

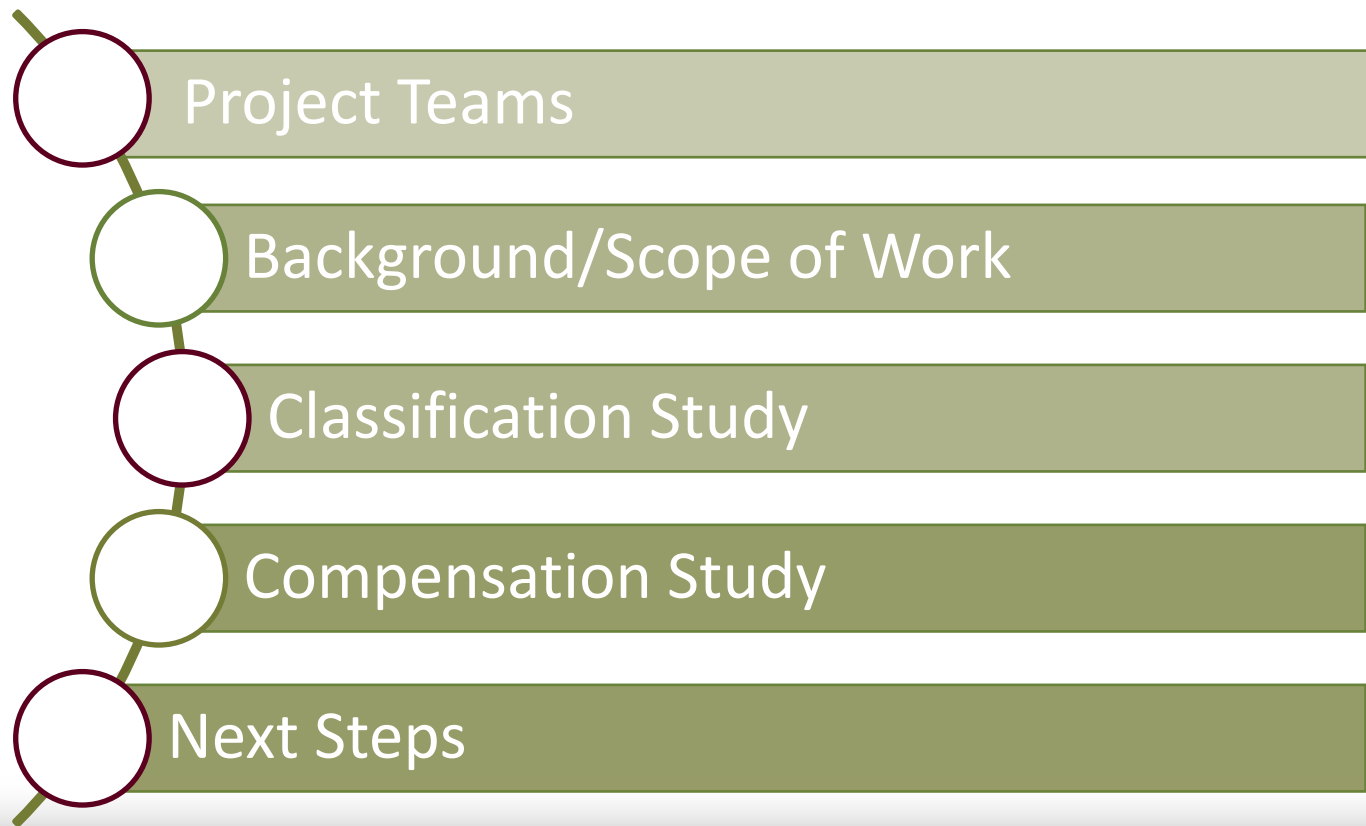


Santa Clarita Valley Water

Classification & Base Compensation Study
Finance and Administration Committee

November 16, 2020

Agenda





CPS HR Project Team

- **Suzanne Ansari**-Project Manager
- **Igor Shegolev**-Senior Human Resources Consultant
- **Jan Bentley**-Project Consultant
- **Leena Rai, PhD.**-Senior Human Resources Consultant
- **Layla Mansfield, PhD.**-Project Consultant/Technical Writer
- **Michelle Pellegrino**-Senior Human Resources Consultant
- **Lynda Guerra**-Administrative Technician

Santa Clarita Valley Water Project/Advisory Team

- **Eric Campbell**, Chief Financial and Administrative Officer
- **Rochelle Patterson**-Director of Finance & Administration
- **Aristea (Ari) Mantis**-Human Resources Supervisor
- **JoAnna Brison**-Administrative Technician
- **Linda Pointer**-Human Resources Analyst



Background & Scope of Work

Classification Study


- 115 classifications with 215 incumbents
- FLSA analysis

Base Compensation Study

- 40 benchmark classifications
- 12 labor market agencies

Classification Study

Classification Study Outcomes Included:



