

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Accountant II	Accountant II	Accountant II	Accountant	N/C	Accountant II	Accountant	Senior Accountant	Staff Accountant	Accountant	Accountant II
	<b>Top Monthly Salary</b>	\$ 7,732	\$ 8,541	\$ 6,658	\$ 7,520		\$ 6,671	\$ 7,255	\$ 9,225	\$ 6,985	\$ 7,339	\$ 7,941
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 209	\$ 419	\$ 426	\$ 368		\$ 180	\$ 109	\$ 138		\$ 470	\$ 214
	Other Ret.	\$ 98								\$ 1,163		
	ER Paid Member Contrib		\$ 214									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39	\$ 51		\$ 45						\$ 44	
	Social Security				\$ 466		\$ 414					\$ 492
Deferred Compensation <sup>1,2,3</sup>	\$ 309	\$ 146				\$ 54	\$ 218					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 80	\$ 25	\$ 2	\$ 18		\$ 10	\$ 35	\$ 11	\$ 32	\$ 35	\$ 4
	LTD	\$ 52	\$ 40				\$ 25	\$ 24	\$ 50	\$ 28	\$ 31	\$ 23
	STD/SDI		\$ 34						\$ 30	\$ 15		\$ 13
	Retiree Medical	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848		\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 803	\$ 953	\$ 691	\$ 781		\$ 616	\$ 753	\$ 958	\$ 766	\$ 762	\$ 825
	Holidays	\$ 401	\$ 361	\$ 307	\$ 376		\$ 385	\$ 335	\$ 426	\$ 296	\$ 314	\$ 397
	Admin Leave		\$ 329						\$ 177			
<b>Benefit Package Total</b>		<b>\$ 5,756</b>	<b>\$ 7,050</b>	<b>\$ 2,805</b>	<b>\$ 5,835</b>	<b>\$ 0</b>	<b>\$ 3,909</b>	<b>\$ 4,049</b>	<b>\$ 4,300</b>	<b>\$ 5,987</b>	<b>\$ 4,259</b>	<b>\$ 4,783</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

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<b>Benchmark/ Comparator Agency Match</b>		Administrative Assistant II	Office Assistant II	Senior Office Specialist	Office Assistant II	Office Specialist	Administrative Assistant I	Office Specialist	Program Assistant	Administrative Support Specialist	Office Assistant II	Senior Office Assistant
	<b>Top Monthly Salary</b>	\$ 5,649	\$ 5,836	\$ 4,076	\$ 5,479	\$ 5,561	\$ 5,489	\$ 5,137	\$ 5,853	\$ 5,747	\$ 4,329	\$ 5,117
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 153	\$ 286	\$ 261	\$ 268	\$ 356	\$ 148	\$ 77	\$ 88		\$ 277	\$ 138
	Other Ret.	\$ 98								\$ 957		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28	\$ 35		\$ 33	\$ 33					\$ 26	
	Social Security				\$ 340		\$ 340					\$ 317
Deferred Compensation <sup>1,2</sup>	\$ 226					\$ 54	\$ 154					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117	\$ 128	\$ 110	\$ 128	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21	\$ 24	\$ 17	\$ 19	\$ 19	\$ 21	
	Life <sup>3,4</sup>	\$ 58	\$ 12	\$ 2	\$ 13	\$ 21	\$ 10	\$ 25	\$ 11	\$ 26	\$ 21	\$ 4
	LTD	\$ 38	\$ 27			\$ 2	\$ 20	\$ 17	\$ 50	\$ 23	\$ 18	\$ 15
	STD/SDI		\$ 23						\$ 30	\$ 12		\$ 8
Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 587	\$ 651	\$ 423	\$ 569	\$ 577	\$ 507	\$ 533	\$ 608	\$ 630	\$ 450	\$ 531
	Holidays	\$ 293	\$ 337	\$ 188	\$ 274	\$ 278	\$ 348	\$ 237	\$ 270	\$ 243	\$ 185	\$ 256
	Admin Leave								\$ 14			
<b>Benefit Package Total</b>		<b>\$ 5,246</b>	<b>\$ 5,851</b>	<b>\$ 2,252</b>	<b>\$ 5,278</b>	<b>\$ 4,292</b>	<b>\$ 3,654</b>	<b>\$ 3,619</b>	<b>\$ 3,581</b>	<b>\$ 5,579</b>	<b>\$ 3,580</b>	<b>\$ 4,084</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

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Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Air Quality Compliance Analyst II	N/C	N/C	N/C	N/C	N/C	N/C	Senior Environmental Specialist	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,317							\$ 9,225			
<b>Retirement</b>	Classic	2%@55							1.667%@57.5			
	Enhanced Formula Cost	\$ 225							\$ 138			
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 42										
	Social Security											
	Deferred Compensation	\$ 333										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814							\$ 2,133			
	Dental	\$ 130							\$ 110			
	Vision	\$ 7							\$ 17			
	Life <sup>1</sup>	\$ 86							\$ 11			
	LTD	\$ 56							\$ 50			
	STD/SDI								\$ 30			
	Retiree Medical	\$ 1,814						\$ 250				
<b>Leaves</b>	Vacation	\$ 864							\$ 958			
	Holidays	\$ 432							\$ 426			
	Admin Leave								\$ 177			
<b>Benefit Package Total</b>		\$ 5,900	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,300	\$ 0	\$ 0	\$ 0

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<b>Benchmark/ Comparator Agency Match</b>		Asset Management Technician II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 7,197										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 194										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36										
	Social Security											
	Deferred Compensation	\$ 288										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 74										
	LTD	\$ 48										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 747										
	Holidays	\$ 374										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,625	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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<b>Benchmark/ Comparator Agency Match</b>		Assets & Facilities Manager	N/C	N/C	N/C	N/C	N/C	Asset Systems Manager	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331						\$ 10,968				
<b>Retirement</b>	Classic	2%@55						2%@60				
	Enhanced Formula Cost	\$ 279						\$ 165				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security											
Deferred Compensation <sup>1</sup>	\$ 413						\$ 329					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814						\$ 1,687				
	Dental	\$ 130						\$ 128				
	Vision	\$ 7						\$ 24				
	Life <sup>2</sup>	\$ 107						\$ 53				
	LTD	\$ 69						\$ 36				
	STD/SDI											
Retiree Medical	\$ 1,814						\$ 736					
<b>Leaves</b>	Vacation	\$ 1,073						\$ 1,139				
	Holidays	\$ 536						\$ 506				
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,803	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

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<b>Benchmark/ Comparator Agency Match</b>		Automated Meter Repair (AMR) Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,649										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 153										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28										
	Social Security											
	Deferred Compensation	\$ 226										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1, 2</sup>	\$ 58										
	LTD	\$ 38										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 587										
	Holidays	\$ 293										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,246	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

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<b>Benchmark/ Comparator Agency Match</b>		Automated Metering Infrastructure (AMI) Specialist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,228										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 168										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 31										
	Social Security											
	Deferred Compensation	\$ 249										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 64										
	LTD	\$ 42										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 647										
	Holidays	\$ 323										
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,388</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

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<b>Benchmark/ Comparator Agency Match</b>		Backflow & Cross Connection Control Specialist II	Meter/Cross Connection Worker II	N/C	Cross Connection Service Worker II	Senior Water Protection Technician	N/C	Cross Connection Specialist	N/C	N/C	Cross Connection Control Technician II	Operations Technician III
	<b>Top Monthly Salary</b>	\$ 7,197	\$ 7,689		\$ 7,186	\$ 7,118		\$ 6,641			\$ 6,396	\$ 7,202
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55	2.7%@55		2%@60			2.7%@55	2%@55
	Enhanced Formula Cost	\$ 194	\$ 377		\$ 352	\$ 456		\$ 100			\$ 409	\$ 194
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36	\$ 46		\$ 43	\$ 43					\$ 38	
	Social Security				\$ 446							\$ 447
Deferred Compensation <sup>1</sup>	\$ 288						\$ 199					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814			\$ 1,848	\$ 2,121		\$ 1,687			\$ 2,130	
	Dental	\$ 130	\$ 168		\$ 66	\$ 117		\$ 128			\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24			\$ 21	
	Life <sup>2,3</sup>	\$ 74	\$ 16		\$ 17	\$ 27		\$ 32			\$ 31	\$ 4
	LTD	\$ 48	\$ 36			\$ 3		\$ 22			\$ 27	\$ 21
	STD/SDI		\$ 28									\$ 11
Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766		\$ 736			\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 747	\$ 858		\$ 746	\$ 739		\$ 690			\$ 664	\$ 748
	Holidays	\$ 374	\$ 444		\$ 359	\$ 356		\$ 307			\$ 274	\$ 360
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,625</b>	<b>\$ 6,284</b>	<b>\$ 0</b>	<b>\$ 5,744</b>	<b>\$ 4,648</b>	<b>\$ 0</b>	<b>\$ 3,925</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,046</b>	<b>\$ 4,600</b>

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1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.



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<b>Benchmark/ Comparator Agency Match</b>	Board Secretary	Executive Assistant / District Secretary	N/C	Clerk of the Board	District Secretary Administrative Services Supervisor	Board Secretary / Office Manager	District Secretary	Clerk of the Board	District Secretary	District Secretary	Executive Assistant
<b>Top Monthly Salary</b>	\$ 9,611	\$ 10,026		\$ 12,391	\$ 9,110	\$ 12,578	\$ 9,826	\$ 11,239	\$ 11,327	\$ 8,111	\$ 9,172
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 260	\$ 491		\$ 607	\$ 583	\$ 340	\$ 147	\$ 169		\$ 248
	Other Ret.	\$ 98							\$ 1,886		
	ER Paid Member Contrib		\$ 251								
	Calc Classic EPMC as Spec Comp										
	Single Highest Year	\$ 48	\$ 60		\$ 74	\$ 55				\$ 49	
	Social Security				\$ 687		\$ 687				\$ 569
Deferred Compensation <sup>1,2,3</sup>	\$ 384	\$ 146				\$ 54	\$ 295			\$ 183	
<b>Insurance</b>	Cafeteria		\$ 2,762								\$ 2,192
	Health	\$ 1,814			\$ 1,732	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130
	Dental	\$ 130	\$ 168		\$ 62	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21
	Life <sup>4,5</sup>	\$ 99	\$ 29		\$ 29	\$ 35	\$ 10	\$ 47	\$ 11	\$ 52	\$ 39
	LTD	\$ 64	\$ 47			\$ 3	\$ 47	\$ 32	\$ 50	\$ 46	\$ 34
	STD/SDI		\$ 39						\$ 30	\$ 24	\$ 15
	Retiree Medical <sup>6</sup>	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328
<b>Leaves</b>	Vacation <sup>7</sup>	\$ 998	\$ 1,118		\$ 1,287	\$ 946	\$ 1,161	\$ 1,020	\$ 973	\$ 1,242	\$ 842
	Holidays	\$ 499	\$ 424		\$ 620	\$ 456	\$ 919	\$ 454	\$ 519	\$ 479	\$ 347
	Admin Leave		\$ 463		\$ 238				\$ 216		\$ 141
<b>Benefit Package Total</b>	<b>\$ 6,216</b>	<b>\$ 7,549</b>	<b>\$ 0</b>	<b>\$ 7,086</b>	<b>\$ 5,101</b>	<b>\$ 5,443</b>	<b>\$ 4,571</b>	<b>\$ 4,477</b>	<b>\$ 7,416</b>	<b>\$ 4,433</b>	<b>\$ 5,412</b>

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5 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

6 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

7 - Orange County Sanitation District: PTO.

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<b>Benchmark/ Comparator Agency Match</b>		Building and Facilities Technician II	Facilities Maintenance Worker	Building Maintenance Specialist	Building Maintenance Tradesworker	Field Maintenance Worker I (Facilities Maintenance)	N/C	Facilities Services Technician	Facility Worker / Builder	Maintenance Technician Grade II	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,931	\$ 7,689	\$ 5,359	\$ 6,863	\$ 5,561		\$ 6,250	\$ 6,892	\$ 7,701		
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 160	\$ 377	\$ 343	\$ 336	\$ 356		\$ 94	\$ 103			
	Other Ret.	\$ 98								\$ 1,282		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30	\$ 46		\$ 41	\$ 33						
	Social Security				\$ 426							
Deferred Compensation <sup>1</sup>	\$ 237						\$ 188					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121		\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128		
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19		
	Life <sup>2,3</sup>	\$ 61	\$ 16	\$ 2	\$ 16	\$ 21		\$ 30	\$ 11	\$ 35		
	LTD	\$ 40	\$ 36			\$ 2		\$ 21	\$ 50	\$ 31		
	STD/SDI		\$ 28						\$ 30	\$ 16		
	Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766		\$ 736	\$ 250	\$ 1,770		
<b>Leaves</b>	Vacation	\$ 616	\$ 858	\$ 557	\$ 713	\$ 577		\$ 649	\$ 716	\$ 844		
	Holidays	\$ 308	\$ 444	\$ 247	\$ 343	\$ 278		\$ 288	\$ 318	\$ 326		
	Admin Leave								\$ 17			
<b>Benefit Package Total</b>		\$ 5,315	\$ 6,284	\$ 2,527	\$ 5,656	\$ 4,292	\$ 0	\$ 3,845	\$ 3,754	\$ 6,223	\$ 0	\$ 0

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4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

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<b>Benchmark/ Comparator Agency Match</b>		Business Solutions Manager	Information Technology Manager	Business Systems Support Manager	Business Applications Manager	N/C	Manager of Business Information Services	Applications Manager	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 11,937	\$ 13,537	\$ 10,046	\$ 12,330		\$ 13,867	\$ 13,158				
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60				
	Enhanced Formula Cost	\$ 322	\$ 663	\$ 643	\$ 604		\$ 374	\$ 197				
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 60	\$ 81		\$ 74							
	Social Security				\$ 687		\$ 687					
Deferred Compensation <sup>1, 2, 3</sup>	\$ 477	\$ 146	\$ 75			\$ 54	\$ 395					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,732		\$ 1,490	\$ 1,687				
	Dental	\$ 130	\$ 168	\$ 45	\$ 62			\$ 128				
	Vision	\$ 7	\$ 23		\$ 18			\$ 24				
	Life <sup>4</sup>	\$ 123	\$ 40	\$ 58	\$ 29		\$ 20	\$ 63				
	LTD	\$ 80	\$ 64				\$ 51	\$ 43				
	STD/SDI		\$ 40									
Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,732		\$ 736	\$ 736					
<b>Leaves</b>	Vacation	\$ 1,240	\$ 1,510	\$ 1,159	\$ 1,280		\$ 1,280	\$ 1,366				
	Holidays	\$ 620	\$ 573	\$ 464	\$ 617		\$ 1,013	\$ 607				
	Admin Leave		\$ 625	\$ 155	\$ 95							
<b>Benefit Package Total</b>		<b>\$ 6,785</b>	<b>\$ 8,559</b>	<b>\$ 3,902</b>	<b>\$ 6,930</b>	<b>\$ 0</b>	<b>\$ 5,706</b>	<b>\$ 5,248</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Business Systems Analyst II	Financial Systems Analyst II	Business Systems Support Analyst	Information Systems Analyst III	Applications Specialist III	Business Systems Analyst II	Senior Applications Analyst	Senior Information Technology Analyst	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,937	\$ 11,592	\$ 6,108	\$ 10,384	\$ 9,539	\$ 8,939	\$ 11,386	\$ 10,967			
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 241	\$ 568	\$ 391	\$ 509	\$ 611	\$ 241	\$ 171	\$ 165			
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 290									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45	\$ 70		\$ 62	\$ 57						
	Social Security				\$ 644		\$ 554					
Deferred Compensation <sup>1, 2, 3</sup>	\$ 357	\$ 146	\$ 75			\$ 54	\$ 342					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133			
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110			
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17			
	Life <sup>4</sup>	\$ 92	\$ 34	\$ 35	\$ 25	\$ 32	\$ 10	\$ 55	\$ 11			
	LTD	\$ 60	\$ 54			\$ 3	\$ 33	\$ 37	\$ 50			
	STD/SDI		\$ 40						\$ 30			
Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250				
<b>Leaves</b>	Vacation	\$ 928	\$ 1,293	\$ 658	\$ 1,078	\$ 991	\$ 825	\$ 1,182	\$ 1,139			
	Holidays	\$ 464	\$ 490	\$ 282	\$ 519	\$ 477	\$ 516	\$ 526	\$ 506			
	Admin Leave		\$ 446						\$ 211			
<b>Benefit Package Total</b>		<b>\$ 6,051</b>	<b>\$ 7,911</b>	<b>\$ 2,790</b>	<b>\$ 6,618</b>	<b>\$ 5,194</b>	<b>\$ 4,460</b>	<b>\$ 4,888</b>	<b>\$ 4,621</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Buyer	Buyer II	Procurement & Contracts Specialist	Purchasing Technician II	N/C	Procurement Specialist II	Senior Buyer	Senior Buyer	N/C	N/C	Purchasing Specialist
	<b>Top Monthly Salary</b>	\$ 7,197	\$ 8,541	\$ 6,532	\$ 7,874		\$ 6,671	\$ 7,689	\$ 9,225			\$ 9,172
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5			2%@55
	Enhanced Formula Cost	\$ 194	\$ 419	\$ 418	\$ 386		\$ 180	\$ 115	\$ 138			\$ 248
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 214									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36	\$ 51		\$ 47							
	Social Security				\$ 488		\$ 414					\$ 569
	Deferred Compensation <sup>1,2,3</sup>	\$ 288	\$ 146				\$ 54	\$ 231				
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848		\$ 1,490	\$ 1,687	\$ 2,133			
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110			
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17			
	Life <sup>4,5</sup>	\$ 74	\$ 25	\$ 2	\$ 19		\$ 10	\$ 37	\$ 11			\$ 4
	LTD	\$ 48	\$ 40				\$ 25	\$ 25	\$ 50			\$ 26
	STD/SDI		\$ 34						\$ 30			\$ 15
	Retiree Medical	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848		\$ 736	\$ 736	\$ 250			\$ 623
<b>Leaves</b>	Vacation	\$ 747	\$ 953	\$ 678	\$ 818		\$ 616	\$ 798	\$ 958			\$ 952
	Holidays	\$ 374	\$ 361	\$ 301	\$ 394		\$ 385	\$ 355	\$ 426			\$ 459
	Admin Leave		\$ 329						\$ 177			
<b>Benefit Package Total</b>		\$ 5,625	\$ 7,050	\$ 2,778	\$ 5,932	\$ 0	\$ 3,909	\$ 4,137	\$ 4,300	\$ 0	\$ 0	\$ 5,087

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Call Center Training Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 7,732										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 209										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39										
	Social Security											
	Deferred Compensation	\$ 309										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 80										
	LTD	\$ 52										
	STD/SDI											
Retiree Medical	\$ 1,814											
<b>Leaves</b>	Vacation	\$ 803										
	Holidays	\$ 401										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,756	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		CEQA/NEPA Analyst II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	N/A										
<b>Retirement</b>	Classic											
	Enhanced Formula Cost											
	Other Ret.											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security											
	Deferred Compensation											
<b>Insurance</b>	Cafeteria											
	Health											
	Dental											
	Vision											
	Life <sup>1</sup>											
	LTD											
	STD/SDI											
	Retiree Medical											
<b>Leaves</b>	Vacation											
	Holidays											
	Admin Leave											
<b>Benefit Package Total</b>		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Civil Engineer II	Engineer III	Utilities Senior Water Engineer	Associate Domestic Water/General District Engineer	Senior Civil Engineer (Capital Projects)	Senior Associate Engineer (PE)	Engineer	Engineer	Engineer	Associate Engineer	Civil Engineer II
	<b>Top Monthly Salary</b>	\$ 11,109	\$ 11,592	\$ 10,868	\$ 11,134	\$ 12,278	\$ 10,866	\$ 10,968	\$ 11,239	\$ 9,361	\$ 9,859	\$ 12,248
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 300	\$ 568	\$ 696	\$ 546	\$ 786	\$ 293	\$ 165	\$ 169		\$ 631	\$ 331
	Other Ret.	\$ 98								\$ 1,559		
	ER Paid Member Contrib		\$ 290									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 56	\$ 70		\$ 67	\$ 74					\$ 59	
	Social Security				\$ 687		\$ 674					\$ 687
Deferred Compensation <sup>1,2,3</sup>	\$ 444	\$ 146	\$ 75			\$ 54	\$ 329					\$ 245
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 115	\$ 34	\$ 63	\$ 26	\$ 32	\$ 10	\$ 53	\$ 11	\$ 43	\$ 47	\$ 4
	LTD	\$ 74	\$ 54			\$ 3	\$ 40	\$ 36	\$ 50	\$ 38	\$ 41	\$ 35
	STD/SDI		\$ 40						\$ 30	\$ 20		\$ 20
	Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 1,154	\$ 1,293	\$ 1,254	\$ 1,156	\$ 1,275	\$ 1,003	\$ 1,139	\$ 1,167	\$ 1,026	\$ 1,024	\$ 1,272
	Holidays	\$ 577	\$ 490	\$ 502	\$ 557	\$ 614	\$ 627	\$ 506	\$ 519	\$ 396	\$ 422	\$ 612
	Admin Leave		\$ 446	\$ 167		\$ 236			\$ 216			\$ 236
<b>Benefit Package Total</b>		<b>\$ 6,583</b>	<b>\$ 7,911</b>	<b>\$ 4,105</b>	<b>\$ 6,819</b>	<b>\$ 6,044</b>	<b>\$ 4,927</b>	<b>\$ 4,803</b>	<b>\$ 4,671</b>	<b>\$ 6,769</b>	<b>\$ 4,828</b>	<b>\$ 6,256</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Civil Engineering Associate II	Engineer II	Utilities Associate Water Engineer	Assistant Domestic Engineer	Civil Engineer	Associate Engineer	Assistant Engineer	Associate Engineer	Associate Engineer	Assistant Engineer	N/C
	<b>Top Monthly Salary</b>	\$ 8,937	\$ 9,926	\$ 9,173	\$ 9,247	\$ 9,129	\$ 9,386	\$ 8,479	\$ 10,183	\$ 8,491	\$ 8,942	
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	
	Enhanced Formula Cost	\$ 241	\$ 486	\$ 587	\$ 453	\$ 584	\$ 253	\$ 127	\$ 153		\$ 572	
	Other Ret.	\$ 98								\$ 1,414		
	ER Paid Member Contrib		\$ 248									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45	\$ 60		\$ 55	\$ 55						\$ 54
	Social Security				\$ 573		\$ 582					
Deferred Compensation <sup>1, 2, 3</sup>	\$ 357	\$ 146				\$ 54	\$ 254					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 92	\$ 29	\$ 2	\$ 22	\$ 32	\$ 10	\$ 41	\$ 11	\$ 39	\$ 43	
	LTD	\$ 60	\$ 47			\$ 3	\$ 35	\$ 28	\$ 50	\$ 34	\$ 38	
	STD/SDI		\$ 39						\$ 30	\$ 18		
Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328		
<b>Leaves</b>	Vacation	\$ 928	\$ 1,107	\$ 953	\$ 960	\$ 948	\$ 866	\$ 881	\$ 1,058	\$ 931	\$ 929	
	Holidays	\$ 464	\$ 420	\$ 423	\$ 462	\$ 456	\$ 542	\$ 391	\$ 470	\$ 359	\$ 383	
	Admin Leave		\$ 382			\$ 176			\$ 196			
<b>Benefit Package Total</b>		<b>\$ 6,051</b>	<b>\$ 7,443</b>	<b>\$ 3,343</b>	<b>\$ 6,307</b>	<b>\$ 5,278</b>	<b>\$ 4,568</b>	<b>\$ 4,298</b>	<b>\$ 4,477</b>	<b>\$ 6,482</b>	<b>\$ 4,621</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		CMMS Software Support Specialist II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 181										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security											
	Deferred Compensation	\$ 268										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 69										
	LTD	\$ 45										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 695										
	Holidays	\$ 348										
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Collections Representative II	N/C	Collections Representative II	Senior Accounts Receivable Assistant	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,228		\$ 4,013	\$ 5,999							
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55							
	Enhanced Formula Cost	\$ 168		\$ 257	\$ 294							
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 31			\$ 36							
	Social Security				\$ 372							
	Deferred Compensation	\$ 249										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,233	\$ 1,848							
	Dental	\$ 130		\$ 45	\$ 66							
	Vision	\$ 7			\$ 19							
	Life <sup>1</sup>	\$ 64		\$ 2	\$ 14							
	LTD	\$ 42										
	STD/SDI											
	Retiree Medical	\$ 1,814		\$ 100	\$ 1,848							
<b>Leaves</b>	Vacation	\$ 647		\$ 417	\$ 623							
	Holidays	\$ 323		\$ 185	\$ 300							
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,388	\$ 0	\$ 2,239	\$ 5,420	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

