

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Operations Manager					
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase
1	Padre Dam Municipal Water District	Director of Operations & Water Quality	\$21,843	7/1/2014	7/1/2015
2	Vista Irrigation District	Director of Water Resources / Field Services Manager	\$21,486	1/1/2014	1/1/2015
3	Otay Water District	Chief, Water Operations	\$21,448	7/1/2014	Unknown
4	Olivenhain Municipal Water District	Operations Manager	\$20,233	6/28/2014	Unknown
5	Valley Center Municipal Water District	Director of Operations/Facilities	\$19,811	6/27/2014	7/1/2015
6	Rainbow Municipal Water District	Operations Manager	\$19,385	8/15/2014	7/3/2015
7	Elsinore Valley Municipal Water District	Director of Operations / Water Operations Manager	\$18,953	1/1/2014	1/1/2015
8	Rancho California Water District	Director of Operations & Maintenance / Water Operations Manager	\$18,829	7/1/2014	Unknown
9	Vallecitos Water District	Operations & Maintenance Manager	\$18,443	3/5/2014	3/1/2015
10	Fallbrook Public Utility District	Operations Manager	\$16,229	7/1/2014	
11	Ramona Municipal Water District	Water Operations Superintendent	\$15,658	1/1/2014	1/1/2015
12	Eastern Municipal Water District	Director of Water Operations / Water Distribution Manager / Water Production Manager / Wastewater Collection Manager	\$15,182	7/27/2014	7/26/2015
13	City of Escondido	Utilities Manager	\$15,038	10/23/2014	Unknown
14	City of Oceanside	Water Utilities Division Manager	\$13,339	10/1/2014	Unknown
	Encina Wastewater Authority	N/C			
Average of Comparators			\$18,434		
% FPUD Above/Below			-13.6%		
Median of Comparators			\$18,953		
% FPUD Above/Below			-16.8%		
Number of Matches			13		

NOTE: All calculations exclude FPUD

N/C - Non Comparator

Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014

Next Percentage Increase
Unknown
2.9%
Unknown
Unknown
Unknown
2%
1.5%
Unknown
3%
4%
3%
Unknown
Unknown

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Operations Technician			Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
Rank	Comparator Agency	Class Title				
1	Rancho California Water District	Operations and Maintenance Technician	\$10,172	7/1/2013	7/1/2017	Unknown
2	Fallbrook Public Utility District	Operations Technician	\$9,596	7/1/2014		
3	Vista Irrigation District	Water Resources Office Assistant	\$8,986	1/1/2014	1/1/2015	2.9%
4	City of Escondido	Utilities Technician	\$7,418	7/1/2014	6/30/2015	2%
	City of Oceanside	N/C				
	Eastern Municipal Water District	N/C				
	Elsinore Valley Municipal Water District	N/C				
	Encina Wastewater Authority	N/C				
	Olivenhain Municipal Water District	N/C				
	Otay Water District	N/C				
	Padre Dam Municipal Water District	N/C				
	Rainbow Municipal Water District	N/C				
	Ramona Municipal Water District	N/C				
	Vallecitos Water District	N/C				
	Valley Center Municipal Water District	N/C				
		Average of Comparators % FPUD Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Median of Comparators % FPUD Above/Below	Insufficient Data to do Analysis Insufficient Data to do Analysis			
		Number of Matches	3			
NOTE: All calculations exclude FPUD						

