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City of Oxnard

Public Works Integrated Master Plan

**OVERALL**

**PROJECT MEMORANDUM 1.2.1  
STAFFING**

**FINAL DRAFT**  
December 2015





City of Oxnard  
Public Works Integrated Master Plan

**OVERALL**  
**PROJECT MEMORANDUM 1.2.1**  
**STAFFING**

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## **1.0 INTRODUCTION**

As part of the Public Works Integrated Master Plan (PWIMP), Koff and Associates and the Resource Strategy Group (RSG) were contracted to provide consulting services related to supporting the City of Oxnard (City) Utilities Department with Human Resources (HR) staffing needs. Some of the staffing needs were identified as part of the integrated master planning process. The sections below outlines the services provided.

### **1.1 Project Memorandums (PMs) Used for Reference**

The information outlined in this PM is made in concert with information and analyses from other related PMs including:

- PM 1.1 - Overview - Master Planning Process Overview.

## **2.0 SUMMARY OF STAFFING SUPPORT WORK**

RSG conducted a salary survey from January through March 2015 and delivered a draft report that assessed the survey results and documented the findings. This included conducting the following:

- Reviewing job descriptions for 92 total classifications to understand the duties and responsibilities. Also identifying the appropriate classification benchmarks for survey among the 92 classes.
- Gathering organization, classification, and salary data/material from ±18 comparable agencies relevant to the department's competitive labor market.
- Conducting job comparability analyses for the benchmark classes within each survey agency.
- Conducting internal relationship analyses for department positions within the department and with classifications across other City departments to determine commonalities and linkages.
- Using the external market survey data and the results of RSG's internal job content relationship analysis, develop specific salary range slotting recommendations within the City's current salary grade/range structure for all Utilities & Engineering Department positions.

The RSG report is attached in Appendix A.

Koff and Associates, in close coordination with City Utilities Department staff and management, provided job description reviews/input and salary reviews. As part of the job description reviews, Koff and Associates recommended best practice changes. They also recommended changes to salary levels, based on compensation studies, to ensure competitiveness with the labor market and across departments.

As part of this analysis, 5 priority positions were determined:

- Environmental Compliance and Water Supply Management Division Manager.
- Technical Services / Water Quality Manager.
- Wastewater Division Manager.
- Wastewater Operations Manager / Chief Operator.
- Water Division Manager.

For each of these 5 priority positions, Koff and Associates supported the City in developing and implementing recruiting and advertising strategies. These strategies included support in developing professionally produced recruitment brochures and writing recruitment advertisements in appropriate newsletters and job bulletins.

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**APPENDIX A - RSG REPORT**





**CITY OF OXNARD**  
**Utilities & Engineering Department**

**Preliminary Report – Salary Survey Results**  
**Phase II – 31 Classifications**

March 10, 2015

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**INTRODUCTION**

This is the second Salary Survey Report provided to the Utilities & Engineering Department. The first report (February 6) addressed the nine top-priority positions as identified by department management. This report covers the remaining 31 benchmarks we surveyed. 16 of the 31 classes are designated as “new” to the department and City; the other 15 have existing salary ranges, which we used in our comparisons of market competitiveness.

The same 12 comparison agencies we used for the first survey were used again for these 31 benchmarks. The titles of the benchmarks are found on the table on pages 2 and 3: *Salary Survey Summary*.

**FINDINGS**

- ◆ Three of the benchmarks had a limited number of comparable jobs found in the survey agencies: PW Construction Project Manager and Utilities Contract Manager had only three matches; Laboratory manager, four matches.
- ◆ Eighty-seven percent (n=13) of the 15 “existing” classes surveyed have current salary ranges that are *moderately to significantly* below the competitive market. The most uncompetitive are:

Senior Water Distribution Operator

Wastewater Collection System Operator II

Senior Wastewater Mechanic

Water Distribution Operator II

Senior Wastewater Operator

Senior Water Treatment Operator

The department’s ability to attract and keep qualified employees in these classes is likely to be severely restricted.

**City of Oxnard  
Utilities and Engineering Department  
Salary Survey  
Summary**

**Annual Salary Dollars  
Survey Findings**

<b>Classification</b>	<b>Top</b>	<b># of Comps.</b>	<b>Full Survey Average</b>	<b>Full Survey Median</b>	<b>Oxnard Range Max vs Avg/ Median</b>	<b>Oxnard Top Rank</b>
Meter Reader	50,170	8	54,029	54,904	-7.7% / -9.4%	6 of 9
Meter Repair Worker	52,729	6	56,283	56,703	-6.7% / -7.5%	5 of 7
Sr Water Treatment Operator	71,782	8	83,092	84,771	-15.8% / -18.1%	8 of 9
Water Treatment Operator II	61,851	8	65,363	65,907	-5.7% / -6.6%	8 of 9
Sr Water Distribution Operator	61,217	7	74,075	72,301	-21.0% / -18.1%	7 of 8
Water Distribution Operator II	52,207	9	60,755	59,278	-16.4% / -13.5%	10 of 10
Sr Wastewater Operator	71,249	9	83,848	86,031	-17.7% / -20.7%	9 of 10
Wastewater Operator II	62,448	10	71,091	71,649	-13.8% / -14.7%	10 of 11
Wastewater Collection System Operator II	54,871	8	64,390	65,902	-17.3% / -20.1%	8 of 9
Utilities Maintenance Superintendent - Collection	NEW	6	102,611	103,236	N/A / N/A	N/A
Utilities Maintenance Superintendent - Water	NEW	5	97,930	96,512	N/A / N/A	N/A
Utilities Maintenance Manager - Wastewater	NEW	7	105,641	104,836	N/A / N/A	N/A
Senior Utilities Mechanic - Water	NEW	5	78,510	82,388	N/A / N/A	N/A
Utilities Mechanic II - Water	NEW	7	67,734	72,301	N/A / N/A	N/A
Sr EI/SCADA/ Instrument Technician	NEW	8	89,732	89,659	N/A / N/A	N/A
EI/ Instrument Technician	76,389	10	80,120	81,892	-4.9% / -7.2%	8 of 11
Senior Wastewater Mechanic	70,368	6	83,774	86,143	-19.1% / -22.4%	6 of 7
Wastewater Mechanic II	66,952	8	70,980	71,811	-6.0% / -7.3%	7 of 9
Principal Engineer	NEW	10	135,265	133,262	N/A / N/A	N/A
Senior Engineer - Public Works	NEW	9	123,622	123,706	N/A / N/A	N/A
Engineer - Public Works (EIT +2)	NEW	11	97,976	99,110	N/A / N/A	N/A
Engineering & GIS Technician II (Engineering)	NEW	10	71,606	70,579	N/A / N/A	N/A
Engineering & GIS Technician II (GIS)	NEW	7	78,976	81,540	N/A / N/A	N/A

**City of Oxnard  
Utilities and Engineering Department  
Salary Survey  
Summary**

**Survey Findings**

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<b>Classification</b>	<b>Top</b>	<b># of Comps.</b>	<b>Full Survey Average</b>	<b>Full Survey Median</b>	<b>Oxnard Range Max vs Avg/ Median</b>	<b>Oxnard Top Rank</b>
PW Construction Project Manager	96,516	3	112,985	109,270	-17.1% / -13.2%	4 of 4
Construction Inspector II	78,118	9	77,740	79,571	0.5% / -1.9%	6 of 10
Technical Services/ Water Quality Manager	NEW	6	102,332	104,590	N/A / N/A	N/A
Wastewater Environmental Specialist	75,444	10	76,253	77,936	-1.1% / -3.3%	7 of 11
Utilities Contract Manager	NEW	3	89,119	89,794	N/A / N/A	N/A
Laboratory Manager	NEW	4	128,293	127,591	N/A / N/A	N/A
Laboratory Supervisor	NEW	10	100,838	101,060	N/A / N/A	N/A
Laboratory Technician II	NEW	10	76,858	75,126	N/A / N/A	N/A

**APPENDIX A**

In Appendix A, following, we are providing the *Survey Data Sheets* compiled for each of the 31 department benchmarks.

