310	\$310	\$11,017	\$1,998	\$170	\$17	\$13,202	\$2,469	2.35%@55	\$15,670	
Dublin San Ramon Services District	Information Technology Analyst II	\$12,384			\$208	-\$248	\$12,345	\$2,028	\$161	\$31	\$14,565	\$2,580	2.7%@55	\$17,144	
East Bay Municipal Utility District	Information Systems Administrator II	\$13,025		\$76			\$13,101	\$2,014	\$214	\$24	\$15,353	\$4,857	2.6%@62	\$20,210	
Fremont	Network Engineer	\$12,297			\$246		\$12,543	\$2,280	inc	inc	\$14,823	\$3,986	2%@60	\$18,809	
Hayward	Network Systems Specialist	\$10,993				-\$330	\$10,663	\$1,798	\$148	\$14	\$12,624	\$3,709	2.5%@55	\$16,333	
Livermore	Systems Administrator	\$11,578			\$401		\$11,979	\$1,950	inc	inc	\$13,929	\$4,135	2%@60	\$18,064	
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	IT Operations Support Administrator IV	\$10,907					\$10,907	\$2,091	\$157		\$13,155	\$2,569	2.3%@62	\$15,723	
San Jose	Network Engineer II	\$10,363					\$10,363	\$1,789	\$150	\$16	\$12,318	\$6,131	2.5%@55	\$18,448	
Santa Clara Valley Water District	Information Systems Administrator	\$13,206			\$100	-\$462	\$12,844	\$2,088	\$148	\$24	\$15,104	\$3,820	2%@60	\$18,923	
Union Sanitary District	Information Technology Administrator	\$15,270			\$254		\$15,524	\$2,547	\$144	\$22	\$18,237	\$4,752	2.5%@55	\$22,988	
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Network Administrator II	\$14,020		\$42	\$146	\$350	\$14,558	\$2,792	\$168	\$23	\$17,541	\$4,713	2.5%@55	\$22,254	
	<b>Average</b>	<b>\$12,037</b>					<b>\$12,129</b>				<b>\$14,331</b>			<b>\$18,231</b>	
	<b>% +/-</b>	<b>14.1%</b>					<b>16.7%</b>				<b>18.3%</b>			<b>18.1%</b>	
	<b>Median</b>	<b>\$11,938</b>					<b>\$12,162</b>				<b>\$14,247</b>			<b>\$18,256</b>	
	<b>% +/-</b>	<b>14.9%</b>					<b>16.5%</b>				<b>18.8%</b>			<b>18.0%</b>	
	<b>75th Percentile</b>	<b>\$12,865</b>					<b>\$12,769</b>				<b>\$15,033</b>			<b>\$18,895</b>	
	<b>% +/-</b>	<b>8.2%</b>					<b>12.3%</b>				<b>14.3%</b>			<b>15.1%</b>	
							Median Gain/Loss	1.6%			2.3%			-0.8%	

**Alameda County Water District  
Network Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Information Technology Analyst II	\$12,324	\$616	\$100	\$764		\$13,805	\$2,601	\$190		\$16,596	\$6,266	2%@55	\$22,862
Contra Costa Water District	Senior Network Analyst	\$12,478		\$50	\$374	\$374	\$13,277	\$1,998	\$170	\$17	\$15,462	\$2,977	2.35%@55	\$18,439
Dublin San Ramon Services District	Information Technology Analyst II	\$12,384			\$208	-\$248	\$12,345	\$2,028	\$161	\$31	\$14,565	\$2,580	2.7%@55	\$17,144
East Bay Municipal Utility District	Network Analyst II	\$9,687		\$76			\$9,763	\$2,014	\$214	\$24	\$12,015	\$3,612	2.6%@62	\$15,627
Fremont	No Comparable Class													
Hayward	Information Technology Analyst II	\$10,386				-\$312	\$10,074	\$2,341	\$148	\$14	\$12,578	\$3,504	2.5%@55	\$16,082
Livermore	No Comparable Class													
Marin Municipal Water District	Information Systems Analyst III	\$11,479					\$11,479	\$1,738	\$167	\$21	\$13,404	\$4,541	2.7%@55	\$17,945
San Francisco Public Utilities Commission	Program Support Analyst	\$10,517	\$52				\$10,569	\$2,091	\$157		\$12,817	\$2,477	2.3%@65	\$15,293
San Jose	Analyst II	\$8,265					\$8,265	\$1,789	\$150	\$16	\$10,219	\$4,889	2.5%@55	\$15,109
Santa Clara Valley Water District	Information Systems Analyst II	\$11,385			\$100	-\$398	\$11,086	\$2,088	\$148	\$24	\$13,346	\$3,293	2%@60	\$16,638
Union Sanitary District	Information Technology Analyst	\$10,152			\$254		\$10,406	\$2,547	\$144	\$22	\$13,119	\$3,159	2.5%@55	\$16,278
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Network Analyst II	\$10,914		\$42	\$146	\$273	\$11,375	\$2,823	\$168	\$23	\$14,389	\$3,669	2.5%@55	\$18,058
	<b>Average</b>	<b>\$10,906</b>					<b>\$11,107</b>				<b>\$13,412</b>			<b>\$17,142</b>
	<b>% +/-</b>	<b>0.1%</b>					<b>2.4%</b>				<b>6.8%</b>			<b>5.1%</b>
	<b>Median</b>	<b>\$10,951</b>					<b>\$10,828</b>				<b>\$13,232</b>			<b>\$16,458</b>
	<b>% +/-</b>	<b>-0.3%</b>					<b>4.8%</b>				<b>8.0%</b>			<b>8.9%</b>
	<b>75th Percentile</b>	<b>\$12,113</b>					<b>\$12,128</b>				<b>\$14,275</b>			<b>\$17,745</b>
	<b>% +/-</b>	<b>-11.0%</b>					<b>-6.6%</b>				<b>0.8%</b>			<b>1.7%</b>
							Median Gain/Loss	5.1%			3.2%			0.8%

**Alameda County Water District  
Network Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Network Desktop Support Technician II	\$9,618				\$96	\$9,714	\$1,998	\$164	\$17	\$11,894	\$2,295	2.35%@55	\$14,189	
Dublin San Ramon Services District	Information Systems Technician II	\$9,037			\$208	-\$181	\$9,065	\$2,028	\$161	\$31	\$11,285	\$1,882	2.7%@55	\$13,167	
East Bay Municipal Utility District	Information Systems Specialist III	\$7,950		\$76			\$8,026	\$2,014	\$214	\$24	\$10,278	\$2,965	2.6%@62	\$13,243	
Fremont	Client Systems Specialist II	\$8,370					\$8,370	\$2,280	inc	inc	\$10,650	\$2,713	2%@60	\$13,363	
Hayward	Information Technology Technician II	\$8,557				-\$257	\$8,300	\$2,341	\$148	\$14	\$10,804	\$2,887	2.5%@55	\$13,691	
Livermore	Information Technology Technician II	\$7,094			\$163		\$7,257	\$1,950	inc	inc	\$9,207	\$2,534	2%@60	\$11,740	
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	Network Technician II	\$7,320					\$7,320	\$1,789	\$150	\$16	\$9,275	\$4,331	2.5%@55	\$13,605	
Santa Clara Valley Water District	Information Systems Technician II	\$9,348			\$100	-\$327	\$9,121	\$2,088	\$148	\$24	\$11,380	\$2,704	2%@60	\$14,084	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Network Technician	\$9,535	\$381				\$9,916	\$2,837	\$168	\$23	\$12,944	\$3,205	2.5%@55	\$16,150	
	<b>Average</b>	<b>\$8,412</b>					<b>\$8,397</b>				<b>\$10,597</b>			<b>\$13,385</b>	
	<b>% +/-</b>	<b>11.8%</b>					<b>15.3%</b>				<b>18.1%</b>			<b>17.1%</b>	
	<b>Median</b>	<b>\$8,464</b>					<b>\$8,335</b>				<b>\$10,727</b>			<b>\$13,484</b>	
	<b>% +/-</b>	<b>11.2%</b>					<b>15.9%</b>				<b>17.1%</b>			<b>16.5%</b>	
	<b>75th Percentile</b>	<b>\$9,115</b>					<b>\$9,079</b>				<b>\$11,309</b>			<b>\$13,789</b>	
	<b>% +/-</b>	<b>4.4%</b>					<b>8.4%</b>				<b>12.6%</b>			<b>14.6%</b>	
							Median Gain/Loss	4.7%			1.2%			-0.6%	

**Alameda County Water District  
Office Assistant II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Administrative Assistant	\$7,821	\$391	\$100	\$485		\$8,796	\$2,601	\$190		\$11,588	\$3,976	2%@55	\$15,564
Contra Costa Water District	Administrative Secretary	\$8,199		\$50	\$246	\$246	\$8,741	\$1,998	\$170	\$17	\$10,926	\$1,956	2.35%@55	\$12,882
Dublin San Ramon Services District	Administrative Assistant	\$6,976			\$208	-\$140	\$7,045	\$2,028	\$161	\$31	\$9,265	\$1,453	2.7%@55	\$10,718
East Bay Municipal Utility District	Administrative Clerk	\$6,525		\$76			\$6,601	\$2,014	\$214	\$24	\$8,853	\$2,433	2.6%@62	\$11,286
Fremont	Office Specialist II	\$6,134					\$6,134	\$2,280	inc	inc	\$8,414	\$1,988	2%@60	\$10,403
Hayward	Senior Secretary	\$7,299				-\$328	\$6,971	\$1,998	\$129	\$14	\$9,112	\$2,463	2.5%@55	\$11,574
Livermore	Division Clerk	\$6,156			\$163		\$6,319	\$1,950	inc	inc	\$8,269	\$2,198	2%@60	\$10,467
Marin Municipal Water District	Administrative Assistant	\$7,446					\$7,446	\$1,738	\$167	\$21	\$9,371	\$2,945	2.7%@55	\$12,317
San Francisco Public Utilities Commission	Secretary II	\$6,827	\$52				\$6,879	\$2,091	\$157		\$9,127	\$1,608	2.3%@65	\$10,734
San Jose	Office Specialist II	\$4,932					\$4,932	\$1,789	\$150	\$16	\$6,887	\$2,918	2.5%@55	\$9,805
Santa Clara Valley Water District	Office Specialist II	\$6,951			\$100	-\$243	\$6,807	\$2,088	\$148	\$24	\$9,067	\$2,010	2%@60	\$11,077
Union Sanitary District	Receptionist	\$6,617			\$21		\$6,638	\$2,547	\$144	\$22	\$9,351	\$2,059	2.5%@55	\$11,410
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Office Assistant II	\$7,058	\$282				\$7,340	\$2,862	\$168	\$23	\$10,393	\$2,373	2.5%@55	\$12,766
	<b>Average</b>	<b>\$6,824</b>					<b>\$6,942</b>				<b>\$9,186</b>			<b>\$11,520</b>
	<b>% +/-</b>	<b>3.3%</b>					<b>5.4%</b>				<b>11.6%</b>			<b>9.8%</b>
	<b>Median</b>	<b>\$6,889</b>					<b>\$6,843</b>				<b>\$9,119</b>			<b>\$11,182</b>
	<b>% +/-</b>	<b>2.4%</b>					<b>6.8%</b>				<b>12.3%</b>			<b>12.4%</b>
	<b>75th Percentile</b>	<b>\$7,336</b>					<b>\$7,145</b>				<b>\$9,356</b>			<b>\$11,760</b>
	<b>% +/-</b>	<b>-3.9%</b>					<b>2.7%</b>				<b>10.0%</b>			<b>7.9%</b>
							Median Gain/Loss	4.4%			5.5%			0.2%

