



Employee and Board Comp and Benefits FAQs

1) How are employee District Wages determined?

All employees except the General Manager are paid according to salary schedules through pre-negotiated bargaining unit contracts. The District has two bargaining units – SEIU Local 1021 and the Management and Confidential (MCU) Bargaining Unit. Both contracts end June 30, 2026. Negotiations will begin late 2025/early 2026.

In 2018-2019 the District participated in a salary survey that was conducted by a third-party consultant who specializes in public employee salary surveys throughout California. The surveys helped inform the District to ensure that it wasn't paying more than its competitors in the labor market, but also that it pays enough to recruit and retain the highly skilled workforce it needs.

2) What increases are included in the current labor contracts?

The SEIU Local 1021 bargaining unit has a salary schedule which consists of five steps with a 5% increase between each step. Employees advance through the steps every twelve months provided the employee receives a performance evaluation that meets or exceeds expectations. Once an employee achieves step five, the employee is no longer eligible or able to receive additional pay increases other than the pre-negotiated salary increases for cost of living adjustments (COLA). COLAs for employees this contract period are as follows:

- Effective July 1, 2021 – 4% increase
- Effective July 1, 2022 – 2.5% increase
- Effective July 1, 2023 – 3% increase
- Effective July 1, 2024 – 2.5% increase
- Effective July 1, 2025 – 2% increase

The MCU bargaining unit has a salary schedule which consists of five steps with a 5% increase between each step and an additional four steps with a 2.5% increase between each step (Step six through nine). Employees advance through the steps every twelve months provided the employee receives a performance evaluation that meets or exceeds expectations. Once an employee achieves step nine, the employee is no longer eligible or able to receive additional pay besides the pre-negotiated COLAs. Salary increases for MCU employees this contract period are as follows:

- Effective July 1, 2021 – 3.5% increase
- Effective July 1, 2022 – 3% increase
- Effective July 1, 2023 – 3% increase
- Effective July 1, 2024 – 2% increase

Effective July 1, 2025 – 2% increase

3) What benefits do District employees receive?

The District offers a competitive benefits package that is on par with other similar agencies. It includes: medical, dental, vision, employee assistance program, CalPERS retirement, short and long term disability, life insurance policy, and retiree health savings plan.

Employees share in the cost to cover their dependents for medical and dental coverage. Employees also pay between 7.75% to 8% of their retirement costs.

4) What steps has the District taken to reduce District employee benefits?

With the last bargaining unit contract negotiations, the District successfully worked with both bargaining units to restructure the retiree health benefit. This change has saved the District over \$7,000 each year per employee hired after July 1, 2021. Since then, over \$200,000 per year has been saved.

5) What compensation does the Board receive?

Board members are paid mileage and \$120 per eligible meeting they attended on behalf of CCWD. That is down from a peak of \$135 per meeting before the Board lowered its own compensation in 2015. The board members may attend as many meetings as necessary, however they can be paid for no more than six meetings per month.

If a Board member claims the maximum six meetings per month, they would be entitled to \$8,640 per year for a max combined total of \$43,200 for all five Board members for the year. Board compensation for all five Board members for the last three years has averaged less than \$6,000 per Board member:

FY 22/23 - \$25,080

FY 21/22 - \$26,280

FY 20/21 - \$28,080

Board timecards are approved on a monthly basis at a regular public board meeting.

6) What benefits do the Board members receive?

Board members are eligible for medical, dental, vision, employee assistance program, \$10,000 life insurance policy. This has amounted to an average annual cost of \$16,247 per Board member over the last five years.

Board members do not receive retiree health benefits. Many years ago, the CCWD Board eliminated its retiree health care benefit for Board members.

7) What is the salary of the General Manager?

The General Manager is paid by a Board-approved contract. The District included the General Manager salary range in the last compensation study to ensure the GM is not over-paid compared to similar agencies. The General Manager's salary range is \$150k-\$200k and the range has not increased since 2017.

8) What benefits does the General Manager receive in addition to all employees?

The General Manager receives the same benefits as the MCU employees plus a monthly vehicle stipend of \$500 per month instead of mileage reimbursements or use of District vehicles for work travel.

9) Do CCWD District Employees or Board Members receive discounted water and wastewater rates?

No, Employees do not receive discounts on District water and wastewater services. All CCWD customers are billed the same amount regardless of location, income level, or employment status with the District.

10) Is this information publicly available?

CCWD is a public agency, so all salary and budget information is public record. CCWD provides the California State Controller's office with detailed information regarding our employee compensation. You can access the page through the link located at the bottom of the District's webpage that displays the current salary schedule for both bargaining units.

What neither of these sites take into consideration is overtime that ultimately is reimbursed to the District through natural disasters as declared by FEMA. It can take months for these reimbursements to be sent to the District. For instance, the atmospheric river storm events that took place early this year were FEMA disaster declared events. The District is still waiting for the reimbursement of overtime hours for the many hours worked by CCWD's dedicated staff at all hours of the night to ensure the public had safe and reliable water and wastewater services.