

# Vandenberg Village Community Services District

## Salary and Benefit Study



July 2023

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July 2023

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# Overview

## History

Each year, VVCSD staff presents a revised salary schedule to the Board of Directors during the budget process. Generally, a percentage based on the Consumer Price Index or the ACWA Salary Survey was selected by the Board and was applied to every job classification equally. **Table 1** details the annual adjustments made and the basis for each adjustment.

Occasionally, the District has compared its salaries against local comparator agencies and adjusted each classification individually to ensure parity with the local labor market and to retain the District's labor market competitiveness. In the three decades since the District took over operations from Park Water Company, five surveys have been conducted, three in-house (1992 – Brett, 1998 – Keller, 2008 – Barget) and two by consultants (2003 – Reward Strategy Group, 2013 – Bryce Consulting). A salary comparison should have been performed in 2018 but the District was in the midst of the new administration office project, so the survey was skipped that year.

## Consumer Price Index

The Consumer Price Index published by the U.S. Bureau of Labor Statistics measures the price-change experience of a particular group called its target population. The CPI uses two target populations for its main series (U.S. Bureau of Labor Statistics, 2020):

- **CPI-U** – The CPI for all Urban consumers is the broadest measure and is the most widely used CPI. It is based on the expenditure patterns of a sample of urban consumers representing 93 percent of the population.
- **CPI-W** – The CPI for Urban Wage Earners and Clerical Workers is based on the expenditures of urban households included in the CPI-U definition that also meet two additional requirements: more than one-half of the household's income must come from clerical or wage occupations, and at least one of the household's earners must have been employed for at least 37 weeks during the previous 12 months. The CPI-W population represents about 29 percent of the total U.S. population and is a subset of the CPI-U population.

Separate indexes are published by geographic region: Northeast, Midwest, South, and West. The West region includes Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. Those regions are also separated by population: A (greater than 2,500,000) and B/C (2,500,000 or less). Prior to January 1998, the population separations for the West consisted of A (greater than 1,250,000) and C (50,000 to 330,000). From January 1998 through December 2017, the population separations for the West were A (greater than 1,500,000) and B/C (50,000 to 1,500,000)<sup>1</sup>.

Historically, the District has used both the CPI-U and CPI-W for the West B/C region, when available. At their March 5, 2013 board meeting, the Board of Directors adopted a plan to base future cost of living adjustments on the change in the annual average for the CPI-W, West B/C for the previous calendar year.

## ACWA Salary Survey

The ACWA salary survey was discontinued in 2013 after the ACWA-Joint Powers Insurance Authority took over the health benefits programs from the ACWA-Health Benefits Authority.

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<sup>1</sup> <https://www.bls.gov/cpi/additional-resources/geographic-revision-2018.htm>

**TABLE 1: HISTORY OF SALARY SCHEDULE ADJUSTMENTS**

Date	Fiscal Year	Percentage Applied	CPI	Basis
January 1, 1989				VVCSD initial salary schedule set
July 27, 1989	1989-90	4.00%	4.00%	CPI-U West - December 1988
January 1, 1990	1989-90	4.00%	4.00%	CPI-U West C - February 1989
January 1, 1991	1990-91	5.00%	5.00%	CPI-U West - February 1990
July 1, 1991	1991-92	3.00%	5.30%	Board decision
July 12, 1992	1992-93	3.00%	3.00%	CPI-U West C - February 1992 In-house Salary Survey - 6.48%
July 1, 1993	1993-94	3.00%	3.30%	Board decision
July 1, 1994	1994-95	3.30%	3.30%	CPI-W West C - February 1994
July 1, 1995	1995-96	4.20%	4.20%	CPI-W West C - February 1995
July 1, 1996	1996-97	3.50%	3.50%	CPI-W West C - February 1996
July 1, 1997	1997-98	2.90%	2.90%	CPI-W West C - February 1997
July 1, 1998	1998-99	8.88%	1.30%	In-house Salary Survey Min: 0.14% - Max: 13.71%
July 1, 1999	1999-00	1.20%	1.20%	CPI-W West B/C - January 1999
July 1, 2000	2000-01	2.00%	2.00%	CPI-U West B/C - January 2000
July 1, 2001	2001-02	3.90%	3.90%	CPI-U West B/C - January 2001
July 1, 2002	2002-03	1.90%	1.90%	CPI-U West B/C - January 2002
July 1, 2003	2003-04	12.10%	1.70%	Consultant Salary Survey Min: 4.01% - Max: 22.15%
July 1, 2004	2004-05	3.34%	1.90%	ACWA Salary Survey
July 1, 2005	2005-06	0.00%	2.70%	Employees waived 2.71% ACWA Salary Survey adjustment in exchange for CalPERS 2.7% @ 55 retirement benefit
July 1, 2006	2006-07	3.75%	2.90%	ACWA Salary Survey
July 1, 2007	2007-08	5.00%	2.90%	Board decision ACWA Salary Survey - 7.18%
July 1, 2008	2008-09	6.98%	3.10%	In-house Salary Survey Min: 4.42% - Max: 11.33%
July 1, 2009	2009-10	3.00%	3.50%	Board decision ACWA Salary Survey - 5.36%
July 1, 2010	2010-11	1.30%	(0.60%)	ACWA Salary Survey
July 1, 2011	2011-12	1.30%	1.00%	ACWA Salary Survey
July 1, 2012	2012-13	2.73%	3.00%	ACWA Salary Survey
March 10, 2013	2012-13	4.88%	n/a	Consultant Salary Survey Min: 4.3% - Max: 13.27% Approved Adjustment <b>10.03%</b> Half applied 3/13, remainder 3/14
July 1, 2013	2013-14	1.70%	1.70%	CPI-W West B/C - Annual 2012
March 9, 2014	2013-14	4.54%	n/a	Remainder of 2013 Salary Adjustment
July 1, 2014	2014-15	3.00%	1.00%	Board decision
July 1, 2015	2015-16	1.30%	1.30%	CPI-W West B/C - Annual 2014
July 1, 2016	2016-17	3.10%	0.10%	0.1% - CPI-W West B/C - Annual 2015 1.0% - Merit Increase 2.0% - Offset CalPERS contribution
July 1, 2017	2017-18	0.90%	0.90%	CPI-W West B/C - Annual 2016
July 1, 2018	2018-19	2.40%	2.40%	CPI-W West B/C - Annual 2017
July 1, 2019	2019-20	3.00%	3.00%	CPI-W West B/C - Annual 2018
July 1, 2020	2020-21	2.40%	2.40%	CPI-W West B/C - Annual 2019
July 1, 2021	2021-22	1.70%	1.70%	CPI-W West B/C - Annual 2020
July 1, 2022	2022-23	5.50%	5.50%	CPI-W West B/C - Annual 2021
July 1, 2023	2023-24	5.50%	8.70%	Board decision

## Survey Parameters

This survey was performed to update the work done by Bryce Consulting in 2013. For continuity, the same comparative agencies, with the addition of Goleta Sanitary District, were used in the comparison. Goleta Sanitary District was included to provide an additional comparator position for the Finance Administrator classification. Bryce Consulting selected agencies based on which agencies the District would normally compete for employees and the selection criteria further identified employers based on size, geographic proximity, and services provided (Bryce Consulting, 2013). **Table 2** provides details for all of the agencies used in this updated study.

**TABLE 2: SURVEY AGENCIES**

Agency	County	Population Served	Water Treatment Class <sup>2</sup>	Number of Employees <sup>3</sup> (excluding elected officials)
Vandenberg Village Community Services District	Santa Barbara	7,308	T1	9
City of Buellton	Santa Barbara	5,464	T1	36
City of Lompoc	Santa Barbara	40,415	T3	497
City of Solvang	Santa Barbara	6,126	TD	39
Goleta Sanitary District	Santa Barbara	84,462	n/a	37
Goleta Water District	Santa Barbara		T5	84
Goleta West Sanitary District	Santa Barbara		n/a	8
Heritage Ranch Community Services District	San Luis Obispo	2,981	T3	10
Los Alamos Community Services District	Santa Barbara	1,634	T1	7
Mission Hills Community Services District	Santa Barbara	3,600	T1	10
Nipomo Community Services District	San Luis Obispo	13,771	TD	20
Templeton Community Services District	San Luis Obispo	7,616	T2	94

## Survey Scope

The data collected for this survey included:

- Job Description
- Salary Schedule
- Cost of Living Adjustments
- Employment Policies and Benefits
  - Cash Add-ons

<sup>2</sup> [https://sdwis.waterboards.ca.gov/PDWW/Maps/Map\\_Template.jsp](https://sdwis.waterboards.ca.gov/PDWW/Maps/Map_Template.jsp)

<sup>3</sup> <https://publicpay.ca.gov/Reports/Explore.aspx>

- Employer Contributions
- Social Security Participation
- Retirement Programs
- Retiree Benefits
- Paid Leave
- Cash out Policies

## Methodology

To select comparator positions, the job description for each agency’s position was compared against the District’s position for comparable job duties and responsibilities irrespective of the actual tasks performed. **Table 3** lists the incumbents and their qualifications for the position they currently hold at VVCSD.

