

**SERRANO WATER DISTRICT
BOARD COMPENSATION
2011**

Department	Classification	Multiple Positions	Annual Salary Minimum	Annual Salary Maximum	Total 2011 Wages	Applicable Defined Benefit Pension Formula	Employees' State of Pension Contributions	Deferred Comp	Health, Dental, Vision
Board Member	Director				7,500	None	None	None	\$5,518
Board Member	Director				5,000	None	None	None	\$18,381
Board Member	Director				11,600	None	None	None	\$15,697
Board Member	Director				6,000	None	None	None	\$1,329
Board Member	Director				7,200	None	None	None	\$15,552

SERRANO WATER DISTRICT

Position	Annual Salary Minimum	Annual Salary Maximum	Total 2011 Wages (Box 5 of W-2)			Applicable Defined Pension Formula	Deferred Compensation	Health, Dental, Vision & Life
			Salary	Other *				
Associate General Manager		\$112,176	\$112,176	\$2,299	2% @ 60	\$3,365	\$18,328	
Director of Finance & Administration		\$112,176	\$112,176	\$10,669	2% @ 60	\$650	\$21,259	
Water Treatment Plant Operator	\$50,448	\$73,800	\$73,800	\$18,732	2% @ 60	\$2,028	\$21,088	
Utility Service Worker II	\$50,448	\$67,608	\$67,608	\$18,233	2% @ 60		\$21,216	
Utility Service Worker	\$37,140	\$49,800	\$49,800	\$10,638	2% @ 60		\$7,949	
Utility Service Worker	\$37,140	\$49,800	\$49,800	\$10,478	2% @ 60		\$7,981	
Utility Service Worker	\$37,140	\$49,800	\$49,800	\$225	2% @ 60		\$3,172	
Utility Service Worker	\$37,140	\$49,800	\$49,800	\$308	2% @ 60		\$3,680	
Utility Service Worker	\$37,140	\$49,800	\$49,800	\$0	2% @ 60		\$11,751	
Reservoir Operations Technician**		\$39,749	\$39,744	\$1,702	2% @ 60	\$1,192	\$15,829	
Meter Reader	\$32,988	\$44,196	\$42,096	\$2,516	2% @ 60		\$20,104	
Secretary	\$42,648	\$57,156	\$54,454	\$3,608	2% @ 60		\$15,661	
Accountant	\$45,792	\$64,440	\$58,448	\$4,392	2% @ 60	\$1,040	\$21,009	
Accountant***	\$45,792	\$64,440	\$45,802	\$3,336	2% @ 60		\$17,523	

*Other includes:

- Overtime "On Call" -24 hour coverage of District facilities
- One-time salary adjustment
- Sick time pay out
- Sdi
- Auto Allowance

**Reservoir Operations Technician - 75% of salary is paid by Irvine Ranch Water District

*** Accountant - 50% of salary is paid by East Orange County Water District per contractual agreement

Notes:

- Employee pays 7% of pension contribution
- Field personnel are required to have different levels of certification from the State of California
- Necessities provided include-cellphones,uniforms,safety boots,car allowance or company vehicles (as necessary)

**SWD Recreation, Inc. / Irvine Lake
BOARD COMPENSATION
2011**

Department	Classification	Multiple Positions	Annual Salary Minimum	Annual Salary Maximum	Total 2010 Wages
Board Member	Director				1,800
Board Member	Director				1,500
Board Member	Director				7,500
Board Member	Director				1,600
Board Member	Director				6,200

**SWD Recreation, Inc. / Irvine Lake
EMPLOYEE COMPENSATION
2011**

Irvine Lake	Contract CEO				78,000*
Irvine Lake	Lake Manager				58,564**
Irvine Lake	Assistant Lake Manager				44,043**

*No benefits.

**Employee retirement - simple retirement employer matches 3% of salary. Paid medical, dental, vision. Necessities provided include cell phones, uniforms and/or car allowances and company vehicles furnished as necessary.