N/C - Non Comparator

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Safety and Risk Administrator					
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase
1	Vista Irrigation District	Safety and Risk Manager	\$17,151	1/1/2014	1/1/2015
2	Padre Dam Municipal Water District	Safety & Risk Manager	\$16,549	7/1/2014	7/1/2015
3	Encina Wastewater Authority	Safety & Training Manager	\$15,086	7/1/2012	Unknown
4	Olivenhain Municipal Water District	Safety/Risk Compliance Administrator	\$13,512	6/28/2014	Unknown
5	Vallecitos Water District	Risk Management Supervisor	\$13,128	3/5/2014	3/1/2015
6	Otay Water District	Safety & Security Specialist	\$13,088	7/1/2014	Unknown
7	Elsinore Valley Municipal Water District	Safety Officer	\$13,057	1/1/2014	1/1/2015
8	Rancho California Water District	Safety & Risk Officer	\$13,006	7/1/2013	7/1/2017
9	City of Escondido	Risk & Safety Manager	\$12,701	10/23/2014	6/30/2015
10	Eastern Municipal Water District	Safety & Risk Manager / Safety Officer	\$12,483	7/27/2014	7/26/2015
11	Valley Center Municipal Water District	Safety & Regulatory Compliance Supervisor	\$11,928	6/27/2014	7/1/2015
12	Fallbrook Public Utility District	Safety and Risk Administrator	\$10,425	7/1/2014	
13	Rainbow Municipal Water District	Safety Administrator II	\$9,900	8/15/2014	7/3/2015
	City of Oceanside	N/C			
	Ramona Municipal Water District	N/C			
Average of Comparators			\$13,466		
% FPUD Above/Below			-29.2%		
Median of Comparators			\$13,072		
% FPUD Above/Below			-25.4%		
Number of Matches			12		

NOTE: All calculations exclude FPUD

N/C - Non Comparator

Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014

Next Percentage Increase
2.9%
Unknown
Unknown
Unknown
3%
Unknown
1.5%
Unknown
2%
3%
Unknown
2%

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Secretary						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Board Secretary	\$12,859	7/1/2014	7/1/2015	Unknown
2	Otay Water District	District Secretary	\$12,560	7/1/2014	Unknown	Unknown
3	Rainbow Municipal Water District	Executive Assistant/Board Secretary	\$12,142	8/15/2014	7/3/2015	2%
4	Vista Irrigation District	Executive Assistant/Secretary to the Board of Directors	\$12,102	1/1/2014	1/1/2015	2.9%
5	Valley Center Municipal Water District	Executive Assistant/Secretary to the Board	\$11,959	6/27/2014	7/1/2015	Unknown
6	Rancho California Water District	District Secretary	\$11,488	7/1/2013	7/1/2017	Unknown
7	Olivenhain Municipal Water District	Executive Secretary	\$11,381	6/28/2014	Unknown	Unknown
8	Vallecitos Water District	Executive Secretary	\$11,319	3/5/2014	3/1/2015	3%
9	Elsinore Valley Municipal Water District	District Secretary-Administrative Services Supervisor / Executive Secretary	\$11,098	1/1/2014	1/1/2015	1.5%
10	Eastern Municipal Water District	Secretary to the Board/Assistant to the General Manager / Deputy Board Secretary II	\$10,397	7/27/2014	7/26/2015	3%
11	Fallbrook Public Utility District	Secretary	\$10,208	7/1/2014		
12	Encina Wastewater Authority	Administrative Assistant IV	\$10,060	7/1/2012	Unknown	Unknown
	City of Escondido	N/C				
	City of Oceanside	N/C				
	Ramona Municipal Water District	N/C				
		Average of Comparators	\$11,579			
		% FPUD Above/Below	-13.4%			
		Median of Comparators	\$11,488			
		% FPUD Above/Below	-12.5%			
		Number of Matches	11			

NOTE: All calculations exclude FPUD

N/C - Non Comparator

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Senior Accountant						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Fallbrook Public Utility District	Senior Accountant	\$14,256	7/1/2014		
2	Olivenhain Municipal Water District	Accounting Supervisor	\$12,703	6/28/2014	Unknown	Unknown
3	Elsinore Valley Municipal Water District	Purchasing Supervisor / Accountant II	\$11,964	1/1/2014	1/1/2015	1.5%
4	Eastern Municipal Water District	Purchasing Manager / Warehouse Manager / Accountant	\$11,549	7/27/2014	7/26/2015	3%
5	Vallecitos Water District	Purchasing/Warehouse Supervisor / Accountant	\$10,969	3/5/2014	3/1/2015	3%
6	Rancho California Water District	Purchasing/Warehouse Supervisor / Accountant	\$10,401	7/1/2013	7/1/2017	Unknown
7	City of Escondido	Buyer/Stores Supervisor / Accountant II	\$8,042	7/1/2014	6/30/2015	2%
	City of Oceanside	N/C				
	Encina Wastewater Authority	N/C				
	Otay Water District	N/C				
	Padre Dam Municipal Water District	N/C				
	Rainbow Municipal Water District	N/C				
	Ramona Municipal Water District	N/C				
	Valley Center Municipal Water District	N/C				
	Vista Irrigation District	N/C				
		Average of Comparators	\$10,938			
		% FPUD Above/Below	23.3%			
		Median of Comparators	\$11,259			
		% FPUD Above/Below	21.0%			
		Number of Matches	6			