**TABLE 3: INCUMBENTS**

Job Title	PERS Classification	Qualifications
<b>General Manager</b>	Classic	Master's Degree T2 Certification 19 years in position
<b>Operations and Maintenance Manager</b>	Classic	T2 Certification 8 years in position 38 years with District
<b>Administrative Services Manager</b>	Classic	Doctoral Degree T2 Certification 23 years in position 30 years with District
<b>Finance Administrator</b>	Classic	Bachelor's Degree 20 years in position
<b>Service Person II</b>	Classic	T2 Certification 21 years in position
<b>Service Person II</b>	PEPRA	T2 Certification 5 years in position
<b>Service Person I</b>	PEPRA	T1 Certification 1 year in position 1½ years similar experience
<b>Board Secretary / Administrative &amp; Accounting Assistant</b>	Classic	22 years in position
<b>Customer Service Representative I</b>	PEPRA	Associate’s Degree New hire 13 years similar experience

## Labor Market Comparisons

As in the previous study, the labor market mean was calculated for maximum base salary, total cash, and total compensation and can be found in **Table 8**.

## **Assumptions**

Regardless of the actual employee selections, the most expensive health care plan and the maximum contribution to the deferred compensation plan were used in this comparison because that is the most the District is obligated to pay on behalf of the employee. This assumption was also used for the data collected from the comparator agencies.



## Survey Results

This survey makes no salary recommendations. Its purpose is to provide updated information for review by District staff and Board of Directors. The survey data sheets in **Appendix A** present the data collected from each agency by job classification.

### Comparability

**Table 4** illustrates the number of comparable matches for each job classification from each agency. In the 10+ years since the Bryce survey, the District and the comparator agencies have closed the duties gap for many of VVCSD’s hybrid job descriptions. Currently, Human Resources Departments have stated that it is difficult for public agencies to find qualified employees. As a result, many agencies have found it necessary to adjust their job descriptions to be able to do the same amount of work with less employees.

**TABLE 4: COMPARABILITY**

Survey Classification	Comparable Matches	Bryce Comparable Matches
<b>Total Agencies Polled</b>	<b>11</b>	<b>10</b>
General Manager	11	10
Operations and Maintenance Manager	11	6
Administrative Services Manager	11	8
Finance Administrator	8	4
Service Person II	11	10
Service Person I	11	9
Board Secretary / Administrative & Accounting Assistant	10	7
Customer Service Representative I	11	9
<b>Comparability Percentage</b>	<b>95%</b>	<b>79%</b>

### Maximum Base

The maximum base is the base pay for each position. The highest pay on the agency’s salary schedule is used in this comparison. **Table 5** compares the base salaries for each job classification and calculates the percentage that VVCSD is above or below the labor market mean for that job position. With the exception of the Administrative Services Manager (19.62 percent below market), the District’s classifications are either higher than market or

within the industry standard of  $\pm$  five percent of market mean (Bryce Consulting, 2013, p. 18). Cumulatively, VVCSD is 0.47 percent below market.

**TABLE 5: MONTHLY MAXIMUM BASE SALARY**

Survey Classification	VVCSD Maximum Base Salary	Labor Market Mean Base Salary	% VVCSD Is Above or Below Labor Market Mean
General Manager	\$16,045	\$16,316	(1.69%)
Operations and Maintenance Manager	\$10,090	\$10,341	(2.49%)
Administrative Services Manager	\$10,090	\$12,069	(19.62%)
Finance Administrator	\$8,356	\$8,565	(2.50%)
Service Person II	\$6,814	\$6,388	6.24%
Service Person I	\$6,025	\$5,719	5.08%
Board Secretary / Administrative & Accounting Assistant	\$6,330	\$6,376	(0.72%)
Customer Service Representative I	\$5,632	\$4,958	11.97%
		Average	(0.47%)

### Total Cash

Total cash is the amount of cash paid to each employee and is calculated as the maximum base salary plus the employee’s share of retirement that is paid by the employer, the employer’s contribution towards deferred compensation, Medicare contributions, and longevity pay at year 15. **Table 6** compares the total cash for each job classification and calculates the percentage that VVCSD is above or below the market mean for that job position. Overall, VVCSD is 0.87 percent above market.

**TABLE 6: TOTAL CASH**

Survey Classification	VVCSD Total Cash	Labor Market Mean Total Cash	% VVCSD Is Above or Below Labor Market Mean
General Manager	\$17,136	\$17,668	(3.10%)
Operations and Maintenance Manager	\$10,856	\$11,048	(1.76%)
Administrative Services Manager	\$10,856	\$12,848	(18.35%)
Finance Administrator	\$9,028	\$9,142	(1.25%)
Service Person II	\$7,402	\$6,822	7.83%
Service Person I	\$6,437	\$5,927	7.93%
Board Secretary / Administrative & Accounting Assistant	\$6,892	\$6,833	0.86%
Customer Service Representative I	\$6,038	\$5,143	14.83%
		Average	0.87%

## Total Compensation

Total compensation represents total cash plus the employer’s contribution towards health, dental and vision insurance, social security, and miscellaneous pay. **Table 7** compares the total compensation for each job classification and calculates the percentage that VVCSD is above or below the market mean for that job position. Overall, VVCSD is 1.95 percent below market.

**TABLE 7: TOTAL COMPENSATION**

Survey Classification	VVCSD Total Compensation	Labor Market Mean Total Compensation	% VVCSD Is Above or Below Labor Market Mean
General Manager	\$19,195	\$20,352	(6.02%)
Operations and Maintenance Manager	\$12,915	\$13,444	(4.09%)
Administrative Services Manager	\$12,915	\$15,285	(18.35%)
Finance Administrator	\$11,087	\$11,417	(2.97%)
Service Person II	\$9,461	\$9,073	4.10%
Service Person I	\$8,496	\$8,145	4.13%
Board Secretary / Administrative & Accounting Assistant	\$8,951	\$9,141	(2.13%)
Customer Service Representative I	\$8,097	\$7,307	9.76%
		Overall Average	(1.95%)

## Benefits

**Appendix B** presents the benefit details for each agency. Benefits included in the comparison include:

- Cost of Living Adjustments
- Retirement Practices
- Health, Dental, Vision Benefits
- Vacation
- Sick, Holiday, And Management Leave
- Longevity Pay
- Standby Pay
- Miscellaneous Pay
  - Cell Phone Allowance
  - Internet Allowance
  - Bilingual Pay
  - Certification Pay
  - Education Incentive
  - Notary Pay
  - Housing Allowance

## References

Bryce Consulting. (2013). *2012 Compensation and Staffing Study*. Bryce Consulting.  
U.S. Bureau of Labor Statistics. (2020). *Handbook of Methods*. U.S. Bureau of Labor Statistics.