**Alameda County Water District  
Office Supervisor II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Administrative Services Supervisor	\$8,859	\$443	\$220	\$549		\$10,071	\$2,601	\$190		\$12,862	\$4,504	2%@55	\$17,366
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Administrative Assistant	\$9,222		\$76			\$9,298	\$2,014	\$214	\$24	\$11,550	\$3,439	2.6%@62	\$14,989
Fremont	No Comparable Class													
Hayward	Administrative Supervisor	\$8,174				-\$245	\$7,929	\$1,798	\$148	\$14	\$9,890	\$2,758	2.5%@55	\$12,648
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	Senior Supervisor, Administration	\$7,921					\$7,921	\$1,789	\$150	\$16	\$9,875	\$4,686	2.5%@55	\$14,561
Santa Clara Valley Water District	Support Services Supervisor	\$11,105			\$100	-\$389	\$10,817	\$2,088	\$148	\$24	\$13,076	\$3,212	2%@60	\$16,288
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Office Supervisor II	\$10,227		\$42	\$146	\$256	\$10,670	\$2,830	\$168	\$23	\$13,691	\$3,438	2.5%@55	\$17,129
	<b>Average</b>	<b>\$9,056</b>					<b>\$9,207</b>				<b>\$11,451</b>			<b>\$15,170</b>
	<b>% +/-</b>	<b>11.4%</b>					<b>13.7%</b>				<b>16.4%</b>			<b>11.4%</b>
	<b>Median</b>	<b>\$8,859</b>					<b>\$9,298</b>				<b>\$11,550</b>			<b>\$14,989</b>
	<b>% +/-</b>	<b>13.4%</b>					<b>12.9%</b>				<b>15.6%</b>			<b>12.5%</b>
	<b>75th Percentile</b>	<b>\$9,222</b>					<b>\$10,071</b>				<b>\$12,862</b>			<b>\$16,288</b>
	<b>% +/-</b>	<b>9.8%</b>					<b>5.6%</b>				<b>6.1%</b>			<b>4.9%</b>
							Median Gain/Loss	-0.5%			2.8%			-3.1%

**Alameda County Water District  
Operations Systems Analyst**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Senior Systems Analyst	\$12,478		\$50	\$374	\$374	\$13,277	\$1,998	\$170	\$17	\$15,462	\$2,977	2.35%@55	\$18,439	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Associate Controls Systems Engineer	\$12,708		\$76			\$12,784	\$2,014	\$214	\$24	\$15,036	\$4,739	2.6%@62	\$19,775	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	No Comparable Class														
Santa Clara Valley Water District	No Comparable Class														
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Operations Systems Analyst	\$12,005		\$42	\$146	\$300	\$12,493	\$2,812	\$168	\$23	\$15,496	\$4,036	2.5%@55	\$19,532	
	<b>Average % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	
	<b>Median % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	
	<b>75th Percentile % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	

Median Gain/Loss

**Alameda County Water District  
Planner/Scheduler**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Maintenance Planner	\$10,929	\$546	\$100	\$678		\$12,253	\$2,601	\$190		\$15,045	\$5,556	2%@55	\$20,601
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Construction & Maintenance Scheduler	\$10,959		\$76			\$11,035	\$2,014	\$214	\$24	\$13,287	\$4,087	2.6%@62	\$17,374
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	Mechanical & Electrical Maintenance Planner	\$10,662					\$10,662	\$1,738	\$167	\$21	\$12,587	\$4,218	2.7%@55	\$16,805
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	No Comparable Class													
Santa Clara Valley Water District	Field Operations Administrator	\$11,664			\$100	-\$408	\$11,355	\$2,088	\$148	\$24	\$13,615	\$3,373	2%@60	\$16,988
Union Sanitary District	Planner/Scheduler II	\$10,992			\$21		\$11,013	\$2,547	\$144	\$22	\$13,726	\$3,420	2.5%@55	\$17,146
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Planner/Scheduler	\$11,025	\$441				\$11,466	\$2,822	\$168	\$23	\$14,479	\$3,706	2.5%@55	\$18,185
	<b>Average</b>	<b>\$11,041</b>					<b>\$11,264</b>				<b>\$13,652</b>			<b>\$17,783</b>
	<b>% +/-</b>	<b>-0.1%</b>					<b>1.8%</b>				<b>5.7%</b>			<b>2.2%</b>
	<b>Median</b>	<b>\$10,959</b>					<b>\$11,035</b>				<b>\$13,615</b>			<b>\$17,146</b>
	<b>% +/-</b>	<b>0.6%</b>					<b>3.8%</b>				<b>6.0%</b>			<b>5.7%</b>
	<b>75th Percentile</b>	<b>\$10,992</b>					<b>\$11,355</b>				<b>\$13,726</b>			<b>\$17,374</b>
	<b>% +/-</b>	<b>0.3%</b>					<b>1.0%</b>				<b>5.2%</b>			<b>4.5%</b>

Median Gain/Loss      3.2%      2.2%      -0.3%

**Alameda County Water District  
Procurement Specialist**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	
Central Contra Costa Sanitary District	Senior Materials Coordinator	\$8,213	\$411	\$100	\$509		\$9,233	\$2,601	\$190		\$12,024	\$4,176	2%@55	\$16,200
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	No Comparable Class													
Fremont	No Comparable Class													
Hayward	Purchasing Technician	\$7,069				-\$318	\$6,751	\$1,998	\$129	\$14	\$8,892	\$2,385	2.5%@55	\$11,277
Livermore	Purchasing Specialist	\$7,052			\$163		\$7,215	\$1,950	inc	inc	\$9,165	\$2,519	2%@60	\$11,683
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	No Comparable Class													
Santa Clara Valley Water District	Procurement Technician	\$8,256			\$100	-\$289	\$8,067	\$2,088	\$148	\$24	\$10,327	\$2,388	2%@60	\$12,714
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Procurement Specialist	\$8,000		\$42	\$146	\$200	\$8,387	\$2,852	\$168	\$23	\$11,430	\$2,689	2.5%@55	\$14,120
	<b>Average</b>	<b>\$7,648</b>					<b>\$7,816</b>				<b>\$10,102</b>			<b>\$12,969</b>
	<b>% +/-</b>	<b>4.4%</b>					<b>6.8%</b>				<b>11.6%</b>			<b>8.2%</b>
	<b>Median</b>	<b>\$7,641</b>					<b>\$7,641</b>				<b>\$9,746</b>			<b>\$12,199</b>
	<b>% +/-</b>	<b>4.5%</b>					<b>8.9%</b>				<b>14.7%</b>			<b>13.6%</b>
	<b>75th Percentile</b>	<b>\$8,224</b>					<b>\$8,358</b>				<b>\$10,751</b>			<b>\$13,586</b>
	<b>% +/-</b>	<b>-2.8%</b>					<b>0.3%</b>				<b>5.9%</b>			<b>3.8%</b>
							Median Gain/Loss	4.4%			5.8%			-1.1%

**Alameda County Water District  
Project Engineering Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Project Controls Manager	\$14,631		\$50	\$439	\$439	\$15,559	\$1,998	\$170	\$17	\$17,744	\$3,491	2.35%@55	\$21,235	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	No Comparable Class														
Fremont	Assistant City Engineer	\$16,039			\$321		\$16,359	\$2,280	inc	inc	\$18,639	\$5,199	2%@60	\$23,838	
Hayward	Utilities Engineering Manager	\$15,669				-\$470	\$15,199	\$1,798	\$148	\$14	\$17,160	\$5,286	2.5%@55	\$22,446	
Livermore	No Comparable Class														
Marin Municipal Water District	Principal Engineer-Design & Construction	\$16,180		\$208			\$16,388	\$1,738	\$167	\$21	\$18,314	\$6,400	2.7%@55	\$24,714	
San Francisco Public Utilities Commission	Project Manager III	\$18,038					\$18,038	\$2,091	\$157		\$20,285	\$4,248	2.3%@62	\$24,533	
San Jose	Division Manager	\$14,635					\$14,635	\$1,789	\$150	\$16	\$16,590	\$8,658	2.5%@55	\$25,248	
Santa Clara Valley Water District	Capital Engineering Manager	\$17,496			\$167	-\$612	\$17,051	\$2,088	\$148	\$24	\$19,310	\$5,060	2%@60	\$24,371	
Union Sanitary District	CIP Coach	\$17,015			\$350		\$17,365	\$2,547	\$144	\$22	\$20,078	\$5,295	2.5%@55	\$25,372	
Zone 7 Water Agency	Manager of Engineering	\$17,621		\$275		\$529	\$18,425	\$2,694	\$124		\$21,242	\$3,771	2.09@62	\$25,013	
Alameda County Water District	Project Engineering Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432	
	<b>Average</b>	<b>\$16,369</b>					<b>\$16,558</b>				<b>\$18,818</b>			<b>\$24,086</b>	
	<b>% +/-</b>	<b>0.0%</b>					<b>2.4%</b>				<b>5.6%</b>			<b>5.3%</b>	
	<b>Median</b>	<b>\$16,180</b>					<b>\$16,388</b>				<b>\$18,639</b>			<b>\$24,533</b>	
	<b>% +/-</b>	<b>1.2%</b>					<b>3.4%</b>				<b>6.5%</b>			<b>3.5%</b>	
	<b>75th Percentile</b>	<b>\$17,496</b>					<b>\$17,365</b>				<b>\$20,078</b>			<b>\$25,013</b>	
	<b>% +/-</b>	<b>-6.9%</b>					<b>-2.3%</b>				<b>-0.8%</b>			<b>1.6%</b>	
							Median Gain/Loss	2.2%			3.0%			-2.9%	

