

Brief Summary: An Analysis of Board Perk Expenditures in San Diego County Water Agencies

There are a number of agencies responsible for providing water to ratepayers in San Diego County. This includes five water districts, three irrigation districts, eight municipal water districts, one public utility district, six cities and one federal agency (Camp Pendleton). Each of these 24 entities has a seat on the board of the San Diego County Water Authority (CWA), which sets water policy for the county as a whole.

At the County Water Authority, there is a 36 person Board of Directors that is appointed by the member agencies. In this capacity, they are responsible for setting county-wide water policies. At member agencies, the board usually consists of five directors who are elected by voters in the geographical districts they represent. As elected representatives, directors are responsible for adopting policies in accordance with their district’s needs and for representing their district if appointed to serve on the County Water Authority Board of Directors.

This report focuses on “perk” expenditures for the Board of Directors at the San Diego County Water Authority and 14 of its member agencies.¹ Although the directors at water agencies in this study do not receive salaries for their service, they are compensated in other ways, such as: meeting stipends, health, dental, and vision insurance while serving on the board, Other Post Employment Benefits (OPEB), pension benefits, and reimbursements for costs incurred while traveling to and attending district-related meetings. The goal of this report is to track the total amounts spent by the Authority and 14 of its member agencies in providing these forms of compensation for

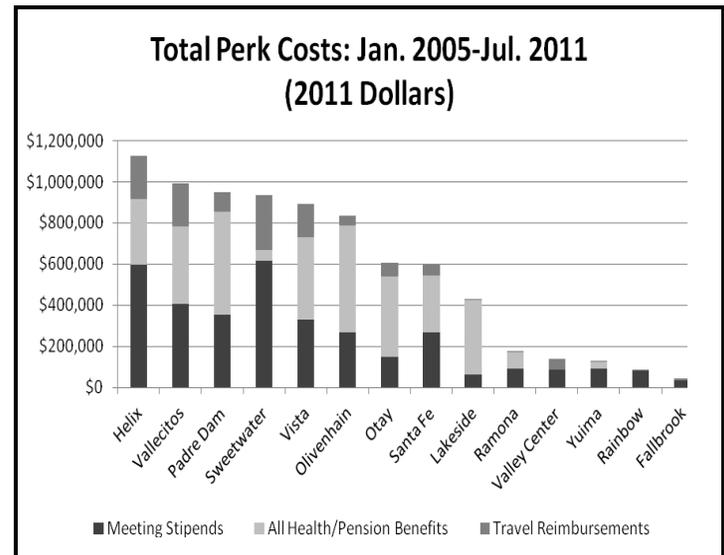
their directors and to identify opportunities to best control these expenses in the future.²

Total Perk Cost from January 2005-July 2011

This study reports data for most water agencies from January 2005 through July 2011. For a district-by-district breakdown of perk expenditures as well as relevant information regarding the period in which information was gathered, please see the appendices of the full report.

The County Water Authority and 14 of its member agencies spent approximately \$10.2 million on all perks from January 2005 through July 2011.

The County Water Authority has spent \$2.3 million on all perks since 2005. The member agency with the highest total spent on perks for its directors is the Helix Water District at \$1.1 million. Conversely, the agency with the lowest total spent on perks for its directors during this time is the Fallbrook Public Utilities District at approximately \$43,500.



¹ The analysis focuses on agencies whose directors receive benefits and reimbursements only as directors of a water agency. For this reason, city-operated water agencies, including the Carlsbad Municipal Water District and San Dieguito Water District, are not included. Rincon del Diablo Municipal Water District is not included in this study due to incomplete/untimely reporting of data.

² It should be noted that most figures are reported from January 2005 through July 2011. However, the County Water Authority, Vista Irrigation District, and Valley Center Municipal Water District reported data through June 2011. Also, Lakeside Water District, Otay Water District, and Santa Fe Irrigation District were only able to report data in a fiscal year format. Their figures are therefore complete from FY 2004-2005 through FY 2010-2011.

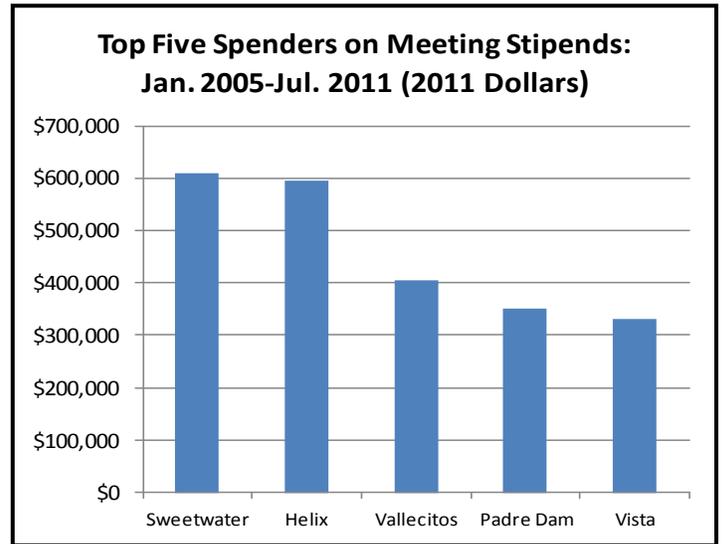
Meeting Stipends

The most common perk paid to directors is known as a meeting stipend. Also called “per diem,” these are payments to directors for attending board meetings or other pre-approved events. The following chart displays the meeting stipend rate by agency, as well as the maximum number of days that it can be collected per month³:

Meeting Stipends Rates (by agency)		
Agency Name	Rate	# of payments/month
CWA	\$180/\$150	10
Fallbrook	\$100	10
Helix	\$200	10
Lakeside	\$125	2
Olivenhain	\$150	10
Otay	\$100	10
Padre Dam	\$117	10
Rainbow	\$150	2
Ramona	\$100	6
Santa Fe	\$200	10
Sweetwater	\$150	10
Vallecitos	\$150	10
Valley Center	\$100/\$50	10
Vista	\$189	10
Yuima	\$195/\$97.50	10

The CWA and 14 of its member agencies spent 51 percent (\$5.2 million) of their total perk expenditures on meeting stipends from January 2005 through July 2011.

On its own, the County Water Authority spent \$1.8 million on meeting stipends between January 2005 and June 2011. Because meeting stipends comprise the greatest portion of all perk expenditures, it may come as no surprise that the top four member agencies in total meeting stipends are also the top four spenders on all perks. These agencies’ stipends range from \$117-\$200 per day of meetings and are redeemable for up to 10 days per month.



Health, Dental, and Vision Benefits

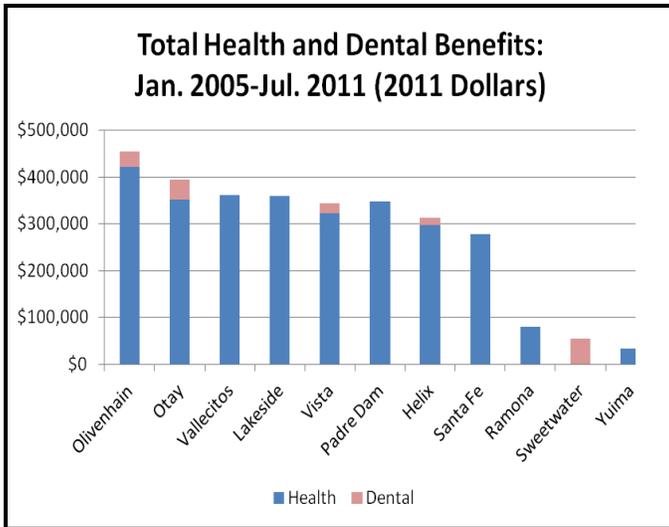
In addition, some member agencies extend health benefits, including dental and vision insurance as an option to their directors. At the Vista Irrigation District, the directors can receive health benefits but are required to pay contribute \$400 annually toward health care coverage for themselves and their dependents. All other districts that offer health coverage pay the full costs of the coverage. In a few exceptional cases, the dependents of directors are also offered fully-ratepayer-funded health coverage.

