

**Eastern Municipal Water District - Results Summary  
January 2019**

Classification	Total Monthly Compensation Data			# of Matches
	Total Monthly Comp	Median of Comparators	% above or below	
Accountant II	\$ 13,488	\$ 12,724	5.7%	9
Administrative Assistant II	\$ 10,895	\$ 9,318	14.5%	10
Air Quality Compliance Analyst II	\$ 14,217	Insufficient Data	Insufficient Data	1
Asset Management Technician II	\$ 12,822	Insufficient Data	Insufficient Data	0
Assets & Facilities Manager	\$ 16,724	Insufficient Data	Insufficient Data	1
Automated Meter Repair (AMR) Technician	\$ 10,895	Insufficient Data	Insufficient Data	0
Automated Metering Infrastructure (AMI) Specialist	\$ 11,616	Insufficient Data	Insufficient Data	0
Backflow & Cross Connection Control Specialist II	\$ 12,822	\$ 11,784	8.1%	6
Board Secretary	\$ 15,827	\$ 15,716	0.7%	9
Building and Facilities Technician II	\$ 11,247	\$ 10,646	5.3%	7
Business Solutions Manager	\$ 18,722	\$ 19,260	-2.9%	5
Business Systems Analyst II	\$ 14,988	\$ 15,588	-4.0%	7
Buyer	\$ 12,822	\$ 13,525	-5.5%	7
Call Center Training Coordinator	\$ 13,488	Insufficient Data	Insufficient Data	0
CEQA/NEPA Analyst II	N/A	Insufficient Data	Insufficient Data	0
Civil Engineer II	\$ 17,692	\$ 16,020	9.4%	10
Civil Engineering Associate II	\$ 14,988	\$ 14,407	3.9%	9
CMMS Software Support Specialist II	\$ 12,198	Insufficient Data	Insufficient Data	0
Collections Representative II	\$ 11,616	Insufficient Data	Insufficient Data	2
Collections Systems Utility Worker II	\$ 11,247	\$ 10,715	4.7%	8
Computer Technician II	\$ 12,198	\$ 11,708	4.0%	7
Conservation Analyst II	N/A	\$ 12,076		4
Conservation Program Manager	\$ 15,827	Insufficient Data	Insufficient Data	3
Conservation Program Specialist II	\$ 12,198	Insufficient Data	Insufficient Data	1
Construction Administration Representative II	\$ 11,247	Insufficient Data	Insufficient Data	1
Construction Administrator	\$ 15,827	Insufficient Data	Insufficient Data	1
Construction and Safety Inspection Manager	\$ 16,724	Insufficient Data	Insufficient Data	2
Construction and Safety Inspector II	\$ 12,822	\$ 12,871	-0.4%	9
Construction Project Administration Manager	\$ 16,724	Insufficient Data	Insufficient Data	0
Contracts Analyst II	\$ 14,217	Insufficient Data	Insufficient Data	0
Contracts Manager	\$ 16,724	Insufficient Data	Insufficient Data	0
Contracts Quality Assurance Inspector	\$ 10,895	Insufficient Data	Insufficient Data	2
Control and Communication Analyst II	\$ 14,217	\$ 15,214	-7.0%	8
Controls Technician II	\$ 13,488	\$ 12,310	8.7%	10
Corrosion Control Technician	\$ 12,198	Insufficient Data	Insufficient Data	1
Customer Service Field Representative II	\$ 10,563	\$ 9,052	14.3%	5
Customer Service Operations Manager	\$ 15,827	\$ 16,210	-2.4%	4
Customer Services Representative III	\$ 10,895	\$ 10,220	6.2%	7
Database Administrator II	\$ 14,988	\$ 16,274	-8.6%	7
Development Services Manager	\$ 16,724	Insufficient Data	Insufficient Data	0
Development Services Technician I	\$ 11,246	\$ 9,431	16.1%	5
Director of Customer Service	\$ 21,037	Insufficient Data	Insufficient Data	2
Director of Development Services	\$ 22,329	Insufficient Data	Insufficient Data	1
Director of Engineering	\$ 22,329	\$ 24,479	-9.6%	9
Director of Environmental & Regulatory Compliance	\$ 21,037	\$ 23,861	-13.4%	4
Director of Field Engineering	\$ 21,037	Insufficient Data	Insufficient Data	0
Director of Finance	\$ 21,037	\$ 25,779	-22.5%	5
Director of Groundwater Management & Facilities Planning	\$ 21,037	Insufficient Data	Insufficient Data	2
Director of Human Resources	\$ 21,037	\$ 22,150	-5.3%	10
Director of Interagency Relations	N/A	Insufficient Data	Insufficient Data	0
Director of Maintenance	\$ 21,037	Insufficient Data	Insufficient Data	3
Director of Safety, Risk & Emergency Management	\$ 21,037	Insufficient Data	Insufficient Data	0
Director of Water Operations	\$ 21,037	\$ 22,388	-6.4%	6
Director of Water Reclamation	\$ 22,329	\$ 21,670	2.9%	6
Director of Water Supply Planning	\$ 21,037	Insufficient Data	Insufficient Data	1