## Appendix A – Survey Data Sheets

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**TABLE 8: MARKET MEAN COMPARISON**

Survey Classification	Monthly Base Salary			Monthly Total Cash			Monthly Total Compensation			Comparability	% Position is Above / Below Overall Average
	VVCSD Maximum Base Salary	Labor Market Mean Base Salary	% VVCSD is Above or Below Labor Market Mean	VVCSD Total Cash	Labor Market Mean Total Cash	% VVCSD is Above or Below Labor Market Mean	VVCSD Total Compensation	Labor Market Mean Total Compensation	% VVCSD is Above or Below Labor Market Mean		
General Manager	\$16,045	\$16,316	(1.69%)	\$17,136	\$17,668	(3.10%)	\$19,195	\$20,352	(6.02%)	11	(4.08%)
Operations and Maintenance Manager	\$10,090	\$10,341	(2.49%)	\$10,856	\$11,048	(1.76%)	\$12,915	\$13,444	(4.09%)	11	(2.15%)
Administrative Services Manager	\$10,090	\$12,069	(19.62%)	\$10,856	\$12,848	(18.35%)	\$12,915	\$15,285	(18.35%)	11	(16.41%)
Finance Administrator	\$8,356	\$8,565	(2.50%)	\$9,028	\$9,142	(1.25%)	\$11,087	\$11,417	(2.97%)	8	(1.02%)
Service Person II	\$6,814	\$6,388	6.24%	\$7,402	\$6,822	7.83%	\$9,461	\$9,073	4.10%	11	6.05%
Service Person I	\$6,025	\$5,719	5.08%	\$6,437	\$5,927	7.93%	\$8,496	\$8,145	4.13%	11	6.08%
Board Secretary / Administrative & Accounting Assistant	\$6,330	\$6,376	(0.72%)	\$6,892	\$6,833	0.86%	\$8,951	\$9,141	(2.13%)	10	(0.18%)
Customer Service Representative I	\$5,632	\$4,958	11.97%	\$6,038	\$5,143	14.83%	\$8,097	\$7,307	9.76%	11	11.70%
	Base Average		(0.47%)	Total Cash Average		0.87 %	Overall Average		(1.95%)		

**TABLE 9: GENERAL MANAGER**

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family					Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision	Social Security	Misc Pay			
Vandenberg Village Community Services District	General Manager	\$16,045	4.00%	\$642	\$233	\$217	\$0	\$17,136	\$0	\$1,886	\$106	\$17	\$0	\$50	\$19,195	Baccalaureate degree required. Advanced degree or PE license desired.	All Employees: Cell Phone Allowance Select Employees: Internet Allowance
City of Buellton	City Manager	\$16,547	7.00%	\$1,158	\$240	\$993	\$150	\$19,088	\$800	inc	\$167	\$17	\$0	\$0	\$20,072		
City of Lompoc	Utilities Director	\$16,636	0.00%	\$0	\$241	\$0	\$0	\$16,877	\$1,386	inc	\$43	inc	\$0	\$0	\$18,306	Baccalaureate degree required.	
City of Solvang	City Manager	\$14,583	8.00%	\$1,167	\$211	\$0	\$0	\$15,961	\$2,218	inc	inc	inc	\$828	\$650	\$19,656		All Employees: Housing Allowance Select Employees: Cell Phone Allowance
Goleta Sanitary District	General Manager	\$21,722	7.00%	\$1,521	\$315	\$0	\$0	\$23,557	\$0	\$2,638	inc	inc	\$828	\$0	\$27,024		
Goleta Water District	General Manager	\$26,417	0.00%	\$0	\$383	\$1,250	\$0	\$28,050	\$0	\$1,229	\$106	\$17	\$828	\$575	\$30,804		GM only: Car Allowance, Employer Contribution to Deferred Compensation
Goleta West Sanitary District	General Manager	\$17,804	7.00%	\$1,246	\$258	\$1,200	\$890	\$21,398	\$2,442	inc	\$106	\$17	\$828	\$0	\$24,791		GM only: Employer Contribution to Deferred Compensation
Heritage Ranch Community Services District	General Manager	\$15,117	0.00%	\$0	\$219	\$0	\$756	\$16,092	\$0	\$1,628	inc	inc	\$0	\$80	\$17,800		Select Employees: Cell Phone Allowance, Internet Allowance
Los Alamos Community Services District	General Manager	\$9,309	0.00%	\$0	\$135	\$0	\$0	\$9,444	\$0	\$2,691	\$106	\$17	\$577	\$70	\$12,905		Select Employees: Cell Phone Allowance
Mission Hills Community Services District	General Manager	\$10,551	0.00%	\$0	\$153	\$317	\$0	\$11,020	\$0	\$2,356	\$106	\$17	\$654	\$0	\$14,154		
Nipomo Community Services District	General Manager	\$15,472	8.00%	\$1,238	\$224	\$0	\$387	\$17,321	\$0	\$2,638	inc	inc	\$0	\$0	\$19,959	Education and experience comparable to position.	
Templeton Community Services District	General Manager	\$15,315	0.00%	\$0	\$222	\$0	\$0	\$15,537	\$0	\$2,030	inc	inc	\$828	\$0	\$18,395		
<b>Labor Market Mean</b>		<b>\$16,316</b>						<b>\$17,668</b>							<b>\$20,351</b>		

**TABLE 10: OPERATIONS AND MAINTENANCE MANAGER**

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family			Social Security	Misc Pay	Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision					
Vandenberg Village Community Services District	Operations and Maintenance Manager	\$10,090	4.00%	\$404	\$146	\$217	\$0	\$10,856	\$0	\$1,886	\$106	\$17	\$0	\$50	\$12,915	T3 Certification	All Employees: Cell Phone Allowance Select Employees: Internet Allowance
City of Buellton	Public Works Director	\$10,765	7.00%	\$754	\$156	\$646	\$150	\$12,471	\$800	inc	\$167	\$17	\$0	\$0	\$13,454	Education and experience comparable to position. Baccalaureate degree desired.	
City of Lompoc	Water Superintendent	\$10,196	0.00%	\$0	\$148	\$0	\$0	\$10,344	\$1,386	inc	\$43	inc	\$0	\$0	\$11,774	T4 Certification	
City of Solvang	Utilities Director	\$11,565	8.00%	\$925	\$168	\$0	\$0	\$12,658	\$2,218	inc	inc	inc	\$717	\$650	\$16,242	Education and experience comparable to position. Baccalaureate degree desired.	All Employees: Housing Allowance Select Employees: Cell Phone Allowance
Goleta Sanitary District	Collection System Manager	\$11,003	7.00%	\$770	\$160	\$0	\$0	\$11,933	\$0	\$2,638	inc	inc	\$682	\$0	\$15,253		
Goleta Water District	Operations Supervisor	\$14,805	0.00%	\$0	\$215	\$0	\$0	\$15,020	\$0	\$1,229	\$106	\$17	\$828	\$0	\$17,199		
Goleta West Sanitary District	Utility Worker IV	\$9,297	7.00%	\$651	\$135	\$0	\$465	\$10,547	\$2,442	inc	\$106	\$17	\$576	\$0	\$13,689		
Heritage Ranch Community Services District	Operations Manager	\$9,840	0.00%	\$0	\$143	\$0	\$492	\$10,475	\$0	\$1,628	inc	inc	\$0	\$80	\$12,183	T3 Certification	Select Employees: Cell Phone Allowance, Internet Allowance
Los Alamos Community Services District	Lead Operator	\$7,746	0.00%	\$0	\$112	\$0	\$0	\$7,858	\$0	\$1,015	\$106	\$17	\$480	\$70	\$9,547		Select Employees: Cell Phone Allowance
Mission Hills Community Services District	Operations Supervisor	\$8,927	0.00%	\$0	\$129	\$268	\$0	\$9,324	\$0	\$2,356	\$106	\$17	\$553	\$0	\$12,357	T2 Certification	
Nipomo Community Services District	Water Supervisor	\$9,592	8.00%	\$767	\$139	\$0	\$240	\$10,738	\$0	\$2,638	inc	inc	\$0	\$0	\$13,377	T2 Certification	
Templeton Community Services District	Utility Manager	\$10,010	0.00%	\$0	\$145	\$0	\$0	\$10,155	\$0	\$2,030	inc	inc	\$621	\$0	\$12,805	T3 Certification	Identified by TCSD as comparable position in their 2020 Compensation Study
<b>Labor Market Mean</b>		<b>\$10,341</b>						<b>\$11,048</b>							<b>\$13,444</b>		



