

# **AGENDA**

## **REMOTE MEETING NOTICE**

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- The Board President will call the item and staff will begin the staff report.
- Click on the Raise Hand icon if you would like to speak on the item.
- Your name will be called on when it's your turn to speak.
- When your name is called, you will be prompted to unmute yourself.
- When your time is up, you will be muted.
- You will repeat this process for each item you want to speak on.

### **FOR OPEN SESSION PARTICIPATION**

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**Meeting ID: 820 4765 0421**

**Passcode: 803931**

**A G E N D A**  
REGULAR MEETING OF THE GOVERNING BOARD  
OF THE GOLETA SANITARY DISTRICT  
A PUBLIC AGENCY

One William Moffett Place  
Goleta, California 93117

May 16, 2022

**CALL TO ORDER:** 6:30 p.m.

**ROLL CALL OF MEMBERS**

**BOARD MEMBERS:** Steven T. Majoewsky  
George W. Emerson  
Sharon Rose  
Edward Fuller  
Jerry D. Smith

**CONSIDERATION OF THE MINUTES OF THE BOARD MEETING**

The Board will consider approval of the Minutes of the Regular Meeting of May 2, 2022.

**PUBLIC COMMENTS** - Members of the public may address the Board on items within the jurisdiction of the Board.

**POSTING OF AGENDA** – The agenda notice for this meeting was posted at the main gate of the Goleta Sanitary District and on the District’s web site 72 hours in advance of the meeting.

**BUSINESS:**

1. PRESENTATION ON THE CURRENT STATE OF OPERATIONS AT THE DISTRICT’S WATER RESOURCE RECOVERY FACILITY
2. REVIEW OF 2021 CALIFORNIA SANITATION RISK MANAGERS AUTHORITY RISK CONTROL SURVEY RESULTS
3. CONSIDERATION OF EMPLOYEE COMPENSATION AND BENEFITS SURVEY RESULTS  
(Board may take action on this item.)
4. CLOSED SESSION
  - A. PUBLIC COMMENTS ON CLOSED SESSION MATTER
  - B. CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957(b)(1)

PUBLIC EMPLOYEE PERFORMANCE EVALUATION  
TITLE: GENERAL MANAGER

C. PUBLIC REPORT ON CLOSED SESSION MATTER

5. GENERAL MANAGER'S REPORT
6. LEGAL COUNSEL'S REPORT
7. COMMITTEE/DIRECTOR'S REPORTS AND APPROVAL/RATIFICATION OF DIRECTOR'S ACTIVITIES
8. PRESIDENT'S REPORT
9. ITEMS FOR FUTURE MEETINGS
10. CORRESPONDENCE  
(The Board will consider correspondence received by and sent by the District since the last Board Meeting.)
11. APPROVAL OF BOARD COMPENSATION AND EXPENSES AND RATIFICATION OF CLAIMS PAID BY THE DISTRICT  
(The Board will be asked to ratify claims.)

**ADJOURNMENT**

*Any public records which are distributed less than 72 hours prior to this meeting to all, or a majority of all, of the District's Board members in connection with any agenda item (other than closed sessions) will be available for public inspection at the time of such distribution at the District's office located at One William Moffett Place, Goleta, California 93117.*

# MINUTES

**MINUTES**  
REGULAR MEETING OF THE GOVERNING BOARD  
GOLETA SANITARY DISTRICT  
A PUBLIC AGENCY  
DISTRICT OFFICE CONFERENCE ROOM  
ONE WILLIAM MOFFETT PLACE  
GOLETA, CALIFORNIA 93117

May 2, 2022

- CALL TO ORDER:** President Majoewsky called the meeting to order at 6:33 p.m.
- BOARD MEMBERS PRESENT:** Steven T. Majoewsky, George W. Emerson, Sharon Rose, Edward Fuller (via Zoom), Jerry D. Smith
- BOARD MEMBERS ABSENT:** None
- STAFF MEMBERS PRESENT:** Steve Wagner, General Manager/District Engineer, Rob Mangus, Finance and Human Resources Manager/Board Secretary and Richard Battles, Legal Counsel from Howell Moore & Gough LLP (via Zoom).
- OTHERS PRESENT:** Larry Meyer, Director, Goleta West Sanitary District (via Zoom)
- APPROVAL OF MINUTES:** Director Smith made a motion, seconded by Director Rose, to approve the minutes of the Regular Board meeting of 04/18/22. The motion carried by the following vote:
- (22/05/2320)
- AYES: 5 Majoewsky, Emerson, Rose,  
Fuller, Smith
- NOES: None
- ABSENT: None
- ABSTAIN: None
- POSTING OF AGENDA:** The agenda notice for this meeting was posted at the main gate of the Goleta Sanitary District and on the District's website 72 hours in advance of the meeting.
- PUBLIC COMMENTS:** None

**BUSINESS:**

1. **CONSIDERATION OF APPROVAL OF RESOLUTION NO. 22-682 ADOPTING FINDINGS, APPROVING PRELIMINARY ENVIRONMENTAL REVIEW FORM AND ENVIRONMENTAL IMPACT ASSESSMENT, AND RATIFYING AND APPROVING PREPARATION OF A MITIGATED NEGATIVE DECLARATION FOR THE BIOSOLIDS AND ENERGY STRATEGIC PLAN PHASE 1 PROJECT**

Mr. Wagner gave the staff report.

Director Rose made a motion, seconded by Director Fuller to approve and adopt Resolution No. 22-682 Adopting Findings, Approving Preliminary Environmental Review Form and Environmental Impact Assessment, and Ratifying and Approving Preparation of a Mitigated Negative Declaration for the Biosolids and Energy Strategic Plan Phase 1 Project.

The motion carried by the following vote:

(22/05/2321)

AYES:	5	Majoewsky, Emerson, Rose, Fuller, Smith
NOES:		None
ABSENT:		None
ABSTAIN:		None

2. PUBLIC HEARING ON BIOSOLIDS & ENERGY STRATEGIC PLAN PHASE 1 PROJECT DRAFT MITIGATED NEGATIVE DECLARATION

Mr. Wagner began the staff report and introduced Sara Head, Principal Scientist of Yorke Engineering, and Heather McDevitt, Senior Archaeologist and Cultural Resources Lead of Dudek, who made a presentation to the Board. Also attending via Zoom and addressing the Board was Rion Merlo, PhD, PE, PMP, Senior Associate & West Region Wastewater Practice Leader, Hazen and Sawyer, and Ian Mackenzie, Senior Associate, Hazen and Sawyer.

President Majoewsky opened the Public Hearing at 7:15 p.m. and there was no public comment. President Majoewsky closed the Public Hearing at 7:16 p.m.

There was no Board action on this public hearing item.

3. CONSIDERATION OF CAPITAL IMPROVEMENT PROJECT FINANCING PROPOSAL FOR BIOSOLIDS AND ENERGY STRATEGIC PLAN PROJECTS

Mr. Wagner began the staff report and introduced Jeff Land of Brandis Tallman, a Division of Oppenheimer & Co. Inc., and Julio Morales of Urban Futures Inc., both of whom presented, via Zoom, the financing RFP results to the Board.

Director Rose made a motion, seconded by Director Smith to accept the Bank of America proposal and authorize the General Manager to sign and direct staff to move forward to initiate the preparation of resolutions and loan documents.

The motion carried by the following vote:

(22/05/2322)

AYES:	5	Majoewsky, Emerson, Rose, Fuller, Smith
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NOES: None  
ABSENT: None  
ABSTAIN: None

4. CONSIDERATION OF DRAFT CLIMATE ADAPTATION PLAN

Mr. Wagner gave the staff report.

Director Smith made a motion, seconded by Director Fuller to accept the draft Climate Adaptation Plan and direct staff to post it publicly, where appropriate.

The motion carried by the following vote:

(22/05/2323)

AYES: 5 Majoewsky, Emerson, Rose, Fuller, Smith  
NOES: None  
ABSENT: None  
ABSTAIN: None

5. GENERAL MANAGER'S REPORT

Mr. Wagner gave the report.

6. LEGAL COUNSEL'S REPORT

Mr. Battles reported on two proposed Brown Act modifications, AB 1944 and AB 2449, both of which propose to make certain temporary provisions of AB 361 permanent.

7. COMMITTEE/DIRECTORS' REPORTS AND APPROVAL/RATIFICATION OF DIRECTORS' ACTIVITIES

Director Smith – No report.

Director Rose – Reported on the Local Chapter CSDA meeting she attended.

Director Fuller – No report.

Director Emerson – No report.

8. PRESIDENT'S REPORT

President Majoewsky – Reported on the Personnel Committee meeting he attended.

9. ITEMS FOR FUTURE MEETINGS

No Board action was taken to return with an item.

10. CORRESPONDENCE

The Board reviewed and discussed the list of correspondence to and from the District in the agenda.

11. APPROVAL OF BOARD COMPENSATION AND EXPENSES AND RATIFICATION OF CLAIMS PAID BY THE DISTRICT

Director Emerson made a motion, seconded by Director Rose, to ratify and approve the claims, for the period 04/19/22 to 05/02/22 as follows:

Running Expense Fund #4640	\$ 407,427.71
Depreciation Replacement Reserve Fund #4655	\$ 6,075.00
Retiree Health Insurance Sinking Fund #4660	\$ 11,477.35

The motion carried by the following vote:

(22/05/2324)

AYES:	5	Majoewsky, Emerson, Rose, Fuller, Smith
NOES:		None
ABSENT:		None
ABSTAIN:		None

**ADJOURNMENT**

There being no further business, the meeting was adjourned at 8:18 p.m.

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Steven T. Majoewsky  
Governing Board President

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Robert O. Mangus, Jr.  
Governing Board Secretary

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George W. Emerson

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Sharon Rose

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Edward Fuller

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Jerry D. Smith

# **AGENDA ITEM #1**

**AGENDA ITEM: 1**

**MEETING DATE: May 16, 2022**

**I. NATURE OF ITEM**

Presentation on the Current State of Operations at the District's Water Resource Recovery Facility

**II. BACKGROUND INFORMATION**

The District owns and operates a state of the art Water Resource Recovery Facility (WRRF) that can process up to 9.8 million gallons of wastewater and up to 3 million gallons of recycled water daily while simultaneously recovering energy for system heating and nutrients for soil amendment. To do this, the District has developed a highly trained group of dedicated staff to work 7 days a week to ensure the ongoing protection of our community's public health and its environment.

Over the last several years, increases in the concentration of flows coming into the WRRF has resulted in an ongoing battle with various forms of toxicity and overall plant process interference that has required the implementation of new and innovative processes. Our Plant Operations Manager, John Crisman will provide an overview of the recent improvements and process modifications that have been implemented to mitigate some of the problems while also reducing our ongoing operational costs.

**III. COMMENTS AND RECOMMENDATIONS**

This presentation is for information purposes only. As such, no Board action is required.

**IV. REFERENCE MATERIALS**

None

# **AGENDA ITEM #2**

**AGENDA ITEM: 2**

**MEETING DATE: May 16, 2022**

**I. NATURE OF ITEM**

Review of 2021 California Sanitation Risk Managers Authority Risk Control Survey Results

**II. BACKGROUND INFORMATION**

The California Sanitation Risk Managers Authority (CSRMA) provides broad coverage and risk management services to the District and other participating member agencies throughout the state. Every three years CSRMA surveys its members to confirm and encourage the implementation of various risk mitigation measures. In September 2021 CSRMA sent out a comprehensive risk management survey to all member agencies in order to identify areas of risk where members might need additional assistance. The survey covered 60 separate potential risk areas/topics with a total of 468 questions.

District staff completed the survey and submitted it in December 2021. CSRMA staff reviewed our survey responses and has prepared a report on the results with findings and recommendations. A copy of the risk survey report is attached and presented herein for Board consideration.

**III. COMMENTS AND RECOMMENDATIONS**

Overall, the District is doing very well in terms of implementing the recommended risk mitigation measures with a total implementation rate of 94%. When compared to the average implementation rate of 77% for all CSRMA member agencies, the District is once again performing in the top of its class. Of course, there is always room for improvement as new mitigation measures are constantly being developed in response to evolving risks. Staff is reviewing the recommendations associated with the mitigation measures that are not currently being implemented to determine which ones should be implemented based on our specific risk profile.

Attached is a copy of our risk control survey results report that includes CSRMA's findings and recommendations and shows our implementation rate for each of the 60 risk areas/topics in comparison to other CSRMA member agencies.

This information is for informational purposes only. As such no Board action is required.

**IV. REFERENCE MATERIAL**

2021 CRSMA Risk Control Survey Findings and Recommendations

## CSRMA Risk Control Survey

Findings and Recommendations for:

### Goleta Sanitary District

5/2/22

This report is the result of the agency's responses on the Risk Control Audit. The topics covered in the audit were selected based on their applicability to the members of CSRMA. Recommendations and findings are drawn from either information provided by the Agency or limited conditions physically observed at the time of the site visit (if applicable) and do not necessarily address each and every possible loss potential, code or other statutory violation, or exception to good practices and procedures. Furthermore, the absence of comment or recommendation on a given area does not mean the area was in compliance with all acceptable codes and statutes, was in conformation with good practices and procedures, or was without a loss potential.

### FINDINGS SUMMARY

The chart below shows your agency's responses to the questions in each topic section :

- YES indicates the questions where your agency adequately addresses compliance requirements/recommendations.
- NO indicates the questions where your agency does not adequately address compliance requirements/recommendations.
- NOT ANSWERED indicates the questions where your agency did not provide a response.
- N/A indicates the questions that you indicated do not apply to your agency.
- Strikethrough text indicates topics that you indicated do not apply to your agency.

Topic	Number of Questions	Yes	No	N/A	Not Answered	Agency's notes/Comments
Accident Prevention: Human Error	9	5	4	0	0	
Asset Mapping	4	3	0	1	0	
Biomechanics/Ergonomics	4	4	0	0	0	
Bloodborne Pathogens	22	22	0	0	0	
Business Continuity Plan	2	2	0	0	0	
CalOSHA Record Keeping (300 Logs)	7	6	0	1	0	
Certifications and Permits	13	7	0	6	0	
Chemical Hygiene Plan	2	2	0	0	0	
Confined Space	23	23	0	0	0	

<b>Topic</b>	<b>Number of Questions</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Not Answered</b>	<b>Agency's notes/Comments</b>
Contractor Safety/Multi-Employer	21	20	0	0	1	
Core Competencies	2	2	0	0	0	
COVID-19	4	3	0	1	0	
Defensive Driving	3	1	2	0	0	
Earth Moving Equipment	10	10	0	0	0	
Emergency Action Plan (EAP)	5	5	0	0	0	
Employee Training and Knowledge Transfer	1	1	0	0	0	
Employment Practices	7	6	0	1	0	
Excavation work	11	11	0	0	0	
Fall Protection	5	5	0	0	0	
Fire Prevention Plan	10	10	0	0	0	
Forklift (Industrial Truck)	9	9	0	0	0	
Hazard Communication	16	16	0	0	0	
HazWOPER	14	12	0	2	0	
Health Promotion	3	3	0	0	0	
Hearing Conservation	27	27	0	0	0	
Heat Illness	7	7	0	0	0	
Incident Reporting	3	3	0	0	0	
Injury Illness Prevention Program (IIPP)	15	15	0	0	0	
Insurance Requirements and Contracts	1	1	0	0	0	
Job Descriptions	3	3	0	0	0	
Labor Law Posting Requirements	1	1	0	0	0	
Lockout/Tagout (LOTO)	18	18	0	0	0	
Medical Provider Network (CSRMA)	1	1	0	0	0	

Topic	Number of Questions	Yes	No	N/A	Not Answered	Agency's notes/Comments
Mobile Crane/Crane/Hoist Operator Training, Qualifications and Certification	5	4	0	1	0	
Mobile Cranes, Overhead and Gantry Cranes, Overhead Hoists	17	17	0	0	0	
Mobile Equipment	12	9	0	3	0	
New Employee Orientation and Training	3	3	0	0	0	
NFPA 70E – Electrical Safety	7	1	0	6	0	
No Harassment/Discrimination	3	3	0	0	0	
Personal Protective Equipment (PPE)	4	4	0	0	0	
Pre-Employment Functional Capacity	1	1	0	0	0	
Pretreatment/Industrial Waste	3	1	0	2	0	
Public Tours	7	4	2	1	0	41-2 We do limit the maximum number of attendees and ask that chaperones accompany younger visitors. Most of our attendees are in college. 41-3 We often customize the tours to specific areas of interest. Some classes are interested in only water recycling, some are focused on geography or microbiology. We adapt the tour to these interests.
Pumping Facility Assets	9	9	0	0	0	
Respiratory Protection	33	33	0	0	0	
Rights and Responsibilities Training	1	0	1	0	0	
Risk Control Audits	3	2	1	0	0	
Safety Culture	4	4	0	0	0	
Security	9	6	1	1	1	
Sewer - Collections Staffing And Training	4	3	1	0	0	
Sewer - Force Main Assets	3	1	0	2	0	being replaced in 2019

Topic	Number of Questions	Yes	No	N/A	Not Answered	Agency's notes/Comments
Sewer - Inspections, Operations and Management Activities	5	5	0	0	0	
Sewer - Local Sewer Use Ordinance	7	6	0	1	0	
Sewer - SSO Emergency Response Program	11	11	0	0	0	
Sewer - SSO Prevention And Mitigation	3	3	0	0	0	
Silica	2	2	0	0	0	
Traffic Control	3	3	0	0	0	
Transite (Asbestos) Pipe	8	0	0	8	0	
Wastewater Treatment Plant Contingency Plan	4	4	0	0	0	
Wildfire Smoke Policy	4	0	0	4	0	
Workers' Compensation Claims Management	8	8	0	0	0	
Workplace Violence	2	1	1	0	0	

### COMPARISON TO POOL

The chart below shows how your agency compares to the entire CSRMA pool for each topic. The score represents the percentage of questions with a positive (yes) response, indicating compliance with requirements/recommendations.

Topic	Goleta Sanitary District	CSRMA
Accident Prevention: Human Error	56%	67%
Asset Mapping	100%	82%
Biomechanics/Ergonomics	100%	84%
Bloodborne Pathogens	100%	91%
Business Continuity Plan	100%	52%
CalOSHA Record Keeping (300 Logs)	100%	95%

<b>Topic</b>	<b>Goleta Sanitary District</b>	<b>CSRMA</b>
Certifications and Permits	100%	81%
Chemical Hygiene Plan	100%	92%
Confined Space	100%	93%
Contractor Safety/Multi-Employer	95%	82%
Core Competencies	100%	81%
COVID-19	100%	70%
Defensive Driving	33%	81%
Earth Moving Equipment	100%	83%
Emergency Action Plan (EAP)	100%	92%
Employee Training and Knowledge Transfer	100%	57%
Employment Practices	100%	81%
Excavation work	100%	79%
Fall Protection	100%	79%
Fire Prevention Plan	100%	88%
Forklift (Industrial Truck)	100%	89%
Hazard Communication	100%	90%
HazWOPER	100%	79%
Health Promotion	100%	74%
Hearing Conservation	100%	89%
Heat Illness	100%	88%
Incident Reporting	100%	84%
Injury Illness Prevention Program (IIPP)	100%	92%
Insurance Requirements and Contracts	100%	79%
Job Descriptions	100%	80%
Labor Law Posting Requirements	100%	94%
Lockout/Tagout (LOTO)	100%	87%
Medical Provider Network (CSRMA)	100%	71%
Mobile Crane/Crane/Hoist Operator Training, Qualifications and Certification	100%	68%

<b>Topic</b>	<b>Goleta Sanitary District</b>	<b>CSRMA</b>
Mobile Cranes, Overhead and Gantry Cranes, Overhead Hoists	100%	73%
Mobile Equipment	100%	77%
New Employee Orientation and Training	100%	85%
NFPA 70E – Electrical Safety	100%	75%
No Harassment/Discrimination	100%	95%
Personal Protective Equipment (PPE)	100%	71%
Pre-Employment Functional Capacity	100%	67%
Pretreatment/Industrial Waste	100%	78%
Public Tours	67%	54%
Pumping Facility Assets	100%	84%
Respiratory Protection	100%	88%
Rights and Responsibilities Training	0%	73%
Risk Control Audits	67%	70%
Safety Culture	100%	37%
Security	75%	70%
Sewer - Collections Staffing And Training	75%	73%
Sewer - Force Main Assets	100%	55%
Sewer - Inspections, Operations and Management Activities	100%	84%
Sewer - Local Sewer Use Ordinance	100%	75%
Sewer - SSO Emergency Response Program	100%	83%
Sewer - SSO Prevention And Mitigation	100%	91%
Silica	100%	31%
Traffic Control	100%	91%
Transite (Asbestos) Pipe	0%	48%
Wastewater Treatment Plant Contingency Plan	100%	44%
Wildfire Smoke Policy	0%	40%

Topic	Goleta Sanitary District	CSRMA
Workers' Compensation Claims Management	100%	91%
Workplace Violence	50%	82%

## RECOMMENDATIONS

The recommendations below are based on areas where your agency's response was "NO," indicating non-compliance with CalOSHA, State Water Resources Control Board, Department of Toxic Substances Control or other regulatory requirements or best practices. The recommendations are provided based on responses to the Risk Control Survey; therefore the absence of recommendations on a given topic does not necessarily mean the area was in compliance with all acceptable codes and statutes, was in conformation with good practices and procedures, or was without a loss potential.

### Accident Prevention: Human Error

Human error is widely acknowledged as the major cause of quality, production, and safety risks in many industries. Although it is unlikely that human error will ever be completely prevented, there is growing recognition that many human performance problems stem from a failure within organizations to develop an effective policy for managing human reliability. Human errors begin during the research and design stage, and continue into the manufacturing, construction, and installation phases, and finally through the design of management systems associated with operations and maintenance. Such management systems include: management and training policies, procedural development, and standard operating procedure development.

- 1 - 1 Are supervisors and managers trained on understanding the differences between normal human error and intentional violations of established rules, policies and procedures?

#### Recommendations:

Studies have consistently shown that employees are reluctant to report near misses if they believe they may be punished for honest human errors. Failure to capture human errors and other types of near misses leaves an employer open to the possibility that the next employee experiencing the same error will experience/cause injury or property damage

Provide training for supervisors and managers on the basics of human behavior, including human error, violations and the cause of each.

- 1 - 2 Does your agency have a formal policy that promises protection from discipline for reporting of simple human error, even where property was damaged or injury occurred?  
*Only a very small proportion of human actions that are unsafe are deliberate (e.g., criminal activity, substance abuse, use of controlled substances, reckless noncompliance, sabotage, etc.) and as such, deserve sanctions of appropriate severity. A blanket amnesty on all unsafe acts would lack credibility in the eyes of employees and could be seen to oppose natural justice. A "no-blame" culture per se is therefore neither feasible nor desirable. What is needed is a "just culture", an atmosphere of trust in which people are encouraged, even rewarded, for providing essential safety-related information - but in which they are also clear about where the line must be drawn between acceptable and unacceptable behaviour. There is a need to learn from accidents and incidents through safety investigation so as to take appropriate action to prevent the repetition of such events. In addition, it is important that even apparently minor occurrences are investigated, in order to prevent catalysts for major*

accidents. Safety analysis and investigation is a necessary and effective means of improving safety, by learning the appropriate lessons from safety occurrences and adopting preventative actions. It is therefore important that an environment exists where occurrences are reported, the necessary processes are in place for investigation and for the development of necessary preventative actions such as re-training, improved supervision etc. Under "Just Culture" conditions, individuals are not blamed for 'honest errors', but are held accountable for wilful violations and gross negligence. People are less willing to inform the organisation about their own errors and other safety problems or hazards if they are afraid of being punished or prosecuted. Such lack of trust of employees prevents the management from being properly informed of the actual risks. Managers are then unable to make the right decisions in order to improve safety. However, a totally "no-blame" culture is neither feasible nor desirable. Most people desire some level of accountability when a mishap occurs. In an attempt to solve that problem, J. Reason described a "Just Culture" as an atmosphere of trust in which people are encouraged, and even rewarded, for providing essential safety-related information, but in which they are also clear about where the line must be drawn between acceptable and unacceptable behaviour. Hence, a Just Culture supports learning from unsafe acts in order to improve the level of safety awareness through the improved recognition of safety situations and helps to develop conscious articulation and sharing of safety information. Consequently, a Just Culture can be regarded as an enabler, and even indicator of, (a good) Safety Culture.