No changes to positions



Reclassification of positions



Change in the title of positions



Revision of class specifications



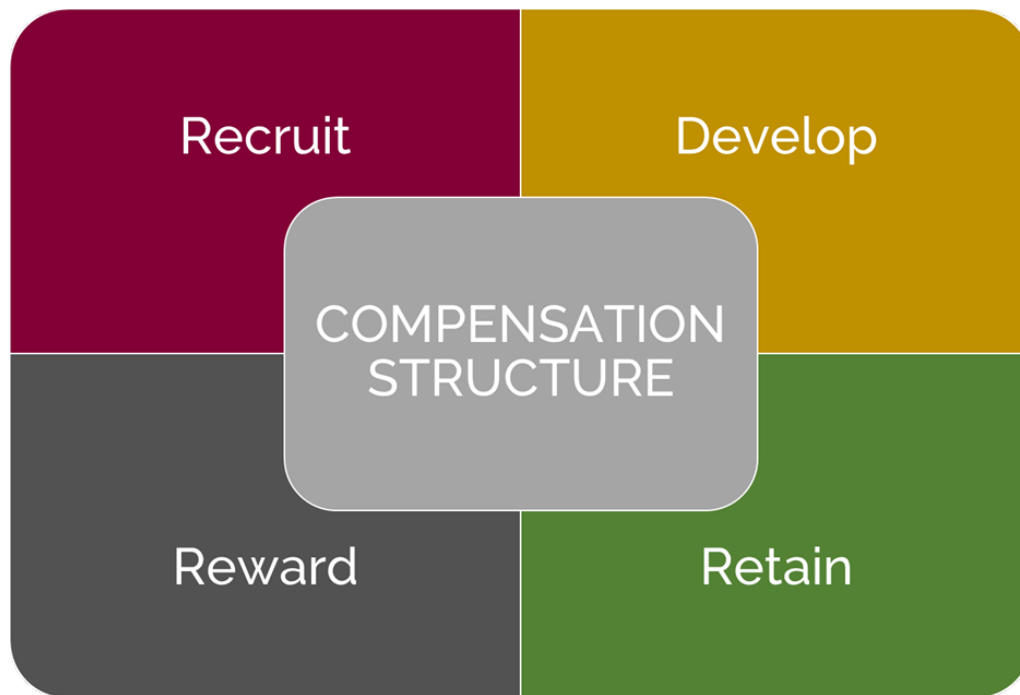
Consolidation of classifications



Establishment of new classifications

Compensation Study

● Compensation Structure Strategic Goals





Labor Market Agencies

1. Burbank Water and Power
2. California Water Service Group (Cal Water)*
3. Calleguas Municipal Water District
4. Cucamonga Valley Water District
5. Eastern Municipal Water District
6. Glendale Water & Power
7. Golden State Water Company*
8. Irvine Ranch Water District
9. LA Department of Water-Power
10. Las Virgenes Municipal Water District
11. Metropolitan Water District
12. San Gabriel Water Company*

**Please note that the following agencies declined to participate in the study: California Water Service Group (Cal Water) and Golden State Water Company. San Gabriel Water Company did provide some information but was deemed insufficient to fully validate the job matches and confirm the base minimum/maximum salaries.*

Appendix A-Salary Survey Datasheets (Sample)

Client Benchmark: Accountant

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Santa Clarita Valley Water Agency	Accountant	\$6,070.00	\$6,733.00	\$7,396.00	21.85%
Burbank Water and Power	Accountant	\$5,031.78	\$5,984.08	\$6,936.37	37.85%
Calleguas Municipal Water District	No Comparable Class				
Cucamonga Valley Water District	Accountant	\$5,606.16	\$6,446.92	\$7,287.67	29.99%
Eastern Municipal Water District	Accountant II	\$6,408.13	\$7,182.07	\$7,956.00	24.15%
Glendale Water and Power	Accountant II	\$5,363.26	\$6,790.75	\$8,218.23	53.23%
Irvine Ranch Water District	Accountant	\$5,478.00	\$6,636.00	\$7,794.00	42.28%
Las Virgenes Municipal Water District	Accountant	\$6,787.73	\$7,806.07	\$8,824.40	30.01%
Los Angeles Department of Water and Power	Utility Accountant	\$6,894.00	\$8,068.50	\$9,243.00	34.07%
Metropolitan Water District of Southern California	Accountant	\$5,685.00	\$6,581.50	\$7,478.00	31.54%
Torrance Municipal Water	Accountant	\$5,200.00	\$6,256.47	\$7,312.93	40.63%

Total Matches		9		
Base Salary Medians (Min, Mid, Max)	\$5,606.16	\$6,636.00	\$7,794.00	34.07%
Base Salary Means (Min, Mid, Max)	\$5,828.23	\$6,861.37	\$7,894.51	35.97%
Percentage Needed to Reach LM Median*	-7.64%	-1.44%	5.38%	
Percentage Needed to Reach LM Mean*	At Market	1.91%	6.74%	
Additional Percentile (or Control Point)				