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**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

APPENDIX A

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>Meter Reader</u>	<u>37,223</u>	<u>50,170</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	<u>Meter Reader II</u>	<u>44,429</u>	<u>55,349</u>
<b>Encina Wastewater Authority</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Inland Empire Utility Agency</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Las Virgenes MWD</b>	<u>Field Customer Service Rep II (read and repair)</u>	<u>47,584</u>	<u>58,945</u>
<b>Sanitation District of Los Angeles</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Calleguas MWD</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Camarillo</b>	<u>Water Service Technician II (read and repair)</u>	<u>46,925</u>	<u>63,294</u>
<b>City of Santa Barbara</b>	<u>Meter Reader/ Water Distribution OIT (read and repair)</u>	<u>44,804</u>	<u>54,460</u>
<b>City of Santa Maria</b>	<u>Water Meter Reader</u>	<u>44,712</u>	<u>47,785</u>
<b>City of Simi Valley</b>	<u>Waterworks Meter Reader (read and repair)</u>	<u>37,107</u>	<u>47,278</u>
<b>City of Thousand Oaks</b>	<u>Field Service Representative</u>	<u>41,370</u>	<u>55,440</u>
<b>City of Ventura</b>	<u>Utility Services Representative (read and repair)</u>	<u>40,871</u>	<u>49,679</u>
	<b>Water Agency Average:</b>	<b>\$ 46,007</b>	<b>\$ 57,147</b>
	<b>Water Agency Median:</b>	<b>\$ 46,007</b>	<b>\$ 57,147</b>
	<b>Local Govt. Average:</b>	<b>\$ 42,632</b>	<b>\$ 52,989</b>
	<b>Local Govt. Median:</b>	<b>\$ 43,041</b>	<b>\$ 52,070</b>
	<b>Survey Average:</b>	<b>\$ 43,475</b>	<b>\$ 54,029</b>
	<b>Survey Median:</b>	<b>\$ 44,571</b>	<b>\$ 54,904</b>
	<b>Oxnard vs Survey Average:</b>	<b>-16.8%</b>	<b>-7.7%</b>
	<b>Oxnard vs Survey Median:</b>	<b>-19.7%</b>	<b>-9.4%</b>
	<b>Oxnard Rank:</b>		<b>6 of 9</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>Meter Repair Worker</u>	<u>39,121</u>	<u>52,729</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	<u>Meter Repair Technician (lead mtr reader)</u>	<u>51,408</u>	<u>64,043</u>
<b>Encina Wastewater Authority</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Inland Empire Utility Agency</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Las Virgenes MWD</b>	<u>Field Customer Service Rep II (read and repair)</u>	<u>47,584</u>	<u>58,945</u>
<b>Sanitation District of Los Angeles</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Calleguas MWD</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Camarillo</b>	<u>Water Service Technician II (read and repair)</u>	<u>46,925</u>	<u>63,294</u>
<b>City of Santa Barbara</b>	<u>Meter Reader/ Water Distribution OIT (read and repair)</u>	<u>44,804</u>	<u>54,460</u>
<b>City of Santa Maria</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Simi Valley</b>	<u>Waterworks Meter Reader (read and repair)</u>	<u>37,107</u>	<u>47,278</u>
<b>City of Thousand Oaks</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Ventura</b>	<u>Utility Services Representative (read and repair)</u>	<u>40,871</u>	<u>49,679</u>
	<b>Water Agency Average:</b>	<b>\$ 49,496</b>	<b>\$ 61,494</b>
	<b>Water Agency Median:</b>	<b>\$ 49,496</b>	<b>\$ 61,494</b>
	<b>Local Govt. Average:</b>	<b>\$ 42,427</b>	<b>\$ 53,678</b>
	<b>Local Govt. Median:</b>	<b>\$ 42,838</b>	<b>\$ 52,070</b>
	<b>Survey Average:</b>	<b>\$ 44,783</b>	<b>\$ 56,283</b>
	<b>Survey Median:</b>	<b>\$ 45,865</b>	<b>\$ 56,703</b>
	<b>Oxnard vs Survey Average:</b>	<b>-14.5%</b>	<b>-6.7%</b>
	<b>Oxnard vs Survey Median:</b>	<b>-17.2%</b>	<b>-7.5%</b>
	<b>Oxnard Rank:</b>		<b>5 of 7</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<b>Sr Water Treatment Operator</b>	<b>53,256</b>	<b>71,782</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	<b>Potable Water Treatment Operator IV - T4/D2</b>	<b>67,246</b>	<b>83,512</b>
<b>Encina Wastewater Authority</b>	<b>NC</b>	<b>-</b>	<b>-</b>
<b>Inland Empire Utility Agency</b>	<b>Senior Water Plant Operator</b>	<b>77,470</b>	<b>94,390</b>
<b>Las Virgenes MWD</b>	<b>Senior Water Treatment Plant Operator</b>	<b>69,445</b>	<b>86,031</b>
<b>Sanitation District of Los Angeles</b>	<b>NC</b>	<b>-</b>	<b>-</b>
<b>Calleguas MWD</b>	<b>Senior Operator</b>	<b>64,680</b>	<b>86,240</b>
<b>City of Camarillo</b>	<b>Lead Water Production Operator T3/D1</b>	<b>59,582</b>	<b>80,367</b>
<b>City of Santa Barbara</b>	<b>Water Treatment Chief Operator</b>	<b>74,146</b>	<b>90,125</b>
<b>City of Santa Maria</b>	<b>NC</b>	<b>-</b>	<b>-</b>
<b>City of Simi Valley</b>	<b>Plant Operator III - Water</b>	<b>54,309</b>	<b>69,285</b>
<b>City of Thousand Oaks</b>	<b>NC</b>	<b>-</b>	<b>-</b>
<b>City of Ventura</b>	<b>Lead Plant Operator - Water</b>	<b>61,524</b>	<b>74,782</b>

<b>Water Agency Average:</b>	<b>\$ 69,710</b>	<b>\$ 87,543</b>
<b>Water Agency Median:</b>	<b>\$ 68,346</b>	<b>\$ 86,135</b>
<b>Local Govt. Average:</b>	<b>\$ 62,390</b>	<b>\$ 78,640</b>
<b>Local Govt. Median:</b>	<b>\$ 60,553</b>	<b>\$ 77,575</b>
<b>Survey Average:</b>	<b>\$ 66,050</b>	<b>\$ 83,092</b>
<b>Survey Median:</b>	<b>\$ 65,963</b>	<b>\$ 84,771</b>
<b>Oxnard vs Survey Average:</b>	<b>-24.0%</b>	<b>-15.8%</b>
<b>Oxnard vs Survey Median:</b>	<b>-23.9%</b>	<b>-18.1%</b>

**Oxnard Rank: 8 of 9**



**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<b>Water Treatment Operator II</b>	<b>45,873</b>	<b>61,851</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	Potable Water Treatment Operator II - T2/D1	53,976	67,246
Encina Wastewater Authority	NC	-	-
Inland Empire Utility Agency	Water Plant Operator II	60,702	73,960
Las Virgenes MWD	Water Treatment Plant Operator II	54,696	67,760
Sanitation District of Los Angeles	NC	-	-
Calleguas MWD	NC	-	-
City of Camarillo	Water Production Operator II T2/D1	47,868	64,567
City of Santa Barbara	Water Treatment Operator II	56,078	68,163
City of Santa Maria	Water System Operator II (D2 or T2)	46,346	56,334
City of Simi Valley	Plant Operator II - Water	49,338	63,003
City of Thousand Oaks	NC	-	-
City of Ventura	Plant Operator Grade II - Water	50,901	61,871

<b>Water Agency Average:</b>	<b>\$ 56,458</b>	<b>\$ 69,656</b>
<b>Water Agency Median:</b>	<b>\$ 54,696</b>	<b>\$ 67,760</b>
<b>Local Govt. Average:</b>	<b>\$ 50,106</b>	<b>\$ 62,787</b>
<b>Local Govt. Median:</b>	<b>\$ 49,338</b>	<b>\$ 63,003</b>
<b>Survey Average:</b>	<b>\$ 52,488</b>	<b>\$ 65,363</b>
<b>Survey Median:</b>	<b>\$ 52,438</b>	<b>\$ 65,907</b>
<b>Oxnard vs Survey Average:</b>	<b>-14.4%</b>	<b>-5.7%</b>
<b>Oxnard vs Survey Median:</b>	<b>-14.3%</b>	<b>-6.6%</b>

**Oxnard Rank: 8 of 9**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<b>Sr Water Distribution Operator</b>	<b>45,418</b>	<b>61,217</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	Distribution Operator III - D3/T2	58,115	72,301
Encina Wastewater Authority	NC	-	-
Inland Empire Utility Agency	NC	-	-
Las Virgenes MWD	Senior Water Distribution Operator	69,445	86,031
Sanitation District of Los Angeles	NC	-	-
Calleguas MWD	Senior Operator	64,680	86,240
City of Camarillo	Lead Water Distribution Operator	59,582	80,367
City of Santa Barbara	Water Distribution Lead Operator	58,945	71,649
City of Santa Maria	NC	-	-
City of Simi Valley	Waterworks Service Worker III - D3	48,235	61,588
City of Thousand Oaks	NC	-	-
City of Ventura	Lead Water Distribution Operator	49,647	60,347

