

Georgetown Divide Public Utility District

Title: Summary

Analysis Date: May 2023

Classification	Variance from Total Comp Median	Variance from Total Comp Average
Administrative Aide II	-25.42%	-19.79%
Canal Operator II	-20.57%	-18.99%
Distribution Operator II	-4.02%	-5.82%
Executive Assistant	-42.38%	-36.95%
Field Superintendent	-27.62%	-27.88%
General Manager	-20.76%	-26.75%
HR-IT Specialist	-15.85%	-16.70%
Maintenance Worker II	-25.02%	-22.92%
Office-Finance Manager	-31.82%	-25.50%
Operations Manager	-28.32%	-29.75%
Wastewater Technician II	-32.43%	-23.89%
Water Resource Manager	-31.20%	-24.36%
Water Treatment Plant Operator III	-10.66%	-10.24%

Footnotes:

No information was received from Kirkwood Meadows PUD. As a result, their information is not included in the survey.

Individual worksheets provide further analysis where necessary.

Georgetown Divide Public Utility District

Title: Agency Data

Analysis Date: May 2023

Survey Agency	Approximate # of Employees
Amador Water Agency	54
Calaveras County Water District	53
El Dorado Irrigation District	293
Groveland CSD	26
Kirkwood Meadows PUD	32
Nevada Irrigation District	265
North Tahoe PUD	56
Paradise ID	52
Placer County Water	281
San Juan Water District	55
Stockton East WD	52
Tahoe City PUD	140
Mariposa Public Utility District	19
South Tahoe Public Utility District	144
Tuolumne Utilities District	101
Georgetown Divide Public Utility District	28

Footnotes:

Data Source: Most recent data available from Transparent California. Employee numbers are not necessarily FTEs and may include part-time employees.

Georgetown Divide Public Utility District
Title: Administrative Aide II
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Customer Service Representative II	EAU	\$5,504	\$0	\$83	14.22%	\$783	6.75%	-\$371	\$5,998	\$1,643	\$123	\$24	\$1,790	\$7,788	10
Calaveras County Water District	Customer Service Representative I	SEIU	\$5,815	\$361	\$83	14.22%	\$827	6.75%	-\$393	\$6,693	\$2,976	\$101	\$19	\$3,096	\$9,789	2
El Dorado Irrigation District	Administrative Assistant II	AEDID	\$5,030	\$312	\$0	13.15%	\$661	6.25%	-\$314	\$5,689	\$2,103	\$123	\$16	\$2,242	\$7,931	8
Groveland CSD	Admin Services Tech II	Local 3	\$5,105	\$317	\$0	14.22%	\$726	6.75%	-\$345	\$5,803	\$1,860	\$123	\$16	\$1,999	\$7,802	9
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Finance Assistant II	Office Unit	\$5,294	\$0	\$0	15.50%	\$821	7.75%	-\$410	\$5,704	\$2,103	\$123	\$16	\$2,242	\$7,946	7
North Tahoe PUD	Customer Service Representative II	Local 39	\$5,609	\$348	\$0	14.22%	\$798	6.75%	-\$379	\$6,376	\$2,637	\$135	\$55	\$2,826	\$9,202	6
Paradise ID	Senior Customer Service Specialist	General	\$4,552	\$282	\$546	0.00%	\$0	0.00%	\$0	\$5,380	\$2,250	\$0	\$0	\$2,250	\$7,631	11
Placer County Water	Administrative Aide	WSU	\$6,463	\$401	\$0	13.22%	\$854	6.25%	-\$404	\$7,314	\$2,178	\$58	\$18	\$2,253	\$9,568	3
San Juan Water District	Customer Service Technician I	Non-Exempt	\$5,663	\$351	\$0	14.22%	\$805	6.75%	-\$382	\$6,437	\$2,692	\$149	\$19	\$2,859	\$9,296	4
Stockton East WD	Administrative Clerk	SEWDE	\$5,479	\$0	\$0	15.69%	\$860	7.50%	-\$411	\$5,928	\$3,349	\$0	\$0	\$3,349	\$9,276	5
Tahoe City PUD	Administrative Assistant II	Classified	\$7,055	\$437	\$141	14.22%	\$1,003	6.75%	-\$476	\$8,161	\$2,147	\$122	\$27	\$2,296	\$10,456	1
Georgetown Divide Public Utility District	Administrative Aide II	Local 1	\$4,789	\$297	\$0	14.22%	\$681	6.75%	-\$323	\$5,444	\$1,819	\$65	\$9	\$1,893	\$7,337	12
		Median	\$5,504							\$5,998					\$9,202	
		Variance from Median	-14.92%							-10.18%					-25.42%	
		Average	\$5,597							\$6,317					\$8,790	
		Variance From Average	-16.87%							-19.03%					-19.79%	