Of the 15 reviewed agencies in this report, ten pay for active directors to receive health benefits, accounting for 26 percent (\$2.7 million) of total perk expenditures from January 2005 through July 2011.

Under authorization from Section 53205 of the California Government Code, water districts may pay the premiums for health benefits of officers. Nine districts pay for their directors to receive health insurance, seven pay for dental insurance, two pay for vision insurance, and one pays for life insurance.⁴ From these benefits, the most costly are health and dental insurance.

³ The CWA pays its directors \$150 and its officers \$180 per meeting day. Valley Center and Yuima have a second tier for meetings less than four hours long.

⁴ Figures for Padre Dam combine health, dental, and life insurance. Ramona includes health, dental, and vision. Santa Fe and Yuima combine health and dental.



Most significantly, the top five spenders on health and dental insurance also offer partial or full coverage to one or more of the director’s dependents.

Other Post Employment Benefits (OPEB)

Section 53201 of the California Government Code authorizes directors to receive OPEB if they have both: a) served at least 12 years in office after January 1, 1981 and b) did not first take office after January 1, 1995. If these conditions are met, directors may receive paid coverage into retirement or stay enrolled in the same plan if it is self-funded. Of the 15 agencies reviewed, only Olivenhain Municipal Water District and Padre Dam Municipal Water District have former retired directors that qualify and receive retirement health benefits. Together, they have spent approximately \$224,300 since 2005.

Pension Benefits

In some cases, member agencies provide the same pension benefits to directors that they do to their regular employees through CalPERS. According to California Government Code 20322, directors are excluded from membership in CalPERS if they took office after July 1, 1994. As a result, the only directors eligible to receive pension benefits took office for the first time before this date. Lakeside Water District, Vallecitos Water District, and Vista Irrigation

District are the only agencies that are still paying for pension benefits. Altogether, these agencies have spent approximately \$69,000 on pension benefits since 2005. The following chart shows the benefit formulas used by each agency and the portion of the employee-paid member contribution (EPMC) paid by the director and the district:

District	Benefit Formula	Director pays:	District pays:
Lakeside	3% @ 60	4%	4%
Vista	3% @ 60	4.5% ⁵	0%
Vallecitos	3% @ 60	0%	8%

While directors at the Vista Irrigation District must pay the entire 4.5 percent employee contribution rate, the Lakeside Water District pays half of the employee’s 8 percent contribution, and the Vallecitos Water District picks up the entire 8 percent on behalf of the director.

Travel Reimbursements

An additional benefit offered to directors is the ability to receive reimbursements for costs incurred in the performance of official duties. Typically, travel reimbursements are provided for hotel and airfare expenses, meals, car mileage, and conference registration fees. For car mileage, directors receive reimbursements based on pre-established IRS rates. The rate for January-June 2011 was 51 cents per mile.

From January 2005 to July 2011, the CWA and the 14 member agencies in this study spent \$1.7 million on travel reimbursements. This comprises 16 percent of total perk expenditures.

There is a significant discrepancy between the amounts spent by agencies on travel reimbursements. For example, while the County Water Authority has spent \$487,000 on reimbursements since 2005, the Yuima Municipal Water District has only spent \$580. This variance can be explained by the amount of events that districts send their

⁵ The Vista Irrigation District’s contract with CalPERS has an employee contribution rate of 4.5%, unlike the 8% required at most other agencies.

directors to, as well as the fact that the County Water Authority has more directors with different responsibilities than at member agencies.

Recommendations

The results of this analysis demonstrate that board perk expenditures have increased by 14 percent since 2005. Although increases have not been substantial, taking the steps to reduce excess costs will prevent exorbitant spending on director perks in the future.

The following preventative measures should be considered in order to ensure that perk costs will be manageable in the coming years:

Evaluate per month maximum for meeting stipends: Currently, meeting stipends can be redeemed up to 10 times per month at most agencies. Events that qualify for meeting stipends differ across agencies. In addition, agencies rarely exceed two formal meetings per session. Districts should analyze how many meeting days are typically awarded per month and adjust the meeting stipend maximum, if appropriate. This would encourage districts to consolidate meetings on the same day in order to be the most efficient.

Require directors to contribute towards health benefit and pension plans: Health coverage is currently provided for directors at 10 of the 14 member agencies in this study at a cost of \$2.7 million since 2005. Also, the Vallecitos Water District pays the full 8% employee contribution rate for pension benefits. Eliminating the pension “pick up” as well as forcing directors to contribute towards their coverage will ensure that directors receive more sensible benefit packages.

Eliminate ratepayer funded dependent coverage: Given that directors do not work full-time, it makes little sense for their dependents to have health benefits paid for by ratepayer dollars. If dependents are allowed to enroll in the same benefit packages as directors, they should be responsible for paying the premiums. Since the top five spenders on health benefits offer dependent coverage to

some extent, eliminating this policy would produce instant reductions in expenditures at these agencies.

Adopt travel reimbursement recommendations to reduce costs and maintain transparency: SDCTA conducted a study in 2010 that examined the travel and expense reimbursement policies of public agencies in San Diego County. It includes 14 recommendations made to reduce costs and maintain transparency in all reimbursement transactions. For example, SDCTA suggests that all reimbursements be made in accordance with federal guidelines and rates. Also, transparency can be assured if agencies post reimbursement policies on their websites, enforce that reimbursements can only be obtained with original, itemized receipts, and include a full list of reimbursable items in its policies (see SDCTA’s “2010 Travel & Expense Reimbursement Policies of San Diego County Public Agencies” for the full list of recommendations).

Please refer to www.sdcta.org for the complete study and district-by-district analysis.

Board Member Perk Expenditures

Water Districts in San Diego County

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Executive Summary

This report focuses on perk expenditures for the Board of Directors at the **San Diego County Water Authority** (also known as **the County Water Authority, the Authority, or CWA**)¹ and at 14 of the CWA's 24 member agencies. The analysis reports on agencies whose Board of Directors consists of individuals that receive benefits and reimbursements only as directors of a water agency. For this reason, city-operated water agencies, including the Carlsbad Municipal Water District and the San Dieguito Water District, are not included in this report. Although the directors at water agencies in this study do not receive salaries, they are compensated in other ways, such as: **meeting stipends**, health, dental, and vision insurance while serving on the board, **Other Post Employment Benefits (OPEB)**, pension benefits, and reimbursements for costs incurred while traveling to and attending district-related meetings. The goal of this report is to track compensation costs for the Authority and its member agencies, and to identify opportunities to best control these expenses in the future. As water rates have continued to rise in recent years, water agencies should evaluate opportunities to best control costs moving forward. This analysis focuses on the time period from January 2005 through July 2011 for most agencies. Instances where districts reported data in a fiscal year format or on a different timetable are footnoted in the corresponding appendices.

From 2005-2010, perk expenditures at the 14 member agencies in this report increased by 14 percent, when adjusted for inflation. During the study period, these agencies spent \$7.9 million in compensation for their directors. From this total, 43 percent of their total perk expenditures (\$3.4 million) come from meeting stipends. On its own, the County Water Authority spent 79 percent of its overall perk expenditures (\$1.8 million) on meeting stipends. Since meeting stipends comprise the greatest cost of all perk expenditures, it may come as no surprise that the top four member agencies in total meeting stipends (Helix Water District, Vallecitos Water District, Padre Dam Municipal Water District, and Sweetwater Authority²) were also the top four spenders on all perks during the study period. These agencies' stipends range from \$117-\$200 per day of meetings, redeemable up to 10 days per month.³ Given the significance of these costs, SDCTA recommends evaluating the maximum number of days that a director can receive meeting stipends per month in order to best control future expenditures.

Furthermore, under authorization of California Government Code 53205,⁴ 10 of the 14 member agencies pay for their directors to receive health benefits while serving on the board.⁵ Directors at the County Water Authority are not eligible to receive health benefits. The 10 member agencies that pay for director health coverage spent \$2.7 million on these plans, accounting for 26 percent of total perk expenditures. In order to alleviate this burden, these agencies should hold directors responsible for at least contributing towards their health coverage. While most of the districts only provide coverage for directors, Lakeside

¹ Definitions for bolded terms can be found in the glossary at the end of the report.