<sup>1</sup> - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Collections Systems Utility Worker II	N/C	Wastewater Collection System Technician II	Collection Systems II	[Collection System Maintenance Worker I / Collection System Maintenance Worker III]	Collections System Operator II	Collection Systems Technician II	Senior Mechanic Collections	N/C	Wastewater Collection System Tech II	Operations Technician II
	<b>Top Monthly Salary</b>	\$ 5,931		\$ 5,290	\$ 6,267	\$ 6,340	\$ 6,671	\$ 5,881	\$ 7,797		\$ 4,773	\$ 6,532
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 160		\$ 339	\$ 307	\$ 406	\$ 180	\$ 88	\$ 117		\$ 306	\$ 176
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30			\$ 38	\$ 38					\$ 29	
	Social Security				\$ 389		\$ 414					\$ 405
Deferred Compensation <sup>1,2</sup>	\$ 237					\$ 54	\$ 176					
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133		\$ 2,130	
	Dental	\$ 130		\$ 45	\$ 66	\$ 117		\$ 128	\$ 110		\$ 123	
	Vision	\$ 7			\$ 19	\$ 21		\$ 24	\$ 17		\$ 21	
	Life <sup>3</sup>	\$ 61		\$ 2	\$ 15	\$ 24	\$ 10	\$ 28	\$ 11		\$ 23	\$ 4
	LTD	\$ 40				\$ 3	\$ 25	\$ 19	\$ 50		\$ 20	\$ 19
	STD/SDI								\$ 30			\$ 10
Retiree Medical <sup>4</sup>	\$ 1,814		\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250		\$ 328	\$ 623	
<b>Leaves</b>	Vacation <sup>5</sup>	\$ 616		\$ 549	\$ 651	\$ 658	\$ 616	\$ 611	\$ 675		\$ 496	\$ 678
	Holidays	\$ 308		\$ 244	\$ 313	\$ 317	\$ 423	\$ 271	\$ 360		\$ 204	\$ 327
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,315</b>	<b>\$ 0</b>	<b>\$ 2,512</b>	<b>\$ 5,493</b>	<b>\$ 4,471</b>	<b>\$ 3,948</b>	<b>\$ 3,770</b>	<b>\$ 3,752</b>	<b>\$ 0</b>	<b>\$ 3,680</b>	<b>\$ 4,434</b>

N/C - Non Comparator  
1 - Inland Empire Utilities Agency: District Match.  
2 - Irvine Ranch Water District: District Match.  
3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.  
4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.  
5 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Computer Technician II	Network Technician	Innovation & Technology Technician II	Information Systems Specialist I	Information Technology Technician II	Technology Specialist I	N/C	IT Technician II	Information Systems Specialist	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696	\$ 7,884	\$ 5,881	\$ 6,267	\$ 6,136	\$ 7,722		\$ 7,311	\$ 6,034		
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55		1.667%@57.5			
	Enhanced Formula Cost	\$ 181	\$ 386	\$ 376	\$ 307	\$ 393	\$ 209		\$ 110			
	Other Ret.	\$ 98								\$ 1,005		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33	\$ 47		\$ 38	\$ 37						
	Social Security				\$ 389		\$ 479					
Deferred Compensation <sup>1</sup>	\$ 268		\$ 75			\$ 54						
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,848	\$ 2,121	\$ 1,490		\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117			\$ 110	\$ 128		
	Vision	\$ 7	\$ 23		\$ 19	\$ 21			\$ 17	\$ 19		
	Life <sup>2</sup>	\$ 69	\$ 16	\$ 34	\$ 15	\$ 24	\$ 10		\$ 11	\$ 28		
	LTD	\$ 45	\$ 37			\$ 3	\$ 29		\$ 50	\$ 25		
	STD/SDI		\$ 28						\$ 30	\$ 13		
	Retiree Medical <sup>3</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766	\$ 736		\$ 250	\$ 1,770		
<b>Leaves</b>	Vacation	\$ 695	\$ 879	\$ 633	\$ 651	\$ 637	\$ 713		\$ 759	\$ 661		
	Holidays	\$ 348	\$ 455	\$ 271	\$ 313	\$ 307	\$ 490		\$ 337	\$ 255		
	Admin Leave								\$ 18			
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 6,329</b>	<b>\$ 2,739</b>	<b>\$ 5,493</b>	<b>\$ 4,424</b>	<b>\$ 4,209</b>	<b>\$ 0</b>	<b>\$ 3,825</b>	<b>\$ 5,674</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District	
<b>Benchmark/ Comparator Agency Match</b>		Conservation Analyst II	Water Conservation Specialist II	N/C	N/C	Water Efficiency Specialist	N/C	Water Efficiency Analyst	N/C	N/C	Water Conservation and Budget Analyst	N/C	
	<b>Top Monthly Salary</b>	N/A	\$ 8,541			\$ 7,118		\$ 8,155			\$ 7,405		
<b>Retirement</b>	Classic		2.5%@55			2.7%@55		2%@60			2.7%@55		
	Enhanced Formula Cost		\$ 419			\$ 456		\$ 122			\$ 474		
	Other Ret.												
	ER Paid Member Contrib		\$ 214										
	Calc Classic EPMC as Spec Comp												
	Single Highest Year		\$ 51			\$ 43					\$ 44		
	Social Security												
Deferred Compensation <sup>1,2</sup>		\$ 146					\$ 245						
<b>Insurance</b>	Cafeteria		\$ 2,762										
	Health					\$ 2,121		\$ 1,687			\$ 2,130		
	Dental		\$ 168			\$ 117		\$ 128			\$ 123		
	Vision		\$ 23			\$ 21		\$ 24			\$ 21		
	Life <sup>3,4</sup>		\$ 25			\$ 27		\$ 39			\$ 36		
	LTD		\$ 40			\$ 3		\$ 27			\$ 31		
	STD/SDI		\$ 34										
	Retiree Medical <sup>5</sup>		\$ 1,527			\$ 766		\$ 736			\$ 328		
<b>Leaves</b>	Vacation		\$ 953			\$ 739		\$ 847			\$ 769		
	Holidays		\$ 361			\$ 356		\$ 376			\$ 317		
	Admin Leave		\$ 329										
<b>Benefit Package Total</b>			\$ 0	\$ 7,050	\$ 0	\$ 0	\$ 4,648	\$ 0	\$ 4,232	\$ 0	\$ 0	\$ 4,274	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Conservation Program Manager	Water Conservation Supervisor II	N/C	Conservation Manager	N/C	N/C	Water Efficiency Manager	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 9,611	\$ 11,767		\$ 11,765			\$ 10,968				
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55			2%@60				
	Enhanced Formula Cost	\$ 260	\$ 577		\$ 576			\$ 165				
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 294									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 48	\$ 71		\$ 71							
	Social Security				\$ 687							
	Deferred Compensation <sup>1,2</sup>	\$ 384	\$ 146				\$ 329					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814			\$ 1,732			\$ 1,687				
	Dental	\$ 130	\$ 168		\$ 62			\$ 128				
	Vision	\$ 7	\$ 23		\$ 18			\$ 24				
	Life <sup>3</sup>	\$ 99	\$ 35		\$ 28			\$ 53				
	LTD	\$ 64	\$ 55					\$ 36				
	STD/SDI		\$ 40									
	Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,732			\$ 736				
<b>Leaves</b>	Vacation	\$ 998	\$ 1,312		\$ 1,222			\$ 1,139				
	Holidays	\$ 499	\$ 498		\$ 588			\$ 506				
	Admin Leave		\$ 543		\$ 91							
<b>Benefit Package Total</b>		\$ 6,216	\$ 8,050	\$ 0	\$ 6,806	\$ 0	\$ 0	\$ 4,803	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Conservation Program Specialist II	N/C	N/C	N/C	N/C	N/C	Water Efficiency Specialist	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696						\$ 6,641				
<b>Retirement</b>	Classic	2%@55						2%@60				
	Enhanced Formula Cost	\$ 181						\$ 100				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security											
	Deferred Compensation <sup>1</sup>	\$ 268						\$ 199				
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814						\$ 1,687				
	Dental	\$ 130						\$ 128				
	Vision	\$ 7						\$ 24				
	Life <sup>2</sup>	\$ 69						\$ 32				
	LTD	\$ 45						\$ 22				
	STD/SDI											
	Retiree Medical	\$ 1,814						\$ 736				
<b>Leaves</b>	Vacation	\$ 695						\$ 690				
	Holidays	\$ 348						\$ 307				
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,925	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Construction Administration Representative II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Contracts Administrator II	N/C
	<b>Top Monthly Salary</b>	\$ 5,931									\$ 5,802	
<b>Retirement</b>	Classic	2%@55									2.7%@55	
	Enhanced Formula Cost	\$ 160									\$ 371	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30									\$ 35	
	Social Security											
Deferred Compensation	\$ 237											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814									\$ 2,130	
	Dental	\$ 130									\$ 123	
	Vision	\$ 7									\$ 21	
	Life <sup>1</sup>	\$ 61									\$ 28	
	LTD	\$ 40									\$ 24	
	STD/SDI											
Retiree Medical	\$ 1,814									\$ 328		
<b>Leaves</b>	Vacation	\$ 616									\$ 603	
	Holidays	\$ 308									\$ 248	
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,315	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,912	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Construction Administrator	N/C	Construction Contracts Administrator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 9,611		\$ 11,281								
<b>Retirement</b>	Classic	2%@55		2.7%@55								
	Enhanced Formula Cost	\$ 260		\$ 722								
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 48										
	Social Security											
	Deferred Compensation	\$ 384		\$ 75								
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304								
	Dental	\$ 130		\$ 45								
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 99		\$ 65								
	LTD	\$ 64										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 998		\$ 1,302								
	Holidays	\$ 499		\$ 521								
	Admin Leave			\$ 174								
<b>Benefit Package Total</b>		<b>\$ 6,216</b>	<b>\$ 0</b>	<b>\$ 4,207</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Construction and Safety Inspection Manager	N/C	Chief Construction Inspector	N/C	N/C	N/C	Construction Inspection Manager	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331		\$ 8,262				\$ 10,968				
<b>Retirement</b>	Classic	2%@55		2.7%@55				2%@60				
	Enhanced Formula Cost	\$ 279		\$ 529				\$ 165				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
<b>Insurance</b>	Social Security											
	Deferred Compensation <sup>1</sup>	\$ 413		\$ 75				\$ 329				
	Cafeteria											
	Health	\$ 1,814		\$ 1,304				\$ 1,687				
	Dental	\$ 130		\$ 45				\$ 128				
	Vision	\$ 7						\$ 24				
	Life <sup>2</sup>	\$ 107		\$ 48				\$ 53				
	LTD	\$ 69						\$ 36				
<b>Leaves</b>	STD/SDI											
	Retiree Medical	\$ 1,814						\$ 736				
	Vacation	\$ 1,073		\$ 953				\$ 1,139				
	Holidays	\$ 536		\$ 381				\$ 506				
	Admin Leave			\$ 127								
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 3,462	\$ 0	\$ 0	\$ 0	\$ 4,803	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District	
<b>Benchmark/ Comparator Agency Match</b>		Construction and Safety Inspector II	Construction Inspector II	Construction Inspector II	Construction Inspector II	Engineering Inspector	Construction Project Inspector	Construction Inspector	Construction Inspector	Construction Inspector II	Construction Inspector II	N/C	
	<b>Top Monthly Salary</b>	\$ 7,197	\$ 9,116	\$ 6,532	\$ 7,687	\$ 7,477	\$ 8,514	\$ 7,472	\$ 9,133	\$ 8,491	\$ 6,716		
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55		
	Enhanced Formula Cost	\$ 194	\$ 447	\$ 418	\$ 377	\$ 479	\$ 230	\$ 112	\$ 137		\$ 430		
	Other Ret.	\$ 98								\$ 1,414			
	ER Paid Member Contrib												
	Calc Classic EPMC as Spec Comp												
	Single Highest Year	\$ 36	\$ 55		\$ 46	\$ 45						\$ 40	
	Social Security				\$ 477		\$ 528						
Deferred Compensation <sup>1,2</sup>	\$ 288					\$ 54	\$ 224						
<b>Insurance</b>	Cafeteria		\$ 2,762										
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130		
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123		
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21		
	Life <sup>3,4</sup>	\$ 74	\$ 19	\$ 2	\$ 18	\$ 29	\$ 10	\$ 36	\$ 11	\$ 39	\$ 32		
	LTD	\$ 48	\$ 43			\$ 3	\$ 32	\$ 25	\$ 50	\$ 34	\$ 28		
	STD/SDI		\$ 28						\$ 30	\$ 18			
Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328			
<b>Leaves</b>	Vacation	\$ 747	\$ 1,017	\$ 678	\$ 798	\$ 776	\$ 786	\$ 776	\$ 948	\$ 931	\$ 697		
	Holidays	\$ 374	\$ 526	\$ 301	\$ 384	\$ 374	\$ 491	\$ 345	\$ 422	\$ 359	\$ 287		
	Admin Leave								\$ 22				
<b>Benefit Package Total</b>		\$ 5,625	\$ 6,613	\$ 2,778	\$ 5,881	\$ 4,729	\$ 4,357	\$ 4,093	\$ 4,130	\$ 6,482	\$ 4,118	\$ 0	

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Construction Project Administration Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331										
<b>Retirement</b>	Classic	2% @ 55										
	Enhanced Formula Cost	\$ 279										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security											
	Deferred Compensation	\$ 413										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 107										
	LTD	\$ 69										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 1,073										
	Holidays	\$ 536										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Contracts Analyst II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,317										
<b>Retirement</b>	Classic	2% @ 55										
	Enhanced Formula Cost	\$ 225										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 42										
	Social Security											
	Deferred Compensation	\$ 333										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 86										
	LTD	\$ 56										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 864										
	Holidays	\$ 432										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,900	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Contracts Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 279										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security											
	Deferred Compensation	\$ 413										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 107										
	LTD	\$ 69										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 1,073										
	Holidays	\$ 536										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Contracts Quality Assurance Inspector	N/C	Utilities Landscape and Maintenance Contract Administrator	N/C	N/C	N/C	Landscape Contracts Administrator	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,649		\$ 6,993				\$ 7,472				
<b>Retirement</b>	Classic	2%@55		2.7%@55				2%@60				
	Enhanced Formula Cost	\$ 153		\$ 448				\$ 112				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28										
	Social Security											
	Deferred Compensation <sup>1</sup>	\$ 226		\$ 75				\$ 224				
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304				\$ 1,687				
	Dental	\$ 130		\$ 45				\$ 128				
	Vision	\$ 7						\$ 24				
	Life <sup>2</sup>	\$ 58		\$ 40				\$ 36				
	LTD	\$ 38						\$ 25				
	STD/SDI											
	Retiree Medical	\$ 1,814						\$ 736				
<b>Leaves</b>	Vacation	\$ 587		\$ 753				\$ 776				
	Holidays	\$ 293		\$ 323				\$ 345				
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,246</b>	<b>\$ 0</b>	<b>\$ 2,988</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,093</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Control and Communication Analyst II	Operations Systems Analyst	Senior SCADA Systems Technician	SCADA Analyst II	SCADA Specialist III	Control System Analyst I	Automation Programmer	Senior Information Technology Analyst	Senior Process Control System Programmer	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,317	\$ 9,926	\$ 8,148	\$ 9,917	\$ 9,574	\$ 8,514	\$ 10,194	\$ 10,967	\$ 10,298		
Retirement	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 225	\$ 486	\$ 521	\$ 486	\$ 613	\$ 230	\$ 153	\$ 165			
	Other Ret.	\$ 98								\$ 1,715		
	ER Paid Member Contrib		\$ 248									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 42	\$ 60		\$ 60	\$ 57						
	Social Security				\$ 615		\$ 528					
Deferred Compensation <sup>1,2,3</sup>	\$ 333	\$ 146	\$ 75			\$ 54	\$ 306					
Cafeteria		\$ 2,762										
Insurance	Health	\$ 1,814		\$ 1,304	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128		
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19		
	Life <sup>4,5</sup>	\$ 86	\$ 29	\$ 47	\$ 24	\$ 37	\$ 10	\$ 49	\$ 11	\$ 47		
	LTD	\$ 56	\$ 47			\$ 3	\$ 32	\$ 33	\$ 50	\$ 42		
	STD/SDI		\$ 39						\$ 30	\$ 22		
	Retiree Medical <sup>6</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770		
Leaves	Vacation	\$ 864	\$ 1,107	\$ 877	\$ 1,030	\$ 994	\$ 786	\$ 1,059	\$ 1,139	\$ 1,129		
	Holidays	\$ 432	\$ 420	\$ 376	\$ 496	\$ 479	\$ 491	\$ 470	\$ 506	\$ 436		
	Admin Leave		\$ 382						\$ 211			
<b>Benefit Package Total</b>		<b>\$ 5,900</b>	<b>\$ 7,443</b>	<b>\$ 3,246</b>	<b>\$ 6,490</b>	<b>\$ 5,207</b>	<b>\$ 4,357</b>	<b>\$ 4,646</b>	<b>\$ 4,621</b>	<b>\$ 7,077</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator  
1 - Alameda County Water District: District Match.  
2 - Inland Empire Utilities Agency: District Match.  
3 - Irvine Ranch Water District: District Match.  
4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.  
5 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.  
6 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Controls Technician II	Instrument Technician	Instrument Technician	Electronic Technician II	Electromechanical Technician I	Electrical and Instrumentation Technician II	Instrumentation Technician	Instrumentation Technician II	Senior Instrumentation and Electrical Technician	Electrical Controls / Instrumentation Technician II	Operations Technician III
	<b>Top Monthly Salary</b>	\$ 7,732	\$ 8,935	\$ 6,530	\$ 9,461	\$ 7,477	\$ 8,109	\$ 7,472	\$ 8,603	\$ 8,491	\$ 7,052	\$ 7,202
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 209	\$ 438	\$ 418	\$ 464	\$ 479	\$ 219	\$ 112	\$ 129		\$ 451	\$ 194
	Other Ret.	\$ 98								\$ 1,414		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39	\$ 54		\$ 57	\$ 45					\$ 42	
	Social Security				\$ 587		\$ 503					\$ 447
Deferred Compensation <sup>1,2</sup>	\$ 309					\$ 54	\$ 224					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>3,4</sup>	\$ 80	\$ 18	\$ 2	\$ 22	\$ 29	\$ 10	\$ 36	\$ 11	\$ 39	\$ 34	\$ 4
	LTD	\$ 52	\$ 42			\$ 3	\$ 30	\$ 25	\$ 50	\$ 34	\$ 30	\$ 21
	STD/SDI		\$ 28						\$ 30	\$ 18		\$ 11
	Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623
<b>Leaves</b>	Vacation <sup>6</sup>	\$ 803	\$ 997	\$ 678	\$ 982	\$ 776	\$ 748	\$ 776	\$ 744	\$ 931	\$ 732	\$ 748
	Holidays	\$ 401	\$ 515	\$ 301	\$ 473	\$ 374	\$ 515	\$ 345	\$ 397	\$ 359	\$ 302	\$ 360
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,756</b>	<b>\$ 6,572</b>	<b>\$ 2,778</b>	<b>\$ 6,366</b>	<b>\$ 4,729</b>	<b>\$ 4,305</b>	<b>\$ 4,093</b>	<b>\$ 3,871</b>	<b>\$ 6,482</b>	<b>\$ 4,194</b>	<b>\$ 4,600</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

6 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Corrosion Control Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Corrosion Control Technician II	N/C
	<b>Top Monthly Salary</b>	\$ 6,696									\$ 6,396	
<b>Retirement</b>	Classic	2%@55									2.7%@55	
	Enhanced Formula Cost	\$ 181									\$ 409	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33									\$ 38	
	Social Security											
	Deferred Compensation	\$ 268										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814									\$ 2,130	
	Dental	\$ 130									\$ 123	
	Vision	\$ 7									\$ 21	
	Life <sup>1</sup>	\$ 69									\$ 31	
	LTD	\$ 45									\$ 27	
	STD/SDI											
	Retiree Medical	\$ 1,814									\$ 328	
<b>Leaves</b>	Vacation	\$ 695									\$ 664	
	Holidays	\$ 348									\$ 274	
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,046</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Customer Service Field Representative II	Customer Account Field Representative	Utilities Field Services Technician	Meter Reader II	N/C	N/C	Customer Service Field Technician	N/C	N/C	Customer Service Representative II - Field	N/C
	<b>Top Monthly Salary</b>	\$ 5,382	\$ 6,851	\$ 4,970	\$ 5,999			\$ 5,281			\$ 5,262	
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55			2%@60			2.7%@55	
	Enhanced Formula Cost	\$ 145	\$ 336	\$ 318	\$ 294			\$ 79			\$ 337	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 27	\$ 41		\$ 36						\$ 32	
	Social Security				\$ 372							
Deferred Compensation <sup>1</sup>	\$ 215						\$ 158					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233	\$ 1,848			\$ 1,687			\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128			\$ 123	
	Vision	\$ 7	\$ 23		\$ 19			\$ 24			\$ 21	
	Life <sup>2</sup>	\$ 56	\$ 14	\$ 2	\$ 14			\$ 25			\$ 25	
	LTD	\$ 36	\$ 32					\$ 17			\$ 22	
	STD/SDI		\$ 27									
Retiree Medical	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848			\$ 736			\$ 328		
<b>Leaves</b>	Vacation	\$ 559	\$ 764	\$ 516	\$ 623			\$ 548			\$ 546	
	Holidays	\$ 279	\$ 395	\$ 229	\$ 300			\$ 244			\$ 225	
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,181</b>	<b>\$ 6,089</b>	<b>\$ 2,444</b>	<b>\$ 5,420</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,648</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,790</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Customer Service Operations Manager	N/C	Utilities Customer Service Manager	Customer Service Manager	N/C	N/C	Customer Service Manager	N/C	N/C	N/C	Customer Service Manager
	<b>Top Monthly Salary</b>	\$ 9,611		\$ 10,089	\$ 10,230			\$ 10,968				\$ 12,248
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55			2%@60				2%@55
	Enhanced Formula Cost	\$ 260		\$ 646	\$ 501			\$ 165				\$ 331
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 48			\$ 61							
	Social Security				\$ 634							\$ 687
Deferred Compensation <sup>1</sup>	\$ 384		\$ 75				\$ 329				\$ 245	
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,732			\$ 1,687				
	Dental	\$ 130		\$ 45	\$ 62			\$ 128				
	Vision	\$ 7			\$ 18			\$ 24				
	Life <sup>2</sup>	\$ 99		\$ 58	\$ 24			\$ 53				\$ 4
	LTD	\$ 64						\$ 36				\$ 35
	STD/SDI											\$ 20
Retiree Medical	\$ 1,814			\$ 1,732			\$ 736				\$ 623	
<b>Leaves</b>	Vacation	\$ 998		\$ 1,164	\$ 1,062			\$ 1,139				\$ 1,272
	Holidays	\$ 499		\$ 466	\$ 512			\$ 506				\$ 612
	Admin Leave			\$ 155	\$ 79							\$ 236
<b>Benefit Package Total</b>		\$ 6,216	\$ 0	\$ 3,913	\$ 6,418	\$ 0	\$ 0	\$ 4,803	\$ 0	\$ 0	\$ 0	\$ 6,256