**Alameda County Water District  
Public Affairs Specialist**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Community Affairs Representative	\$10,724	\$536	\$220	\$665		\$12,145	\$2,601	\$190		\$14,936	\$5,452	2%@55	\$20,388
Contra Costa Water District	Public Information Specialist	\$10,854		\$50	\$326	\$326	\$11,555	\$1,998	\$170	\$17	\$13,740	\$2,590	2.35%@55	\$16,330
Dublin San Ramon Services District	Communications Specialist	\$11,006			\$208	-\$220	\$10,994	\$2,028	\$161	\$31	\$13,214	\$2,293	2.7%@55	\$15,507
East Bay Municipal Utility District	Public Information Representative II	\$10,690		\$76			\$10,766	\$2,014	\$214	\$24	\$13,018	\$3,986	2.6%@62	\$17,004
Fremont	Public Affairs Specialist	\$7,958					\$7,958	\$2,280	inc	inc	\$10,238	\$2,580	2%@60	\$12,818
Hayward	Community Programs Specialist	\$9,131				-\$274	\$8,857	\$2,341	\$148	\$14	\$11,361	\$3,081	2.5%@55	\$14,441
Livermore	Water Resources Communications Representative	\$8,800			\$401		\$9,201	\$1,950	inc	inc	\$11,151	\$3,143	2%@60	\$14,294
Marin Municipal Water District	Communications Specialist	\$9,275					\$9,275	\$1,738	\$167	\$21	\$11,200	\$3,669	2.7%@55	\$14,869
San Francisco Public Utilities Commission	Public Relations Officer	\$12,809					\$12,809	\$2,091	\$157		\$15,057	\$3,017	2.3%@62	\$18,073
San Jose	Public Information Representative II	\$7,913					\$7,913	\$1,789	\$150	\$16	\$9,868	\$4,682	2.5%@55	\$14,549
Santa Clara Valley Water District	Public Information Representative II	\$11,105			\$100	-\$389	\$10,817	\$2,088	\$148	\$24	\$13,076	\$3,212	2%@60	\$16,288
Union Sanitary District	Communications and Intergovernmental Relations Co	\$11,234			\$21		\$11,255	\$2,547	\$144	\$22	\$13,968	\$3,496	2.5%@55	\$17,463
Zone 7 Water Agency	Communications Specialist	\$10,183		\$275		\$306	\$10,764	\$2,770	\$124		\$13,658	\$2,179	2.09@62	\$15,837
Alameda County Water District	Public Affairs Specialist	\$10,330		\$42	\$146	\$258	\$10,775	\$2,829	\$168	\$23	\$13,795	\$3,473	2.5%@55	\$17,268
	<b>Average</b>	<b>\$10,130</b>					<b>\$10,332</b>				<b>\$12,653</b>			<b>\$15,990</b>
	<b>% +/-</b>	<b>1.9%</b>					<b>4.1%</b>				<b>8.3%</b>			<b>7.4%</b>
	<b>Median</b>	<b>\$10,690</b>					<b>\$10,766</b>				<b>\$13,076</b>			<b>\$15,837</b>
	<b>% +/-</b>	<b>-3.5%</b>					<b>0.1%</b>				<b>5.2%</b>			<b>8.3%</b>
	<b>75th Percentile</b>	<b>\$11,006</b>					<b>\$11,255</b>				<b>\$13,740</b>			<b>\$17,004</b>
	<b>% +/-</b>	<b>-6.5%</b>					<b>-4.5%</b>				<b>0.4%</b>			<b>1.5%</b>
							Median Gain/Loss	3.6%			5.1%			3.1%

**Alameda County Water District  
Public Affairs Supervisor II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Communication Services & Intergovernmental Relatio	\$14,162	\$708	\$425	\$878		\$16,174	\$2,601	\$190		\$18,965	\$7,200	2%@55	\$26,165
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Community Affairs Supervisor	\$14,010			\$208	-\$280	\$13,938	\$2,028	\$161	\$31	\$16,158	\$2,918	2.7%@55	\$19,077
East Bay Municipal Utility District	Senior Public Information Representative	\$14,470		\$76			\$14,546	\$2,014	\$214	\$24	\$16,798	\$5,396	2.6%@62	\$22,194
Fremont	Public Affairs Manager	\$12,348			\$247		\$12,595	\$2,280	inc	inc	\$14,875	\$4,003	2%@60	\$18,878
Hayward	Communications and Marketing Officer	\$13,213				-\$396	\$12,817	\$1,798	\$148	\$14	\$14,777	\$4,458	2.5%@55	\$19,235
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	Public Information Manager	\$12,898					\$12,898	\$1,789	\$150	\$16	\$14,852	\$7,630	2.5%@55	\$22,483
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Public Affairs Supervisor II	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540
	<b>Average</b>	<b>\$13,517</b>					<b>\$13,828</b>				<b>\$16,071</b>			<b>\$21,338</b>
	<b>% +/-</b>	<b>5.0%</b>					<b>6.4%</b>				<b>9.5%</b>			<b>5.3%</b>
	<b>Median</b>	<b>\$13,612</b>					<b>\$13,418</b>				<b>\$15,517</b>			<b>\$20,714</b>
	<b>% +/-</b>	<b>4.4%</b>					<b>9.2%</b>				<b>12.6%</b>			<b>8.1%</b>
	<b>75th Percentile</b>	<b>\$14,124</b>					<b>\$14,394</b>				<b>\$16,638</b>			<b>\$22,410</b>
	<b>% +/-</b>	<b>0.8%</b>					<b>2.6%</b>				<b>6.3%</b>			<b>0.6%</b>
							Median Gain/Loss	4.8%			3.4%			-4.5%

**Alameda County Water District  
Purchasing Officer II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Purchasing and Materials Manager	\$14,162	\$708	\$425	\$878		\$16,173	\$2,601	\$190		\$18,964	\$7,200	2%@55	\$26,164
Contra Costa Water District	Purchasing Officer	\$13,107		\$50	\$393	\$393	\$13,943	\$1,998	\$170	\$17	\$16,129	\$3,127	2.35%@55	\$19,256
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Supervisor of Purchasing	\$14,023		\$76			\$14,099	\$2,014	\$214	\$24	\$16,351	\$5,229	2.6%@62	\$21,580
Fremont	Purchasing Services Manager	\$13,137			\$263		\$13,400	\$2,280	inc	inc	\$15,680	\$4,258	2%@60	\$19,938
Hayward	Purchasing & Services Manager	\$11,669				-\$350	\$11,319	\$1,798	\$148	\$14	\$13,280	\$3,937	2.5%@55	\$17,217
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	Supervising Purchaser	\$12,749					\$12,749	\$2,091	\$157		\$14,996	\$3,002	2.3%@62	\$17,999
San Jose	No Comparable Class													
Santa Clara Valley Water District	Purchasing and Contracts Manager	\$15,853			\$167	-\$555	\$15,465	\$2,088	\$148	\$24	\$17,724	\$4,585	2%@60	\$22,310
Union Sanitary District	Purchasing Agent	\$12,226			\$254		\$12,480	\$2,547	\$144	\$22	\$15,193	\$3,804	2.5%@55	\$18,997
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Purchasing Officer II	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540
	<b>Average</b>	<b>\$13,366</b>					<b>\$13,704</b>				<b>\$16,040</b>			<b>\$20,433</b>
	<b>% +/-</b>	<b>6.1%</b>					<b>7.2%</b>				<b>9.7%</b>			<b>9.3%</b>
	<b>Median</b>	<b>\$13,122</b>					<b>\$13,672</b>				<b>\$15,904</b>			<b>\$19,597</b>
	<b>% +/-</b>	<b>7.8%</b>					<b>7.5%</b>				<b>10.4%</b>			<b>13.1%</b>
	<b>75th Percentile</b>	<b>\$14,058</b>					<b>\$14,441</b>				<b>\$16,694</b>			<b>\$21,763</b>
	<b>% +/-</b>	<b>1.2%</b>					<b>2.3%</b>				<b>6.0%</b>			<b>3.4%</b>
							Median Gain/Loss	-0.3%			3.0%			2.6%

**Alameda County Water District  
QA/QC Officer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	Senior Environmental Chemist	\$11,804			\$208	-\$236	\$11,776	\$2,028	\$161	\$31	\$13,996	\$2,459	2.7%@55	\$16,455
East Bay Municipal Utility District	Quality Assurance Officer	\$12,708		\$76			\$12,784	\$2,014	\$214	\$24	\$15,036	\$4,739	2.6%@62	\$19,775
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	Water Quality Laboratory Manager	\$14,302		\$208			\$14,510	\$1,738	\$167	\$21	\$16,436	\$5,658	2.7%@55	\$22,093
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	No Comparable Class													
Santa Clara Valley Water District	Laboratory Services Manager	\$17,072			\$167	-\$598	\$16,641	\$2,088	\$148	\$24	\$18,901	\$4,938	2%@60	\$23,838
Union Sanitary District	Laboratory Director	\$12,952			\$21		\$12,973	\$2,547	\$144	\$22	\$15,686	\$4,030	2.5%@55	\$19,716
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	QA/QC Officer	\$12,621		\$42	\$146	\$316	\$13,125	\$2,806	\$168	\$23	\$16,122	\$4,243	2.5%@55	\$20,365
	<b>Average</b>	<b>\$13,768</b>					<b>\$13,737</b>				<b>\$16,011</b>			<b>\$20,376</b>
	<b>% +/-</b>	<b>-9.1%</b>					<b>-4.7%</b>				<b>0.7%</b>			<b>-0.1%</b>
	<b>Median</b>	<b>\$12,952</b>					<b>\$12,973</b>				<b>\$15,686</b>			<b>\$19,775</b>
	<b>% +/-</b>	<b>-2.6%</b>					<b>1.2%</b>				<b>2.7%</b>			<b>2.9%</b>
	<b>75th Percentile</b>	<b>\$14,302</b>					<b>\$14,510</b>				<b>\$16,436</b>			<b>\$22,093</b>
	<b>% +/-</b>	<b>-13.3%</b>					<b>-10.6%</b>				<b>-1.9%</b>			<b>-8.5%</b>