Salary Survey Summary-Sample

Classification Title	# of Matches	SCVWA	SCVWA	SCVWA	Labor	Labor	Labor	Market	Market	Market
		Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Market Base Salary Minimum	Market Base Salary Midpoint	Market Base Salary Maximum	Variance from Minimum	Variance from Midpoint	Variance from Maximum
Accountant	9	\$6,070.00	\$6,733.00	\$7,396.00	\$5,606.16	\$6,636.00	\$7,794.00	-7.64%	-1.44%	5.38%

*A positive number represents SCVWA salaries are below Labor Market and need the indicated percentage to reach the Labor Market, a negative number means SCVWA is above the Labor Market.

Economic Research Institute (ERI)

- ERI compiles the most robust compensation survey data available, with current market data for more than 1,100 industry sectors.
- ERI subscribers include the majority of the Fortune 500 and thousands of other public and private organizations.
- ERI collects salary survey data from internal surveys, third party salary surveys, and public sources to establish benchmark compensation and calculate geographic salary differentials.
- CPS HR Consulting expanded the original ERI survey salary survey to include all 40 identified benchmark classifications.
- The ERI data was provided to validate salary data but was not blended into our final salary range recommendations of the labor market.



Reference: www.eri.com



ERI Combined with the Labor Market Salary Survey Datasheet Sample

Client Benchmark: Accountant

Data represented as Monthly values

Labor Market Agency	Comparable Classification Title	Base Salary Minimum	Base Salary Midpoint	Base Salary Maximum	Bandwidth
Santa Clarita Valley Water Agency	Accountant	\$6,070.00	\$6,733.00	\$7,396.00	21.85%
ERI-All Diversified Agencies (Los Angeles County)	Accountant	\$6,182.00	\$7,504.00	\$8,826.00	42.77%
ERI-Private Water Utilities (Los Angeles County)	Accountant	\$6,022.00	\$7,254.50	\$8,487.00	40.93%
Burbank Water and Power	Accountant	\$5,031.78	\$5,984.08	\$6,936.37	37.85%
Calleguas Municipal Water District	No Comparable Class				
Cucamonga Valley Water District	Accountant	\$5,606.16	\$6,446.92	\$7,287.67	29.99%
Eastern Municipal Water District	Accountant II	\$6,408.13	\$7,182.07	\$7,956.00	24.15%
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Las Virgenes Municipal Water District	Accountant	\$6,787.73	\$7,806.07	\$8,824.40	30.01%
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Metropolitan Water District of Southern California	Accountant	\$5,685.00	\$6,581.50	\$7,478.00	31.54%
Torrance Municipal Water	Accountant	\$5,200.00	\$6,256.47	\$7,312.93	40.63%

Total Matches		11		
Base Salary Medians (Min, Mid, Max)	\$5,685.00	\$6,790.75	\$7,956.00	37.85%
Base Salary Means (Min, Mid, Max)	\$5,878.01	\$6,955.53	\$8,033.05	37.04%
Percentage Needed to Reach LM Median*	-6.34%	0.86%	7.57%	
Percentage Needed to Reach LM Mean*	At Market	3.31%	8.61%	
Additional Percentile (or Control Point)				

ERI Salary Summary-Sample

Classification Title	# of matches ¹	CPS HR - Compensation Study			Reference 1 ERI Data incorporated in Market Median		
		SCV Water Salary Midpoint	Market Base Median	Market Variance	SCV Water Salary Midpoint	Incl ERI Median Salary	SCV Water Salary/ ERI Median
Accountant	9	\$6,733.00	\$6,636.00	-1.44%	\$6,733.00	6,790.75	0.86%

- From the Labor Market study of the 40 benchmark positions, 70% are either under market, or over market by no more than 5%.
- When incorporating the ERI data with the Labor Market data, 69% of the forty (40) benchmark classifications (including classifications that are not comparable) fell within 5% (one range) of the Agency's current midpoint salary.
- Overall, adding the ERI data sets would not have significantly changed the salary range recommendations

All ranges are separated by 5% on the classification plan

PUC No. 77-M Report

- CPS HR reviewed PUC General Order No. 77-M report as suggested by the Committee but was not able to use the data due to the lack of ability to validate job descriptions, salary schedules, position allocations and the report does not cover all classifications.
- Agency staff also reviewed examples of PUC General Order PUC General Order 77-M reports for several PUC regulated water utilities and does not feel comfortable relying on this data given the different purpose for these reports and the limited additional depth of information upon which to make or infer a valid comparison.
- There are significant limitations to this data.
- They represent individual compensation rather than a published salary range (one data point per instance).
- The rule only requires reporting for compensation greater than \$85,000 per year.

Compensation Implementation Options





Santa Clarita Valley Water Classification & Compensation Study

Got Questions?

Please contact us at:

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