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Customer Services Representative III	Customer Account Representative II	Utilities Customer Service Representative II	Customer Service Representative II	Customer Service Specialist	N/C	Customer Service Specialist II	N/C	N/C	Customer Service Representative II - Office	Customer Service Representative II
	<b>Top Monthly Salary</b>	\$ 5,649	\$ 5,836	\$ 4,647	\$ 6,267	\$ 5,841		\$ 5,411			\$ 5,262	\$ 6,221
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60			2.7%@55	2%@55
	Enhanced Formula Cost	\$ 153	\$ 286	\$ 297	\$ 307	\$ 374		\$ 81			\$ 337	\$ 168
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28	\$ 35		\$ 38	\$ 35					\$ 32	
	Social Security				\$ 389							\$ 386
Deferred Compensation <sup>1</sup>	\$ 226						\$ 162					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121		\$ 1,687			\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128			\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24			\$ 21	
	Life <sup>2,3</sup>	\$ 58	\$ 12	\$ 2	\$ 15	\$ 22		\$ 26			\$ 25	\$ 4
	LTD	\$ 38	\$ 27			\$ 25		\$ 18			\$ 22	\$ 18
	STD/SDI		\$ 23									\$ 10
Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766		\$ 736			\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 587	\$ 651	\$ 483	\$ 651	\$ 607		\$ 562			\$ 546	\$ 646
	Holidays	\$ 293	\$ 337	\$ 214	\$ 313	\$ 292		\$ 250			\$ 225	\$ 311
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,246</b>	<b>\$ 5,851</b>	<b>\$ 2,375</b>	<b>\$ 5,493</b>	<b>\$ 4,379</b>	<b>\$ 0</b>	<b>\$ 3,675</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,790</b>	<b>\$ 4,358</b>

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Database Administrator II	Senior Information Systems Analyst	Innovation & Technology Analyst II	Information Systems Analyst III	N/C	Information Systems Analyst II	Senior Database Administrator	Senior Information Technology Analyst	Senior Programmer Analyst	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,937	\$ 11,592	\$ 7,996	\$ 10,384		\$ 8,939	\$ 11,386	\$ 10,967	\$ 10,297		
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 241	\$ 568	\$ 512	\$ 509		\$ 241	\$ 171	\$ 165			
	Other Ret.	\$ 98								\$ 1,715		
	ER Paid Member Contrib		\$ 290									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45	\$ 70		\$ 62							
	Social Security				\$ 644		\$ 554					
Deferred Compensation <sup>1, 2, 3</sup>	\$ 357	\$ 146	\$ 75			\$ 54	\$ 342					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,848		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110	\$ 128		
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17	\$ 19		
	Life <sup>4</sup>	\$ 92	\$ 34	\$ 46	\$ 25		\$ 10	\$ 55	\$ 11	\$ 47		
	LTD	\$ 60	\$ 54				\$ 33	\$ 37	\$ 50	\$ 42		
	STD/SDI		\$ 40						\$ 30	\$ 22		
Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,848		\$ 736	\$ 736	\$ 250	\$ 1,770			
<b>Leaves</b>	Vacation	\$ 928	\$ 1,293	\$ 923	\$ 1,078		\$ 825	\$ 1,182	\$ 1,139	\$ 1,129		
	Holidays	\$ 464	\$ 490	\$ 369	\$ 519		\$ 516	\$ 526	\$ 506	\$ 436		
	Admin Leave		\$ 446	\$ 123					\$ 211			
<b>Benefit Package Total</b>		<b>\$ 6,051</b>	<b>\$ 7,911</b>	<b>\$ 3,396</b>	<b>\$ 6,618</b>	<b>\$ 0</b>	<b>\$ 4,460</b>	<b>\$ 4,888</b>	<b>\$ 4,621</b>	<b>\$ 7,077</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Development Services Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 279										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security											
	Deferred Compensation	\$ 413										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 107										
	LTD	\$ 69										
	STD/SDI											
Retiree Medical	\$ 1,814											
<b>Leaves</b>	Vacation	\$ 1,073										
	Holidays	\$ 536										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Development Services Technician I	N/C	Development Service Representative II	Development Services Aide	Development Services Representative II	N/C	Development Services Specialist	N/C	N/C	Engineering Services Representative II	N/C
	<b>Top Monthly Salary</b>	\$ 5,931		\$ 4,013	\$ 6,421	\$ 5,561		\$ 5,698			\$ 5,262	
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55	2.7%@55		2%@60			2.7%@55	
	Enhanced Formula Cost	\$ 160		\$ 257	\$ 315	\$ 356		\$ 85			\$ 337	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30			\$ 39	\$ 33					\$ 32	
	Social Security				\$ 398							
Deferred Compensation <sup>1</sup>	\$ 237						\$ 171					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121		\$ 1,687			\$ 2,130	
	Dental	\$ 130		\$ 45	\$ 66	\$ 117		\$ 128			\$ 123	
	Vision	\$ 7			\$ 19	\$ 21		\$ 24			\$ 21	
	Life <sup>2,3</sup>	\$ 61		\$ 2	\$ 15	\$ 21		\$ 27			\$ 25	
	LTD	\$ 40				\$ 2		\$ 19			\$ 22	
	STD/SDI											
Retiree Medical <sup>4</sup>	\$ 1,814		\$ 100	\$ 1,848	\$ 766		\$ 736			\$ 328		
<b>Leaves</b>	Vacation	\$ 616		\$ 417	\$ 667	\$ 578		\$ 592			\$ 546	
	Holidays	\$ 308		\$ 185	\$ 321	\$ 278		\$ 263			\$ 225	
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,315	\$ 0	\$ 2,239	\$ 5,535	\$ 4,292	\$ 0	\$ 3,733	\$ 0	\$ 0	\$ 3,790	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Customer Service	Customer Service and Systems Manager	N/C	Director of Service	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 13,797	\$ 13,537		\$ 15,680							
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55							
	Enhanced Formula Cost	\$ 373	\$ 663		\$ 768							
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69	\$ 81		\$ 94							
	Social Security				\$ 687							
Deferred Compensation <sup>1</sup>	\$ 552	\$ 146										
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814			\$ 1,732							
	Dental	\$ 130	\$ 168		\$ 62							
	Vision	\$ 7	\$ 23		\$ 18							
	Life <sup>2</sup>	\$ 142	\$ 40		\$ 37							
	LTD	\$ 92	\$ 64									
	STD/SDI		\$ 40									
	Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,732							
<b>Leaves</b>	Vacation	\$ 1,433	\$ 1,510		\$ 1,628							
	Holidays	\$ 716	\$ 573		\$ 784							
	Admin Leave		\$ 625		\$ 302							
<b>Benefit Package Total</b>		\$ 7,240	\$ 8,559	\$ 0	\$ 7,844	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Development Services	Development Services Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 14,834	\$ 13,537									
<b>Retirement</b>	Classic	2%@55	2.5%@55									
	Enhanced Formula Cost	\$ 401	\$ 663									
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 74	\$ 81									
	Social Security											
	Deferred Compensation <sup>1</sup>	\$ 593	\$ 146									
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814										
	Dental	\$ 130	\$ 168									
	Vision	\$ 7	\$ 23									
	Life <sup>2</sup>	\$ 153	\$ 40									
	LTD	\$ 99	\$ 64									
	STD/SDI		\$ 40									
	Retiree Medical	\$ 1,814	\$ 1,527									
<b>Leaves</b>	Vacation	\$ 1,540	\$ 1,510									
	Holidays	\$ 770	\$ 573									
	Admin Leave		\$ 625									
<b>Benefit Package Total</b>		<b>\$ 7,495</b>	<b>\$ 8,559</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Engineering	Manager of Engineering and Technology Services	[Utilities Assistant General Manager Water Delivery / Engineering Manager]	[Director of Engineering / Engineering Manager]	Director of Engineering and Water Resources	Manager of Engineering	N/C	Director of Engineering	Director of Engineering	Chief Engineer	Director of Engineering
	<b>Top Monthly Salary</b>	\$ 14,834	\$ 17,254	\$ 15,749	\$ 17,944	\$ 16,423	\$ 15,288		\$ 20,328	\$ 15,830	\$ 15,833	\$ 17,128
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55		1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 401	\$ 845	\$ 1,008	\$ 879	\$ 1,051	\$ 413		\$ 305		\$ 1,013	\$ 462
	Other Ret.	\$ 98								\$ 2,636		
	ER Paid Member Contrib		\$ 431									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 74	\$ 104		\$ 108	\$ 99					\$ 95	
	Social Security				\$ 687		\$ 687					\$ 687
Deferred Compensation <sup>1,2</sup>	\$ 593	\$ 146	\$ 75			\$ 54		\$ 200		\$ 317	\$ 343	
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,732	\$ 2,121	\$ 1,490		\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 62	\$ 117			\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 18	\$ 21			\$ 17	\$ 19	\$ 21	
	Life <sup>3</sup>	\$ 153	\$ 41	\$ 91	\$ 43	\$ 32	\$ 20		\$ 157	\$ 72	\$ 75	\$ 4
	LTD	\$ 99	\$ 81			\$ 3	\$ 57		\$ 50	\$ 64	\$ 63	\$ 49
	STD/SDI		\$ 40						\$ 30	\$ 33		\$ 27
	Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766	\$ 736		\$ 250	\$ 1,770	\$ 657	\$ 623
<b>Leaves</b>	Vacation <sup>5</sup>	\$ 1,540	\$ 1,924	\$ 1,817	\$ 1,863	\$ 1,705	\$ 1,411		\$ 1,759	\$ 1,735	\$ 1,644	\$ 1,779
	Holidays	\$ 770	\$ 730	\$ 727	\$ 897	\$ 821	\$ 1,117		\$ 938	\$ 670	\$ 677	\$ 856
	Admin Leave		\$ 796	\$ 242	\$ 345	\$ 474			\$ 391		\$ 137	\$ 329
<b>Benefit Package Total</b>		<b>\$ 7,495</b>	<b>\$ 9,618</b>	<b>\$ 5,309</b>	<b>\$ 8,366</b>	<b>\$ 7,209</b>	<b>\$ 5,985</b>	<b>\$ 0</b>	<b>\$ 6,340</b>	<b>\$ 8,898</b>	<b>\$ 6,953</b>	<b>\$ 7,352</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

5 - Orange County Sanitation District: PTO.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Environmental & Regulatory Compliance	N/C	N/C	Director of Environmental Services	N/C	Manager of Planning & Environmental Resources	Director of Water Resources	Director of Environmental Services	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 13,797			\$ 18,345		\$ 15,288	\$ 16,320	\$ 19,348			
<b>Retirement</b>	Classic	2%@55			2.5%@55		2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 373			\$ 899		\$ 413	\$ 245	\$ 290			
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69			\$ 110							
	Social Security				\$ 687		\$ 687					
Deferred Compensation <sup>1,2</sup>	\$ 552					\$ 54	\$ 490	\$ 200				
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814			\$ 1,732		\$ 1,490	\$ 1,687	\$ 2,133			
	Dental	\$ 130			\$ 62			\$ 128	\$ 110			
	Vision	\$ 7			\$ 18			\$ 23	\$ 17			
	Life <sup>3</sup>	\$ 142			\$ 44		\$ 20	\$ 78	\$ 149			
	LTD	\$ 92					\$ 57	\$ 49	\$ 50			
	STD/SDI								\$ 30			
	Retiree Medical	\$ 1,814			\$ 1,732		\$ 736	\$ 736	\$ 250			
<b>Leaves</b>	Vacation <sup>4</sup>	\$ 1,433			\$ 1,905		\$ 1,411	\$ 1,695	\$ 1,674			
	Holidays	\$ 716			\$ 917		\$ 1,117	\$ 753	\$ 893			
	Admin Leave				\$ 353				\$ 372			
<b>Benefit Package Total</b>		\$ 7,240	\$ 0	\$ 0	\$ 8,459	\$ 0	\$ 5,985	\$ 5,884	\$ 6,169	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Orange County Sanitation District: PTO.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Field Engineering	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 13,797										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 373										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69										
	Social Security											
Deferred Compensation	\$ 552											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 142										
	LTD	\$ 92										
	STD/SDI											
Retiree Medical	\$ 1,814											
<b>Leaves</b>	Vacation	\$ 1,433										
	Holidays	\$ 716										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 7,240	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Finance	Manager of Finance	[Utilities Assistant General Manager Finance and Administration / Utilities Fiscal Manager]	Director of Finance	N/C	N/C	N/C	N/C	Chief Financial Officer / Treasurer	N/C	Director of Finance
	<b>Top Monthly Salary</b>	\$ 13,797	\$ 17,254	\$ 14,764	\$ 20,636					\$ 16,621		\$ 17,128
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55							2%@55
	Enhanced Formula Cost	\$ 373	\$ 845	\$ 945	\$ 1,011							\$ 462
	Other Ret.	\$ 98								\$ 2,767		
	ER Paid Member Contrib		\$ 431									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69	\$ 104		\$ 124							
Social Security				\$ 687								\$ 687
Deferred Compensation <sup>1</sup>	\$ 552	\$ 146	\$ 75									\$ 343
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,732				\$ 1,770			
	Dental	\$ 130	\$ 168	\$ 45	\$ 62				\$ 128			
	Vision	\$ 7	\$ 23		\$ 18				\$ 19			
	Life <sup>2</sup>	\$ 142	\$ 41	\$ 85	\$ 46				\$ 76			\$ 4
	LTD	\$ 92	\$ 81						\$ 67			\$ 49
	STD/SDI		\$ 40						\$ 35			\$ 27
	Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,732				\$ 1,770			\$ 623
<b>Leaves</b>	Vacation	\$ 1,433	\$ 1,924	\$ 1,704	\$ 2,143				\$ 1,822			\$ 1,779
	Holidays	\$ 716	\$ 730	\$ 681	\$ 1,032				\$ 703			\$ 856
	Admin Leave		\$ 796	\$ 227	\$ 397							\$ 329
<b>Benefit Package Total</b>		\$ 7,240	\$ 9,618	\$ 5,066	\$ 8,984	\$ 0	\$ 0	\$ 0	\$ 0	\$ 9,158	\$ 0	\$ 7,352

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail**  
January 2019

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Groundwater Management & Facilities Planning	Groundwater Resources Manager	N/C	N/C	N/C	N/C	N/C	N/C	Chief of Hydrogeology	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 13,797	\$ 13,537							\$ 15,830		
<b>Retirement</b>	Classic	2%@55	2.5%@55									
	Enhanced Formula Cost	\$ 373	\$ 663									
	Other Ret.	\$ 98								\$ 2,636		
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69	\$ 81									
	Social Security											
Deferred Compensation <sup>1</sup>	\$ 552	\$ 146										
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814								\$ 1,770		
	Dental	\$ 130	\$ 168							\$ 128		
	Vision	\$ 7	\$ 23							\$ 19		
	Life <sup>2</sup>	\$ 142	\$ 40							\$ 72		
	LTD	\$ 92	\$ 64							\$ 64		
	STD/SDI		\$ 40							\$ 33		
Retiree Medical	\$ 1,814	\$ 1,527							\$ 1,770			
<b>Leaves</b>	Vacation	\$ 1,433	\$ 1,510							\$ 1,735		
	Holidays	\$ 716	\$ 573							\$ 670		
	Admin Leave		\$ 625									
<b>Benefit Package Total</b>		\$ 7,240	\$ 8,559	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 8,898	\$ 0	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
Benchmark/ Comparator Agency Match		Director of Human Resources	Human Resources / Risk Manager	Deputy Human Resources Director	Director of Human Resources	Human Resources and Safety Manager	Manager of Human Resources	Director of Human Resources	Director of Human Resources	Director of Human Resources	Director of Human Resources	Director of Human Resources
	<b>Top Monthly Salary</b>	\$ 13,797	\$ 13,537	\$ 11,625	\$ 16,961	\$ 11,625	\$ 13,867	\$ 16,320	\$ 19,348	\$ 14,391	\$ 12,500	\$ 17,128
Retirement	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 373	\$ 663	\$ 744	\$ 831	\$ 744	\$ 374	\$ 245	\$ 290		\$ 800	\$ 462
	Other Ret.	\$ 98								\$ 2,396		
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69	\$ 81		\$ 102	\$ 70					\$ 75	
	Social Security				\$ 687		\$ 687					\$ 687
Deferred Compensation <sup>1,2,3</sup>	\$ 552	\$ 146	\$ 75			\$ 54	\$ 490	\$ 200		\$ 250	\$ 343	
Insurance	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,732	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 62	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 23	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 142	\$ 40	\$ 67	\$ 40	\$ 32	\$ 20	\$ 78	\$ 149	\$ 66	\$ 60	\$ 4
	LTD	\$ 92	\$ 64			\$ 3	\$ 51	\$ 49	\$ 50	\$ 58	\$ 53	\$ 49
	STD/SDI		\$ 40						\$ 30	\$ 30		\$ 27
	Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 657	\$ 623
Leaves	Vacation <sup>6</sup>	\$ 1,433	\$ 1,510	\$ 1,341	\$ 1,761	\$ 1,207	\$ 1,280	\$ 1,695	\$ 1,674	\$ 1,577	\$ 1,298	\$ 1,779
	Holidays	\$ 716	\$ 573	\$ 537	\$ 848	\$ 581	\$ 1,013	\$ 753	\$ 893	\$ 609	\$ 535	\$ 856
	Admin Leave		\$ 625	\$ 179	\$ 326	\$ 224			\$ 372		\$ 108	\$ 329
<b>Benefit Package Total</b>		<b>\$ 7,240</b>	<b>\$ 8,559</b>	<b>\$ 4,292</b>	<b>\$ 8,140</b>	<b>\$ 5,885</b>	<b>\$ 5,706</b>	<b>\$ 5,884</b>	<b>\$ 6,169</b>	<b>\$ 8,424</b>	<b>\$ 6,110</b>	<b>\$ 7,352</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

6 - Orange County Sanitation District: PTO.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Interagency Relations	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	N/A										
<b>Retirement</b>	Classic											
	Enhanced Formula Cost											
	Other Ret.											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security											
	Deferred Compensation											
<b>Insurance</b>	Cafeteria											
	Health											
	Dental											
	Vision											
	Life <sup>1</sup>											
	LTD											
	STD/SDI											
	Retiree Medical											
<b>Leaves</b>	Vacation											
	Holidays											
	Admin Leave											
<b>Benefit Package Total</b>		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Maintenance	N/C	N/C	Director of Facilities and Maintenance	N/C	N/C	Director of Maintenance	N/C	N/C	N/C	Deputy Director of Operations - Maintenance
	<b>Top Monthly Salary</b>	\$ 13,797			\$ 20,636			\$ 16,320				\$ 15,570
<b>Retirement</b>	Classic	2%@55			2.5%@55			2%@60				2%@55
	Enhanced Formula Cost	\$ 373			\$ 1,011			\$ 245				\$ 420
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69			\$ 124							
	Social Security				\$ 687							\$ 687
Deferred Compensation <sup>1</sup>	\$ 552						\$ 490				\$ 311	
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814			\$ 1,732			\$ 1,687				
	Dental	\$ 130			\$ 62			\$ 128				
	Vision	\$ 7			\$ 18			\$ 23				
	Life <sup>2</sup>	\$ 142			\$ 46			\$ 78				\$ 4
	LTD	\$ 92						\$ 49				\$ 45
	STD/SDI											\$ 25
Retiree Medical	\$ 1,814			\$ 1,732			\$ 736				\$ 623	
<b>Leaves</b>	Vacation	\$ 1,433			\$ 2,143			\$ 1,695				\$ 1,617
	Holidays	\$ 716			\$ 1,032			\$ 753				\$ 779
	Admin Leave				\$ 397							\$ 299
<b>Benefit Package Total</b>		\$ 7,240	\$ 0	\$ 0	\$ 8,984	\$ 0	\$ 0	\$ 5,884	\$ 0	\$ 0	\$ 0	\$ 7,002

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Safety, Risk & Emergency Management	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 13,797										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 373										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69										
	Social Security											
	Deferred Compensation	\$ 552										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 142										
	LTD	\$ 92										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 1,433										
	Holidays	\$ 716										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 7,240	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Water Operations	Manager of Operations and Maintenance	[Utilities Assistant General Manager Water Delivery / Water System Operations Manager]	Assistant Director of Operations - Domestic and Non-Potable Water	Director of Operations	N/C	Director of Water Operations	N/C	N/C	N/C	Deputy Director of Operations - System Operations
<b>Top Monthly Salary</b>		\$ 13,797	\$ 17,254	\$ 14,992	\$ 14,496	\$ 16,423		\$ 16,320				\$ 15,570
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60				2%@55
	Enhanced Formula Cost	\$ 373	\$ 845	\$ 959	\$ 710	\$ 1,051		\$ 245				\$ 420
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 431									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69	\$ 104		\$ 87	\$ 99						
Social Security				\$ 687								\$ 687
Deferred Compensation <sup>1,2</sup>	\$ 552	\$ 146	\$ 75				\$ 490					\$ 311
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,732	\$ 2,121		\$ 1,687				
	Dental	\$ 130	\$ 168	\$ 45	\$ 62	\$ 117		\$ 128				
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 23				
	Life <sup>3</sup>	\$ 142	\$ 41	\$ 86	\$ 34	\$ 32		\$ 78				\$ 4
	LTD	\$ 92	\$ 81			\$ 3		\$ 49				\$ 45
	STD/SDI		\$ 40									\$ 25
Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766		\$ 736				\$ 623	
<b>Leaves</b>	Vacation	\$ 1,433	\$ 1,924	\$ 1,730	\$ 1,505	\$ 1,705		\$ 1,695				\$ 1,617
	Holidays	\$ 716	\$ 730	\$ 692	\$ 725	\$ 821		\$ 753				\$ 779
	Admin Leave		\$ 796	\$ 231	\$ 279	\$ 474						\$ 299
<b>Benefit Package Total</b>		\$ 7,240	\$ 9,618	\$ 5,122	\$ 7,572	\$ 7,209	\$ 0	\$ 5,884	\$ 0	\$ 0	\$ 0	\$ 7,002