<b>Water Agency Average:</b>	<b>\$ 64,080</b>	<b>\$ 81,524</b>
<b>Water Agency Median:</b>	<b>\$ 64,680</b>	<b>\$ 86,031</b>
<b>Local Govt. Average:</b>	<b>\$ 54,102</b>	<b>\$ 68,488</b>
<b>Local Govt. Median:</b>	<b>\$ 54,296</b>	<b>\$ 66,619</b>
<b>Survey Average:</b>	<b>\$ 58,378</b>	<b>\$ 74,075</b>
<b>Survey Median:</b>	<b>\$ 58,945</b>	<b>\$ 72,301</b>
<b>Oxnard vs Survey Average:</b>	<b>-28.5%</b>	<b>-21.0%</b>
<b>Oxnard vs Survey Median:</b>	<b>-29.8%</b>	<b>-18.1%</b>

**Oxnard Rank: 7 of 8**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Water Distribution Operator II</u>	<b>Bottom:</b> <u>38,734</u>	<b>Top:</b> <u>52,207</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	<u>Distribution Operator II</u>	<u>51,418</u>	<u>64,043</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>NC</u>	<u>-</u>	<u>-</u>
Las Virgenes MWD	<u>Water Worker II</u>	<u>47,584</u>	<u>58,945</u>
Sanitation District of Los Angeles	<u>NC</u>	<u>-</u>	<u>-</u>
Calleguas MWD	<u>Water Distribution Operator</u>	<u>50,883</u>	<u>67,844</u>
City of Camarillo	<u>Water Distribution Operator II</u>	<u>47,868</u>	<u>64,567</u>
City of Santa Barbara	<u>Water Distribution Operator II</u>	<u>48,769</u>	<u>59,278</u>
City of Santa Maria	<u>Water System Operator II (D2 or T2)</u>	<u>46,346</u>	<u>56,334</u>
City of Simi Valley	<u>Waterworks Service Worker II</u>	<u>42,682</u>	<u>54,517</u>
City of Thousand Oaks	<u>Water Systems Operator II</u>	<u>51,522</u>	<u>69,044</u>
City of Ventura	<u>Water Distribution Operator II</u>	<u>42,961</u>	<u>52,219</u>
	<b>Water Agency Average:</b>	<b>\$ 49,962</b>	<b>\$ 63,611</b>
	<b>Water Agency Median:</b>	<b>\$ 50,883</b>	<b>\$ 64,043</b>
	<b>Local Govt. Average:</b>	<b>\$ 46,691</b>	<b>\$ 59,326</b>
	<b>Local Govt. Median:</b>	<b>\$ 47,107</b>	<b>\$ 57,806</b>
	<b>Survey Average:</b>	<b>\$ 47,781</b>	<b>\$ 60,755</b>
	<b>Survey Median:</b>	<b>\$ 47,868</b>	<b>\$ 59,278</b>
	<b>Oxnard vs Survey Average:</b>	<b>-23.4%</b>	<b>-16.4%</b>
	<b>Oxnard vs Survey Median:</b>	<b>-23.6%</b>	<b>-13.5%</b>
	<b>Oxnard Rank:</b>		<b>10 of 10</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Sr Wastewater Operator</u>	Bottom: <u>52,862</u>	Top: <u>71,249</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	<u>Water Reclamation Plant Operator III - WW3</u>	<u>62,483</u>	<u>77,730</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Senior Wastewater Plant Operator</u>	<u>77,470</u>	<u>94,390</u>
Las Virgenes MWD	<u>Senior Water Reclamation Plant Operator</u>	<u>69,445</u>	<u>86,031</u>
Sanitation District of Los Angeles	<u>Treatment Plant Operator II</u>	<u>72,396</u>	<u>89,928</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>Lead Water Reclamation Plant Operator - WW3</u>	<u>67,138</u>	<u>90,560</u>
City of Santa Barbara	<u>Wastewater Treatment Plant Chief Operator</u>	<u>74,147</u>	<u>90,126</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>Plant Operator III - Wastewater</u>	<u>54,309</u>	<u>69,285</u>
City of Thousand Oaks	<u>Senior Wastewater Plant Operator - WW3</u>	<u>61,043</u>	<u>81,804</u>
City of Ventura	<u>Lead Plant Operator - Wastewater</u>	<u>61,524</u>	<u>74,782</u>

Water Agency Average:	\$ 70,449	\$ 87,020
Water Agency Median:	\$ 70,920	\$ 87,979
Local Govt. Average:	\$ 63,632	\$ 81,311
Local Govt. Median:	\$ 61,524	\$ 81,804
Survey Average:	\$ 66,662	\$ 83,848
Survey Median:	\$ 67,138	\$ 86,031
Oxnard vs Survey Average:	-26.1%	-17.7%
Oxnard vs Survey Median:	-27.0%	-20.7%

Oxnard Rank: 9 of 10

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

	<u>Bottom:</u>	<u>Top:</u>
<b>Classification:</b>	<b><u>Wastewater Operator II</u></b>	<b><u>46,331</u></b> <b><u>62,448</u></b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b> <b>Range Max:</b>
<b>Eastern MWD</b>	<u>Water Reclamation Plant Operator II</u>	<u>53,976</u> <u>67,246</u>
<b>Encina Wastewater Authority</b>	<u>Operator I</u>	<u>54,350</u> <u>73,382</u>
<b>Inland Empire Utility Agency</b>	<u>Wastewater Plant Operator II</u>	<u>60,702</u> <u>73,960</u>
<b>Las Virgenes MWD</b>	<u>Water Reclamation Plant Operator II - WW3</u>	<u>64,135</u> <u>79,450</u>
<b>Sanitation District of Los Angeles</b>	<u>Treatment Plant Operator I - WW1</u>	<u>64,308</u> <u>79,884</u>
<b>Calleguas MWD</b>	<u>NC</u>	<u>-</u> <u>-</u>
<b>City of Camarillo</b>	<u>Water Reclamation Plant Operator II</u>	<u>51,834</u> <u>69,916</u>
<b>City of Santa Barbara</b>	<u>Wastewater Treatment Plant Operator II</u>	<u>56,076</u> <u>68,163</u>
<b>City of Santa Maria</b>	<u>NC</u>	<u>-</u> <u>-</u>
<b>City of Simi Valley</b>	<u>Plant Operator II - Wastewater</u>	<u>49,338</u> <u>63,003</u>
<b>City of Thousand Oaks</b>	<u>Wastewater Plant Operator II</u>	<u>55,248</u> <u>74,038</u>
<b>City of Ventura</b>	<u>Plant Operator Grade II - Wastewater</u>	<u>50,901</u> <u>61,871</u>
	<b>Water Agency Average:</b>	<b>\$ 59,494</b> <b>\$ 74,784</b>
	<b>Water Agency Median:</b>	<b>\$ 60,702</b> <b>\$ 73,960</b>
	<b>Local Govt. Average:</b>	<b>\$ 52,679</b> <b>\$ 67,398</b>
	<b>Local Govt. Median:</b>	<b>\$ 51,834</b> <b>\$ 68,163</b>
	<b>Survey Average:</b>	<b>\$ 56,087</b> <b>\$ 71,091</b>
	<b>Survey Median:</b>	<b>\$ 54,799</b> <b>\$ 71,649</b>
	<b>Oxnard vs Survey Average:</b>	<b>-21.1%</b> <b>-13.8%</b>
	<b>Oxnard vs Survey Median:</b>	<b>-18.3%</b> <b>-14.7%</b>
	<b>Oxnard Rank:</b>	<b>10 of 11</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<u>Wastewater Collection System Operator II</u>	<u>40,710</u>	<u>54,871</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	<u>Collection Systems Utility Worker II</u>	<u>51,410</u>	<u>64,043</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Collection System Operator II</u>	<u>57,813</u>	<u>70,440</u>
Las Virgenes MWD	<u>Collection Systems Technician</u>	<u>54,696</u>	<u>67,760</u>
Sanitation District of Los Angeles	<u>Sewage System Vacuum Truck Driver</u>	<u>58,128</u>	<u>72,216</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>Collection Systems Mechanic II</u>	<u>52,876</u>	<u>71,322</u>
City of Santa Barbara	<u>Wastewater Collection System Operator II</u>	<u>48,769</u>	<u>59,278</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>Collection System Technician II</u>	<u>45,365</u>	<u>57,845</u>
City of Thousand Oaks	<u>NC</u>	<u>-</u>	<u>-</u>
City of Ventura	<u>Wastewater Collection Utility Worker II</u>	<u>42,961</u>	<u>52,219</u>