Median Gain/Loss 3.8% 1.5% 0.2%

**Alameda County Water District  
Storekeeper II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Senior Materials Coordinator	\$8,213	\$411	\$100	\$509		\$9,233	\$2,601	\$190		\$12,024	\$4,176	2%@55	\$16,200
Contra Costa Water District	Storekeeper	\$8,169				\$82	\$8,251	\$1,998	\$164	\$17	\$10,430	\$1,949	2.35%@55	\$12,380
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Storekeeper	\$7,383		\$76			\$7,459	\$2,014	\$214	\$24	\$9,711	\$2,753	2.6%@62	\$12,464
Fremont	No Comparable Class													
Hayward	Storekeeper-Expediter	\$6,370				-\$287	\$6,083	\$1,998	\$129	\$14	\$8,225	\$2,149	2.5%@55	\$10,374
Livermore	No Comparable Class													
Marin Municipal Water District	Warehouse Worker	\$7,490					\$7,490	\$1,738	\$167	\$21	\$9,415	\$2,963	2.7%@55	\$12,378
San Francisco Public Utilities Commission	Storekeeper	\$5,941					\$5,941	\$2,091	\$157		\$8,189	\$1,399	2.3%@62	\$9,588
San Jose	Warehouse Worker II	\$5,385					\$5,385	\$1,789	\$150	\$16	\$7,340	\$3,186	2.5%@55	\$10,526
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	Storekeeper II	\$9,770			\$254		\$10,024	\$2,547	\$144	\$22	\$12,737	\$3,040	2.5%@55	\$15,777
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Storekeeper II	\$8,369	\$335				\$8,704	\$2,849	\$168	\$23	\$11,744	\$2,814	2.5%@55	\$14,557
	<b>Average</b>	<b>\$7,340</b>					<b>\$7,483</b>				<b>\$9,759</b>			<b>\$12,461</b>
	<b>% +/-</b>	<b>12.3%</b>					<b>14.0%</b>				<b>16.9%</b>			<b>14.4%</b>
	<b>Median</b>	<b>\$7,437</b>					<b>\$7,475</b>				<b>\$9,563</b>			<b>\$12,379</b>
	<b>% +/-</b>	<b>11.1%</b>					<b>14.1%</b>				<b>18.6%</b>			<b>15.0%</b>
	<b>75th Percentile</b>	<b>\$8,180</b>					<b>\$8,496</b>				<b>\$10,829</b>			<b>\$13,292</b>
	<b>% +/-</b>	<b>2.3%</b>					<b>2.4%</b>				<b>7.8%</b>			<b>8.7%</b>
							Median Gain/Loss	3.0%			4.4%			-3.6%

**Alameda County Water District  
Treatment & Distribution Supervisor II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Water Treatment Superintendent	\$15,449		\$50	\$463	\$463	\$16,426	\$1,998	\$170	\$17	\$18,611	\$3,686	2.35%@55	\$22,297	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Superintendent of Water Treatment/Distribution/System	\$14,731		\$76			\$14,807	\$2,014	\$214	\$24	\$17,059	\$5,493	2.6%@62	\$22,552	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	Asst Superintendent of Water Treatment	\$13,615		\$208			\$13,823	\$1,738	\$167	\$21	\$15,749	\$5,386	2.7%@55	\$21,135	
San Francisco Public Utilities Commission	Chief Stationary Engineer, Water Treatment Plant	\$11,091					\$11,091	\$2,091	\$157		\$13,339	\$2,612	2.3%@62	\$15,951	
San Jose	No Comparable Class														
Santa Clara Valley Water District	Water Plant Supervisor	\$13,534			\$100	-\$474	\$13,160	\$2,088	\$148	\$24	\$15,420	\$3,914	2%@60	\$19,334	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Treatment & Distribution Supervisor II	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540	
	<b>Average</b>	<b>\$13,684</b>					<b>\$13,862</b>				<b>\$16,035</b>			<b>\$20,254</b>	
	<b>% +/-</b>	<b>3.8%</b>					<b>6.2%</b>				<b>9.7%</b>			<b>10.1%</b>	
	<b>Median</b>	<b>\$13,615</b>					<b>\$13,823</b>				<b>\$15,749</b>			<b>\$21,135</b>	
	<b>% +/-</b>	<b>4.3%</b>					<b>6.4%</b>				<b>11.3%</b>			<b>6.2%</b>	
	<b>75th Percentile</b>	<b>\$14,731</b>					<b>\$14,807</b>				<b>\$17,059</b>			<b>\$22,297</b>	
	<b>% +/-</b>	<b>-3.5%</b>					<b>-0.2%</b>				<b>3.9%</b>			<b>1.1%</b>	
							Median Gain/Loss	2.1%			4.9%			-5.1%	

**Alameda County Water District  
Treatment Facilities Operator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.	
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.
Central Contra Costa Sanitary District	Plant Operator II	\$9,254	\$463	\$100	\$574		\$10,390	\$2,601	\$190		\$13,182	\$4,705	2%@55	\$17,886
Contra Costa Water District	No Comparable Class													
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Water Distribution Operator	\$8,556		\$76			\$8,632	\$2,014	\$214	\$24	\$10,884	\$3,191	2.6%@62	\$14,075
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	No Comparable Class													
San Francisco Public Utilities Commission	No Comparable Class													
San Jose	Water Systems Operator II	\$8,323					\$8,323	\$1,789	\$150		\$10,262	\$4,924	2.5%@55	\$15,186
Santa Clara Valley Water District	No Comparable Class													
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	Water Plant Operator III	\$9,740					\$9,740	\$2,770	\$124		\$12,634	\$2,084	2.09@62	\$14,718
Alameda County Water District	Treatment Facilities Operator	\$9,777	\$391				\$10,169	\$2,834	\$168	\$23	\$13,194	\$3,287	2.5%@55	\$16,481
	<b>Average</b>	<b>\$8,968</b>					<b>\$9,271</b>				<b>\$11,740</b>			<b>\$15,466</b>
	<b>% +/-</b>	<b>8.3%</b>					<b>8.8%</b>				<b>11.0%</b>			<b>6.2%</b>
	<b>Median</b>	<b>\$8,905</b>					<b>\$9,186</b>				<b>\$11,759</b>			<b>\$14,952</b>
	<b>% +/-</b>	<b>8.9%</b>					<b>9.7%</b>				<b>10.9%</b>			<b>9.3%</b>
	<b>75th Percentile</b>	<b>\$9,375</b>					<b>\$9,902</b>				<b>\$12,771</b>			<b>\$15,861</b>
	<b>% +/-</b>	<b>4.1%</b>					<b>2.6%</b>				<b>3.2%</b>			<b>3.8%</b>
							Median Gain/Loss	0.7%			1.2%			-1.6%

**Alameda County Water District  
Utility Mechanic II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Maintenance Mechanic	\$8,499				\$85	\$8,584	\$1,998	\$164	\$17	\$10,763	\$2,028	2.35%@55	\$12,791	
Dublin San Ramon Services District	Maintenance Worker II	\$8,062			\$208	-\$161	\$8,109	\$2,028	\$161	\$31	\$10,329	\$1,679	2.7%@55	\$12,009	
East Bay Municipal Utility District	Maintenance Machinist	\$9,926		\$76			\$10,002	\$2,014	\$214	\$24	\$12,254	\$3,701	2.6%@62	\$15,955	
Fremont	No Comparable Class														
Hayward	Utilities Maintenance Mechanic	\$9,268				-\$417	\$8,851	\$1,998	\$129	\$14	\$10,992	\$3,127	2.5%@55	\$14,119	
Livermore	Water Resources Mechanic II	\$8,203			\$163		\$8,365	\$1,950	inc	inc	\$10,315	\$2,929	2%@60	\$13,245	
Marin Municipal Water District	Mechanical and Electrical Maintenance Worker II	\$8,541					\$8,541	\$1,738	\$167	\$21	\$10,466	\$3,379	2.7%@55	\$13,845	
San Francisco Public Utilities Commission	General Utility Mechanic	\$9,243					\$9,243	\$2,091	\$157		\$11,491	\$2,177	2.3%@62	\$13,667	
San Jose	No Comparable Class														
Santa Clara Valley Water District	Plant/Pipeline Mechanical Technician II	\$9,812			\$100	-\$343	\$9,569	\$2,088	\$148	\$24	\$11,829	\$2,838	2%@60	\$14,667	
Union Sanitary District	Mechanic II	\$9,972			\$21		\$9,993	\$2,547	\$144	\$22	\$12,706	\$3,103	2.5%@55	\$15,809	
Zone 7 Water Agency	Plant Mechanic	\$9,119					\$9,119	\$2,770	\$124		\$12,013	\$1,951	2.09@62	\$13,965	
Alameda County Water District	Utility Mechanic II	\$9,777	\$391				\$10,169	\$2,834	\$168	\$23	\$13,194	\$3,287	2.5%@55	\$16,481	
	<b>Average</b>	<b>\$9,064</b>					<b>\$9,038</b>				<b>\$11,316</b>			<b>\$14,007</b>	
	<b>% +/-</b>	<b>7.3%</b>					<b>11.1%</b>				<b>14.2%</b>			<b>15.0%</b>	
	<b>Median</b>	<b>\$9,181</b>					<b>\$8,985</b>				<b>\$11,241</b>			<b>\$13,905</b>	
	<b>% +/-</b>	<b>6.1%</b>					<b>11.6%</b>				<b>14.8%</b>			<b>15.6%</b>	
	<b>75th Percentile</b>	<b>\$9,676</b>					<b>\$9,487</b>				<b>\$11,967</b>			<b>\$14,530</b>	
	<b>% +/-</b>	<b>1.0%</b>					<b>6.7%</b>				<b>9.3%</b>			<b>11.8%</b>	
							Median Gain/Loss	5.5%			3.2%			0.8%	