Notes:

Georgetown Divide Public Utility District
Title: Canal Operator II
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Utility II	EAU	\$6,076	\$0	\$83	14.22%	\$864	6.75%	-\$410	\$6,613	\$1,643	\$123	\$24	\$1,790	\$8,403	4
Calaveras County Water District	N/C															
El Dorado Irrigation District	Construction and Maintenance Worker II	AEDID	\$6,585	\$408	\$0	13.15%	\$866	6.25%	-\$412	\$7,448	\$2,103	\$123	\$16	\$2,242	\$9,690	3
Groveland CSD	N/C															
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	N/C															
North Tahoe PUD	N/C															
Paradise ID	N/C															
Placer County Water	Canal Operator II	WSU	\$6,786	\$421	\$0	13.22%	\$897	6.25%	-\$424	\$7,680	\$2,178	\$58	\$18	\$2,253	\$9,933	2
San Juan Water District	N/C															
Stockton East WD	Water Supply Operator	SEWDE	\$6,798	\$0	\$0	15.69%	\$1,067	7.50%	-\$510	\$7,355	\$3,349	\$0	\$0	\$3,349	\$10,703	1
Tahoe City PUD	N/C															
Georgetown Divide Public Utility District	Canal Operator II	Local 39	\$5,493	\$341	\$0	14.22%	\$781	6.75%	-\$371	\$6,244	\$1,819	\$65	\$9	\$1,893	\$8,137	5
		Median	\$6,686							\$7,401					\$9,811	
		Variance from Median	-21.71%							-18.54%					-20.57%	
		Average	\$6,561							\$7,274					\$9,682	
		Variance From Average	-19.45%							-16.50%					-18.99%	

Notes:
Given there are less than five (5) matches; the survey data for this class might not stand a statistical challenge.

Georgetown Divide Public Utility District
Title: Distribution Operator II
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Distribution Operator II	EAU	\$6,076	\$0	\$83	14.22%	\$864	6.75%	-\$410	\$6,613	\$1,643	\$123	\$24	\$1,790	\$8,403	9
Calaveras County Water District	Distribution Worker II	SEIU	\$5,930	\$368	\$83	14.22%	\$843	6.75%	-\$400	\$6,824	\$2,976	\$101	\$19	\$3,096	\$9,920	3
El Dorado Irrigation District	Distribution Operator II	AEDID	\$6,651	\$412	\$0	13.15%	\$875	6.25%	-\$416	\$7,522	\$2,103	\$123	\$16	\$2,242	\$9,764	4
Groveland CSD	Water Distribution Operator II	Local 3	\$5,635	\$349	\$0	14.22%	\$801	6.75%	-\$380	\$6,405	\$1,860	\$123	\$16	\$1,999	\$8,404	8
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Water Distribution Operator II	Field Unit	\$6,259	\$0	\$0	15.50%	\$970	7.75%	-\$485	\$6,744	\$2,103	\$123	\$16	\$2,242	\$8,986	7
North Tahoe PUD	N/C															
Paradise ID	Distribution System Operator	General Unit	\$5,711	\$354	\$685	0.00%	\$0	0.00%	\$0	\$6,750	\$2,250	\$0	\$0	\$2,250	\$9,001	6
Placer County Water	Distribution Operator II	WSU	\$7,304	\$453	\$0	13.22%	\$966	6.25%	-\$457	\$8,266	\$2,178	\$58	\$18	\$2,253	\$10,519	2
San Juan Water District	Distribution Operator II	Non-Exempt	\$7,483	\$464	\$0	14.22%	\$1,064	6.75%	-\$505	\$8,506	\$2,692	\$149	\$19	\$2,859	\$11,365	1
Stockton East WD	N/C															
Tahoe City PUD	N/C															
Georgetown Divide Public Utility District	Distribution Operator II	Local 39	\$6,269	\$389	\$0	14.22%	\$892	6.75%	-\$423	\$7,127	\$1,819	\$65	\$9	\$1,893	\$9,020	5
		Median	\$6,167							\$6,787					\$9,382	
		Variance from Median	1.65%							5.00%					-4.02%	
		Average	\$6,381							\$7,204					\$9,545	
		Variance From Average	-1.78%							-1.08%					-5.82%	

Notes:

Georgetown Divide Public Utility District
Title: Executive Assistant
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Executive/HR Assistant	Exempt	\$6,758	\$0	\$167	14.22%	\$961	6.75%	-\$456	\$7,429	\$1,643	\$123	\$24	\$1,790	\$9,219	8
Calaveras County Water District	Executive Assistant/Clerk to the Board	Mgmt/Conf	\$7,396	\$459	\$333	14.22%	\$1,052	6.75%	-\$499	\$8,740	\$2,976	\$101	\$19	\$3,096	\$11,836	6
El Dorado Irrigation District	Executive Assistant/Clerk to the Board	Confidential	\$9,054	\$561	\$0	13.15%	\$1,191	6.25%	-\$566	\$10,240	\$2,103	\$123	\$16	\$2,242	\$12,482	5
Groveland CSD	N/C															
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	N/C															
North Tahoe PUD	Administrative Liaison/Board Secretary	Management	\$9,431	\$585	\$0	14.22%	\$1,341	6.75%	-\$637	\$10,720	\$2,637	\$135	\$55	\$2,826	\$13,547	2
Paradise ID	Executive Assistant/District Secretary	Management	\$9,209	\$571	\$1,105	0.00%	\$0	0.00%	\$0	\$10,885	\$2,250	\$0	\$0	\$2,250	\$13,135	4
Placer County Water	Executive Assistant	CEU	\$7,125	\$442	\$0	13.22%	\$942	6.25%	-\$445	\$8,063	\$2,178	\$58	\$18	\$2,253	\$10,317	7
San Juan Water District	Board Secretary/Admin Assist	Non-Exempt	\$9,221	\$572	\$0	14.22%	\$1,311	6.75%	-\$622	\$10,482	\$2,692	\$149	\$19	\$2,859	\$13,341	3
Stockton East WD	N/C															
Tahoe City PUD	Executive Assistant	Management	\$10,715	\$664	\$214	14.22%	\$1,524	6.75%	-\$723	\$12,394	\$2,147	\$122	\$27	\$2,296	\$14,690	1
Georgetown Divide Public Utility District	Executive Assistant	Local 1	\$6,249	\$387	\$0	14.22%	\$889	6.75%	-\$422	\$7,103	\$1,819	\$65	\$9	\$1,893	\$8,996	9
		Median	\$9,132							\$10,361					\$12,809	
		Variance from Median	-46.14%							-45.87%					-42.38%	
		Average	\$8,614							\$9,869					\$12,321	
		Variance From Average	-37.85%							-38.95%					-36.95%	

Notes:
Comparable classifications are mostly management/confidential. Georgetown is unique in that the Executive Assistant position is part of the Union.

Georgetown Divide Public Utility District
Title: Field Superintendent
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Distribution/Canal Supervisor	Supervisory	\$9,754	\$0	\$167	14.22%	\$1,387	6.75%	-\$658	\$10,649	\$1,643	\$123	\$24	\$1,790	\$12,439	7
Calaveras County Water District	Distribution/Collections Manager	Mgmt/Conf	\$11,469	\$711	\$333	14.22%	\$1,631	6.75%	-\$774	\$13,370	\$2,976	\$101	\$19	\$3,096	\$16,466	3
El Dorado Irrigation District	Water Operations/Maintenance Supervisor	Managers/Super	\$12,085	\$749	\$0	13.15%	\$1,589	6.25%	-\$755	\$13,668	\$2,103	\$123	\$16	\$2,242	\$15,910	4
Groveland CSD	Operations Supervisor	Local 3	\$8,365	\$519	\$0	14.22%	\$1,190	6.75%	-\$565	\$9,508	\$1,860	\$123	\$16	\$1,999	\$11,507	11
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Water Superintendent	Supervisory	\$11,438	\$0	\$0	15.50%	\$1,773	7.75%	-\$886	\$12,325	\$2,103	\$123	\$16	\$2,242	\$14,567	6
North Tahoe PUD	Utility Operations Crew Chief	Local 39	\$7,989	\$495	\$0	14.22%	\$1,136	6.75%	-\$539	\$9,081	\$2,637	\$135	\$55	\$2,826	\$11,907	9
Paradise ID	Field Superintendent	Management	\$10,636	\$659	\$1,276	0.00%	\$0	0.00%	\$0	\$12,572	\$2,250	\$0	\$0	\$2,250	\$14,822	5
Placer County Water	Field Maintenance Supervisor	WSU	\$8,877	\$550	\$0	13.22%	\$1,174	6.25%	-\$555	\$10,046	\$2,178	\$58	\$18	\$2,253	\$12,300	8
San Juan Water District	Field Services Manager	Exempt	\$13,459	\$834	\$0	14.22%	\$1,914	6.75%	-\$909	\$15,299	\$2,692	\$149	\$19	\$2,859	\$18,158	2
Stockton East WD	N/C															
Tahoe City PUD	Utilities Superintendent	Management	\$14,587	\$904	\$292	14.22%	\$2,074	6.75%	-\$985	\$16,872	\$2,147	\$122	\$27	\$2,296	\$19,168	1
Georgetown Divide Public Utility District	Field Superintendent	Local 39	\$8,464	\$525	\$0	14.22%	\$1,204	6.75%	-\$571	\$9,621	\$1,819	\$65	\$9	\$1,893	\$11,514	10
		Median	\$11,037							\$12,448					\$14,694	
		Variance from Median	-30.40%							-29.39%					-27.62%	
		Average	\$10,866							\$12,339					\$14,724	
		Variance From Average	-28.38%							-28.25%					-27.88%	

Notes:

Major difference is the number of employee/positions which report to this classification. Many other agencies are larger with more direct reports.