**TABLE 11: ADMINISTRATIVE SERVICES MANAGER**

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family			Social Security	Misc Pay	Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision					
<b>Vandenberg Village Community Services District</b>	<b>Administrative Services Manager</b>	<b>\$10,090</b>	<b>4.00%</b>	<b>\$404</b>	<b>\$146</b>	<b>\$217</b>	<b>\$0</b>	<b>\$10,856</b>	<b>\$0</b>	<b>\$1,886</b>	<b>\$106</b>	<b>\$17</b>	<b>\$0</b>	<b>\$50</b>	<b>\$12,915</b>	<b>Baccalaureate degree or equivalent experience</b>	<b>All Employees: Cell Phone Allowance Select Employees: Internet Allowance</b>
<b>City of Buellton</b>	Finance Director	<b>\$10,765</b>	7.00%	\$754	\$156	\$646	\$150	<b>\$12,471</b>	\$800	inc	\$167	\$17	\$0	\$0	<b>\$13,454</b>	Baccalaureate degree and five years experience or equivalent.	
<b>City of Lompoc</b>	Management Services Director	<b>\$15,752</b>	0.00%	\$0	\$228	\$0	\$0	<b>\$15,980</b>	\$1,386	inc	\$43	inc	\$0	\$0	<b>\$17,410</b>	Baccalaureate degree and five years experience or equivalent.	
<b>City of Solvang</b>	Administrative Services Director	<b>\$11,565</b>	8.00%	\$925	\$168	\$0	\$0	<b>\$12,658</b>	\$2,218	inc	inc	inc	\$717	\$650	<b>\$16,242</b>	Baccalaureate degree and five years experience or equivalent.	All Employees: Housing Allowance Select Employees: Cell Phone Allowance
<b>Goleta Sanitary District</b>	Finance and Human Resources Manager	<b>\$15,006</b>	7.00%	\$1,050	\$218	\$0	\$0	<b>\$16,274</b>	\$0	\$2,638	inc	inc	\$828	\$0	<b>\$19,740</b>		
<b>Goleta Water District</b>	Administrative Manager	<b>\$17,041</b>	0.00%	\$0	\$247	\$0	\$0	<b>\$17,288</b>	\$0	\$1,229	\$106	\$17	\$828	\$0	<b>\$19,468</b>	Baccalaureate degree required. Master's degree preferred.	Includes Information Technology systems.
<b>Goleta West Sanitary District</b>	Office Manager	<b>\$9,297</b>	7.00%	\$651	\$135	\$0	\$465	<b>\$10,547</b>	\$2,442	inc	\$106	\$17	\$576	\$0	<b>\$13,689</b>		
<b>Heritage Ranch Community Services District</b>	Assistant General Manager	<b>\$10,592</b>	0.00%	\$0	\$154	\$0	\$530	<b>\$11,276</b>	\$0	\$1,628	inc	inc	\$0	\$80	<b>\$12,984</b>		Select Employees: Cell Phone Allowance, Internet Allowance
<b>Los Alamos Community Services District</b>	Office Manager	<b>\$10,690</b>	0.00%	\$0	\$155	\$0	\$0	<b>\$10,845</b>	\$0	\$1,015	\$106	\$17	\$663	\$70	<b>\$12,716</b>		Select Employees: Cell Phone Allowance
<b>Mission Hills Community Services District</b>	Administrative Services Manager	<b>\$10,176</b>	0.00%	\$0	\$148	\$305	\$0	<b>\$10,629</b>	\$0	\$2,356	\$106	\$17	\$631	\$0	<b>\$13,740</b>	Baccalaureate degree or equivalent experience	
<b>Nipomo Community Services District</b>	Finance Director	<b>\$11,103</b>	8.00%	\$888	\$161	\$0	\$278	<b>\$12,430</b>	\$0	\$2,638	inc	inc	\$0	\$0	<b>\$15,068</b>	Baccalaureate degree required.	
<b>Templeton Community Services District</b>	Finance Officer	<b>\$10,774</b>	0.00%	\$0	\$156	\$0	\$0	<b>\$10,931</b>	\$0	\$2,030	inc	inc	\$668	\$0	<b>\$13,628</b>		
<b>Labor Market Mean</b>		<b>\$12,069</b>						<b>\$12,848</b>							<b>\$15,285</b>		

TABLE 12: FINANCE ADMINISTRATOR

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family			Social Security	Misc Pay	Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision					
Vandenberg Village Community Services District	Finance Administrator	\$8,356	4.00%	\$334	\$121	\$217	\$0	\$9,028	\$0	\$1,886	\$106	\$17	\$0	\$50	\$11,087	Baccalaureate degree or equivalent	All Employees: Cell Phone Allowance Select Employees: Internet Allowance
City of Buellton	Accounting Specialist	\$6,978	7.00%	\$488	\$101	\$419	\$150	\$8,136	\$800	inc	\$167	\$17	\$0	\$0	\$9,120	Education and experience comparable to position.	
City of Lompoc	Utility Accountant	\$8,808	0.00%	\$0	\$128	\$0	\$0	\$8,936	\$1,386	inc	\$43	inc	\$0	\$0	\$10,365	Baccalaureate degree and professional level accounting experience desired.	
City of Solvang	Accounting Supervisor	\$7,580	8.00%	\$606	\$110	\$0	\$0	\$8,296	\$2,218	inc	inc	inc	\$470	\$600	\$11,584	Four years accounting experience.	All Employees: Housing Allowance Select Employees: Cell Phone Allowance
Goleta Sanitary District	Accounting / Administration Specialist	\$7,315	7.00%	\$512	\$106	\$0	\$0	\$7,933	\$0	\$2,638	inc	inc	\$454	\$0	\$11,025	Five years accounting experience. Baccalaureate degree desired.	
Goleta Water District	Controller	\$14,805	0.00%	\$0	\$215	\$0	\$0	\$15,020	\$0	\$1,229	\$106	\$17	\$828	\$0	\$17,199		
Goleta West Sanitary District	No Comparable Class																
Heritage Ranch Community Services District	Office Supervisor	\$7,167	0.00%	\$0	\$104	\$0	\$358	\$7,630	\$0	\$1,628	inc	inc	\$0	\$0	\$9,258		Select Employees: Cell Phone Allowance, Internet Allowance
Los Alamos Community Services District	No Comparable Class																
Mission Hills Community Services District	Accountant	\$7,787	0.00%	\$0	\$113	\$234	\$0	\$8,133	\$0	\$2,356	\$106	\$17	\$483	\$0	\$11,095		
Nipomo Community Services District	Administrative Supervisor	\$8,083	8.00%	\$647	\$117	\$0	\$202	\$9,049	\$0	\$2,638	inc	inc	\$0	\$0	\$11,687	Baccalaureate degree or equivalent	
Templeton Community Services District	No Comparable Class																
Labor Market Mean		\$8,565						\$9,142							\$11,417		

**TABLE 13: SERVICE PERSON II**

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family			Social Security	Misc Pay	Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision					
<b>Vandenberg Village Community Services District</b>	<b>Service Person II</b>	<b>\$6,814</b>	<b>4.00%</b>	<b>\$273</b>	<b>\$99</b>	<b>\$217</b>	<b>\$0</b>	<b>\$7,402</b>	<b>\$0</b>	<b>\$1,886</b>	<b>\$106</b>	<b>\$17</b>	<b>\$0</b>	<b>\$50</b>	<b>\$9,461</b>	<b>T2 Certification</b>	<b>All Employees: Cell Phone Allowance Select Employees: Internet Allowance</b>
<b>City of Buellton</b>	Journeyman Maintenance & Utility Field Worker	<b>\$5,679</b>	7.00%	\$398	\$82	\$341	\$150	<b>\$6,650</b>	\$800	inc	\$167	\$17	\$0	\$0	<b>\$7,633</b>	T2 Certification	Certification Pay
<b>City of Lompoc</b>	Water Plant Operator II	<b>\$6,302</b>	0.00%	\$0	\$91	\$0	\$0	<b>\$6,393</b>	\$1,386	inc	\$43	inc	\$0	\$0	<b>\$7,823</b>	T3 Certification	
<b>City of Solvang</b>	Water Operator II	<b>\$5,637</b>	8.00%	\$451	\$82	\$0	\$0	<b>\$6,169</b>	\$2,218	inc	inc	inc	\$349	\$650	<b>\$9,387</b>	T2 Certification	All Employees: Housing Allowance Select Employees: Cell Phone Allowance
<b>Goleta Sanitary District</b>	Collection System Maintenance Technician II	<b>\$7,249</b>	7.00%	\$507	\$105	\$0	\$0	<b>\$7,862</b>	\$0	\$2,638	inc	inc	\$449	\$0	<b>\$10,949</b>		
<b>Goleta Water District</b>	Water Treatment Operator I	<b>\$8,122</b>	0.00%	\$0	\$118	\$0	\$0	<b>\$8,240</b>	\$0	\$1,229	\$106	\$17	\$504	\$0	<b>\$10,095</b>	T3 Certification	
<b>Goleta West Sanitary District</b>	Utility Worker II	<b>\$6,898</b>	7.00%	\$483	\$100	\$0	\$345	<b>\$7,826</b>	\$2,442	inc	\$106	\$17	\$428	\$0	<b>\$10,819</b>		
<b>Heritage Ranch Community Services District</b>	Treatment Operator II / WW I	<b>\$6,661</b>	0.00%	\$0	\$97	\$0	\$333	<b>\$7,091</b>	\$0	\$1,628	inc	inc	\$0	\$80	<b>\$8,799</b>	T2 Certification	Select Employees: Certification Pay, Cell Phone Allowance, Internet Allowance
<b>Los Alamos Community Services District</b>	Operator II	<b>\$5,904</b>	0.00%	\$0	\$86	\$0	\$0	<b>\$5,990</b>	\$0	\$1,015	\$106	\$17	\$366	\$50	<b>\$7,544</b>		Select Employees: Cell Phone Allowance
<b>Mission Hills Community Services District</b>	Operator II	<b>\$6,609</b>	0.00%	\$0	\$96	\$198	\$0	<b>\$6,903</b>	\$0	\$2,356	\$106	\$17	\$410	\$0	<b>\$9,792</b>	T2 Certification	
<b>Nipomo Community Services District</b>	Water Operator II	<b>\$5,211</b>	8.00%	\$417	\$76	\$0	\$130	<b>\$5,834</b>	\$0	\$2,638	inc	inc	\$0	\$0	<b>\$8,472</b>	T2 Certification	
<b>Templeton Community Services District</b>	Utility Operator II	<b>\$5,999</b>	0.00%	\$0	\$87	\$0	\$0	<b>\$6,086</b>	\$0	\$2,030	inc	inc	\$372	\$0	<b>\$8,488</b>	T2 Certification	Identified by TCSD as comparable position in their 2020 Compensation Study
<b>Labor Market Mean</b>		<b>\$6,388</b>						<b>\$6,822</b>							<b>\$9,073</b>		

