



REGIONAL
GOVERNMENT
SERVICES

SERVING PUBLIC AGENCIES SINCE 2002

**Regional Water Authority
Classification and Compensation Study
Executive Committee Meeting
July 27, 2022**

CLASSIFICATION STUDY

What's been done:

- ❖ Kick-off meeting conducted
- ❖ Position Description Questionnaires (PDQs)
 - Distributed
 - Completed by employees
 - Reviewed by management and Executive Director
- ❖ Clarification interviews conducted

Next steps:

- ❖ Analysis of data/findings
- ❖ Develop recommendations
- ❖ Update/create job specifications, if required

COMPENSATION STUDY

Before the compensation study can be started the RWA must establish the following:

- ❖ The salary and benefit components to be used in the study.
- ❖ The list of comparable agencies to be surveyed during the study.

BENEFIT COMPONENTS

Based on our proposal the benefits components recommended for the study include:

- ❖ Base rate of monthly pay
- ❖ Contributions by BOTH employee and employer to the following programs:
 - Pension system
 - Health insurance premium, family coverage level
 - Dental insurance premium, family coverage level
 - Vision insurance premium, family coverage level
- ❖ Vacation leave
- ❖ Sick Leave
- ❖ Holiday Leave (including floating holidays)
- ❖ Management/Administrative leave
- ❖ Certification Pay
- ❖ Employer contribution to deferred compensation plan
- ❖ Education incentive
- ❖ Other forms of cash compensation



COMPARABLE AGENCIES

Factors used when analyzing agencies for comparability

- ❖ Organizational Type and Services Provided
- ❖ Population Served, Demographics
- ❖ Agencies Employing Similar Staff (recruitment and retention issues)
- ❖ Staff (FTE), Organizational Structure, Budget, Size of Board/Membership
- ❖ Cost of Living

RECOMMENDATIONS (STAFF POSITIONS)

RGS recommends no fewer than eight (8) or more than fourteen (14) agencies be selected

1. Fair Oaks Water District
2. Citrus Heights Water District
3. El Dorado Irrigation District
4. Elk Grove Water District
5. Placer County Water Agency
6. Sacramento Suburban Water District
7. San Juan Water District
8. Yuba Water Agency
9. Monterey Peninsula Water Management District
10. City of Sacramento
11. City of West Sacramento
12. Sacramento County
13. State of California (DWR)
14. City of Roseville
15. City of Folsom
16. City of Fairfield
17. City of Vallejo



Recommendations (Executive Director Position)

RGS recommends no fewer than eight (8) agencies be selected

1. Association of California Water Agencies
2. California Municipal Utilities Association
3. Bay Area Water Supply and Conservation Agency
4. Chino Basin Watermaster
5. Northern California Water Association
6. State Water Contractors
7. California Special Districts Association
8. Sacramento Area Council of Governments
9. Sacramento Area Flood Control Agency
10. Association of California Water Agencies - Joint Powers Insurance Authority
11. State and Federal Water Contractors Agency
12. Placer County Transportation Planning Agency



DISCUSSION/QUESTIONS



UNTIL WE MEET AGAIN!

THANK YOU



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