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Distribution Operator II	\$ 11,246	\$ 11,802	-4.9%	5
Education Assistant	\$ 10,563	Insufficient Data	Insufficient Data	0
Electrical Services Manager	\$ 16,724	Insufficient Data	Insufficient Data	2
Electrician	\$ 11,246	\$ 12,138	-7.9%	6
Engineering Project Control Manager	\$ 16,724	Insufficient Data	Insufficient Data	0
Engineering Technician II	\$ 12,198	\$ 11,436	6.3%	8
Enterprise Support Manager	\$ 18,722	Insufficient Data	Insufficient Data	3
Environmental Compliance Analyst II	\$ 14,217	\$ 13,692	3.7%	7
Environmental Services Manager	\$ 16,724	Insufficient Data	Insufficient Data	2
Fabrication Mechanic II	\$ 12,198	\$ 11,549	5.3%	5
Facilities Location Technician II	\$ 11,246	Insufficient Data	Insufficient Data	3
Facilities Painter II	\$ 10,895	Insufficient Data	Insufficient Data	2
Field Services Manager	\$ 16,724	\$ 18,796	-12.4%	7
Finance Technician II	\$ 10,895	\$ 9,781	10.2%	9
Financial Analyst II	\$ 13,488	\$ 13,525	-0.3%	9
Financial Manager II	\$ 14,988	\$ 16,789	-12.0%	4
Fleet Services Manager	\$ 16,724	Insufficient Data	Insufficient Data	3
Fleet Services Mechanic II	\$ 9,939	Insufficient Data	Insufficient Data	3
GIS Analyst	\$ 13,488	\$ 12,361	8.4%	7
Grants & Loans Manager	\$ 16,724	Insufficient Data	Insufficient Data	1
Grants & Loans Program Analyst	\$ 13,711	Insufficient Data	Insufficient Data	2
Heavy Fleet Technician II	\$ 12,198	\$ 11,549	5.3%	7
Human Resources Analyst II	\$ 13,488	\$ 13,546	-0.4%	8
Human Resources Technician II	\$ 12,198	\$ 11,156	8.5%	7
HVAC Technician II	\$ 11,246	Insufficient Data	Insufficient Data	2
Industrial Engine Technician II	\$ 12,198	Insufficient Data	Insufficient Data	1
Interagency Relations Program Specialist	\$ 12,198	Insufficient Data	Insufficient Data	1
Laboratory Analyst III	\$ 12,822	\$ 13,343	-4.1%	8
Laboratory Technician	\$ 10,246	\$ 10,335	-0.9%	7
Land Surveyor Associate II	\$ 14,988	Insufficient Data	Insufficient Data	0
Land Surveyor II	N/A	Insufficient Data	Insufficient Data	0
Legislative Analyst II	\$ 15,827	\$ 16,431	-3.8%	4
Light Fleet Technician II	\$ 11,616	\$ 11,549	0.6%	7
Maintenance and Operations Planner/Scheduler II	\$ 12,822	\$ 13,451	-4.9%	5
Maintenance Trades Assistant	\$ 8,630	Insufficient Data	Insufficient Data	1
Management Analyst II	\$ 13,488	\$ 13,692	-1.5%	7
Manager of Laboratory and Water Quality Services	\$ 16,724	\$ 19,483	-16.5%	7
Mapping Manager	\$ 16,724	Insufficient Data	Insufficient Data	0
Mapping Technician II	\$ 12,198	Insufficient Data	Insufficient Data	1
Mechanical Maintenance Technician II	\$ 12,198	\$ 11,784	3.4%	8
Mechanical Services Manager	\$ 16,724	\$ 17,291	-3.4%	5
Meter Reader II	\$ 10,246	\$ 10,560	-3.1%	5
Meter Services Manager	\$ 15,827	Insufficient Data	Insufficient Data	2
Operations Analyst	\$ 14,988	Insufficient Data	Insufficient Data	1
Operations Representative II	\$ 11,246	Insufficient Data	Insufficient Data	2
Pipeline Construction Utility Worker II	\$ 11,246	\$ 10,560	6.1%	7
Potable Water Treatment Operator III	\$ 12,822	\$ 11,842	7.6%	8
Principal Engineering Technician II	\$ 14,217	Insufficient Data	Insufficient Data	1
Principal Water Resource Specialist	\$ 18,722	Insufficient Data	Insufficient Data	3
Programmer II	\$ 14,988	Insufficient Data	Insufficient Data	1
Project Control Technician II	\$ 12,198	Insufficient Data	Insufficient Data	0
Public Affairs Officer II	\$ 15,797	\$ 13,219	16.3%	9
Purchasing Manager	\$ 16,724	\$ 17,083	-2.2%	6
Real Property Agent	\$ 12,822	\$ 13,763	-7.3%	4
Real Property Manager	\$ 17,692	Insufficient Data	Insufficient Data	1