TABLE 14: SERVICE PERSON I

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family			Social Security	Misc Pay	Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision					
Vandenberg Village Community Services District	Service Person I (PEPRA)	\$6,025	0.00%	\$0	\$87	\$325	\$0	\$6,437	\$0	\$1,886	\$106	\$17	\$0	\$50	\$8,496	T1 Certification	All Employees: Cell Phone Allowance Select Employees: Internet Allowance
City of Buellton	Maintenance & Utility Field Worker I	\$5,421	0.00%	\$0	\$79	\$325	\$150	\$5,975	\$800	inc	\$167	\$17	\$0	\$0	\$6,959	T1 Certification	Certification Pay Qualifications: T1 certification
City of Lompoc	Water Plant Operator I	\$6,016	0.00%	\$0	\$87	\$0	\$0	\$6,103	\$1,386	inc	\$43	inc	\$0	\$0	\$7,532	T2 Certification	
City of Solvang	Water Operator I	\$5,361	0.00%	\$0	\$78	\$0	\$0	\$5,439	\$2,218	inc	inc	inc	\$332	\$650	\$8,639	T1 Certification	All Employees: Housing Allowance Select Employees: Cell Phone Allowance
Goleta Sanitary District	Collection System Maintenance Technician I	\$6,249	0.00%	\$0	\$91	\$0	\$0	\$6,340	\$0	\$2,638	inc	inc	\$387	\$0	\$9,366		
Goleta Water District	General Service Worker I	\$7,004	0.00%	\$0	\$102	\$0	\$0	\$7,106	\$0	\$1,229	\$106	\$17	\$434	\$0	\$8,892	T2 Certification	
Goleta West Sanitary District	Utility Worker I	\$6,245	0.00%	\$0	\$91	\$0	\$312	\$6,648	\$2,442	inc	\$106	\$17	\$387	\$0	\$9,600		
Heritage Ranch Community Services District	Treatment Operator I / WW I	\$6,044	0.00%	\$0	\$88	\$0	\$302	\$6,434	\$0	\$1,628	inc	inc	\$0	\$80	\$8,142	T1 Certification	Select Employees: Certification Pay, Cell Phone Allowance, Internet Allowance
Los Alamos Community Services District	Operator I	\$4,808	0.00%	\$0	\$70	\$0	\$0	\$4,878	\$0	\$1,015	\$106	\$17	\$298	\$50	\$6,365		Select Employees: Cell Phone Allowance
Mission Hills Community Services District	Operator I	\$5,592	0.00%	\$0	\$81	\$168	\$0	\$5,841	\$0	\$2,356	\$106	\$17	\$347	\$0	\$8,667	T1 Certification	
Nipomo Community Services District	Water Operator I	\$4,726	0.00%	\$0	\$69	\$0	\$118	\$4,913	\$0	\$2,638	inc	inc	\$0	\$0	\$7,551	T1 Certification	
Templeton Community Services District	Utility Operator I	\$5,441	0.00%	\$0	\$79	\$0	\$0	\$5,520	\$0	\$2,030	inc	inc	\$337	\$0	\$7,887	T1 Certification	
Labor Market Mean		\$5,719						\$5,927							\$8,145		

**TABLE 15: BOARD SECRETARY / ADMINISTRATIVE & ACCOUNTING ASSISTANT**

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family			Social Security	Misc Pay	Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision					
<b>Vandenberg Village Community Services District</b>	<b>Board Secretary / Administrative &amp; Accounting Assistant</b>	<b>\$6,330</b>	<b>4.00%</b>	<b>\$253</b>	<b>\$92</b>	<b>\$217</b>	<b>\$0</b>	<b>\$6,892</b>	<b>\$0</b>	<b>\$1,886</b>	<b>\$106</b>	<b>\$17</b>	<b>\$0</b>	<b>\$50</b>	<b>\$8,951</b>	<b>Education and experience comparable to position. Baccalaureate degree desired.</b>	<b>All Employees: Cell Phone Allowance Select Employees: Internet Allowance</b>
<b>City of Buellton</b>	Staff Assistant/Planning Technician	<b>\$5,421</b>	7.00%	\$379	\$79	\$325	\$150	<b>\$6,354</b>	\$800	inc	\$167	\$17	\$0	\$0	<b>\$7,338</b>	Education and experience comparable to position. Baccalaureate degree desired.	Comparable skill level and responsibilities
<b>City of Lompoc</b>	Deputy City Clerk	<b>\$5,606</b>	0.00%	\$0	\$81	\$0	\$0	<b>\$5,687</b>	\$1,386	inc	\$43	inc	\$0	\$0	<b>\$7,116</b>	Education and experience comparable to position.	Comparable skill level and responsibilities
<b>City of Solvang</b>	Assistant Planner	<b>\$6,070</b>	8.00%	\$486	\$88	\$0	\$0	<b>\$6,644</b>	\$2,218	inc	inc	inc	\$376	\$600	<b>\$9,838</b>	Education and experience comparable to position. Baccalaureate degree desired.	Comparable skill level and responsibilities All Employees: Housing Allowance Select Employees: Cell Phone Allowance
<b>Goleta Sanitary District</b>	Accounting Technician	<b>\$6,318</b>	7.00%	\$442	\$92	\$0	\$0	<b>\$6,852</b>	\$0	\$2,638	inc	inc	\$392	\$0	<b>\$9,882</b>		
<b>Goleta Water District</b>	Administrative Assistant	<b>\$10,359</b>	0.00%	\$0	\$150	\$0	\$0	<b>\$10,509</b>	\$0	\$1,229	\$106	\$17	\$642	\$0	<b>\$12,503</b>		
<b>Goleta West Sanitary District</b>	Clerk II	<b>\$6,370</b>	7.00%	\$446	\$92	\$0	\$319	<b>\$7,227</b>	\$2,442	inc	\$106	\$17	\$395	\$0	<b>\$10,187</b>		
<b>Heritage Ranch Community Services District</b>	Office Assistant II	<b>\$5,755</b>	0.00%	\$0	\$83	\$0	\$288	<b>\$6,126</b>	\$0	\$1,628	inc	inc	\$0	\$0	<b>\$7,754</b>		Select Employees: Cell Phone Allowance, Internet Allowance
<b>Los Alamos Community Services District</b>	No Comparable Class																
<b>Mission Hills Community Services District</b>	Administrative Assistant/Board Secretary	<b>\$4,753</b>	0.00%	\$0	\$69	\$143	\$0	<b>\$4,964</b>	\$0	\$2,356	\$106	\$17	\$295	\$0	<b>\$7,738</b>	Education and experience comparable to position.	
<b>Nipomo Community Services District</b>	Customer Service Clerk III	<b>\$6,333</b>	8.00%	\$507	\$92	\$0	\$158	<b>\$7,090</b>	\$0	\$2,638	inc	inc	\$0	\$0	<b>\$9,728</b>	Associates degree or equivalent and two years as a bookkeeper.	Comparable skill level and responsibilities
<b>Templeton Community Services District</b>	Executive Assistant / Board Secretary	<b>\$6,776</b>	0.00%	\$0	\$98	\$0	\$0	<b>\$6,874</b>	\$0	\$2,030	inc	inc	\$420	\$0	<b>\$9,324</b>	Education and experience comparable to position. Baccalaureate degree desired.	Identified by TCSD as comparable position in their 2020 Compensation Study
<b>Labor Market Mean</b>		<b>\$6,376</b>						<b>\$6,833</b>							<b>\$9,141</b>		