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Water Reclamation	N/C	[Deputy Public Works Director Wastewater Systems / Wastewater Operations Manager]	Assistant Director of Operations - Sanitation	N/C	Manager of Operations and Maintenance	Director of Recycling Operations	Operations Manager	Director of Water Production	N/C	N/C
<b>Top Monthly Salary</b>		\$ 14,834		\$ 13,618	\$ 14,496		\$ 15,288	\$ 16,320	\$ 15,493	\$ 15,830		
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 401		\$ 872	\$ 710		\$ 413	\$ 245	\$ 232			
	Other Ret.	\$ 98								\$ 2,636		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 74			\$ 87							
	Social Security				\$ 687		\$ 687					
Deferred Compensation <sup>1,2</sup>	\$ 593		\$ 75			\$ 54	\$ 490	\$ 200				
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304	\$ 1,732		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130		\$ 45	\$ 62			\$ 128	\$ 110	\$ 128		
	Vision	\$ 7			\$ 18			\$ 23	\$ 17	\$ 19		
	Life <sup>3</sup>	\$ 153		\$ 78	\$ 34		\$ 20	\$ 78	\$ 119	\$ 72		
	LTD	\$ 99					\$ 57	\$ 49	\$ 50	\$ 64		
	STD/SDI								\$ 30	\$ 33		
Retiree Medical	\$ 1,814			\$ 1,732		\$ 736	\$ 736	\$ 250	\$ 1,770			
<b>Leaves</b>	Vacation <sup>4</sup>	\$ 1,540		\$ 1,571	\$ 1,505		\$ 1,411	\$ 1,695	\$ 1,341	\$ 1,735		
	Holidays	\$ 770		\$ 629	\$ 725		\$ 1,117	\$ 753	\$ 715	\$ 670		
	Admin Leave			\$ 210	\$ 279				\$ 298			
<b>Benefit Package Total</b>		\$ 7,495	\$ 0	\$ 4,783	\$ 7,572	\$ 0	\$ 5,985	\$ 5,884	\$ 5,495	\$ 8,898	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Orange County Sanitation District: PTO.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Director of Water Supply Planning	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Director of Water Resources
	<b>Top Monthly Salary</b>	\$ 13,797										\$ 17,128
<b>Retirement</b>	Classic	2%@55										2%@55
	Enhanced Formula Cost	\$ 373										\$ 462
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 69										
	Social Security											\$ 687
Deferred Compensation	\$ 552										\$ 343	
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 142										\$ 4
	LTD	\$ 92										\$ 49
	STD/SDI											\$ 27
Retiree Medical	\$ 1,814										\$ 623	
<b>Leaves</b>	Vacation	\$ 1,433										\$ 1,779
	Holidays	\$ 716										\$ 856
	Admin Leave											\$ 329
<b>Benefit Package Total</b>		<b>\$ 7,240</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 7,352</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Distribution Operator II	Utility Worker III	N/C	Domestic Water Services Worker II	Field Maintenance Worker II - Field Services	N/C	N/C	N/C	N/C	Distribution Operator II- Operations	Operations Technician III
	<b>Top Monthly Salary</b>	\$ 5,931	\$ 7,689		\$ 6,564	\$ 6,136					\$ 5,262	\$ 7,202
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55	2.7%@55					2.7%@55	2%@55
	Enhanced Formula Cost	\$ 160	\$ 377		\$ 322	\$ 393					\$ 337	\$ 194
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30	\$ 46		\$ 39	\$ 37					\$ 32	
	Social Security				\$ 407							\$ 447
Deferred Compensation <sup>1</sup>	\$ 237											
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814			\$ 1,848	\$ 2,121					\$ 2,130	
	Dental	\$ 130			\$ 66	\$ 117					\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21					\$ 21	
	Life <sup>2,3</sup>	\$ 61	\$ 16		\$ 16	\$ 24					\$ 25	\$ 4
	LTD	\$ 40	\$ 36			\$ 3					\$ 22	\$ 21
	STD/SDI		\$ 20									\$ 11
	Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766					\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 616	\$ 858		\$ 682	\$ 637					\$ 546	\$ 748
	Holidays	\$ 308	\$ 444		\$ 328	\$ 307					\$ 225	\$ 360
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,315</b>	<b>\$ 6,108</b>	<b>\$ 0</b>	<b>\$ 5,574</b>	<b>\$ 4,424</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,790</b>	<b>\$ 4,600</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Education Assistant	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,382										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 145										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 27										
	Social Security											
	Deferred Compensation	\$ 215										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 56										
	LTD	\$ 36										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 559										
	Holidays	\$ 279										
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,181</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Electrical Services Manager	N/C	N/C	N/C	N/C	N/C	Electrical and Instrumentation Manager	N/C	Process Control and System Manager	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331						\$ 10,968		\$ 13,082		
<b>Retirement</b>	Classic	2%@55						2%@60				
	Enhanced Formula Cost	\$ 279						\$ 165				
	Other Ret.	\$ 98								\$ 2,178		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security											
Deferred Compensation <sup>1</sup>	\$ 413						\$ 329					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814						\$ 1,687		\$ 1,770		
	Dental	\$ 130						\$ 128		\$ 128		
	Vision	\$ 7						\$ 24		\$ 19		
	Life <sup>2</sup>	\$ 107						\$ 53		\$ 60		
	LTD	\$ 69						\$ 36		\$ 53		
	STD/SDI									\$ 27		
Retiree Medical	\$ 1,814						\$ 736		\$ 1,770			
<b>Leaves</b>	Vacation	\$ 1,073						\$ 1,139		\$ 1,434		
	Holidays	\$ 536						\$ 506		\$ 553		
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,803	\$ 0	\$ 7,994	\$ 0	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Electrician	Electrician	Utilities Water Maintenance Electrician	Electrician III	N/C	N/C	Electrical Technician	Electrical Technician II	N/C	N/C	Operations Technician III
	<b>Top Monthly Salary</b>	\$ 5,931	\$ 8,758	\$ 7,932	\$ 7,520			\$ 7,472	\$ 8,603			\$ 7,202
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55			2%@60	1.667%@57.5			2%@55
	Enhanced Formula Cost	\$ 160	\$ 429	\$ 508	\$ 368			\$ 112	\$ 129			\$ 194
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30	\$ 53		\$ 45							
	Social Security				\$ 466							\$ 447
Deferred Compensation <sup>1</sup>	\$ 237						\$ 224					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,333	\$ 1,848			\$ 1,687	\$ 2,133			
	Dental	\$ 130	\$ 168	\$ 55	\$ 66			\$ 128	\$ 110			
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17			
	Life <sup>2,3</sup>	\$ 61	\$ 18	\$ 18	\$ 18			\$ 36	\$ 11			\$ 4
	LTD	\$ 40	\$ 41	\$ 26				\$ 25	\$ 50			\$ 21
	STD/SDI		\$ 28						\$ 30			\$ 11
Retiree Medical	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848			\$ 736	\$ 250			\$ 623	
<b>Leaves</b>	Vacation <sup>4</sup>	\$ 616	\$ 977	\$ 824	\$ 781			\$ 776	\$ 744			\$ 748
	Holidays	\$ 308	\$ 505	\$ 336	\$ 376			\$ 345	\$ 397			\$ 360
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,315</b>	<b>\$ 6,531</b>	<b>\$ 3,199</b>	<b>\$ 5,835</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,093</b>	<b>\$ 3,871</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,600</b>

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Engineering Project Control Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 279										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security											
	Deferred Compensation	\$ 413										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 107										
	LTD	\$ 69										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 1,073										
	Holidays	\$ 536										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Engineering Technician II	Engineering Technician II	Engineering Technician	Engineering Technician II Plan Check / CAD Services	Engineering Technician	Engineering Technician	N/C	Engineering Assistant II	N/C	Engineering Technician II	Engineering Technician II
<b>Top Monthly Salary</b>		\$ 6,696	\$ 7,884	\$ 7,204	\$ 7,687	\$ 6,136	\$ 6,671		\$ 8,275		\$ 6,396	\$ 7,563
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55		1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 181	\$ 386	\$ 461	\$ 377	\$ 393	\$ 180		\$ 124		\$ 409	\$ 204
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33	\$ 47		\$ 46	\$ 37					\$ 38	
	Social Security				\$ 477		\$ 414					\$ 469
Deferred Compensation <sup>1</sup>	\$ 268					\$ 54						
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490		\$ 2,133		\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117			\$ 110		\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21			\$ 17		\$ 21	
	Life <sup>2,3</sup>	\$ 69	\$ 16	\$ 2	\$ 18	\$ 24	\$ 10		\$ 11		\$ 31	\$ 4
	LTD	\$ 45	\$ 37			\$ 3	\$ 25		\$ 50		\$ 27	\$ 22
	STD/SDI		\$ 28						\$ 30			\$ 12
	Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736		\$ 250		\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 695	\$ 879	\$ 748	\$ 798	\$ 637	\$ 616		\$ 859		\$ 664	\$ 785
	Holidays	\$ 348	\$ 455	\$ 332	\$ 384	\$ 307	\$ 423		\$ 382		\$ 274	\$ 378
	Admin Leave								\$ 20			
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 6,329</b>	<b>\$ 2,922</b>	<b>\$ 5,881</b>	<b>\$ 4,424</b>	<b>\$ 3,948</b>	<b>\$ 0</b>	<b>\$ 3,986</b>	<b>\$ 0</b>	<b>\$ 4,046</b>	<b>\$ 4,689</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Enterprise Support Manager	N/C	N/C	Network Systems Manager	N/C	Deputy Manager of Integrated Systems Services	Networking and Cybersecurity Manager	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 11,937			\$ 11,232		\$ 12,578	\$ 12,244				
<b>Retirement</b>	Classic	2%@55			2.5%@55		2%@55	2%@60				
	Enhanced Formula Cost	\$ 322			\$ 550		\$ 340	\$ 184				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 60			\$ 67							
	Social Security				\$ 687		\$ 687					
Deferred Compensation <sup>1,2</sup>	\$ 477					\$ 54	\$ 367					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814			\$ 1,732		\$ 1,490	\$ 1,687				
	Dental	\$ 130			\$ 62			\$ 128				
	Vision	\$ 7			\$ 18			\$ 24				
	Life <sup>3</sup>	\$ 123			\$ 27		\$ 20	\$ 59				
	LTD	\$ 80					\$ 47	\$ 40				
	STD/SDI											
Retiree Medical	\$ 1,814			\$ 1,732		\$ 736	\$ 736					
<b>Leaves</b>	Vacation	\$ 1,240			\$ 1,166		\$ 1,161	\$ 1,271				
	Holidays	\$ 620			\$ 562		\$ 919	\$ 565				
	Admin Leave				\$ 86							
<b>Benefit Package Total</b>		<b>\$ 6,785</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 6,690</b>	<b>\$ 0</b>	<b>\$ 5,453</b>	<b>\$ 5,062</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Environmental Compliance Analyst II	Environmental Specialist II	Wastewater Resource Analyst	Environmental Safety Specialist	Regulatory Compliance Specialist	Senior Environmental Resources Planner	Regulatory Compliance Analyst	Senior Environmental Specialist	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,317	\$ 9,024	\$ 8,458	\$ 7,874	\$ 8,688	\$ 10,348	\$ 8,479	\$ 9,225			
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 225	\$ 442	\$ 541	\$ 386	\$ 556	\$ 279	\$ 127	\$ 138			
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 226									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 42	\$ 54		\$ 47	\$ 52						
	Social Security				\$ 488		\$ 642					
Deferred Compensation <sup>1, 2, 3</sup>	\$ 333	\$ 146	\$ 75			\$ 54	\$ 254					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133			
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110			
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17			
	Life <sup>4</sup>	\$ 86	\$ 27	\$ 49	\$ 19	\$ 32	\$ 10	\$ 41	\$ 11			
	LTD	\$ 56	\$ 42			\$ 3	\$ 38	\$ 28	\$ 50			
	STD/SDI		\$ 35						\$ 30			
	Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250			
<b>Leaves</b>	Vacation	\$ 864	\$ 1,007	\$ 976	\$ 818	\$ 902	\$ 955	\$ 881	\$ 958			
	Holidays	\$ 432	\$ 382	\$ 390	\$ 394	\$ 434	\$ 597	\$ 391	\$ 426			
	Admin Leave		\$ 347	\$ 130					\$ 177			
<b>Benefit Package Total</b>		\$ 5,900	\$ 7,187	\$ 3,510	\$ 5,932	\$ 5,004	\$ 4,802	\$ 4,298	\$ 4,300	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Environmental Services Manager	N/C	N/C	N/C	N/C	Supervisor-Environmental Compliance & Energy	Regulatory Compliance Manager	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331					\$ 12,578	\$ 11,386				
<b>Retirement</b>	Classic	2%@55					2%@55	2%@60				
	Enhanced Formula Cost	\$ 279					\$ 340	\$ 171				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security						\$ 687					
Deferred Compensation <sup>1,2</sup>	\$ 413					\$ 54	\$ 342					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490	\$ 1,687				
	Dental	\$ 130						\$ 128				
	Vision	\$ 7						\$ 24				
	Life <sup>3</sup>	\$ 107					\$ 10	\$ 55				
	LTD	\$ 69					\$ 47	\$ 37				
	STD/SDI											
Retiree Medical	\$ 1,814					\$ 736	\$ 736					
<b>Leaves</b>	Vacation	\$ 1,073					\$ 1,161	\$ 1,182				
	Holidays	\$ 536					\$ 822	\$ 526				
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,347	\$ 4,888	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Fabrication Mechanic II	N/C	Utilities Shop, Tool & Fabrication Technician	Welder II	Welder-Fabricator	N/C	N/C	Welder / Fabricator	N/C	Field Distribution Operator Welder / Fabricator	N/C
	<b>Top Monthly Salary</b>	\$ 6,696		\$ 7,285	\$ 7,520	\$ 7,118			\$ 7,797		\$ 5,802	
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55	2.7%@55			1.667%@57.5		2.7%@55	
	Enhanced Formula Cost	\$ 181		\$ 466	\$ 368	\$ 456			\$ 117		\$ 371	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33			\$ 45	\$ 43					\$ 35	
	Social Security				\$ 466							
Deferred Compensation	\$ 268											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,333	\$ 1,848	\$ 2,121			\$ 2,133		\$ 2,130	
	Dental	\$ 130		\$ 55	\$ 66	\$ 117			\$ 110		\$ 123	
	Vision	\$ 7			\$ 19	\$ 21			\$ 17		\$ 21	
	Life <sup>1,2</sup>	\$ 69		\$ 18	\$ 18	\$ 27			\$ 11		\$ 28	
	LTD	\$ 45		\$ 26		\$ 3			\$ 50		\$ 24	
	STD/SDI								\$ 30			
Retiree Medical <sup>3</sup>	\$ 1,814		\$ 100	\$ 1,848	\$ 766			\$ 250		\$ 328		
<b>Leaves</b>	Vacation <sup>4</sup>	\$ 695		\$ 757	\$ 781	\$ 739			\$ 675		\$ 603	
	Holidays	\$ 348		\$ 308	\$ 376	\$ 356			\$ 360		\$ 248	
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 0</b>	<b>\$ 3,063</b>	<b>\$ 5,835</b>	<b>\$ 4,648</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,752</b>	<b>\$ 0</b>	<b>\$ 3,912</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

3 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

4 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Facilities Location Technician II	N/C	N/C	Facilities Location Technician II	Facilities Locator-Valve Technician	N/C	N/C	N/C	N/C	Field Locator Technician II - Construction	N/C
	<b>Top Monthly Salary</b>	\$ 5,931			\$ 6,267	\$ 7,477					\$ 5,524	
<b>Retirement</b>	Classic	2%@55			2.5%@55	2.7%@55					2.7%@55	
	Enhanced Formula Cost	\$ 160			\$ 307	\$ 479					\$ 354	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30			\$ 38	\$ 45					\$ 33	
	Social Security				\$ 389							
Deferred Compensation	\$ 237											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814			\$ 1,848	\$ 2,121					\$ 2,130	
	Dental	\$ 130			\$ 66	\$ 117					\$ 123	
	Vision	\$ 7			\$ 19	\$ 21					\$ 21	
	Life <sup>1,2</sup>	\$ 61			\$ 15	\$ 29					\$ 27	
	LTD	\$ 40				\$ 3					\$ 23	
	STD/SDI											
Retiree Medical <sup>3</sup>	\$ 1,814			\$ 1,848	\$ 766					\$ 328		
<b>Leaves</b>	Vacation	\$ 616			\$ 651	\$ 776					\$ 574	
	Holidays	\$ 308			\$ 313	\$ 374					\$ 236	
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,315</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,493</b>	<b>\$ 4,729</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,849</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

3 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Facilities Painter II	N/C	Utilities Water Maintenance Painter	N/C	N/C	N/C	N/C	Facility Worker / Painter	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,649		\$ 5,855					\$ 6,892			
<b>Retirement</b>	Classic	2%@55		2.7%@55					1.667%@57.5			
	Enhanced Formula Cost	\$ 153		\$ 375					\$ 103			
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28										
	Social Security											
	Deferred Compensation	\$ 226										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,333					\$ 2,133			
	Dental	\$ 130		\$ 55					\$ 110			
	Vision	\$ 7							\$ 17			
	Life <sup>1</sup>	\$ 58		\$ 18					\$ 11			
	LTD	\$ 38		\$ 26					\$ 50			
	STD/SDI								\$ 30			
	Retiree Medical	\$ 1,814		\$ 100					\$ 250			
<b>Leaves</b>	Vacation <sup>2</sup>	\$ 587		\$ 608					\$ 596			
	Holidays	\$ 293		\$ 248					\$ 318			
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,246</b>	<b>\$ 0</b>	<b>\$ 2,762</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,619</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency	Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>	Field Services Manager	Distribution Maintenance Manager	Utilities Water Superintendent	[Assistant Director Operations / Water Supervisor]	Field Maintenance Superintendent (Field Services)	N/C	Construction Services Manager	N/C	N/C	Field Services Manager	Operations Field Manager
<b>Top Monthly Salary</b>	\$ 10,331	\$ 13,537	\$ 11,776	\$ 12,132	\$ 9,591		\$ 10,968			\$ 13,212	\$ 14,155
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55				2.7%@55	2%@55
	Enhanced Formula Cost	\$ 279	\$ 663	\$ 754	\$ 594	\$ 614		\$ 165		\$ 846	\$ 382
	Other Ret.	\$ 98									
	ER Paid Member Contrib		\$ 338								
	Calc Classic EPMC as Spec Comp										
	Single Highest Year	\$ 52	\$ 81		\$ 73	\$ 58				\$ 79	
	Social Security				\$ 687						\$ 687
Deferred Compensation <sup>1,2</sup>	\$ 413	\$ 146	\$ 75				\$ 329			\$ 283	
<b>Insurance</b>	Cafeteria		\$ 2,762								\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,732	\$ 2,121		\$ 1,687		\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 62	\$ 117		\$ 128		\$ 123	
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 24		\$ 21	
	Life <sup>3</sup>	\$ 107	\$ 40	\$ 68	\$ 29	\$ 32		\$ 53		\$ 63	\$ 4
	LTD	\$ 69	\$ 64			\$ 3		\$ 36		\$ 55	\$ 40
	STD/SDI		\$ 40								\$ 23
	Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766		\$ 736		\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 1,073	\$ 1,510	\$ 1,359	\$ 1,260	\$ 996		\$ 1,139		\$ 1,372	\$ 1,470
	Holidays	\$ 536	\$ 573	\$ 544	\$ 607	\$ 480		\$ 506		\$ 565	\$ 708
	Admin Leave		\$ 625	\$ 181	\$ 93	\$ 184					\$ 272
<b>Benefit Package Total</b>	<b>\$ 6,393</b>	<b>\$ 8,559</b>	<b>\$ 4,329</b>	<b>\$ 6,887</b>	<b>\$ 5,390</b>	<b>\$ 0</b>	<b>\$ 4,803</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,584</b>	<b>\$ 6,684</b>