Recommendations:

Consider developing and adopting a Just Culture Policy, as other high hazard employers (i.e. hospitals, commercial aviation maintenance, chemical refining, nuclear power generation, etc) have done.

- 1 - 4 Have all employees received training on human error causes and prevention?  
*One of the best ways to reduce human error, the single largest cause of injury, property damage and other negative consequences, is to train employees on the types of human error and prevention strategies.*

Recommendations:

Provide training to all employees on human error, causes and prevention strategies.

- 1 - 5 Does your agency utilize Permit to Work Systems as a human error prevention technique for high-risk tasks?

Recommendations:

Permit to Work systems - i.e. checklists - have proven themselves extremely effective at reducing errors and corresponding accidents for activities that require a large number of steps, considerations or require employees to be focused on the task at hand.

Identify and develop Permit To Work checklists for those tasks performed by employees where:

- there is a small margin of error,
- tasks performed infrequently,
- where an error has a high likelihood of negative consequences,
- for any other task the agency deems to important to be left to chance or to the memory/skill of the employee performing it.

## Contractor Safety/Multi-Employer

Contractor liability for public agencies when using outside contractors has never been greater, especially when it comes to CalOSHA liability. CalOSHA has developed a draft Affirmative Defense for Controlling Employers (typically, the contract owner) and compliance with this is one component of a Contractor Safety Program. There are other best practices that should be addressed as part of your agency's Contractor Safety Program.

If your agency does not hire outside contractors, click the checkbox next to "This topic is NOT APPLICABLE to this agency."

**10 - 21** When writing and executing contracts with your agency's vendors, suppliers and contractor's does your agency utilize the recommendations in the Insurance Requirements in Contracts (IRIC) manual provided on the Alliant website?

*If no, use the text box above to briefly describe your agency's process for developing the language for the Insurance Requirement section of contracts.*

This question was not answered.

It is strongly recommended that your agency utilize the IRIC Manual to assist in the development of the insurance requirements language in your agency's contracts. The manual contains recommended language, lines of coverage and limits for several types of contracts. The manual can be found at <http://www.alliant.com/Industry-Solutions/Public-Entity/Documents/IRIC.pdf>

## Defensive Driving

If your agency has employees who drive agency-owned or personal vehicles for agency purposes, complete this section. If not, check the box next to "This topic is NOT APPLICABLE to this agency."

**13 - 1** Does your agency provide employees who drive agency vehicles with driver safety training within 6 months of being hired?

Recommendations:

Auto accidents are the second leading cause of loss in terms of frequency and severity. Provide new employees who drive with documented driver safety training within six months of hire. Choose a training format that best applies to your agency and circumstances, such as behind-the-wheel, video, interactive computer-based training, etc.

**13 - 2** Do employees who drive agency vehicles receive refresher driver safety training at least every 3 years?

Recommendations:

Regular defensive driving training has been shown to improve driver safety. Provide all drivers with documented driver safety refresher training every three years. Choose a training format that best applies to your agency and circumstances, such as behind-the-wheel, video, interactive computer-based training, etc.

## Public Tours

Providing tours of wastewater treatment facilities is positive community involvement and is part of the agency's operations. However, these tours may expose those on the tour to potentially dangerous conditions and place the agency at risk. Consideration should be given to developing a protocol for conducting these tours to mitigate these risks.

If your agency does not conduct public tours check the box next to "This topic is NOT APPLICABLE to this agency."

**43 - 2** Does the written tour protocol provide the required ratio of adults to children?

Recommendations:

Establish a child-adult ratio for public tours in order to provide enough supervision to keep children from getting into trouble. This ratio must be age-dependent. A higher ratio of adults to children is required for younger children; a lower ratio is acceptable for older children.

**43 - 6** Does the written tour protocol prohibit touring in areas where the railings do not meet the International Building Code requirement that a 4-inch diameter sphere cannot pass through any opening up to a height of 34 inches?

Recommendations:

Review each tour route and area to assure that there are adequate guardrails that provide complete protection to participants and where the rails have no greater than a four inch gap between rails.

## Rights and Responsibilities Training

California Labor Code section 3551 requires employers to notify new employees about California workers compensation (CA WC), their rights, and benefits. This information must be provided at the time of hire or by the end of the first pay period. By using the DWC's Time of Hire Pamphlet you will fulfill this requirement. This pamphlet, or a similar one that has been approved by the Administrative Director, must be given to all newly hired employees in the State of California. Employers and claims administrators may use the content of this document and put their logos and additional information on it.

- 46 - 1 Does your agency provide training to all employees on their rights and responsibilities under the California Workers' Compensation System at least every two years?

### Recommendations:

Numerous studies over the past 30 years have shown that injured employees are often less likely to file frivolous claims or retain an attorney following an injury if they are aware of their rights & responsibilities under California Workers' Compensation law.

In accordance with Best Recommended Risk Control Practices, provide employee training every two years on an injured employee's rights and responsibilities under the California Workers' Compensation system.

## Risk Control Audits

A risk control, or safety, audit is the detailed examination of your agency's safety/risk management system to make sure that your safety/risk control programs and activities are working according to plan and are helping meet written goals and regulatory compliance requirements. Risk control audits can help you spot problems early, before they become big issues or are discovered by an external auditor.

- 47 - 3 Does your agency share the results of this internal safety performance audit with its Board of Directors?

### Recommendations:

An agency's governing body has the responsibility to ensure adequate funding is provided to provide a safe workplace for its employees and is ultimately responsible to ensure a safe workplace is provided. To help fulfill that responsibility, they should be kept abreast of the agency's state of compliance with applicable laws, regulations and the agency's own policies.

In accordance with Best Recommended Risk Control Practices, consider informing the agency's governing body of the results of periodic internal audits of the agency's state of compliance with applicable laws, regulations and the agency's own policies.

## Security

Organizational security is an essential part of an effective risk management program to provide a safe place for employees to work and guard against damages such as vandalism or cyber threats.

- 49 - 8 Does your agency have a system to monitor the safety of employees working alone after hours?

### Recommendations:

Employers should have a system in place to monitor the safety of employees working alone after hours. Otherwise, an injured employee may go undiscovered until the next work day. Many employers issue employees cell phones and/or radios that can be used to summon assistance, but these often do not work in underground locations (such as pump stations or pipe/pump galleries) or in areas with heavy interference or poor coverage. For this reason, employers should consider alternate On Call Employee Welfare Check systems. The following are some examples of how to address this important safety issue:

- The on-call employee will notify the alarm company of when they arrive, how long the task should take and request a phone call after a certain amount of time to “check” on the status of the employee.
- The on-call employee will notify the local police or fire dispatch of when they arrive, how long the task should take and request a phone call after a certain amount of time to “check” on the status of the employee.
- For plants that are staffed 24hours/day, the on-call employee will notify the Duty Operator of when they arrive, how long the task should take and request a phone call after a certain amount of time to “check” on their status.
- The on-call employee will set the facility security/SCADA to alarm after a certain amount of time. If these alarms are timed out, an alarm will go out to either the alarm company or to the next person on the Callout List.

In accordance with Best Recommended Risk Control Practices, develop an On Call Employee Welfare Check System of determining where the employee went, when they arrived and how long the task should take to help ensure that, should the employee experience a medical or other type of emergency, an appropriate response can be made.

49 - 9

Has your agency completed a Cyber Breach Incident Response Plan that addresses each of the following:

- Incident response team members and their roles and responsibilities
- How an incident is defined and detected and the procedures for reporting, investigating, and containing the threat
- Post-incident notifications
- Evidence preservation and chain of custody procedures
- Containment, eradication and recovery

This question was not answered.

Cybercriminals are increasingly targeting smaller public agencies. By having an a cyber breach incident response plan, your agency is better prepared to detect, deter or quickly respond to a threat or cyber-attack. Studies have shown that, even in the event of a breach, customers and employees are likely still maintain their trust if the agency acts quickly and communicates with them responsibly. A cyber breach incident response plan should address, at a minimum, those components cyber security standards organizations such as SANS or CISA recommend to help ensure the plan's effectiveness. Please contact David Patzer, CSRMA Risk Control Advisor for more information and templates.

## Sewer - Collections Staffing And Training

The Statewide General Waste Discharge Requirements (WDRs) for Sanitary Sewer Systems, Water Quality Order No. 2006-0003 (Sanitary Sewer Systems WDR) requires public agencies that own or operate sanitary sewer systems to develop and implement sewer system management plans. Section D.9 of these regulations requires dischargers to provide sewer collections staff who may be involved in responding to sanitary sewer overflows to receive training.

If your agency does not manage, operate, or work with sewer or storm water collections, check the box next to "This topic is NOT APPLICABLE to this agency."

50 - 2 Does your agency have written Standard Operating Procedures (SOPs) for each identified core competency?

Recommendations:

The State Water Resources Control Board's Sanitary Sewer System Waste Discharge Requirements Water Quality Order No. 2006-0003-DWQ (hereafter SSSWDR), requires dischargers to have written SOPs per SSSWDR Section D.9 and D.13(iv)(d).

## Workplace Violence

Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors. Homicide is currently the fourth-leading cause of fatal occupational injuries in the United States. According to the Bureau of Labor Statistics Census of Fatal Occupational Injuries (CFOI), of the 4,679 fatal workplace injuries that occurred in the United States in 2014, 403 were workplace homicides.

In most workplaces where risk factors can be identified, the risk of assault can be prevented or minimized if employers take appropriate precautions. One of the best protections employers can offer their workers is to establish a zero-tolerance policy toward workplace violence. This policy should cover all workers, clients, visitors, contractors, and anyone else who may come in contact with agency personnel.

By assessing their worksites, employers can identify methods for reducing the likelihood of incidents occurring. OSHA believes that a well-written and implemented workplace violence prevention program, combined with engineering controls, administrative controls and training can reduce the incidence of workplace violence in workplaces.

**62 - 2** Is training on workplace violence prevention provided to employees at least every 2 years?

Recommendations:

Training is recommended on the following:

- Proper procedures for reporting acts or threats of workplace violence,
- The signs of potential street or workplace violence
- How and when to retreat,
- How to handle angry customers,
- Carjacking safety, and
- What to do (and not do) if assaulted or robbed.

Supervisors should be trained on how to investigate reports of violent acts or threats made within their work group.

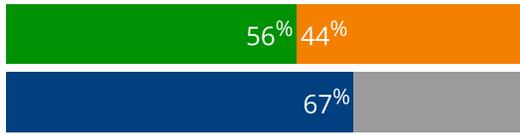
Front office personnel should be trained on handling aggressive or angry customers;  
All employees should know how to report incidents of violent, intimidating, threatening and other disruptive behavior.

It is recommended that training be provided to staff every two years on the agency's Workplace Violence Prevention policy and on how to recognize, defuse and report acts or suspected acts of workplace or street violence.

# Goleta Sanitary District

The charts below show how your agency's responses to the CSRMA Risk Control Audit questions compare to all CSRMA agencies.

## Accident Prevention: Human Error



## Asset Mapping



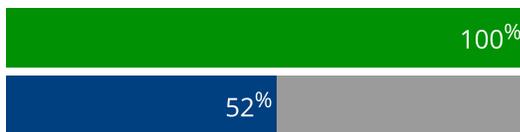
## Biomechanics/Ergonomics



## Bloodborne Pathogens



## Business Continuity Plan



## CalOSHA Record Keeping (300 Logs)



## Certifications and Permits



## Chemical Hygiene Plan



## Confined Space



## Contractor Safety/Multi-Employer



**YES**



**NO**

Areas where compliance requirements and recommendations are ADEQUATELY addressed.

Areas where compliance requirements and recommendations are NOT ADEQUATELY addressed.



**NOT ANSWERED**

Questions where a response was not provided.



**POOL**

Average "Yes" score of all member agencies in the pool.

# Goleta Sanitary District

The charts below show how your agency's responses to the CSRMA Risk Control Audit questions compare to all CSRMA agencies.

## Core Competencies



## COVID-19



## Defensive Driving



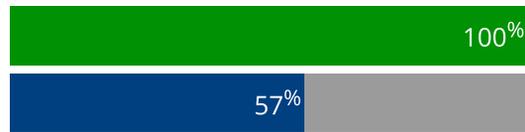
## Earth Moving Equipment



## Emergency Action Plan (EAP)



## Employee Training and Knowledge Transfer



## Employment Practices



## Excavation work



## Fall Protection



## Fire Prevention Plan



<span style="color: green;">■</span> <b>YES</b> Areas where compliance requirements and recommendations are ADEQUATELY addressed.	<span style="color: orange;">■</span> <b>NO</b> Areas where compliance requirements and recommendations are NOT ADEQUATELY addressed.	<span style="color: gray;">■</span> <b>NOT ANSWERED</b> Questions where a response was not provided.	<span style="color: blue;">■</span> <b>POOL</b> Average "Yes" score of all member agencies in the pool.
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# Goleta Sanitary District

The charts below show how your agency's responses to the CSRMA Risk Control Audit questions compare to all CSRMA agencies.

## Forklift (Industrial Truck)



## Hazard Communication



## HazWOPER



## Health Promotion



## Hearing Conservation



## Heat Illness



## Incident Reporting



## Injury Illness Prevention Program (IIPP)



## Insurance Requirements and Contracts



## Job Descriptions



**YES**

Areas where compliance requirements and recommendations are ADEQUATELY addressed.



**NO**

Areas where compliance requirements and recommendations are NOT ADEQUATELY addressed.



**NOT ANSWERED**

Questions where a response was not provided.



**POOL**

Average "Yes" score of all member agencies in the pool.

## Goleta Sanitary District

The charts below show how your agency's responses to the CSRMA Risk Control Audit questions compare to all CSRMA agencies.

### Labor Law Posting Requirements



### Lockout/Tagout (LOTO)



### Medical Provider Network (CSRMA)



### Mobile Crane/Crane/Hoist Operator Training, Qualifications and Certification



### Mobile Cranes, Overhead and Gantry Cranes, Overhead Hoists



### Mobile Equipment



### New Employee Orientation and Training



### NFPA 70E – Electrical Safety



### No Harassment/Discrimination



### Personal Protective Equipment (PPE)



**YES**

Areas where compliance requirements and recommendations are ADEQUATELY addressed.



**NO**

Areas where compliance requirements and recommendations are NOT ADEQUATELY addressed.



**NOT ANSWERED**

Questions where a response was not provided.



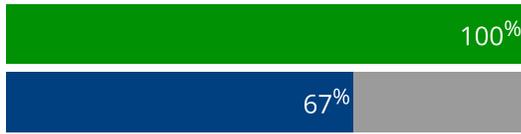
**POOL**

Average "Yes" score of all member agencies in the pool.

## Goleta Sanitary District

The charts below show how your agency's responses to the CSRMA Risk Control Audit questions compare to all CSRMA agencies.

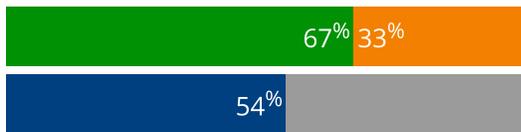
### Pre-Employment Functional Capacity



### Pretreatment/Industrial Waste



### Public Tours



### Pumping Facility Assets



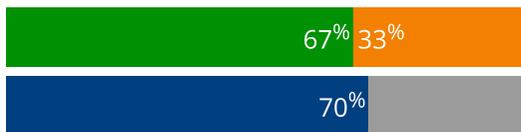
### Respiratory Protection



### Rights and Responsibilities Training



### Risk Control Audits



### Safety Culture



### Security



### Sewer - Collections Staffing And Training



**YES**

Areas where compliance requirements and recommendations are ADEQUATELY addressed.



**NO**

Areas where compliance requirements and recommendations are NOT ADEQUATELY addressed.



**NOT ANSWERED**

Questions where a response was not provided.



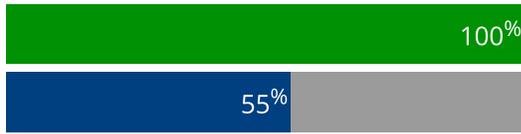
**POOL**

Average "Yes" score of all member agencies in the pool.

# Goleta Sanitary District

The charts below show how your agency's responses to the CSRMA Risk Control Audit questions compare to all CSRMA agencies.

## Sewer - Force Main Assets



## Sewer - Inspections, Operations and Management Activities



## Sewer - Local Sewer Use Ordinance



## Sewer - SSO Emergency Response Program



## Sewer - SSO Prevention And Mitigation



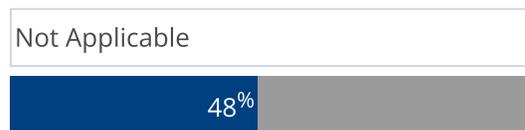
## Silica



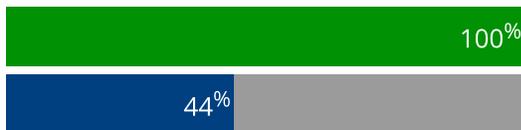
## Traffic Control



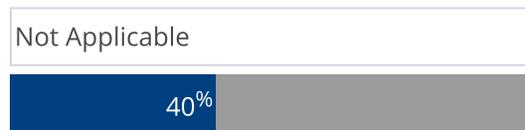
## Transite (Asbestos) Pipe



## Wastewater Treatment Plant Contingency Plan



## Wildfire Smoke Policy



<span style="color: green;">■</span> <b>YES</b> Areas where compliance requirements and recommendations are ADEQUATELY addressed.	<span style="color: orange;">■</span> <b>NO</b> Areas where compliance requirements and recommendations are NOT ADEQUATELY addressed.	<span style="color: gray;">■</span> <b>NOT ANSWERED</b> Questions where a response was not provided.	<span style="color: blue;">■</span> <b>POOL</b> Average "Yes" score of all member agencies in the pool.
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## Goleta Sanitary District

The charts below show how your agency's responses to the CSRMA Risk Control Audit questions compare to all CSRMA agencies.

### Workers' Compensation Claims Management



### Workplace Violence



**YES**

Areas where compliance requirements and recommendations are ADEQUATELY addressed.

**NO**

Areas where compliance requirements and recommendations are NOT ADEQUATELY addressed.

**NOT ANSWERED**

Questions where a response was not provided.

**POOL**

Average "Yes" score of all member agencies in the pool.

# **AGENDA ITEM #3**

**AGENDA ITEM: 3**

**MEETING DATE: May 16, 2022**

**I. NATURE OF ITEM**

Consideration of Employee Compensation and Benefits Survey Results

**II. BACKGROUND INFORMATION**

The District conducts periodic employee compensation and benefits surveys to remain competitive in attracting and retaining qualified employees pursuant to Resolution No. 11-522. The completion of an employee compensation and benefit survey every 5 years is a goal included in the District's Strategic Plan and its FY 2021-22 Action Plan. The last time an employee compensation and benefits survey was completed was in 2016.

On September 8, 2021, the Board authorized an agreement with Koff and Associates (K&A) for the preparation of the 2021 compensation and benefit study. This effort has been completed and the results are presented herein for Board consideration.

**III. COMMENTS AND RECOMMENDATIONS**

K&A evaluated the District's existing compensation and benefit information for 23 benchmark position classifications and compared them to the following 12 comparative agencies:

1. Goleta West Sanitary District
2. Carpinteria Sanitary District
3. Montecito Sanitary District
4. Ojai Valley Sanitary District
5. Goleta Water District
6. Camarillo Sanitary District
7. City of Goleta
8. City of Santa Barbara
9. City of Lompoc
10. City of Santa Maria,
11. City of San Luis Obispo
12. City of Thousand Oaks

K&A evaluated positions from the above comparable agencies based on class descriptions, as job titles often don't give a complete picture. A 70% likeness match was used as a minimum for inclusion as a comparator position. For classifications outside the 70% match, a hybrid comparison was used.

For data point comparisons K&A provided both average and median salary data points, using the top step in a salary range. In the past, the District has used the average of the top salary step for comparator positions as the median salary value can be skewed one way or another by the variance and/or range of values selected.

K&A also provided benefit information for each benchmark position for both Classic and CA Public Employees' Pension Reform Act (PEPRA) retirement plans. The total benefit values (costs) were added to the salary data to determine a total monthly compensation amount for each benchmark position.

Detailed salary and benefit sheets for each benchmark position along with summary sheets were generated and are attached to this report. The summary sheet is a good way to see how the top monthly salary and total monthly compensation (salary plus benefits) of our benchmark positions compared to the average of our comparator agencies. For purposes of this survey a top monthly salary within 5% of the average of comparator agencies is considered to be at market.

While the average difference of the District benchmark position's top monthly salaries is very close to market (1.4% above average), the differences by benchmark position range from 13.8% below the average up to 12.9% above average.

When the value of the District's benefits is added to the top monthly salary to create total monthly compensation, the overall difference increases to 8.8% above average when compared to the comparator agencies. This increase is mainly due to the fact that the District's benefit package compares very favorable to the average value of the comparator agencies.

Every two years CASA conducts a similar salary and benefits survey of sanitation agencies. The results from the 2021 CASA survey provide additional information and is especially helpful when the comparator agencies used in the K&A surveys don't have adequate benchmark position matches.

The K&A survey also included a comparison of other District benefits that aren't included in the market benefit data sheets. These include shift differential pay, standby pay, call back pay, retiree health benefits, and sick leave benefits. Copies of these other benefits comparison sheets are attached to this report.

Staff is seeking Board direction on what type of changes to our approved pay schedule they would like to make based on the results of the referenced survey information. There are several options the Board could consider that range from making spot salary adjustments to certain benchmark positions, to revising the District's entire pay schedule and/or benefit levels based on the survey data. Regardless of what changes, if any are desired, staff would return with further analysis and recommendations on how to implement the requested changes for Board consideration and action.