TABLE 16: CUSTOMER SERVICE REPRESENTATIVE

Agency	Classification	Monthly Maximum Base Salary	Employee's Portion of Retirement Paid by the Employer (%)	Employee's Portion of Retirement Paid by the Employer (\$)	Medicare	Deferred Compensation	Longevity pay at 15 Years	Monthly Total Cash	Cafeteria Plan	Employee + Family			Social Security	Misc Pay	Monthly Total Compensation	Certifications / Education	Comments/Misc Pay
										Health (Most Expensive Plan)	Dental	Vision					
Vandenberg Village Community Services District	Customer Service Representative (PEPRA)	\$5,632	0.00%	\$0	\$82	\$325	\$0	\$6,038	\$0	\$1,886	\$106	\$17	\$0	\$50	\$8,097	Associate's degree or two years experience as CSR	All Employees: Cell Phone Allowance Select Employees: Internet Allowance
City of Buellton	Accounting Technician II	\$5,577	0.00%	\$0	\$81	\$335	\$150	\$6,142	\$800	inc	\$167	\$17	\$0	\$0	\$7,126	Education and experience comparable to position. Associate's degree preferred.	Comparable skill level and responsibilities
City of Lompoc	Senior Treasury Clerk	\$4,833	0.00%	\$0	\$70	\$0	\$0	\$4,904	\$1,386	inc	\$43	inc	\$0	\$0	\$6,333	Two years experience as CSR	Comparable skill level and responsibilities
City of Solvang	Utility Billing Clerk	\$4,989	0.00%	\$0	\$72	\$0	\$0	\$5,061	\$2,218	inc	inc	inc	\$309	\$600	\$8,188	Education and experience comparable to position.	All Employees: Housing Allowance Select Employees: Cell Phone Allowance
Goleta Sanitary District	Administrative Assistant	\$5,274	0.00%	\$0	\$76	\$0	\$0	\$5,350	\$0	\$2,638	inc	inc	\$327	\$0	\$8,316		Comparable skill level and responsibilities
Goleta Water District	Customer Service Representative I	\$5,883	0.00%	\$0	\$85	\$0	\$0	\$5,968	\$0	\$1,229	\$106	\$17	\$365	\$0	\$7,685		
Goleta West Sanitary District	Clerk I	\$5,220	0.00%	\$0	\$76	\$0	\$261	\$5,557	\$2,442	inc	\$106	\$17	\$324	\$0	\$8,446		Comparable skill level and responsibilities
Heritage Ranch Community Services District	Office Assistant I	\$4,971	0.00%	\$0	\$72	\$0	\$249	\$5,292	\$0	\$1,628	inc	inc	\$0	\$0	\$6,920		Comparable skill level and responsibilities Select Employees: Cell Phone Allowance, Internet Allowance
Los Alamos Community Services District	Customer Service Representative	\$3,999	0.00%	\$0	\$58	\$0	\$0	\$4,057	\$0	\$1,015	\$106	\$17	\$248	\$0	\$5,444		
Mission Hills Community Services District	Customer Service Representative I	\$4,100	0.00%	\$0	\$59	\$123	\$0	\$4,283	\$0	\$2,356	\$106	\$17	\$254	\$0	\$7,016	One year general office experience	
Nipomo Community Services District	Customer Service Clerk II	\$5,211	0.00%	\$0	\$76	\$0	\$130	\$5,417	\$0	\$2,638	inc	inc	\$0	\$0	\$8,055	Three years experience as CSR	CSR II performs utility billing duties. CSR I is primarily a receptionist.
Templeton Community Services District	Customer Service Representative II	\$4,477	0.00%	\$0	\$65	\$0	\$0	\$4,542	\$0	\$2,030	inc	inc	\$278	\$0	\$6,849	Two years experience as CSR	CSR II performs utility billing duties. CSR I is primarily a receptionist.
Labor Market Mean		\$4,958						\$5,143							\$7,307		

## Appendix B – Benefit Tables

**TABLE 17: COST OF LIVING ADJUSTMENTS**

**TABLE 18: RETIREMENT PRACTICES**

**TABLE 19: HEALTH, DENTAL, VISION BENEFITS**

**TABLE 20: VACATION**

**TABLE 21: SICK, HOLIDAY, AND MANAGEMENT LEAVE**

**TABLE 22: LONGEVITY PAY**

**TABLE 23: STANDBY PAY**

**TABLE 24: MISCELLANEOUS PAY**

**TABLE 17: COST OF LIVING ADJUSTMENTS**

<b>Agency</b>	<b>FYE 2023 COLA</b>	<b>FYE 2024 COLA</b>
<b>Vandenberg Village Community Services District</b>	5.50%	5.50%
<b>City of Buellton</b>	3.00%	5.60%
<b>City of Lompoc</b>	4.00%	4.00%
<b>City of Solvang</b>	4.00%	0.00% *
<b>Goleta Sanitary District</b>	5.50%	6.72%
<b>Goleta Water District</b>	5.00%	5.00%
<b>Goleta West Sanitary District</b>	9.00%	4.00%
<b>Heritage Ranch Community Services District</b>	5.00%	5.00%
<b>Los Alamos Community Services District</b>	5.00%	5.00%
<b>Mission Hills Community Services District</b>	5.50%	8.70%
<b>Nipomo Community Services District</b>	7.04%	5.29%
<b>Templeton Community Services District</b>	5.70%	3.30%

\* Union negotiations in progress at time of survey



**TABLE 18: RETIREMENT PRACTICES**

Agency	Classic Employee PERS Retirement Benefit Formula	Final Compensation Period	Employee Contribution	Employer Paid Portion of Employee Contribution	Employer Match Deferred Contribution	Social Security and Medicare
Vandenberg Village Community Services District	2.7% @ 55	Highest Year (Gov Code § 20042)	8%	4%	\$2,600 / \$3,900	1.45%
City of Buellton	2% @ 55	Highest Year (Gov Code § 20042)	7%	7%	6%	1.45%
City of Lompoc	2% @ 60	Highest Year (Gov Code § 20042)	8%	0%	n/a	1.45%
City of Solvang	2.5% @ 55	Highest Year (Gov Code § 20042)	8%	8%	0% *	7.65%
Goleta Sanitary District	2% @ 55	Highest Three Years (Gov Code § 20037)	7%	7%	0%	7.65%
Goleta Water District	2% @ 55	Highest Year (Gov Code § 20042)	7%	0%	0% *	7.65%
Goleta West Sanitary District	2% @ 55	Highest Year (Gov Code § 20042)	7%	7%	6% **	7.65%
Heritage Ranch Community Services District	2.5% @ 55	Highest Year (Gov Code § 20042)	8%	0%	0%	1.45%
Los Alamos Community Services District	2% @ 60	Highest Three Years (Gov Code § 20037)	8%	0%	0%	7.65%
Mission Hills Community Services District	None	N/A	N/A	N/A	3%	7.65%
Nipomo Community Services District	3% @ 60	Highest Three Years (Gov Code § 20037)	8%	8%	0%	1.45%
Templeton Community Services District	3% @ 60	Highest Year (Gov Code § 20042)	8%	0%	0%	7.65%