Georgetown Divide Public Utility District
Title: General Manager
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	General Manager	Exempt	\$16,563	\$0	\$167	14.22%	\$2,355	6.75%	-\$1,118	\$17,966	\$1,643	\$123	\$24	\$1,790	\$19,756	8
Calaveras County Water District	General Manager	Contract	\$16,667	\$1,033	\$333	14.22%	\$2,370	6.75%	-\$1,125	\$19,278	\$2,976	\$101	\$19	\$3,096	\$22,374	6
El Dorado Irrigation District	General Manager	Confidential	\$25,415	\$1,576	\$0	13.15%	\$3,342	6.25%	-\$1,588	\$28,745	\$2,103	\$123	\$16	\$2,242	\$30,987	1
Groveland CSD	General Manager	Contract	\$14,872	\$922	\$0	14.22%	\$2,115	6.75%	-\$1,004	\$16,905	\$1,860	\$123	\$16	\$1,999	\$18,904	9
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	General Manager	Contract	\$22,109	\$0	\$0	15.50%	\$3,427	7.75%	-\$1,713	\$23,822	\$2,103	\$123	\$16	\$2,242	\$26,064	4
North Tahoe PUD	General Manager/CEO	Management	\$16,668	\$1,033	\$0	14.22%	\$2,370	6.75%	-\$1,125	\$18,946	\$2,637	\$135	\$55	\$2,826	\$21,773	7
Paradise ID	District Manager	Contract	\$13,500	\$0	\$0	0.00%	\$0	0.00%	\$0	\$13,500	\$0	\$0	\$0	\$0	\$13,500	11
Placer County Water	General Manager	GMU	\$25,117	\$1,557	\$0	13.22%	\$3,321	6.25%	-\$1,570	\$28,425	\$2,178	\$58	\$18	\$2,253	\$30,679	2
San Juan Water District	General Manager	Exempt	\$17,333	\$1,075	\$0	14.22%	\$2,465	6.75%	-\$1,170	\$19,703	\$2,692	\$149	\$19	\$2,859	\$22,562	5
Stockton East WD	N/C	Contract														
Tahoe City PUD	General Manager	Management	\$23,284	\$1,444	\$466	14.22%	\$3,311	6.75%	-\$1,572	\$26,933	\$2,147	\$122	\$27	\$2,296	\$29,228	3
Georgetown Divide Public Utility District	General Manager	Contract	\$14,083	\$873	\$704	14.22%	\$2,003	6.75%	-\$951	\$16,713	\$1,819	\$65	\$9	\$1,893	\$18,606	10
		Median	\$17,001							\$19,491					\$22,468	
		Variance from Median	-20.71%							-16.62%					-20.76%	
		Average	\$19,153							\$21,422					\$23,583	
		Variance From Average	-36.00%							-28.18%					-26.75%	

Notes:

Paradise ID District Manager receives no retirement or health benefits per contract
Major difference is the number of employee/positions which report to this classification. Many other agencies are larger with more direct reports.
Salary/benefit information from Stockton East unavailable

Georgetown Divide Public Utility District
Title: HR-IT Specialist
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Benefits				Total Comp	Rank
						(%)	(\$)	(%)	(\$)		Health	Dental	Vision	Total Benefits		
Amador Water Agency	N/C															
Calaveras County Water District	HR Tech	Mgmt/Conf	\$7,044	\$437	\$333	14.22%	\$1,002	6.75%	-\$475	\$8,340	\$2,976	\$101	\$19	\$3,096	\$11,436	2
El Dorado Irrigation District	Human Resources Analyst II	Confidential	\$9,145	\$567	\$0	13.15%	\$1,203	6.25%	-\$572	\$10,342	\$2,103	\$123	\$16	\$2,242	\$12,584	1
Groveland CSD	N/C															
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Human Resources Rep II	Confidential	\$8,252	\$0	\$0	15.50%	\$1,279	7.75%	-\$640	\$8,892	\$2,103	\$123	\$16	\$2,242	\$11,134	3
North Tahoe PUD	N/C															
Paradise ID	N/C															
Placer County Water	HR Tech	WSU	\$7,125	\$442	\$0	13.22%	\$942	6.25%	-\$445	\$8,063	\$2,178	\$58	\$18	\$2,253	\$10,317	4
San Juan Water District	N/C															
Stockton East WD	N/C															
Tahoe City PUD	N/C															
Georgetown Divide Public Utility District	HR-IT Specialist	Local 1	\$6,904	\$428	\$0	14.22%	\$982	6.75%	-\$466	\$7,848	\$1,819	\$65	\$9	\$1,893	\$9,741	5
		Median	\$7,689							\$8,616					\$11,285	
		Variance from Median	-11.37%							-9.79%					-15.85%	
		Average	\$7,891							\$8,909					\$11,368	
		Variance From Average	-14.30%							-13.53%					-16.70%	