² While all other member agencies have five directors, the Sweetwater Authority operates as a joint powers agency, and therefore has seven directors. This has a substantial impact on the ability to compare Sweetwater with other agencies, as they have two more directors to compensate.

³ It should be noted that the board at the Padre Dam Municipal Water District voted to reduce their meeting stipends by 10% from \$130 to \$117 in November 2011.

⁴ State of California. California Government Code, Section 53205.

⁵ Although the Vista Irrigation District offers health, dental, and vision insurance to its directors, these plans are self-funded by the directors themselves. These figures have been left out of the total calculations for health benefits because they are not funded by the district.

Water District, Olivenhain Municipal Water District, Otay Water District, Padre Dam Municipal Water District, and Vallecitos Water District pay a portion--or, in some cases, the whole amount--of the premiums for the director's dependents. Since board members do not work in a full-time capacity, eliminating ratepayer funded coverage for dependents would be a sensible way to reduce costs. For example, Ramona Municipal Water District offers its directors fully-paid health, dental, and vision insurance while active, but only offers dependent coverage if the director pays the premiums.

In addition to providing health benefits for active directors, Olivenhain Municipal Water District and Padre Dam Municipal Water District also pay for former retired directors to receive retiree health coverage. Although these districts have spent approximately \$224,000 on retiree health benefits in the study period, California Government Code 53201 limits Other Post Employment Benefits eligibility so that directors taking office after January 1, 1995 are not eligible to receive retiree health coverage⁶. Furthermore, three of the member agencies provide their directors with pension benefits through CalPERS. While directors at the Vista Irrigation District must pay the entire 4.5 percent contribution rate, the Lakeside Water District pays half of the director's 8 percent contribution, and the Vallecitos Water District picks up the entire 8 percent of the director's contribution. Similar to retiree health coverage, California Government Code 20322 disqualifies active directors from being eligible to enroll in CalPERS unless they took office before July 1, 1994⁷. Therefore, the directors that receive pension benefits took office before this date. In total, the Vista Irrigation District, Lakeside Water District, and Vallecitos Water District spent approximately \$69,000 on pension benefits during the study period. SDCTA recommends that the directors receiving pension benefits be required to contribute towards their coverage, eliminating the "pick up" where the district pays the full portion of the employee's expected contribution.

Lastly, the County Water Authority and the 14 member agencies in this study allow for directors to receive reimbursements for costs incurred while traveling to and participating in meetings and conferences. For the CWA, reimbursable expenses comprise 21 percent (\$487,000) of their overall perk expenditures since 2005. Similarly, the 15 member agencies spent 15 percent (\$1.2 million) of their overall perk expenditures on reimbursements during the study period. Seeing as all agencies in this study provide reimbursements for incidental expenses while on district business, ensuring that their reimbursement policies are cost-effective and transparent will guarantee that they do not pay directors incorrect amounts or approve reimbursements for inappropriate items. To this end, SDCTA recommends that all reimbursements be made in accordance with federal rates, that all agencies post their full reimbursement policies on their websites, and that reimbursements only be provided if directors provide original, itemized receipts (see SDCTA's "2010 Travel & Expense Reimbursement Policies of San Diego County Public Agencies" for the full list of recommendations).

⁶ State of California. California Government Code, Section 53201.

⁷ State of California. California Government Code, Section 20322.

Section I: Background

Regional Role of the San Diego County Water Authority

During World War II, San Diego's transformation into a military town effectively doubled the County's population over a six-year period. In response to the resulting increase in demand for water, the State Legislature established the San Diego County Water Authority (SDCWA) as a public agency in 1944⁸. Initially, the Authority imported its water supply from the **Metropolitan Water District (MWD)**, the agency that manages the flow of Colorado River water. As demand for water increased statewide, the MWD and 30 other public agencies started construction on the **State Water Project (SWP)**, a 444-mile aqueduct which transports water from Northern California to Southern California via the Sacramento-San Joaquin River Delta estuary. Upon its completion, the MWD purchased water from the State Water Project and sold it to the County Water Authority.

Today, the County Water Authority maintains five pipelines which transport water to San Diego County from the Metropolitan Water District and the State Water Project. Together, the MWD and the SWP provide approximately 80 percent of the County Water Authority's water supply. On the local level, the County Water Authority provides water services to its 24 member agencies, including six cities, five water districts, three irrigation districts, eight municipal water districts, one public utility district, and one federal agency (Camp Pendleton Marine Corps Base).⁹

Role of the Board of Directors

At the County Water Authority, the **Board of Directors** is responsible for determining the Authority's policies and ensuring they are enacted accordingly. Among the board's members are representatives from each of the member agencies that purchase water from the County Water Authority.¹⁰ In addition, the Board Chair appoints individuals to its five standing committees from among its 36 directors. These committees are: Administrative & Finance, Engineering and Operations, Imported Water, Legislative-Conservation and Outreach, and Water Planning.¹¹ By creating these individual committees, the County Water Authority aims to more efficiently address the issues it faces in supplying water services to ratepayers.

At the individual member agencies, the board usually consists of five directors who are elected by voters in the geographical districts they represent. As elected representatives, board members are held responsible for establishing policies that are responsive to their district's needs and for representing their district's interests if they are appointed to serve on the County Water Authority Board.

⁸ San Diego County Water Authority. "History." <http://www.sdewa.org/history>

⁹ Ibid

¹⁰ San Diego County Water Authority. "Board of Directors." <http://www.sdewa.org/board>

¹¹ San Diego County Water Authority. "Committees." <http://www.sdewa.org/board-committees>

Board of Directors Perks

While serving on the board, directors of the County Water Authority and its member agencies are entitled to receive a number of “perks” that compensate them for performing their duties. The most common perk paid to directors is known as a meeting stipend. Also referred to as “per diem,” these are payments that directors receive for each day of attendance at board meetings or other pre-approved events.

In addition, 10 of the 14 member agencies pay for director health insurance, including dental and vision coverage in some cases. At the Vista Irrigation District, the directors are responsible for paying \$400 toward health care coverage for themselves and their dependents. However, at all other water agencies in this report that offer health benefits, the agency will pay the premiums under authorization of California Government Code 53205. At Lakeside Water District, Olivenhain Municipal Water District, Otay Water District, Padre Dam Municipal Water District, and Vallecitos Water District, the dependents of directors are also eligible to receive health coverage, payable by the water agency.

Furthermore, Section 53201 of the California Government Code authorizes directors to receive Other Post Employment Benefits (OPEB) as long as they took office before January 1, 1995 and served at least 12 years after January 1, 1981. Therefore, no new directors will receive OPEB, and the directors that do must fit the above criteria. The only districts that are still paying for these benefits are the Olivenhain Municipal Water District and the Padre Dam Municipal Water District.

In some cases, member agencies of the Authority provide pension benefits through **CalPERS** under authorization of California Government Code 20322. In order to receive these benefits, directors must have taken office before July 1, 1994. The following table shows the benefit formulas used by each agency and the portion of the **employer paid membership contribution (EPMC)** paid by the director and the district:

District	Benefit Formula	Director pays:	District pays:
Lakeside	3% @ 60	4%	4%
Vista	3% @ 60	4.5% ¹²	0%
Vallecitos	3% @ 60	0%	8%

While directors at the Vista Irrigation District must pay the entire employee contribution, the Lakeside Water District pays half of the director’s 8 percent contribution, and Vallecitos picks up the entire portion. An additional perk enjoyed by directors is the ability to receive reimbursements for costs incurred in the performance of official duties. Typically, reimbursements are provided for travel expenses, meals, car mileage, and conference registration costs. In the case of **car mileage**, directors receive reimbursements based on pre-established IRS rates. The rate for January-June 2011 was set at 51 cents per mile.¹³

¹² The Vista Irrigation District’s contract with CalPERS has an employee contribution rate of 4.5%, unlike the 8% required at most other agencies.