#### **IV. REFERENCE MATERIALS**

Koff & Associates Draft Survey Results Summary

Koff & Associates Market Compensation Data Sheets

Koff & Associates Market Benefit Data Sheets

Koff & Associates Supplemental Benefits Survey Sheets

Goleta Sanitary District - Results Summary  
December 2021

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Accounting Technician	\$ 5,989	\$ 6,012	-0.4%	\$ 5,609	6.3%	\$ 9,498	\$ 8,543	10.1%	\$ 7,968	16.1%	9
Administrative Assistant	\$ 4,999	\$ 5,005	-0.1%	\$ 4,854	2.9%	\$ 8,344	\$ 7,465	10.5%	\$ 7,026	15.8%	9
Administrative Supervisor	\$ 7,450	\$ 8,444	-13.3%	\$ 8,129	-9.1%	\$ 11,202	\$ 11,581	-3.4%	\$ 11,728	-4.7%	8
Collection System Maintenance Technician II	\$ 6,871	\$ 6,136	10.7%	\$ 6,222	9.4%	\$ 10,527	\$ 8,891	15.5%	\$ 8,584	18.5%	10
Collection System Maintenance Technician III	\$ 7,554	\$ 7,370	2.4%	\$ 7,698	-1.9%	\$ 11,323	\$ 10,397	8.2%	\$ 10,584	6.5%	9
Collection System Manager	\$ 9,461	\$ 10,455	-10.5%	\$ 10,764	-13.8%	\$ 13,546	\$ 13,914	-2.7%	\$ 14,589	-7.7%	8
Electrician	\$ 7,523	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,287	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Facilities Maintenance Supervisor	\$ 9,693	\$ 9,204	5.0%	\$ 9,303	4.0%	\$ 13,817	\$ 12,091	12.5%	\$ 12,057	12.7%	4
Finance and Human Resources Manager	\$ 14,224	\$ 12,384	12.9%	\$ 12,513	12.0%	\$ 18,955	\$ 16,051	15.3%	\$ 16,367	13.7%	11
General Manager / District Engineer	\$ 20,097	\$ 18,214	9.4%	\$ 17,201	14.4%	\$ 25,438	\$ 23,728	6.7%	\$ 22,420	11.9%	10
Human Resources Manager	proposed	\$ 11,799		\$ 11,316		proposed	\$ 15,238		\$ 14,245		7
Industrial Waste Control Officer	\$ 7,781	\$ 7,114	8.6%	\$ 7,199	7.5%	\$ 11,587	\$ 9,988	13.8%	\$ 9,735	16.0%	8
Instrumentation Technician	\$ 7,991	\$ 8,407	-5.2%	\$ 8,503	-6.4%	\$ 11,832	\$ 11,189	5.4%	\$ 11,180	5.5%	6
Laboratory Analyst II	\$ 7,705	\$ 7,441	3.4%	\$ 7,133	7.4%	\$ 11,499	\$ 9,970	13.3%	\$ 9,454	17.8%	6
Laboratory and Technical Services Manager	\$ 10,138	\$ 9,868	2.7%	\$ 9,786	3.5%	\$ 14,335	\$ 13,129	8.4%	\$ 13,519	5.7%	8
Maintenance Worker	\$ 4,793	\$ 5,457	-13.8%	\$ 4,992	-4.1%	\$ 8,104	\$ 7,846	3.2%	\$ 7,586	6.4%	10
Management Analyst	\$ 8,802	\$ 8,542	3.0%	\$ 8,300	5.7%	\$ 12,778	\$ 11,290	11.6%	\$ 10,722	16.1%	7
Plant Maintenance Technician II	\$ 7,259	\$ 6,748	7.0%	\$ 6,690	7.8%	\$ 10,979	\$ 9,295	15.3%	\$ 9,134	16.8%	5
Plant Operations Manager	\$ 11,849	\$ 13,298	-12.2%	\$ 13,175	-11.2%	\$ 16,330	\$ 17,212	-5.4%	\$ 18,312	-12.1%	7
Plant Operations Supervisor	\$ 9,766	\$ 9,708	0.6%	\$ 10,170	-4.1%	\$ 13,902	\$ 12,794	8.0%	\$ 13,352	4.0%	8
Project Engineer	\$ 11,849	\$ 11,000	7.2%	\$ 10,650	10.1%	\$ 16,330	\$ 14,224	12.9%	\$ 14,530	11.0%	8
Safety & Regulatory Compliance Manager	\$ 8,802	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,778	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Treatment Plant Operator III	\$ 8,093	\$ 7,206	11.0%	\$ 7,502	7.3%	\$ 11,951	\$ 9,963	16.6%	\$ 9,837	17.7%	9
		AVERAGE:	1.4%	AVERAGE:	2.4%		AVERAGE:	8.8%	AVERAGE:	9.4%	

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Accounting Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Water District <sup>1</sup>	[Administrative Assistant/ Account Clerk II]	\$ 8,774	\$ 2,926	\$ 11,699	1/1/2022	unknown	unknown
2	City of Thousand Oaks	Accounting Specialist	\$ 6,424	\$ 2,450	\$ 8,874	7/10/2021	7/9/2022	3.25%
3	Goleta Sanitary District	Accounting Technician	\$ 5,989	\$ 3,509	\$ 9,498	7/1/2021	unknown	unknown
4	Goleta West Sanitary District	Clerk II	\$ 5,854	\$ 3,898	\$ 9,752	9/1/2021	unknown	unknown
5	City of Santa Barbara	Accounting Technician	\$ 5,854	\$ 2,114	\$ 7,968	3/27/2021	unknown	unknown
6	City of Goleta	Accounting Specialist	\$ 5,609	\$ 1,879	\$ 7,488	1/1/2020	unknown	unknown
7	Camarillo Sanitary District	Accounting Specialist II	\$ 5,599	\$ 3,204	\$ 8,803	7/1/2021	unknown	unknown
8	City of Santa Maria	Utilities Accounting Technician II	\$ 5,564	\$ 2,216	\$ 7,780	12/31/2020	unknown	unknown
9	City of Lompoc	Accounting Technician II	\$ 5,237	\$ 1,792	\$ 7,029	7/8/2021	unknown	unknown
10	City of San Luis Obispo	Financial Specialist	\$ 5,191	\$ 2,299	\$ 7,490	7/1/2021	unknown	unknown
11	Montecito Sanitary District	N/C						
12	Ojai Valley Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,012	\$ 8,543
% Goleta Sanitary District Above/Below	-0.4%	10.1%
Median of Comparators	\$ 5,609	\$ 7,968
% Goleta Sanitary District Above/Below	6.3%	16.1%
Number of Matches	9	9

N/C - Non Comparator

1 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**DRAFT**

**Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021**

<b>Administrative Assistant</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Thousand Oaks	Administrative Secretary	\$ 6,111	\$ 2,413	\$ 8,524	7/10/2021	7/9/2022	3.25%
2	Ojai Valley Sanitary District	Administrative Clerk II	\$ 5,874	\$ 3,140	\$ 9,014	3/23/2021	unknown	unknown
3	<b>Goleta Sanitary District</b>	<b>Administrative Assistant</b>	<b>\$ 4,999</b>	<b>\$ 3,345</b>	<b>\$ 8,344</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
4	City of Santa Barbara	Administrative Specialist	\$ 4,892	\$ 1,980	\$ 6,872	3/27/2021	unknown	unknown
5	City of Santa Maria	Secretary	\$ 4,871	\$ 2,155	\$ 7,026	12/31/2020	unknown	unknown
6	City of Goleta	Office Specialist	\$ 4,854	\$ 1,798	\$ 6,652	1/1/2020	unknown	unknown
7	Goleta West Sanitary District	Clerk I	\$ 4,797	\$ 3,659	\$ 8,456	9/1/2021	unknown	unknown
8	Camarillo Sanitary District	Staff Assistant II	\$ 4,728	\$ 3,046	\$ 7,774	7/1/2021	unknown	unknown
9	City of San Luis Obispo	Administrative Assistant II	\$ 4,682	\$ 2,244	\$ 6,926	7/1/2021	unknown	unknown
10	City of Lompoc	Office Staff Assistant III	\$ 4,236	\$ 1,704	\$ 5,940	7/8/2021	unknown	unknown
11	Montecito Sanitary District	N/C						
12	Goleta Water District	N/C						
13	Carpinteria Sanitary District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 5,005	\$ 7,465
% Goleta Sanitary District Above/Below	-0.1%	10.5%
Median of Comparators	\$ 4,854	\$ 7,026
% Goleta Sanitary District Above/Below	2.9%	15.8%
Number of Matches	9	9

N/C - Non Comparator

**Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)**  
December 2021

<b>Administrative Supervisor</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Water District <sup>3</sup>	[Accounting & Information Systems Supervisor/ Accountant]	\$ 10,808	\$ 3,279	\$ 14,086	1/1/2022	unknown	unknown
2	City of Thousand Oaks <sup>2</sup>	[Accounting Supervisor/ Accountant]	\$ 10,541	\$ 3,547	\$ 14,088	7/10/2021	7/9/2022	1.50%
3	Goleta West Sanitary District	Office Manager	\$ 8,543	\$ 4,505	\$ 13,048	9/1/2021	unknown	unknown
4	Camarillo Sanitary District	Accountant	\$ 8,420	\$ 3,846	\$ 12,266	7/1/2021	unknown	unknown
5	Ojai Valley Sanitary District	Accounting Analyst	\$ 7,838	\$ 3,351	\$ 11,189	3/23/2021	unknown	unknown
6	City of Goleta	Accountant	\$ 7,631	\$ 2,097	\$ 9,728	1/1/2020	unknown	unknown
7	<b>Goleta Sanitary District</b>	<b>Administrative Supervisor</b>	<b>\$ 7,450</b>	<b>\$ 3,752</b>	<b>\$ 11,202</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
8	City of Santa Barbara <sup>1</sup>	[Administrative Supervisor/ Accountant II]	\$ 7,252	\$ 2,364	\$ 9,616	7/6/2019	unknown	unknown
9	City of Lompoc	Accountant	\$ 6,520	\$ 2,106	\$ 8,627	7/22/2021	unknown	unknown
10	Montecito Sanitary District	N/C						
11	City of Santa Maria	N/C						
12	City of San Luis Obispo	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,444	\$ 11,581
% Goleta Sanitary District Above/Below	-13.3%	-3.4%
Median of Comparators	\$ 8,129	\$ 11,728
% Goleta Sanitary District Above/Below	-9.1%	-4.7%
Number of Matches	8	8

N/C - Non Comparator

- 1 - City of Santa Barbara: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches
- 2 - City of Thousand Oaks: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)**  
December 2021

<b>Collection System Maintenance Technician II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta West Sanitary District	Utility Worker III	\$ 7,002	\$ 4,157	\$ 11,159	9/1/2021	unknown	unknown
2	<b>Goleta Sanitary District</b>	<b>Collection System Maintenance Technician II</b>	<b>\$ 6,871</b>	<b>\$ 3,656</b>	<b>\$ 10,527</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
3	Camarillo Sanitary District	Collection Systems Mechanic II	\$ 6,832	\$ 3,612	\$ 10,444	7/1/2021	unknown	unknown
4	Montecito Sanitary District	Collections Operator II	\$ 6,772	\$ 1,975	\$ 8,747	7/1/2021	unknown	unknown
5	Carpinteria Sanitary District	Wastewater Collection System Operator II	\$ 6,590	\$ 3,801	\$ 10,391	7/1/2021	unknown	unknown
6	Ojai Valley Sanitary District	Collection System Operator II	\$ 6,424	\$ 3,199	\$ 9,623	3/23/2021	unknown	unknown
7	City of Thousand Oaks	Utilities Maintenance Worker II	\$ 6,020	\$ 2,402	\$ 8,422	7/10/2021	7/9/2022	3.25%
8	City of San Luis Obispo	Wastewater Collection System Operator (Step 6)	\$ 5,852	\$ 2,370	\$ 8,222	7/1/2021	unknown	unknown
9	City of Santa Barbara	Wastewater Collection System Operator II	\$ 5,562	\$ 2,066	\$ 7,628	10/10/2020	unknown	unknown
10	City of Lompoc	Senior Wastewater Collection Worker	\$ 5,392	\$ 1,806	\$ 7,198	7/8/2021	unknown	unknown
11	City of Santa Maria	Wastewater Operator	\$ 4,916	\$ 2,159	\$ 7,075	12/31/2020	unknown	unknown
12	Goleta Water District	N/C						
13	City of Goleta	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 6,136	\$ 8,891
% Goleta Sanitary District Above/Below	10.7%	15.5%
Median of Comparators	\$ 6,222	\$ 8,584
% Goleta Sanitary District Above/Below	9.4%	18.5%
Number of Matches	10	10

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Collection System Maintenance Technician III								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Montecito Sanitary District	Collections Operator IV	\$ 8,369	\$ 2,215	\$ 10,584	7/1/2021	unknown	unknown
2	Goleta West Sanitary District	Utility Worker IV	\$ 8,048	\$ 4,394	\$ 12,442	9/1/2021	unknown	unknown
3	Carpinteria Sanitary District	Collection System Lead Operator	\$ 7,893	\$ 4,017	\$ 11,910	7/1/2021	unknown	unknown
4	Ojai Valley Sanitary District	Collection System Operator IV	\$ 7,838	\$ 3,351	\$ 11,189	3/23/2021	unknown	unknown
5	Camarillo Sanitary District	Lead Collection Systems Mechanic	\$ 7,698	\$ 3,793	\$ 11,491	7/1/2021	unknown	unknown
6	Goleta Sanitary District	Collection System Maintenance Technician III	\$ 7,554	\$ 3,769	\$ 11,323	7/1/2021	unknown	unknown
7	City of Thousand Oaks	Utilities Maintenance Crew Leader	\$ 7,241	\$ 2,548	\$ 9,789	7/10/2021	7/9/2022	3.25%
8	City of San Luis Obispo	Wastewater Collection System Operator (Step 9)	\$ 6,827	\$ 2,475	\$ 9,302	7/1/2021	unknown	unknown
9	City of Santa Barbara	Wastewater Collection System Lead Operator	\$ 6,723	\$ 2,227	\$ 8,950	10/10/2020	unknown	unknown
10	City of Santa Maria	Lead Wastewater Operator	\$ 5,691	\$ 2,227	\$ 7,918	12/31/2020	unknown	unknown
11	Goleta Water District	N/C						
12	City of Goleta	N/C						
13	City of Lompoc	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,370	\$ 10,397
% Goleta Sanitary District Above/Below	2.4%	8.2%
Median of Comparators	\$ 7,698	\$ 10,584
% Goleta Sanitary District Above/Below	-1.9%	6.5%
Number of Matches	9	9

N/C - Non Comparator

**Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)**  
December 2021

<b>Collection System Manager</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Barbara	Wastewater Collection System Superintendent	\$ 12,527	\$ 3,095	\$ 15,622	7/6/2019	unknown	unknown
2	Montecito Sanitary District	Collections System Supervisor	\$ 11,391	\$ 2,670	\$ 14,061	7/1/2021	unknown	unknown
3	City of Thousand Oaks	Utilities Maintenance Supervisor	\$ 11,180	\$ 4,002	\$ 15,182	7/10/2021	7/9/2022	1.50%
4	Ojai Valley Sanitary District	Collection System Supervisor	\$ 10,885	\$ 3,679	\$ 14,564	3/23/2021	unknown	unknown
5	Carpinteria Sanitary District	Collection System Supervisor	\$ 10,643	\$ 4,473	\$ 15,116	7/1/2021	unknown	unknown
6	Goleta West Sanitary District	Chief Inspector	\$ 9,820	\$ 4,794	\$ 14,614	9/1/2021	unknown	unknown
7	<b>Goleta Sanitary District</b>	<b>Collection System Manager</b>	<b>\$ 9,461</b>	<b>\$ 4,085</b>	<b>\$ 13,546</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
8	City of San Luis Obispo	Wastewater Collection System Supervisor	\$ 8,695	\$ 2,616	\$ 11,311	7/1/2021	unknown	unknown
9	City of Lompoc <sup>1</sup>	[Wastewater Collection Supervisor/Wastewater Superintendent]	\$ 8,498	\$ 2,342	\$ 10,840	7/22/2021	unknown	unknown
10	Goleta Water District	N/C						
11	City of Santa Maria	N/C						
12	City of Goleta	N/C						
13	Camarillo Sanitary District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 10,455	\$ 13,914
% Goleta Sanitary District Above/Below	-10.5%	-2.7%
Median of Comparators	\$ 10,764	\$ 14,589
% Goleta Sanitary District Above/Below	-13.8%	-7.7%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Lompoc: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

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Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Electrician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Thousand Oaks	Instrumentation and Electrical Technician	\$ 8,243	\$ 2,669	\$ 10,912	7/10/2021	7/9/2022	3.25%
2	Goleta Sanitary District	Electrician	\$ 7,523	\$ 3,764	\$ 11,287	7/1/2021	unknown	unknown
3	City of Santa Barbara	Electrician	\$ 6,675	\$ 2,227	\$ 8,902	3/27/2021	unknown	unknown
4	City of Lompoc	Electrical-Mechanical Technician II	\$ 6,082	\$ 1,867	\$ 7,949	7/8/2021	unknown	unknown
5	Ojai Valley Sanitary District	N/C						
6	Goleta Water District	N/C						
7	City of Santa Maria	N/C						
8	City of San Luis Obispo	N/C						
9	Goleta West Sanitary District	N/C						
10	Montecito Sanitary District	N/C						
11	City of Goleta	N/C						
12	Camarillo Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% Goleta Sanitary District Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% Goleta Sanitary District Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Facilities Maintenance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Barbara	Treatment Plant Technician Supervisor	\$ 10,704	\$ 2,842	\$ 13,546	7/6/2019	unknown	unknown
2	City of Thousand Oaks	Wastewater Treatment Plant Maintenance Supervisor	\$ 10,637	\$ 3,884	\$ 14,521	7/10/2021	7/9/2022	1.50%
3	Goleta Sanitary District	Facilities Maintenance Supervisor	\$ 9,693	\$ 4,124	\$ 13,817	7/1/2021	unknown	unknown
4	City of San Luis Obispo	Water Resource Recovery Facility Chief Maintenance Technician	\$ 7,969	\$ 2,598	\$ 10,567	7/1/2021	unknown	unknown
5	City of Lompoc	Facilities Maintenance Supervisor (Wastewater)	\$ 7,507	\$ 2,224	\$ 9,731	7/22/2021	unknown	unknown
6	Goleta Water District	N/C						
7	Ojai Valley Sanitary District	N/C						
8	City of Santa Maria	N/C						
9	Goleta West Sanitary District	N/C						
10	Montecito Sanitary District	N/C						
11	City of Goleta	N/C						
12	Camarillo Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,204	\$ 12,091
% Goleta Sanitary District Above/Below	5.0%	12.5%
Median of Comparators	\$ 9,303	\$ 12,057
% Goleta Sanitary District Above/Below	4.0%	12.7%
Number of Matches	4	4

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Finance and Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Water District <sup>7</sup>	[Administrative Manager/ Controller]	\$ 16,093	\$ 5,081	\$ 21,174	1/1/2022	unknown	unknown
2	Goleta Sanitary District	Finance and Human Resources Manager	\$ 14,224	\$ 4,731	\$ 18,955	7/1/2021	unknown	unknown
3	Camarillo Sanitary District <sup>1</sup>	[Finance-Accounting Manager/ Human Resources Manager]	\$ 13,307	\$ 4,808	\$ 18,115	7/1/2021	unknown	unknown
4	City of Thousand Oaks	Accounting Manager	\$ 12,979	\$ 4,394	\$ 17,373	7/10/2021	7/9/2022	1.50%
5	Montecito Sanitary District	District Administrator	\$ 12,897	\$ 2,835	\$ 15,732	7/1/2021	unknown	unknown
6	City of Santa Barbara <sup>5</sup>	[Accounting Manager/ Human Resources Manager]	\$ 12,850	\$ 3,851	\$ 16,701	unknown	unknown	unknown
7	Ojai Valley Sanitary District	Administrative Officer	\$ 12,513	\$ 3,855	\$ 16,367	3/23/2021	unknown	unknown
8	Carpinteria Sanitary District	District Administrator	\$ 12,207	\$ 4,713	\$ 16,920	7/1/2021	unknown	unknown
9	City of Goleta <sup>2</sup>	[Accounting Manager/ Human Resources-Risk Manager]	\$ 11,316	\$ 2,929	\$ 14,245	7/1/2021	unknown	unknown
10	City of San Luis Obispo <sup>4</sup>	[Accounting Manager/ Human Resources Manager]	\$ 10,773	\$ 2,826	\$ 13,598	7/1/2021	unknown	unknown
11	City of Lompoc <sup>3</sup>	[Financial Services Manager/ Human Resources Manager]	\$ 10,663	\$ 2,600	\$ 13,263	7/22/2021	unknown	unknown
12	City of Santa Maria <sup>6</sup>	[Accounting Manager/ Human Resources Manager]	\$ 10,625	\$ 2,443	\$ 13,068	12/31/2020	unknown	unknown
13	Goleta West Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 12,384	\$ 16,051
% Goleta Sanitary District Above/Below	12.9%	15.3%
Median of Comparators	\$ 12,513	\$ 16,367
% Goleta Sanitary District Above/Below	12.0%	13.7%
Number of Matches	11	11

N/C - Non Comparator

- 1 - Camarillo Sanitary District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of Goleta: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 3 - City of Lompoc: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - City of San Luis Obispo: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 5 - City of Santa Barbara: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 6 - City of Santa Maria: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 7 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

General Manager / District Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Water District <sup>3</sup>	General Manager	\$ 24,408	\$ 8,734	\$ 33,142	unknown	unknown	unknown
2	Ojai Valley Sanitary District	General Manager	\$ 21,778	\$ 6,600	\$ 28,378	9/27/2021	unknown	unknown
3	City of Thousand Oaks <sup>2</sup>	[Public Works Director/ Deputy Public Works Director-City Engineer]	\$ 20,750	\$ 6,604	\$ 27,354	7/10/2021	unknown	unknown
4	Goleta Sanitary District	General Manager / District Engineer	\$ 20,097	\$ 5,341	\$ 25,438	7/1/2021	unknown	unknown
5	Carpinteria Sanitary District	General Manager	\$ 19,000	\$ 5,784	\$ 24,784	7/1/2021	unknown	unknown
6	City of Santa Maria	Director of Utilities	\$ 17,487	\$ 3,364	\$ 20,851	12/31/2020	unknown	unknown
7	Camarillo Sanitary District <sup>1</sup>	[Public Works Director/ Deputy Public Works Director-Environmental]	\$ 16,916	\$ 6,287	\$ 23,202	7/1/2021	unknown	unknown
8	City of Santa Barbara	[Wastewater System Manager/ Public Works Director]	\$ 16,348	\$ 4,673	\$ 21,021	unknown	unknown	unknown
9	Goleta West Sanitary District	General Manager/Superintendent	\$ 15,232	\$ 6,406	\$ 21,638	unknown	unknown	unknown
10	City of San Luis Obispo	Director of Utilities	\$ 15,227	\$ 3,661	\$ 18,888	7/1/2021	unknown	unknown
11	Montecito Sanitary District	General Manager	\$ 15,000	\$ 3,021	\$ 18,021	7/1/2021	unknown	unknown
12	City of Goleta	N/C						
13	City of Lompoc	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 18,214	\$ 23,728
% Goleta Sanitary District Above/Below	9.4%	6.7%
Median of Comparators	\$ 17,201	\$ 22,420
% Goleta Sanitary District Above/Below	14.4%	11.9%
Number of Matches	10	10

N/C - Non Comparator

- 1 - Camarillo Sanitary District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Thousand Oaks: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - Goleta Water District: Salary reported by the California State Controller for 2020.