**Alameda County Water District  
Utility Worker II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Utility Worker	\$6,748				\$67	\$6,815	\$1,998	\$164	\$17	\$8,995	\$1,610	2.35%@55	\$10,605	
Dublin San Ramon Services District	Maintenance Worker II	\$8,062			\$208	-\$161	\$8,109	\$2,028	\$161	\$31	\$10,329	\$1,679	2.7%@55	\$12,009	
East Bay Municipal Utility District	Water Distribution Plumber III	\$8,352		\$76			\$8,428	\$2,014	\$214	\$24	\$10,680	\$3,114	2.6%@62	\$13,794	
Fremont	No Comparable Class														
Hayward	Utilities Service Worker	\$7,571				-\$341	\$7,230	\$1,998	\$129	\$14	\$9,372	\$2,554	2.5%@55	\$11,926	
Livermore	Water Distribution Operator II	\$7,462			\$163		\$7,625	\$1,950	inc	inc	\$9,575	\$2,665	2%@60	\$12,240	
Marin Municipal Water District	Utility Worker II	\$7,729					\$7,729	\$1,738	\$167	\$21	\$9,654	\$3,057	2.7%@55	\$12,712	
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	Water Systems Operator II	\$8,323					\$8,323	\$1,789	\$150		\$10,262	\$4,924	2.5%@55	\$15,186	
Santa Clara Valley Water District	Maintenance Worker II	\$8,256			\$100	-\$289	\$8,067	\$2,088	\$148	\$24	\$10,327	\$2,388	2%@60	\$12,714	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Utility Worker II	\$8,369	\$335				\$8,704	\$2,849	\$168	\$23	\$11,744	\$2,814	2.5%@55	\$14,557	
	<b>Average</b>	<b>\$7,813</b>					<b>\$7,791</b>				<b>\$9,899</b>			<b>\$12,648</b>	
	<b>% +/-</b>	<b>6.6%</b>					<b>10.5%</b>				<b>15.7%</b>			<b>13.1%</b>	
	<b>Median</b>	<b>\$7,896</b>					<b>\$7,898</b>				<b>\$9,958</b>			<b>\$12,476</b>	
	<b>% +/-</b>	<b>5.7%</b>					<b>9.3%</b>				<b>15.2%</b>			<b>14.3%</b>	
	<b>75th Percentile</b>	<b>\$8,273</b>					<b>\$8,163</b>				<b>\$10,327</b>			<b>\$12,984</b>	
	<b>% +/-</b>	<b>1.2%</b>					<b>6.2%</b>				<b>12.1%</b>			<b>10.8%</b>	
							Median Gain/Loss	3.6%			5.9%			-0.9%	

**Alameda County Water District  
Water Cons. Specialist II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	Water Conservation Specialist	\$10,346		\$50	\$310	\$310	\$11,017	\$1,998	\$170	\$17	\$13,202	\$2,469	2.35%@55	\$15,670
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Water Conservation Administrator	\$13,435		\$76			\$13,511	\$2,014	\$214	\$24	\$15,763	\$5,010	2.6%@62	\$20,773
Fremont	No Comparable Class													
Hayward	Sustainability Specialist	\$8,850				-\$266	\$8,585	\$2,341	\$148	\$14	\$11,088	\$2,986	2.5%@55	\$14,074
Livermore	No Comparable Class													
Marin Municipal Water District	Water Conservation Specialist II	\$9,275					\$9,275	\$1,738	\$167	\$21	\$11,200	\$3,669	2.7%@55	\$14,869
San Francisco Public Utilities Commission	Water Conservation Administrator	\$11,707					\$11,707	\$2,091	\$157		\$13,954	\$2,757	2.3%@62	\$16,711
San Jose	No Comparable Class													
Santa Clara Valley Water District	Water Conservation Specialist III	\$11,774			\$100	-\$412	\$11,462	\$2,088	\$148	\$24	\$13,721	\$3,405	2%@60	\$17,126
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	Water Conservation Coordinator	\$9,630					\$9,630	\$2,770	\$124		\$12,525	\$2,061	2.09@62	\$14,586
Alameda County Water District	Water Cons. Specialist II	\$10,330		\$42	\$146	\$258	\$10,775	\$2,829	\$168	\$23	\$13,795	\$3,473	2.5%@55	\$17,268
	<b>Average</b>	<b>\$10,717</b>					<b>\$10,741</b>				<b>\$13,065</b>			<b>\$16,259</b>
	<b>% +/-</b>	<b>-3.7%</b>					<b>0.3%</b>				<b>5.3%</b>			<b>5.8%</b>
	<b>Median</b>	<b>\$10,346</b>					<b>\$11,017</b>				<b>\$13,202</b>			<b>\$15,670</b>
	<b>% +/-</b>	<b>-0.2%</b>					<b>-2.2%</b>				<b>4.3%</b>			<b>9.3%</b>
	<b>75th Percentile</b>	<b>\$11,740</b>					<b>\$11,584</b>				<b>\$13,838</b>			<b>\$16,919</b>
	<b>% +/-</b>	<b>-13.7%</b>					<b>-7.5%</b>				<b>-0.3%</b>			<b>2.0%</b>
							Median Gain/Loss	-2.1%				6.5%		4.9%

**Alameda County Water District  
Water Conservation Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Water Use Efficiency Supervisor	\$13,045		\$50	\$391	\$391	\$13,878	\$1,998	\$170	\$17	\$16,063	\$3,113	2.35%@55	\$19,175	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Manager of Water Conservation Manager	\$16,369		\$76			\$16,445	\$2,014	\$214	\$24	\$18,697	\$6,104	2.6%@62	\$24,801	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	Water Conservation Specialist Supervisor	\$11,153					\$11,153	\$1,738	\$167	\$21	\$13,078	\$4,412	2.7%@55	\$17,490	
San Francisco Public Utilities Commission	Manager III	\$13,745					\$13,745	\$2,091	\$157		\$15,993	\$3,237	2.3%@62	\$19,230	
San Jose	No Comparable Class														
Santa Clara Valley Water District	No Comparable Class														
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Water Conservation Supervisor	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540	
	<b>Average</b>	<b>\$13,578</b>					<b>\$13,805</b>				<b>\$15,958</b>			<b>\$20,174</b>	
	<b>% +/-</b>	<b>4.6%</b>					<b>6.6%</b>				<b>10.1%</b>			<b>10.5%</b>	
	<b>Median</b>	<b>\$13,395</b>					<b>\$13,812</b>				<b>\$16,028</b>			<b>\$19,203</b>	
	<b>% +/-</b>	<b>5.9%</b>					<b>6.5%</b>				<b>9.7%</b>			<b>14.8%</b>	
	<b>75th Percentile</b>	<b>\$14,401</b>					<b>\$14,520</b>				<b>\$16,721</b>			<b>\$20,623</b>	
	<b>% +/-</b>	<b>-1.2%</b>					<b>1.7%</b>				<b>5.8%</b>			<b>8.5%</b>	
							Median Gain/Loss	0.6%			3.2%			5.1%	

**Alameda County Water District  
Water Production Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	Water Operations Manager	\$17,415		\$170	\$871	\$348	\$18,804	\$1,998	\$164	\$17	\$20,984	\$4,155	2.35%@55	\$25,139
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Mgr of Water Supply/Treatment and Distribution	\$18,986		\$76			\$19,062	\$2,014	\$214	\$24	\$21,314	\$7,080	2.6%@62	\$28,394
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	Superintendent of Operations	\$14,992		\$208			\$15,200	\$1,738	\$167	\$21	\$17,126	\$5,931	2.7%@55	\$23,056
San Francisco Public Utilities Commission	Manager VII	\$18,300					\$18,300	\$2,091	\$157		\$20,547	\$4,310	2.3%@62	\$24,857
San Jose	No Comparable Class													
Santa Clara Valley Water District	Water Treatment Manager	\$17,072			\$167	-\$598	\$16,641	\$2,088	\$148	\$24	\$18,900	\$4,938	2%@60	\$23,838
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	Operations Manager	\$15,751		\$275		\$473	\$16,499	\$2,694	\$124		\$19,316	\$3,371	2.09@62	\$22,687
Alameda County Water District	Water Production Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$17,086</b>					<b>\$17,418</b>				<b>\$19,698</b>			<b>\$24,662</b>
	<b>% +/-</b>	<b>-4.4%</b>					<b>-2.6%</b>				<b>1.2%</b>			<b>3.0%</b>
	<b>Median</b>	<b>\$17,243</b>					<b>\$17,470</b>				<b>\$19,932</b>			<b>\$24,347</b>
	<b>% +/-</b>	<b>-5.3%</b>					<b>-3.0%</b>				<b>0.0%</b>			<b>4.3%</b>
	<b>75th Percentile</b>	<b>\$18,079</b>					<b>\$18,678</b>				<b>\$20,874</b>			<b>\$25,068</b>
	<b>% +/-</b>	<b>-10.4%</b>					<b>-10.1%</b>				<b>-4.7%</b>			<b>1.4%</b>
							Median Gain/Loss	2.4%			2.9%			4.3%

**Alameda County Water District  
Water Supply & Planning Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements					Insurance Benefits				Retirement Benefits		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	No Comparable Class													
Contra Costa Water District	Water Resources Manager	\$17,415		\$170	\$871	\$348	\$18,804	\$1,998	\$164	\$17	\$20,984	\$4,155	2.35%@55	\$25,139
Dublin San Ramon Services District	No Comparable Class													
East Bay Municipal Utility District	Manager of Water Supply Improvements	\$18,986		\$76			\$19,062	\$2,014	\$214	\$24	\$21,314	\$7,080	2.6%@62	\$28,394
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	Water Conservation Manager	\$14,391		\$208			\$14,599	\$1,738	\$167	\$21	\$16,525	\$5,693	2.7%@55	\$22,218
San Francisco Public Utilities Commission	Manager VI	\$17,084					\$17,084	\$2,091	\$157		\$19,332	\$4,023	2.3%@62	\$23,355
San Jose	No Comparable Class													
Santa Clara Valley Water District	Water Supply Planning & Conservation Manager	\$17,072			\$167	-\$598	\$16,641	\$2,088	\$148	\$24	\$18,900	\$4,938	2%@60	\$23,838
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	Integrated Water Resources Manager	\$17,621		\$275		\$529	\$18,425	\$2,694	\$124		\$21,242	\$3,771	2.09@62	\$25,013
Alameda County Water District	Water Supply & Planning Manager	\$16,372		\$42	\$146	\$409	\$16,968	\$2,768	\$168	\$23	\$19,928	\$5,504	2.5%@55	\$25,432
	<b>Average</b>	<b>\$17,095</b>					<b>\$17,436</b>				<b>\$19,716</b>			<b>\$24,659</b>
	<b>% +/-</b>	<b>-4.4%</b>					<b>-2.8%</b>				<b>1.1%</b>			<b>3.0%</b>
	<b>Median</b>	<b>\$17,250</b>					<b>\$17,754</b>				<b>\$20,158</b>			<b>\$24,425</b>
	<b>% +/-</b>	<b>-5.4%</b>					<b>-4.6%</b>				<b>-1.2%</b>			<b>4.0%</b>
	<b>75th Percentile</b>	<b>\$17,570</b>					<b>\$18,709</b>				<b>\$21,177</b>			<b>\$25,107</b>
	<b>% +/-</b>	<b>-7.3%</b>					<b>-10.3%</b>				<b>-6.3%</b>			<b>1.3%</b>
							Median Gain/Loss	0.7%			3.5%			5.1%

