

Salton Community Services District

Study Session **Agenda**

March 13, 2024

Open Session 1:00 p.m.

1209 Van Buren Ave,

Salton City, CA 92275

www.saltoncsd.ca.gov

BOARD OF DIRECTORS:

Michelle Gilmore, President
Michael Friese, Vice President
Manuel Ramos, Director
Dale Johnson, Director
Lidia A. Sierra, Director

STAFF:

Emmanuel Ramos, Interim General Manager
Sonia Thania Garcia, Board Secretary
Christina Sutton, Finance Officer

1. CALL TO ORDER: 1:00 p.m.

2. PLEDGE OF ALLEGIANCE: Michelle Gilmore, President

3. ROLL CALL:

4. PUBLIC COMMENTS:

Pursuant to California Government Code Section 54954.3 members of the public may address the Board at this time on any items of public interest that are within the Board's subject matter jurisdiction. The Ralph M. Brown Act, however, prohibits the Board from taking action on any matter not appearing on the agenda. Personal attacks on individuals, slanderous comments, or comments, which may invade an individual's personal privacy, are prohibited. Those who wish to address the Board should come to the microphone. Members of the public will be given three (3) minutes to address the board on any items of public interest. Public comments will be limited to a maximum of (30) thirty minutes per meeting.

5. STUDY SESSION FOR DISCUSSION ONLY. NO ACTION WILL BE TAKEN:

- Comparator Agency Analysis by Gallagher (formerly known as Koff & Associates)

6. ADJOURNMENT:

Sonia Thania Garcia, Board Secretary

Upon written request, this agenda will be made in appropriate alternative format to persons with disabilities as required by Section 202 of the American with Disabilities Act of 1990. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the Secretary of the Board at least 72 hours before the meeting. Any public record, relating to an open session agenda item, that is distributed within 72 hours prior to the meeting is available for public inspection at 1209 Van Buren St, Suite 1, Salton City, California 92275.

February 5, 2024

COMPARATOR AGENCY ANALYSIS FOR THE TOTAL COMPENSATION STUDY

Salton Community Services District

Georg Krammer



Gallagher

Insurance | Risk Management | Consulting
Formerly Koff & Associates

Gallagher evaluated several comparative indicators related to the Salton Community Services District (Salton CSD) demographics, financials, and scope of services to develop a list of potential agencies for the compensation study. The methodology and specific criteria used in the analysis follows.

1. Organizational type and structure: Gallagher generally recommends that agencies of a similar size and structure providing similar services to that of Salton CSD be used as comparators.

Note: Because technical job classifications perform similar work across agencies, organizational size is not critical. The difference in size of an organization becomes more important when comparing management classes. Factors such as management of a large staff, consequence of error, the political nature of the job and its visibility all increase with organizational size. When it is difficult to find agencies that are similar in size, a good balance of smaller and larger agencies is used instead.

2. Staff, operational budgets, scope of services, and population: Staff and operational budget size determine the amount of resources available for the agencies to provide services, and population size accounts for the ratio of resources to constituents served. Organizations providing the same services are ideal for comparison; therefore, most comparator agencies included provide similar services to Salton CSD. Specifically, Gallagher focused on whether agencies provide the following:

- Wastewater Collections
- Wastewater Treatment
- Parks & Recreation

3. Geographic location and Labor market: Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Therefore, the geographic labor market area where Salton Community Services District may be recruiting from or losing employees to, is taken into consideration when selecting comparator organizations. In addition, due to Salton CSD's unique location and agency profile, Gallagher expanded our search for comparator organizations beyond the Riverside County region.

The comparator agency analysis includes specific data for each proposed agency:

1. Geographic Proximity
2. Population Served
3. Full-Time Equivalent (FTE)
4. Agency Financials (Expenditures)
5. Cost of Living
6. Services provided

Each potential comparator is ranked based on the overall similarity to Salton CSD, and the Recommended List of Comparators represents a summary of the rankings for each of the data factors listed above. The top ranked agencies are those agencies that were identified as being most similar in profile to Salton CSD. These agencies are:

1. City of Westmorland
2. Heritage Ranch Community Services District
3. Stallion Springs Community Services District
4. Crestline Sanitation District
5. City of Coachella
6. Helendale Community Services District
7. Wrightwood Community Services District
8. Beaumont Cherry Valley Recreation & Parks District
9. Vandenberg Village Community Services District
10. Oceano Community Services District
11. Templeton Community Services District
12. City of Imperial

Upon further analysis, Gallagher recommends exchanging three (3) of the top ranked agencies due to the small number of FTE's employed by agency and the likelihood of not being able to match many of Salton CSD's benchmarks.

Recommended agencies to be removed:

1. Wrightwood Community Services District
2. Vandenberg Village Community Services District
3. Oceano Community Services District

Recommended agencies to be added in place of the above:

1. Bear Valley Community Services District
2. Valley Sanitary District
3. City of Brawley

This analysis is intended to assist Salton CSD in choosing the comparator group. However, Salton CSD should reflect on other factors that apply to their labor market that could potentially override these quantitative considerations. Other factors that are often considered are recruitment, retention, and/or alignment of operations. For example, are there cities that don't rank as well but are consistently recruiting your employees?

Once the comparator agencies are approved, Gallagher can begin the data collection for the compensation study.

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Proposed List of Comparators
Total Compensation Study

Ranking	Comparator Agency	Overall Comparison Score
1	City of Westmorland	59
2	Heritage Ranch Community Services District	62
3	Stallion Springs Community Services District	65
4	Crestline Sanitation District	66
5	City of Coachella	67
6	Helendale Community Services District	68
7	Wrightwood Community Services District	71
8	Beaumont Cherry Valley Rec & Park District	73
9	Vandenberg Village Community Services District	75
10	Oceano Community Services District	76
11	Templeton Community Services District	76
12	City of Imperial	79
13	Bear Valley Community Services District	82
14	Valley Sanitary District	82
15	City of Brawley	83
16	Rubidoux Community Services District	83
17	San Bernardino Special Districts	88
18	Cambria Community Services District	96
19	Rosamond Community Services District	95
20	Nipomo Community Services District	96
21	City of El Centro	100
22	Lake Arrowhead Community Services District	99
23	Big Bear Community Services District	101
24	City of Barstow	102
25	Phelan Pinon Hills Community Services District	111
26	Jurupa Community Services District	114
27	City of Victorville	122

Top Ranked Comparator Agencies

Legend: A lower Overall Comparison Score indicates that the comparator agency is more similar to Salton Community Services District.

Column A: Ranking based upon comparison score.

Column B: Agency Name

Column C: The Overall Criteria Comparison Score is equal to the sum of ranking for each criteria.

The Overall Comparison Score is comprised of the following criteria:

- 1- Geographic Proximity Comparison
- 2- Population Served by Agency
- 3- Full Time Equivalent Comparison
- 4- Agency Expenditure Comparison
- 5- Cost of Living Comparison
- 6 - Comparable Services