\* Employer contributes \$1,250 to General Manager Deferred Compensation

\*\* Employer contributes \$1,200 to General Manager Deferred Compensation

**TABLE 19: HEALTH, DENTAL, VISION BENEFITS**

<b>Agency</b>	<b>Current Employee Agency Contribution</b>	<b>Retired Employee Agency Contribution</b>	<b>Current / Retired Employee Contribution</b>	<b>Health Insurance In-Lieu Payment</b>	<b>Retiree Benefits Notes</b>	<b>Health Benefit Provider</b>
<b>Vandenberg Village Community Services District</b>	100% Employee Premium 50% Dependent Premium	n/a	Excess	75% of lowest premium (CY 2023 = \$458.96)	n/a	ACWA/JPIA
<b>City of Buellton</b>	\$800 per month to be used towards premium for employee and dependents	\$800 per month to be used towards premium for employee and dependents	Excess	n/a	Medicare Supplemental Coverage required after age 65	CalPERS
<b>City of Lompoc</b>	\$1,386.13 per month to be used towards premium for employee and dependents	\$1,386.13 per month to be used towards premium for employee and dependents	Excess	n/a	Coverage ceases at age 65	PRISM
<b>City of Solvang</b>	\$1,000 per month to be used towards premium for employee plus 75% of dependent coverage	PEMHCA minimum contribution	25% dependent coverage plus excess	\$800 per month	City is not allowing new OPEB enrollments	CalPERS
<b>Goleta Sanitary District</b>	100% Employee Premium 100% Dependent Premium	5-10 years of service – \$149 per month 10-19 years of service – 50% + 5% per year 20 years of service - 100%	Excess	n/a	n/a	CalPERS
<b>Goleta Water District</b>	100% lowest cost plan for EE & % of Dep	\$20 per month per year of service	Excess	n/a	Coverage ceases at age 65	ACWA/JPIA
<b>Goleta West Sanitary District</b>	\$2,442 per month to be used towards premium for employee and dependents	\$2,442 per month to be used towards premium for employee and dependents	Excess	n/a	n/a	CalPERS
<b>Heritage Ranch Community Services District</b>	90% of lowest cost plan for EE & Dep	90% of lowest cost plan for EE & Dep	Excess	\$600 per month	n/a	CalPERS

Agency	Current Employee Agency Contribution	Retired Employee Agency Contribution	Current / Retired Employee Contribution	Health Insurance In-Lieu Payment	Retiree Benefits Notes	Health Benefit Provider
<b>Los Alamos Community Services District</b>	Management: 100% EE / 100% Dep All other employees: 100% Employee Premium	n/a	Excess	n/a	n/a	ACWA/JPIA
<b>Mission Hills Community Services District</b>	100% Employee Premium 80% Dependent Premium	n/a	Excess	n/a	n/a	ACWA/JPIA
<b>Nipomo Community Services District</b>	100% Employee Premium 100% Dependent Premium	10-19 years of service – 50% + 5% per year 20 years of service - 100%	Excess	n/a	n/a	CalPERS
<b>Templeton Community Services District</b>	100% Employee Premium 100% Dependent Premium for one dependent	PEMHCA minimum contribution	Excess	n/a	n/a	CalPERS

**TABLE 20: VACATION**

Agency	Year 1	Year 5	Year 10	Year 15	Year 20	Max Accrual (hours)	Cash Out (hours per year)
	Annual Accrual (hours)						
<b>Vandenberg Village Community Services District</b>	104	104	144	144	176	320	n/a
<b>City of Buellton</b>	80	80	120	160	160	320	40
<b>City of Lompoc</b>	80	80	120	160	168	2 years accumulated accrual	64 (select employees)
<b>City of Solvang</b>	96	96	120	160	160	280	40
<b>Goleta Sanitary District</b>	80	120	160	200	200	1 year accumulated accrual	Accrual over max
<b>Goleta Water District</b>	112	152	160	192	192	no response	no response
<b>Goleta West Sanitary District</b>	80	80	120	160	160	2½ years accumulated accrual	n/a
<b>Heritage Ranch Community Services District</b>	96	96	120	160	160	320	Accrual over max
<b>Los Alamos Community Services District</b>	80	120	160	200	200	40	Accrual over max
<b>Mission Hills Community Services District</b>	80	160	160	160	160	240	Accrual over 80
<b>Nipomo Community Services District</b>	80	120	160	160	160	2 years accumulated accrual	n/a
<b>Templeton Community Services District</b>	80	120	120	160	160	160 - 320 depending on years of service	80

**TABLE 21: SICK, HOLIDAY, AND MANAGEMENT LEAVE**

Agency	Holidays (days per year)	Accrual (hours per year)	Max Accrual	Sick Leave		Management Leave	
				Cash Out	PERS Credit	Accrual (hours per year)	Max Accrual
<b>Vandenberg Village Community Services District</b>	11 days + 2 half days + 1 floating	104	n/a	Accrued in excess of 240 hours once per year	2000 hours = one year	n/a	
<b>City of Buellton</b>	12 days + birthday	96	n/a	n/a	2000 hours = one year	64	128
<b>City of Lompoc</b>	12 days + floating	96	n/a	\$300 incentive payment per year	2000 hours = one year	64	n/a
<b>City of Solvang</b>	12 days + 2 floating	96	n/a	80 hours may be converted to vacation	2000 hours = one year	80	80
<b>Goleta Sanitary District</b>	8 days + 4 floating	96	480	Accrued in excess of 66 hours once per year	n/a	n/a	
<b>Goleta Water District</b>	9 days + 1 floating	96	1056	n/a	n/a	108	n/a
<b>Goleta West Sanitary District</b>	12 days	96	1040	Accrued in excess of maximum accrual once per year	n/a	56	2½ years accumulated accrual
<b>Heritage Ranch Community Services District</b>	11 days + 1 floating	96	n/a	n/a	2000 hours = one year	n/a	
<b>Los Alamos Community Services District</b>	12 days + 2 floating	80	n/a	n/a	2000 hours = one year	40	40
<b>Mission Hills Community Services District</b>	10 days + 2 half days + 1 floating	80	1040	Balance will be paid upon retirement	n/a	n/a	
<b>Nipomo Community Services District</b>	10 days + 2 half days + 1 floating	96	1440	30 hours if balance exceeds 150 hours	n/a	40	40
<b>Templeton Community Services District</b>	11 days + 1 half day + 1 floating	96	n/a	Balance will be paid upon retirement	2000 hours = one year	n/a	

**TABLE 22: LONGEVITY PAY**

Agency	Year 5	Year 10	Year 15	Year 20	Year 25
Vandenberg Village Community Services District	n/a				
City of Buellton	\$50	\$100	\$150	\$200	\$200
City of Lompoc	n/a				
City of Solvang		\$50	\$100	\$150	\$150
Goleta Sanitary District	n/a				
Goleta Water District	n/a				
Goleta West Sanitary District			5%	10%	15%
Heritage Ranch Community Services District		2.5%	5%	7.50%	7.50%
Los Alamos Community Services District	n/a				
Mission Hills Community Services District	n/a				
Nipomo Community Services District			2.5%	5%	10%
Templeton Community Services District	n/a				

**TABLE 23: STANDBY PAY**

Agency	Standby Pay	Callout Pay
<b>Vandenberg Village Community Services District</b>	1 hour at straight time rate for each weekday 2 hours at straight time rate for weekend/holiday	2 hour minimum at applicable rate
<b>City of Buellton</b>	\$60.25 per pay period	Time worked
<b>City of Lompoc</b>	8 hours straight time per week	Time worked
<b>City of Solvang</b>	8 hours straight time per week	Time worked
<b>Goleta Sanitary District</b>	1 hour to 2½ hours straight time per day on standby depending on years of service	2 hour to 4 hour minimum at overtime rate depending on type of callout
<b>Goleta Water District</b>	no response	no response
<b>Goleta West Sanitary District</b>	2 hours per day on standby at the Step E Utility Worker III rate	2 hour minimum at overtime rate
<b>Heritage Ranch Community Services District</b>	\$2 per hour during standby period (3:30 p.m. to 7:00 a.m.)	2 hour minimum at overtime rate
<b>Los Alamos Community Services District</b>	\$25 per weekday \$50 per weekend/holiday	Time worked
<b>Mission Hills Community Services District</b>	\$15 per weekday \$20 per weekend/holiday	2 hour minimum at applicable rate
<b>Nipomo Community Services District</b>	\$50 per day	2 hour minimum at overtime rate
<b>Templeton Community Services District</b>	1 hour at overtime rate for each weekday 2 hours at overtime rate for weekend/holiday	1 hour straight time plus hours worked

**TABLE 24: MISCELLANEOUS PAY**

<b>Agency</b>	<b>Cell Phone / Internet Allowance (per year)</b>	<b>Bilingual Pay (per year)</b>	<b>Certification Pay (per year)</b>	<b>Education Incentive</b>	<b>Miscellaneous (per year)</b>
<b>Vandenberg Village Community Services District</b>	\$770	n/a	n/a	n/a	n/a
<b>City of Buellton</b>	n/a	\$1,300	\$1,200	5% salary increase	\$1,300 (Notary)
<b>City of Lompoc</b>	n/a	\$2,280	n/a	n/a	n/a
<b>City of Solvang</b>	\$600 (select employees)	\$1,020	n/a	n/a	\$7,200 (Housing)
<b>Goleta Sanitary District</b>	n/a	n/a	n/a	n/a	n/a
<b>Goleta Water District</b>	n/a	n/a	n/a	n/a	n/a
<b>Goleta West Sanitary District</b>	n/a	n/a	n/a	n/a	n/a
<b>Heritage Ranch Community Services District</b>	\$960 (select employees)	n/a	5% salary increase (select employees)	n/a	n/a
<b>Los Alamos Community Services District</b>	\$840 Management \$600 Operators	n/a	n/a	n/a	n/a
<b>Mission Hills Community Services District</b>	n/a	n/a	n/a	n/a	n/a
<b>Nipomo Community Services District</b>	n/a	n/a	n/a	One time \$500 per certificate obtained	n/a
<b>Templeton Community Services District</b>	n/a	n/a	n/a	n/a	n/a