<b>Water Agency Average:</b>	<b>\$ 55,512</b>	<b>\$ 68,615</b>
<b>Water Agency Median:</b>	<b>\$ 56,254</b>	<b>\$ 69,100</b>
<b>Local Govt. Average:</b>	<b>\$ 47,493</b>	<b>\$ 60,166</b>
<b>Local Govt. Median:</b>	<b>\$ 47,067</b>	<b>\$ 58,562</b>
<b>Survey Average:</b>	<b>\$ 51,502</b>	<b>\$ 64,390</b>
<b>Survey Median:</b>	<b>\$ 52,143</b>	<b>\$ 65,902</b>
<b>Oxnard vs Survey Average:</b>	<b>-26.5%</b>	<b>-17.3%</b>
<b>Oxnard vs Survey Median:</b>	<b>-28.1%</b>	<b>-20.1%</b>

**Oxnard Rank: 8 of 9**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

<b>Classification:</b>	<b>Utilities Maintenance Superintendent - Collection</b>	<b>Bottom:</b>	<b>Top:</b>
			<b>NEW</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	Water Reclamation Maintenance Manager	89,794	111,571
<b>Encina Wastewater Authority</b>	NC	-	-
<b>Inland Empire Utility Agency</b>	Collection Systems Supervisor	81,344	99,110
<b>Las Virgenes MWD</b>	Construction Supervisor	82,586	107,361
<b>Sanitation District of Los Angeles</b>	Supervisor of Sewer Maintenance	77,940	96,828
<b>Calleguas MWD</b>	NC	-	-
<b>City of Camarillo</b>	NC	-	-
<b>City of Santa Barbara</b>	Wastewater Collection System Superintendent	98,037	119,165
<b>City of Santa Maria</b>	NC	-	-
<b>City of Simi Valley</b>	Collection System Supervisor	63,736	81,633
<b>City of Thousand Oaks</b>	NC	-	-
<b>City of Ventura</b>	NC	-	-
	<b>Water Agency Average:</b>	<b>\$ 82,916</b>	<b>\$ 103,718</b>
	<b>Water Agency Median:</b>	<b>\$ 81,965</b>	<b>\$ 103,236</b>
	<b>Local Govt. Average:</b>	<b>\$ 80,887</b>	<b>\$ 100,399</b>
	<b>Local Govt. Median:</b>	<b>\$ 80,887</b>	<b>\$ 100,399</b>
	<b>Survey Average:</b>	<b>\$ 82,240</b>	<b>\$ 102,611</b>
	<b>Survey Median:</b>	<b>\$ 81,965</b>	<b>\$ 103,236</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

<b>Classification:</b>	<b>Utilities Maintenance Superintendent - Water</b>	<b>Bottom:</b>	<b>Top:</b>
			<b>NEW</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	Mechanical Maintenance Supervisor	77,730	96,512
<b>Encina Wastewater Authority</b>	NC	-	-
<b>Inland Empire Utility Agency</b>	NC	-	-
<b>Las Virgenes MWD</b>	Facilities Maintenance Supervisor (all plants)	82,586	107,361
<b>Sanitation District of Los Angeles</b>	NC	-	-
<b>Calleguas MWD</b>	System Maintenance Supervisor (D2)	75,087	100,117
<b>City of Camarillo</b>	NC	-	-
<b>City of Santa Barbara</b>	NC	-	-
<b>City of Santa Maria</b>	NC	-	-
<b>City of Simi Valley</b>	NC	-	-
<b>City of Thousand Oaks</b>	Utilities Maintenance Supervisor (D4)	63,904	95,855
<b>City of Ventura</b>	Water Production Supervisor (T2)	67,018	89,804
	<b>Water Agency Average:</b>	<b>\$ 78,468</b>	<b>\$ 101,330</b>
	<b>Water Agency Median:</b>	<b>\$ 77,730</b>	<b>\$ 100,117</b>
	<b>Local Govt. Average:</b>	<b>\$ 65,461</b>	<b>\$ 92,830</b>
	<b>Local Govt. Median:</b>	<b>\$ 65,461</b>	<b>\$ 92,830</b>
	<b>Survey Average:</b>	<b>\$ 73,265</b>	<b>\$ 97,930</b>
	<b>Survey Median:</b>	<b>\$ 75,087</b>	<b>\$ 96,512</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>



**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<u>Utilities Maintenance Manager - Wastewater</u>		<u>NEW</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	<u>Water Reclamation Maintenance Manager</u>	<u>89,794</u>	<u>111,571</u>
Encina Wastewater Authority	<u>Maintenance Manager</u>	<u>95,618</u>	<u>129,085</u>
Inland Empire Utility Agency	<u>Maintenance Supervisor</u>	<u>89,683</u>	<u>109,270</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>Supervisor of Treatment Plant Maintenance</u>	<u>82,284</u>	<u>102,228</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Barbara	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>Plant Maintenance Supervisor</u>	<u>68,744</u>	<u>88,144</u>
City of Thousand Oaks	<u>Wastewater Treatment Plant Maintenance Supervisor</u>	<u>69,890</u>	<u>104,836</u>
City of Ventura	<u>Wastewater Maintenance Supervisor</u>	<u>70,410</u>	<u>94,351</u>
	<b>Water Agency Average:</b>	<b>\$ 89,345</b>	<b>\$ 113,039</b>
	<b>Water Agency Median:</b>	<b>\$ 89,738</b>	<b>\$ 110,421</b>
	<b>Local Govt. Average:</b>	<b>\$ 69,682</b>	<b>\$ 95,777</b>
	<b>Local Govt. Median:</b>	<b>\$ 69,890</b>	<b>\$ 94,351</b>
	<b>Survey Average:</b>	<b>\$ 80,918</b>	<b>\$ 105,641</b>
	<b>Survey Median:</b>	<b>\$ 82,284</b>	<b>\$ 104,836</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<u>Senior Utilities Mechanic - Water</u>		<u>NEW</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	<u>Senior Mechanical Maintenance Technician</u>	<u>67,246</u>	<u>83,512</u>
<b>Encina Wastewater Authority</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Inland Empire Utility Agency</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Las Virgenes MWD</b>	<u>Senior Maintenance Mechanic (combined wtr,ww)</u>	<u>66,739</u>	<u>82,678</u>
<b>Sanitation District of Los Angeles</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Calleguas MWD</b>	<u>Senior Mechanical Technician</u>	<u>54,889</u>	<u>73,185</u>
<b>City of Camarillo</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Santa Barbara</b>	<u>Water Distribution Lead Operator Technician</u>	<u>67,780</u>	<u>82,388</u>
<b>City of Santa Maria</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Simi Valley</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Thousand Oaks</b>	<u>Utilities Maintenance Worker Crew Leader</u>	<u>52,823</u>	<u>70,787</u>
<b>City of Ventura</b>	<u>NC</u>	<u>-</u>	<u>-</u>
	<b>Water Agency Average:</b>	<b>\$ 62,958</b>	<b>\$ 79,792</b>
	<b>Water Agency Median:</b>	<b>\$ 66,739</b>	<b>\$ 82,678</b>
	<b>Local Govt. Average:</b>	<b>\$ 60,301</b>	<b>\$ 76,588</b>
	<b>Local Govt. Median:</b>	<b>\$ 60,301</b>	<b>\$ 76,588</b>
	<b>Survey Average:</b>	<b>\$ 61,895</b>	<b>\$ 78,510</b>
	<b>Survey Median:</b>	<b>\$ 66,739</b>	<b>\$ 82,388</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