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Human Resources Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Sanitary District	Human Resources Manager	Proposed					
2	Goleta Water District <sup>2</sup>	[Administrative Manager/ Human Resources & Payroll Administrator]	\$ 14,411	\$ 4,774	\$ 19,185	1/1/2022	unknown	unknown
3	Camarillo Sanitary District	Human Resource Manager	\$ 13,307	\$ 4,808	\$ 18,115	7/4/2021	unknown	unknown
4	City of Santa Barbara <sup>1</sup>	Human Resources Manager	\$ 12,850	\$ 3,851	\$ 16,701	unknown	unknown	unknown
5	City of Goleta	Human Resources-Risk Manager	\$ 11,316	\$ 2,929	\$ 14,245	7/1/2021	unknown	unknown
6	City of San Luis Obispo	Human Resources Manager	\$ 10,773	\$ 2,826	\$ 13,599	7/1/2021	unknown	unknown
7	City of Santa Maria	Human Resources Manager	\$ 10,625	\$ 2,443	\$ 13,068	12/31/2020	unknown	unknown
8	City of Lompoc	Human Resources Manager	\$ 9,313	\$ 2,439	\$ 11,753	7/22/2021	unknown	unknown
9	Montecito Sanitary District	N/C						
10	Carpinteria Sanitary District	N/C						
11	Goleta West Sanitary District	N/C						
12	City of Thousand Oaks	N/C						
13	Ojai Valley Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,799	\$ 15,238
% Goleta Sanitary District Above/Below		
Median of Comparators	\$ 11,316	\$ 14,245
% Goleta Sanitary District Above/Below		
Number of Matches	7	7

N/C - Non Comparator

1 - City of Santa Barbara: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Goleta Water District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

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**Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021**

<b>Industrial Waste Control Officer</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta West Sanitary District	Environmental Compliance Specialist	\$ 8,088	\$ 4,403	\$ 12,490	9/1/2021	unknown	unknown
2	Camarillo Sanitary District	Source Control Inspector	\$ 8,011	\$ 3,858	\$ 11,869	7/1/2021	unknown	unknown
3	City of Thousand Oaks	Environmental Programs Inspector II	\$ 7,842	\$ 2,621	\$ 10,463	7/10/2021	7/9/2022	3.25%
4	Ojai Valley Sanitary District	Inspector	\$ 7,838	\$ 3,351	\$ 11,189	3/23/2021	unknown	unknown
5	<b>Goleta Sanitary District</b>	<b>Industrial Waste Control Officer</b>	<b>\$ 7,781</b>	<b>\$ 3,806</b>	<b>\$ 11,587</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
6	City of San Luis Obispo	Environmental Compliance Inspector	\$ 6,560	\$ 2,446	\$ 9,006	7/1/2021	unknown	unknown
7	City of Santa Barbara	Wastewater Compliance Specialist	\$ 6,486	\$ 2,194	\$ 8,680	10/10/2020	unknown	unknown
8	City of Santa Maria	Regulatory Compliance Specialist II	\$ 6,277	\$ 2,278	\$ 8,555	12/31/2020	unknown	unknown
9	City of Lompoc	Water Resources Protection Technician	\$ 5,811	\$ 1,843	\$ 7,654	7/8/2021	unknown	unknown
10	Montecito Sanitary District	N/C						
11	City of Goleta	N/C						
12	Goleta Water District	N/C						
13	Carpinteria Sanitary District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,114	\$ 9,988
% Goleta Sanitary District Above/Below	8.6%	13.8%
Median of Comparators	\$ 7,199	\$ 9,735
% Goleta Sanitary District Above/Below	7.5%	16.0%
Number of Matches	8	8

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Instrumentation Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Water District	Control Systems Technician/Treatment Operator	\$ 10,469	\$ 3,220	\$ 13,689	1/1/2022	unknown	unknown
2	City of Thousand Oaks	Senior Instrumentation and Electrical Technician	\$ 8,665	\$ 2,719	\$ 11,384	7/10/2021	7/9/2022	3.25%
3	Camarillo Sanitary District	Water Reclamation Plant Leadworker	\$ 8,503	\$ 3,961	\$ 12,464	7/1/2021	unknown	unknown
4	City of Santa Barbara	Control Systems Operator Specialist II	\$ 8,502	\$ 2,473	\$ 10,975	10/10/2020	unknown	unknown
5	<b>Goleta Sanitary District</b>	<b>Instrumentation Technician</b>	<b>\$ 7,991</b>	<b>\$ 3,841</b>	<b>\$ 11,832</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
6	City of Santa Maria	Utilities Technology Analyst	\$ 7,930	\$ 2,422	\$ 10,352	12/31/2020	unknown	unknown
7	City of Lompoc	Electrical-Mechanical Technician III	\$ 6,375	\$ 1,893	\$ 8,268	7/8/2021	unknown	unknown
8	Ojai Valley Sanitary District	N/C						
9	Goleta West Sanitary District	N/C						
10	Montecito Sanitary District	N/C						
11	City of Goleta	N/C						
12	City of San Luis Obispo	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,407	\$ 11,189
% Goleta Sanitary District Above/Below	-5.2%	5.4%
Median of Comparators	\$ 8,503	\$ 11,180
% Goleta Sanitary District Above/Below	-6.4%	5.5%
Number of Matches	6	6

N/C - Non Comparator

**Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021**

<b>Laboratory Analyst II</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Thousand Oaks	Laboratory Chemist	\$ 9,245	\$ 2,789	\$ 12,034	7/10/2021	7/9/2022	3.25%
2	Ojai Valley Sanitary District	Laboratory Technician II	\$ 9,010	\$ 3,477	\$ 12,487	3/23/2021	unknown	unknown
3	<b>Goleta Sanitary District</b>	<b>Laboratory Analyst II</b>	<b>\$ 7,705</b>	<b>\$ 3,794</b>	<b>\$ 11,499</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
4	City of Santa Barbara	Laboratory Analyst II	\$ 7,227	\$ 2,297	\$ 9,524	10/10/2020	unknown	unknown
5	City of Santa Maria	Laboratory Coordinator	\$ 7,040	\$ 2,345	\$ 9,384	12/31/2020	unknown	unknown
6	City of San Luis Obispo	Laboratory Analyst	\$ 6,676	\$ 2,459	\$ 9,134	7/1/2021	unknown	unknown
7	City of Lompoc	Laboratory Technician II	\$ 5,448	\$ 1,811	\$ 7,259	7/8/2021	unknown	unknown
8	Goleta Water District	N/C						
9	Goleta West Sanitary District	N/C						
10	Montecito Sanitary District	N/C						
11	City of Goleta	N/C						
12	Camarillo Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 7,441	\$ 9,970
% Goleta Sanitary District Above/Below	3.4%	13.3%
Median of Comparators	\$ 7,133	\$ 9,454
% Goleta Sanitary District Above/Below	7.4%	17.8%
Number of Matches	6	6

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Laboratory and Technical Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Water District	Laboratory Supervisor	\$ 11,599	\$ 3,416	\$ 15,015	1/1/2022	unknown	unknown
2	City of Thousand Oaks	Laboratory Supervisor	\$ 11,291	\$ 4,026	\$ 15,317	7/10/2021	7/9/2022	1.50%
3	Montecito Sanitary District	Laboratory and Pretreatment Manager	\$ 10,589	\$ 2,549	\$ 13,138	7/1/2021	unknown	unknown
4	Goleta Sanitary District	Laboratory and Technical Services Manager	\$ 10,138	\$ 4,197	\$ 14,335	7/1/2021	unknown	unknown
5	Camarillo Sanitary District	Chemist	\$ 9,971	\$ 4,267	\$ 14,238	7/1/2021	unknown	unknown
6	Carpinteria Sanitary District	Laboratory Supervisor	\$ 9,600	\$ 4,300	\$ 13,900	7/1/2021	unknown	unknown
7	City of Santa Barbara	Laboratory Supervisor	\$ 9,521	\$ 2,678	\$ 12,199	7/6/2019	unknown	unknown
8	City of San Luis Obispo	Laboratory Manager	\$ 9,128	\$ 2,660	\$ 11,788	7/1/2021	7/1/2020	unknown
9	City of Lompoc	Chemist	\$ 7,243	\$ 2,193	\$ 9,436	7/22/2021	unknown	unknown
10	Ojai Valley Sanitary District	N/C						
11	City of Santa Maria	N/C						
12	Goleta West Sanitary District	N/C						
13	City of Goleta	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,868	\$ 13,129
% Goleta Sanitary District Above/Below	2.7%	8.4%
Median of Comparators	\$ 9,786	\$ 13,519
% Goleta Sanitary District Above/Below	3.5%	5.7%
Number of Matches	8	8

N/C - Non Comparator

DRAFT

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Water District	General Service Worker	\$ 8,208	\$ 2,827	\$ 11,035	1/1/2022	unknown	unknown
2	Montecito Sanitary District	Facilities Maintenance Technician	\$ 6,772	\$ 1,975	\$ 8,747	7/1/2021	unknown	unknown
3	City of Thousand Oaks	Landscape Maintenance Worker II	\$ 5,671	\$ 2,360	\$ 8,031	7/10/2021	7/9/2022	3.25%
4	Camarillo Sanitary District	Maintenance Worker II	\$ 5,327	\$ 3,155	\$ 8,482	7/1/2021	unknown	unknown
5	City of Santa Barbara	Grounds Maintenance Worker II	\$ 5,129	\$ 2,013	\$ 7,142	3/27/2021	unknown	unknown
6	City of Goleta	Maintenance Worker II	\$ 4,854	\$ 1,798	\$ 6,652	1/1/2020	unknown	unknown
7	Goleta West Sanitary District	Laborer	\$ 4,797	\$ 3,659	\$ 8,456	9/1/2021	unknown	unknown
8	Goleta Sanitary District	Maintenance Worker	\$ 4,793	\$ 3,311	\$ 8,104	7/1/2021	unknown	unknown
9	City of San Luis Obispo	Maintenance Worker II (Parks)	\$ 4,682	\$ 2,244	\$ 6,926	7/1/2021	unknown	unknown
10	City of Santa Maria	Maintenance Worker II	\$ 4,596	\$ 2,131	\$ 6,727	12/31/2020	unknown	unknown
11	City of Lompoc	Senior Park Maintenance Worker	\$ 4,531	\$ 1,730	\$ 6,261	7/8/2021	unknown	unknown
12	Ojai Valley Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,457	\$ 7,846
% Goleta Sanitary District Above/Below	-13.8%	3.2%
Median of Comparators	\$ 4,992	\$ 7,586
% Goleta Sanitary District Above/Below	-4.1%	6.4%
Number of Matches	10	10

N/C - Non Comparator

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**Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021**

<b>Management Analyst</b>								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Thousand Oaks	Associate Analyst	\$ 9,859	\$ 3,419	\$ 13,278	7/10/2021	7/9/2022	1.50%
2	Camarillo Sanitary District	Management Analyst	\$ 9,208	\$ 4,001	\$ 13,209	7/1/2021	unknown	unknown
3	City of Santa Barbara	Administrative Analyst II	\$ 9,125	\$ 2,566	\$ 11,691	3/27/2021	unknown	unknown
4	<b>Goleta Sanitary District</b>	<b>Management Analyst</b>	<b>\$ 8,802</b>	<b>\$ 3,976</b>	<b>\$ 12,778</b>	<b>7/1/2021</b>	<b>unknown</b>	<b>unknown</b>
5	City of Santa Maria	Management Analyst II	\$ 8,300	\$ 2,049	\$ 10,349	12/31/2020	unknown	unknown
6	City of Goleta	Management Analyst	\$ 8,242	\$ 2,480	\$ 10,722	1/1/2020	unknown	unknown
7	City of San Luis Obispo	Senior Administrative Analyst	\$ 7,884	\$ 2,534	\$ 10,418	7/1/2021	unknown	unknown
8	City of Lompoc	Administrative Analyst	\$ 7,178	\$ 2,185	\$ 9,363	7/22/2021	unknown	unknown
9	Goleta West Sanitary District	N/C						
10	Montecito Sanitary District	N/C						
11	Goleta Water District	N/C						
12	Ojai Valley Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

<b>Summary Results</b>	<b>Top Monthly</b>	<b>Total Monthly</b>
Average of Comparators	\$ 8,542	\$ 11,290
% Goleta Sanitary District Above/Below	3.0%	11.6%
Median of Comparators	\$ 8,300	\$ 10,722
% Goleta Sanitary District Above/Below	5.7%	16.1%
Number of Matches	7	7

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Plant Maintenance Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Thousand Oaks	Plant and Equipment Mechanic	\$ 7,461	\$ 2,575	\$ 10,036	7/10/2021	7/9/2022	3.25%
2	Goleta Sanitary District	Plant Maintenance Technician II	\$ 7,259	\$ 3,720	\$ 10,979	7/1/2021	unknown	unknown
3	Camarillo Sanitary District	Water Reclamation Plant Mechanic II	\$ 6,832	\$ 3,612	\$ 10,444	7/1/2021	unknown	unknown
4	City of Santa Barbara	Treatment Plant Technician	\$ 6,690	\$ 2,222	\$ 8,912	10/10/2020	unknown	unknown
5	City of San Luis Obispo	Water Resource Recovery Facility Maintenance Technician	\$ 6,676	\$ 2,459	\$ 9,134	7/1/2021	unknown	unknown
6	City of Lompoc	Electrical-Mechanical Technician II	\$ 6,082	\$ 1,867	\$ 7,949	7/8/2021	unknown	unknown
7	Goleta Water District	N/C						
8	Ojai Valley Sanitary District	N/C						
9	Goleta West Sanitary District	N/C						
10	Montecito Sanitary District	N/C						
11	City of Goleta	N/C						
12	City of Santa Maria	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,748	\$ 9,295
% Goleta Sanitary District Above/Below	7.0%	15.3%
Median of Comparators	\$ 6,690	\$ 9,134
% Goleta Sanitary District Above/Below	7.8%	16.8%
Number of Matches	5	5

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Plant Operations Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Ojai Valley Sanitary District	Operations Manager	\$ 16,206	\$ 4,252	\$ 20,459	3/23/2021	unknown	unknown
2	City of Thousand Oaks	Wastewater Treatment Plant Superintendent	\$ 14,195	\$ 4,658	\$ 18,853	7/10/2021	7/9/2022	1.50%
3	Carpinteria Sanitary District	Operations Manager	\$ 14,158	\$ 4,916	\$ 19,074	7/1/2021	unknown	unknown
4	Camarillo Sanitary District	Water Reclamation Superintendent	\$ 13,175	\$ 5,137	\$ 18,312	7/1/2021	unknown	unknown
5	Montecito Sanitary District	Operations Manager	\$ 13,019	\$ 2,845	\$ 15,864	7/1/2021	unknown	unknown
6	City of Santa Barbara	Wastewater Treatment Superintendent	\$ 12,527	\$ 3,095	\$ 15,622	7/6/2019	unknown	unknown
7	Goleta Sanitary District	Plant Operations Manager	\$ 11,849	\$ 4,481	\$ 16,330	7/1/2021	unknown	unknown
8	City of Lompoc	Wastewater Superintendent	\$ 9,805	\$ 2,498	\$ 12,303	7/22/2021	unknown	unknown
9	Goleta Water District	N/C						
10	Goleta West Sanitary District	N/C						
11	City of Santa Maria	N/C						
12	City of Goleta	N/C						
13	City of San Luis Obispo	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,298	\$ 17,212
% Goleta Sanitary District Above/Below	-12.2%	-5.4%
Median of Comparators	\$ 13,175	\$ 18,312
% Goleta Sanitary District Above/Below	-11.2%	-12.1%
Number of Matches	7	7

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Plant Operations Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Ojai Valley Sanitary District	Treatment Plant Supervisor	\$ 10,885	\$ 3,679	\$ 14,564	3/23/2021	unknown	unknown
2	Montecito Sanitary District	Chief Plant Operator	\$ 10,800	\$ 2,581	\$ 13,381	7/1/2021	unknown	unknown
3	City of Thousand Oaks	Wastewater Treatment Plant Operations Supervisor	\$ 10,637	\$ 3,884	\$ 14,521	7/10/2021	7/9/2022	1.50%
4	City of Santa Barbara	Wastewater Treatment Supervisor	\$ 10,508	\$ 2,815	\$ 13,323	7/6/2019	unknown	unknown
5	Carpinteria Sanitary District	Wastewater Treatment Plant Supervisor	\$ 9,831	\$ 4,338	\$ 14,169	7/1/2021	unknown	unknown
6	Goleta Sanitary District	Plant Operations Supervisor	\$ 9,766	\$ 4,136	\$ 13,902	7/1/2021	unknown	unknown
7	City of Santa Maria	Wastewater Supervisor	\$ 9,100	\$ 2,525	\$ 11,625	12/31/2020	unknown	unknown
8	City of San Luis Obispo	Water Resource Recovery Facility Chief Operator	\$ 8,396	\$ 2,644	\$ 11,040	7/1/2021	unknown	unknown
9	City of Lompoc	Wastewater Plant Operations Supervisor	\$ 7,506	\$ 2,224	\$ 9,730	7/22/2021	unknown	unknown
10	Goleta Water District	N/C						
11	Goleta West Sanitary District	N/C						
12	City of Goleta	N/C						
13	Camarillo Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,708	\$ 12,794
% Goleta Sanitary District Above/Below	0.6%	8.0%
Median of Comparators	\$ 10,170	\$ 13,352
% Goleta Sanitary District Above/Below	-4.1%	4.0%
Number of Matches	8	8

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Project Engineer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Thousand Oaks	Senior Engineer	\$ 13,702	\$ 4,141	\$ 17,843	7/10/2021	7/9/2022	1.50%
2	Goleta Water District <sup>2</sup>	Associate Engineer	\$ 12,726	\$ 3,560	\$ 16,286	1/1/2022	unknown	unknown
3	City of Goleta	Senior Engineer	\$ 11,882	\$ 3,012	\$ 14,893	1/1/2020	unknown	unknown
4	Goleta Sanitary District	Project Engineer	\$ 11,849	\$ 4,481	\$ 16,330	7/1/2021	unknown	unknown
5	City of Santa Barbara <sup>1</sup>	Principal Project Engineer/Project Engineer II	\$ 10,714	\$ 3,489	\$ 14,203	unknown	unknown	unknown
6	Camarillo Sanitary District	Associate Civil Engineer	\$ 10,585	\$ 4,272	\$ 14,857	7/1/2021	unknown	unknown
7	City of Santa Maria	Senior Civil Engineer	\$ 9,678	\$ 2,185	\$ 11,863	12/31/2020	unknown	unknown
8	City of Lompoc	Senior Civil Engineer	\$ 9,588	\$ 2,472	\$ 12,060	7/22/2021	unknown	unknown
9	City of San Luis Obispo	Senior Civil Engineer	\$ 9,128	\$ 2,660	\$ 11,788	7/1/2021	unknown	unknown
10	Goleta West Sanitary District	N/C						
11	Montecito Sanitary District	N/C						
12	Ojai Valley Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,000	\$ 14,224
% Goleta Sanitary District Above/Below	7.2%	12.9%
Median of Comparators	\$ 10,650	\$ 14,530
% Goleta Sanitary District Above/Below	10.1%	11.0%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Santa Barbara: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - Goleta Water District: Reporting Step D (E & F are longevity).

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Safety & Regulatory Compliance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Goleta Sanitary District	Safety & Regulatory Compliance Manager	\$ 8,802	\$ 3,976	\$ 12,778	7/1/2021	unknown	unknown
2	City of San Luis Obispo	Safety and Technical Training Engineer	\$ 8,279	\$ 2,574	\$ 10,853	7/1/2021	unknown	unknown
3	City of Lompoc	Safety Officer	\$ 6,157	\$ 2,016	\$ 8,173	7/22/2021	unknown	unknown
4	City of Santa Maria	N/C						
5	Ojai Valley Sanitary District	N/C						
6	Goleta Water District	N/C						
7	City of Santa Barbara	N/C						
8	City of Thousand Oaks	N/C						
9	Goleta West Sanitary District	N/C						
10	Montecito Sanitary District	N/C						
11	City of Goleta	N/C						
12	Camarillo Sanitary District	N/C						
13	Carpinteria Sanitary District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% Goleta Sanitary District Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% Goleta Sanitary District Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

Goleta Sanitary District - Market Compensation Data (sorted by Top Monthly Salary)  
December 2021

Treatment Plant Operator III								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Thousand Oaks	Senior Wastewater Treatment Plant Operator	\$ 8,202	\$ 2,664	\$ 10,866	7/10/2021	7/9/2022	3.25%
2	Goleta Sanitary District	Treatment Plant Operator III	\$ 8,093	\$ 3,858	\$ 11,951	7/1/2021	unknown	unknown
3	Camarillo Sanitary District	Water Reclamation Plant Operator III	\$ 8,011	\$ 3,858	\$ 11,869	7/1/2021	unknown	unknown
4	Ojai Valley Sanitary District	Treatment Plant Operator III	\$ 7,838	\$ 3,351	\$ 11,189	3/23/2021	unknown	unknown
5	Carpinteria Sanitary District	Wastewater Treatment Plant Operator III	\$ 7,665	\$ 3,979	\$ 11,644	7/1/2021	unknown	unknown
6	City of Santa Barbara	Wastewater Treatment Plant Operator III	\$ 7,502	\$ 2,335	\$ 9,837	10/10/2020	unknown	unknown
7	Montecito Sanitary District	Wastewater Treatment Plant Operator III	\$ 7,455	\$ 2,078	\$ 9,533	7/1/2021	unknown	unknown
8	City of San Luis Obispo	Water Resource Recovery Facility Operator	\$ 6,676	\$ 2,459	\$ 9,134	7/1/2021	unknown	unknown
9	City of Lompoc <sup>1</sup>	[Wastewater Treatment Plant Operator II/ Senior Wastewater Treatment Plant Operator]	\$ 6,198	\$ 1,877	\$ 8,075	7/8/2021	unknown	unknown
10	City of Santa Maria <sup>2</sup>	[Wastewater Operator/ Lead Wastewater Operator]	\$ 5,304	\$ 2,219	\$ 7,523	12/31/2020	unknown	unknown
11	Goleta Water District	N/C						
12	Goleta West Sanitary District	N/C						
13	City of Goleta	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,206	\$ 9,963
% Goleta Sanitary District Above/Below	11.0%	16.6%
Median of Comparators	\$ 7,502	\$ 9,837
% Goleta Sanitary District Above/Below	7.3%	17.7%
Number of Matches	9	9

N/C - Non Comparator

1 - City of Lompoc: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches

2 - City of Santa Maria: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Accounting Technician	Accounting Specialist II	N/C	Accounting Specialist	Accounting Technician II	Financial Specialist	Accounting Technician	Utilities Accounting Technician II	Accounting Specialist	[Administrative Assistant/ Account Clerk II]	Clerk II	N/C	N/C
	<b>Top Step</b>	\$ 5,989	\$ 5,599		\$ 5,609	\$ 5,237	\$ 5,191	\$ 5,854	\$ 5,564	\$ 6,424	\$ 8,774	\$ 5,854		
Retirement	PEPRA EE Cost Sharing								\$ -28					
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		
	Social Security	\$ 371									\$ 544	\$ 363		
	Deferred Compensation		\$ 392							\$ 110		\$ 351		
	Other Ret.													
Insurance	Cafeteria				\$ 1,275		\$ 1,740	\$ 1,210		\$ 1,365				
	Health	\$ 2,294	\$ 2,064			\$ 1,286			\$ 1,661		\$ 1,325	\$ 2,442		
	Dental	\$ 198	\$ 101			\$ 43		\$ 83	\$ 69	\$ 182	\$ 54	\$ 134		
	Vision	\$ 24	\$ 23						\$ 10	\$ 21	\$ 24			
	Other Ins.													
Leaves	Vacation	\$ 346	\$ 323		\$ 324	\$ 222	\$ 299	\$ 495	\$ 257	\$ 432	\$ 641	\$ 338		
	Holidays	\$ 276	\$ 301		\$ 280	\$ 242	\$ 260	\$ 225	\$ 257	\$ 340	\$ 337	\$ 270		
	Admin Leave							\$ 90						
<b>Benefit Package Total</b>		\$ 3,509	\$ 3,204	\$ 0	\$ 1,879	\$ 1,792	\$ 2,299	\$ 2,114	\$ 2,216	\$ 2,450	\$ 2,926	\$ 3,898	\$ 0	\$ 0

