



COMPENSATION STUDY OVERVIEW

**FINANCE & ADMINISTRATION COMMITTEE
JUNE 19, 2018**

STUDY INPUTS

- CCA's, Cities & Public Power
 - MCE
 - PCE
 - City of Mountain View
 - City of Sunnyvale
 - Silicon Valley Power
- Also compared deferred compensation and benefits (health, dental, vision, etc.)

SUMMARY

- SVCE compares well to other CCA's
 - MCE best in CCA's for benefits but lower salaries than SVCE
- SVCE is less compared to Silicon Valley Power and about the same when compared to local governments when benefits are monetized
- Consider SVCE "adder"

SVCE BUDGET

- Statistics to consider:
 - SVCE has low fixed costs.
 - 21 FTE's to manage \$253 million budget
 - Personnel costs are 1.5% of Operating Revenues
 - VTA labor costs for 2017 was 81% of total revenues
 - SVCE has no unfunded liabilities

SUMMARY OF POSITIONS

Degree of Competitiveness	All Positions	
	Median	
	# of Ee's	% of Total
>110%	3	19%
90% - 110%	12	75%
<90%	1	6%
Total	16	100%

EXECUTIVE

Job Title	Monthly Median								
	SVCE			SVCE			SVCE	Market	
	Base (Max)	Market	Variance	Total Cash	Total Cash	Variance	Total Comp.	Total Comp.	Variance
Chief Executive Officer	22,917	23,653	-3.1%	25,208	26,018	-3.1%	26,543	28,070	-5.4%
Board Clerk/Executive Assistant	12,100	10,718	12.9%	13,310	11,361	17%	14,487	15,225	-4.8%

FINANCE & ADMIN.

Job Title	Monthly Median								
	SVCE Base (Max)	Market	Variance	SVCE Total Cash	Market Total Cash	Variance	SVCE Total Comp.	Market Total Comp.	Variance
Director of Finance & Administration	17,600	19,285	-8.7%	19,360	20,173	-4%	20,617	22,903	-10.0%
Administrative Assistant	6,833	6,129	11.5%	7,517	6,387	18%	8,618	8,536	1.0%
Administrative Analyst	9,900	9,131	8.4%	10,890	9,317	17%	12,036	11,726	2.6%
IT Analyst	9,900	11,040	-10.3%	10,890	11,262	-3%	12,036	13,986	-13.9%

MARKETING

Job Title	Monthly Median								
	SVCE			SVCE			SVCE		
	Base (Max)	Market	Variance	Total Cash	Total Cash	Variance	Total Comp.	Market Total Comp.	Variance
Account Representative II	9,900	8,879	11.5%	10,890	9,520	14.4%	12,036	11,280	6.7%
Account Services Manager	13,583	12,373	9.8%	14,942	13,338	12.0%	16,141	15,265	5.7%
Community Outreach Manager	13,583	12,067	12.6%	14,942	12,608	18.5%	16,141	15,225	6.0%
Community Outreach Specialist	7,333	7,173	2.2%	8,067	7,574	6.5%	9,175	9,716	-5.6%
Director of Customer Care	17,600	Insuff. Data		19,360	Insuff. Data		20,617	Insuff. Data	

POWER RESOURCES

Job Title	Monthly Median								
	SVCE			SVCE			SVCE	Market	
	Base (Max)	Market	Variance	Total Cash	Total Cash	Variance	Total Comp.	Total Comp.	Variance
Director of Power Resources	21,500	17,722	21.3%	23,650	18,879	25.3%	24,964	20,883	19.5%
Power Contracts and Compliance Mgr.	16,500	14,719	12.1%	18,150	15,576	16.5%	19,391	17,536	10.6%
Power Resource Planning Analyst	12,100	9,320	29.8%	13,310	11,534	15.4%	14,487	11,696	23.9%

REGULATORY & LEG.

Job Title	Monthly								
	Median								
	SVCE Base (Max)	Market	Variance	SVCE Total Cash	Market Total Cash	Variance	SVCE Total Comp.	Market Total Comp.	Variance
Regulatory-Legislative Analyst	12,100	10,710	13.0%	13,310	11,534	15.4%	14,487	13,419	8.0%
Manager of Regulatory & Legislative Effectiveness	MISSING								

PROGRAMS

- Positions were not included in the study

SELF-DIRECTED PLAN

- Staff is considering self-directed approach for all employees with most benefits included. Exceptions would be:
 - PTO
 - Deferred Compensation
 - LTD, STD, Life, etc.

BENEFITS COST

<u>BENEFIT</u>	<u>Estimated Annual Cost</u>
Health	\$12,000
Transportation	\$3,600
Workplace Charging	\$0
EV Rebate	?
Additional Leave	\$0
Cash-Out PTO	\$0
In-Lieu-Of	\$0
Tele-commuting	\$0
Health Club	?
Education	?
Deferred Comp	?

Employee Goodwill build into budget

Pay-for-Performance and COLA Policy are components of compensation

NEXT STEPS

- Update the Compensation Study
 - Include other agencies
 - Current FTE Positions
 - Value CalPERS
 - Update “all-in” benefits for SVCE
- SVCE conducts employee survey for input into benefit needs
 - Develop self-directed plan choices
- Meet again with F&A Committee end of July

THANK YOU