<b>Classification:</b>	<b>Utilities Mechanic II - Water</b>	<b>Bottom:</b>	<b>Top:</b>
			<b>NEW</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	<u>Mechanical Maintenance Technician II</u>	<u>58,115</u>	<u>72,301</u>
<b>Encina Wastewater Authority</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Inland Empire Utility Agency</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Las Virgenes MWD</b>	<u>Maintenance Mechanic II</u>	<u>61,632</u>	<u>76,351</u>
<b>Sanitation District of Los Angeles</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Calleguas MWD</b>	<u>Mechanical Technician</u>	<u>43,911</u>	<u>58,548</u>
<b>City of Camarillo</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Santa Barbara</b>	<u>Water Distribution Operator Technician II</u>	<u>61,345</u>	<u>74,566</u>
<b>City of Santa Maria</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Simi Valley</b>	<u>Waterworks System Technician</u>	<u>59,176</u>	<u>75,525</u>
<b>City of Thousand Oaks</b>	<u>Utilities Maintenance Worker II</u>	<u>43,921</u>	<u>58,859</u>
<b>City of Ventura</b>	<u>Utilites Mechanic II - Water D2</u>	<u>47,705</u>	<u>57,986</u>
	<b>Water Agency Average:</b>	<b>\$ 54,553</b>	<b>\$ 69,066</b>
	<b>Water Agency Median:</b>	<b>\$ 58,115</b>	<b>\$ 72,301</b>
	<b>Local Govt. Average:</b>	<b>\$ 53,037</b>	<b>\$ 66,734</b>
	<b>Local Govt. Median:</b>	<b>\$ 53,441</b>	<b>\$ 66,713</b>
	<b>Survey Average:</b>	<b>\$ 53,687</b>	<b>\$ 67,734</b>
	<b>Survey Median:</b>	<b>\$ 58,115</b>	<b>\$ 72,301</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<u>Sr EI/SCADA/ Instrument Technician</u>		<b>NEW</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	<u>Senior Controls Technician</u>	<u>72,303</u>	<u>89,794</u>
<b>Encina Wastewater Authority</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>Inland Empire Utility Agency</b>	<u>Electronics &amp; Instrumentation Technician IV</u>	<u>81,344</u>	<u>99,110</u>
<b>Las Virgenes MWD</b>	<u>Senior Electrical/ Instrumentation Technician</u>	<u>72,265</u>	<u>89,525</u>
<b>Sanitation District of Los Angeles</b>	<u>Senior Electrical and Instrumentation Technician</u>	<u>79,296</u>	<u>98,532</u>
<b>Calleguas MWD</b>	<u>Senior Electro Mechanical Technician</u>	<u>60,988</u>	<u>81,317</u>
<b>City of Camarillo</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Santa Barbara</b>	<u>Senior Control Systems Operator Specialist</u>	<u>74,147</u>	<u>90,126</u>
<b>City of Santa Maria</b>	<u>NC</u>	<u>-</u>	<u>-</u>
<b>City of Simi Valley</b>	<u>Senior Instrumentation Technician</u>	<u>65,042</u>	<u>83,034</u>
<b>City of Thousand Oaks</b>	<u>Sr Instrumentation and Electrical Technician</u>	<u>64,486</u>	<u>86,417</u>
<b>City of Ventura</b>	<u>NC</u>	<u>-</u>	<u>-</u>
	<b>Water Agency Average:</b>	<b>\$ 73,239</b>	<b>\$ 91,656</b>
	<b>Water Agency Median:</b>	<b>\$ 72,303</b>	<b>\$ 89,794</b>
	<b>Local Govt. Average:</b>	<b>\$ 67,892</b>	<b>\$ 86,526</b>
	<b>Local Govt. Median:</b>	<b>\$ 65,042</b>	<b>\$ 86,417</b>
	<b>Survey Average:</b>	<b>\$ 71,234</b>	<b>\$ 89,732</b>
	<b>Survey Median:</b>	<b>\$ 72,284</b>	<b>\$ 89,659</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<u>EI/ Instrument Technician</u>	<u>56,674</u>	<u>76,389</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	<u>Controls Technician II</u>	<u>67,246</u>	<u>83,512</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Electronics &amp; Instrumentation Technician II</u>	<u>70,272</u>	<u>85,620</u>
Las Virgenes MWD	<u>Electrical/ Instrumentation Technician II</u>	<u>66,739</u>	<u>82,678</u>
Sanitation District of Los Angeles	<u>Electrical and Instrumentation Technician</u>	<u>75,120</u>	<u>93,324</u>
Calleguas MWD	<u>Electro Mechanical Technician</u>	<u>48,790</u>	<u>65,054</u>
City of Camarillo	<u>Electrician/ Instrumentation Technician</u>	<u>58,408</u>	<u>78,784</u>
City of Santa Barbara	<u>Control Systems Operator Specialist</u>	<u>67,108</u>	<u>81,570</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>Instrumentation Technician</u>	<u>59,176</u>	<u>75,504</u>
City of Thousand Oaks	<u>Instrumentation and Electrical Technician</u>	<u>61,349</u>	<u>82,213</u>
City of Ventura	<u>Instrumentation and Electrical Technician</u>	<u>60,008</u>	<u>72,941</u>

<b>Water Agency Average:</b>	<b>\$ 65,633</b>	<b>\$ 82,038</b>
<b>Water Agency Median:</b>	<b>\$ 67,246</b>	<b>\$ 83,512</b>
<b>Local Govt. Average:</b>	<b>\$ 61,210</b>	<b>\$ 78,202</b>
<b>Local Govt. Median:</b>	<b>\$ 60,008</b>	<b>\$ 78,784</b>
<b>Survey Average:</b>	<b>\$ 63,422</b>	<b>\$ 80,120</b>
<b>Survey Median:</b>	<b>\$ 64,044</b>	<b>\$ 81,892</b>
<b>Oxnard vs Survey Average:</b>	<b>-11.9%</b>	<b>-4.9%</b>
<b>Oxnard vs Survey Median:</b>	<b>-13.0%</b>	<b>-7.2%</b>

**Oxnard Rank: 8 of 11**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		Bottom:	Top:
<b>Classification:</b>	<b>Senior Wastewater Mechanic</b>	<b>52,207</b>	<b>70,368</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	Senior Water Reclamation Maintenance Technician	67,246	83,512
<b>Encina Wastewater Authority</b>	NC	-	-
<b>Inland Empire Utility Agency</b>	Mechanic IV	77,470	94,390
<b>Las Virgenes MWD</b>	NC	-	-
<b>Sanitation District of Los Angeles</b>	Senior Stationary Mechanic	71,496	88,824
<b>Calleguas MWD</b>	NC	-	-
<b>City of Camarillo</b>	Water Reclamation Plant Maintenance Leadworker	65,816	88,775
<b>City of Santa Barbara</b>	Senior Treatment Plant Technician (Wtr and WW)	64,483	78,379
<b>City of Santa Maria</b>	NC	-	-
<b>City of Simi Valley</b>	Plant Maintenance Technician III	53,893	68,765
<b>City of Thousand Oaks</b>	NC	-	-
<b>City of Ventura</b>	NC	-	-

<b>Water Agency Average:</b>	<b>\$ 72,071</b>	<b>\$ 88,909</b>
<b>Water Agency Median:</b>	<b>\$ 71,496</b>	<b>\$ 88,824</b>
<b>Local Govt. Average:</b>	<b>\$ 61,397</b>	<b>\$ 78,640</b>
<b>Local Govt. Median:</b>	<b>\$ 64,483</b>	<b>\$ 78,379</b>
<b>Survey Average:</b>	<b>\$ 66,734</b>	<b>\$ 83,774</b>
<b>Survey Median:</b>	<b>\$ 66,531</b>	<b>\$ 86,143</b>
<b>Oxnard vs Survey Average:</b>	<b>-27.8%</b>	<b>-19.1%</b>
<b>Oxnard vs Survey Median:</b>	<b>-27.4%</b>	<b>-22.4%</b>

**Oxnard Rank: 6 of 7**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<b>Wastewater Mechanic II</b>	<b>49,673</b>	<b>66,952</b>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
<b>Eastern MWD</b>	Water Reclamation Plant Maintenance Technician II	58,115	72,301
<b>Encina Wastewater Authority</b>	NC	-	-
<b>Inland Empire Utility Agency</b>	Mechanic II	60,702	73,960
<b>Las Virgenes MWD</b>	NC	-	-
<b>Sanitation District of Los Angeles</b>	Stationary Mechanic	67,716	84,132
<b>Calleguas MWD</b>	NC	-	-
<b>City of Camarillo</b>	Water Reclamation Plant Mechanic II	52,876	71,322
<b>City of Santa Barbara</b>	Treatment Plant Technician (Wtr and WW)	58,653	71,293
<b>City of Santa Maria</b>	NC	-	-
<b>City of Simi Valley</b>	Plant Maintenance Technician II	48,942	62,442
<b>City of Thousand Oaks</b>	Plant and Equipment Mechanic	55,524	74,408
<b>City of Ventura</b>	Utilites Mechanic II - Wastewater	47,705	57,986
	<b>Water Agency Average:</b>	<b>\$ 62,178</b>	<b>\$ 76,798</b>
	<b>Water Agency Median:</b>	<b>\$ 60,702</b>	<b>\$ 73,960</b>
	<b>Local Govt. Average:</b>	<b>\$ 52,740</b>	<b>\$ 67,490</b>
	<b>Local Govt. Median:</b>	<b>\$ 52,876</b>	<b>\$ 71,293</b>
	<b>Survey Average:</b>	<b>\$ 56,279</b>	<b>\$ 70,980</b>
	<b>Survey Median:</b>	<b>\$ 56,820</b>	<b>\$ 71,811</b>
	<b>Oxnard vs Survey Average:</b>	<b>-13.3%</b>	<b>-6.0%</b>
	<b>Oxnard vs Survey Median:</b>	<b>-14.4%</b>	<b>-7.3%</b>
	<b>Oxnard Rank:</b>	<b>7 of 9</b>	