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Administrative Assistant	Staff Assistant II	N/C	Office Specialist	Office Staff Assistant III	Administrative Assistant II	Administrative Specialist	Secretary	Administrative Secretary	N/C	Clerk I	N/C	Administrative Clerk II
	<b>Top Step</b>	\$ 4,999	\$ 4,728		\$ 4,854	\$ 4,236	\$ 4,682	\$ 4,892	\$ 4,871	\$ 6,111		\$ 4,797		\$ 5,874
Retirement	PEPRA EE Cost Sharing								\$ -24					
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62		2%@62
	Social Security	\$ 310										\$ 297		
	Deferred Compensation		\$ 331							\$ 110		\$ 288		
	Other Ret.													
Insurance	Cafeteria				\$ 1,275		\$ 1,740	\$ 1,210		\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064			\$ 1,286			\$ 1,661			\$ 2,442		
	Dental	\$ 198	\$ 101			\$ 43		\$ 83	\$ 69	\$ 182		\$ 134		\$ 172
	Vision	\$ 24	\$ 23					\$ 10		\$ 21				\$ 41
	Other Ins.													
Leaves	Vacation	\$ 288	\$ 273		\$ 280	\$ 179	\$ 270	\$ 414	\$ 225	\$ 411		\$ 277		\$ 361
	Holidays	\$ 231	\$ 255		\$ 243	\$ 196	\$ 234	\$ 188	\$ 225	\$ 323		\$ 221		\$ 271
	Admin Leave							\$ 75						
<b>Benefit Package Total</b>		<b>\$ 3,345</b>	<b>\$ 3,046</b>	<b>\$ 0</b>	<b>\$ 1,798</b>	<b>\$ 1,704</b>	<b>\$ 2,244</b>	<b>\$ 1,980</b>	<b>\$ 2,155</b>	<b>\$ 2,413</b>	<b>\$ 0</b>	<b>\$ 3,659</b>	<b>\$ 0</b>	<b>\$ 3,140</b>

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Administrative Supervisor	Accountant	N/C	Accountant	Accountant	N/C	[Administrative Supervisor/ Accountant II]	N/C	[Accounting Supervisor/ Accountant]	[Accounting & Information Systems Supervisor/ Accountant]	Office Manager	N/C	Accounting Analyst
	<b>Top Step</b>	\$ 7,450	\$ 8,420		\$ 7,631	\$ 6,520		\$ 7,252		\$ 10,541	\$ 10,808	\$ 8,543		\$ 7,838
Retirement	PEPRA EE Cost Sharing													
	PEPRA	2%@62	2%@62		2%@62	2%@62		2%@62		2%@62	2%@62	2%@62		2%@62
	Social Security	\$ 462								\$ 670	\$ 530			
	Deferred Compensation		\$ 589							\$ 211		\$ 513		
	Other Ret.													
Insurance	Cafeteria				\$ 1,275			\$ 1,360		\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064			\$ 1,286				\$ 1,325	\$ 2,442			
	Dental	\$ 198	\$ 101			\$ 43				\$ 182	\$ 54	\$ 134		\$ 172
	Vision	\$ 24	\$ 23							\$ 21	\$ 24			\$ 41
	Other Ins.													
Leaves	Vacation	\$ 430	\$ 486		\$ 440	\$ 276		\$ 614		\$ 1,166	\$ 790	\$ 493		\$ 482
	Holidays	\$ 344	\$ 453		\$ 382	\$ 301		\$ 279		\$ 557	\$ 416	\$ 394		\$ 362
	Admin Leave		\$ 130			\$ 201		\$ 112		\$ 46				
<b>Benefit Package Total</b>		<b>\$ 3,752</b>	<b>\$ 3,846</b>	<b>\$ 0</b>	<b>\$ 2,097</b>	<b>\$ 2,106</b>	<b>\$ 0</b>	<b>\$ 2,364</b>	<b>\$ 0</b>	<b>\$ 3,547</b>	<b>\$ 3,279</b>	<b>\$ 4,505</b>	<b>\$ 0</b>	<b>\$ 3,351</b>

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Collection System Maintenance Technician II	Collection Systems Mechanic II	Wastewater Collection System Operator II	N/C	Senior Wastewater Collection Worker	Wastewater Collection System Operator (Step 6)	Wastewater Collection System Operator II	Wastewater Operator	Utilities Maintenance Worker II	N/C	Utility Worker III	Collections Operator II	Collection System Operator II
	<b>Top Step</b>	\$ 6,871	\$ 6,832	\$ 6,590		\$ 5,392	\$ 5,852	\$ 5,562	\$ 4,916	\$ 6,020		\$ 7,002	\$ 6,772	\$ 6,424
<b>Retirement</b>	PEPRA EE Cost Sharing								\$ -25					
	PEPRA	2% @62	2% @62	2% @62		2% @62	2% @62	2% @62	2% @62	2% @62		2% @62	2% @62	2% @62
	Social Security	\$ 426		\$ 409								\$ 434	\$ 420	
	Deferred Compensation		\$ 478							\$ 110		\$ 420		
	Other Ret.													
<b>Insurance</b>	Cafeteria						\$ 1,740	\$ 1,210		\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064	\$ 2,500		\$ 1,286			\$ 1,661			\$ 2,442	\$ 925	
	Dental <sup>1</sup>	\$ 198	\$ 101	\$ 208		\$ 43		\$ 76	\$ 69	\$ 182		\$ 134	\$ 31	\$ 172
	Vision	\$ 24	\$ 23					\$ 10		\$ 21				\$ 41
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 396	\$ 657	\$ 380		\$ 228	\$ 338	\$ 471	\$ 227	\$ 405		\$ 404	\$ 260	\$ 395
	Holidays	\$ 317	\$ 289	\$ 304		\$ 249	\$ 293	\$ 214	\$ 227	\$ 318		\$ 323	\$ 234	\$ 296
	Admin Leave							\$ 86					\$ 104	
<b>Benefit Package Total</b>		\$ 3,656	\$ 3,612	\$ 3,801	\$ 0	\$ 1,806	\$ 2,370	\$ 2,066	\$ 2,159	\$ 2,402	\$ 0	\$ 4,157	\$ 1,975	\$ 3,199

N/C - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Collection System Maintenance Technician III	Lead Collection Systems Mechanic	Collection System Lead Operator	N/C	N/C	Wastewater Collection System Operator (Step 9)	Wastewater Collection System Lead Operator	Lead Wastewater Operator	Utilities Maintenance Crew Leader	N/C	Utility Worker IV	Collections Operator IV	Collection System Operator IV
	<b>Top Step</b>	\$ 7,554	\$ 7,698	\$ 7,893			\$ 6,827	\$ 6,723	\$ 5,691	\$ 7,241		\$ 8,048	\$ 8,369	\$ 7,838
<b>Retirement</b>	PEPRA EE Cost Sharing								\$ -28					
	PEPRA	2%@62	2%@62	2%@62			2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62
	Social Security	\$ 468		\$ 489								\$ 499	\$ 519	
	Deferred Compensation		\$ 539							\$ 110		\$ 483		
	Other Ret.													
<b>Insurance</b>	Cafeteria					\$ 1,740	\$ 1,210			\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064	\$ 2,500				\$ 1,661				\$ 2,442	\$ 925	
	Dental <sup>1</sup>	\$ 198	\$ 101	\$ 208				\$ 76	\$ 69	\$ 182		\$ 134	\$ 31	\$ 172
	Vision	\$ 24	\$ 23					\$ 10		\$ 21				\$ 41
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 436	\$ 740	\$ 455		\$ 394	\$ 569	\$ 263	\$ 487			\$ 464	\$ 322	\$ 482
	Holidays	\$ 349	\$ 326	\$ 364		\$ 341	\$ 259	\$ 263	\$ 383			\$ 371	\$ 290	\$ 362
	Admin Leave						\$ 103						\$ 129	
<b>Benefit Package Total</b>		<b>\$ 3,769</b>	<b>\$ 3,793</b>	<b>\$ 4,017</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 2,475</b>	<b>\$ 2,227</b>	<b>\$ 2,227</b>	<b>\$ 2,548</b>	<b>\$ 0</b>	<b>\$ 4,394</b>	<b>\$ 2,215</b>	<b>\$ 3,351</b>

N/C - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Collection System Manager	N/C	Collection System Supervisor	N/C	[Wastewater Collection Supervisor/ Wastewater Superintendent]	Wastewater Collection System Supervisor	Wastewater Collection System Superintendent	N/C	Utilities Maintenance Supervisor	N/C	Chief Inspector	Collections System Supervisor	Collection System Supervisor
	<b>Top Step</b>	\$ 9,461		\$ 10,643		\$ 8,498	\$ 8,695	\$ 12,527		\$ 11,180		\$ 9,820	\$ 11,391	\$ 10,885
<b>Retirement</b>	PEPRA EE Cost Sharing						\$ -261							
	PEPRA	2%@62		2%@62		2%@62	2%@62	2%@62		2%@62		2%@62	2%@62	2%@62
	Social Security	\$ 587		\$ 660								\$ 609	\$ 706	
	Deferred Compensation									\$ 391		\$ 589		
	Other Ret.													
<b>Insurance</b>	Cafeteria						\$ 1,740	\$ 1,360		\$ 1,365				\$ 2,294
	Health	\$ 2,294		\$ 2,500		\$ 1,286						\$ 2,442	\$ 925	
	Dental <sup>1</sup>	\$ 198		\$ 208		\$ 43				\$ 182		\$ 134	\$ 31	\$ 172
	Vision	\$ 24								\$ 21				\$ 41
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 546		\$ 614		\$ 360	\$ 502	\$ 1,060		\$ 1,236		\$ 567	\$ 438	\$ 670
	Holidays	\$ 437		\$ 491		\$ 392	\$ 435	\$ 482		\$ 591		\$ 453	\$ 394	\$ 502
	Admin Leave					\$ 261	\$ 201	\$ 193		\$ 215			\$ 175	
<b>Benefit Package Total</b>		\$ 4,085	\$ 0	\$ 4,473	\$ 0	\$ 2,342	\$ 2,616	\$ 3,095	\$ 0	\$ 4,002	\$ 0	\$ 4,794	\$ 2,670	\$ 3,679

N/C - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Electrician	N/C	N/C	N/C	Electrical-Mechanical Technician II	N/C	Electrician	N/C	Instrumentation and Electrical Technician	N/C	N/C	N/C	N/C
	<b>Top Step</b>	\$ 7,523				\$ 6,082		\$ 6,675		\$ 8,243				
Retirement	PEPRA EE Cost Sharing													
	PEPRA	2% @62				2% @62		2% @62		2% @62				
	Social Security	\$ 466												
	Deferred Compensation									\$ 110				
	Other Ret.													
Insurance	Cafeteria							\$ 1,210		\$ 1,365				
	Health	\$ 2,294				\$ 1,286								
	Dental	\$ 198				\$ 43		\$ 83		\$ 182				
	Vision	\$ 24						\$ 10		\$ 21				
	Other Ins.													
Leaves	Vacation	\$ 434				\$ 257		\$ 565		\$ 555				
	Holidays	\$ 347				\$ 281		\$ 257		\$ 436				
	Admin Leave							\$ 103						
<b>Benefit Package Total</b>		\$ 3,764	\$ 0	\$ 0	\$ 0	\$ 1,867	\$ 0	\$ 2,227	\$ 0	\$ 2,669	\$ 0	\$ 0	\$ 0	\$ 0

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Facilities Maintenance Supervisor	N/C	N/C	N/C	Facilities Maintenance Supervisor (Wastewater)	Water Resource Recovery Facility Chief Maintenance Technician	Treatment Plant Technician Supervisor	N/C	Wastewater Treatment Plant Maintenance Supervisor	N/C	N/C	N/C	N/C
	<b>Top Step</b>	\$ 9,693				\$ 7,507	\$ 7,969	\$ 10,704		\$ 10,637				
<b>Retirement</b>	PEPRA EE Cost Sharing													
	PEPRA	2%@62				2%@62	2%@62	2%@62		2%@62				
	Social Security	\$ 601												
	Deferred Compensation									\$ 372				
	Other Ret.													
<b>Insurance</b>	Cafeteria					\$ 1,740	\$ 1,360			\$ 1,365				
	Health	\$ 2,294				\$ 1,286								
	Dental	\$ 198				\$ 43				\$ 182				
	Vision	\$ 24								\$ 21				
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 559				\$ 318	\$ 460	\$ 906		\$ 1,176				
	Holidays	\$ 447				\$ 346	\$ 398	\$ 412		\$ 563				
	Admin Leave					\$ 231		\$ 165		\$ 205				
<b>Benefit Package Total</b>		\$ 4,124	\$ 0	\$ 0	\$ 0	\$ 2,224	\$ 2,598	\$ 2,842	\$ 0	\$ 3,884	\$ 0	\$ 0	\$ 0	\$ 0

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Finance and Human Resources Manager	[Finance-Accounting Manager/ Human Resources Manager]	District Administrator	[Accounting Manager/ Human Resources-Risk Manager]	[Financial Services Manager/ Human Resources Manager]	[Accounting Manager/ Human Resources Manager]	[Accounting Manager/ Human Resources Manager]	[Accounting Manager/ Human Resources Manager]	Accounting Manager	[Administrative Manager/ Controller]	N/C	District Administrator	Administrative Officer
	<b>Top Step</b>	\$ 14,224	\$ 13,307	\$ 12,207	\$ 11,316	\$ 10,663	\$ 10,773	\$ 12,850	\$ 10,625	\$ 12,979	\$ 16,093		\$ 12,897	\$ 12,513
<b>Retirement</b>	PEPRA EE Cost Sharing						\$ -323		\$ -213					
	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62
	Social Security	\$ 738		\$ 738							\$ 738		\$ 738	
	Deferred Compensation		\$ 931						\$ 25	\$ 454				
	Other Ret.													
<b>Insurance</b>	Cafeteria				\$ 1,275		\$ 1,740	\$ 1,676		\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064	\$ 2,500		\$ 1,286			\$ 1,077		\$ 1,325		\$ 925	
	Dental <sup>1</sup>	\$ 198	\$ 101	\$ 208		\$ 43			\$ 99	\$ 182	\$ 54		\$ 31	\$ 172
	Vision	\$ 24	\$ 23						\$ 24	\$ 21	\$ 24			\$ 41
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 821	\$ 768	\$ 704	\$ 653	\$ 451	\$ 622	\$ 1,236	\$ 613	\$ 1,435	\$ 1,486		\$ 496	\$ 770
	Holidays	\$ 656	\$ 717	\$ 563	\$ 566	\$ 492	\$ 539	\$ 494	\$ 490	\$ 686	\$ 619		\$ 446	\$ 578
	Admin Leave		\$ 205		\$ 435	\$ 328	\$ 249	\$ 445	\$ 327	\$ 250	\$ 836		\$ 198	
<b>Benefit Package Total</b>		\$ 4,731	\$ 4,808	\$ 4,713	\$ 2,929	\$ 2,600	\$ 2,826	\$ 3,851	\$ 2,443	\$ 4,394	\$ 5,081	\$ 0	\$ 2,835	\$ 3,855

N/C - Non Comparator  
1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		General Manager / District Engineer	[Public Works Director/ Deputy Public Works Director- Environmental]	General Manager	N/C	N/C	Director of Utilities	[Wastewater System Manager/ Public Works Director]	Director of Utilities	[Public Works Director/ Deputy Public Works Director- City Engineer]	General Manager	General Manager/Superintendent	General Manager	General Manager
	<b>Top Step</b>	\$ 20,097	\$ 16,916	\$ 19,000			\$ 15,227	\$ 16,348	\$ 17,487	\$ 20,750	\$ 24,408	\$ 15,232	\$ 15,000	\$ 21,778
<b>Retirement</b>	PEPRA EE Cost Sharing						\$ -457		\$ -350					
	PEPRA	2%@62	2%@62	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62
	Social Security	\$ 738		\$ 738						\$ 738	\$ 738	\$ 738		
	Deferred Compensation		\$ 1,692				\$ 152		\$ 25	\$ 1,245	\$ 1,000	\$ 1,100		\$ 1,089
	Other Ret.													
<b>Insurance</b>	Cafeteria						\$ 1,740	\$ 1,718		\$ 1,365				\$ 2,618
	Health	\$ 2,294	\$ 2,064	\$ 2,500				\$ 1,077		\$ 2,376	\$ 2,442	\$ 925		
	Dental <sup>1</sup>	\$ 198	\$ 101	\$ 208				\$ 99	\$ 182	\$ 137	\$ 134	\$ 31		\$ 172
	Vision	\$ 24	\$ 23						\$ 24	\$ 21	\$ 24			\$ 41
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 1,159	\$ 976	\$ 1,096			\$ 878	\$ 1,761	\$ 1,009	\$ 2,294	\$ 2,253	\$ 879	\$ 577	\$ 1,675
	Holidays	\$ 928	\$ 911	\$ 877			\$ 761	\$ 629	\$ 807	\$ 1,097	\$ 939	\$ 703	\$ 519	\$ 1,005
	Admin Leave		\$ 520	\$ 365			\$ 586	\$ 566	\$ 673	\$ 399	\$ 1,267	\$ 410	\$ 231	
<b>Benefit Package Total</b>		\$ 5,341	\$ 6,287	\$ 5,784	\$ 0	\$ 0	\$ 3,661	\$ 4,673	\$ 3,364	\$ 6,604	\$ 8,734	\$ 6,406	\$ 3,021	\$ 6,600

N/C - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Human Resources Manager	Human Resource Manager	N/C	Human Resources-Risk Manager	Human Resources Manager	Human Resources Manager	Human Resources Manager	Human Resources Manager	N/C	[Administrative Manager/ Human Resources & Payroll Administrator]	N/C	N/C	N/C
	<b>Top Step</b>	Proposed	\$ 13,307		\$ 11,316	\$ 9,313	\$ 10,773	\$ 12,850	\$ 10,625		\$ 14,411			
Retirement	PEPRA EE Cost Sharing						\$ -323		\$ -213					
	PEPRA		2%@62		2%@62	2%@62	2%@62	2%@62	2%@62		2%@62			
	Social Security										\$ 738			
	Deferred Compensation		\$ 931						\$ 25					
	Other Ret.													
Insurance	Cafeteria				\$ 1,275		\$ 1,740	\$ 1,676						
	Health		\$ 2,064			\$ 1,286			\$ 1,077		\$ 1,325			
	Dental		\$ 101			\$ 43			\$ 99		\$ 54			
	Vision		\$ 23						\$ 24		\$ 24			
	Other Ins.													
Leaves	Vacation		\$ 768		\$ 653	\$ 394	\$ 622	\$ 1,236	\$ 613		\$ 1,330			
	Holidays		\$ 717		\$ 566	\$ 430	\$ 539	\$ 494	\$ 490		\$ 554			
	Admin Leave		\$ 205		\$ 435	\$ 287	\$ 249	\$ 445	\$ 327		\$ 748			
<b>Benefit Package Total</b>		<b>\$ 0</b>	<b>\$ 4,808</b>	<b>\$ 0</b>	<b>\$ 2,929</b>	<b>\$ 2,439</b>	<b>\$ 2,826</b>	<b>\$ 3,851</b>	<b>\$ 2,443</b>	<b>\$ 0</b>	<b>\$ 4,774</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Industrial Waste Control Officer	Source Control Inspector	N/C	N/C	Water Resources Protection Technician	Environmental Compliance Inspector	Wastewater Compliance Specialist	Regulatory Compliance Specialist II	Environmental Programs Inspector II	N/C	Environmental Compliance Specialist	N/C	Inspector
	<b>Top Step</b>	\$ 7,781	\$ 8,011			\$ 5,811	\$ 6,560	\$ 6,486	\$ 6,277	\$ 7,842		\$ 8,088		\$ 7,838
Retirement	PEPRA EE Cost Sharing								\$ -31					
	PEPRA	2%@62	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62		2%@62		2%@62
	Social Security	\$ 482										\$ 501		
	Deferred Compensation		\$ 561							\$ 110		\$ 485		
	Other Ret.													
Insurance	Cafeteria					\$ 1,740	\$ 1,210			\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064			\$ 1,286			\$ 1,661			\$ 2,442		
	Dental	\$ 198	\$ 101			\$ 43		\$ 76	\$ 69	\$ 182		\$ 134		\$ 172
	Vision	\$ 24	\$ 23					\$ 10		\$ 21				\$ 41
	Other Ins.													
Leaves	Vacation	\$ 449	\$ 770			\$ 246	\$ 378	\$ 549	\$ 290	\$ 528		\$ 467		\$ 482
	Holidays	\$ 359	\$ 339			\$ 268	\$ 328	\$ 249	\$ 290	\$ 415		\$ 373		\$ 362
	Admin Leave							\$ 100						
<b>Benefit Package Total</b>		<b>\$ 3,806</b>	<b>\$ 3,858</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 1,843</b>	<b>\$ 2,446</b>	<b>\$ 2,194</b>	<b>\$ 2,278</b>	<b>\$ 2,621</b>	<b>\$ 0</b>	<b>\$ 4,403</b>	<b>\$ 0</b>	<b>\$ 3,351</b>

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Instrumentation Technician	Water Reclamation Plant Leadworker	N/C	N/C	Electrical-Mechanical Technician III	N/C	Control Systems Operator Specialist II	Utilities Technology Analyst	Senior Instrumentation and Electrical Technician	Control Systems Technician/ Treatment Operator	N/C	N/C	N/C
	<b>Top Step</b>	\$ 7,991	\$ 8,503			\$ 6,375		\$ 8,502	\$ 7,930	\$ 8,665	\$ 10,469			
<b>Retirement</b>	PEPRA EE Cost Sharing								\$ -40					
	PEPRA	2%@62	2%@62			2%@62		2%@62	2%@62	2%@62	2%@62			
	Social Security	\$ 495									\$ 649			
	Deferred Compensation		\$ 595							\$ 110				
	Other Ret.													
<b>Insurance</b>	Cafeteria						\$ 1,210			\$ 1,365				
	Health	\$ 2,294	\$ 2,064			\$ 1,286		\$ 1,661		\$ 1,325				
	Dental	\$ 198	\$ 101			\$ 43		\$ 76	\$ 69	\$ 182	\$ 54			
	Vision	\$ 24	\$ 23					\$ 10		\$ 21	\$ 24			
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 461	\$ 818			\$ 270		\$ 719	\$ 366	\$ 583	\$ 765			
	Holidays	\$ 369	\$ 360			\$ 294		\$ 327	\$ 366	\$ 458	\$ 403			
	Admin Leave							\$ 131						
<b>Benefit Package Total</b>		\$ 3,841	\$ 3,961	\$ 0	\$ 0	\$ 1,893	\$ 0	\$ 2,473	\$ 2,422	\$ 2,719	\$ 3,220	\$ 0	\$ 0	\$ 0

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Laboratory Analyst II	N/C	N/C	N/C	Laboratory Technician II	Laboratory Analyst	Laboratory Analyst II	Laboratory Coordinator	Laboratory Chemist	N/C	N/C	N/C	Laboratory Technician II
	<b>Top Step</b>	\$ 7,705				\$ 5,448	\$ 6,676	\$ 7,227	\$ 7,040	\$ 9,245				\$ 9,010
<b>Retirement</b>	PEPRA EE Cost Sharing								\$ -35					
	PEPRA	2%@62				2%@62	2%@62	2%@62	2%@62	2%@62				2%@62
	Social Security	\$ 478												
	Deferred Compensation									\$ 110				
	Other Ret.													
<b>Insurance</b>	Cafeteria						\$ 1,740	\$ 1,210		\$ 1,365				\$ 2,294
	Health	\$ 2,294				\$ 1,286			\$ 1,661					
	Dental	\$ 198				\$ 43		\$ 76	\$ 69	\$ 182				\$ 172
	Vision	\$ 24						\$ 10		\$ 21				\$ 41
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 445				\$ 231	\$ 385	\$ 612	\$ 325	\$ 622				\$ 554
	Holidays	\$ 356				\$ 251	\$ 334	\$ 278	\$ 325	\$ 489				\$ 416
	Admin Leave							\$ 111						
<b>Benefit Package Total</b>		\$ 3,794	\$ 0	\$ 0	\$ 0	\$ 1,811	\$ 2,459	\$ 2,297	\$ 2,345	\$ 2,789	\$ 0	\$ 0	\$ 0	\$ 3,477