¹³ Internal Revenue Service. “IRS Announces 2011 Standard Mileage Rates.” Dec. 3, 2010. <http://www.irs.gov/newsroom/article/0,,id=232017,00.html>

Section II: Methodology

This study was designed to identify and examine the various forms of compensation, or “perks,” that directors at water agencies receive for performance of their official duties. The analysis focuses on water agencies whose directors are not also city officials because directors at these districts receive benefits and reimbursements for their service as city representatives rather than as directors of a water agency (i.e. Carlsbad Municipal Water District and San Dieguito Water District, which are managed by the Carlsbad and Encinitas City Councils, respectively). Therefore, the study highlights the directors at the 14 member agencies that receive benefits and reimbursements based on their role as directors of a water agency. The information included focuses on calendar years 2005 through roughly July 2011 and was gathered by submitting requests in accordance with the California Public Records Act, as well as through e-mail correspondence with agency officials. While most agencies were able to submit yearly totals for each of the prescribed categories, others could only supply us with monthly or bi-weekly financial statements. In these cases, invoices were added together to yield yearly amounts. All data within this report has been confirmed with the individual agencies for accuracy and then adjusted for inflation based on the 2011 dollar. All data is therefore presented as adjusted totals rather than as raw figures.

Although records were requested on a calendar year basis, some agencies did not have the capability to report their finances in this manner and are thus reported and noted as being on a fiscal year basis. Also, while efforts were made to differentiate between the various types of travel reimbursements, some agencies did not have the ability to make these distinctions. In these cases, the category for “**travel reimbursements**” is marked with an asterisk to show that the category includes other types of reimbursements related to travel. If no asterisk is present, “travel reimbursements” should be taken to mean amounts reimbursed for airfare and hotel costs.

In addition, the County Water Authority lists the City of National City and the South Bay Irrigation District as individual member agencies, but they also exist as a **joint powers agency** known as the Sweetwater Authority. In this analysis, the Sweetwater Authority is reported as its own entity in order to reflect the partnership between the two individual member agencies. It should be further noted that the Rincon del Diablo Municipal Water District is not included in this study because it failed to provide us with records in a timely manner.

Section III: Key Findings & Recommendations

Key Findings

The following pages highlight the most common perks that the County Water Authority and its member agencies provide for their directors, as well as SDCTA's recommendations for how to most effectively curb board perk expenditures in the coming years. Percentages are included in addition to specific perk totals in order to demonstrate the significance of each perk relative to overall expenditures. As mentioned earlier, the study period for this analysis is from January 2005 through July 2011 for most agencies.

Totals From 2005-2011

- The amount spent on all perks by the 14 member agencies in this report totaled approximately \$7.9 million during the study period.
- During the study period, the County Water Authority provided its directors with approximately \$2.3 million in total perks.
- The total amount spent on all perks by the 14 member agencies in this study increased by 14 percent from roughly \$1.075 million to \$1.227 million between 2005 and 2010.
- Conversely, the total annual amount spent on all perks by the County Water Authority decreased by 12 percent from approximately \$411,000 to \$364,000 between 2005 and 2010.¹⁴
- The water agency with the highest perk expenditures during the study period is the Helix Water District at \$1.1 million.
- The water agency with the lowest perk expenditures during the study period is the Fallbrook Public Utilities District at \$43,500.

Meeting Stipends

- Taken together, the County Water Authority and 14 of its member agencies spent 51 percent of their total perk expenditures (\$5.2 million) on meeting stipends during the study period.
- The 14 member agencies of the County Water Authority in this analysis spent 43 percent of their total perk expenditures (\$3.4 million) on meeting stipends during the study period.
- The County Water Authority spent 79 percent of its total perk expenditures (\$1.8 million) on meeting stipends during the study period.

¹⁴ Yearly perk expenditures at the County Water Authority more or less stayed the same between 2005 and 2009, but dropped from \$363,724 to \$256,649 between 2009 and 2010.

Travel Reimbursements

- All of the member agencies in this study offer reimbursements for costs incurred while traveling to meetings and conferences. In total, they spent 16 percent of their total perk expenditures (\$1.2 million) on reimbursements during the study period.
- The County Water Authority spent 21 percent of its total perk expenditures (\$487,000) on travel reimbursements and car mileage during the study period.

Health Benefits for Active Directors

- 10 of the 14 member agencies pay for their active directors to receive health benefits. This almost always means health insurance, but sometimes includes health and dental coverage. These 10 agencies spent \$2.7 million on health benefits for active directors during the study period, equal to 26 percent of total perk expenditures.

OPEB and Pension Benefits

- Olivenhain Municipal Water District and Padre Dam Municipal Water District pay for directors to receive retirement health benefits if grandfathered in under previous laws. During the study period, these agencies spent 13 percent of their total expenditures (\$224,300) on retiree health benefits.
- Lakeside Water District, Vallecitos Water District, and Vista Irrigation District are the only agencies that offer pension benefits to their board members through CalPERS. They have spent three percent of their total expenditures (\$69,000) on these benefits in the period from January 2005-July 2011.
- The directors at all three of the agencies that offer pension benefits are enrolled in plans according to the 3% @ 60 formula.
- From the three districts that offer pension benefits, directors at the Vista Irrigation District must pay the full four and a half percent employee contribution, the Lakeside Water District pays half of the directors' eight percent contribution, and Vallecitos Water District picks up the entire eight percent.

Recommendations

The results of this analysis demonstrate that board perk expenditures have gradually increased since 2005. As mentioned earlier, a few agencies have already taken the necessary steps to control the amounts spent on their directors. Although the increase in costs has not been dramatic, taking the steps to reduce expenditures will ensure that these practices are curbed before they grow into a substantial problem. As a result, the following preventative measures should be considered in order to ensure that perk costs remain manageable in the coming years:

Evaluate per month maximum for meeting stipends: Currently, meeting stipends can be redeemed up to 10 times per month at most agencies. Events that qualify for meeting stipends differ across agencies. In addition, agencies rarely exceed two formal meetings per month. Since there are usually only two board meetings per month, districts should evaluate how many meeting days are typically awarded per month and adjust the meeting stipend maximum, if appropriate. This would encourage districts to consolidate meetings on the same day in order to be the most efficient.

Require directors to contribute towards health benefit and pension plans: Health coverage is currently provided for directors by 10 of the 15 water entities in this study at a cost of \$2.7 million since 2005. Also, the Vallecitos Water District pays the full eight percent employee contribution rate for pension benefits. Eliminating the pension “pick up” as well as requiring that directors contribute towards their coverage will ensure that directors receive sensible benefits relative to the work they are doing.

Eliminate ratepayer funded dependent coverage: In addition to providing coverage for its directors, Lakeside Water District, Olivenhain Municipal Water District, Otay Water District, Padre Dam Municipal Water District, and Vallecitos Water District also pay for dependent coverage to some extent. Given that directors do not work full-time, it makes little sense for their dependents to have their health benefits paid for by ratepayer dollars. If dependents are allowed to enroll in the same benefit packages as directors, they should be responsible for paying the premiums.

Adopt travel reimbursement recommendations to reduce costs and maintain transparency: In 2010, SDCTA conducted a study examining the travel and expense reimbursement policies of public agencies in San Diego County. Within it are 14 recommendations made to reduce costs and to maintain transparency in all reimbursement transactions. SDCTA suggests that all reimbursements be made in accordance with federal guidelines and rates. In addition, transparency can be assured if agencies post all reimbursement policies on their websites, enforce that reimbursements can only be obtained with original, itemized receipts, and include a full list of reimbursable items in its policies (see SDCTA’s “2010 Travel & Expense Reimbursement Policies of San Diego County Public Agencies” for the full list of recommendations).

Appendices

Appendix A details annual amounts spent on all perks at the County Water Authority and the 14 water agencies during the study period. Subsequent appendices detail the yearly and overall totals that each water agency has spent on perks for its directors in this time. Each section details the current board membership and its election procedures before expanding on the perks that are offered at that particular agency. Additionally, specific amounts spent on each perk and the totals for all perks are provided in a table at the end of each appendix. Keep in mind that these figures have been adjusted for inflation based on the 2011 dollar. Please note all details regarding board leadership is current as of November 2012.