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Principal Engineer</u>	Bottom:	Top:
			<b>NEW</b>
Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Deputy Manager Engineering</u>	<u>114,453</u>	<u>139,450</u>
Las Virgenes MWD	<u>Principal Engineer</u>	<u>107,557</u>	<u>150,579</u>
Sanitation District of Los Angeles	<u>Supervising Engineer II</u>	<u>117,960</u>	<u>146,556</u>
Calleguas MWD	<u>Senior Project Manager (PE)</u>	<u>104,350</u>	<u>139,133</u>
City of Camarillo	<u>Principal Civil Engineer</u>	<u>99,960</u>	<u>134,831</u>
City of Santa Barbara	<u>Principal Engineer</u>	<u>106,712</u>	<u>129,709</u>
City of Santa Maria	<u>Utilities Engineer/ Principal Civil Engineer</u>	<u>99,466</u>	<u>120,901</u>
City of Simi Valley	<u>Principal Engineer</u>	<u>100,249</u>	<u>129,100</u>
City of Thousand Oaks	<u>Senior Engineer</u>	<u>87,796</u>	<u>131,694</u>
City of Ventura	<u>Principal Civil Engineer</u>	<u>97,530</u>	<u>130,692</u>
	<b>Water Agency Average:</b>	<b>\$ 111,080</b>	<b>\$ 143,930</b>
	<b>Water Agency Median:</b>	<b>\$ 111,005</b>	<b>\$ 143,003</b>
	<b>Local Govt. Average:</b>	<b>\$ 98,619</b>	<b>\$ 129,488</b>
	<b>Local Govt. Median:</b>	<b>\$ 99,713</b>	<b>\$ 130,201</b>
	<b>Survey Average:</b>	<b>\$ 103,603</b>	<b>\$ 135,265</b>
	<b>Survey Median:</b>	<b>\$ 102,300</b>	<b>\$ 133,262</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>



**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>Senior Engineer - Public Works</u>		<b>NEW</b>

Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Senior Civil Engineer</u>	<u>111,571</u>	<u>138,611</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Senior Engineer</u>	<u>103,816</u>	<u>126,490</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>Senior Engineer</u>	<u>105,828</u>	<u>131,484</u>
Calleguas MWD	<u>Project Manager (PE Civil or Mech)</u>	<u>92,779</u>	<u>123,706</u>
City of Camarillo	<u>Senior Civil Engineer</u>	<u>90,492</u>	<u>122,061</u>
City of Santa Barbara	<u>Supervising Engineer</u>	<u>93,733</u>	<u>113,934</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>Senior Engineer</u>	<u>87,455</u>	<u>112,467</u>
City of Thousand Oaks	<u>Senior Engineer</u>	<u>87,796</u>	<u>131,694</u>
City of Ventura	<u>Senior Civil Engineer</u>	<u>83,696</u>	<u>112,154</u>

<b>Water Agency Average:</b>	<b>\$ 103,499</b>	<b>\$ 130,073</b>
<b>Water Agency Median:</b>	<b>\$ 104,822</b>	<b>\$ 128,987</b>
<b>Local Govt. Average:</b>	<b>\$ 88,634</b>	<b>\$ 118,462</b>
<b>Local Govt. Median:</b>	<b>\$ 87,796</b>	<b>\$ 113,934</b>
<b>Survey Average:</b>	<b>\$ 95,241</b>	<b>\$ 123,622</b>
<b>Survey Median:</b>	<b>\$ 92,779</b>	<b>\$ 123,706</b>
<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>Civil Engineer - Public Works (PE)</u>	<u>70,814</u>	<u>109,857</u>

Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Civil Engineer II</u>	<u>96,512</u>	<u>119,954</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Senior Associate Engineer - PE</u>	<u>94,164</u>	<u>114,730</u>
Las Virgenes MWD	<u>Civil Engineering Associate</u>	<u>90,324</u>	<u>117,420</u>
Sanitation District of Los Angeles	<u>Civil Engineer</u>	<u>72,396</u>	<u>117,960</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>Associate Civil Engineer</u>	<u>81,110</u>	<u>109,406</u>
City of Santa Barbara	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Maria	<u>Senior Civil Engineer</u>	<u>82,797</u>	<u>100,640</u>
City of Simi Valley	<u>NC</u>	<u>-</u>	<u>-</u>
City of Thousand Oaks	<u>Associate Engineer</u>	<u>79,858</u>	<u>119,787</u>
City of Ventura	<u>Civil Engineer</u>	<u>75,824</u>	<u>101,606</u>

<b>Water Agency Average:</b>	<b>\$ 88,349</b>	<b>\$ 117,516</b>
<b>Water Agency Median:</b>	<b>\$ 92,244</b>	<b>\$ 117,690</b>
<b>Local Govt. Average:</b>	<b>\$ 79,897</b>	<b>\$ 107,860</b>
<b>Local Govt. Median:</b>	<b>\$ 80,484</b>	<b>\$ 105,506</b>
<b>Survey Average:</b>	<b>\$ 84,123</b>	<b>\$ 112,688</b>
<b>Survey Median:</b>	<b>\$ 81,953</b>	<b>\$ 116,075</b>
<b>Oxnard vs Survey Average:</b>	<b>-18.8%</b>	<b>-2.6%</b>
<b>Oxnard vs Survey Median:</b>	<b>-15.7%</b>	<b>-5.7%</b>

**Oxnard Rank: 6 of 9**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>Engineer - Public Works (EIT +2)</u>		<b>NEW</b>

Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	Civil Engineering Associate II	77,730	96,512
Encina Wastewater Authority	NC	-	-
Inland Empire Utility Agency	Associate Engineer	81,344	99,110
Las Virgenes MWD	Assistant Engineer	79,362	103,170
Sanitation District of Los Angeles	Engineering Associate II	80,904	100,236
Calleguas MWD	Associate Project Manager	75,999	101,332
City of Camarillo	Associate Engineer	74,904	101,035
City of Santa Barbara	Project Engineer II	75,641	91,941
City of Santa Maria	Engineer II	68,568	83,344
City of Simi Valley	Associate Engineer	76,551	98,293
City of Thousand Oaks	Engineering Associate	72,277	108,416
City of Ventura	Associate Engineer	70,410	94,351

<b>Water Agency Average:</b>	<b>\$ 79,068</b>	<b>\$ 100,072</b>
<b>Water Agency Median:</b>	<b>\$ 79,362</b>	<b>\$ 100,236</b>
<b>Local Govt. Average:</b>	<b>\$ 73,058</b>	<b>\$ 96,230</b>
<b>Local Govt. Median:</b>	<b>\$ 73,591</b>	<b>\$ 96,322</b>
<b>Survey Average:</b>	<b>\$ 75,790</b>	<b>\$ 97,976</b>
<b>Survey Median:</b>	<b>\$ 75,999</b>	<b>\$ 99,110</b>
<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>Engineering &amp; GIS Technician II (Engineering)</u>		<b>NEW</b>

Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Engineering Technician II</u>	<u>58,115</u>	<u>72,312</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Engineering Technician</u>	<u>55,064</u>	<u>67,090</u>
Las Virgenes MWD	<u>Drafting Technician II</u>	<u>62,238</u>	<u>77,099</u>
Sanitation District of Los Angeles	<u>Drafting Technician III</u>	<u>67,716</u>	<u>84,132</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>Engineering Technician III</u>	<u>56,690</u>	<u>76,466</u>
City of Santa Barbara	<u>Engineering Technician III</u>	<u>56,640</u>	<u>68,846</u>
City of Santa Maria	<u>Engineering Technician III (Eng and GIS)</u>	<u>53,725</u>	<u>65,302</u>
City of Simi Valley	<u>Engineering Technician</u>	<u>53,269</u>	<u>67,974</u>
City of Thousand Oaks	<u>Engineering Technician II</u>	<u>55,248</u>	<u>74,038</u>
City of Ventura	<u>Senior Engineering Technician</u>	<u>51,668</u>	<u>62,803</u>

<b>Water Agency Average:</b>	<b>\$ 60,783</b>	<b>\$ 75,158</b>
<b>Water Agency Median:</b>	<b>\$ 60,176</b>	<b>\$ 74,706</b>
<b>Local Govt. Average:</b>	<b>\$ 54,540</b>	<b>\$ 69,238</b>
<b>Local Govt. Median:</b>	<b>\$ 54,486</b>	<b>\$ 68,410</b>
<b>Survey Average:</b>	<b>\$ 57,037</b>	<b>\$ 71,606</b>
<b>Survey Median:</b>	<b>\$ 55,944</b>	<b>\$ 70,579</b>
<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