**Alameda County Water District  
Water Supply Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Senior Water Resources Specialist	\$14,531		\$50	\$436	\$436	\$15,453	\$1,998	\$170	\$17	\$17,638	\$3,467	2.35%@55	\$21,105	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	No Comparable Class														
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	No Comparable Class														
San Francisco Public Utilities Commission	No Comparable Class														
San Jose	No Comparable Class														
Santa Clara Valley Water District	Senior Water Resources Specialist	\$14,903			\$100	-\$522	\$14,481	\$2,088	\$148	\$24	\$16,741	\$4,310	2%@60	\$21,051	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	No Comparable Class														
Alameda County Water District	Water Supply Supervisor	\$14,231		\$42	\$146	\$356	\$14,774	\$2,790	\$168	\$23	\$17,755	\$4,784	2.5%@55	\$22,540	
	<b>Average % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	
	<b>Median % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	
	<b>75th Percentile % +/-</b>	<b>I.D.</b>					<b>I.D.</b>				<b>I.D.</b>			<b>I.D.</b>	

Median Gain/Loss

**Alameda County Water District  
Water Treatment Plant Operator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits		Base + Cash + Ins. + Ret.		
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.		Ret. Form.	
Central Contra Costa Sanitary District	No Comparable Class														
Contra Costa Water District	Water Treatment Plant Operator (Grade 3)	\$10,583				\$106	\$10,689	\$1,998	\$164	\$17	\$12,868	\$2,525	2.35%@55	\$15,393	
Dublin San Ramon Services District	No Comparable Class														
East Bay Municipal Utility District	Water Treatment Operator	\$8,556		\$76			\$8,632	\$2,014	\$214	\$24	\$10,884	\$3,191	2.6%@62	\$14,075	
Fremont	No Comparable Class														
Hayward	No Comparable Class														
Livermore	No Comparable Class														
Marin Municipal Water District	Treatment Plant/System Operator III	\$9,405					\$9,405	\$1,738	\$167	\$21	\$11,330	\$3,720	2.7%@55	\$15,051	
San Francisco Public Utilities Commission	Stationary Engineer, Water Treatment Plant	\$9,408					\$9,408	\$2,091	\$157		\$11,655	\$2,216	2.3%@62	\$13,871	
San Jose	No Comparable Class														
Santa Clara Valley Water District	Water Plant Operator	\$10,319			\$100	-\$361	\$10,057	\$2,088	\$148	\$24	\$12,317	\$2,984	2%@60	\$15,301	
Union Sanitary District	No Comparable Class														
Zone 7 Water Agency	Water Plant Operator III	\$9,740					\$9,740	\$2,770	\$124		\$12,634	\$2,084	2.09@62	\$14,718	
Alameda County Water District	Water Treatment Plant Operator	\$9,975	\$399				\$10,374	\$2,832	\$168	\$23	\$13,397	\$3,353	2.5%@55	\$16,751	
	<b>Average</b>	<b>\$9,668</b>					<b>\$9,655</b>				<b>\$11,948</b>			<b>\$14,735</b>	
	<b>% +/-</b>	<b>3.1%</b>					<b>6.9%</b>				<b>10.8%</b>			<b>12.0%</b>	
	<b>Median</b>	<b>\$9,574</b>					<b>\$9,574</b>				<b>\$11,986</b>			<b>\$14,885</b>	
	<b>% +/-</b>	<b>4.0%</b>					<b>7.7%</b>				<b>10.5%</b>			<b>11.1%</b>	
	<b>75th Percentile</b>	<b>\$10,174</b>					<b>\$9,978</b>				<b>\$12,555</b>			<b>\$15,239</b>	
	<b>% +/-</b>	<b>-2.0%</b>					<b>3.8%</b>				<b>6.3%</b>			<b>9.0%</b>	
							Median Gain/Loss	3.7%			2.8%			0.6%	

**Alameda County Water District  
Workplace Health and Safety Officer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				Retirement Benefits			
			Long.	Other Cash	Def. Comp.	ER to EE/EE to ER Ret	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	Ret. Form.	Base + Cash + Ins. + Ret.
Central Contra Costa Sanitary District	Safety Officer	\$11,523	\$576	\$220	\$714		\$13,034	\$2,601	\$190		\$15,825	\$5,858	2%@55	\$21,683
Contra Costa Water District	Risk Management Officer	\$12,787		\$148	\$511	\$384	\$13,830	\$1,998	\$164	\$17	\$16,009	\$3,051	2.35%@55	\$19,060
Dublin San Ramon Services District	Environmental Health & Safety Program Administrator	\$12,203			\$208	-\$244	\$12,167	\$2,028	\$161	\$31	\$14,387	\$2,542	2.7%@55	\$16,929
East Bay Municipal Utility District	Manager of Workplace Health & Safety	\$16,369		\$76			\$16,445	\$2,014	\$214	\$24	\$18,697	\$6,104	2.6%@62	\$24,801
Fremont	No Comparable Class													
Hayward	No Comparable Class													
Livermore	No Comparable Class													
Marin Municipal Water District	Safety & Emergency Response Manager	\$12,200		\$208			\$12,408	\$1,738	\$167	\$21	\$14,334	\$4,826	2.7%@55	\$19,160
San Francisco Public Utilities Commission	Safety Officer	\$13,128					\$13,128	\$2,091	\$157		\$15,375	\$3,092	2.3%@62	\$18,467
San Jose	No Comparable Class													
Santa Clara Valley Water District	Environmental Health & Safety Specialist II	\$11,664			\$100	-\$408	\$11,355	\$2,088	\$148	\$24	\$13,615	\$3,373	2%@60	\$16,988
Union Sanitary District	No Comparable Class													
Zone 7 Water Agency	No Comparable Class													
Alameda County Water District	Workplace Health and Safety Officer	\$12,621		\$42	\$146	\$316	\$13,125	\$2,806	\$168	\$23	\$16,122	\$4,243	2.5%@55	\$20,365
	<b>Average</b>	<b>\$12,839</b>					<b>\$13,195</b>				<b>\$15,463</b>			<b>\$19,584</b>
	<b>% +/-</b>	<b>-1.7%</b>					<b>-0.5%</b>				<b>4.1%</b>			<b>3.8%</b>
	<b>Median</b>	<b>\$12,203</b>					<b>\$13,034</b>				<b>\$15,375</b>			<b>\$19,060</b>
	<b>% +/-</b>	<b>3.3%</b>					<b>0.7%</b>				<b>4.6%</b>			<b>6.4%</b>
	<b>75th Percentile</b>	<b>\$12,957</b>					<b>\$13,479</b>				<b>\$15,917</b>			<b>\$20,422</b>
	<b>% +/-</b>	<b>-2.7%</b>					<b>-2.7%</b>				<b>1.3%</b>			<b>-0.3%</b>
							Median Gain/Loss	-2.6%			3.9%			1.8%

APPENDIX C  
SALARY RANGE RECOMMENDATIONS

**Alameda County WD**

**Salary Recommendations**

**Benchmark Classes set to Market 75th Percentile**

**Same as current salary if less than 5.0% above market**

Line	Recommended Job Classification Title	Current Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	Senior Administrative Analyst	Administrative Analyst III	\$ 12,005		\$ 12,441	3.6%	Approx. 10% above Administrative Analyst II
2	Administrative Analyst II	Administrative Analyst II	\$ 10,330	-9.5%	\$ 11,310	9.5%	Benchmark; set to market
3	Administrative Analyst I	Administrative Analyst I	\$ 9,206		\$ 9,614	4.4%	Approx. 15% below Administrative Analyst II
4							
5	Office Supervisor	Office Supervisor I/II	\$ 10,227		\$ 10,307	0.8%	Approx. 15% below Executive Assistant/District Secretary
6	Office Assistant II	Office Assistant II	\$ 7,058	-3.9%	\$ 7,336	3.9%	Benchmark; set to market
7	Office Assistant I	Office Assistant I	\$ 6,415		\$ 6,602	2.9%	Approx. 10% below Office Assistant II
8							
9	Engineering Supervisor	Engineering Supervisor I/II	\$ 15,495	+3.2%	\$ 15,495	0.0%	Benchmark; set to market; SCS*
10	Senior Engineer	Engineer III	\$ 14,020		\$ 14,015	0.0%	Approx. 7.5% above Associate Engineer
11	Associate Engineer	New Class Level			\$ 13,038	--	Benchmark; set to market
12	Engineer II	Engineer II	\$ 12,005		\$ 11,734	-2.3%	Approx. 10% below Associate Engineer
13	Engineer I	Engineer I	\$ 10,330		\$ 9,974	-3.4%	Approx. 15% below Engineer II
14							
15	Engineering Technician III	Engineering Technician III	\$ 10,227		\$ 10,488	2.6%	Approx. 10% above Engineering Technician II
16	Engineering Technician II	Engineering Technician II	\$ 9,535	+3.8%	\$ 9,535	0.0%	Benchmark; set to market; SCS*
17	Engineering Technician I	Engineering Technician I	\$ 8,286		\$ 8,105	-2.2%	Approx. 15% below Engineering Technician II
18							
19	Director of Eng & Tech Services	Manager of Eng & Tech Services	\$ 20,868	-2.3%	\$ 21,338	2.3%	Benchmark; set to market; Average of Dir Data
20							
21	Development Service Manager	Development Service Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
22	Construction Inspector II	Construction Inspector II	\$ 11,025		\$ 10,965	-0.5%	Approx. 15% above Engineering Technician II
23	Construction Inspector I	Construction Inspector I	\$ 9,535		\$ 9,869	3.5%	Approx. 10% below Construction Inspector II
24							
25	Information Technology Manager	Information Technology Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
26	Information Technology Supervisor	Information Technology Supervisor	\$ 14,231	-2.3%	\$ 14,556	2.3%	Benchmark; set to market
27	Senior Information Technology Analyst	Senior Business Analyst	\$ 14,020		\$ 13,408	-4.4%	Approx. 10% above Information Technology Analyst II
28	Information Technology Analyst II	Information Systems Analyst II	\$ 11,476	-6.2%	\$ 12,189	6.2%	Benchmark; set to market
29	Information Technology Analyst II	Network Analyst II	\$ 10,914	-6.2%	\$ 12,189	11.7%	Benchmark; set to market
30	Information Technology Analyst I	Information Systems Analyst I	\$ 9,630		\$ 10,360	7.6%	Approx. 15% below Information Technology Analyst II
31	Information Technology Analyst I	Network Analyst I	\$ 9,630		\$ 10,360	7.6%	Approx. 15% below Information Technology Analyst II
32	Information Technology Administrator II	Server & Sys Administrator II	\$ 14,020		\$ 13,408	-4.4%	Approx. 10% above Information Technology Analyst II
33	Information Technology Administrator II	Network Administrator II	\$ 14,020		\$ 13,408	-4.4%	Approx. 10% above Information Technology Analyst II

