



**Regional Water Authority**  
BUILDING ALLIANCES IN NORTHERN CALIFORNIA




# Discussion of RWA Compensation Policy

RWA Executive Committee  
July 25, 2018

# Overview

- Review of 2017 Compensation Survey
- Review of 2017 Salary Setting Process
- Next Steps




# RWA Policy 400.2 – Employee Compensation

As a small, professional, management-focused organization, it is the intent of the Authority to provide employee compensation **at or above the labor market mean for the industry.**

The compensation practices of the Authority will be competitive within the industry and geographical area to **attract the most qualified candidates and to minimize turnover of its employees.**

Once the **labor budget** has been approved, the Executive Director may determine in his or her discretion how to apply any approved increase to each employee's existing salary.



# RWA Policy 400.2 – Employee Compensation

The **Executive Director shall recommend** salary ranges for all employment positions with the Authority, with the exception of the Executive Director position, subject to **review and approval by the Board** of Directors.

RWA's job classifications and the salary range for each classification are set forth in **Exhibit A** attached to this Policy.

The **Executive Committee** will generally conduct a **compensation survey** at least every five years to ensure that the total compensation offered by the Authority (salaries, wages, and benefits) is consistent with this Policy...



# RWA 2017 Compensation Study

All models are wrong...

some are useful.



# Compensation Study Process

- Updated and revised Authority job descriptions to ensure they are accurate and up to date
- Surveyed the same agencies as in 2012
- Collected salary and benefit data for Authority classifications
- Calculated labor market mean and 62.5<sup>th</sup> percentile

# Data Elements

- Entry and top step salary
- PERS pick-up (latest Classic tier)
- Agency deferred compensation contribution
- Longevity at year 10
- Agency contribution to:
  - Health
  - Dental
  - Vision
- Amount of the employer's cost of CalPERS paid by the employee
- Date and amount of next COLA
- Retirement practices (plan, benefit, formula)
- Retiree health benefits
- Paid leave benefits

# Survey Agencies

- Citrus Heights Water District
- City of Folsom
- City of Roseville
- City of Sacramento
- City of West Sacramento
- El Dorado Irrigation District
- Fair Oaks Water District
- Placer County Water Agency
- Sacramento Area Flood Control Agency
- Sacramento County
- Sacramento Suburban Water District
- San Juan Water District

- Placer County Transportation Planning Agency
- Sacramento Area Council of Governments

- Monterey Peninsula Water Management District
- Bay Area Water Supply and Conservation Agency
- Chino Basin Watermaster

- State and Federal Water Contractors Agency
- State of California
- State Water Contractors
- ACWA
- ACWA-JPIA
- California Special Districts Association















# Data Issues for Discussion

- Is the data sufficient to:
  - Represent total compensation
  - Be statistically relevant
- Are the comparison agencies appropriate
- Are the comparison classes appropriate

# Agency Comparisons

RWA Classification	RWA Member	Sac Region	Other Region	Statewide
Associate Project Manager (GR) 	2	1		3
Associate Project Manager (WM) 	5		1	
Executive Assistant 	11	2	3	6
Finance and Admin Services Mgr. 	12	2	3	4
Manager of Technical Services 	9		2	2
Principal Project Manager (GR) 	1			3
Principal Project Manager (WM) 	7		1	2
Project Research Assistant 	3	1	1	
Senior Project Manager (GR) 	1	1		3
Senior Project Manager (WM) 	8		3	1

# Applying the Model - Salaries

- Mean, 62.5%, other
- Quality and quantity of data
- Impact of recruitment/turnover
- Minimize impact to current incumbents
- Reduce complexity



## Questions and Discussion