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Real Property Technician	\$ 12,198	Insufficient Data	Insufficient Data	1
Records Management Supervisor/Contracts Specialist II	\$ 14,217	Insufficient Data	Insufficient Data	0
Records Management Technician II	\$ 10,563	Insufficient Data	Insufficient Data	2
Recycled Water Program Analyst	\$ 14,988	Insufficient Data	Insufficient Data	1
Recycled Water Program Coordinator	\$ 12,198	Insufficient Data	Insufficient Data	1
Safety & Claims Technician	\$ 12,198	Insufficient Data	Insufficient Data	1
Safety & Emergency Management Officer	\$ 16,724	\$ 14,630	12.5%	8
Safety & Risk Manager	N/A	\$ 16,456		5
Senior Construction Administrator	\$ 18,722	Insufficient Data	Insufficient Data	1
Senior Engineering Geologist	\$ 19,842	Insufficient Data	Insufficient Data	3
Service Contract Administrator	\$ 14,217	Insufficient Data	Insufficient Data	0
Source Control Inspector II	\$ 12,198	\$ 12,594	-3.2%	6
Source Control Manager	\$ 16,724	Insufficient Data	Insufficient Data	2
Standby Administrator/Mapping Analyst	N/A	Insufficient Data	Insufficient Data	0
Storekeeper II	\$ 10,563	\$ 10,033	5.0%	10
System Support Manager	N/A	Insufficient Data	Insufficient Data	0
Systems Administrator II	\$ 14,988	\$ 14,840	1.0%	9
Systems Control Operator II	\$ 12,822	\$ 12,431	3.0%	4
Telephone Operator	\$ 8,630	Insufficient Data	Insufficient Data	2
Treatment Process Control Specialist II	\$ 13,488	Insufficient Data	Insufficient Data	2
Valve Technician II	\$ 10,895	Insufficient Data	Insufficient Data	0
Warehouse Manager	\$ 15,827	Insufficient Data	Insufficient Data	1
Wastewater Collection Manager	\$ 16,724	\$ 16,230	3.0%	6
Water Operations Manager	\$ 16,724	\$ 19,814	-18.5%	7
Water Operations Technician II	\$ 10,895	Insufficient Data	Insufficient Data	1
Water Reclamation Plant Maintenance Technician II	\$ 12,198	\$ 11,549	5.3%	9
Water Reclamation Plant Operator II	\$ 11,616	\$ 11,332	2.4%	9
Water Resources Planning Manager	\$ 16,724	\$ 19,605	-17.2%	5
Water Resources Technician II	\$ 12,198	Insufficient Data	Insufficient Data	0
Waterworks Technician II	\$ 10,895	Insufficient Data	Insufficient Data	0

AVERAGE: 0.1%  
MEDIAN: 0.6%