N/C - Non Comparator  
1 - Alameda County Water District: District Match.  
2 - Irvine Ranch Water District: District Match.  
3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.  
4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Finance Technician II	Accounting Assistant II	Accounting Technician	Accounting Technician II	Accounting Technician II	Accounting Technician I	Senior Accounting Clerk	Accounting Assistant	N/C	Accounting Analyst	Accounting Technician II
	<b>Top Monthly Salary</b>	\$ 5,649	\$ 6,615	\$ 4,970	\$ 5,999	\$ 5,841	\$ 5,228	\$ 5,881	\$ 6,151		\$ 5,524	\$ 6,221
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 153	\$ 324	\$ 318	\$ 294	\$ 374	\$ 141	\$ 88	\$ 92		\$ 354	\$ 168
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28	\$ 40		\$ 36	\$ 35					\$ 33	
	Social Security				\$ 372		\$ 324					\$ 386
Deferred Compensation <sup>1,2</sup>	\$ 226		\$ 75			\$ 54	\$ 176					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133		\$ 2,130	
	Dental	\$ 130		\$ 45	\$ 66	\$ 117	\$ 128	\$ 110	\$ 110		\$ 123	
	Vision	\$ 7			\$ 19	\$ 21		\$ 24	\$ 17		\$ 21	
	Life <sup>3,4</sup>	\$ 58	\$ 13	\$ 29	\$ 14	\$ 22	\$ 10	\$ 28	\$ 11		\$ 27	\$ 4
	LTD	\$ 38	\$ 31			\$ 25	\$ 19	\$ 19	\$ 50		\$ 23	\$ 18
	STD/SDI		\$ 17						\$ 30			\$ 10
Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250		\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 587	\$ 738	\$ 535	\$ 623	\$ 607	\$ 483	\$ 611	\$ 639		\$ 574	\$ 646
	Holidays	\$ 293	\$ 382	\$ 229	\$ 300	\$ 292	\$ 332	\$ 271	\$ 284		\$ 236	\$ 311
	Admin Leave								\$ 15			
<b>Benefit Package Total</b>		<b>\$ 5,246</b>	<b>\$ 5,834</b>	<b>\$ 2,535</b>	<b>\$ 5,420</b>	<b>\$ 4,379</b>	<b>\$ 3,589</b>	<b>\$ 3,770</b>	<b>\$ 3,630</b>	<b>\$ 0</b>	<b>\$ 3,849</b>	<b>\$ 4,358</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
Benchmark/ Comparator Agency Match		Financial Analyst II	Financial Analyst II	Management Analyst	Financial Analyst	N/C	Financial Analyst II	Financial Analyst	Senior Staff Analyst	Principal Project Accountant	Financial Analyst	Financial Analyst I
Top Monthly Salary		\$ 7,732	\$ 9,926	\$ 6,608	\$ 11,401		\$ 8,939	\$ 8,792	\$ 9,225	\$ 10,297	\$ 9,389	\$ 7,941
Retirement	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 209	\$ 486	\$ 423	\$ 559		\$ 241	\$ 132	\$ 138		\$ 601	\$ 214
	Other Ret.	\$ 98								\$ 1,715		
	ER Paid Member Contrib		\$ 248									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39	\$ 60		\$ 68						\$ 56	
	Social Security				\$ 687		\$ 554					\$ 492
Deferred Compensation <sup>1,2,3</sup>	\$ 309	\$ 146	\$ 75			\$ 54	\$ 264				\$ 159	
Insurance	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,848		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 80	\$ 29	\$ 38	\$ 27		\$ 10	\$ 42	\$ 11	\$ 47	\$ 45	\$ 4
	LTD	\$ 52	\$ 47				\$ 33	\$ 29	\$ 50	\$ 42	\$ 39	\$ 23
	STD/SDI		\$ 39						\$ 30	\$ 22		\$ 13
Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,848		\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623	
Leaves	Vacation	\$ 803	\$ 1,107	\$ 762	\$ 1,184		\$ 825	\$ 913	\$ 958	\$ 1,129	\$ 975	\$ 825
	Holidays	\$ 401	\$ 420	\$ 305	\$ 570		\$ 516	\$ 406	\$ 426	\$ 436	\$ 402	\$ 397
	Admin Leave		\$ 382	\$ 102					\$ 177			\$ 122
<b>Benefit Package Total</b>		<b>\$ 5,756</b>	<b>\$ 7,443</b>	<b>\$ 3,054</b>	<b>\$ 6,875</b>	<b>\$ 0</b>	<b>\$ 4,460</b>	<b>\$ 4,361</b>	<b>\$ 4,300</b>	<b>\$ 7,077</b>	<b>\$ 4,721</b>	<b>\$ 5,064</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Financial Manager II	N/C	Utilities Fiscal Manager	N/C	N/C	Principal Accountant	N/C	Principal Accountant	[Finance Manager / Accounting Manager]	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,937		\$ 12,449			\$ 11,409		\$ 11,239	\$ 12,460		
<b>Retirement</b>	Classic	2%@55		2.7%@55			2%@55		1.667%@57.5			
	Enhanced Formula Cost	\$ 241		\$ 797			\$ 308		\$ 169			
	Other Ret.	\$ 98								\$ 2,075		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45										
	Social Security						\$ 687					
Deferred Compensation <sup>1</sup>	\$ 357		\$ 75			\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304			\$ 1,490		\$ 2,133	\$ 1,770		
	Dental	\$ 130		\$ 45					\$ 110	\$ 128		
	Vision	\$ 7							\$ 17	\$ 19		
	Life <sup>2</sup>	\$ 92		\$ 72			\$ 20		\$ 11	\$ 57		
	LTD	\$ 60					\$ 42		\$ 50	\$ 51		
	STD/SDI								\$ 30	\$ 26		
	Retiree Medical	\$ 1,814					\$ 736		\$ 250	\$ 1,770		
<b>Leaves</b>	Vacation	\$ 928		\$ 1,436			\$ 1,053		\$ 1,167	\$ 1,366		
	Holidays	\$ 464		\$ 575			\$ 834		\$ 519	\$ 527		
	Admin Leave			\$ 192					\$ 216			
<b>Benefit Package Total</b>		\$ 6,051	\$ 0	\$ 4,495	\$ 0	\$ 0	\$ 5,224	\$ 0	\$ 4,671	\$ 7,789	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Fleet Services Manager	N/C	Fleet Operations Manager	Fleet Manager	N/C	N/C	Facilities / Fleet Manager	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331		\$ 8,458	\$ 12,330			\$ 10,968				
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55			2%@60				
	Enhanced Formula Cost	\$ 279		\$ 541	\$ 604			\$ 165				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52			\$ 74							
	Social Security				\$ 687							
Deferred Compensation <sup>1</sup>	\$ 413		\$ 75				\$ 329					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304	\$ 1,732			\$ 1,687				
	Dental	\$ 130		\$ 45	\$ 62			\$ 128				
	Vision	\$ 7			\$ 18			\$ 24				
	Life <sup>2</sup>	\$ 107		\$ 49	\$ 29			\$ 53				
	LTD	\$ 69						\$ 36				
	STD/SDI											
Retiree Medical	\$ 1,814			\$ 1,732			\$ 736					
<b>Leaves</b>	Vacation	\$ 1,073		\$ 976	\$ 1,280			\$ 1,139				
	Holidays	\$ 536		\$ 390	\$ 617			\$ 506				
	Admin Leave			\$ 130	\$ 95							
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 3,510	\$ 6,930	\$ 0	\$ 0	\$ 4,803	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Fleet Services Mechanic II	N/C	Equipment Service Worker	Automotive Serviceworker I	N/C	N/C	N/C	Auto/Heavy Equipment Assistant	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 4,881		\$ 3,820	\$ 5,017				\$ 5,517			
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55				1.667%@57.5			
	Enhanced Formula Cost	\$ 132		\$ 244	\$ 246				\$ 83			
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 24			\$ 30							
	Social Security				\$ 311							
Deferred Compensation	\$ 195											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,233	\$ 1,848				\$ 2,133			
	Dental	\$ 130		\$ 45	\$ 66				\$ 110			
	Vision	\$ 7			\$ 19				\$ 17			
	Life <sup>1</sup>	\$ 50		\$ 2	\$ 12				\$ 11			
	LTD	\$ 33							\$ 50			
	STD/SDI								\$ 30			
Retiree Medical	\$ 1,814		\$ 100	\$ 1,848				\$ 250				
<b>Leaves</b>	Vacation <sup>2</sup>	\$ 507		\$ 397	\$ 521				\$ 477			
	Holidays	\$ 253		\$ 176	\$ 251				\$ 255			
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,058	\$ 0	\$ 2,198	\$ 5,151	\$ 0	\$ 0	\$ 0	\$ 3,416	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		GIS Analyst	N/C	Senior Geographic Information Systems Analyst	GIS Specialist II	N/C	GIS Specialist	GIS Technician III	Data Management Technician II	Senior GIS Analyst	GIS Analyst II	N/C
	<b>Top Monthly Salary</b>	\$ 7,732		\$ 8,773	\$ 8,630		\$ 7,722	\$ 7,689	\$ 9,362	\$ 8,916	\$ 7,052	
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5		2.7%@55	
	Enhanced Formula Cost	\$ 209		\$ 561	\$ 423		\$ 209	\$ 115	\$ 140		\$ 451	
	Other Ret.	\$ 98								\$ 1,484		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39			\$ 52						\$ 42	
	Social Security				\$ 535		\$ 479					
Deferred Compensation <sup>1,2</sup>	\$ 309		\$ 75			\$ 54	\$ 231					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304	\$ 1,848		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130		\$ 45	\$ 66			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7			\$ 19			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>3</sup>	\$ 80		\$ 51	\$ 21		\$ 10	\$ 37	\$ 11	\$ 41	\$ 34	
	LTD	\$ 52					\$ 29	\$ 25	\$ 50	\$ 36	\$ 30	
	STD/SDI								\$ 30	\$ 19		
Retiree Medical	\$ 1,814			\$ 1,848		\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328		
<b>Leaves</b>	Vacation	\$ 803		\$ 1,012	\$ 896		\$ 713	\$ 798	\$ 972	\$ 977	\$ 732	
	Holidays	\$ 401		\$ 405	\$ 432		\$ 446	\$ 355	\$ 432	\$ 377	\$ 302	
	Admin Leave			\$ 135					\$ 23			
<b>Benefit Package Total</b>		\$ 5,756	\$ 0	\$ 3,588	\$ 6,138	\$ 0	\$ 4,165	\$ 4,137	\$ 4,168	\$ 6,622	\$ 4,194	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Grants & Loans Manager	N/C	N/C	N/C	N/C	Deputy Manager of Grants	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331					\$ 12,578					
<b>Retirement</b>	Classic	2%@55					2%@55					
	Enhanced Formula Cost	\$ 279					\$ 340					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security						\$ 687					
Deferred Compensation <sup>1</sup>	\$ 413					\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490					
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>2</sup>	\$ 107					\$ 20					
	LTD	\$ 69					\$ 47					
	STD/SDI											
Retiree Medical	\$ 1,814					\$ 736						
<b>Leaves</b>	Vacation	\$ 1,073					\$ 1,161					
	Holidays	\$ 536					\$ 919					
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,453	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Grants & Loans Program Analyst	N/C	N/C	N/C	Senior Management Analyst	Grants Administrator	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 7,917				\$ 11,064	\$ 8,109					
<b>Retirement</b>	Classic	2%@55				2.7%@55	2%@55					
	Enhanced Formula Cost	\$ 214				\$ 708	\$ 219					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 40				\$ 66						
	Social Security						\$ 503					
Deferred Compensation <sup>1</sup>	\$ 317					\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814				\$ 2,121	\$ 1,490					
	Dental	\$ 130				\$ 117						
	Vision	\$ 7				\$ 21						
	Life <sup>2</sup>	\$ 74				\$ 32	\$ 10					
	LTD	\$ 53				\$ 3	\$ 30					
	STD/SDI											
	Retiree Medical <sup>3</sup>	\$ 1,814				\$ 766	\$ 736					
<b>Leaves</b>	Vacation	\$ 822				\$ 1,149	\$ 748					
	Holidays	\$ 411				\$ 553	\$ 468					
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,794</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,536</b>	<b>\$ 4,258</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Heavy Fleet Technician II	Automotive Mechanic II	Senior Mechanic Specialist	Automotive Technician III	N/C	N/C	Vehicle Equipment Mechanic	Automotive / Heavy Equipment Technician	Auto and Equipment Mechanic	Mechanic II	N/C
<b>Top Monthly Salary</b>		\$ 6,696	\$ 8,084	\$ 6,207	\$ 7,520			\$ 6,250	\$ 7,797	\$ 6,985	\$ 5,802	
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55			2%@60	1.667%@57.5		2.7%@55	
	Enhanced Formula Cost	\$ 181	\$ 396	\$ 397	\$ 368			\$ 94	\$ 117		\$ 371	
	Other Ret.	\$ 98								\$ 1,163		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33	\$ 49		\$ 45							\$ 35
	Social Security				\$ 466							
Deferred Compensation <sup>1</sup>	\$ 268						\$ 188					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233	\$ 1,848			\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>2</sup>	\$ 69	\$ 16	\$ 2	\$ 18			\$ 30	\$ 11	\$ 32	\$ 28	
	LTD	\$ 45	\$ 38					\$ 21	\$ 50	\$ 28	\$ 24	
	STD/SDI		\$ 28						\$ 30	\$ 15		
Retiree Medical	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848			\$ 736	\$ 250	\$ 1,770	\$ 328		
<b>Leaves</b>	Vacation <sup>3</sup>	\$ 695	\$ 902	\$ 645	\$ 781			\$ 649	\$ 675	\$ 766	\$ 603	
	Holidays	\$ 348	\$ 466	\$ 286	\$ 376			\$ 288	\$ 360	\$ 296	\$ 248	
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 6,375	\$ 2,709	\$ 5,835	\$ 0	\$ 0	\$ 3,845	\$ 3,752	\$ 5,987	\$ 3,912	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Human Resources Analyst II	Human Resources Analyst II	Human Resources Analyst	Human Resources Specialist	N/C	Human Resources Analyst II	Senior Human Resources Analyst	Senior Human Resources Analyst	Human Resources Specialist	Human Resources Analyst II	N/C
	<b>Top Monthly Salary</b>	\$ 7,732	\$ 8,541	\$ 6,608	\$ 7,687		\$ 8,109	\$ 9,462	\$ 9,225	\$ 7,701	\$ 8,111	
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5		2.7%@55	
	Enhanced Formula Cost	\$ 209	\$ 419	\$ 423	\$ 377		\$ 219	\$ 142	\$ 138		\$ 519	
	Other Ret.	\$ 98								\$ 1,282		
	ER Paid Member Contrib		\$ 214									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39	\$ 51		\$ 46						\$ 49	
	Social Security				\$ 477		\$ 503					
Deferred Compensation <sup>1,2,3</sup>	\$ 309	\$ 146	\$ 75			\$ 54	\$ 284					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,848		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 80	\$ 25	\$ 38	\$ 18		\$ 10	\$ 45	\$ 11	\$ 35	\$ 39	
	LTD	\$ 52	\$ 40				\$ 30	\$ 31	\$ 50	\$ 31	\$ 34	
	STD/SDI		\$ 34						\$ 30	\$ 16		
	Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,848		\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	
<b>Leaves</b>	Vacation	\$ 803	\$ 953	\$ 762	\$ 798		\$ 748	\$ 983	\$ 958	\$ 844	\$ 842	
	Holidays	\$ 401	\$ 361	\$ 305	\$ 384		\$ 468	\$ 437	\$ 426	\$ 326	\$ 347	
	Admin Leave		\$ 329	\$ 102					\$ 177			
<b>Benefit Package Total</b>		\$ 5,756	\$ 7,050	\$ 3,054	\$ 5,881	\$ 0	\$ 4,258	\$ 4,497	\$ 4,300	\$ 6,223	\$ 4,433	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Human Resources Technician II	Human Resources Technician II	Human Resources Administrative Technician	N/C	Human Resources Technician	Human Resources Technician	Human Resources Technician	Human Resources Assistant	N/C	N/C	Human Resources Specialist II
	<b>Top Monthly Salary</b>	\$ 6,696	\$ 7,385	\$ 5,594		\$ 6,114	\$ 5,489	\$ 7,132	\$ 7,682			\$ 6,859
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55		2.7%@55	2%@55	2%@60	1.667%@57.5			2%@55
	Enhanced Formula Cost	\$ 181	\$ 362	\$ 358		\$ 391	\$ 148	\$ 107	\$ 115			\$ 185
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 185									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33	\$ 44			\$ 37						
	Social Security						\$ 340					\$ 425
Deferred Compensation <sup>1, 2, 3</sup>	\$ 268	\$ 146	\$ 75			\$ 54	\$ 214				\$ 137	
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304		\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133			
	Dental	\$ 130	\$ 168	\$ 45		\$ 117		\$ 128	\$ 110			
	Vision	\$ 7	\$ 23			\$ 21		\$ 24	\$ 17			
	Life <sup>4</sup>	\$ 69	\$ 22	\$ 32		\$ 23	\$ 10	\$ 34	\$ 11			\$ 4
	LTD	\$ 45	\$ 35			\$ 3	\$ 20	\$ 23	\$ 50			\$ 20
	STD/SDI		\$ 29						\$ 30			\$ 11
	Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527			\$ 766	\$ 736	\$ 736	\$ 250			\$ 623
<b>Leaves</b>	Vacation <sup>6</sup>	\$ 695	\$ 824	\$ 602		\$ 635	\$ 507	\$ 741	\$ 665			\$ 712
	Holidays	\$ 348	\$ 312	\$ 258		\$ 306	\$ 317	\$ 329	\$ 355			\$ 343
	Admin Leave		\$ 284						\$ 18			\$ 106
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 6,722</b>	<b>\$ 2,675</b>	<b>\$ 0</b>	<b>\$ 4,419</b>	<b>\$ 3,623</b>	<b>\$ 4,024</b>	<b>\$ 3,754</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,758</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

6 - Orange County Sanitation District: PTO.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		HVAC Technician II	N/C	N/C	HVAC Technician II	N/C	HVAC Technician	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,931			\$ 7,186		\$ 7,355					
<b>Retirement</b>	Classic	2%@55			2.5%@55		2%@55					
	Enhanced Formula Cost	\$ 160			\$ 352		\$ 199					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30			\$ 43							
<b>Insurance</b>	Social Security				\$ 446		\$ 456					
	Deferred Compensation <sup>1</sup>	\$ 237					\$ 54					
	Cafeteria											
	Health	\$ 1,814			\$ 1,848		\$ 1,490					
	Dental	\$ 130			\$ 66							
	Vision	\$ 7			\$ 19							
<b>Leaves</b>	Life <sup>2</sup>	\$ 61			\$ 17		\$ 10					
	LTD	\$ 40					\$ 27					
	STD/SDI											
	Retiree Medical	\$ 1,814			\$ 1,848		\$ 736					
	Vacation	\$ 616			\$ 746		\$ 679					
	Holidays	\$ 308			\$ 359		\$ 467					
Admin Leave												
<b>Benefit Package Total</b>		\$ 5,315	\$ 0	\$ 0	\$ 5,744	\$ 0	\$ 4,118	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail**  
**January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Industrial Engine Technician II	N/C	N/C	N/C	N/C	Industrial Engine Technician II	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696					\$ 8,939					
<b>Retirement</b>	Classic	2%@55					2%@55					
	Enhanced Formula Cost	\$ 181					\$ 241					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security						\$ 554					
Deferred Compensation <sup>1</sup>	\$ 268					\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490					
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>2</sup>	\$ 69					\$ 10					
	LTD	\$ 45					\$ 33					
	STD/SDI											
Retiree Medical	\$ 1,814					\$ 736						
<b>Leaves</b>	Vacation	\$ 695					\$ 825					
	Holidays	\$ 348					\$ 567					
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,512	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Interagency Relations Program Specialist	N/C	N/C	N/C	N/C	External Affairs Specialist I	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696					\$ 5,489					
<b>Retirement</b>	Classic	2%@55					2%@55					
	Enhanced Formula Cost	\$ 181					\$ 148					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security						\$ 340					
Deferred Compensation <sup>1</sup>	\$ 268					\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490					
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>2</sup>	\$ 69					\$ 10					
	LTD	\$ 45					\$ 20					
	STD/SDI											
Retiree Medical	\$ 1,814					\$ 736						
<b>Leaves</b>	Vacation	\$ 695					\$ 507					
	Holidays	\$ 348					\$ 317					
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,623</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency; District Match.

2 - Eastern Municipal Water District; Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Laboratory Analyst III	Chemist II	Laboratory Analyst III	Chemist	Water Quality Analyst	Laboratory Scientist II	Senior Scientist	Senior Environmental Specialist	Chemist	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 7,197	\$ 9,024	\$ 6,619	\$ 7,874	\$ 8,254	\$ 8,109	\$ 8,395	\$ 9,225	\$ 8,087		
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 194	\$ 442	\$ 424	\$ 386	\$ 528	\$ 219	\$ 126	\$ 138			
	Other Ret.	\$ 98								\$ 1,346		
	ER Paid Member Contrib		\$ 226									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36	\$ 54		\$ 47	\$ 50						
	Social Security				\$ 488		\$ 503					
Deferred Compensation <sup>1,2,3</sup>	\$ 288	\$ 146				\$ 54	\$ 252					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128		
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19		
	Life <sup>4,5</sup>	\$ 74	\$ 27	\$ 2	\$ 19	\$ 32	\$ 10	\$ 40	\$ 11	\$ 37		
	LTD	\$ 48	\$ 42			\$ 3	\$ 30	\$ 28	\$ 50	\$ 33		
	STD/SDI		\$ 35						\$ 30	\$ 17		
	Retiree Medical <sup>6</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770		
<b>Leaves</b>	Vacation	\$ 747	\$ 1,007	\$ 687	\$ 818	\$ 857	\$ 748	\$ 872	\$ 958	\$ 886		
	Holidays	\$ 374	\$ 382	\$ 305	\$ 394	\$ 413	\$ 437	\$ 387	\$ 426	\$ 342		
	Admin Leave		\$ 347						\$ 177			
<b>Benefit Package Total</b>		\$ 5,625	\$ 7,187	\$ 2,797	\$ 5,932	\$ 4,906	\$ 4,227	\$ 4,280	\$ 4,300	\$ 6,349	\$ 0	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

6 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Laboratory Technician	Laboratory Technician II	Laboratory Assistant	N/C	Water Quality Technician	Laboratory Assistant	Laboratory Analyst	Environmental Technician	Laboratory Technician	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,127	\$ 7,204	\$ 4,211		\$ 7,118	\$ 5,764	\$ 5,281	\$ 6,625	\$ 6,336		
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55		2.7%@55	2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 138	\$ 353	\$ 270		\$ 456	\$ 156	\$ 79	\$ 99			
	Other Ret.	\$ 98								\$ 1,055		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 26	\$ 43			\$ 43						
Social Security						\$ 357						
Deferred Compensation <sup>1,2</sup>	\$ 205					\$ 54	\$ 158					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233		\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45		\$ 117		\$ 128	\$ 110	\$ 128		
	Vision	\$ 7	\$ 23			\$ 21		\$ 24	\$ 17	\$ 19		
	Life <sup>3,4</sup>	\$ 53	\$ 15	\$ 2		\$ 27	\$ 10	\$ 25	\$ 11	\$ 29		
	LTD	\$ 34	\$ 34			\$ 3	\$ 21	\$ 17	\$ 50	\$ 26		
	STD/SDI		\$ 28						\$ 30	\$ 13		
	Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527	\$ 100		\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770		
<b>Leaves</b>	Vacation	\$ 532	\$ 804	\$ 437		\$ 739	\$ 532	\$ 548	\$ 688	\$ 695		
	Holidays	\$ 266	\$ 416	\$ 194		\$ 356	\$ 310	\$ 244	\$ 306	\$ 268		
	Admin Leave								\$ 16			
<b>Benefit Package Total</b>		\$ 5,119	\$ 6,172	\$ 2,281	\$ 0	\$ 4,648	\$ 3,667	\$ 3,648	\$ 3,710	\$ 5,773	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Land Surveyor Associate II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,937										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 241										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45										
	Social Security											
	Deferred Compensation	\$ 357										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 92										
	LTD	\$ 60										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 928										
	Holidays	\$ 464										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,051	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Land Surveyor II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	N/A										
<b>Retirement</b>	Classic											
	Enhanced Formula Cost											
	Other Ret.											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security											
	Deferred Compensation											
<b>Insurance</b>	Cafeteria											
	Health											
	Dental											
	Vision											
	Life <sup>1</sup>											
	LTD											
	STD/SDI											
	Retiree Medical											
<b>Leaves</b>	Vacation											
	Holidays											
	Admin Leave											
<b>Benefit Package Total</b>		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Legislative Analyst II	N/C	N/C	Communication and Legislation Specialist	N/C	External Affairs Analyst	N/C	N/C	Legislative Affairs Liaison	N/C	Government Affairs Officer II
	<b>Top Monthly Salary</b>	\$ 9,611			\$ 9,917		\$ 8,514			\$ 11,327		\$ 10,600
<b>Retirement</b>	Classic	2%@55			2.5%@55		2%@55					2%@55
	Enhanced Formula Cost	\$ 260			\$ 486		\$ 230					\$ 286
	Other Ret.	\$ 98								\$ 1,886		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 48			\$ 60							
	Social Security				\$ 615		\$ 528					\$ 657
Deferred Compensation <sup>1</sup>	\$ 384					\$ 54					\$ 212	
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814			\$ 1,848		\$ 1,490			\$ 1,770		
	Dental	\$ 130			\$ 66					\$ 128		
	Vision	\$ 7			\$ 19					\$ 19		
	Life <sup>2</sup>	\$ 99			\$ 24		\$ 10			\$ 52		\$ 4
	LTD	\$ 64					\$ 32			\$ 46		\$ 30
	STD/SDI									\$ 24		\$ 17
Retiree Medical	\$ 1,814			\$ 1,848		\$ 736			\$ 1,770		\$ 623	
<b>Leaves</b>	Vacation	\$ 998			\$ 1,030		\$ 786			\$ 1,242		\$ 1,101
	Holidays	\$ 499			\$ 496		\$ 491			\$ 479		\$ 530
	Admin Leave											\$ 204
<b>Benefit Package Total</b>		\$ 6,216	\$ 0	\$ 0	\$ 6,490	\$ 0	\$ 4,357	\$ 0	\$ 0	\$ 7,416	\$ 0	\$ 5,856