**Alameda County WD**

**Salary Recommendations**

**Benchmark Classes set to Market 75th Percentile**

**Same as current salary if less than 5.0% above market**

Line	Recommended Job Classification Title	Current Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
34	Information Technology Administrator I	Server & Sys Administrator I	\$ 10,914		\$ 11,397	4.4%	Approx. 15% below Information Technology Administrator II
35	Information Technology Administrator I	Network Administrator I	\$ 10,914		\$ 11,397	4.4%	Approx. 15% below Information Technology Administrator II
36							
37	Information Technology Technician	Network Technician	\$ 9,535	+4.4%	\$ 9,535	0.0%	Benchmark; set to market; SCS*
38							
39	Project Engineering Manager	Project Engineering Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
40							
41	General Manager	General Manager	\$ 25,704	-9.0%	\$ 28,028	9.0%	Benchmark; set to market
42							
43	Director of Finance	Manager of Finance	\$ 20,868	-2.3%	\$ 21,338	2.3%	Benchmark; set to market; Average of Dir Data
44							
45	Accounting & Treasury Manager	Accounting & Treasury Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
46	Accounting Supervisor	Accounting Supervisor I/II	\$ 14,231		\$ 14,231	0.0%	Same as Purchasing Officer
47	Senior Business Analyst	Financial Systems Analyst II	\$ 14,020		\$ 13,806	-1.5%	Approx. 15% above Business Analyst II
48	Business Analyst II	Financial Systems Analyst I	\$ 12,621		\$ 12,005	-4.9%	Benchmark; set to market
49	Business Analyst II	Business Analyst II	\$ 12,005		\$ 12,005	0.0%	Benchmark; set to market
50	Business Analyst I	Business Analyst I	\$ 10,330		\$ 10,204	-1.2%	Approx. 15% below Business Analyst II
51	Senior Accountant	Accountant III	\$ 12,247		\$ 11,879	-3.0%	Approx. 15% above Accountant II
52	Accountant II	Accountant II	\$ 10,330	+2.3%	\$ 10,330	0.0%	Benchmark; set to market; SCS*
53	Accountant I	Accountant I	\$ 9,206		\$ 9,297	1.0%	Approx. 10% below Accountant II
54	Accounting Technician II	Accounting Assistant II	\$ 8,000	-3.2%	\$ 8,256	3.2%	Benchmark; set to market
55	Accounting Technician I	Accounting Assistant I	\$ 7,420		\$ 7,430	0.1%	Approx. 10% below Accounting Technician II
56							
57	Supervising Financial Analyst	Supervising Financial Analyst	\$ 15,495		\$ 15,877	2.5%	Approx. 15% above Senior Financial Analyst
58	Senior Financial Analyst	Senior Financial Analyst	\$ 14,020		\$ 13,806	-1.5%	Approx. 15% above Financial Analyst II
59	Financial Analyst II	Financial Analyst II	\$ 12,005		\$ 12,005	0.0%	Benchmark; set to market
60	Financial Analyst I	Financial Analyst I	\$ 10,330		\$ 10,804	4.6%	Approx. 10% below Financial Analyst II
61							
62	Customer Services & Systems Manager	Customer Services & Systems Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
63	Customer Service Supervisor	Customer Service Supervisor I/II	\$ 14,231		\$ 14,231	0.0%	Same as Accounting Supervisor
64	Customer Account Rep III	Customer Account Rep III	\$ 7,608		\$ 8,436	10.9%	Approx. 15% above Customer Account Rep II
65	Customer Account Rep II	Customer Account Rep II	\$ 7,058		\$ 7,336	3.9%	Same as Office Assistant II
66	Customer Account Rep I	Customer Account Rep I	\$ 6,415		\$ 6,602	2.9%	Approx. 10% below Customer Account Rep II

**Alameda County WD**  
**Salary Recommendations**  
**Benchmark Classes set to Market 75th Percentile**  
**Same as current salary if less than 5.0% above market**

Line	Recommended Job Classification Title	Current Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
67							
68	Meter Reader Supervisor	Meter Reader Supervisor	\$ 10,227	-3.8%	\$ 10,615	3.8%	Benchmark; set to market
69	Meter Reader	Meter Reader	\$ 8,286	+13.6%	\$ 7,157	-13.6%	Benchmark; set to market
70	Customer Account Field Representative	Customer Account Field Representative	\$ 8,286	-1.6%	\$ 8,422	1.6%	Benchmark; set to market
71							
72	Purchasing Officer	Purchasing Officer I/II	\$ 14,231	+1.2%	\$ 14,231	0.0%	Benchmark; set to market; SCS*
73	Senior Buyer	Senior Buyer	\$ 12,247		\$ 11,879	-3.0%	Approx. 15% above Buyer II
74	Buyer II	Buyer II	\$ 10,330	+4.3%	\$ 10,330	0.0%	Benchmark; set to market; SCS*
75	Buyer I	Buyer I	\$ 9,206		\$ 9,297	1.0%	Approx. 10% below Buyer II
76	Buyer I	Procurement Specialist	\$ 8,000		\$ 9,297	16.2%	Approx. 10% below Buyer II
77							
78	Executive Assistant/District Secretary	Executive Assistant	\$ 12,125	+0.4%	\$ 12,125	0.0%	Benchmark; set to market; SCS*
79	Administrative Assistant/ADS	Admin Office Assist III	\$ 8,039		\$ 8,436	4.9%	Approx. 15% above Office Assistant II
80	Administrative Assistant/ADS	Admin Office Assist II	\$ 7,200		\$ 8,436	17.2%	Approx. 15% above Office Assistant II
81	Administrative Assistant/ADS	Admin Office Assist I	\$ 6,479		\$ 8,436	30.2%	Approx. 15% above Office Assistant II
82							
83	Human Resources/Risk Manager	Human Resources/Risk Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
84	Workplace Health and Safety Officer	Workplace Health and Safety Officer	\$ 12,621	-2.7%	\$ 12,957	2.7%	Benchmark; set to market
85	Senior Human Resources Analyst	New Class Level			\$ 12,265	--	Approx. 10% above Human Resources Analyst II
86	Human Resources Analyst II	Human Resources Analyst II	\$ 10,330	-7.9%	\$ 11,150	7.9%	Benchmark; set to market
87	Human Resources Analyst I	Human Resources Analyst I	\$ 9,206		\$ 9,478	2.9%	Approx. 15% below Human Resources Analyst II
88	Senior Human Resources Technician	New Class Level			\$ 9,160	--	Approx. 10% above Human Resources Technician II
89	Human Resources Technician II	Human Resources Technician II	\$ 8,932	+6.8%	\$ 8,328	-6.8%	Benchmark; set to market
90	Human Resources Technician I	Human Resources Technician I	\$ 8,039		\$ 7,495	-6.8%	Approx. 10% below Human Resources Technician II
91	Human Resources Assistant II	Human Resources Assistant II	\$ 7,200		\$ 6,745	-6.3%	Approx. 10% below Human Resources Technician I
92	Human Resources Assistant I	Human Resources Assistant I	\$ 6,479		\$ 6,071	-6.3%	Approx. 10% below Human Resources Assistant II
93							
94	Public Affairs Supervisor	Public Affairs Supervisor I/II	\$ 14,231	+0.8%	\$ 14,231	0.0%	Benchmark; set to market; SCS*
95	Senior Public Affairs Specialist	Public Affairs Specialist III	\$ 12,005		\$ 12,107	0.8%	Approx. 10% above Public Affairs Specialist II
96	Public Affairs Specialist II	Public Affairs Specialist II	\$ 10,330	-6.5%	\$ 11,006	6.5%	Benchmark; set to market
97	Public Affairs Specialist I	Public Affairs Specialist I	\$ 9,206		\$ 9,355	1.6%	Approx. 15% below Public Affairs Specialist II
98							
99	Distribution Maintenance Manager	Distribution Maintenance Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data