Notes:

Comparable classifications are mostly management/confidential. Georgetown is unique in that the HR position is part of the Union. Given there are less than five (5) matches; the survey data for this class might not stand a statistical challenge.

Georgetown Divide Public Utility District
Title: Maintenance Worker II
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Construction II	EAU	\$6,529	\$0	\$83	14.22%	\$928	6.75%	-\$441	\$7,100	\$1,643	\$123	\$24	\$1,790	\$8,890	6
Calaveras County Water District	Construction Worker II	SEIU	\$6,539	\$405	\$83	14.22%	\$930	6.75%	-\$441	\$7,516	\$2,976	\$101	\$19	\$3,096	\$10,612	1
El Dorado Irrigation District	Construction & Maintenance Worker II	AEDID	\$6,585	\$408	\$0	13.15%	\$866	6.25%	-\$412	\$7,448	\$2,103	\$123	\$16	\$2,242	\$9,690	4
Groveland CSD	N/C															
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Utility Worker II	Field Unit	\$5,625	\$0	\$0	15.50%	\$872	7.75%	-\$436	\$6,061	\$2,103	\$123	\$16	\$2,242	\$8,303	7
North Tahoe PUD	Utility Operations Maintenance Worker II	Local 39	\$6,826	\$423	\$0	14.22%	\$971	6.75%	-\$461	\$7,759	\$2,637	\$135	\$55	\$2,826	\$10,585	2
Paradise ID	Utility Worker II	General	\$5,027	\$312	\$603	0.00%	\$0	0.00%	\$0	\$5,942	\$2,250	\$0	\$0	\$2,250	\$8,192	8
Placer County Water	Maintenance Worker II	WSU	\$6,463	\$401	\$0	13.22%	\$854	6.25%	-\$404	\$7,314	\$2,178	\$58	\$18	\$2,253	\$9,568	5
San Juan Water District	Utilities Maintenance Worker II	Non-Exempt	\$6,193	\$384	\$0	14.22%	\$881	6.75%	-\$418	\$7,040	\$2,692	\$149	\$19	\$2,859	\$9,899	3
Stockton East WD	N/C															
Tahoe City PUD	N/C															
Georgetown Divide Public Utility District	Maintenance Worker II	Local 39	\$5,110	\$317	\$0	14.22%	\$727	6.75%	-\$345	\$5,808	\$1,819	\$65	\$9	\$1,893	\$7,702	9
		Median	\$6,496							\$7,207					\$9,629	
		Variance from Median	-27.12%							-24.08%					-25.02%	
		Average	\$6,223							\$7,022					\$9,467	
		Variance From Average	-21.79%							-22.90%					-22.92%	

Notes:

Georgetown Divide Public Utility District
Title: Office-Finance Manager
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	N/C															
Calaveras County Water District	Director of Administrative Services	Mgmt/Conf	\$13,875	\$860	\$333	14.22%	\$1,973	6.75%	-\$937	\$16,105	\$2,976	\$101	\$19	\$3,096	\$19,201	1
El Dorado Irrigation District	Finance and Accounting Manager	Managers	\$13,219	\$820	\$0	13.15%	\$1,738	6.25%	-\$826	\$14,951	\$2,103	\$123	\$16	\$2,242	\$17,193	2
Groveland CSD	N/C															
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	N/C															
North Tahoe PUD	N/C															
Paradise ID	Finance and Accounting Manager	Contract	\$6,667	\$413	\$800	0.00%	\$0	0.00%	\$0	\$7,880	\$2,250	\$0	\$0	\$2,250	\$10,130	6
Placer County Water	Finance Manager	MMU	\$11,862	\$735	\$0	13.22%	\$1,568	6.25%	-\$741	\$13,424	\$2,178	\$58	\$18	\$2,253	\$15,678	4
San Juan Water District	N/C															
Stockton East WD	N/C															
Tahoe City PUD	Accounting Manager	Management	\$12,317	\$764	\$246	14.22%	\$1,751	6.75%	-\$831	\$14,247	\$2,147	\$122	\$27	\$2,296	\$16,542	3
Georgetown Divide Public Utility District	Office-Finance Manager	Local 1	\$9,374	\$581	\$0	14.22%	\$1,333	6.75%	-\$633	\$10,655	\$1,819	\$65	\$9	\$1,893	\$12,549	5
		Median	\$12,317							\$14,247					\$16,542	
		Variance from Median	-31.39%							-33.71%					-31.82%	
		Average	\$11,588							\$13,321					\$15,749	
		Variance From Average	-23.62%							-25.02%					-25.50%	

Notes:

Comparable classifications are mostly management/confidential. Georgetown is unique in that the Office/Finance Manager position is part of the Union. Major difference is the number of employee/positions which report to this classification. Many other agencies are larger with more direct reports.