NOTE: All calculations exclude FPUD

N/C - Non Comparator

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Superintendent						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Rancho California Water District	Field Services Manager - Construction / Facilities	\$16,798	7/1/2013	7/1/2017	Unknown
2	Otay Water District	Utility Services Manager	\$16,515	7/1/2014	Unknown	Unknown
3	Vista Irrigation District	Construction Supervisor / Field Services Manager	\$16,475	1/1/2014	1/1/2015	2.9%
4	Ramona Municipal Water District	Water Operations Superintendent	\$15,658	1/1/2014	1/1/2015	4%
5	Padre Dam Municipal Water District	Assistant Operations Manager / Distribution Maintenance Supervisor	\$14,751	7/1/2014	7/1/2015	Unknown
6	Fallbrook Public Utility District	Superintendent	\$14,256	7/1/2014		
7	Eastern Municipal Water District	Field Services Manager	\$13,257	7/27/2014	7/26/2015	3%
8	Valley Center Municipal Water District	Construction/Maintenance Supervisor	\$12,940	6/27/2014	7/1/2015	Unknown
9	Olivenhain Municipal Water District	Operations Supervisor (Construction)	\$12,703	6/28/2014	Unknown	Unknown
10	Elsinore Valley Municipal Water District	Field Maintenance Superintendent	\$12,457	1/1/2014	1/1/2015	1.5%
11	Vallecitos Water District	Systems Construction Supervisor	\$12,325	3/5/2014	3/1/2015	3%
12	City of Escondido	Water Distribution Superintendent	\$11,573	10/23/2014	6/30/2015	2%
	City of Oceanside	N/C				
	Encina Wastewater Authority	N/C				
	Rainbow Municipal Water District	N/C				
		Average of Comparators	\$14,132			
		% FPUD Above/Below	0.9%			
		Median of Comparators	\$13,257			
		% FPUD Above/Below	7.0%			
		Number of Matches	11			

NOTE: All calculations exclude FPUD

N/C - Non Comparator

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Systems Operator II						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Systems Operator/Technician	\$11,421	7/1/2014	7/1/2015	Unknown
2	Vista Irrigation District	Systems Operator II	\$10,916	1/1/2014	1/1/2015	2.9%
3	Ramona Municipal Water District	Systems Operator III	\$10,868	1/1/2014	1/1/2015	4%
4	Olivenhain Municipal Water District	Systems Operator II	\$10,091	6/28/2014	Unknown	Unknown
5	Elsinore Valley Municipal Water District	Water Production Operator III	\$10,035	1/1/2014	1/1/2015	1.5%
6	Rainbow Municipal Water District	System Operator II	\$9,900	8/15/2014	7/3/2015	2%
7	Vallecitos Water District	Water Systems Operator II	\$9,791	3/5/2014	3/1/2015	3%
8	Eastern Municipal Water District	Distribution Operator III / Systems Control Operator II	\$9,776	7/27/2014	7/26/2015	3%
9	Otay Water District	Water Systems Operator III	\$9,714	7/1/2014	Unknown	Unknown
10	Valley Center Municipal Water District	Water Systems Technician II	\$9,603	6/27/2014	7/1/2015	Unknown
11	Rancho California Water District	Water Systems Operator II	\$9,039	7/1/2013	7/1/2017	Unknown
12	Fallbrook Public Utility District	Systems Operator II	\$8,845	7/1/2014		
13	City of Oceanside	Distribution Operator III	\$8,269	10/1/2014	Unknown	Unknown
	City of Escondido	N/C				
	Encina Wastewater Authority	N/C				
Average of Comparators			\$9,952			
% FPUD Above/Below			-12.5%			
Median of Comparators			\$9,845			
% FPUD Above/Below			-11.3%			
Number of Matches			12			