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Laboratory and Technical Services Manager	Chemist	Laboratory Supervisor	N/C	Chemist	Laboratory Manager	Laboratory Supervisor	N/C	Laboratory Supervisor	Laboratory Supervisor	N/C	Laboratory and Pretreatment Manager	N/C
	<b>Top Step</b>	\$ 10,138	\$ 9,971	\$ 9,600		\$ 7,243	\$ 9,128	\$ 9,521		\$ 11,291	\$ 11,599		\$ 10,589	
<b>Retirement</b>	PEPRA EE Cost Sharing						\$ -274							
	PEPRA	2%@62	2%@62	2%@62		2%@62		2%@62		2%@62	2%@62		2%@62	
	Social Security	\$ 629		\$ 595							\$ 719		\$ 657	
	Deferred Compensation		\$ 698							\$ 395				
	Other Ret.													
<b>Insurance</b>	Cafeteria						\$ 1,740	\$ 1,360		\$ 1,365				
	Health	\$ 2,294	\$ 2,064	\$ 2,500		\$ 1,286					\$ 1,325		\$ 925	
	Dental <sup>1</sup>	\$ 198	\$ 101	\$ 208		\$ 43				\$ 182	\$ 54		\$ 31	
	Vision	\$ 24	\$ 23							\$ 21	\$ 24			
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 585	\$ 959	\$ 554		\$ 306	\$ 527	\$ 806		\$ 1,249	\$ 848		\$ 407	
	Holidays	\$ 468	\$ 422	\$ 443		\$ 334	\$ 456	\$ 366		\$ 597	\$ 446		\$ 367	
	Admin Leave					\$ 223	\$ 211	\$ 146		\$ 217			\$ 163	
<b>Benefit Package Total</b>		<b>\$ 4,197</b>	<b>\$ 4,267</b>	<b>\$ 4,300</b>	<b>\$ 0</b>	<b>\$ 2,193</b>	<b>\$ 2,660</b>	<b>\$ 2,678</b>	<b>\$ 0</b>	<b>\$ 4,026</b>	<b>\$ 3,416</b>	<b>\$ 0</b>	<b>\$ 2,549</b>	<b>\$ 0</b>

N/C - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Maintenance Worker	Maintenance Worker II	N/C	Maintenance Worker II	Senior Park Maintenance Worker	Maintenance Worker II (Parks)	Grounds Maintenance Worker II	Maintenance Worker II	Landscape Maintenance Worker II	General Service Worker	Laborer	Facilities Maintenance Technician	N/C
<b>Top Step</b>		\$ 4,793	\$ 5,327		\$ 4,854	\$ 4,531	\$ 4,682	\$ 5,129	\$ 4,596	\$ 5,671	\$ 8,208	\$ 4,797	\$ 6,772	
<b>Retirement</b>	PEPRA EE Cost Sharing								\$ -23					
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	
	Social Security	\$ 297									\$ 509	\$ 297	\$ 420	
	Deferred Compensation		\$ 373							\$ 110		\$ 288		
	Other Ret.													
<b>Insurance</b>	Cafeteria				\$ 1,275		\$ 1,740	\$ 1,210		\$ 1,365				
	Health	\$ 2,294	\$ 2,064			\$ 1,286		\$ 1,661		\$ 1,325	\$ 2,442	\$ 925		
	Dental <sup>1</sup>	\$ 198	\$ 101			\$ 43		\$ 83	\$ 69	\$ 182	\$ 54	\$ 134	\$ 31	
	Vision	\$ 24	\$ 23					\$ 10		\$ 21	\$ 24			
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 277	\$ 307		\$ 280	\$ 192	\$ 270	\$ 434	\$ 212	\$ 382	\$ 600	\$ 277	\$ 260	
	Holidays	\$ 221	\$ 287		\$ 243	\$ 209	\$ 234	\$ 197	\$ 212	\$ 300	\$ 316	\$ 221	\$ 234	
	Admin Leave							\$ 79					\$ 104	
<b>Benefit Package Total</b>		\$ 3,311	\$ 3,155	\$ 0	\$ 1,798	\$ 1,730	\$ 2,244	\$ 2,013	\$ 2,131	\$ 2,360	\$ 2,827	\$ 3,659	\$ 1,975	\$ 0

NC - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Management Analyst	Management Analyst	N/C	Management Analyst	Administrative Analyst	Senior Administrative Analyst	Administrative Analyst II	Management Analyst II	Associate Analyst	N/C	N/C	N/C	N/C
	<b>Top Step</b>	\$ 8,802	\$ 9,208		\$ 8,242	\$ 7,178	\$ 7,884	\$ 9,125	\$ 8,300	\$ 9,859				
<b>Retirement</b>	PEPRA EE Cost Sharing						\$ -237		\$ -166					
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62				
	Social Security	\$ 546												
	Deferred Compensation		\$ 645						\$ 25	\$ 197				
	Other Ret.													
<b>Insurance</b>	Cafeteria				\$ 1,275		\$ 1,740	\$ 1,210		\$ 1,365				
	Health	\$ 2,294	\$ 2,064			\$ 1,286			\$ 1,077					
	Dental	\$ 198	\$ 101			\$ 43		\$ 83	\$ 99	\$ 182				
	Vision	\$ 24	\$ 23					\$ 10	\$ 24	\$ 21				
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 508	\$ 531		\$ 476	\$ 304	\$ 455	\$ 772	\$ 479	\$ 1,090				
	Holidays	\$ 406	\$ 496		\$ 412	\$ 331	\$ 394	\$ 351	\$ 383	\$ 521				
	Admin Leave		\$ 142		\$ 317	\$ 221	\$ 182	\$ 140	\$ 128	\$ 43				
<b>Benefit Package Total</b>		\$ 3,976	\$ 4,001	\$ 0	\$ 2,480	\$ 2,185	\$ 2,534	\$ 2,566	\$ 2,049	\$ 3,419	\$ 0	\$ 0	\$ 0	\$ 0

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Plant Maintenance Technician II	Water Reclamation Plant Mechanic II	N/C	N/C	Electrical-Mechanical Technician II	Water Resource Recovery Facility Maintenance Technician	Treatment Plant Technician	N/C	Plant and Equipment Mechanic	N/C	N/C	N/C	N/C
	<b>Top Step</b>	\$ 7,259	\$ 6,832			\$ 6,082	\$ 6,676	\$ 6,690		\$ 7,461				
<b>Retirement</b>	PEPRA EE Cost Sharing													
	PEPRA	2%@62	2%@62			2%@62	2%@62	2%@62		2%@62				
	Social Security	\$ 450												
	Deferred Compensation		\$ 478							\$ 110				
	Other Ret.													
<b>Insurance</b>	Cafeteria					\$ 1,740	\$ 1,210			\$ 1,365				
	Health	\$ 2,294	\$ 2,064			\$ 1,286								
	Dental	\$ 198	\$ 101			\$ 43		\$ 76		\$ 182				
	Vision	\$ 24	\$ 23					\$ 10		\$ 21				
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 419	\$ 657			\$ 257	\$ 385	\$ 566		\$ 502				
	Holidays	\$ 335	\$ 289			\$ 281	\$ 334	\$ 257		\$ 395				
	Admin Leave							\$ 103						
<b>Benefit Package Total</b>		<b>\$ 3,720</b>	<b>\$ 3,612</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 1,867</b>	<b>\$ 2,459</b>	<b>\$ 2,222</b>	<b>\$ 0</b>	<b>\$ 2,575</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Plant Operations Manager	Water Reclamation Superintendent	Operations Manager	N/C	Wastewater Superintendent	N/C	Wastewater Treatment Superintendent	N/C	Wastewater Treatment Plant Superintendent	N/C	N/C	Operations Manager	Operations Manager
	<b>Top Step</b>	\$ 11,849	\$ 13,175	\$ 14,158		\$ 9,805		\$ 12,527		\$ 14,195			\$ 13,019	\$ 16,206
<b>Retirement</b>	PEPRA EE Cost Sharing													
	PEPRA	2%@62	2%@62	2%@62		2%@62		2%@62		2%@62			2%@62	2%@62
	Social Security	\$ 735		\$ 738									\$ 738	
	Deferred Compensation		\$ 922							\$ 497				
	Other Ret.													
<b>Insurance</b>	Cafeteria							\$ 1,360		\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064	\$ 2,500		\$ 1,286							\$ 925	
	Dental <sup>1</sup>	\$ 198	\$ 101	\$ 208		\$ 43				\$ 182			\$ 31	\$ 172
	Vision	\$ 24	\$ 23							\$ 21				\$ 41
	Other Ins.													
<b>Leaves</b>	Vacation	\$ 684	\$ 1,267	\$ 817		\$ 415		\$ 1,060		\$ 1,570			\$ 501	\$ 997
	Holidays	\$ 547	\$ 557	\$ 653		\$ 453		\$ 482		\$ 751			\$ 451	\$ 748
	Admin Leave		\$ 203			\$ 302		\$ 193		\$ 273			\$ 200	
<b>Benefit Package Total</b>		\$ 4,481	\$ 5,137	\$ 4,916	\$ 0	\$ 2,498	\$ 0	\$ 3,095	\$ 0	\$ 4,658	\$ 0	\$ 0	\$ 2,845	\$ 4,252

N/C - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Plant Operations Supervisor	N/C	Wastewater Treatment Plant Supervisor	N/C	Wastewater Plant Operations Supervisor	Water Resource Recovery Facility Chief Operator	Wastewater Treatment Supervisor	Wastewater Supervisor	Wastewater Treatment Plant Operations Supervisor	N/C	N/C	Chief Plant Operator	Treatment Plant Supervisor
	<b>Top Step</b>	\$ 9,766		\$ 9,831		\$ 7,506	\$ 8,396	\$ 10,508	\$ 9,100	\$ 10,637			\$ 10,800	\$ 10,885
Retirement	PEPRA EE Cost Sharing								\$ -46					
	PEPRA	2%@62		2%@62		2%@62	2%@62	2%@62	2%@62	2%@62			2%@62	2%@62
	Social Security	\$ 605		\$ 610									\$ 670	
	Deferred Compensation									\$ 372				
	Other Ret.													
Insurance	Cafeteria					\$ 1,740	\$ 1,360			\$ 1,365				\$ 2,294
	Health	\$ 2,294		\$ 2,500		\$ 1,286			\$ 1,661				\$ 925	
	Dental <sup>1</sup>	\$ 198		\$ 208		\$ 43			\$ 69	\$ 182			\$ 31	\$ 172
	Vision	\$ 24								\$ 21				\$ 41
	Other Ins.													
Leaves	Vacation	\$ 563		\$ 567		\$ 318	\$ 484	\$ 889	\$ 420	\$ 1,176			\$ 415	\$ 670
	Holidays	\$ 451		\$ 454		\$ 346	\$ 420	\$ 404	\$ 420	\$ 563			\$ 374	\$ 502
	Admin Leave					\$ 231		\$ 162		\$ 205			\$ 166	
<b>Benefit Package Total</b>		<b>\$ 4,136</b>	<b>\$ 0</b>	<b>\$ 4,338</b>	<b>\$ 0</b>	<b>\$ 2,224</b>	<b>\$ 2,644</b>	<b>\$ 2,815</b>	<b>\$ 2,525</b>	<b>\$ 3,884</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 2,581</b>	<b>\$ 3,679</b>

N/C - Non Comparator

1 - Montecito Sanitary District: District pays for Employee only coverage

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Project Engineer	Associate Civil Engineer	N/C	Senior Engineer	Senior Civil Engineer	Senior Civil Engineer	Principal Project Engineer/ Project Engineer II	Senior Civil Engineer	Senior Engineer	Associate Engineer	N/C	N/C	N/C
	<b>Top Step</b>	\$ 11,849	\$ 10,585		\$ 11,882	\$ 9,588	\$ 9,128	\$ 10,714	\$ 9,678	\$ 13,702	\$ 12,726			
Retirement	PEPRA EE Cost Sharing						\$ -274		\$ -194					
	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62			
	Social Security	\$ 735									\$ 738			
	Deferred Compensation		\$ 741						\$ 25	\$ 274				
	Other Ret.													
Insurance	Cafeteria				\$ 1,275		\$ 1,740	\$ 1,676		\$ 1,365				
	Health	\$ 2,294	\$ 2,064			\$ 1,286			\$ 1,077		\$ 1,325			
	Dental	\$ 198	\$ 101			\$ 43			\$ 99	\$ 182	\$ 54			
	Vision	\$ 24	\$ 23						\$ 24	\$ 21	\$ 24			
	Other Ins.													
Leaves	Vacation	\$ 684	\$ 611		\$ 685	\$ 406	\$ 527	\$ 1,030	\$ 558	\$ 1,515	\$ 930			
	Holidays	\$ 547	\$ 570		\$ 594	\$ 443	\$ 456	\$ 412	\$ 447	\$ 725	\$ 489			
	Admin Leave		\$ 163		\$ 457	\$ 295	\$ 211	\$ 371	\$ 149	\$ 59				
<b>Benefit Package Total</b>		<b>\$ 4,481</b>	<b>\$ 4,272</b>	<b>\$ 0</b>	<b>\$ 3,012</b>	<b>\$ 2,472</b>	<b>\$ 2,660</b>	<b>\$ 3,489</b>	<b>\$ 2,185</b>	<b>\$ 4,141</b>	<b>\$ 3,560</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

Goleta Sanitary District - Benefit Detail  
December 2021

Agency		Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>		Safety & Regulatory Compliance Manager	N/C	N/C	N/C	Safety Officer	Safety and Technical Training Engineer	N/C	N/C	N/C	N/C	N/C	N/C	N/C
	<b>Top Step</b>	\$ 8,802				\$ 6,157	\$ 8,279							
Retirement	PEPRA EE Cost Sharing						\$ -248							
	PEPRA	2% @62				2% @62	2% @62							
	Social Security	\$ 546												
	Deferred Compensation													
	Other Ret.													
Insurance	Cafeteria						\$ 1,740							
	Health	\$ 2,294				\$ 1,286								
	Dental	\$ 198				\$ 43								
	Vision	\$ 24												
	Other Ins.													
Leaves	Vacation	\$ 508				\$ 260	\$ 478							
	Holidays	\$ 406				\$ 284	\$ 414							
	Admin Leave					\$ 142	\$ 191							
<b>Benefit Package Total</b>		<b>\$ 3,976</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 2,016</b>	<b>\$ 2,574</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>

Goleta Sanitary District - Benefit Detail  
December 2021

Agency	Goleta Sanitary District	Camarillo Sanitary District	Carpinteria Sanitary District	City of Goleta	City of Lompoc	City of San Luis Obispo	City of Santa Barbara	City of Santa Maria	City of Thousand Oaks	Goleta Water District	Goleta West Sanitary District	Montecito Sanitary District	Ojai Valley Sanitary District
<b>Benchmark/ Comparator Agency Match</b>	Treatment Plant Operator III	Water Reclamation Plant Operator III	Wastewater Treatment Plant Operator III	N/C	[Wastewater Treatment Plant Operator II/ Senior Wastewater Treatment Plant Operator]	Water Resource Recovery Facility Operator	Wastewater Treatment Plant Operator III	[Wastewater Operator/ Lead Wastewater Operator]	Senior Wastewater Treatment Plant Operator	N/C	N/C	Wastewater Treatment Plant Operator III	Treatment Plant Operator III
<b>Top Step</b>	\$ 8,093	\$ 8,011	\$ 7,665		\$ 6,198	\$ 6,676	\$ 7,502	\$ 5,304	\$ 8,202			\$ 7,455	\$ 7,838
<b>Retirement</b>	PEPRA EE Cost Sharing							\$ -1					
	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62			2%@62	2%@62
	Social Security	\$ 502		\$ 475								\$ 462	
	Deferred Compensation		\$ 561						\$ 110				
<b>Insurance</b>	Other Ret.												
	Cafeteria					\$ 1,740	\$ 1,210		\$ 1,365				\$ 2,294
	Health	\$ 2,294	\$ 2,064	\$ 2,500		\$ 1,286		\$ 1,661				\$ 925	
	Dental <sup>1</sup>	\$ 198	\$ 101	\$ 208		\$ 43		\$ 76	\$ 69	\$ 182		\$ 31	\$ 172
	Vision	\$ 24	\$ 23					\$ 10		\$ 21			\$ 41
<b>Leaves</b>	Other Ins.												
	Vacation	\$ 467	\$ 770	\$ 442		\$ 262	\$ 385	\$ 635	\$ 245	\$ 552		\$ 287	\$ 482
	Holidays	\$ 374	\$ 339	\$ 354		\$ 286	\$ 334	\$ 289	\$ 245	\$ 434		\$ 258	\$ 362
Admin Leave							\$ 115				\$ 115		
<b>Benefit Package Total</b>	<b>\$ 3,858</b>	<b>\$ 3,858</b>	<b>\$ 3,979</b>	<b>\$ 0</b>	<b>\$ 1,877</b>	<b>\$ 2,459</b>	<b>\$ 2,335</b>	<b>\$ 2,219</b>	<b>\$ 2,664</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 2,078</b>	<b>\$ 3,351</b>

N/C - Non Comparator  
1 - Montecito Sanitary District: District pays for Employee only coverage

**Goleta Sanitary District**  
Supplemental Benefits Survey - November 2021

**Sick Leave Benefit**

<b>Camarillo Sanitary District</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
City Employees	96 hours per year
Employees assigned to Sanitation District	0 hours (employees participate in a combined sick and vacation leave program)
<b>Carpinteria Sanitary District</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year
<b>City of Goleta</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year
<b>City of Lompoc</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IBEW, Unrepresented, Supervisory, and Management Employees	96 hours per year
<b>City of San Luis Obispo</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
City Employees and Unrepresented Employees	96 hours per year
<b>City of Santa Barbara</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year
<b>City of Santa Maria</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year
<b>City of Thousand Oaks</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General Employees	96 hours per year
Management & Senior Management	0 hours (employees participate in a combined sick and vacation leave program)
<b>Goleta Water District</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year
<b>Goleta West Sanitary District</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year
<b>Montecito Sanitary District</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year
<b>Ojai Valley Sanitary District</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
All Employees	96 hours per year

**Goleta Sanitary District**  
Supplemental Benefits Survey - November 2021

**Call-Back Pay**

Camarillo Sanitary District	
Bargaining Unit	Benefit
General Employees (City and District)	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate
Management (City and District)	None
Carpinteria Sanitary District	
Bargaining Unit	Benefit
General Employees	Minimum of 2 hours paid (unconfirmed if OT or straight time rate)
City of Goleta	
Bargaining Unit	Benefit
SEIU - General and Miscellaneous	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate; on holiday, paid at double time (2x) rate
Confidential/Management	None
City of Lompoc	
Bargaining Unit	Benefit
IBEW	Minimum of 2 hours of pay, paid at the straight time rate
Unrepresented, Management, & Supervisory	None
City of San Luis Obispo	
Bargaining Unit	Benefit
City Employees	Minimum of 4 hours of pay, paid at the straight time rate, or pay at the overtime (1.5x) rate for actual hours worked, whichever is greater
Unrepresented Employees & Management	None
City of Santa Barbara	
Bargaining Unit	Benefit
SEIU	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate
Treatment & Patrol	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate
Supervisory	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate
Management	None
City of Santa Maria	
Bargaining Unit	Benefit
SEIU	Minimum of 2 hours, paid at the overtime (1.5x) rate. For call-back between the hours of midnight and 5 AM, minimum call-back is 3 hours, paid at the overtime rate.
Unrepresented Management	None
City of Thousand Oaks	
Bargaining Unit	Benefit
City Employees	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate
Management & Senior Management	None
Goleta Water District	
Bargaining Unit	Benefit
General Employees	Unable to verify whether a benefit is provided
Goleta West Sanitary District	
Bargaining Unit	Benefit
General Employees	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate
Montecito Sanitary District	
Bargaining Unit	Benefit
General Employees	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate
Ojai Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	Minimum of 2 hours of pay, paid at the overtime (1.5x) rate

**Goleta Sanitary District**  
Supplemental Benefits Survey - November 2021

**Shift Differential Incentive**

Camarillo Sanitary District	
Bargaining Unit	Benefit
General Employees (City and District Employees)	When employees are assigned to work a regular work period other than their normal duty hours, employee receives 10% differential.
Management	None
Carpinteria Sanitary District	
Bargaining Unit	Benefit
General Employees	None
City of Goleta	
Bargaining Unit	Benefit
SEIU - General and Miscellaneous	None
City of Lompoc	
Bargaining Unit	Benefit
IBEW	\$1.50 per hour worked during the swing shift and \$2.00 per hour during the graveyard "midnight" shift
Unrepresented, Management, & Supervisory	None
City of San Luis Obispo	
Bargaining Unit	Benefit
City Employees	None
Unrepresented Employees & Management	None
City of Santa Barbara	
Bargaining Unit	Benefit
SEIU	\$1.35 per hour worked during the swing shift (when >50% of shift is between 5 PM - Midnight) and \$2.90 per hour during the graveyard shift (when >50% of shift is between Midnight - 8 AM).
Treatment & Patrol	\$1.50 per hour worked during the swing shift (when >50% of shift is between 5 PM - Midnight) and \$3.15 per hour worked during the graveyard shift (when >50% of shift is between Midnight - 7 AM).
Supervisory and Management	None
City of Santa Maria	
Bargaining Unit	Benefit
SEIU	During the weekdays, employees receive a 5% pay differential, if >50% of shift falls between 5 PM and 8 AM; during the weekends, employees receive a 5% pay differential when the regular work schedule includes both Saturday and Sunday.
Unrepresented Management	None
City of Thousand Oaks	
Bargaining Unit	Benefit
City Employees	Employees receive 5% differential if > 50% of assigned shift occurs between 5 PM and 8 AM
Management & Senior Management	None
Goleta Water District	
Bargaining Unit	Benefit
General Employees	Unable to verify whether a benefit is provided
Goleta West Sanitary District	
Bargaining Unit	Benefit
General Employees	None
Montecito Sanitary District	
Bargaining Unit	Benefit
General Employees	None
Ojai Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	None

**Goleta Sanitary District**  
Supplemental Benefits Survey - November 2021

**Stand-by Pay**

Camarillo Sanitary District	
Bargaining Unit	Benefit
General Employees (City and District)	\$1.50 per hour for each hour of stand-by
Management	None
Carpinteria Sanitary District	
Bargaining Unit	Benefit
General Employees	\$62.73 per assigned day of stand-by
City of Goleta	
Bargaining Unit	Benefit
SEIU - General and Miscellaneous	1 hour of regular pay at top step of the range of the employee's classification, for each 24 hour of stand-by
Confidential/Management	None
City of Lompoc	
Bargaining Unit	Benefit
IBEW	2 hours of straight time pay for each 8 hours of assigned stand-by
Unrepresented, Management, & Supervisory	None
City of San Luis Obispo	
Bargaining Unit	Benefit
City Employees	\$45 per day for weekday Stand-by shifts and \$65 per day for weekend stand-by shifts
Unrepresented Employees & Management	None
City of Santa Barbara	
Bargaining Unit	Benefit
SEIU	2 hours of straight time pay for every 8 hours of stand-by; for 24-hour stand-by assignments, employee receives .25 of an hour for each hour of stand-by
Treatment & Patrol, Supervisory	2 hours of straight time pay for 8 hours of stand-by
Management	None
City of Santa Maria	
Bargaining Unit	Benefit
SEIU	\$3 per hour for each hour of required stand-by
Unrepresented Management	None
City of Thousand Oaks	
Bargaining Unit	Benefit
City Employees	\$40 per day during the regular work day, and \$50 per day for non-work day (holidays, weekends)
Management & Senior Management	None
Goleta Water District	
Bargaining Unit	Benefit
General Employees	Unable to verify whether a benefit is provided
Goleta West Sanitary District	
Bargaining Unit	Benefit
General Employees	2 hours base pay of the top step Utility Worker III, for each day of stand-by assignment
Montecito Sanitary District	
Bargaining Unit	Benefit
General Employees	\$45 per stand-by assignment
Ojai Valley Sanitary District	
Bargaining Unit	Benefit
General Employees	\$2.25 per each hour of stand-by

# **GENERAL MANAGER'S REPORT**

## **GOLETA SANITARY DISTRICT GENERAL MANAGER'S REPORT**

The following summary report describes the District's activities from May 3, 2022 through May 16, 2022. It provides updated information on significant activities under three major categories: Collection System, Treatment/Reclamation and Disposal Facilities, and General and Administration Items.