List of San Diego Water Agencies Studied

1. San Diego County Water Authority
2. Fallbrook Public Utility District
3. Helix Water District
4. Lakeside Water District
5. Olivenhain Municipal Water District
6. Otay Water District
7. Padre Dam Municipal Water District
8. Rainbow Municipal Water District
9. Ramona Municipal Water District
10. Santa Fe Irrigation District
11. Sweetwater Authority (City of National City and South Bay Irrigation District)
12. Vallecitos Water District
13. Valley Center Municipal Water District
14. Vista Irrigation District
15. Yuima Municipal Water District

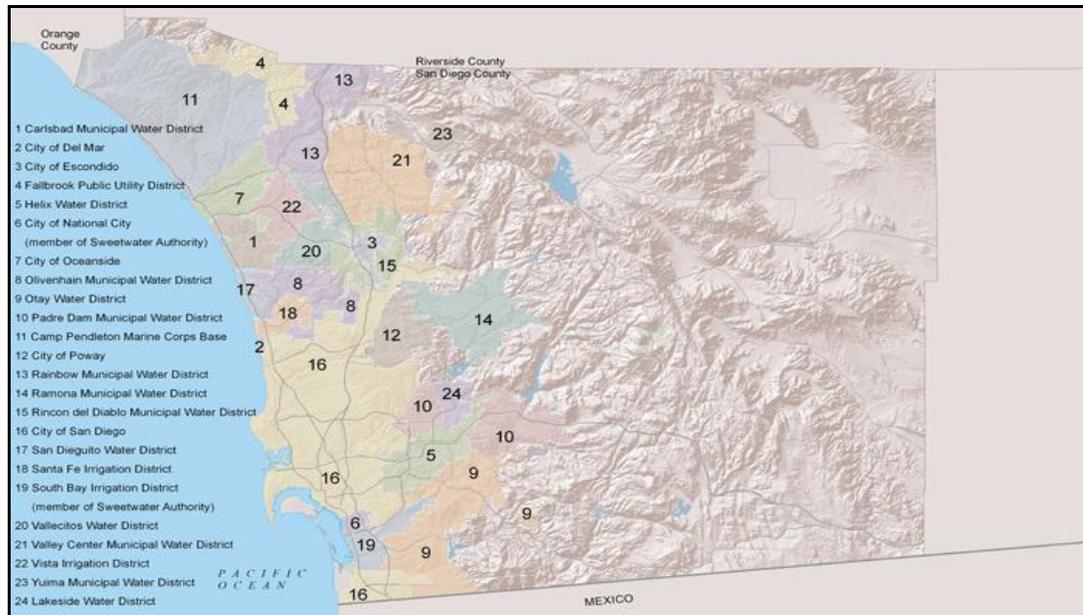
Appendix A: Total Expenditures on All Perks by Year

	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
County Water Authority	\$411,355.45	\$365,724.46	\$344,327.01	\$358,493.07	\$379,008.95	\$363,954.27	\$159,891.46	\$2,382,754.67
Fallbrook Public Utilities District	\$3,070.22	\$6,133.56	\$5,748.02	\$4,154.68	\$4,375.11	\$9,359.03	\$10,692.20	\$43,532.82
Helix Water District	\$156,521.69	\$155,061.56	\$169,993.22	\$191,565.55	\$179,527.25	\$183,839.14	\$88,919.45	\$1,125,427.86
Lakeside Water District	\$43,126.09	\$41,157.64	\$67,733.62	\$64,609.00	\$59,632.26	\$73,478.35	\$76,571.07	\$426,308.03
Olivenhain Municipal Water District	\$111,350.39	\$110,253.35	\$128,866.73	\$131,033.25	\$144,778.07	\$132,358.52	\$76,377.18	\$835,017.49
Otay Water District	\$74,938.17	\$85,421.97	\$80,020.29	\$97,493.48	\$94,225.69	\$83,148.33	\$90,305.07	\$605,553.00
Padre Dam Municipal Water District	\$125,401.96	\$110,347.05	\$150,308.61	\$154,022.87	\$174,721.89	\$152,957.71	\$81,995.96	\$949,756.05
Rainbow Municipal Water District	\$18,779.21	\$10,109.47	\$14,036.10	\$18,017.61	\$8,730.08	\$7,625.55	\$6,556.65	\$83,854.67
Ramona Municipal Water District	\$30,711.77	\$27,977.35	\$31,354.83	\$31,188.81	\$20,554.36	\$20,528.28	\$11,153.46	\$173,468.86
Santa Fe Irrigation District	\$50,662.33	\$77,108.68	\$93,893.15	\$85,388.00	\$94,474.77	\$98,039.31	\$98,807.08	\$598,373.32
Sweetwater Authority	\$155,592.43	\$157,813.07	\$153,534.15	\$156,733.76	\$121,703.48	\$110,802.16	\$80,961.78	\$937,140.84
Vallecitos Water District	\$174,799.54	\$148,447.18	\$136,350.93	\$127,491.96	\$154,954.41	\$150,276.93	\$100,586.12	\$992,907.07
Valley Center Municipal Water District	\$24,883.85	\$25,182.71	\$23,552.76	\$18,351.99	\$17,167.93	\$18,235.33	\$11,114.45	\$138,489.02
Vista Irrigation District	\$87,114.73	\$109,032.14	\$116,573.90	\$154,500.25	\$174,980.84	\$167,768.78	\$80,236.46	\$890,207.10
Yuima Municipal Water District	\$20,016.92	\$17,589.32	\$18,783.64	\$17,463.77	\$19,161.98	\$18,753.11	\$15,202.60	\$126,971.34
Total	\$1,488,324.75	\$1,447,359.51	\$1,535,076.96	\$1,610,508.05	\$1,647,997.07	\$1,591,124.80	\$989,370.99	\$10,309,762.14

*The year 2011 is complete through July for most districts. However, Lakeside Water District, Otay Water District, and the Santa Fe Irrigation District were only able to report their records in a fiscal year format. Therefore, their data is complete from Fiscal Year 2005 through Fiscal Year 2011.

Appendix B: San Diego County Water Authority

The San Diego Water Authority is comprised of 24 member agencies throughout San Diego County.



Membership

Current Board Leadership

Member	Organization Affiliation	Position
Thomas V. Wornham	City of San Diego	Chair
Richard Smith	Helix Water District	Vice Chair
Michael T. Hogan	Santa Fe Irrigation District	Secretary

Members

Total Board of Directors Membership-36

Path to Board Membership

The San Diego County Water Authority consists of 24 member agencies who appoint representatives to serve on the Water Authority's Board of Directors.¹⁵ The Water Authority's board members are therefore appointed by the member agencies. Who appoints the members at each member agency varies.

Board Member "Perk" Expenditures

Board Member "Perks" Policies

Board members of the County Water Authority are eligible for meeting stipends in the amount of \$150 per day of meetings, for up to 10 days per month. The Chair, Vice Chair, and Secretary, however, receive \$180 per day of meetings, also with a maximum of 10 days per month.¹⁶ In addition, the average amount

¹⁵ San Diego County Water Authority. "Organization." <http://www.sdcwa.org/organization>

¹⁶ San Diego County Water Authority. "Official Duties and Directors Compensation and Reimbursement." Oct. 27, 2011. P. 1, 3. <http://www.sdcwa.org/sites/default/files/files/who-we-are/Article02.pdf>

paid to each director for meeting stipends has been \$645 per month over the past two years.¹⁷ Board meetings take place once a month. Directors are not eligible for health, dental, or vision insurance both while active and into retirement. They are also not eligible for pension benefits. Travel costs, meals and car mileage are reimbursed when board members pay for them on the Authority's business.¹⁸

Board Member "Perk" Expenditures

The following table summarizes the SDCWA's perk expenditures from January 2005 through June 2011:

Table 1: County Water Authority Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$322,235.51	\$282,178.46	\$274,854.96	\$275,831.11	\$298,383.39	\$214,650.82	\$127,980.00	\$1,796,114.24
Health Benefits (Current Employee)	-	-	-	-	-	-	-	-
Dental Insurance (Current Employee)	-	-	-	-	-	-	-	-
Vision Insurance (Current Employee)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements**	\$55,590.03	\$56,164.59	\$41,717.41	\$48,247.25	\$45,861.18	\$24,480.83	\$17,949.71	\$290,011.00
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	\$33,529.91	\$27,381.40	\$27,754.63	\$34,414.71	\$34,764.38	\$24,822.63	\$13,961.75	\$196,629.41
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$411,355.45	\$365,724.46	\$344,327.01	\$358,493.07	\$379,008.95	\$263,954.27	\$159,891.46	\$2,282,754.66

*Figures are complete through June 2011.