Georgetown Divide Public Utility District
Title: Operations Manager
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Engineering Supervisor	Supervisory	\$13,208	\$0	\$167	14.22%	\$1,878	6.75%	-\$892	\$14,361	\$1,643	\$123	\$24	\$1,790	\$16,151	9
Calaveras County Water District	Director of Operations	Mgmt/Conf	\$14,287	\$886	\$333	14.22%	\$2,032	6.75%	-\$964	\$16,573	\$2,976	\$101	\$19	\$3,096	\$19,669	3
El Dorado Irrigation District	Senior Civil Engineer	AEDID	\$12,579	\$780	\$0	13.15%	\$1,654	6.25%	-\$786	\$14,227	\$2,103	\$123	\$16	\$2,242	\$16,469	8
Groveland CSD	Operations Manager	Local 3	\$10,976	\$681	\$0	14.22%	\$1,561	6.75%	-\$741	\$12,476	\$1,860	\$123	\$16	\$1,999	\$14,475	10
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Director of Water Operations	Supervisory	\$18,564	\$0	\$0	15.50%	\$2,877	7.75%	-\$1,439	\$20,003	\$2,103	\$123	\$16	\$2,242	\$22,245	2
North Tahoe PUD	Utility Operations Manager	Management	\$14,024	\$870	\$0	14.22%	\$1,994	6.75%	-\$947	\$15,942	\$2,637	\$135	\$55	\$2,826	\$18,768	4
Paradise ID	N/C															
Placer County Water	Engineering Services Manager	MMU	\$14,222	\$882	\$0	13.22%	\$1,880	6.25%	-\$889	\$16,095	\$2,178	\$58	\$18	\$2,253	\$18,348	5
San Juan Water District	Senior Engineer	Exempt	\$13,459	\$834	\$0	14.22%	\$1,914	6.75%	-\$909	\$15,299	\$2,692	\$149	\$19	\$2,859	\$18,158	6
Stockton East WD	N/C															
Tahoe City PUD	District Engineer	Management	\$17,622	\$1,093	\$352	14.22%	\$2,506	6.75%	-\$1,190	\$20,384	\$2,147	\$122	\$27	\$2,296	\$22,679	1
Mariposa Public Utility District	Operations Supervisor/Chief Plan Operator	N/A	\$7,028	\$436	\$0	14.22%	\$999	6.75%	-\$474	\$7,988	\$1,886	\$147	\$0	\$2,034	\$10,022	13
South Tahoe Public Utility District	Operations Supervisor	Local 39	\$9,455	\$586	\$0	14.22%	\$1,344	6.75%	-\$638	\$10,747	\$2,133	\$142	\$24	\$2,299	\$13,046	12
Tuolumne Utilities District	Operations Director	Exempt	\$12,381	\$768	\$0	14.22%	\$1,761	6.75%	-\$836	\$14,074	\$2,652	\$123	\$17	\$2,792	\$16,866	7
Georgetown Divide Public Utility District	Operations Manager	Local 1	\$10,913	\$677	\$0	14.22%	\$1,552	6.75%	-\$737	\$12,405	\$1,819	\$65	\$9	\$1,893	\$14,298	11
		Median	\$14,024							\$15,942					\$18,348	
		Variance from Median	-28.51%							-28.51%					-28.32%	
		Average	\$14,327							\$16,151					\$18,551	
		Variance From Average	-31.28%							-30.20%					-29.75%	

Notes:

Major difference is the number of employee/positions which report to this classification. Many other agencies are larger with more direct reports.