<b>Classification:</b>	<b>Engineering &amp; GIS Technician II (GIS)</b>	<b>Bottom:</b>	<b>Top:</b>
			<b>NEW</b>

Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	GIS Technician II	58,115	72,312
Encina Wastewater Authority	NC	-	-
Inland Empire Utility Agency	GIS Technician	66,924	81,540
Las Virgenes MWD	NC	-	-
Sanitation District of Los Angeles	NC	-	-
Calleguas MWD	NC	-	-
City of Camarillo	GIS Specialist (IT Dept)	65,164	87,896
City of Santa Barbara	GIS Technician	61,345	74,566
City of Santa Maria	Engineering Technician III (Eng and GIS)	53,725	65,302
City of Simi Valley	GIS Technician	64,626	82,410
City of Thousand Oaks	GIS Specialist	59,205	88,808
City of Ventura	NC	-	-

<b>Water Agency Average:</b>	<b>\$ 62,520</b>	<b>\$ 76,926</b>
<b>Water Agency Median:</b>	<b>\$ 62,520</b>	<b>\$ 76,926</b>
<b>Local Govt. Average:</b>	<b>\$ 60,813</b>	<b>\$ 79,796</b>
<b>Local Govt. Median:</b>	<b>\$ 61,345</b>	<b>\$ 82,410</b>
<b>Survey Average:</b>	<b>\$ 61,301</b>	<b>\$ 78,976</b>
<b>Survey Median:</b>	<b>\$ 61,345</b>	<b>\$ 81,540</b>
<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>PW Construction Project Manager</u>	<u>59,023</u>	<u>96,516</u>

Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Construction Adminsitrator</u>	<u>83,512</u>	<u>103,771</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Construction Project Manager</u>	<u>89,683</u>	<u>109,270</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>NC</u>	<u>-</u>	<u>-</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Barbara	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>NC</u>	<u>-</u>	<u>-</u>
City of Thousand Oaks	<u>Construction Project Coordinator</u>	<u>83,942</u>	<u>125,913</u>
City of Ventura	<u>NC</u>	<u>-</u>	<u>-</u>

<b>Water Agency Average:</b>	<b>\$ 86,597</b>	<b>\$ 106,521</b>
<b>Water Agency Median:</b>	<b>\$ 86,597</b>	<b>\$ 106,521</b>
<b>Local Govt. Average:</b>	<b>\$ 83,942</b>	<b>\$ 125,913</b>
<b>Local Govt. Median:</b>	<b>\$ 83,942</b>	<b>\$ 125,913</b>
<b>Survey Average:</b>	<b>\$ 85,712</b>	<b>\$ 112,985</b>
<b>Survey Median:</b>	<b>\$ 83,942</b>	<b>\$ 109,270</b>
<b>Oxnard vs Survey Average:</b>	<b>-45.2%</b>	<b>-17.1%</b>
<b>Oxnard vs Survey Median:</b>	<b>-42.2%</b>	<b>-13.2%</b>

**Oxnard Rank: 4 of 4**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

<b>Classification:</b>	<u>Construction Inspector II</u>	<b>Bottom:</b> <u>57,958</u>	<b>Top:</b> <u>78,118</u>
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Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Construction and Safety Inspector III</u>	<u>72,301</u>	<u>89,794</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Construction Project Inspector</u>	<u>73,785</u>	<u>89,900</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>NC</u>	<u>-</u>	<u>-</u>
Calleguas MWD	<u>Construction Inspector II</u>	<u>65,619</u>	<u>87,492</u>
City of Camarillo	<u>Public Works Inspector</u>	<u>58,992</u>	<u>79,571</u>
City of Santa Barbara	<u>Public Works Inspector</u>	<u>60,434</u>	<u>73,458</u>
City of Santa Maria	<u>Public Works Inspector</u>	<u>49,404</u>	<u>60,050</u>
City of Simi Valley	<u>Public Works Inspector</u>	<u>55,016</u>	<u>70,158</u>
City of Thousand Oaks	<u>Construction Inspector</u>	<u>59,838</u>	<u>80,188</u>
City of Ventura	<u>Senior Construction Inspector</u>	<u>56,805</u>	<u>69,047</u>

<b>Water Agency Average:</b>	<b>\$ 70,568</b>	<b>\$ 89,062</b>
<b>Water Agency Median:</b>	<b>\$ 72,301</b>	<b>\$ 89,794</b>
<b>Local Govt. Average:</b>	<b>\$ 56,748</b>	<b>\$ 72,079</b>
<b>Local Govt. Median:</b>	<b>\$ 57,898</b>	<b>\$ 71,808</b>
<b>Survey Average:</b>	<b>\$ 61,355</b>	<b>\$ 77,740</b>
<b>Survey Median:</b>	<b>\$ 59,838</b>	<b>\$ 79,571</b>
<b>Oxnard vs Survey Average:</b>	<b>-5.9%</b>	<b>0.5%</b>
<b>Oxnard vs Survey Median:</b>	<b>-3.2%</b>	<b>-1.9%</b>

**Oxnard Rank: 6 of 10**

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

		<b>Bottom:</b>	<b>Top:</b>
<b>Classification:</b>	<u>Technical Services/ Water Quality Manager</u>		<b>NEW</b>

Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Source Control Manager</u>	<u>89,794</u>	<u>111,571</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>NC</u>	<u>-</u>	<u>-</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>Supervising Industrial Waste Inspector II</u>	<u>84,132</u>	<u>104,532</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>Stormwater Program Manager</u>	<u>69,864</u>	<u>94,237</u>
City of Santa Barbara	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>Environmental Compliance Program Coordinator</u>	<u>72,676</u>	<u>93,256</u>
City of Thousand Oaks	<u>Environmental Program Coordinator</u>	<u>70,497</u>	<u>105,746</u>
City of Ventura	<u>Environmental Services Manager</u>	<u>78,096</u>	<u>104,649</u>

<b>Water Agency Average:</b>	<b>\$ 86,963</b>	<b>\$ 108,052</b>
<b>Water Agency Median:</b>	<b>\$ 86,963</b>	<b>\$ 108,052</b>
<b>Local Govt. Average:</b>	<b>\$ 72,783</b>	<b>\$ 99,472</b>
<b>Local Govt. Median:</b>	<b>\$ 71,587</b>	<b>\$ 99,443</b>
<b>Survey Average:</b>	<b>\$ 77,510</b>	<b>\$ 102,332</b>
<b>Survey Median:</b>	<b>\$ 75,386</b>	<b>\$ 104,590</b>
<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard Rank:</b>		<b>N/A</b>



**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Wastewater Environmental Specialist</u>	<b>Bottom:</b> <u>55,974</u>	<b>Top:</b> <u>75,444</u>
<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	<u>Source Control Inspector II</u>	<u>58,115</u>	<u>72,301</u>
Encina Wastewater Authority	<u>Industrial Waste Compliance Inspector II</u>	<u>61,672</u>	<u>83,262</u>
Inland Empire Utility Agency	<u>Pretreatment and Source Control Inspector II</u>	<u>63,739</u>	<u>77,660</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>Industrial Waste Inspector II</u>	<u>66,900</u>	<u>83,100</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>Source Control Inspector</u>	<u>60,779</u>	<u>81,983</u>
City of Santa Barbara	<u>Wastewater Collection System Project Coordinator</u>	<u>71,961</u>	<u>87,469</u>
City of Santa Maria	<u>Regulatory Compliance Inspector - WW</u>	<u>49,195</u>	<u>59,797</u>
City of Simi Valley	<u>Environmental Compliance Inspector</u>	<u>54,662</u>	<u>69,701</u>
City of Thousand Oaks	<u>Environmental Program Inspector II</u>	<u>58,364</u>	<u>78,213</u>
City of Ventura	<u>Senior Environmental Compliance Inspector</u>	<u>56,805</u>	<u>69,047</u>
	<b>Water Agency Average:</b>	<b>\$ 62,607</b>	<b>\$ 79,081</b>
	<b>Water Agency Median:</b>	<b>\$ 62,706</b>	<b>\$ 80,380</b>
	<b>Local Govt. Average:</b>	<b>\$ 58,628</b>	<b>\$ 74,368</b>
	<b>Local Govt. Median:</b>	<b>\$ 57,584</b>	<b>\$ 73,957</b>
	<b>Survey Average:</b>	<b>\$ 60,219</b>	<b>\$ 76,253</b>
	<b>Survey Median:</b>	<b>\$ 59,571</b>	<b>\$ 77,936</b>
	<b>Oxnard vs Survey Average:</b>	<b>-7.6%</b>	<b>-1.1%</b>
	<b>Oxnard vs Survey Median:</b>	<b>-6.4%</b>	<b>-3.3%</b>
	<b>Oxnard Rank:</b>		<b>7 of 11</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Utilities Contract Manager</u>	Bottom:	Top:
			<b>NEW</b>
Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Contracts Analyst II</u>	<u>72,301</u>	<u>89,794</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Contracts Administrator II</u>	<u>70,272</u>	<u>85,620</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>Supervisor of Purchasing</u>	<u>74,016</u>	<u>91,944</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Barbara	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>NC</u>	<u>-</u>	<u>-</u>
City of Thousand Oaks	<u>NC</u>	<u>-</u>	<u>-</u>
City of Ventura	<u>NC</u>	<u>-</u>	<u>-</u>
	<b>Water Agency Average:</b>	<b>\$ 72,196</b>	<b>\$ 89,119</b>
	<b>Water Agency Median:</b>	<b>\$ 72,301</b>	<b>\$ 89,794</b>
	<b>Local Govt. Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Local Govt. Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Survey Average:</b>	<b>\$ 72,196</b>	<b>\$ 89,119</b>
	<b>Survey Median:</b>	<b>\$ 72,301</b>	<b>\$ 89,794</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