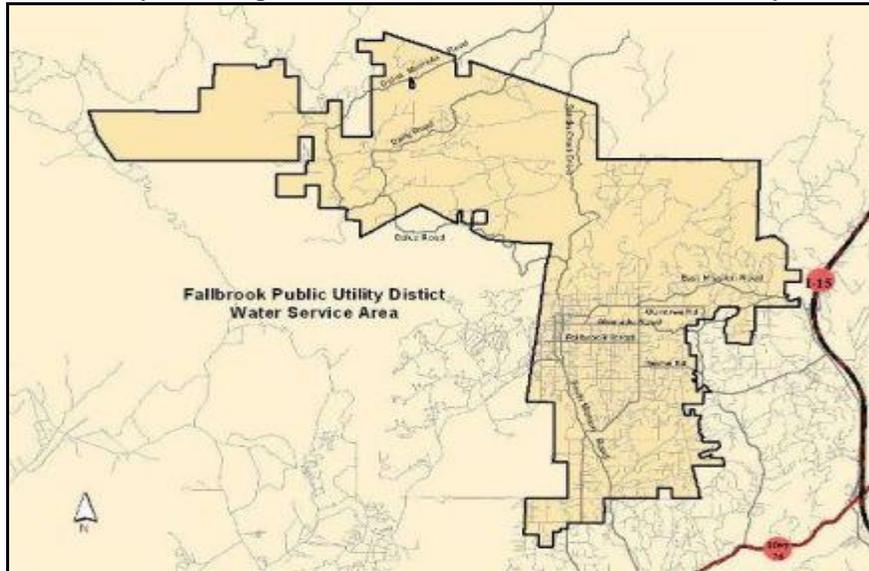
**Amounts include meal reimbursements and other out of pocket expenses.

¹⁷ E-mail correspondence with Rod Greek, Controller, San Diego County Water Authority. Mar 12, 2012.

¹⁸ San Diego County Water Authority. "Official Duties and Directors Compensation and Reimbursement." Oct. 27, 2011. P. 3-5. <http://www.sdcta.org/sites/default/files/files/who-we-are/Article02.pdf>

Appendix C: Fallbrook Public Utility District (FPUD)

The Fallbrook Public Utility District provides water and sewer services to the City of Fallbrook.



Membership

Current Board Leadership

Member	Position
Milt Davies	President, Div. 5
Bert Hayden	Vice President, Div. 1
Al Gebhart	Director, Div. 2
Don McDougal	Director, Div. 3
Archie McPhee	Director, Div. 4

Path to Board Membership

Directors are elected by the voters of the geographical districts that they serve to **staggered** four-year terms. The offices of president and vice president are chosen in an annual election by the existing board members.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Board members at the Fallbrook Public Utility District are eligible to receive meeting stipends in the amount of \$100 per day of attendance at pre-approved district meetings, for up to 10 meeting days per month. Prior to January 2010, the meeting stipend was \$40 per meeting day.¹⁹ Currently, board meetings are held once per month. Directors are not offered health, dental, or vision benefits both while they serve and into retirement. In addition, they are also not eligible to receive pension benefits through CalPERS.²⁰ However, lodging, transportation, meeting registration fees, and other incidentals incurred while on

¹⁹ Fallbrook Public Utility District. “Article 2: Organization of Board of Directors, Sec. 2.12.” <http://www.fpud.com/AdminCode/ARTICLE2-ORGBDOFDIR.pdf>

²⁰ E-mail correspondence with MaryLou Boultinghouse, Board Secretary, Fallbrook Public Utility District. Aug 15, 2011.

district-related business are eligible for reimbursement as long as original, itemized receipts are submitted upon return. Furthermore, meals are eligible for reimbursement with a maximum of \$47 per day.²¹

Board Member “Perk” Expenditures

The following table summarizes the FPUD’s expenses from January 2005 through August 15, 2011:

Table 2: Fallbrook Public Utility District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$2,517.64	\$3,408.81	\$2,423.88	\$3,167.36	\$3,542.88	\$9,050.49	\$10,290.00	\$34,401.05
Health Benefits (Current Employee)	-	-	-	-	-	-	-	-
Dental Insurance (Current Employee)	-	-	-	-	-	-	-	-
Vision Insurance (Current Employee)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements**	\$552.58	\$2,724.76	\$3,324.14	\$987.32	\$832.23	\$308.54	\$402.20	\$9,131.76
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	-	-	-	-	-	-	-	-
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$3,070.22	\$6,133.56	\$5,748.02	\$4,154.68	\$4,375.11	\$9,359.03	\$10,692.20	\$43,532.82

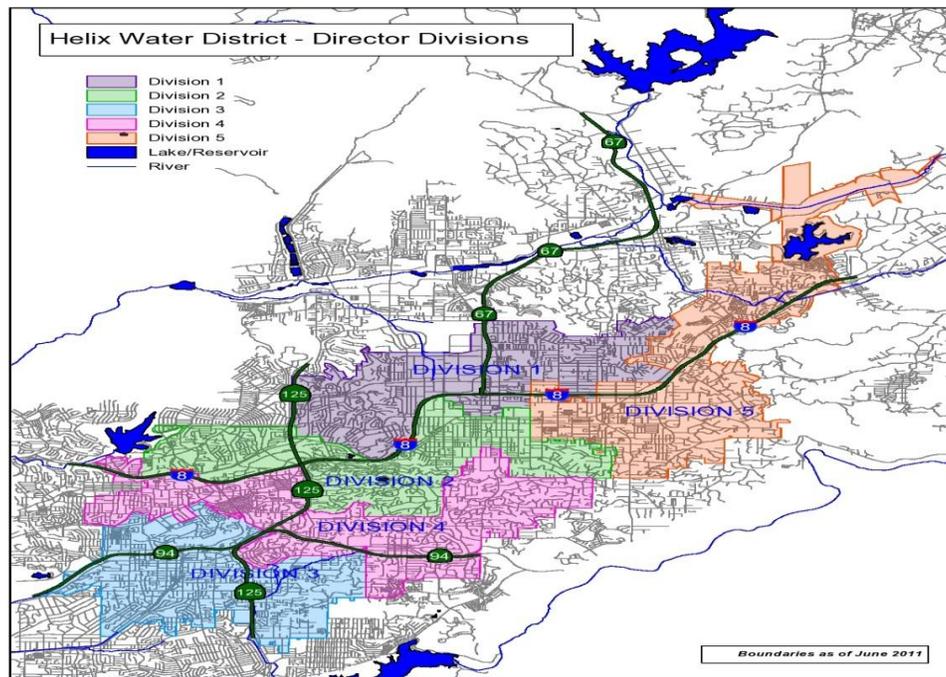
*2011 figures are through August 15, 2011.

**Travel reimbursements do not differentiate between conference registration fees, car mileage, meals, airfare, and hotel costs.

²¹ Fallbrook Public Utility District. “Article 12: Expenses Incurred on District Business, Sec. 12.1.”
<http://www.fpud.com/AdminCode/ARTICLE12-DISTTRAVELPOL.pdf>

Appendix D: Helix Water District (HWD)

The Helix Water District spans approximately 50 square miles and provides water services to the Cities of La Mesa, El Cajon, Lemon Grove, Spring Valley, and unincorporated areas surrounding El Cajon.