NOTE: All calculations exclude FPUD

N/C - Non Comparator

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Utility Worker II					
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase
1	Rainbow Municipal Water District	Utility Worker III	\$9,900	8/15/2014	7/3/2015
2	Padre Dam Municipal Water District	Utility Worker	\$9,614	7/1/2014	7/1/2015
3	Valley Center Municipal Water District	Construction/Maintenance Technician II	\$9,603	6/27/2014	7/1/2015
4	Vallecitos Water District	Systems Construction Worker II	\$9,595	3/5/2014	3/1/2015
5	Otay Water District	Senior Utility Worker/Equipment Operator	\$9,336	7/1/2014	Unknown
6	Ramona Municipal Water District	Utility Worker II	\$8,808	1/1/2014	1/1/2015
7	Vista Irrigation District	Construction Worker	\$8,673	1/1/2014	1/1/2015
8	Elsinore Valley Municipal Water District	Field Maintenance Worker II	\$8,590	1/1/2014	1/1/2015
9	Eastern Municipal Water District	Pipeline Construction Utility Worker II	\$8,368	7/27/2014	7/26/2015
10	Olivenhain Municipal Water District	Utility II	\$8,160	6/28/2014	Unknown
11	Rancho California Water District	Field Services Worker II - Operations & Construction	\$8,061	7/1/2013	7/1/2017
12	Fallbrook Public Utility District	Utility Worker II (Water)	\$7,699	7/1/2014	
13	City of Oceanside	Utility Worker II	\$7,666	10/1/2014	Unknown
14	City of Escondido	Water Distribution Technician II	\$6,242	7/1/2014	6/30/2015
	Encina Wastewater Authority	N/C			
Average of Comparators			\$8,663		
% FPUD Above/Below			-12.5%		
Median of Comparators			\$8,673		
% FPUD Above/Below			-12.7%		
Number of Matches			13		
NOTE: All calculations exclude FPUD					

N/C - Non Comparator

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Next Percentage Increase
2%
Unknown
Unknown
3%
Unknown
4%
2.9%
1.5%
3%
Unknown
Unknown
Unknown
2%

**Fallbrook Public Utility District
Total Monthly Compensation Data
November 2014**

Warehouse/Purchasing Specialist						
Rank	Comparator Agency	Class Title	Total Monthly Comp	Effective Date	Next Salary Increase	Next Percentage Increase
1	Padre Dam Municipal Water District	Warehouse Specialist	\$10,560	7/1/2014	7/1/2015	Unknown
2	Rainbow Municipal Water District	General Services Technician II	\$9,900	8/15/2014	7/3/2015	2%
3	Ramona Municipal Water District	Purchasing/Warehouse Assistant II	\$9,139	1/1/2014	1/1/2015	4%
4	Encina Wastewater Authority	Inventory Control Specialist	\$9,030	7/1/2012	Unknown	Unknown
5	Rancho California Water District	Purchasing Agent II / Senior Warehouse Technician	\$8,884	7/1/2013	7/1/2017	Unknown
6	Eastern Municipal Water District	Storekeeper II / Buyer	\$8,767	7/27/2014	7/26/2015	3%
7	Vista Irrigation District	Inventory Control Clerk	\$8,673	1/1/2014	1/1/2015	2.9%
8	Elsinore Valley Municipal Water District	Inventory Control Specialist	\$8,590	1/1/2014	1/1/2015	1.5%
9	Otay Water District	Warehouse/Delivery Worker / Assistant Buyer	\$8,267	7/1/2014	7/1/2015	2-3%
10	Vallecitos Water District	Warehouse Assistant II	\$8,178	3/5/2014	3/1/2015	3%
11	Olivenhain Municipal Water District	Purchasing/Warehouse Clerk	\$8,148	6/28/2014	Unknown	Unknown
12	Fallbrook Public Utility District	Warehouse/Purchasing Specialist	\$8,005	7/1/2014		
13	City of Oceanside	Purchasing Technician	\$6,419	10/1/2014	Unknown	Unknown
14	City of Escondido	Purchasing/Inventory Control Coordinator	\$5,875	7/1/2014	6/30/2015	2%
	Valley Center Municipal Water District	N/C				
Average of Comparators			\$8,495			
% FPUD Above/Below			-6.1%			
Median of Comparators			\$8,673			
% FPUD Above/Below			-8.3%			
Number of Matches			13			
NOTE: All calculations exclude FPUD						

N/C - Non Comparator