<b>Classification:</b>	<u>Laboratory Manager</u>	<b>Bottom:</b>	<b>Top:</b>
		_____	<u>NEW</u>

<b>Comparator</b>	<b>Comparison Classification</b>	<b>Range Min:</b>	<b>Range Max:</b>
Eastern MWD	<u>Manager of Laboratory &amp; Water Quality Services</u>	<u>89,794</u>	<u>111,571</u>
Encina Wastewater Authority	<u>Laboratory Manager</u>	<u>95,618</u>	<u>129,085</u>
Inland Empire Utility Agency	<u>Manager Laboratories</u>	<u>120,174</u>	<u>146,420</u>
Las Virgenes MWD	<u>NC</u>	<u>-</u>	<u>-</u>
Sanitation District of Los Angeles	<u>Laboratory Supervisor II</u>	<u>101,484</u>	<u>126,096</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Barbara	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>NC</u>	<u>-</u>	<u>-</u>
City of Thousand Oaks	<u>NC</u>	<u>-</u>	<u>-</u>
City of Ventura	<u>NC</u>	<u>-</u>	<u>-</u>

<b>Water Agency Average:</b>	<b>\$ 101,767</b>	<b>\$ 128,293</b>
<b>Water Agency Median:</b>	<b>\$ 98,551</b>	<b>\$ 127,591</b>
<b>Local Govt. Average:</b>	<b>N/A</b>	<b>N/A</b>
<b>Local Govt. Median:</b>	<b>N/A</b>	<b>N/A</b>
<b>Survey Average:</b>	<b>\$ 101,767</b>	<b>\$ 128,293</b>
<b>Survey Median:</b>	<b>\$ 98,551</b>	<b>\$ 127,591</b>
<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Laboratory Supervisor</u>	Bottom:	Top:
			<b>NEW</b>
Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Senior Laboratory Analyst</u>	<u>72,301</u>	<u>89,794</u>
Encina Wastewater Authority	<u>Associate Chemist</u>	<u>71,198</u>	<u>96,096</u>
Inland Empire Utility Agency	<u>Senior Chemist</u>	<u>85,415</u>	<u>104,070</u>
Las Virgenes MWD	<u>Laboratory Supervisor</u>	<u>86,796</u>	<u>112,836</u>
Sanitation District of Los Angeles	<u>Supervising Chemist</u>	<u>84,132</u>	<u>104,532</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>Chemist</u>	<u>74,163</u>	<u>100,034</u>
City of Santa Barbara	<u>Laboratory Supervisor</u>	<u>76,781</u>	<u>93,328</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>Laboratory Supervisor</u>	<u>79,468</u>	<u>102,085</u>
City of Thousand Oaks	<u>Laboratory Supervisor</u>	<u>77,203</u>	<u>115,804</u>
City of Ventura	<u>Laboratory Supervisor</u>	<u>79,018</u>	<u>89,804</u>
	<b>Water Agency Average:</b>	<b>\$ 79,968</b>	<b>\$ 101,465</b>
	<b>Water Agency Median:</b>	<b>\$ 84,132</b>	<b>\$ 104,070</b>
	<b>Local Govt. Average:</b>	<b>\$ 77,326</b>	<b>\$ 100,211</b>
	<b>Local Govt. Median:</b>	<b>\$ 77,203</b>	<b>\$ 100,034</b>
	<b>Survey Average:</b>	<b>\$ 78,647</b>	<b>\$ 100,838</b>
	<b>Survey Median:</b>	<b>\$ 78,110</b>	<b>\$ 101,060</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Laboratory Technician II</u>	Bottom:	Top:
			<u>NEW</u>
Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Laboratory Analyst II</u>	<u>53,976</u>	<u>67,246</u>
Encina Wastewater Authority	<u>Assistant Chemist</u>	<u>61,672</u>	<u>83,262</u>
Inland Empire Utility Agency	<u>Laboratory Scientist II</u>	<u>70,272</u>	<u>85,620</u>
Las Virgenes MWD	<u>Laboratory Technician II</u>	<u>61,632</u>	<u>76,351</u>
Sanitation District of Los Angeles	<u>Chemist I</u>	<u>66,240</u>	<u>82,284</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Barbara	<u>Laboratory Analyst II</u>	<u>58,653</u>	<u>71,293</u>
City of Santa Maria	<u>Laboratory Coordinator</u>	<u>60,212</u>	<u>73,188</u>
City of Simi Valley	<u>Senior Laboratory Technician</u>	<u>57,845</u>	<u>73,902</u>
City of Thousand Oaks	<u>Laboratory Chemist</u>	<u>62,898</u>	<u>84,289</u>
City of Ventura	<u>Senior Laboratory Technician</u>	<u>58,531</u>	<u>71,144</u>
	<b>Water Agency Average:</b>	<b>\$ 62,758</b>	<b>\$ 78,953</b>
	<b>Water Agency Median:</b>	<b>\$ 61,672</b>	<b>\$ 82,284</b>
	<b>Local Govt. Average:</b>	<b>\$ 59,628</b>	<b>\$ 74,763</b>
	<b>Local Govt. Median:</b>	<b>\$ 58,653</b>	<b>\$ 73,188</b>
	<b>Survey Average:</b>	<b>\$ 61,193</b>	<b>\$ 76,858</b>
	<b>Survey Median:</b>	<b>\$ 60,922</b>	<b>\$ 75,126</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>

**City of Oxnard  
Utilities and Engineering Dept.  
Salary Survey Data Sheet**

Classification:	<u>Laboratory Paraprofessional</u>	Bottom:	Top:
			<b>NEW</b>
Comparator	Comparison Classification	Range Min:	Range Max:
Eastern MWD	<u>Laboratory Technician</u>	<u>44,429</u>	<u>55,349</u>
Encina Wastewater Authority	<u>NC</u>	<u>-</u>	<u>-</u>
Inland Empire Utility Agency	<u>Laboratory Assistant</u>	<u>49,951</u>	<u>60,860</u>
Las Virgenes MWD	<u>Laboratory Assistant</u>	<u>44,383</u>	<u>54,983</u>
Sanitation District of Los Angeles	<u>Laboratory Attendent</u>	<u>40,152</u>	<u>49,764</u>
Calleguas MWD	<u>NC</u>	<u>-</u>	<u>-</u>
City of Camarillo	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Barbara	<u>NC</u>	<u>-</u>	<u>-</u>
City of Santa Maria	<u>NC</u>	<u>-</u>	<u>-</u>
City of Simi Valley	<u>NC</u>	<u>-</u>	<u>-</u>
City of Thousand Oaks	<u>Laboratory Assistant</u>	<u>51,522</u>	<u>69,044</u>
City of Ventura	<u>Laboratory Assistant</u>	<u>37,549</u>	<u>45,641</u>
	<b>Water Agency Average:</b>	<b>\$ 44,729</b>	<b>\$ 55,239</b>
	<b>Water Agency Median:</b>	<b>\$ 44,406</b>	<b>\$ 55,166</b>
	<b>Local Govt. Average:</b>	<b>\$ 44,535</b>	<b>\$ 57,343</b>
	<b>Local Govt. Median:</b>	<b>\$ 44,535</b>	<b>\$ 57,343</b>
	<b>Survey Average:</b>	<b>\$ 44,664</b>	<b>\$ 55,940</b>
	<b>Survey Median:</b>	<b>\$ 44,406</b>	<b>\$ 55,166</b>
	<b>Oxnard vs Survey Average:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard vs Survey Median:</b>	<b>N/A</b>	<b>N/A</b>
	<b>Oxnard Rank:</b>		<b>N/A</b>