Membership

Current Board Leadership

Member	Position
De Ana R. Verbeke	President, Div. 2,
John B. Linden	Vice President, Div. 1
Charles W. Muse	Director, Div. 3
Kathleen Coates Hedberg	Director, Div. 4
Richard K. Smith	Director, Div. 5

Path to Board Membership

Directors are elected from within the geographical divisions that they serve for staggered four-year terms. President and vice president are elected by board resolution to two-year terms.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Board members are eligible for meeting stipends in the amount of \$200 per day of meetings, for up to 10 meeting days per month.²² Board meetings are held twice per month. Health, dental, and vision insurance are provided for board members, payable by the district while they are active on the board.²³ This

²² E-mail correspondence with Donna Bartlett-May, Board Secretary, Helix Water District. Jan 11, 2012.

²³ Ibid.

coverage does not extend into retirement. Also, board members are not eligible for pension benefits through CalPERS. While traveling on district business, car mileage, hotel, and airfare expenses are eligible for reimbursement. Meals are also eligible for reimbursement, as long as they do not exceed \$50.²⁴

Board Member “Perk” Expenditures

The following table summarizes the HWD’s expenses from January 2005 through July 2011:

Table 3: Helix Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$84,226.63	\$100,493.43	\$89,813.26	\$100,438.61	\$91,698.06	\$92,767.49	\$36,400.00	\$595,837.48
Health Benefits (Current Employee)	\$32,296.20	\$31,954.92	\$47,111.97	\$47,430.61	\$51,137.75	\$53,738.91	\$34,241.69	\$297,912.05
Dental Benefits (Current Employee)	\$1,921.47	\$1,858.29	\$1,868.81	\$1,926.17	\$1,926.41	\$2,978.52	\$1,765.12	\$14,244.78
Vision Benefits (Current Employee)	\$1,178.94	\$1,106.31	\$1,081.65	\$1,063.36	\$1,063.49	\$1,065.08	\$604.10	\$7,162.94
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements**	\$36,898.46	\$19,648.61	\$30,117.53	\$40,706.79	\$33,701.54	\$33,289.14	\$15,908.54	\$210,270.62
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	-	-	-	-	-	-	-	-
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$156,521.69	\$155,061.56	\$169,993.22	\$191,565.55	\$179,527.25	\$183,839.14	\$88,919.45	\$1,125,427.86

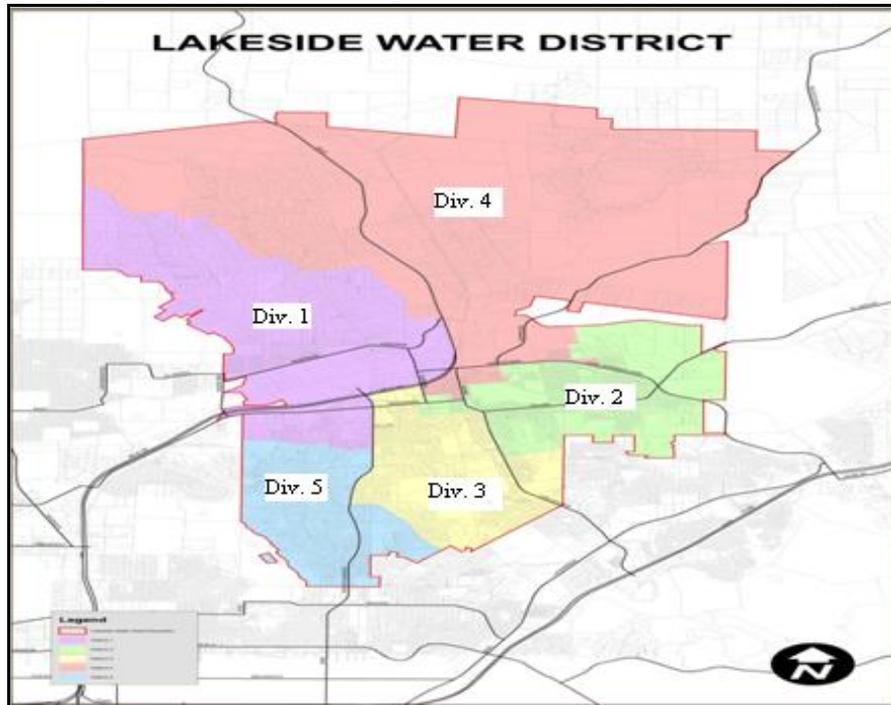
*Figures are through July 2011

**Total amount paid to board members for travel, car mileage, and meal reimbursements.

²⁴ Helix Water District. “Sec. 9.1-3, Board Officers.” Jan. 1, 2012. P. 186. <http://www.hwd.com/about/policies.pdf>

Appendix E: Lakeside Water District (LWD)

The Lakeside Water District serves approximately 14 square miles of the unincorporated community of Lakeside, including the areas of Eucalyptus Hills, Moreno Valley, Muth Valley and Wintergardens, with a population estimated at 35,000.



Membership

Current Board Leadership

Member	Position
Eileen Neumeister	Director, Div. 1
Pete Jenkins	Director, Div. 2
Frank Hilliker	Director, Div. 3
Bruce Robertson	Director, Div. 4
Steve Johnson	Director, Div. 5

Path to Board Membership

The board consists of five members chosen by voters from the five different geographical divisions that they represent. Board members serve four-year staggered terms.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Board members are eligible for meeting stipends in the amount of \$125 per day of attendance at pre-approved meetings, for up to two meeting days per month.²⁵ Board meetings are held once a month. With regards to director benefits, board members are eligible for health insurance which is paid entirely by the district (includes both director and dependent). Board members may continue to receive health benefits in retirement if they serve for at least 12 years and took office before January 1, 1995. At the moment, one active director will be eligible for post-retirement benefits if he wins re-election in 2013. Furthermore, board members are eligible to receive pension benefits through CalPERS if they first took office before July 1, 1994. Currently, one director receives benefits according to the 3% at 60 formula. Furthermore, the director pays half of the employee’s expected eight percent contribution, and the district picks up the other half. Mileage, lodging, and meals are not usually paid by the district because the Lakeside Water District is a relatively small district and rarely sends its directors to other meetings.²⁶

Board Member “Perk” Expenditures

The following table summarizes the LWD’s expenses from July 1, 2004 through June 30, 2011 (FY 2005-FY 2011*):

Table 4: Lakeside Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011	05-11 Total
Meeting Stipends	\$8,582.88	\$6,917.22	\$8,710.80	\$11,591.07	\$9,117.70	\$9,641.85	\$8,125	\$62,686.54
Health Benefits (Current Directors)	\$34,331.50	\$34,021.36	\$58,791.65	\$52,780.58	\$50,151.80	\$62,294.59	\$68,042.88	\$360,414.36
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	-
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	\$211.71	\$219.05	\$231.17	\$237.35	\$362.75	\$344.55	\$403.19	\$2,009.77
Travel Reimbursements	-	-	-	-	-	\$472.81	-	\$472.81
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	-	-	-	-	-	-	-	-
Conference Registration Reimbursements	-	-	-	-	-	\$724.55	-	\$724.55
Yearly Total	\$43,126.09	\$41,157.64	\$67,733.62	\$64,609.00	\$59,632.26	\$73,478.35	\$76,571.07	\$426,308.03

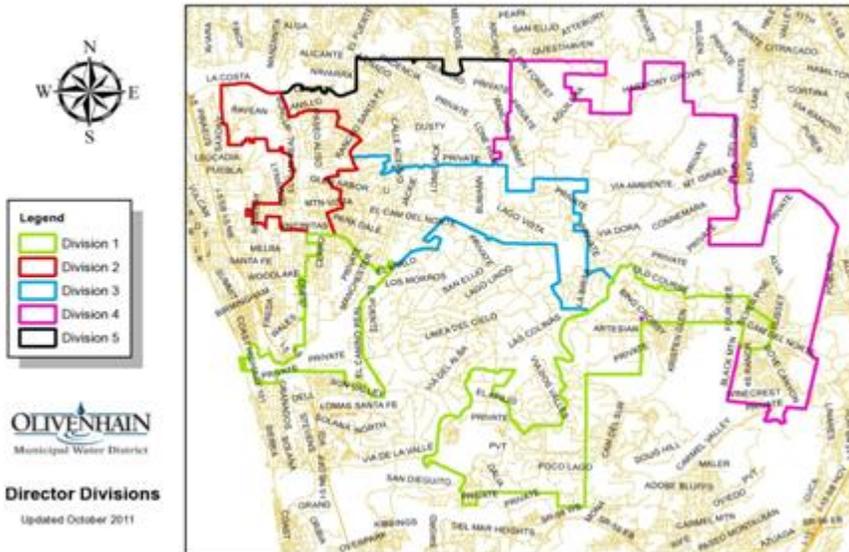
*Amounts are in fiscal year format. Figures are therefore complete for Fiscal Year 2011 ending June 30, 2011.