### **1. COLLECTION SYSTEM REPORT**

#### **LINES CLEANING**

Staff is conducting routine lines cleaning in the area of Hollister Avenue and Walnut Drive.

#### **CCTV INSPECTION**

Staff is conducting routine Closed-Circuit Television (CCTV) inspections in the area of South San Marcos Road and Hollister Avenue.

#### **GREASE AND OIL INSPECTIONS**

Staff continues with the annual Grease and Oil inspections. To date, 43 of the 103 Food Service Establishments within the District have been inspected. All of these inspections were satisfactory.

#### **REPAIR AND MAINTENANCE**

Duke's Root Control completed the spring portion of the semi-annual root foaming program. A total of 11,310 linear feet of 6, 8 and 10-inch diameter sewer lines were treated for root control. District staff replaced the computer board on the CCTV truck generator and the multi-flow switch on the Vactor which controls the water pressure during lines cleaning operations.

#### **SANITARY AGENCY MANAGERS ASSOCIATION (SAMA) MEETING**

The District hosted a SAMA meeting on May 11, 2022. SAMA is composed of wastewater professionals from various public agencies throughout Santa Barbara County. SAMA meets monthly to discuss regulatory and operational concerns and issues involving the collection, treatment and disposal of wastewater of the member agencies.

#### **GOLETA SANITARY DISTRICT FY 2021-22 PILOT PROJECTS**

The work identified for the FY 2021-22 Pilot Projects has been completed. Staff will evaluate the effectiveness of each project for inclusion in future Capital Improvement projects.

#### **2021 CCTV PROJECT REVIEW & ASSET MANAGEMENT PROGRAM UPDATE**

Hazen and Sawyer completed the update of the Asset Management Program (AMP). District staff received a presentation on Tuesday, May 10, 2022 of the updated AMP and will begin implementing the recommendations for upcoming Capital Improvement Projects.

#### **DISTRICT GIS HYDRAULIC FLOW MODEL UPDATE**

Staff met with Innovyze, Inc. and District GIS consultant ZWorld GIS for a kick off meeting on Friday, May 6, 2022 to update the District's hydraulic flow model in the GIS database.

Innovyze will incorporate the changes made to the District collection system since 2018 to bring the model up to date. This update is anticipated to be completed by July 2022.

## **2. TREATMENT, RECLAMATION AND DISPOSAL FACILITIES REPORT**

Plant flows have normalized to an average of 4.5 million gallons per day. We are preparing for the decrease in flow for the summer. The demand for reclaimed water has begun to increase due to warmer temperatures. Low concentrations and loadings during the weekends continue to cause intermittent challenges and various levels of plant interference. The Reclamation Disinfection Study by Hazen and Sawyer (Hazen) continues into its final phase. A Technical Memorandum is being compiled with the results of the ultraviolet (UV) and peracetic acid testing. Medium and long-term solutions such as micro/nano-filtration and UV disinfection prior to chlorination will be evaluated at a feasibility level for cost and constructability.

Centrifuge and dredging operations continue in lagoon #2.

The Lystek Thickened Waste Activated Sludge (TWAS) pre-treatment pilot project is offline at this time. We are preparing to start testing again as soon as their machinery is fixed and operable. We believe that the thermal hydrolysis process may reduce inhibitory chemicals that are adsorbed onto the sludge. We will be testing this hypothesis by sampling for these chemicals before and after the reactor once a steady state during the demonstration period has been reached. Once the demonstration period is complete, a summary report of the results and proforma analysis will be prepared and brought to the Board.

The Influent Pump Station Rehabilitation project submittal and procurement process is coming to an end. Construction of the project may not start for another 5-8 months depending on the completion of the procurement process.

BESP Phases 2 & 3 preliminary engineering design is continuing to move forward. This project will provide a 30% design package for a centrifuge, thermal dryer, and a fats, oil and grease (FOG) receiving facility. This level of design is necessary to understand the cost and funding implications of the project.

The nanobubble project will be starting the week of May 9, 2022. The nanobubble technology will be tested to determine how effectively it reduces surfactants and other inhibitory chemicals as well as other process improvements. A proforma will be completed at the end of the pilot period to determine ongoing benefits, costs or potential savings.

### **PUBLIC EDUCATION AND OUTREACH**

Work continues on the Spring/Summer newsletter, it is expected to be mailed around the end of May or the beginning of June 2022 to District customers.

### **3. GENERAL AND ADMINISTRATIVE ITEMS**

#### **Financial Report**

The District account balances as of May 16, 2022 shown below are approximations to the nearest dollar and indicate the overall funds available to the District at this time.

Operating Checking Accounts:	\$ 449,169
Investment Accounts:	\$ 34,612,764
Total District Funds:	\$ 35,061,933

The following transactions are reported herein for the period 05/03/22 – 05/16/22

Regular, Overtime, Cash-outs and Net Payroll:	\$ 125,113
Claims:	\$ 642,095
Total Expenditures:	\$ 767,208
Total Deposits:	\$ 454,382

Transfers of funds:

LAIF to Community West Bank Operational (CWB):	\$ - 0 -
CWB Operational to CWB Money Market:	\$ 2,700,000
CWB Money Market to CWB Operational:	\$ - 0 -

The District's investments comply with the District's Investment Policy adopted per Resolution No. 16-606. The District has adequate funds to meet the next six months of normal operating expenses.

#### **Local Agency Investment Fund (LAIF)**

LAIF Monthly Statement – April, 2022

LAIF Quarterly Report – Previously submitted.

PMIA/LAIF Performance and Effective Yield – April, 2022

#### **Community West Bank (CWB)**

CWB Money Market Account – April, 2022

#### **Deferred Compensation Accounts**

CalPERS 457 Deferred Compensation Plan – April, 2022

Lincoln 457 Deferred Compensation Plan – April, 2022

#### **Personnel**

Recruitments underway for Plant Operations Manager, Senior Plant Operator, Plant Operator III, and Safety/Regulatory Compliance Manager. Recruitment for Senior Engineer to begin next week. Bronson Thomas was promoted from OIT III to Plant Operator II.

California State Treasurer  
**Fiona Ma, CPA**



Local Agency Investment Fund  
 P.O. Box 942809  
 Sacramento, CA 94209-0001  
 (916) 653-3001

May 03, 2022

[LAIF Home](#)  
[PMIA Average](#)  
[Monthly Yields](#)

GOLETA SANITARY DISTRICT

GENERAL MANAGER  
 ONE WILLIAM MOFFETT PLACE  
 GOLETA, CA 93117

[Tran Type](#)  
[Definitions](#)

**Account Number:** 70-42-002

April 2022 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Web Confirm Number	Authorized Caller	Amount
4/15/2022	4/14/2022	QRD	1701700	N/A	SYSTEM	1,596.75

**Account Summary**

Total Deposit:	1,596.75	Beginning Balance:	2,026,267.91
Total Withdrawal:	0.00	Ending Balance:	2,027,864.66



RETURN SERVICE REQUESTED

 GOLETA SANITARY DISTRICT  
 MONEY MARKET  
 1 WILLIAM MOFFETT PL  
 GOLETA CA 93117-3901

### Summary of Accounts

Account Type	Account Number	Ending Balance
PUBLIC AGENCY-MMDA	XXXXXXXXX5554	\$29,884,899.79

### PUBLIC AGENCY-MMDA - XXXXXXXX5554

#### Account Summary

Date	Description	Amount		
04/01/2022	Beginning Balance	\$29,875,172.60	Average Ledger Balance	\$29,875,172.60
	1 Credit(s) This Period	\$9,727.19		
	0 Debit(s) This Period	\$0.00		
04/29/2022	Ending Balance	\$29,884,899.79		

#### Account Activity

Post Date	Description	Debits	Credits	Balance
04/01/2022	Beginning Balance			\$29,875,172.60
04/29/2022	INTEREST AT .4098 %		\$9,727.19	\$29,884,899.79
04/29/2022	Ending Balance			\$29,884,899.79

#### Daily Balances

Date	Amount
04/29/2022	\$29,884,899.79

# CalPERS 457 Plan

April 30, 2022

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to <https://calpers.voya.com>.

A free paper copy of the information available on the website can be obtained by contacting:

Voya Financial  
Attn: CalPERS 457 Plan  
P.O. Box 389  
Hartford, CT 06141

## **Document Summary**

This document has two parts. Part I consists of performance information for the plan investment options. This part shows you how well the investments have performed in the past. Part I also shows the total annual operating expenses of each investment option.

Part II provides additional information concerning Plan administrative fees that may be charged to your individual account.

# CalPERS 457 PLAN

## Part I. Performance Information For Periods Ended April 30, 2022

<https://calpers.voya.com>

Table 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods<sup>1</sup>. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an investment option's principal risks is available on the website listed above.

Table 1 also shows the Total Annual Operating Expenses of each investment option. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option<sup>2</sup>. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the U.S. Department of Labor's website for an example showing the long-term fees and expenses at <http://www.dol.gov/ebsa>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

**Table 1 - Variable Net Return Investments**

Name of Fund / Name of Benchmark	Performance		Annualized Performance				Total Annual Operating Expenses <sup>3</sup>	
	3 Month	1 Year	5 Years	10 Years	Since Inception	Inception Date	As a %	Per \$1000
<b>Equity Funds</b>								
State Street Russell All Cap Index Fund - Class I	-8.43	-3.29	12.63	-	12.16	10/07/13	0.31%	\$3.10
<i>Russell 3000 Index</i>	-8.39	-3.11	13.01	-	12.53			
State Street Global All Cap Equity ex-US Index Fund - Class I	-9.34	-11.12	4.75	-	3.83	10/07/13	0.32%	\$3.20
<i>MSCI ACWI ex-USA IMI Index (net)</i>	-7.81	-10.34	5.06	-	4.12			
<b>Fixed Income</b>								
State Street US ShortTerm Gov't/Credit Bond Index Fund - Class I	-2.41	-3.85	0.70	-	0.59	10/07/13	0.32%	\$3.20
<i>Bloomberg US 1-3 yr Gov't/Credit Bond Index</i>	-2.31	-3.50	1.11	-	1.06			
State Street US Bond Fund Index - Class I	-7.57	-8.77	0.88	-	1.64	10/07/13	0.31%	\$3.10
<i>Bloomberg US Aggregate Bond Index</i>	-7.51	-8.51	1.20	-	1.94			
<b>Real Assets</b>								
State Street Real Asset Fund - Class A	7.66	19.68	8.88	-	4.77	10/08/13	0.44%	\$4.40
<i>State Street Custom Benchmark<sup>4</sup></i>	8.17	20.41	9.24	-	5.17			
<b>Cash (Cash Equivalents)</b>								
State Street STIF	-0.01	-0.16	0.90	-	0.59	09/02/14	0.33%	\$3.30
<i>BofA ML 3-month US T-Bill</i>	0.06	0.08	1.12	-	0.80			
<b>Target Retirement Date Funds<sup>5</sup></b>								
CalPERS Target Income Fund	-6.79	-6.32	3.79	3.52	4.95	12/01/08	0.32%	\$3.20
<i>SIP Income Policy Benchmark<sup>6</sup></i>	-6.52	-5.98	4.04	3.80	5.46			
CalPERS Target Retirement 2015	-6.79	-6.32	3.85	3.95	5.96	12/01/08	0.32%	\$3.20
<i>SIP 2015 Policy Benchmark<sup>6</sup></i>	-6.52	-5.98	4.09	4.30	6.49			
CalPERS Target Retirement 2020	-7.01	-6.12	4.64	4.65	6.68	12/01/08	0.32%	\$3.20
<i>SIP 2020 Policy Benchmark<sup>6</sup></i>	-6.67	-5.77	4.87	5.00	7.18			
CalPERS Target Retirement 2025	-7.40	-6.19	5.62	5.56	7.53	12/01/08	0.32%	\$3.20
<i>SIP 2025 Policy Benchmark<sup>6</sup></i>	-6.99	-5.81	5.85	5.91	8.02			
CalPERS Target Retirement 2030	-7.63	-6.01	6.36	6.29	8.36	12/01/08	0.32%	\$3.20
<i>SIP 2030 Policy Benchmark<sup>6</sup></i>	-7.14	-5.61	6.67	6.71	8.86			
CalPERS Target Retirement 2035	-8.03	-6.12	7.16	7.02	9.07	12/01/08	0.32%	\$3.20
<i>SIP 2035 Policy Benchmark<sup>6</sup></i>	-7.46	-5.69	7.47	7.46	9.62			
CalPERS Target Retirement 2040	-8.26	-6.00	7.95	7.67	9.61	12/01/08	0.32%	\$3.20
<i>SIP 2040 Policy Benchmark<sup>6</sup></i>	-7.61	-5.54	8.27	8.11	10.13			
CalPERS Target Retirement 2045	-8.26	-6.00	8.29	7.96	9.79	12/01/08	0.32%	\$3.20
<i>SIP 2045 Policy Benchmark<sup>6</sup></i>	-7.61	-5.54	8.61	8.40	10.35			
CalPERS Target Retirement 2050	-8.26	-6.00	8.29	7.95	9.86	12/01/08	0.32%	\$3.20
<i>SIP 2050 Policy Benchmark<sup>6</sup></i>	-7.61	-5.54	8.61	8.40	10.35			
CalPERS Target Retirement 2055	-8.26	-6.00	8.29	-	7.11	10/07/13	0.32%	\$3.20
<i>SIP 2055 Policy Benchmark<sup>6</sup></i>	-7.61	-5.54	8.61	-	7.48			
CalPERS Target Retirement 2060	-8.26	-6.00	-	-	10.14	11/01/18	0.32%	\$3.20
<i>SIP 2060 Policy Benchmark<sup>6</sup></i>	-7.61	-5.54	-	-	10.48			
<b>Broad-Based Benchmarks<sup>7</sup></b>								
<i>Russell 3000 Index</i>	-8.39	-3.11	13.01	13.29	-	-	-	-
<i>MSCI ACWI ex-USA IMI Index (net)</i>	-7.81	-10.34	5.06	5.25	-	-	-	-
<i>Bloomberg US Aggregate Bond Index</i>	-7.51	-8.51	1.20	1.73	-	-	-	-

## Part II. Explanation of CalPERS 457 Plan Expenses

### April 30, 2022

<https://calpers.voya.com>

Table 2 provides information concerning Plan administrative fees and expenses that may be charged to your individual account if you take advantage of certain features of the Plan. In addition to the fees and expenses described in Table 2 below, some of the Plan's administrative expenses are paid from the Total Annual Operating Expenses of the Plan's investment options.

Table 2 - Fees and Expenses				
Individual Expenses <sup>8</sup>				
Service	Fee Amount	Frequency	Who do you pay this fee to?	Description
Loan Origination Fee	\$50	Per loan application	Voya	The charge covers the processing of your loan and applies each time you request a loan from your retirement account. This fee is deducted from your Plan account.
Maintenance Fee (For loans taken on or after April 1, 2020)	\$35 (\$8.75 assessed quarterly)	Annual	Voya	The charge covers the maintenance costs of your loan and applies on a quarterly basis. This fee is deducted from your Plan account.
Self-Managed Account (SMA) Maintenance Fee	\$50	Annual fee deducted monthly on a pro-rata basis	Voya	Schwab Personal Choice Retirement Account is available to you if your Employer has elected it as an option. This fee is deducted pro rata on a monthly basis from your core fund investments <sup>9</sup> in your CalPERS 457 account. For more information about SMAs, including a complete list of fees charged by Schwab for different types of investment transactions, please contact Schwab at (888) 393-PCRA (7272). Fees may also be incurred as a result of actual brokerage account trades. Before purchasing or selling any investment through the SMA, you should contact Schwab at (888) 393-PCRA (7272) to inquire about any fees, including any undisclosed fees, associated with the purchase or sale of such investment.
Self-Managed Account (SMA) Plan Administrative Fee	0.29% (\$2.90 per \$1,000)	Annual fee deducted monthly on a pro-rata basis	Voya	The SMA Plan Administrative fee pays for recordkeeping costs for assets in your SMA account. This fee is deducted pro rata on a monthly basis from your core fund investments in your CalPERS 457 account. The SMA Plan Administrative Fee is subject to change based on total Plan assets.

#### **Footnotes for Table 1 and Table 2:**

<sup>1</sup> Fund returns shown are net of investment management and administrative expenses and fees unless otherwise noted. Benchmark performance returns do not reflect any management fees, transaction costs or expenses. Benchmarks are unmanaged. You cannot invest directly in a benchmark.

<sup>2</sup> Historical annual operating expenses are not available. Reported annual operating expenses are estimated based on SSGA investment management, Voya recordkeeping, and SSGA capped operating expenses.

<sup>3</sup> Total annual operating expenses are comprised of investment management and administrative expenses and fees incurred by the funds.

<sup>4</sup> State Street Real Asset Fund has a custom benchmark comprised of 25% Bloomberg Roll Select Commodity Index, 25% S&P® Global Large MidCap Commodity and Resources Index, 10% Dow Jones US Select REIT Index, 20% Bloomberg US Government Inflation-Linked 1-10 Year Bond Index, and 20% S&P® Global Infrastructure Index.

<sup>5</sup> If the ending market value (EMV) falls to zero in any one month, the inception date resets to the next month with an EMV. Performance is then calculated from the new inception date.

<sup>6</sup> The benchmark for each Target Retirement Date Fund is a composite of asset class benchmarks that are weighted according to each Fund's policy target weights. The asset class benchmarks are Russell 3000 Index, MSCI ACWI ex-USA IMI Index (net), Bloomberg US Aggregate Bond Index, the SSGA customized benchmark for Real Assets (see footnote 4), and BofA ML 3-month US T-Bill.

<sup>7</sup> Broad-based benchmarks grouped here provide comparative performance standards for domestic equity, international equity and fixed income.

<sup>8</sup> The CalPERS Board of Administration periodically reviews the plan administrative fees and adjusts fees to reflect expenses incurred by the Plan. Participant fees are charged to reimburse CalPERS for actual administrative fees of the Plan.

<sup>9</sup> Core fund investments are listed in Table 1 above the Target Retirement Date funds. Core funds include: State Street Russell All Cap Index Fund (Class I), State Street Global All Cap Equity ex-US Index Fund (Class I), State Street US Short Term Government/Credit Bond Index Fund (Class I), State Street US Bond Fund Index (Class I), State Street Real Asset Fund (Class A), and State Street Short Term Investment Fund ("STIF").

# Performance Update

MultiFund

Quoted performance data represents past performance. Past performance does not guarantee nor predict future performance. Current performance may be lower or higher than the performance data quoted. Please keep in mind that double-digit returns are highly unusual and cannot be sustained.

Variable products are sold by prospectus. Consider the investment objectives, risks, charges, and expenses of the variable product and its underlying investment options carefully before investing. The prospectus contains this and other information about the variable product and its underlying investment options. Please review the prospectus available online for additional information. Read it carefully before investing.

Investment return and principal value of an investment will fluctuate so that an investor's unit values, when redeemed, may be worth more or less than their original cost.

## Monthly hypothetical performance adjusted for contract fees \*

Investment Options	Inception Date	Change from Previous Day	YTD as of 05/11/2022	YTD as of 04/29/2022	Average Annual Total Return (%) as of 4/29/2022						Since Incep.	
					1 Mo	3 Mo	1 Yr	3 Yr	5 Yr	10 Yr		
<b>Risk Managed</b>												
Fidelity® VIP Freedom 2055 Portfolio <sup>SM</sup> - Service Class <sup>6,9</sup>	RM	04/11/2019	-0.63	-18.80	-14.44	-7.31	-10.48	-8.32	8.61	N/A	N/A	9.11
Fidelity® VIP Freedom 2060 Portfolio <sup>SM</sup> - Service Class <sup>6,9</sup>	RM	04/11/2019	-0.64	-18.78	-14.38	-7.29	-10.45	-8.31	8.65	N/A	N/A	9.14
<b>Maximum Capital Appreciation</b>												
AB VPS Sustainable Global Thematic Portfolio - Class B <sup>1,2</sup>	MCA	01/11/1996	-1.44	-28.41	-23.52	-10.06	-12.91	-13.61	11.53	11.28	9.45	5.43
DWS Alternative Asset Allocation VIP Portfolio - Class A <sup>1,2,3,6,7</sup>	MCA	02/02/2009	0.22	-4.84	-1.76	-2.10	0.11	3.11	6.27	4.02	2.49	4.54
LVIP Baron Growth Opportunities Fund - Service Class <sup>4</sup>	MCA	10/01/1998	-2.25	-31.27	-22.97	-9.78	-11.29	-15.88	8.84	11.10	11.43	10.55
LVIP Delaware SMID Cap Core Fund - Standard Class <sup>4,5</sup>	MCA	07/12/1991	-1.84	-17.48	-11.98	-7.43	-5.66	-8.32	7.99	7.70	9.16	8.97
LVIP SSGA Emerging Markets 100 Fund - Standard Class <sup>1,19</sup>	MCA	06/18/2008	-0.79	-10.18	-5.99	-4.97	-7.87	-9.43	1.72	1.12	0.19	2.06
LVIP SSGA Small-Cap Index Fund - Standard Class <sup>4,18</sup>	MCA	04/18/1986	-2.48	-23.57	-17.05	-10.00	-8.12	-17.93	5.24	5.74	8.51	6.71
LVIP T. Rowe Price Structured Mid-Cap Growth Fund - Standard Class <sup>4</sup>	MCA	02/03/1994	-2.51	-29.42	-21.80	-10.38	-10.37	-16.10	7.93	11.17	11.41	6.67
<b>Long Term Growth</b>												
American Funds Global Growth Fund - Class 2 <sup>1</sup>	LTG	04/30/1997	-0.91	-27.10	-22.17	-9.75	-15.00	-17.79	8.90	9.90	10.27	8.62
American Funds Growth Fund - Class 2	LTG	02/08/1984	-2.57	-26.86	-20.04	-12.02	-12.05	-11.43	17.35	16.19	14.34	11.85