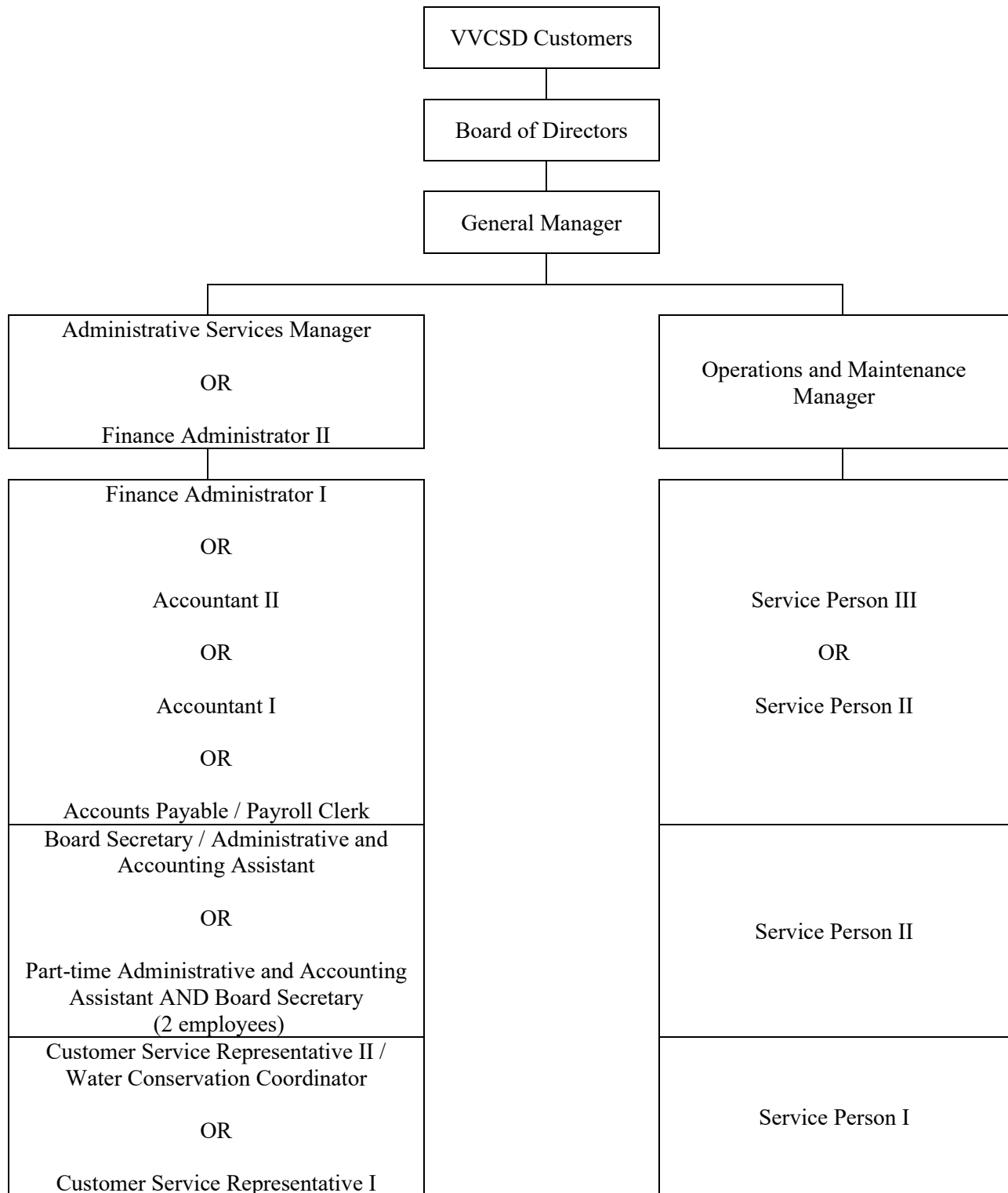


## Appendix C – VVCSD Employment Information

**FIGURE 1: ORGANIZATIONAL CHART – 2013 TO PRESENT**

**TABLE 25: VVCSD PAYROLL SCHEDULE - EFFECTIVE JULY 1, 2023**

**FIGURE 1: ORGANIZATIONAL CHART – 2013 TO PRESENT**



**TABLE 25: VVCSD PAYROLL SCHEDULE - EFFECTIVE JULY 1, 2023**

**VANDENBERG VILLAGE COMMUNITY SERVICES DISTRICT  
PAYROLL SCHEDULE  
5.50% ECONOMIC ADJUSTMENT**

01-Jul-23

JOB TITLE	FLSA	TRIAL PERIOD			STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
		Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual
OPERATIONS & MAINTENANCE MANAGER	EXEMPT	\$8,659.80	\$48.11	\$103,917.60	\$9,093.60	\$50.52	\$109,123.20	\$9,549.00	\$53.05	\$114,588.00	\$10,026.00	\$55.70	\$120,312.00	\$10,528.20	\$58.49	\$126,338.40	\$10,644.40	\$61.41	\$127,732.80
ADMINISTRATIVE SERVICES MANAGER	EXEMPT	\$8,659.80	\$48.11	\$103,917.60	\$9,093.60	\$50.52	\$109,123.20	\$9,549.00	\$53.05	\$114,588.00	\$10,026.00	\$55.70	\$120,312.00	\$10,528.20	\$58.49	\$126,338.40	\$10,644.40	\$61.41	\$127,732.80
FINANCE ADMINISTRATOR I	NON-EXEMPT	\$6,141.60	\$34.12	\$73,699.20	\$6,449.40	\$35.83	\$77,392.80	\$6,771.60	\$37.62	\$81,259.20	\$7,110.00	\$39.50	\$85,320.00	\$7,466.40	\$41.48	\$89,596.80	\$7,548.67	\$43.55	\$90,584.00
SERVICE PERSON III	NON-EXEMPT	\$5,171.40	\$28.73	\$62,056.80	\$5,430.60	\$30.17	\$65,167.20	\$5,702.40	\$31.68	\$68,428.80	\$5,986.80	\$33.26	\$71,841.60	\$6,285.60	\$34.92	\$75,427.20	\$6,356.13	\$36.67	\$76,273.60
SERVICE PERSON II	NON-EXEMPT	\$5,434.20	\$30.19	\$65,210.40	\$5,706.00	\$31.70	\$68,472.00	\$5,992.20	\$33.29	\$71,906.40	\$6,291.00	\$34.95	\$75,492.00	\$6,606.00	\$36.70	\$79,272.00	\$6,678.53	\$38.53	\$80,142.40
SERVICE PERSON I	NON-EXEMPT	\$7,419.60	\$41.22	\$89,035.20	\$7,790.40	\$43.28	\$93,484.80	\$8,179.20	\$45.44	\$98,150.40	\$8,587.80	\$47.71	\$103,053.60	\$9,018.00	\$50.10	\$108,216.00	\$9,117.33	\$52.60	\$109,408.00
ADMINISTRATIVE/ACCOUNTING ASSISTANT	NON-EXEMPT	\$6,451.20	\$35.84	\$77,414.40	\$6,773.40	\$37.63	\$81,280.80	\$7,111.80	\$39.51	\$85,341.60	\$7,468.20	\$41.49	\$89,618.40	\$7,840.80	\$43.56	\$94,089.60	\$7,928.27	\$45.74	\$95,139.20
CUSTOMER SERVICE REPRESENTATIVE	NON-EXEMPT	\$5,434.20	\$30.19	\$65,210.40	\$5,706.00	\$31.70	\$68,472.00	\$5,990.40	\$33.28	\$71,884.80	\$6,289.20	\$34.94	\$75,470.40	\$6,604.20	\$36.69	\$79,250.40	\$6,676.80	\$38.52	\$80,121.60
		<b>NEW RATE</b>																	
GENERAL MANAGER	EXEMPT				\$16,927.73	\$97.66	\$203,132.80												