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Light Fleet Technician II	Automotive Mechanic II	Senior Mechanic Specialist	Automotive Technician II	N/C	N/C	Vehicle Equipment Mechanic	Automotive / Heavy Equipment Technician	Auto and Equipment Mechanic	Mechanic II	N/C
<b>Top Monthly Salary</b>		\$ 6,228	\$ 8,084	\$ 6,207	\$ 6,863			\$ 6,250	\$ 7,797	\$ 6,985	\$ 5,802	
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55			2%@60	1.667%@57.5		2.7%@55	
	Enhanced Formula Cost	\$ 168	\$ 396	\$ 397	\$ 336			\$ 94	\$ 117		\$ 371	
	Other Ret.	\$ 98								\$ 1,163		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 31	\$ 49		\$ 41						\$ 35	
	Social Security				\$ 426							
Deferred Compensation <sup>1</sup>	\$ 249						\$ 188					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233	\$ 1,848			\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>2</sup>	\$ 64	\$ 16	\$ 2	\$ 16			\$ 30	\$ 11	\$ 32	\$ 28	
	LTD	\$ 42	\$ 38					\$ 21	\$ 50	\$ 28	\$ 24	
	STD/SDI		\$ 28						\$ 30	\$ 15		
Retiree Medical	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848			\$ 736	\$ 250	\$ 1,770	\$ 328		
<b>Leaves</b>	Vacation <sup>3</sup>	\$ 647	\$ 902	\$ 645	\$ 713			\$ 649	\$ 675	\$ 766	\$ 603	
	Holidays	\$ 323	\$ 466	\$ 286	\$ 343			\$ 288	\$ 360	\$ 296	\$ 248	
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,388	\$ 6,375	\$ 2,709	\$ 5,656	\$ 0	\$ 0	\$ 3,845	\$ 3,752	\$ 5,987	\$ 3,912	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Orange County Sanitation District: PTO Annual Leave.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Maintenance and Operations Planner / Scheduler II	N/C	Wastewater Maintenance Scheduler	Operations and Maintenance Scheduler II	N/C	Maintenance Planner	Asset Maintenance Coordinator	N/C	Maintenance Scheduler / Planner	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 7,197		\$ 6,939	\$ 7,874		\$ 8,939	\$ 8,395		\$ 8,916		
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55		2%@55	2%@60				
	Enhanced Formula Cost	\$ 194		\$ 444	\$ 386		\$ 241	\$ 126				
	Other Ret.	\$ 98								\$ 1,484		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36			\$ 47							
	Social Security				\$ 488		\$ 554					
Deferred Compensation <sup>1,2</sup>	\$ 288		\$ 75			\$ 54	\$ 252					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304	\$ 1,848		\$ 1,490	\$ 1,687		\$ 1,770		
	Dental	\$ 130		\$ 45	\$ 66			\$ 128		\$ 128		
	Vision	\$ 7			\$ 19			\$ 24		\$ 19		
	Life <sup>3</sup>	\$ 74		\$ 40	\$ 19		\$ 10	\$ 40		\$ 41		
	LTD	\$ 48					\$ 33	\$ 28		\$ 36		
	STD/SDI									\$ 19		
Retiree Medical	\$ 1,814			\$ 1,848		\$ 736	\$ 736		\$ 1,770			
<b>Leaves</b>	Vacation	\$ 747		\$ 747	\$ 818		\$ 825	\$ 872		\$ 977		
	Holidays	\$ 374		\$ 320	\$ 394		\$ 567	\$ 387		\$ 377		
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,625	\$ 0	\$ 2,976	\$ 5,932	\$ 0	\$ 4,512	\$ 4,280	\$ 0	\$ 6,622	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Maintenance Trades Assistant	N/C	General Service Worker	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 3,829		\$ 3,257								
<b>Retirement</b>	Classic	2%@55		2.7%@55								
	Enhanced Formula Cost	\$ 103		\$ 208								
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 19										
	Social Security											
	Deferred Compensation	\$ 153										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,233								
	Dental	\$ 130		\$ 45								
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 40		\$ 2								
	LTD	\$ 26										
	STD/SDI											
	Retiree Medical	\$ 1,814		\$ 100								
<b>Leaves</b>	Vacation <sup>2</sup>	\$ 398		\$ 338								
	Holidays	\$ 199		\$ 150								
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 4,801</b>	<b>\$ 0</b>	<b>\$ 2,077</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Management Analyst II	Administrative Analyst II	Management Analyst	Management Analyst	Management Analyst (Strategic Programs)	N/C	Management Analyst	Senior Staff Analyst	N/C	N/C	Management Analyst II
	<b>Top Monthly Salary</b>	\$ 7,732	\$ 8,541	\$ 6,608	\$ 9,461	\$ 8,688		\$ 8,479	\$ 9,225			\$ 9,172
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60	1.667%@57.5			2%@55
	Enhanced Formula Cost	\$ 209	\$ 419	\$ 423	\$ 464	\$ 556		\$ 127	\$ 138			\$ 248
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 214									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39	\$ 51		\$ 57	\$ 52						
	Social Security				\$ 587							\$ 569
Deferred Compensation <sup>1,2</sup>	\$ 309	\$ 146	\$ 75				\$ 254				\$ 183	
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,848	\$ 2,121		\$ 1,687	\$ 2,133			
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110			
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17			
	Life <sup>3</sup>	\$ 80	\$ 25	\$ 38	\$ 22	\$ 32		\$ 41	\$ 11			\$ 4
	LTD	\$ 52	\$ 40			\$ 3		\$ 28	\$ 50			\$ 26
	STD/SDI		\$ 34						\$ 30			\$ 15
Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766		\$ 736	\$ 250			\$ 623	
<b>Leaves</b>	Vacation	\$ 803	\$ 953	\$ 762	\$ 982	\$ 902		\$ 881	\$ 958			\$ 952
	Holidays	\$ 401	\$ 361	\$ 305	\$ 473	\$ 434		\$ 391	\$ 426			\$ 459
	Admin Leave		\$ 329	\$ 102					\$ 177			\$ 141
<b>Benefit Package Total</b>		<b>\$ 5,756</b>	<b>\$ 7,050</b>	<b>\$ 3,054</b>	<b>\$ 6,366</b>	<b>\$ 5,004</b>	<b>\$ 0</b>	<b>\$ 4,298</b>	<b>\$ 4,300</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,412</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Manager of Laboratory and Water Quality Services	Support Services Manager	N/C	Laboratory Director	Water Quality Administrator	Manager of Laboratories	Water Quality Manager	Environmental Lab & Ocean Monitoring Manager	Laboratory Director	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331	\$ 13,537		\$ 9,999	\$ 12,278	\$ 13,867	\$ 11,386	\$ 15,493	\$ 15,830		
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5			
	Enhanced Formula Cost	\$ 279	\$ 663		\$ 490	\$ 786	\$ 374	\$ 171	\$ 232			
	Other Ret.	\$ 98								\$ 2,636		
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52	\$ 81		\$ 60	\$ 74						
	Social Security				\$ 620		\$ 687					
Deferred Compensation <sup>1,2,3</sup>	\$ 413	\$ 146				\$ 54	\$ 342	\$ 200				
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814			\$ 1,732	\$ 2,121	\$ 1,400	\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168		\$ 62	\$ 117		\$ 128	\$ 110	\$ 128		
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 24	\$ 17	\$ 19		
	Life <sup>4</sup>	\$ 107	\$ 40		\$ 24	\$ 32	\$ 20	\$ 55	\$ 119	\$ 72		
	LTD	\$ 69	\$ 64			\$ 3	\$ 51	\$ 37	\$ 50	\$ 64		
	STD/SDI		\$ 40						\$ 30	\$ 33		
Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770			
<b>Leaves</b>	Vacation <sup>6</sup>	\$ 1,073	\$ 1,510		\$ 1,038	\$ 1,275	\$ 1,280	\$ 1,182	\$ 1,341	\$ 1,735		
	Holidays	\$ 536	\$ 573		\$ 500	\$ 614	\$ 1,013	\$ 526	\$ 715	\$ 670		
	Admin Leave		\$ 625		\$ 77	\$ 236			\$ 298			
<b>Benefit Package Total</b>		<b>\$ 6,393</b>	<b>\$ 8,559</b>	<b>\$ 0</b>	<b>\$ 6,353</b>	<b>\$ 6,044</b>	<b>\$ 5,616</b>	<b>\$ 4,888</b>	<b>\$ 5,495</b>	<b>\$ 8,898</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator  
1 - Alameda County Water District: District Match.  
2 - Inland Empire Utilities Agency: District Match.  
3 - Irvine Ranch Water District: District Match.  
4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.  
5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.  
6 - Orange County Sanitation District: PTO.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Mapping Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331										
<b>Retirement</b>	Classic	2% @ 55										
	Enhanced Formula Cost	\$ 279										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52										
	Social Security											
	Deferred Compensation	\$ 413										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 107										
	LTD	\$ 69										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 1,073										
	Holidays	\$ 536										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Mapping Technician II	N/C	N/C	N/C	N/C	CAD Designer	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696					\$ 7,722					
<b>Retirement</b>	Classic	2%@55					2%@55					
	Enhanced Formula Cost	\$ 181					\$ 209					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security						\$ 479					
Deferred Compensation <sup>1</sup>	\$ 268					\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490					
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>2</sup>	\$ 69					\$ 10					
	LTD	\$ 45					\$ 29					
	STD/SDI											
Retiree Medical	\$ 1,814					\$ 736						
<b>Leaves</b>	Vacation	\$ 695					\$ 713					
	Holidays	\$ 348					\$ 446					
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,165	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator  
1 - Inland Empire Utilities Agency: District Match.  
2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Mechanical Maintenance Technician II	Utility Mechanic II	Utilities Water Maintenance Mechanic	Mechanical Technologist II	Mechanical Technician II	N/C	Senior Maintenance Mechanic	Senior Mechanic Collections	Maintenance Technician Grade II	N/C	Operations Technician III
	<b>Top Monthly Salary</b>	\$ 6,696	\$ 8,084	\$ 6,505	\$ 6,863	\$ 7,118		\$ 7,255	\$ 7,797	\$ 7,701		\$ 7,202
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60	1.667%@57.5			2%@55
	Enhanced Formula Cost	\$ 181	\$ 396	\$ 416	\$ 336	\$ 456		\$ 109	\$ 117			\$ 194
	Other Ret.	\$ 98								\$ 1,282		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33	\$ 49		\$ 41	\$ 43						
	Social Security				\$ 426							
Deferred Compensation <sup>1</sup>	\$ 268						\$ 218					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121		\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128		
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 24	\$ 17	\$ 19		
	Life <sup>2,3</sup>	\$ 69	\$ 16	\$ 2	\$ 16	\$ 27		\$ 35	\$ 11	\$ 35		\$ 4
	LTD	\$ 45	\$ 38			\$ 3		\$ 24	\$ 50	\$ 31		\$ 21
	STD/SDI		\$ 28						\$ 30	\$ 16		\$ 11
Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766		\$ 736	\$ 250	\$ 1,770		\$ 623	
<b>Leaves</b>	Vacation <sup>5</sup>	\$ 695	\$ 902	\$ 676	\$ 713	\$ 739		\$ 753	\$ 675	\$ 844		\$ 748
	Holidays	\$ 348	\$ 466	\$ 300	\$ 343	\$ 356		\$ 335	\$ 360	\$ 326		\$ 360
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 6,375</b>	<b>\$ 2,772</b>	<b>\$ 5,655</b>	<b>\$ 4,648</b>	<b>\$ 0</b>	<b>\$ 4,049</b>	<b>\$ 3,752</b>	<b>\$ 6,223</b>	<b>\$ 0</b>	<b>\$ 4,600</b>

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

5 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Mechanical Services Manager	N/C	N/C	N/C	Mechanical Maintenance Superintendent	Deputy Manager of Maintenance	Mechanical Services Manager	Maintenance Superintendent	Maintenance Manager	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331				\$ 9,591	\$ 12,578	\$ 11,806	\$ 12,405	\$ 12,460		
<b>Retirement</b>	Classic	2%@55				2.7%@55	2%@55	2%@60	1.667%@57			
	Enhanced Formula Cost	\$ 279				\$ 614	\$ 340	\$ 177	\$ 186			
	Other Ret.	\$ 98								\$ 2,075		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52				\$ 58						
	Social Security						\$ 687					
Deferred Compensation <sup>1,2</sup>	\$ 413					\$ 54	\$ 354					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814				\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770		
	Dental	\$ 130				\$ 117		\$ 128	\$ 110	\$ 128		
	Vision	\$ 7				\$ 21		\$ 24	\$ 17	\$ 19		
	Life <sup>3</sup>	\$ 107				\$ 32	\$ 20	\$ 57	\$ 11	\$ 57		
	LTD	\$ 69				\$ 3	\$ 47	\$ 39	\$ 50	\$ 51		
	STD/SDI								\$ 30	\$ 26		
Retiree Medical <sup>4</sup>	\$ 1,814				\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770			
<b>Leaves</b>	Vacation	\$ 1,073				\$ 996	\$ 1,161	\$ 1,226	\$ 1,288	\$ 1,366		
	Holidays	\$ 536				\$ 480	\$ 919	\$ 545	\$ 573	\$ 527		
	Admin Leave					\$ 184			\$ 239			
<b>Benefit Package Total</b>		\$ 6,393	\$ 0	\$ 0	\$ 0	\$ 5,390	\$ 5,453	\$ 4,974	\$ 4,886	\$ 7,789	\$ 0	\$ 0

N/C - Non Comparator  
1 - Inland Empire Utilities Agency: District Match.  
2 - Irvine Ranch Water District: District Match.  
3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.  
4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Meter Reader II	Meter Reader	Utility Meter Reader	Meter Reader II	Field Maintenance Worker II - Field Services	N/C	N/C	N/C	N/C	Customer Service Representative II - Field	N/C
	<b>Top Monthly Salary</b>	\$ 5,127	\$ 6,851	\$ 4,509	\$ 5,999	\$ 6,136					\$ 5,262	
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55					2.7%@55	
	Enhanced Formula Cost	\$ 138	\$ 336	\$ 289	\$ 294	\$ 393					\$ 337	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 26	\$ 41		\$ 36	\$ 37					\$ 32	
	Social Security				\$ 372							
Deferred Compensation	\$ 205											
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121					\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117					\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21					\$ 21	
	Life <sup>1, 2</sup>	\$ 53	\$ 14	\$ 2	\$ 14	\$ 24					\$ 25	
	LTD	\$ 34	\$ 32			\$ 3					\$ 22	
	STD/SDI		\$ 27									
<b>Leaves</b>	Retiree Medical <sup>3</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766					\$ 328	
	Vacation	\$ 532	\$ 764	\$ 468	\$ 623	\$ 637					\$ 546	
	Holidays	\$ 266	\$ 395	\$ 208	\$ 300	\$ 307					\$ 225	
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,119	\$ 6,089	\$ 2,345	\$ 5,420	\$ 4,424	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,790	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

3 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Meter Services Manager	N/C	Utilities Field Services Manager	Meter Reader Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 9,611		\$ 8,677	\$ 9,769							
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55							
	Enhanced Formula Cost	\$ 260		\$ 555	\$ 479							
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 48			\$ 59							
	Social Security				\$ 606							
	Deferred Compensation	\$ 384		\$ 75								
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304	\$ 1,732							
	Dental	\$ 130		\$ 45	\$ 62							
	Vision	\$ 7			\$ 18							
	Life <sup>1</sup>	\$ 99		\$ 50	\$ 23							
	LTD	\$ 64										
	STD/SDI											
	Retiree Medical <sup>2</sup>	\$ 1,814			\$ 1,732							
<b>Leaves</b>	Vacation	\$ 998		\$ 1,001	\$ 1,014							
	Holidays	\$ 499		\$ 400	\$ 488							
	Admin Leave			\$ 133	\$ 75							
<b>Benefit Package Total</b>		<b>\$ 6,216</b>	<b>\$ 0</b>	<b>\$ 3,564</b>	<b>\$ 6,289</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Operations Analyst	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Operations Analyst	N/C
	<b>Top Monthly Salary</b>	\$ 8,937									\$ 9,389	
<b>Retirement</b>	Classic	2%@55									2.7%@55	
	Enhanced Formula Cost	\$ 241									\$ 601	
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45									\$ 56	
	Social Security											
Deferred Compensation	\$ 357											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814									\$ 2,130	
	Dental	\$ 130									\$ 123	
	Vision	\$ 7									\$ 21	
	Life <sup>1</sup>	\$ 92									\$ 45	
	LTD	\$ 60									\$ 39	
	STD/SDI											
	Retiree Medical	\$ 1,814									\$ 328	
<b>Leaves</b>	Vacation	\$ 928									\$ 975	
	Holidays	\$ 464									\$ 402	
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,051	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,721	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Operations Representative II	N/C	Wastewater Operations Dispatcher	N/C	N/C	N/C	N/C	Control Center Operator	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,931		\$ 5,505					\$ 6,561			
<b>Retirement</b>	Classic	2%@55		2.7%@55					1.667%@57.5			
	Enhanced Formula Cost	\$ 160		\$ 352					\$ 98			
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30										
	Social Security											
	Deferred Compensation	\$ 237										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,233					\$ 2,133			
	Dental	\$ 130		\$ 45					\$ 110			
	Vision	\$ 7							\$ 17			
	Life <sup>1</sup>	\$ 61		\$ 2					\$ 11			
	LTD	\$ 40							\$ 50			
	STD/SDI								\$ 30			
	Retiree Medical	\$ 1,814		\$ 100					\$ 250			
<b>Leaves</b>	Vacation <sup>2</sup>	\$ 616		\$ 572					\$ 568			
	Holidays	\$ 308		\$ 254					\$ 303			
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,315</b>	<b>\$ 0</b>	<b>\$ 2,558</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,570</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Pipeline Construction Utility Worker II	Utility Worker II	Utilities Waterworks Pipefitters	Distribution Utility Worker III	Field Maintenance Worker II (Construction Maintenance)	N/C	Water Maintenance Technician II Construction Services	N/C	N/C	Field Distribution Operator II - Construction	Operations Technician II
	<b>Top Monthly Salary</b>	\$ 5,931	\$ 6,920	\$ 6,624	\$ 5,999	\$ 6,136		\$ 6,250			\$ 5,262	\$ 6,532
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60			2.7%@55	2%@55
	Enhanced Formula Cost	\$ 160	\$ 339	\$ 424	\$ 294	\$ 393		\$ 94			\$ 337	\$ 176
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 30	\$ 42		\$ 36	\$ 37					\$ 32	
	Social Security				\$ 372							\$ 405
Deferred Compensation <sup>1</sup>	\$ 237						\$ 188					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,333	\$ 1,848	\$ 2,121		\$ 1,687			\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 55	\$ 66	\$ 117		\$ 128			\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24			\$ 21	
	Life <sup>2,3</sup>	\$ 61	\$ 14	\$ 18	\$ 14	\$ 24		\$ 30			\$ 25	\$ 4
	LTD	\$ 40	\$ 33	\$ 26		\$ 3		\$ 21			\$ 22	\$ 19
	STD/SDI		\$ 27									\$ 10
Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766		\$ 736			\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 616	\$ 772	\$ 688	\$ 623	\$ 637		\$ 649			\$ 546	\$ 678
	Holidays	\$ 308	\$ 399	\$ 280	\$ 300	\$ 307		\$ 288			\$ 225	\$ 327
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,315</b>	<b>\$ 6,105</b>	<b>\$ 2,924</b>	<b>\$ 5,420</b>	<b>\$ 4,424</b>	<b>\$ 0</b>	<b>\$ 3,845</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 3,790</b>	<b>\$ 4,434</b>

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Potable Water Treatment Operator III	Water Treatment Plant Operator	Utilities Water System Operator II	Water Quality Operator III	Water Production Operator II	Water Plant Operator III	Operator III (Water Operations)	N/C	N/C	Senior Water Treatment Operator	Operations Technician IV
	<b>Top Monthly Salary</b>	\$ 7,197	\$ 8,166	\$ 7,507	\$ 7,520	\$ 6,448	\$ 7,722	\$ 7,689			\$ 7,052	\$ 7,941
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60			2.7%@55	2%@55
	Enhanced Formula Cost	\$ 194	\$ 400	\$ 480	\$ 368	\$ 413	\$ 208	\$ 115			\$ 451	\$ 214
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36	\$ 49		\$ 45	\$ 39					\$ 42	
	Social Security				\$ 466		\$ 479					\$ 492
Deferred Compensation <sup>1</sup>	\$ 288					\$ 54	\$ 231					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,333	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687			\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 55	\$ 66	\$ 117	\$ 117	\$ 128			\$ 123	
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 24			\$ 21	
	Life <sup>2,3</sup>	\$ 74	\$ 17	\$ 18	\$ 18	\$ 25	\$ 10	\$ 37			\$ 34	\$ 4
	LTD	\$ 48	\$ 38	\$ 26		\$ 3	\$ 29	\$ 25			\$ 30	\$ 23
	STD/SDI		\$ 28									\$ 13
	Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736			\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 747	\$ 911	\$ 780	\$ 781	\$ 670	\$ 713	\$ 798			\$ 732	\$ 825
	Holidays	\$ 374	\$ 471	\$ 318	\$ 376	\$ 322	\$ 416	\$ 355			\$ 302	\$ 397
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,625	\$ 6,394	\$ 3,109	\$ 5,834	\$ 4,495	\$ 4,135	\$ 4,137	\$ 0	\$ 0	\$ 4,194	\$ 4,783

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Principal Engineering Technician II	Engineering Technician III	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,317	\$ 8,456									
<b>Retirement</b>	Classic	2%@55	2.5%@55									
	Enhanced Formula Cost	\$ 225	\$ 414									
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 42	\$ 51									
	Social Security											
	Deferred Compensation	\$ 333										
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814										
	Dental	\$ 130	\$ 168									
	Vision	\$ 7	\$ 23									
	Life <sup>1</sup>	\$ 86	\$ 17									
	LTD	\$ 56	\$ 40									
	STD/SDI		\$ 28									
	Retiree Medical	\$ 1,814	\$ 1,527									
<b>Leaves</b>	Vacation	\$ 864	\$ 943									
	Holidays	\$ 432	\$ 488									
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,900	\$ 6,461	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Principal Water Resource Specialist	N/C	N/C	N/C	Senior Water Resources Planner / Engineer	N/C	N/C	N/C	Principal Planner	Senior Water Resources Planner	N/C
	<b>Top Monthly Salary</b>	\$ 11,937				\$ 12,278				\$ 12,460	\$ 10,353	
<b>Retirement</b>	Classic	2%@55				2.7%@55					2.7%@55	
	Enhanced Formula Cost	\$ 322				\$ 786					\$ 663	
	Other Ret.	\$ 98							\$ 2,075			
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 60				\$ 74					\$ 62	
	Social Security											
Deferred Compensation	\$ 477											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814				\$ 2,121			\$ 1,770	\$ 2,130		
	Dental	\$ 130				\$ 117			\$ 128	\$ 123		
	Vision	\$ 7				\$ 21			\$ 19	\$ 21		
	Life <sup>1</sup>	\$ 123				\$ 32			\$ 57	\$ 50		
	LTD	\$ 80				\$ 3			\$ 51	\$ 43		
	STD/SDI								\$ 26			
Retiree Medical <sup>2</sup>	\$ 1,814				\$ 766			\$ 1,770	\$ 328			
<b>Leaves</b>	Vacation	\$ 1,240				\$ 1,275			\$ 1,366	\$ 1,075		
	Holidays	\$ 620				\$ 614			\$ 527	\$ 443		
	Admin Leave					\$ 236						
<b>Benefit Package Total</b>		\$ 6,785	\$ 0	\$ 0	\$ 0	\$ 6,044	\$ 0	\$ 0	\$ 0	\$ 7,789	\$ 4,939	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Programmer II	N/C	Programmer Analyst	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,937		\$ 6,532								
<b>Retirement</b>	Classic	2%@55		2.7%@55								
	Enhanced Formula Cost	\$ 241		\$ 418								
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45										
	Social Security											
Deferred Compensation	\$ 357											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,233								
	Dental	\$ 130		\$ 45								
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 92		\$ 2								
	LTD	\$ 60										
	STD/SDI											
	Retiree Medical	\$ 1,814		\$ 100								
<b>Leaves</b>	Vacation	\$ 928		\$ 678								
	Holidays	\$ 464		\$ 301								
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,051	\$ 0	\$ 2,778	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail**  
**January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Project Control Technician II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 181										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security											
	Deferred Compensation	\$ 268										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 69										
	LTD	\$ 45										
	STD/SDI											
Retiree Medical	\$ 1,814											
<b>Leaves</b>	Vacation	\$ 695										
	Holidays	\$ 348										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Public Affairs Officer II	Public Affairs Specialist II	N/C	Communications Specialist	Community Affairs Specialist	External Affairs Specialist II	Public Affairs Specialist	Senior Public Affairs Specialist	Senior Communications Specialist	Public Information Officer II	Community Affairs Representative II
	<b>Top Monthly Salary</b>	\$ 9,611	\$ 8,541		\$ 9,041	\$ 7,118	\$ 7,355	\$ 7,689	\$ 9,225	\$ 8,087	\$ 8,517	\$ 8,338
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 260	\$ 419		\$ 443	\$ 456	\$ 199	\$ 115	\$ 138		\$ 545	\$ 225
	Other Ret.	\$ 98								\$ 1,346		
	ER Paid Member Contrib		\$ 214									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 48	\$ 51		\$ 54	\$ 43					\$ 51	
	Social Security				\$ 561		\$ 456					\$ 517
Deferred Compensation <sup>1,2,3</sup>	\$ 384	\$ 146				\$ 54	\$ 231					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814			\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168		\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4,5</sup>	\$ 69	\$ 25		\$ 21	\$ 27	\$ 10	\$ 37	\$ 11	\$ 37	\$ 41	\$ 4
	LTD	\$ 64	\$ 40			\$ 31	\$ 27	\$ 25	\$ 50	\$ 33	\$ 36	\$ 24
	STD/SDI		\$ 34						\$ 30	\$ 17		\$ 13
Retiree Medical <sup>6</sup>	\$ 1,814	\$ 1,527		\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 998	\$ 953		\$ 939	\$ 739	\$ 679	\$ 798	\$ 958	\$ 886	\$ 884	\$ 866
	Holidays	\$ 499	\$ 361		\$ 452	\$ 356	\$ 424	\$ 355	\$ 426	\$ 342	\$ 364	\$ 417
	Admin Leave		\$ 328						\$ 177			
<b>Benefit Package Total</b>		<b>\$ 6,186</b>	<b>\$ 7,050</b>	<b>\$ 0</b>	<b>\$ 6,251</b>	<b>\$ 4,675</b>	<b>\$ 4,075</b>	<b>\$ 4,137</b>	<b>\$ 4,300</b>	<b>\$ 6,349</b>	<b>\$ 4,525</b>	<b>\$ 4,881</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