**Alameda County WD**

**Salary Recommendations**

**Benchmark Classes set to Market 75th Percentile**

**Same as current salary if less than 5.0% above market**

Line	Recommended Job Classification Title	Current Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
100	Distribution Maintenance Supervisor	Distribution Maintenance Supervisor I/II	\$ 14,231	+1.1%	\$ 14,231	0.0%	Benchmark; set to market; SCS*
101	Utility Worker III	Utility Worker III	\$ 9,299		\$ 9,206	-1.0%	Approx. 10% above Utility Worker II
102	Utility Worker II	Utility Worker II	\$ 8,369	+1.2%	\$ 8,369	0.0%	Benchmark; set to market; SCS*
103	Utility Worker I	Utility Worker I	\$ 7,802		\$ 7,532	-3.5%	Approx. 10% below Utility Worker II
104	Meter/Cross Connection Worker II	Meter/Cross Connection Worker II	\$ 9,299		\$ 9,206	-1.0%	Approx. 10% above Utility Worker II
105	Meter/Cross Connection Worker I	Meter/Cross Connection Worker I	\$ 8,369		\$ 8,286	-1.0%	Approx. 10% below Meter/Cross Connection Worker II
106	Storekeeper II	Storekeeper II	\$ 8,369	+2.3%	\$ 8,369	0.0%	Benchmark; set to market; SCS*
107	Storekeeper I	Storekeeper I	\$ 7,802		\$ 7,532	-3.5%	Approx. 10% below Storekeeper II
108							
109	Operations Systems Administrator	Sr Operations Systems Analyst	\$ 14,020		\$ 14,078	0.4%	Approx. 5% above Senior Information Technology Analyst
110	Operations Systems Administrator	Operations Systems Analyst	\$ 12,005		\$ 14,078	17.3%	Approx. 5% above Senior Information Technology Analyst
111	Operations Systems Technician	New Class Level			\$ 11,262	--	Approx. 20% below Operations Systems Administrator
112							
113	Facilities Maintenance Supervisor	Facilities Maintenance Supervisor	\$ 14,231	+4.8%	\$ 14,231	0.0%	Benchmark; set to market; SCS*
114	Instrument Technician II	Senior Instrument Technician	\$ 11,362	+3.2%	\$ 11,362	0.0%	Benchmark; set to market; SCS*
115	Instrument Technician I	Instrument Technician	\$ 10,806		\$ 10,226	-5.4%	Approx. 10% below Instrument Technician II
116	Planner/Scheduler	Planner/Scheduler	\$ 11,025	+0.3%	\$ 11,025	0.0%	Benchmark; set to market; SCS*
117	Electrician II	Electrician	\$ 10,593	+3.1%	\$ 10,593	0.0%	Benchmark; set to market; SCS*
118	Electrician I	New Class Level			\$ 9,533	--	Approx. 10% below Electrician II
119	Senior Utility Mechanic	New Class Level			\$ 10,755	--	Approx. 10% above Utility Mechanic II
120	Utility Mechanic II	Utility Mechanic II	\$ 9,777	+1.0%	\$ 9,777	0.0%	Benchmark; set to market; SCS*
121	Utility Mechanic I	Utility Mechanic I	\$ 8,889		\$ 8,800	-1.0%	Approx. 10% below Utility Mechanic II
122							
123	Facility Maintenance Manager	Facility Maintenance Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
124	General Facilities Supervisor	General Facilities Supervisor	\$ 14,231		\$ 14,231	0.0%	Same as Facilities Maintenance Supervisor
125	Equipment Mechanic II	Auto Mechanic II	\$ 9,777	+6.1%	\$ 9,180	-6.1%	Benchmark; set to market
126	Equipment Mechanic I	Auto Mechanic I	\$ 8,369		\$ 8,262	-1.3%	Approx. 10% below Equipment Mechanic II
127	Facilities Maintenance Worker	Facilities Maintenance Worker	\$ 9,299		\$ 9,206	-1.0%	Approx. 10% above Utility Worker II
128	Gardener III	Gardener III	\$ 8,889		\$ 9,062	1.9%	Approx. 15% above Gardener II
129	Gardener II	Gardener II	\$ 7,880	+2.6%	\$ 7,880	0.0%	Benchmark; set to market; SCS*
130	Gardener I	Gardener I	\$ 7,128		\$ 7,092	-0.5%	Approx. 10% below Gardener II
131							
132	Laboratory Services Supervisor	Laboratory Services Supervisor	\$ 14,231	+0.1%	\$ 14,231	0.0%	Benchmark; set to market; SCS*

**Alameda County WD**

**Salary Recommendations**

**Benchmark Classes set to Market 75th Percentile**

**Same as current salary if less than 5.0% above market**

Line	Recommended Job Classification Title	Current Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
133	Senior Chemist	Senior Chemist	\$ 12,247		\$ 12,006	-2.0%	Approx. 10% above Chemist II
134	Chemist II	Chemist II	\$ 10,914	+2.5%	\$ 10,914	0.0%	Benchmark; set to market; SCS*
135	Chemist I	Chemist I	\$ 9,630		\$ 9,823	2.0%	Approx. 10% below Chemist II
136	Laboratory Technician II	Laboratory Technician II	\$ 8,712	+2.2%	\$ 8,712	0.0%	Benchmark; set to market; SCS*
137	Laboratory Technician I	Laboratory Technician I	\$ 6,986		\$ 7,405	6.0%	Approx. 15% below Laboratory Technician II
138							
139	Director of Operations and Maintenance	Manager of Operations and Maintenance	\$ 20,868	-2.3%	\$ 21,338	2.3%	Benchmark; set to market; Average of Dir Data
140	QA/QC Officer	QA/QC Officer	\$ 12,621		\$ 13,206	4.6%	Approx. 10% above Senior Chemist
141	Emergency & Security Services Officer	Emergency Response/Security Officer	\$ 12,621	-0.6%	\$ 12,693	0.6%	Benchmark; set to market
142	Emergency & Security Services Planner	Emergency & Security Services Planner	\$ 10,330		\$ 10,789	4.5%	Approx. 15% below Emergency & Security Services Officer
143							
144	Water Production Manager	Water Production Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
145	Treatment & Distribution Supervisor	Treatment & Distribution Supervisor I/II	\$ 14,231	-3.5%	\$ 14,731	3.5%	Benchmark; set to market
146	Advanced Water Treatment Plant Operator	Advanced Water Treatment Plant Operator	\$ 10,752		\$ 11,191	4.1%	Approx. 10% above Water Treatment Plant Operator
147	Water Treatment Plant Operator	Water Treatment Plant Operator	\$ 9,975	-2.0%	\$ 10,174	2.0%	Benchmark; set to market
148	Water Treatment Plant Operator Trainee	Water Treatment Plant Operator Trainee	\$ 8,369		\$ 8,139	-2.8%	Approx. 20% below Water Treatment Plant Operator
149	Advanced Treatment Facility Operator	Advanced Treatment Facility Operator	\$ 10,752		\$ 11,191	4.1%	Same as Advanced Water Treatment Plant Operator
150	Treatment Facilities Operator	Treatment Facilities Operator	\$ 9,777		\$ 9,665	-1.1%	Approx. 5% below Water Treatment Plant Operator
151	Treatment Facilities Operator Trainee	Treatment Facilities Operator Trainee	\$ 8,369		\$ 7,732	-7.6%	Approx. 20% below Treatment Facilities Operator
152	Environmental Specialist II	Environmental Specialist II	\$ 10,914	-6.5%	\$ 11,625	6.5%	Benchmark; set to market
153	Environmental Specialist I	Environmental Specialist I	\$ 9,630		\$ 10,462	8.6%	Approx. 10% below Environmental Specialist II
154							
155	Director of Water Resources	Manager of Water Resources	\$ 20,868	-2.3%	\$ 21,338	2.3%	Benchmark; set to market; Average of Dir Data
156							
157	Groundwater Resources Manager	Groundwater Resources Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
158	Well Ordinance Supervisor	Well Ordinance Supervisor I/II	\$ 14,231		\$ 14,231	0.0%	Same as Laboratory Services Supervisor
159	Associate Hydrogeologist	New Class Level			\$ 13,038	--	Same as Associate Engineer
160	Hydrogeologist II	Hydrogeologist II	\$ 12,005		\$ 11,734	-2.3%	Approx. 10% below Associate Hydrogeologist
161	Hydrogeologist I	Hydrogeologist I	\$ 10,330		\$ 9,974	-3.4%	Approx. 15% below Hydrogeologist II
162							
163	Water Supply & Planning Manager	Water Supply & Planning Manager	\$ 16,372	-5.6%	\$ 17,284	5.6%	Benchmark; set to market; Average of Mgr Data
164	Water Use Efficiency Supervisor	Water Conservation Supervisor I/II	\$ 14,231		\$ 14,231	0.0%	Same as Laboratory Services Supervisor
165	Water Use Efficiency Specialist II	Water Conservation Specialist II	\$ 10,330	-13.7%	\$ 11,740	13.7%	Benchmark; set to market

**Alameda County WD**

**Salary Recommendations**

**Benchmark Classes set to Market 75th Percentile**

**Same as current salary if less than 5.0% above market**

Line	Recommended Job Classification Title	Current Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
166	Water Use Efficiency Specialist I	Water Conservation Specialist I	\$ 9,206		\$ 10,566	14.8%	Approx. 10% below Water Use Efficiency Specialist II
167							
168	Water Supply Supervisor	Water Supply Supervisor	\$ 14,231		\$ 14,231	0.0%	Same as Laboratory Services Supervisor
169	Water Controller II	Water Controller II	\$ 10,024		\$ 10,755	7.3%	Approx. 10% above Utility Mechanic II
170	Water Controller I	Water Controller I	\$ 9,069		\$ 9,680	6.7%	Approx. 10% below Water Controller II

**Alameda County WD**

**Salary Recommendations**

**Benchmark Classes set to Market 75th Percentile**

**Same as current salary if less than 5.0% above market**

Line	Recommended Job Classification Title	Current Job Classification Title	Current Hourly	Market Deviation	Recomm. Hourly	Percent Change	Internal Alignment/Salary Setting Rationale
1	Intern - Freshmen	Intern - Freshmen	\$ 14.00		\$ 15.06	7.6%	Approx. 10% below Intern - Sophomore
2	Intern - Sophomore	Intern - Sophomore	\$ 15.00		\$ 16.74	11.6%	Approx. 10% below Intern - Senior
3	Intern - Senior	Intern - Senior	\$ 16.00		\$ 18.59	16.2%	Approx. 10% below Intern - Graduate
4	Intern - Graduate	Intern - Graduate	\$ 18.00		\$ 20.66	14.8%	Approx. 10% below Intern - Graduate in master's Program
5	Intern - Graduate in master's Program	Intern - Graduate in master's Program	\$ 19.00		\$ 22.96	20.8%	Approx. 10% below Intern - Graduate with master's degree
6	Intern - Graduate with master's degree	Intern - Graduate with master's degree	\$ 20.00	-27.5%	\$ 25.51	27.5%	Benchmark; set to market