Georgetown Divide Public Utility District
Title: Wastewater Technician II
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	N/C															
Calaveras County Water District	Wastewater Treatment Operator II	SEIU	\$6,539	\$405	\$83	14.22%	\$930	6.75%	-\$441	\$7,516	\$2,976	\$101	\$19	\$3,096	\$10,612	2
El Dorado Irrigation District	Wastewater Treatment Operator Grade II	AEDID	\$7,795	\$483	\$0	13.15%	\$1,025	6.25%	-\$487	\$8,816	\$2,103	\$123	\$16	\$2,242	\$11,058	1
Groveland CSD	Wastewater Treatment Operator II	Local 3	\$6,220	\$386	\$0	14.22%	\$884	6.75%	-\$420	\$7,070	\$1,860	\$123	\$16	\$1,999	\$9,069	6
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	N/C															
North Tahoe PUD	Operations Maintenance Worker II	Local 39	\$6,826	\$423	\$0	14.22%	\$971	6.75%	-\$461	\$7,759	\$2,637	\$135	\$55	\$2,826	\$10,585	3
Paradise ID	Utility Worker II	General	\$5,027	\$312	\$603	0.00%	\$0	0.00%	\$0	\$5,942	\$2,250	\$0	\$0	\$2,250	\$8,192	7
Placer County Water	N/C															
San Juan Water District	N/C															
Stockton East WD	N/C															
Tahoe City PUD	N/C															
Mariposa Public Utility District	Plant Operator II	N/A	\$5,228	\$324	\$0	14.22%	\$743	6.75%	-\$353	\$5,942	\$1,886	\$147	\$0	\$2,034	\$7,976	9
South Tahoe Public Utility District	Underground Sewer Repair II	Local 39	\$6,601	\$409	\$0	14.22%	\$939	6.75%	-\$446	\$7,503	\$2,133	\$142	\$24	\$2,299	\$9,802	4
Tuolumne Utilities District	Wastewater Operator Grade II	Local 1130	\$6,131	\$380	\$0	14.22%	\$872	6.75%	-\$414	\$6,969	\$2,652	\$123	\$17	\$2,792	\$9,761	5
Georgetown Divide Public Utility District	Wastewater Technician II	Local 39	\$5,366	\$333	\$0	14.22%	\$763	6.75%	-\$362	\$6,100	\$1,819	\$65	\$9	\$1,893	\$7,993	8
	Median		\$6,539							\$7,516					\$10,585	
	Variance from Median		-21.85%							-23.22%					-32.43%	
	Average		\$6,481							\$7,421					\$9,903	
	Variance From Average		-20.78%							-21.65%					-23.89%	

Notes:

Georgetown Divide Public Utility District
Title: Water Resource Manager
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	N/C															
Calaveras County Water District	Manager of Water Resources	Mgmt/Conf	\$12,043	\$747	\$333	14.22%	\$1,713	6.75%	-\$813	\$14,023	\$2,976	\$101	\$19	\$3,096	\$17,118	2
El Dorado Irrigation District	Hydrologist	AEDID	\$11,162	\$692	\$0	13.15%	\$1,468	6.25%	-\$698	\$12,624	\$2,103	\$123	\$16	\$2,242	\$14,866	4
Groveland CSD	N/C															
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Water Resources Superintendent	Supervisory	\$12,974	\$0	\$0	15.50%	\$2,011	7.75%	-\$1,005	\$13,979	\$2,103	\$123	\$16	\$2,242	\$16,221	3
North Tahoe PUD	Lead Water Quality Control Technician	Local 39	\$7,989	\$495	\$0	14.22%	\$1,136	6.75%	-\$539	\$9,081	\$2,637	\$135	\$55	\$2,826	\$11,907	5
Paradise ID	N/C															
Placer County Water	Water Quality Specialist	WSU	\$6,956	\$431	\$0	13.22%	\$920	6.25%	-\$435	\$7,872	\$2,178	\$58	\$18	\$2,253	\$10,125	7
San Juan Water District	Water Resources Manager	Exempt	\$13,459	\$834	\$0	14.22%	\$1,914	6.75%	-\$909	\$15,299	\$2,692	\$149	\$19	\$2,859	\$18,158	1
Stockton East WD	N/C															
Tahoe City PUD	N/C															
Georgetown Divide Public Utility District	Water Resource Manager	Local 1	\$8,757	\$543	\$0	14.22%	\$1,245	6.75%	-\$591	\$9,954	\$1,819	\$65	\$9	\$1,893	\$11,847	6
		Median	\$11,602							\$13,302					\$15,544	
		Variance from Median	-32.50%							-33.63%					-31.20%	
		Average	\$10,764							\$12,146					\$14,733	
		Variance From Average	-22.92%							-22.03%					-24.36%	

Notes:

Major difference is the number of employee/positions which report to this classification. Many other agencies are larger with more direct reports.