5 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

6 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Purchasing Manager	Purchasing Officer II	Purchasing Manager	Procurement and Contracts Manager	Purchasing Manager	N/C	Purchasing Manager	N/C	Purchasing Manager	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 10,331	\$ 11,767	\$ 11,180	\$ 10,724	\$ 11,123		\$ 10,968		\$ 11,327		
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60				
	Enhanced Formula Cost	\$ 279	\$ 577	\$ 716	\$ 525	\$ 712		\$ 165				
	Other Ret.	\$ 98								\$ 1,886		
	ER Paid Member Contrib		\$ 294									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52	\$ 71		\$ 64	\$ 67						
	Social Security				\$ 665							
Deferred Compensation <sup>1,2</sup>	\$ 413	\$ 146	\$ 75				\$ 329					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,732	\$ 2,121		\$ 1,687		\$ 1,770		
	Dental	\$ 130	\$ 168	\$ 45	\$ 62	\$ 117		\$ 128		\$ 128		
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 24		\$ 19		
	Life <sup>3</sup>	\$ 107	\$ 35	\$ 64	\$ 25	\$ 32		\$ 53		\$ 52		
	LTD	\$ 69	\$ 55			\$ 3		\$ 36		\$ 46		
	STD/SDI		\$ 40							\$ 24		
Retiree Medical <sup>4</sup>	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766		\$ 736		\$ 1,770			
<b>Leaves</b>	Vacation	\$ 1,073	\$ 1,312	\$ 1,290	\$ 1,114	\$ 1,155		\$ 1,139		\$ 1,242		
	Holidays	\$ 536	\$ 498	\$ 516	\$ 536	\$ 556		\$ 506		\$ 479		
	Admin Leave		\$ 543	\$ 172	\$ 82	\$ 214						
<b>Benefit Package Total</b>		\$ 6,393	\$ 8,050	\$ 4,182	\$ 6,557	\$ 5,763	\$ 0	\$ 4,803	\$ 0	\$ 7,416	\$ 0	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
Benchmark/ Comparator Agency Match		Real Property Agent	N/C	Real Property Agent	Right-of-Way Specialist	N/C	N/C	Right-of-Way Agent	N/C	Property Manager	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 7,197		\$ 7,869	\$ 7,687			\$ 9,462		\$ 8,491		
Retirement	Classic	2%@55		2.7%@55	2.5%@55			2%@60				
	Enhanced Formula Cost	\$ 194		\$ 504	\$ 377			\$ 142				
	Other Ret.	\$ 98								\$ 1,414		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36			\$ 46							
Social Security				\$ 477								
	Deferred Compensation <sup>1</sup>	\$ 288		\$ 75				\$ 284				
Insurance	Cafeteria											
	Health	\$ 1,814		\$ 1,304	\$ 1,848			\$ 1,687		\$ 1,770		
	Dental	\$ 130		\$ 45	\$ 66			\$ 128		\$ 128		
	Vision	\$ 7			\$ 19			\$ 24		\$ 19		
	Life <sup>2</sup>	\$ 74		\$ 45	\$ 18			\$ 45		\$ 39		
	LTD	\$ 48						\$ 31		\$ 34		
	STD/SDI									\$ 18		
	Retiree Medical	\$ 1,814			\$ 1,848			\$ 736		\$ 1,770		
Leaves	Vacation	\$ 747		\$ 908	\$ 798			\$ 983		\$ 931		
	Holidays	\$ 374		\$ 363	\$ 384			\$ 437		\$ 359		
	Admin Leave			\$ 121								
<b>Benefit Package Total</b>		\$ 5,625	\$ 0	\$ 3,365	\$ 5,881	\$ 0	\$ 0	\$ 4,497	\$ 0	\$ 6,482	\$ 0	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Real Property Manager	N/C	Real Property Services Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 11,109		\$ 10,544								
<b>Retirement</b>	Classic	2%@55		2.7%@55								
	Enhanced Formula Cost	\$ 300		\$ 675								
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 56										
	Social Security											
	Deferred Compensation	\$ 444		\$ 75								
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,304								
	Dental	\$ 130		\$ 45								
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 115		\$ 61								
	LTD	\$ 74										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 1,154		\$ 1,217								
	Holidays	\$ 577		\$ 487								
	Admin Leave			\$ 162								
<b>Benefit Package Total</b>		\$ 6,583	\$ 0	\$ 4,025	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Real Property Technician	N/C	Real Property Assistant	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696		\$ 5,376								
<b>Retirement</b>	Classic	2%@55		2.7%@55								
	Enhanced Formula Cost	\$ 181		\$ 344								
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security											
Deferred Compensation	\$ 268											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814		\$ 1,233								
	Dental	\$ 130		\$ 45								
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 69		\$ 2								
	LTD	\$ 45										
	STD/SDI											
	Retiree Medical	\$ 1,814		\$ 100								
<b>Leaves</b>	Vacation	\$ 695		\$ 558								
	Holidays	\$ 348		\$ 248								
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 0	\$ 2,531	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Records Management Supervisor / Contracts Specialist II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,317										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 225										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 42										
	Social Security											
	Deferred Compensation	\$ 333										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1, 2</sup>	\$ 86										
	LTD	\$ 56										
	STD/SDI											
	Retiree Medical <sup>3</sup>	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 864										
	Holidays	\$ 432										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,900	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail**  
**January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Records Management Technician II	N/C	N/C	Records Clerk II	N/C	Records Specialist	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,382			\$ 5,017		\$ 6,052					
<b>Retirement</b>	Classic	2%@55			2.5%@55		2%@55					
	Enhanced Formula Cost	\$ 145			\$ 246		\$ 163					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 27			\$ 30							
	Social Security				\$ 311		\$ 375					
	Deferred Compensation <sup>1</sup>	\$ 215					\$ 54					
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814			\$ 1,848		\$ 1,490					
	Dental	\$ 130			\$ 66							
	Vision	\$ 7			\$ 19							
	Life <sup>2</sup>	\$ 56			\$ 12		\$ 10					
	LTD	\$ 36					\$ 22					
	STD/SDI											
	Retiree Medical	\$ 1,814			\$ 1,848		\$ 736					
<b>Leaves</b>	Vacation	\$ 559			\$ 521		\$ 559					
	Holidays	\$ 279			\$ 251		\$ 384					
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,181	\$ 0	\$ 0	\$ 5,151	\$ 0	\$ 3,794	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Recycled Water Program Analyst	N/C	N/C	N/C	N/C	Senior Water Resources Analyst	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,937					\$ 10,348					
<b>Retirement</b>	Classic	2%@55					2%@55					
	Enhanced Formula Cost	\$ 241					\$ 279					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45										
	Social Security						\$ 642					
Deferred Compensation <sup>1</sup>	\$ 357					\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490					
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>2</sup>	\$ 92					\$ 10					
	LTD	\$ 60					\$ 38					
	STD/SDI											
	Retiree Medical	\$ 1,814					\$ 736					
<b>Leaves</b>	Vacation	\$ 928					\$ 955					
	Holidays	\$ 464					\$ 597					
	Admin Leave											
<b>Benefit Package Total</b>		\$ 6,051	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,802	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Recycled Water Program Coordinator	N/C	N/C	N/C	N/C	N/C	Recycled Water Project Specialist	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696						\$ 7,689				
<b>Retirement</b>	Classic	2%@55						2%@60				
	Enhanced Formula Cost	\$ 181						\$ 115				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security											
	Deferred Compensation <sup>1</sup>	\$ 268						\$ 231				
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814						\$ 1,687				
	Dental	\$ 130						\$ 128				
	Vision	\$ 7						\$ 24				
	Life <sup>2</sup>	\$ 69						\$ 37				
	LTD	\$ 45						\$ 25				
	STD/SDI											
	Retiree Medical	\$ 1,814						\$ 736				
<b>Leaves</b>	Vacation	\$ 695						\$ 798				
	Holidays	\$ 348						\$ 355				
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,137	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail**  
**January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Safety & Claims Technician	N/C	N/C	Risk Management Assistant	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696			\$ 6,267							
<b>Retirement</b>	Classic	2%@55			2.5%@55							
	Enhanced Formula Cost	\$ 181			\$ 307							
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33			\$ 38							
	Social Security				\$ 389							
	Deferred Compensation	\$ 268										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814			\$ 1,848							
	Dental	\$ 130			\$ 66							
	Vision	\$ 7			\$ 19							
	Life <sup>1</sup>	\$ 69			\$ 15							
	LTD	\$ 45										
	STD/SDI											
Retiree Medical	\$ 1,814			\$ 1,848								
<b>Leaves</b>	Vacation	\$ 695			\$ 651							
	Holidays	\$ 348			\$ 313							
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,493</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Safety & Emergency Management Officer	Workplace Health and Safety Officer / Emergency Response / Security Officer	Safety Officer	Safety and Training Specialist	N/C	Safety Officer	Safety and Security Specialist	Safety and Health Specialist	Health and Safety Specialist	Safety Risk Officer	N/C
<b>Top Monthly Salary</b>		\$ 10,331	\$ 10,436	\$ 8,970	\$ 7,874		\$ 10,348	\$ 8,012	\$ 10,696	\$ 8,916	\$ 9,389	
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5		2.7%@55	
	Enhanced Formula Cost	\$ 279	\$ 511	\$ 574	\$ 386		\$ 279	\$ 120	\$ 160		\$ 601	
	Other Ret.	\$ 98								\$ 1,484		
	ER Paid Member Contrib		\$ 261									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52	\$ 63		\$ 47							\$ 56
	Social Security				\$ 488		\$ 642					
Deferred Compensation <sup>1,2,3</sup>	\$ 413	\$ 146	\$ 75			\$ 54	\$ 240					
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814		\$ 1,304	\$ 1,732		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 62			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 18			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 107	\$ 31	\$ 52	\$ 19		\$ 10	\$ 38	\$ 11	\$ 41	\$ 45	
	LTD	\$ 69	\$ 49				\$ 38	\$ 26	\$ 50	\$ 36	\$ 39	
	STD/SDI		\$ 40						\$ 30	\$ 19		
Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,732		\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328		
<b>Leaves</b>	Vacation	\$ 1,073	\$ 1,164	\$ 1,035	\$ 818		\$ 955	\$ 832	\$ 1,111	\$ 977	\$ 975	
	Holidays	\$ 536	\$ 442	\$ 414	\$ 394		\$ 597	\$ 370	\$ 494	\$ 377	\$ 402	
	Admin Leave		\$ 401	\$ 138	\$ 61				\$ 206			
<b>Benefit Package Total</b>		<b>\$ 6,393</b>	<b>\$ 7,587</b>	<b>\$ 3,637</b>	<b>\$ 5,756</b>	<b>\$ 0</b>	<b>\$ 4,802</b>	<b>\$ 4,202</b>	<b>\$ 4,571</b>	<b>\$ 6,622</b>	<b>\$ 4,721</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Safety & Risk Manager	N/C	N/C	Risk Manager	Safety Officer	N/C	District Safety and Security Manager	N/C	Risk and Safety Manager	N/C	Safety Officer
	<b>Top Monthly Salary</b>	N/A			\$ 13,403	\$ 9,539		\$ 10,968		\$ 12,460		\$ 10,600
<b>Retirement</b>	Classic				2.5%@55	2.7%@55		2%@60				2%@55
	Enhanced Formula Cost				\$ 657	\$ 611		\$ 165				\$ 286
	Other Ret.									\$ 2,075		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year				\$ 80	\$ 57						
	Social Security				\$ 687							\$ 657
Deferred Compensation <sup>1</sup>							\$ 329				\$ 212	
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health				\$ 1,732	\$ 2,121		\$ 1,687		\$ 1,770		
	Dental				\$ 62	\$ 117		\$ 128		\$ 128		
	Vision				\$ 18	\$ 21		\$ 24		\$ 19		
	Life <sup>2</sup>				\$ 32	\$ 32		\$ 53		\$ 57		\$ 4
	LTD					\$ 3		\$ 36		\$ 51		\$ 30
	STD/SDI									\$ 26		\$ 17
Retiree Medical <sup>3</sup>				\$ 1,732	\$ 766		\$ 736		\$ 1,770		\$ 623	
<b>Leaves</b>	Vacation				\$ 1,392	\$ 991		\$ 1,139		\$ 1,366		\$ 1,101
	Holidays				\$ 670	\$ 477		\$ 506		\$ 527		\$ 530
	Admin Leave				\$ 258	\$ 183						\$ 204
<b>Benefit Package Total</b>		<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 7,320</b>	<b>\$ 5,378</b>	<b>\$ 0</b>	<b>\$ 4,803</b>	<b>\$ 0</b>	<b>\$ 7,789</b>	<b>\$ 0</b>	<b>\$ 5,856</b>

N/C - Non Comparator

1 - Irvine Ranch Water District: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail**  
January 2019

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Senior Construction Administrator	N/C	N/C	N/C	N/C	N/C	N/C	Senior Contracts Administrator	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 11,937							\$ 10,696			
<b>Retirement</b>	Classic	2%@55							1.667%@57.5			
	Enhanced Formula Cost	\$ 322							\$ 160			
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 60										
	Social Security											
	Deferred Compensation	\$ 477										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814							\$ 2,133			
	Dental	\$ 130							\$ 110			
	Vision	\$ 7							\$ 17			
	Life <sup>1</sup>	\$ 123							\$ 11			
	LTD	\$ 80							\$ 50			
	STD/SDI								\$ 30			
	Retiree Medical	\$ 1,814							\$ 250			
<b>Leaves</b>	Vacation	\$ 1,240							\$ 1,111			
	Holidays	\$ 620							\$ 494			
	Admin Leave								\$ 206			
<b>Benefit Package Total</b>		\$ 6,785	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,571	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Senior Engineering Geologist	Hydrogeologist II	N/C	N/C	N/C	Groundwater Recharge Coordinator / Hydrogeologist	N/C	N/C	Principal Hydrogeologist	N/C	N/C
<b>Top Monthly Salary</b>		\$ 12,837	\$ 9,926				\$ 11,567			\$ 12,460		
<b>Retirement</b>	Classic	2%@55	2.5%@55				2%@55					
	Enhanced Formula Cost	\$ 347	\$ 486				\$ 312					
	Other Ret.	\$ 98								\$ 2,075		
	ER Paid Member Contrib		\$ 248									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 64	\$ 60									
	Social Security						\$ 687					
Deferred Compensation <sup>1,2</sup>	\$ 513	\$ 146				\$ 54						
<b>Insurance</b>	Cafeteria		\$ 2,762									
	Health	\$ 1,814					\$ 1,490			\$ 1,770		
	Dental	\$ 130	\$ 168							\$ 128		
	Vision	\$ 7	\$ 23							\$ 19		
	Life <sup>3</sup>	\$ 132	\$ 29				\$ 10			\$ 57		
	LTD	\$ 86	\$ 47				\$ 43			\$ 51		
	STD/SDI		\$ 39							\$ 26		
Retiree Medical	\$ 1,814	\$ 1,527				\$ 736			\$ 1,770			
<b>Leaves</b>	Vacation	\$ 1,333	\$ 1,107				\$ 1,068			\$ 1,366		
	Holidays	\$ 667	\$ 420				\$ 667			\$ 527		
	Admin Leave		\$ 382									
<b>Benefit Package Total</b>		\$ 7,005	\$ 7,443	\$ 0	\$ 0	\$ 0	\$ 5,067	\$ 0	\$ 0	\$ 7,789	\$ 0	\$ 0

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Service Contract Administrator	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 8,317										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 225										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 42										
	Social Security											
	Deferred Compensation	\$ 333										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 86										
	LTD	\$ 56										
	STD/SDI											
Retiree Medical	\$ 1,814											
<b>Leaves</b>	Vacation	\$ 864										
	Holidays	\$ 432										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,900	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Source Control Inspector II	N/C	Environmental Compliance Inspector II	Environmental Compliance Inspector II	Pretreatment Program Coordinator	Pre-treatment and Source Control Inspector II	N/C	Source Control Inspector II	N/C	N/C	Source Control Program Specialist II
	<b>Top Monthly Salary</b>	\$ 6,696		\$ 6,704	\$ 6,863	\$ 7,854	\$ 7,355		\$ 8,908			\$ 9,172
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55	2.7%@55	2%@55		1.667%@57.5			2%@55
	Enhanced Formula Cost	\$ 181		\$ 429	\$ 336	\$ 503	\$ 199		\$ 134			\$ 248
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33			\$ 41	\$ 47						
	Social Security				\$ 426		\$ 456					\$ 569
Deferred Compensation <sup>1</sup>	\$ 268					\$ 54						
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490		\$ 2,133			
	Dental	\$ 130		\$ 45	\$ 66	\$ 117			\$ 110			
	Vision	\$ 7			\$ 19	\$ 21			\$ 17			
	Life <sup>2,3</sup>	\$ 69		\$ 2	\$ 16	\$ 30	\$ 10		\$ 11			\$ 4
	LTD	\$ 45				\$ 3	\$ 27		\$ 50			\$ 26
	STD/SDI								\$ 30			\$ 15
Retiree Medical <sup>4</sup>	\$ 1,814		\$ 100	\$ 1,848	\$ 766	\$ 736		\$ 250			\$ 623	
<b>Leaves</b>	Vacation	\$ 695		\$ 696	\$ 713	\$ 816	\$ 679		\$ 925			\$ 952
	Holidays	\$ 348		\$ 309	\$ 343	\$ 393	\$ 467		\$ 411			\$ 459
	Admin Leave								\$ 21			
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 0</b>	<b>\$ 2,815</b>	<b>\$ 5,656</b>	<b>\$ 4,815</b>	<b>\$ 4,118</b>	<b>\$ 0</b>	<b>\$ 4,092</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,087</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

3 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency	Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>	Source Control Manager	N/C	N/C	N/C	N/C	Source Control / Environmental Resources Supervisor	N/C	N/C	N/C	N/C	Source Control Program Manager
<b>Top Monthly Salary</b>	\$ 10,331					\$ 11,979					\$ 12,248
<b>Retirement</b>	Classic	2%@55				2%@55					2%@55
	Enhanced Formula Cost	\$ 279				\$ 323					\$ 331
	Other Ret.	\$ 98									
	ER Paid Member Contrib										
	Calc Classic EPMC as Spec Comp										
	Single Highest Year	\$ 52									
	Social Security					\$ 687					\$ 687
Deferred Compensation <sup>1</sup>	\$ 413				\$ 54					\$ 245	
<b>Insurance</b>	Cafeteria										\$ 2,192
	Health	\$ 1,814				\$ 1,490					
	Dental	\$ 130									
	Vision	\$ 7									
	Life <sup>2</sup>	\$ 107				\$ 10					\$ 4
	LTD	\$ 69				\$ 44					\$ 35
	STD/SDI										\$ 20
Retiree Medical	\$ 1,814				\$ 736					\$ 623	
<b>Leaves</b>	Vacation	\$ 1,073				\$ 1,106					\$ 1,272
	Holidays	\$ 536				\$ 783					\$ 612
	Admin Leave										\$ 236
<b>Benefit Package Total</b>	<b>\$ 6,393</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 5,234</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 6,256</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Standby Administrator / Mapping Analyst	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	N/A										
<b>Retirement</b>	Classic											
	Enhanced Formula Cost											
	Other Ret.											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security											
	Deferred Compensation											
<b>Insurance</b>	Cafeteria											
	Health											
	Dental											
	Vision											
	Life <sup>1</sup>											
	LTD											
	STD/SDI											
	Retiree Medical											
<b>Leaves</b>	Vacation											
	Holidays											
	Admin Leave											
<b>Benefit Package Total</b>		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Storekeeper II	Storekeeper II	Inventory Control Specialist	Senior Storekeeper	Inventory Control Specialist	Warehouse Technician	Material Control Clerk II	Senior Storekeeper	Warehouse Technician	Warehouse Technician II	Operations Technician II
	<b>Top Monthly Salary</b>	\$ 5,382	\$ 6,920	\$ 4,592	\$ 5,999	\$ 6,136	\$ 5,489	\$ 5,558	\$ 6,151	\$ 4,964	\$ 5,011	\$ 6,532
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 145	\$ 339	\$ 294	\$ 294	\$ 393	\$ 148	\$ 83	\$ 92		\$ 321	\$ 176
	Other Ret.	\$ 98								\$ 827		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 27	\$ 42		\$ 36	\$ 37					\$ 30	
	Social Security				\$ 372		\$ 340					\$ 405
Deferred Compensation <sup>1,2</sup>	\$ 215					\$ 54	\$ 167					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>3,4</sup>	\$ 56	\$ 14	\$ 2	\$ 14	\$ 24	\$ 10	\$ 27	\$ 11	\$ 23	\$ 24	\$ 4
	LTD	\$ 36	\$ 33			\$ 3	\$ 20	\$ 18	\$ 50	\$ 20	\$ 21	\$ 19
	STD/SDI		\$ 27						\$ 30	\$ 10		\$ 10
Retiree Medical <sup>5</sup>	\$ 1,814	\$ 1,527	\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 559	\$ 772	\$ 477	\$ 623	\$ 637	\$ 507	\$ 577	\$ 639	\$ 544	\$ 520	\$ 678
	Holidays	\$ 279	\$ 399	\$ 212	\$ 300	\$ 307	\$ 348	\$ 257	\$ 284	\$ 210	\$ 214	\$ 327
	Admin Leave								\$ 15			
<b>Benefit Package Total</b>		<b>\$ 5,181</b>	<b>\$ 6,105</b>	<b>\$ 2,363</b>	<b>\$ 5,420</b>	<b>\$ 4,424</b>	<b>\$ 3,654</b>	<b>\$ 3,705</b>	<b>\$ 3,630</b>	<b>\$ 5,322</b>	<b>\$ 3,734</b>	<b>\$ 4,434</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		System Support Manager	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	N/A										
<b>Retirement</b>	Classic											
	Enhanced Formula Cost											
	Other Ret.											
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year											
	Social Security											
	Deferred Compensation											
<b>Insurance</b>	Cafeteria											
	Health											
	Dental											
	Vision											
	Life <sup>1</sup>											
	LTD											
	STD/SDI											
	Retiree Medical											
<b>Leaves</b>	Vacation											
	Holidays											
	Admin Leave											
<b>Benefit Package Total</b>		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Systems Administrator II	Network Administrator II	Innovation & Technology Analyst II	Information Systems Analyst III	N/C	Network Administrator	Senior Network Administrator	Senior Information Technology Analyst	Senior Network Administrator	Senior Systems Administrator	Information Technology Specialist III
	<b>Top Monthly Salary</b>	\$ 8,937	\$ 11,592	\$ 7,996	\$ 10,384		\$ 9,856	\$ 10,194	\$ 10,967	\$ 9,361	\$ 9,000	\$ 9,172
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55		2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 241	\$ 568	\$ 512	\$ 509		\$ 266	\$ 153	\$ 165		\$ 576	\$ 248
	Other Ret.	\$ 98								\$ 1,559		
	ER Paid Member Contrib		\$ 290									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 45	\$ 70		\$ 62						\$ 54	
	Social Security				\$ 644		\$ 611					\$ 569
Deferred Compensation <sup>1, 2, 3</sup>	\$ 357	\$ 146	\$ 75			\$ 54	\$ 306					
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,848		\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 66			\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7	\$ 23		\$ 19			\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>4</sup>	\$ 92	\$ 34	\$ 46	\$ 25		\$ 10	\$ 49	\$ 11	\$ 43	\$ 43	\$ 4
	LTD	\$ 60	\$ 54				\$ 36	\$ 33	\$ 50	\$ 38	\$ 38	\$ 26
	STD/SDI		\$ 40						\$ 30	\$ 20		\$ 15
	Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,848		\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 928	\$ 1,293	\$ 923	\$ 1,078		\$ 910	\$ 1,059	\$ 1,139	\$ 1,026	\$ 935	\$ 952
	Holidays	\$ 464	\$ 490	\$ 369	\$ 519		\$ 569	\$ 470	\$ 506	\$ 396	\$ 385	\$ 459
	Admin Leave		\$ 446	\$ 123					\$ 211			
<b>Benefit Package Total</b>		\$ 6,051	\$ 7,911	\$ 3,396	\$ 6,618	\$ 0	\$ 4,682	\$ 4,646	\$ 4,621	\$ 6,769	\$ 4,634	\$ 5,087

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Inland Empire Utilities Agency: District Match.