# Performance Update

## Monthly hypothetical performance adjusted for contract fees \*

Investment Options		Inception Date	Change from Previous Day	YTD as of 05/11/2022	YTD as of 04/29/2022	Average Annual Total Return (%) as of 4/29/2022						Since Incep.
						1 Mo	3 Mo	1 Yr	3 Yr	5 Yr	10 Yr	
American Funds International Fund - Class 2 <sup>1</sup>	LTG	05/01/1990	-0.39	-21.39	-16.12	-6.93	-11.05	-19.57	-0.58	2.23	4.15	6.07
Delaware VIP Small Cap Value <sup>4, 5</sup>	LTG	12/27/1993	-1.68	-13.93	-10.25	-6.98	-6.43	-4.52	7.02	5.24	8.41	9.01
Fidelity® VIP Contrafund® Portfolio - Service Class	LTG	01/03/1995	-1.88	-24.93	-20.22	-11.46	-12.67	-7.30	12.54	11.71	11.47	10.18
Fidelity® VIP Growth Portfolio - Service Class	LTG	10/09/1986	-2.13	-23.73	-17.31	-11.06	-9.64	-7.48	16.29	16.84	14.44	9.83
LVIP BlackRock Global Real Estate Fund - Standard Class <sup>1, 2, 9</sup>	LTG	04/30/2007	-0.05	-18.95	-10.41	-5.91	-5.02	-0.38	6.02	5.86	5.24	1.53
LVIP Delaware Mid Cap Value Fund - Standard Class <sup>4, 5</sup>	LTG	12/28/1981	-1.30	-11.15	-7.74	-5.84	-3.72	0.55	8.44	7.90	9.78	10.28
LVIP Delaware Social Awareness Fund - Standard Class <sup>5</sup>	LTG	05/02/1988	-2.00	-20.01	-15.33	-9.91	-9.91	-5.40	11.30	11.48	11.56	9.76
LVIP Dimensional U.S. Core Equity 1 Fund - Standard Class	LTG	12/28/1981	-1.61	-16.07	-12.11	-7.91	-7.23	-2.75	11.72	11.34	11.57	9.68
LVIP Mondrian International Value Fund - Standard Class <sup>1</sup>	LTG	05/01/1991	-0.60	-8.81	-6.41	-3.79	-8.38	-4.58	0.55	1.83	3.72	5.02
LVIP SSGA International Index Fund - Standard Class <sup>1, 18, 20</sup>	LTG	04/30/2008	-0.40	-17.50	-13.22	-6.57	-9.68	-10.07	2.80	3.31	4.30	1.00
LVIP SSGA S&P 500 Index Fund - Standard Class <sup>18, 21</sup>	LTG	05/01/2000	-1.65	-17.39	-13.25	-8.81	-8.44	-0.99	12.44	12.25	12.26	5.55
LVIP Vanguard Domestic Equity ETF Fund - Service Class <sup>6, 22</sup>	LTG	04/29/2011	-1.70	-18.55	-13.85	-8.81	-8.40	-3.72	11.46	11.30	11.25	10.28
LVIP Vanguard International Equity ETF Fund - Service Class <sup>1, 6, 22</sup>	LTG	04/29/2011	-0.62	-17.38	-12.70	-6.66	-9.84	-12.44	2.84	3.47	4.00	2.33
MFS® VIT Utilities Series - Initial Class <sup>2</sup>	LTG	01/03/1995	0.72	-1.48	-0.14	-3.28	3.34	7.62	8.94	9.28	8.24	10.11
<b>Growth and Income</b>												
American Funds Growth-Income Fund - Class 2	GI	02/08/1984	-0.99	-17.58	-13.72	-8.51	-8.24	-4.60	8.90	10.31	11.44	9.90
BlackRock Global Allocation V.I. Fund - Class I <sup>1, 3</sup>	GI	02/28/1992	-0.46	-15.03	-12.04	-5.38	-8.36	-11.39	6.05	4.98	4.84	5.99
Fidelity® VIP Freedom 2020 Portfolio <sup>SM</sup> - Service Class <sup>6, 8</sup>	GI	04/26/2005	-0.09	-14.43	-11.67	-5.40	-8.68	-7.82	5.28	5.45	5.89	5.32
Fidelity® VIP Freedom 2025 Portfolio <sup>SM</sup> - Service Class <sup>6, 8</sup>	GI	04/26/2005	-0.14	-15.32	-12.28	-5.76	-9.14	-8.09	5.88	6.00	6.65	5.83

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# Performance Update

## Monthly hypothetical performance adjusted for contract fees \*

Investment Options		Inception Date	Change from Previous Day	YTD as of 05/11/2022	YTD as of 04/29/2022	Average Annual Total Return (%) as of 4/29/2022						Since Incep.
						1 Mo	3 Mo	1 Yr	3 Yr	5 Yr	10 Yr	
Fidelity® VIP Freedom 2030 Portfolio <sup>SM</sup> - Service Class <sup>6, 8</sup>	GI	04/26/2005	-0.29	-16.14	-12.89	-6.13	-9.52	-8.24	6.57	6.80	7.34	6.10
Fidelity® VIP Freedom 2035 Portfolio <sup>SM</sup> - Service Class <sup>6, 8</sup>	GI	04/08/2009	-0.48	-17.61	-13.76	-6.77	-10.08	-8.36	7.82	7.83	8.24	10.63
Fidelity® VIP Freedom 2040 Portfolio <sup>SM</sup> - Service Class <sup>6, 8</sup>	GI	04/08/2009	-0.64	-18.72	-14.39	-7.25	-10.42	-8.33	8.64	8.37	8.56	10.95
Fidelity® VIP Freedom 2045 Portfolio <sup>SM</sup> - Service Class <sup>6, 8</sup>	GI	04/08/2009	-0.64	-18.79	-14.42	-7.31	-10.46	-8.36	8.63	8.36	8.62	11.03
Fidelity® VIP Freedom 2050 Portfolio <sup>SM</sup> - Service Class <sup>6, 8</sup>	GI	04/08/2009	-0.66	-18.81	-14.47	-7.30	-10.48	-8.38	8.62	8.34	8.65	11.13
LVIP BlackRock Advantage Allocation Fund - Standard Class <sup>3, 5, 10</sup>	GI	07/28/1988	-0.25	-14.35	-12.27	-6.21	-9.04	-9.26	3.57	4.10	4.65	5.40
LVIP Delaware REIT Fund - Standard Class <sup>2, 5, 9</sup>	GI	05/04/1998	-0.13	-19.51	-9.30	-4.22	-2.21	10.02	7.59	5.98	6.51	7.74
LVIP Delaware Value Fund - Standard Class <sup>5</sup>	GI	07/28/1988	-0.61	-6.93	-5.02	-5.11	-4.34	3.07	6.83	7.65	10.02	7.87
LVIP Delaware Wealth Builder Fund - Standard Class <sup>3, 5, 10</sup>	GI	08/03/1987	-0.40	-10.62	-8.95	-4.94	-6.76	-3.94	3.77	3.58	5.06	5.77
LVIP JPMorgan Retirement Income Fund - Standard Class <sup>3, 5, 10</sup>	GI	04/27/1983	-0.17	-12.11	-10.04	-4.46	-7.06	-7.52	2.41	2.82	3.56	6.25
<b>Income</b>												
LVIP BlackRock Inflation Protected Bond Fund - Standard Class <sup>12</sup>	I	04/30/2010	0.57	-2.14	-1.34	-0.85	-0.54	1.64	3.05	2.19	0.55	1.68
LVIP Delaware Bond Fund - Standard Class <sup>5, 12</sup>	I	12/28/1981	0.37	-10.63	-10.40	-4.07	-8.25	-10.64	-0.34	0.47	0.97	6.13
LVIP Delaware Diversified Floating Rate Fund <sup>5, 14</sup>	I	04/30/2010	-0.02	-1.76	-1.43	-0.37	-1.15	-2.12	-0.33	0.16	0.06	0.10
LVIP Delaware Diversified Income Fund - Standard Class <sup>5, 12</sup>	I	05/16/2003	0.28	-10.91	-10.32	-4.15	-8.19	-10.27	0.32	0.78	1.21	3.56
LVIP Delaware High Yield Fund - Standard Class <sup>5, 12, 15</sup>	I	07/28/1988	-0.03	-10.07	-7.90	-3.38	-5.40	-5.92	2.50	2.64	3.51	5.34
LVIP Global Income Fund - Standard Class <sup>1, 10, 12, 13</sup>	I	05/04/2009	0.32	-11.10	-10.60	-5.03	-9.12	-13.19	-2.75	-0.82	-0.54	1.24
LVIP SSGA Bond Index Fund - Standard Class <sup>12, 18</sup>	I	04/30/2008	0.42	-9.96	-9.87	-3.94	-7.87	-9.83	-0.90	-0.12	0.39	1.57
PIMCO VIT Total Return Portfolio - Administrative Class <sup>12</sup>	I	12/31/1997	0.42	-10.51	-10.16	-4.06	-8.37	-9.84	-0.48	0.32	0.95	3.62

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# Performance Update

## Monthly hypothetical performance adjusted for contract fees \*

Investment Options	Inception Date	Change from Previous Day	YTD as of 05/11/2022	YTD as of 04/29/2022	Average Annual Total Return (%) as of 4/29/2022						Since Incep.	
					1 Mo	3 Mo	1 Yr	3 Yr	5 Yr	10 Yr		
<b>Risk Managed - Asset Allocation</b>												
LVIP Global Conservative Allocation Managed Risk Fund - Standard Class <sup>1,3,6,10,16</sup>	RMAA	05/03/2005	-0.06	-12.92	-11.93	-5.36	-8.42	-9.05	1.51	2.48	3.35	4.13
LVIP Global Growth Allocation Managed Risk Fund - Standard Class <sup>1,3,6,10,16</sup>	RMAA	05/03/2005	-0.43	-15.56	-13.96	-6.19	-9.71	-9.78	2.18	3.07	3.66	3.85
LVIP Global Moderate Allocation Managed Risk Fund - Standard Class <sup>1,3,6,10,16</sup>	RMAA	05/03/2005	-0.30	-14.24	-12.89	-5.54	-8.88	-9.10	1.99	2.91	3.48	4.05
LVIP SSGA Global Tactical Allocation Managed Volatility Fund - Standard Class <sup>1,3,6,10,11,13</sup>	RMAA	05/03/2005	-0.27	-12.41	-10.32	-5.73	-7.43	-6.48	3.86	3.67	3.47	3.34
<b>Preservation of Capital</b>												
LVIP Government Money Market Fund - Standard Class <sup>10,17</sup>	PC	01/07/1982	0.00	-0.35	-0.32	-0.08	-0.24	-0.98	-0.53	-0.24	-0.60	2.64
<b>Risk Managed - US Large Cap</b>												
LVIP BlackRock Dividend Value Managed Volatility Fund - Standard Class <sup>10,11</sup>	RMUSL	02/03/1994	-0.32	-3.25	-2.52	-4.47	-3.21	1.18	8.70	7.18	6.56	6.65
LVIP Blended Large Cap Growth Managed Volatility Fund - Standard Class <sup>10,11,13</sup>	RMUSL	02/03/1994	-1.28	-24.84	-21.45	-8.31	-13.30	-7.94	9.92	9.70	8.36	6.69
<b>Asset Allocation</b>												
LVIP T. Rowe Price 2010 Fund (Standard Class) <sup>6,8,10</sup>	AsA	05/01/2007	-0.37	-12.98	-10.42	-5.40	-7.25	-7.26	4.22	4.06	3.87	3.44
LVIP T. Rowe Price 2020 Fund (Standard Class) <sup>6,8,10</sup>	AsA	05/01/2007	-0.48	-13.90	-11.06	-5.80	-7.64	-7.52	5.01	4.95	4.50	3.52
LVIP T. Rowe Price 2030 Fund (Standard Class) <sup>6,8,10</sup>	AsA	05/01/2007	-0.77	-16.13	-12.60	-6.90	-8.57	-8.08	6.31	5.85	5.02	3.73
LVIP T. Rowe Price 2040 Fund (Standard Class) <sup>6,8,10</sup>	AsA	05/01/2007	-1.09	-17.78	-13.50	-7.71	-8.97	-8.12	7.55	6.77	5.56	3.68
LVIP T. Rowe Price 2050 Fund (Standard Class) <sup>6,8,10</sup>	AsA	04/29/2011	-1.20	-18.24	-13.73	-7.91	-9.09	-8.06	7.92	7.44	6.08	4.81
LVIP T. Rowe Price 2060 Fund - Standard Class <sup>6,8,10</sup>	AsA	04/30/2020	-1.22	-18.28	-13.72	-7.97	-9.09	-8.06	N/A	N/A	N/A	16.22
<b>Risk Managed - US Mid Cap</b>												

# Performance Update

## Monthly hypothetical performance adjusted for contract fees \*

Investment Options	Inception Date	Change from Previous Day	YTD as of 05/11/2022	YTD as of 04/29/2022	Average Annual Total Return (%) as of 4/29/2022							
					1 Mo	3 Mo	1 Yr	3 Yr	5 Yr	10 Yr	Since Incep.	
LVIP Blended Mid Cap Managed Volatility Fund - Standard Class <sup>4, 10, 11, 13</sup>	RMUSM 05/01/2001	-1.23	-25.70	-21.35	-7.01	-9.20	-14.70	6.34	9.38	5.67	4.00	
LVIP JPMorgan Select Mid Cap Value Managed Volatility Fund - Standard Class <sup>4, 10, 11, 13</sup>	RMUSM 05/01/2001	-0.42	-9.27	-7.48	-4.29	-4.49	-1.67	7.32	5.57	6.20	5.99	
<b>Risk Managed - Global/International</b>												
LVIP Franklin Templeton Global Equity Managed Volatility Fund - Standard Class <sup>1, 10, 11</sup>	RMGI 08/01/1985	-0.80	-12.84	-10.32	-6.09	-7.58	-4.84	6.62	5.37	5.12	6.86	
LVIP SSGA International Managed Volatility Fund - Standard Class <sup>1, 6, 10, 11</sup>	RMGI 12/31/2013	-0.53	-18.84	-14.78	-6.32	-11.29	-11.92	-0.82	0.98	N/A	-0.34	

\* These returns are measured from the inception date of the fund and predate its availability as an investment option in the variable annuity (separate account). This hypothetical representation depicts how the investment option would have performed had the fund been available in the variable annuity during the time period. It includes deductions for the M&E charge and the contract administrative fee. If selected above, the cost for the i4LIFE® Advantage feature or a death benefit will be reflected. The cost for other riders with quarterly charges is not reflected. No surrender charge and no annual contract charge is reflected.

# Performance Update

## **1 International**

Investing internationally involves risks not associated with investing solely in the United States, such as currency fluctuation, political or regulatory risk, currency exchange rate changes, differences in accounting and the limited availability of information.

## **2 Sector Funds**

Funds that target exposure to one region or industry may carry greater risk and higher volatility than more broadly diversified funds.

## **3 Asset Allocation Portfolios**

Asset allocation does not ensure a profit, nor protect against loss in a declining market.

## **4 Small & Mid Cap**

Funds that invest in small and/or midsize company stocks may be more volatile and involve greater risk, particularly in the short term, than those investing in larger, more established companies.

## **5 Macquarie Investment Management**

Investments in Delaware VIP Series, Delaware Funds, Ivy Variable Insurance Portfolios, Ivy Funds, LVIP Delaware Funds or Lincoln Life accounts managed by Macquarie Investment Management Advisers, a series of Macquarie Investments Management Business Trust, are not and will not be deposits with or liabilities of Macquarie Bank Limited ABN 46 008 583 542 and its holding companies, including their subsidiaries or related companies, and are subject to investment risk, including possible delays in repayment and loss of income and capital invested. No Macquarie Group company guarantees or will guarantee the performance of the fund, the repayment of capital from the fund, or any particular rate of return.

## **6 Fund of funds**

Each fund is operated as a fund of funds that invests primarily in one or more other funds, rather than in individual securities. A fund of this nature may be more expensive than other investment options because it has additional levels of expenses. From time to time, the Fund's advisor may modify the asset allocation to the underlying funds and may add new funds. A Fund's actual allocation may vary from the target strategic allocation at any point in time. Additionally, the Fund's advisor may directly manage assets of the underlying funds for a variety of purposes.

## **7 Alternative Funds**

Certain funds (sometimes called "alternative funds") expect to invest in (or may invest in some) positions that emphasize alternative investment strategies and/or nontraditional asset classes and, as a result, are subject to the risk factors of those asset classes and/or investment strategies. Some of those risks may include general economic risk, geopolitical risk, commodity-price volatility, counterparty and settlement risk, currency risk, derivatives risk, emerging markets risk, foreign securities risk, high-yield bond exposure, index investing risk, exchange-traded notes risk, industry concentration risk, leveraging risk, real estate investment risk, master limited partnership risk, master limited partnership tax risk, energy infrastructure companies risk, sector risk, short sale risk, direct investment risk, hard assets sector risk, active trading and "overlay" risks, event-driven investing risk, global macro strategies risk, temporary defensive positions and large cash positions. If you are considering investing in alternative investment funds, you should ensure that you understand the complex investment strategies sometimes employed and be prepared to tolerate the risks of such asset classes. For a complete list of risks, as well as a discussion of risk and investment strategies, please refer to the fund's prospectus. The fund may invest in derivatives, including futures, options, forwards and swaps. Investments in derivatives may cause the fund's losses to be greater than if it invested only in conventional securities and can cause the fund to be more volatile. Derivatives involve risks different from, or possibly greater than, the risks associated with other investments. The fund's use of derivatives may cause the fund's investment returns to be impacted by the performance of securities the fund does not own and may result in the fund's total investment exposure exceeding the value of its portfolio.

## **8 Target-date funds**

The target date is the approximate date when investors plan to retire or start withdrawing their money. Some target-date funds make no changes in asset allocation after the target date is reached; other target-date funds continue to make asset allocation changes following the target date. (See the prospectus for the funds allocation strategy.) The principal value is not guaranteed at any time, including at the target date. An asset allocation strategy does not guarantee performance or protect against investment losses. A "fund of funds" may be more expensive than other types of investment options because it has additional levels of expenses.

## **9 REIT**

A real estate investment trust (REIT) involves risks such as refinancing, economic conditions in the real estate industry, declines in property values, dependency on real estate management, changes in property taxes, changes in interest rates and other risks associated with a portfolio that concentrates its investments in one sector or geographic region.

## **10 Manager of managers funds**

Subject to approval of the fund's board, Lincoln Investment Advisors Corporation (LIAC) has the right to engage or terminate a subadvisor at any time, without a shareholder vote, based on an exemptive order from the Securities and Exchange Commission. LIAC is responsible for overseeing all subadvisors for funds relying on this exemptive order.

## **11 Managed Volatility Strategy**

The fund's managed volatility strategy is not a guarantee, and the fund's shareholders may experience losses. The fund employs hedging strategies designed to reduce overall portfolio volatility. The use of these hedging strategies may limit the upside participation of the fund in rising equity markets relative to unhedged funds, and the effectiveness of such strategies may be impacted during periods of rapid or extreme market events.

## **12 Bonds**

The return of principal in bond funds is not guaranteed. Bond funds have the same interest rate, inflation, credit, duration, prepayment and market risks that are associated with the underlying bonds owned by the fund or account.

## **13 Multimanager**

For those funds that employ a multimanager structure, the fund's advisor is responsible for overseeing the subadvisors. While the investment styles employed by the fund's subadvisors are intended to be complementary, they may not, in fact, be complementary. A multimanager approach may result in more exposure to certain types of securities risks and in higher portfolio turnover.

## **14 Floating rate funds**

Floating rate funds should not be considered alternatives to CDs or money market funds and should not be considered as cash alternatives.

## **15 High-yield or mortgage-backed funds**

High-yield funds may invest in high-yield or lower rated fixed income securities (junk bonds) or mortgage-backed securities with exposure to subprime mortgages, which may experience higher volatility and increased risk of nonpayment or default.

# Performance Update

## <sup>16</sup> Risk Management Strategy

The fund's risk management strategy is not a guarantee, and the funds shareholders may experience losses. The fund employs hedging strategies designed to provide downside protection during sharp downward movements in equity markets. The use of these hedging strategies may limit the upside participation of the fund in rising equity markets relative to other unhedged funds, and the effectiveness of such strategies may be impacted during periods of rapid or extreme market events.

## <sup>17</sup> Money Market Funds

You can lose money by investing in the fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share (or, for the LVIP Government Money Market Fund, at \$10.00 per share), it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect that the sponsor will provide financial support to the fund at any time.

## <sup>18</sup> Index

An index is unmanaged, and one cannot invest directly in an index. Indices do not reflect the deduction of any fees.

## <sup>19</sup> Emerging Markets

Investing in emerging markets can be riskier than investing in well-established foreign markets. International investing involves special risks not found in domestic investing, including increased political, social and economic instability, all of which are magnified in emerging markets.

## <sup>20</sup> MSCI

The fund described herein is indexed to an MSCI® index. It is not sponsored, endorsed, or promoted by MSCI®, and MSCI®; bears no liability with respect to any such fund or to an index on which a fund is based. The prospectus and statement of additional information contain a more detailed description of the limited relationship MSCI®; has with Lincoln Investment Advisors Corporation and any related funds.

## <sup>21</sup> S&P

The Index to which this fund is managed is a product of S&P Dow Jones Indices LLC (SPDJI) and has been licensed for use by one or more of the portfolio's service providers (licensee). Standard & Poor's®; and S&P® are registered trademarks of Standard & Poor's Financial Services LLC (S&P); Dow Jones® is a registered trademark of Dow Jones Trademark Holdings LLC (Dow Jones); and these trademarks have been licensed for use by SPDJI and sublicensed for certain purposes by the licensee. S&P®, S&P GSCI® and the Index are trademarks of S&P and have been licensed for use by SPDJI and its affiliates and sublicensed for certain purposes by the licensee. The Index is not owned, endorsed, or approved by or associated with any additional third party. The licensee's products are not sponsored, endorsed, sold or promoted by SPDJI, Dow Jones, S&P, their respective affiliates, or their third party licensors, and none of these parties or their respective affiliates or third party licensors make any representation regarding the advisability of investing in such products, nor do they have liability for any errors, omissions, or interruptions of the Index®.

## <sup>22</sup> Exchange-traded funds

Exchange-traded funds (ETFs) in this lineup are available through collective trusts or mutual funds. Investors cannot invest directly in an ETF.

## Important Disclosures

Variable products are issued by The Lincoln National Life Insurance Company, Fort Wayne, IN, distributed by Lincoln Financial Distributors, Inc., and offered by broker/dealers with an effective selling agreement. The Lincoln National Life Insurance Company is not authorized nor does it solicit business in the state of New York.

**Contractual obligations are backed by the claims-paying ability of The Lincoln National Life Insurance Company.**

Limitations and exclusions may apply.

Lincoln Financial Group is the marketing name for Lincoln National Corporation and its affiliates. Affiliates are separately responsible for their own financial and contractual obligations.

## Asset Categories

RM	= Risk Managed
MCA	= Maximum Capital Appreciation
LTG	= Long Term Growth
GI	= Growth and Income
I	= Income
RMAA	= Risk Managed - Asset Allocation
PC	= Preservation of Capital
RMUSL	= Risk Managed - US Large Cap
AsA	= Asset Allocation
RMUSM	= Risk Managed - US Mid Cap
RMGI	= Risk Managed - Global/International

**DISTRICT  
CORRESPONDENCE**  
**Board Meeting of May 16, 2022**



**Date:**                    **Correspondence Sent To:**

1. 05/04/2022 Heidi Jones  
Suzanne Elledge Planning & Permitting Services  
**Subject:** Sewer Service Availability  
Proposed Sewer Service Connection for Proposed Montessori School  
Facility at 5050 Hollister Ave., Santa Barbara  
A.P.N. 065-080-008, -009, -024
  
2. 05/09/2022 Cato E. M. Neleman  
**Subject:** Sewer Service Availability  
One New Single Family Residence,  
One New ADU at 1060 Winther Way, Santa Barbara  
A.P.N. 055-070-032
  
3. 05/09/2022 Charley Maxey  
4G Development and Consulting, Inc.  
**Subject:** Sewer Service Availability  
Proposed Demolition and Construction of a New Restaurant with Drive-  
Thru Service 4765 Calle Real, Santa Barbara  
A.P.N. 067-230-041

**Date:**                    **Correspondence Received From:**

1. 05/12/2022 Southern California Edison  
**Subject:** Account Transfer to the Rate Option Effective June 6, 2022

***Hard Copies of the Correspondence are available at the District's Office for review***