Georgetown Divide Public Utility District
Title: Water Treatment Plant Operator III
Analysis Date: May 2023

Survey Agency	Comparable Classification	Work Unit	Top Step Monthly Salary	Social Security	Deferred Compensation	Total Normal Cost + EPMC		EE Contribution		Cash + Pension	Health	Dental	Vision	Total Benefits	Total Comp	Rank
						(%)	(\$)	(%)	(\$)							
Amador Water Agency	Plant Operator III	EAU	\$7,747	\$0	\$83	14.22%	\$1,102	6.75%	-\$523	\$8,409	\$1,643	\$123	\$24	\$1,790	\$10,199	7
Calaveras County Water District	Water Treatment Plant Operator III	SEIU	\$7,209	\$447	\$83	14.22%	\$1,025	6.75%	-\$487	\$8,278	\$2,976	\$101	\$19	\$3,096	\$11,373	3
El Dorado Irrigation District	Water Treatment Plant Operator III	AEDID	\$7,875	\$488	\$0	13.15%	\$1,036	6.25%	-\$492	\$8,906	\$2,103	\$123	\$16	\$2,242	\$11,148	4
Groveland CSD	Water Treatment Operator III	Local 3	\$6,865	\$426	\$0	14.22%	\$976	6.75%	-\$463	\$7,803	\$1,860	\$123	\$16	\$1,999	\$9,802	10
Kirkwood Meadows PUD	N/C															
Nevada Irrigation District	Water Treatment Plant Operator III	Field Unit	\$7,032	\$0	\$0	15.50%	\$1,090	7.75%	-\$545	\$7,577	\$2,103	\$123	\$16	\$2,242	\$9,819	9
North Tahoe PUD	N/C															
Paradise ID	Water Treatment Plant Operator III	General	\$6,914	\$429	\$830	0.00%	\$0	0.00%	\$0	\$8,173	\$2,250	\$0	\$0	\$2,250	\$10,423	6
Placer County Water	Treatment Plant Operator III	WSU	\$7,855	\$487	\$0	13.22%	\$1,038	6.25%	-\$491	\$8,890	\$2,178	\$58	\$18	\$2,253	\$11,143	5
San Juan Water District	Water Treatment Plant Operator III	Non-Exempt	\$8,774	\$544	\$0	14.22%	\$1,248	6.75%	-\$592	\$9,974	\$2,692	\$149	\$19	\$2,859	\$12,832	2
Stockton East WD	Senior Water Treatment Plant Operator	SEWDE	\$9,078	\$0	\$0	15.69%	\$1,424	7.50%	-\$681	\$9,821	\$3,349	\$0	\$0	\$3,349	\$13,170	1
Tahoe City PUD	N/C															
Georgetown Divide Public Utility District	Water Treatment Plant Operator III	Local 39	\$7,193	\$446	\$0	14.22%	\$1,023	6.75%	-\$486	\$8,177	\$1,819	\$65	\$9	\$1,893	\$10,070	8
		Median	\$7,747							\$8,409					\$11,143	
		Variance from Median	-7.70%							-2.84%					-10.66%	
		Average	\$7,706							\$8,648					\$11,101	
		Variance From Average	-7.12%							-5.76%					-10.24%	

Notes:

Georgetown Divide Public Utility District

Title: Call Back/Standby Practices

Analysis Date: May 2023

Survey Agency	Call Back/Standby Language
Amador Water Agency	\$50/day weekday; \$70/day weekends No minimum hours listed
Calaveras County Water District	Assignments are 7 days in duration \$50/day weekdays; \$75/day weekends and holidays Calls outs paid in increments of 15-minute periods
El Dorado Irrigation District	\$4.20/hr – hourly rate goes up commensurate with cost-of-living adjustments No minimum hours listed
Groveland Community Services District	\$40/day weekdays; \$45/day weekends; \$50/day holidays 2 hour minimum
Mariposa	Nonunion- no data available
Nevada Irrigation District	\$86/day weekdays; \$129/day weekends; no minimum hours stated
North Tahoe	\$65/per workday; \$95/on a non-work day Additional \$25/workday and \$40/on a non-workday if required to monitor while on standby 2 hour minimum
Paradise Irrigation District	7 consecutive day assignment 3 hours pay each weekday; 5 hours pay for each weekend day; 10 hours pay for each holiday Minimum of 2 hours of overtime pay per call out
Placer County Water Agency	\$65/day weekdays; \$80/weekends & holidays Minimum of 2 hours pay per call
San Juan Water District	No information available
South Tahoe PUD	\$4.50/hour while on standby; \$4.50/hour + holiday rate while on standby Minimum of 2 hours pay for each call out rounded up to the next 2 hours
Stockton East	\$10.00/hr for all hours assigned to stand-by (minimum 8 hour assignment) When called out, regular pay/overtime rules apply to time worked
Tahoe City PUD	\$80/day weekdays; \$100/day weekends & holidays
Tuolumne Utilities District	Weekdays: Two hours of straight time for each day on stand-by Weekends/Regularly Scheduled Days Off: Three hours of straight time for each day on stand-by Holidays: The employee is guaranteed a minimum of three hours of straight time pay for each call out event.
Georgetown	\$40/day week days; \$50/day weekends & holidays Actual time worked; if troubleshooting issue remotely, 1 hour pay if at least 30 minutes were worked