3 - Irvine Ranch Water District: District Match.

4 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Systems Control Operator II	Treatment Facilities Operator	N/C	Supervisory Control Operator II	N/C	N/C	N/C	N/C	N/C	Senior Water Systems Operator	Operations Technician IV
	<b>Top Monthly Salary</b>	\$ 7,197	\$ 8,004		\$ 6,564						\$ 7,052	\$ 7,941
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55						2.7%@55	2%@55
	Enhanced Formula Cost	\$ 194	\$ 392		\$ 322						\$ 451	\$ 214
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 36	\$ 48		\$ 39						\$ 42	
	Social Security				\$ 407							\$ 492
Deferred Compensation	\$ 288											
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814			\$ 1,848						\$ 2,130	
	Dental	\$ 130	\$ 168		\$ 66						\$ 123	
	Vision	\$ 7	\$ 23		\$ 19						\$ 21	
	Life <sup>1</sup>	\$ 74	\$ 16		\$ 16						\$ 34	\$ 4
	LTD	\$ 48	\$ 38								\$ 30	\$ 23
	STD/SDI		\$ 28									\$ 13
Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,848						\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 747	\$ 893		\$ 682						\$ 732	\$ 825
	Holidays	\$ 374	\$ 462		\$ 328						\$ 302	\$ 397
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,625	\$ 6,357	\$ 0	\$ 5,574	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,194	\$ 4,783

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Telephone Operator	N/C	N/C	Switchboard Operator / Receptionist	N/C	N/C	N/C	N/C	Administrative Support Technician-Receptionist	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 3,829			\$ 4,504					\$ 5,212		
<b>Retirement</b>	Classic	2%@55			2.5%@55							
	Enhanced Formula Cost	\$ 103			\$ 221							
	Other Ret.	\$ 98							\$ 868			
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 19			\$ 27							
	Social Security				\$ 279							
	Deferred Compensation	\$ 153										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814			\$ 1,848				\$ 1,770			
	Dental	\$ 130			\$ 66				\$ 128			
	Vision	\$ 7			\$ 19				\$ 19			
	Life <sup>1</sup>	\$ 40			\$ 11				\$ 24			
	LTD	\$ 26							\$ 21			
	STD/SDI								\$ 11			
	Retiree Medical	\$ 1,814			\$ 1,848				\$ 1,770			
<b>Leaves</b>	Vacation	\$ 398			\$ 468				\$ 571			
	Holidays	\$ 199			\$ 225				\$ 221			
	Admin Leave											
<b>Benefit Package Total</b>		\$ 4,801	\$ 0	\$ 0	\$ 5,011	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,403	\$ 0	\$ 0

N/C - Non Comparator

<sup>1</sup> - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Treatment Process Control Specialist II	N/C	N/C	N/C	N/C	Operations Specialist	Process Specialist	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 7,732					\$ 8,109	\$ 8,395				
<b>Retirement</b>	Classic	2%@55					2%@55	2%@60				
	Enhanced Formula Cost	\$ 209					\$ 219	\$ 126				
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 39										
	Social Security						\$ 503					
	Deferred Compensation <sup>1, 2</sup>	\$ 309					\$ 54	\$ 252				
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490	\$ 1,687				
	Dental	\$ 130						\$ 128				
	Vision	\$ 7						\$ 24				
	Life <sup>3</sup>	\$ 80					\$ 10	\$ 40				
	LTD	\$ 52					\$ 30	\$ 28				
	STD/SDI											
	Retiree Medical	\$ 1,814					\$ 736	\$ 736				
<b>Leaves</b>	Vacation	\$ 803					\$ 748	\$ 872				
	Holidays	\$ 401					\$ 468	\$ 387				
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,756	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,258	\$ 4,280	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Valve Technician II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,649										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 153										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28										
	Social Security											
	Deferred Compensation	\$ 226										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 58										
	LTD	\$ 38										
	STD/SDI											
	Retiree Medical	\$ 1,814										
<b>Leaves</b>	Vacation	\$ 587										
	Holidays	\$ 293										
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,246</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail**  
**January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Warehouse Manager	N/C	N/C	N/C	N/C	N/C	N/C	Materials Control Supervisor	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 9,611							\$ 10,967			
<b>Retirement</b>	Classic	2%@55							1.667%@57			
	Enhanced Formula Cost	\$ 260							\$ 165			
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 48										
	Social Security											
	Deferred Compensation	\$ 384										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814							\$ 2,133			
	Dental	\$ 130							\$ 110			
	Vision	\$ 7							\$ 17			
	Life <sup>1</sup>	\$ 99							\$ 11			
	LTD	\$ 64							\$ 50			
	STD/SDI								\$ 30			
	Retiree Medical	\$ 1,814						\$ 250				
<b>Leaves</b>	Vacation	\$ 998							\$ 1,139			
	Holidays	\$ 499							\$ 506			
	Admin Leave								\$ 211			
<b>Benefit Package Total</b>		<b>\$ 6,216</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,621</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency	Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>	Wastewater Collection Manager	N/C	Wastewater Operations Manager	N/C	Wastewater Collections System Superintendent	[Deputy Manager of Operations / Collection System Supervisor]	Collection Systems Manager	N/C	N/C	Water Reclamation Manager	Operations Field Manager
<b>Top Monthly Salary</b>	\$ 10,331		\$ 11,318		\$ 9,591	\$ 11,463	\$ 10,968			\$ 13,212	\$ 14,155
<b>Retirement</b>	Classic	2%@55		2.7%@55		2.7%@55	2%@55	2%@60		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 279		\$ 724		\$ 614	\$ 310	\$ 165		\$ 846	\$ 382
	Other Ret.	\$ 98									
	ER Paid Member Contrib										
	Calc Classic EPMC as Spec Comp										
	Single Highest Year	\$ 52				\$ 58				\$ 79	
<b>Insurance</b>	Social Security						\$ 687				\$ 687
	Deferred Compensation <sup>1,2</sup>	\$ 413		\$ 75		\$ 54	\$ 329				\$ 283
	Cafeteria										\$ 2,192
	Health	\$ 1,814		\$ 1,304		\$ 2,121	\$ 1,490	\$ 1,687		\$ 2,130	
	Dental	\$ 130		\$ 45		\$ 117	\$ 128	\$ 128		\$ 123	
	Vision	\$ 7				\$ 21	\$ 24	\$ 24		\$ 21	
<b>Leaves</b>	Life <sup>3</sup>	\$ 107		\$ 65		\$ 32	\$ 10	\$ 53		\$ 63	\$ 4
	LTD	\$ 69				\$ 3	\$ 42	\$ 36		\$ 55	\$ 40
	STD/SDI										\$ 23
	Retiree Medical <sup>4</sup>	\$ 1,814				\$ 766	\$ 736	\$ 736		\$ 328	\$ 623
	Vacation	\$ 1,073		\$ 1,306		\$ 996	\$ 1,058	\$ 1,139		\$ 1,372	\$ 1,470
	Holidays	\$ 536		\$ 522		\$ 480	\$ 838	\$ 506		\$ 565	\$ 708
Admin Leave			\$ 174		\$ 184					\$ 272	
<b>Benefit Package Total</b>	\$ 6,393	\$ 0	\$ 4,216	\$ 0	\$ 5,390	\$ 5,225	\$ 4,803	\$ 0	\$ 0	\$ 5,584	\$ 6,684

N/C - Non Comparator  
1 - Inland Empire Utilities Agency: District Match.  
2 - Irvine Ranch Water District: District Match.  
3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.  
4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Water Operations Manager	Water Production Manager	Utilities Water Systems Operations Manager	[Assistant Director Operations / Chief Domestic Water Serviceworker]	Water Operations Manager	N/C	Operations Manager (Water)	N/C	N/C	Water Operations Manager	Operations Field Manager
	<b>Top Monthly Salary</b>	\$ 10,331	\$ 13,537	\$ 12,954	\$ 12,363	\$ 13,479		\$ 11,806			\$ 14,566	\$ 14,155
<b>Retirement</b>	Classic	2%@55	2.5%@55	2.7%@55	2.5%@55	2.7%@55		2%@60			2.7%@55	2%@55
	Enhanced Formula Cost	\$ 279	\$ 663	\$ 829	\$ 606	\$ 863		\$ 177			\$ 932	\$ 382
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52	\$ 81		\$ 74	\$ 81					\$ 87	
	Social Security				\$ 687							\$ 687
Deferred Compensation <sup>1,2</sup>	\$ 413	\$ 146	\$ 75				\$ 354				\$ 283	
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814		\$ 1,304	\$ 1,732	\$ 2,121		\$ 1,687			\$ 2,130	
	Dental	\$ 130	\$ 168	\$ 45	\$ 62	\$ 117		\$ 128			\$ 123	
	Vision	\$ 7	\$ 23		\$ 18	\$ 21		\$ 24			\$ 21	
	Life <sup>3</sup>	\$ 107	\$ 40	\$ 75	\$ 29	\$ 32		\$ 57			\$ 70	\$ 4
	LTD	\$ 69	\$ 64			\$ 3		\$ 39			\$ 61	\$ 40
	STD/SDI		\$ 40									\$ 23
	Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,732	\$ 766		\$ 736			\$ 328	\$ 623
<b>Leaves</b>	Vacation	\$ 1,073	\$ 1,510	\$ 1,495	\$ 1,284	\$ 1,400		\$ 1,226			\$ 1,513	\$ 1,470
	Holidays	\$ 536	\$ 573	\$ 598	\$ 618	\$ 674		\$ 545			\$ 623	\$ 708
	Admin Leave		\$ 625	\$ 199	\$ 95	\$ 259						\$ 272
<b>Benefit Package Total</b>		\$ 6,393	\$ 8,559	\$ 4,620	\$ 6,937	\$ 6,335	\$ 0	\$ 4,974	\$ 0	\$ 0	\$ 5,890	\$ 6,684

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail**  
**January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Water Operations Technician II	N/C	N/C	N/C	N/C	Recycled Water / Groundwater Recharge Maintenance Technician	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,649					\$ 7,004					
<b>Retirement</b>	Classic	2%@55					2%@55					
	Enhanced Formula Cost	\$ 153					\$ 189					
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28										
	Social Security						\$ 434					
Deferred Compensation <sup>1</sup>	\$ 226					\$ 54						
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814					\$ 1,490					
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>2</sup>	\$ 58					\$ 10					
	LTD	\$ 38					\$ 26					
	STD/SDI											
Retiree Medical	\$ 1,814					\$ 736						
<b>Leaves</b>	Vacation	\$ 587					\$ 647					
	Holidays	\$ 293					\$ 445					
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,246	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,031	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Water Reclamation Plant Maintenance Technician II	N/C	Wastewater Maintenance Mechanic	Mechanical Technologist II	Mechanical Technician II	Mechanic II	Senior Maintenance Mechanic	Senior Mechanic Collections	Maintenance Technician Grade II	Plant Maintenance Technician II	Operations Technician III
	<b>Top Monthly Salary</b>	\$ 6,696		\$ 5,675	\$ 6,863	\$ 7,118	\$ 7,004	\$ 7,255	\$ 7,797	\$ 7,701	\$ 6,092	\$ 7,202
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 181		\$ 363	\$ 336	\$ 456	\$ 189	\$ 109	\$ 117		\$ 390	\$ 194
	Other Ret.	\$ 98								\$ 1,282		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33			\$ 41	\$ 43					\$ 37	
	Social Security				\$ 426		\$ 434					\$ 447
Deferred Compensation <sup>1,2</sup>	\$ 268					\$ 54	\$ 218					
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130		\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7			\$ 18	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>3</sup>	\$ 69		\$ 2	\$ 16	\$ 27	\$ 10	\$ 35	\$ 11	\$ 35	\$ 29	\$ 4
	LTD	\$ 45				\$ 3	\$ 26	\$ 24	\$ 50	\$ 31	\$ 26	\$ 21
	STD/SDI								\$ 30	\$ 16		\$ 11
Retiree Medical <sup>4</sup>	\$ 1,814		\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623	
<b>Leaves</b>	Vacation <sup>5</sup>	\$ 695		\$ 589	\$ 713	\$ 739	\$ 647	\$ 753	\$ 675	\$ 844	\$ 633	\$ 748
	Holidays	\$ 348		\$ 262	\$ 343	\$ 356	\$ 445	\$ 335	\$ 360	\$ 326	\$ 261	\$ 360
	Admin Leave											
<b>Benefit Package Total</b>		<b>\$ 5,502</b>	<b>\$ 0</b>	<b>\$ 2,595</b>	<b>\$ 5,655</b>	<b>\$ 4,648</b>	<b>\$ 4,031</b>	<b>\$ 4,049</b>	<b>\$ 3,752</b>	<b>\$ 6,223</b>	<b>\$ 3,977</b>	<b>\$ 4,600</b>

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

5 - Orange County Sanitation District: PTO Annual Leave.



**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Water Reclamation Plant Operator II	N/C	Wastewater Plant Operator II	Wastewater Reclamation Plant Operator II	Wastewater Treatment Operator II	Wastewater Treatment Plant Operator II	Operator II (Recycling)	Plant Operator	Plant Operator Grade II	Wastewater Plant Operator II	Operations Technician III
	<b>Top Monthly Salary</b>	\$ 6,228		\$ 6,362	\$ 6,863	\$ 6,774	\$ 7,004	\$ 7,255	\$ 7,608	\$ 7,701	\$ 6,092	\$ 7,202
<b>Retirement</b>	Classic	2%@55		2.7%@55	2.5%@55	2.7%@55	2%@55	2%@60	1.667%@57.5		2.7%@55	2%@55
	Enhanced Formula Cost	\$ 168		\$ 407	\$ 336	\$ 434	\$ 189	\$ 109	\$ 114		\$ 390	\$ 194
	Other Ret.	\$ 98								\$ 1,282		
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 31			\$ 41	\$ 41					\$ 37	
	Social Security				\$ 426		\$ 434					\$ 447
Deferred Compensation <sup>1,2</sup>	\$ 249					\$ 54	\$ 218					
<b>Insurance</b>	Cafeteria											\$ 2,192
	Health	\$ 1,814		\$ 1,233	\$ 1,848	\$ 2,121	\$ 1,490	\$ 1,687	\$ 2,133	\$ 1,770	\$ 2,130	
	Dental	\$ 130		\$ 45	\$ 66	\$ 117		\$ 128	\$ 110	\$ 128	\$ 123	
	Vision	\$ 7			\$ 19	\$ 21		\$ 24	\$ 17	\$ 19	\$ 21	
	Life <sup>3,4</sup>	\$ 64		\$ 2	\$ 16	\$ 26	\$ 10	\$ 35	\$ 11	\$ 35	\$ 29	\$ 4
	LTD	\$ 42				\$ 3	\$ 26	\$ 24	\$ 50	\$ 31	\$ 26	\$ 21
	STD/SDI								\$ 30	\$ 16		\$ 11
Retiree Medical <sup>5</sup>	\$ 1,814		\$ 100	\$ 1,848	\$ 766	\$ 736	\$ 736	\$ 736	\$ 250	\$ 1,770	\$ 328	\$ 623
<b>Leaves</b>	Vacation <sup>6</sup>	\$ 647		\$ 661	\$ 713	\$ 703	\$ 647	\$ 753	\$ 658	\$ 844	\$ 633	\$ 748
	Holidays	\$ 323		\$ 294	\$ 343	\$ 339	\$ 377	\$ 335	\$ 351	\$ 326	\$ 261	\$ 360
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,388	\$ 0	\$ 2,742	\$ 5,656	\$ 4,569	\$ 3,963	\$ 4,049	\$ 3,724	\$ 6,223	\$ 3,977	\$ 4,600

N/C - Non Comparator

1 - Inland Empire Utilities Agency: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

4 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.

5 - Elsinore Valley Municipal Water District: Employee must be in Cigna HMO at time of retirement.

6 - Orange County Sanitation District: PTO Annual Leave.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Water Resources Planning Manager	Water Supply and Planning Manager	N/C	Water Resources Manager	N/C	N/C	Water Resources Manager	N/C	N/C	Water Resources Manager	Water Planning and Policy Manager
	<b>Top Monthly Salary</b>	\$ 10,331	\$ 13,537		\$ 14,209			\$ 11,806			\$ 13,872	\$ 12,248
<b>Retirement</b>	Classic	2%@55	2.5%@55		2.5%@55			2%@60			2.7%@55	2%@55
	Enhanced Formula Cost	\$ 279	\$ 663		\$ 696			\$ 177			\$ 888	\$ 331
	Other Ret.	\$ 98										
	ER Paid Member Contrib		\$ 338									
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 52	\$ 81		\$ 85						\$ 83	
	Social Security				\$ 687							\$ 687
Deferred Compensation <sup>1,2</sup>	\$ 413	\$ 146					\$ 354				\$ 245	
<b>Insurance</b>	Cafeteria		\$ 2,762									\$ 2,192
	Health	\$ 1,814			\$ 1,732			\$ 1,687			\$ 2,130	
	Dental	\$ 130	\$ 168		\$ 62			\$ 128			\$ 123	
	Vision	\$ 7	\$ 23		\$ 18			\$ 24			\$ 21	
	Life <sup>3</sup>	\$ 107	\$ 40		\$ 34			\$ 57			\$ 67	\$ 4
	LTD	\$ 69	\$ 64					\$ 39			\$ 58	\$ 35
	STD/SDI		\$ 40									\$ 20
Retiree Medical	\$ 1,814	\$ 1,527		\$ 1,732			\$ 736			\$ 328	\$ 623	
<b>Leaves</b>	Vacation	\$ 1,073	\$ 1,510		\$ 1,476			\$ 1,226			\$ 1,441	\$ 1,272
	Holidays	\$ 536	\$ 573		\$ 710			\$ 545			\$ 594	\$ 612
	Admin Leave		\$ 625		\$ 109							\$ 236
<b>Benefit Package Total</b>		\$ 6,393	\$ 8,559	\$ 0	\$ 7,341	\$ 0	\$ 0	\$ 4,974	\$ 0	\$ 0	\$ 5,733	\$ 6,256

N/C - Non Comparator

1 - Alameda County Water District: District Match.

2 - Irvine Ranch Water District: District Match.

3 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail**  
**January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Water Resources Technician II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 6,696										
<b>Retirement</b>	Classic	2%@55										
	Enhanced Formula Cost	\$ 181										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 33										
	Social Security											
	Deferred Compensation	\$ 268										
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1</sup>	\$ 69										
	LTD	\$ 45										
	STD/SDI											
Retiree Medical	\$ 1,814											
<b>Leaves</b>	Vacation	\$ 695										
	Holidays	\$ 348										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

**Eastern Municipal Water District - Benefit Detail  
January 2019**

Agency		Eastern Municipal Water District	Alameda County Water District	City of Riverside Public Utilities	Coachella Valley Water District	Elsinore Valley Municipal Water District	Inland Empire Utilities Agency	Irvine Ranch Water District	Orange County Sanitation District	Orange County Water District	Rancho California Water District	Western Municipal Water District
<b>Benchmark/ Comparator Agency Match</b>		Waterworks Technician II	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Monthly Salary</b>	\$ 5,649										
<b>Retirement</b>	Classic	2% @ 55										
	Enhanced Formula Cost	\$ 153										
	Other Ret.	\$ 98										
	ER Paid Member Contrib											
	Calc Classic EPMC as Spec Comp											
	Single Highest Year	\$ 28										
	Social Security											
Deferred Compensation	\$ 226											
<b>Insurance</b>	Cafeteria											
	Health	\$ 1,814										
	Dental	\$ 130										
	Vision	\$ 7										
	Life <sup>1, 2</sup>	\$ 58										
	LTD	\$ 38										
	STD/SDI											
Retiree Medical	\$ 1,814											
<b>Leaves</b>	Vacation	\$ 587										
	Holidays	\$ 293										
	Admin Leave											
<b>Benefit Package Total</b>		\$ 5,246	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - Eastern Municipal Water District: Includes District contribution of 50% of the cost of employee supplemental life insurance.

2 - Elsinore Valley Municipal Water District: 2 x employee's annual salary plus \$1,000 each for dependent coverage.