²⁵ E-mail correspondence with Jeanne Swaringen, Manager, Lakeside Water District. Jan 10, 2012.

²⁶ E-mail correspondence with Jeanne Swaringen, Manager, Lakeside Water District. Aug 10, 2011.

Appendix F: Olivenhain Municipal Water District (OMWD)

The Olivenhain Municipal Water District provides water services to lies within the northern region of San Diego County and includes portions of Encinitas, Carlsbad, San Diego, Solana Beach, San Marcos, and large portions of unincorporated areas such as 4S Ranch, Rancho Cielo, Rancho Santa Fe, Elfin Forest, and Santa Fe Valley.



Membership

Current Board Leadership

Member	Position
Larry Watt	President, Div. 2
Christy Guerin	Vice President, Div. 3
Edmund K. Sprague	Treasurer, Div. 5
Gerald E. Varty	Secretary, Div. 4
Robert F. Topolovac	Director, Div. 1

Path to Board Membership

Board members are elected by the voters within the geographical districts that they represent, serving four-year staggered terms. Board officers are then elected by the existing board at the January meeting in odd-numbered years. Those elected serve two-year terms.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Board members at the Olivenhain Municipal Water District are eligible for meeting stipends in the amount of \$150 for each day’s attendance at meetings or for each day’s service rendered as a director by

the request of the board, for up to 10 days per month.²⁷ Board meetings are held twice a month. Additionally, each director is offered a health insurance policy including dental insurance which is paid by the district. These plans cover their dependents as well. Although the district does not offer retiree health benefits to board members taking office after January 1, 1995, some former retired directors have been grandfathered in and continue to receive coverage paid by the district. Other than this, board members receive no other paid benefits and are not included in a pension plan through CalPERS.²⁸ Authorized travel expenses such as airfare, car mileage, car rentals, parking fees, lodging, and meals are eligible for reimbursement when a director pays for them on district-related business.²⁹

Board Member “Perk” Expenditures

The following table summarizes the OMWD’s expenses from January 2005 through August 5, 2011:

Table 5: Olivenhain Municipal Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$44,688.18	\$41,874.11	\$48,531.62	\$44,280.51	\$40,576.39	\$30,925.93	\$14,050.00	\$264,926.73
Health Benefits (Current Directors)	\$58,000.37	\$55,057.21	\$56,520.54	\$54,097.11	\$74,760.90	\$67,690.20	\$55,187.70	\$421,314.03
Dental Benefits (Current Directors)	\$1,581.54	\$4,126.65	\$8,018.92	\$6,110.45	\$4,456.43	\$6,571.07	\$3,045.70	\$33,910.75
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits**	-	-	\$4,619.71	\$18,404.65	\$19,635.76	\$22,495.69	\$3,617.92	\$68,773.73
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements	\$4,800.33	\$6,963.18	\$7,734.72	\$4,447.43	\$3,281.59	\$3,433.26	\$15.00	\$30,675.51
Meal Reimbursements	\$1,136.37	\$1,376.74	\$1,236.91	\$1,706.08	\$1,141.31	\$881.39	\$366.00	\$7,844.81
Car Mileage Reimbursements	\$1,143.61	\$855.48	\$2,204.31	\$1,987.02	\$925.68	\$360.99	\$94.86	\$7,571.94
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$111,350.39	\$110,253.35	\$128,866.73	\$131,033.25	\$144,778.07	\$132,358.52	\$76,377.18	\$835,017.50

*Figures are through August 5, 2011.

**Retirement health benefits are only available to directors with at least 12 years of service, and whose term of office started before January 1, 1995.

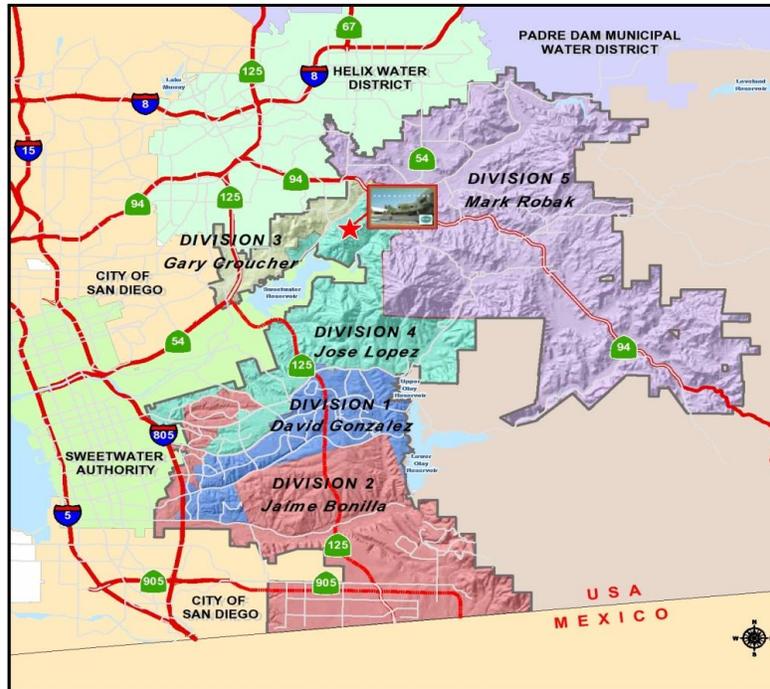
²⁷ Olivenhain Municipal Water District. “Administrative and Ethics Code, Sec. 2.1.” Feb. 9, 2011. P. 1.
http://olivenhain.com/files/docs/admin_code/Article%20%20Organization%20of%20Board%20of%20Directors.pdf

²⁸ E-mail correspondence with Kim Thorner, General Manager, Olivenhain Municipal Water District. Aug 30, 2011.

²⁹ Olivenhain Municipal Water District. “Administrative and Ethics Code, Sec. 19.4.” Aug. 25, 2010. P.3-4.
http://olivenhain.com/files/docs/admin_code/Article%2019%20Association%20Membership.pdf

Appendix G: Otay Water District (OWD)

The Otay Water District provides water services to approximately 125.5 square miles of Southeastern San Diego County, including the Cities of Spring Valley, La Presa, Jamul, Otay Ranch, and Otay Mesa.



Membership

Current Board Leadership

Member	Position
Jose Lopez	President, Div. 4
David Gonzalez, Jr.	Vice President, Div. 1
Gary D. Croucher	Treasurer, Div. 3
Mitchell Thompson	Director, Div. 2
Mark Robak	Director, Div. 5

Path to Board Membership

Directors are elected by voters in the five geographical divisions that they represent to four-year staggered terms. The president, vice president, and treasurer are elected by the existing board every January to one-year terms.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Directors receive \$100 for each day of attendance at board meetings and other pre-approved district events, for up to 10 days per month.³⁰ Board meetings are held once a month. While active, directors are eligible to receive health and dental insurance, paid by the district. These plans allow the district to pay for 100 percent of the director’s benefits plus 88 percent of his or her dependents.³¹ However, this coverage does not continue into retirement. Board members are also not eligible for pension benefits through CalPERS. In addition, lodging, airfare, mileage, and meals are reimbursed when board members pay for them on district business.³²

Board Member “Perk” Expenditures

The following table summarizes the OWD’S expenses from July 1, 2004 through June 30, 2011 (FY 2005-FY 2011*):

Table 6: Otay Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011	05-11 Total
Meeting Stipends	\$28,066.01	\$20,142.96	\$21,966.38	\$24,067.76	\$20,944.67	\$15,941.20	\$15,100.00	\$146,228.96
Health Insurance (Current Employee)	\$36,836.33	\$46,997.19	\$46,751.11	\$55,655.91	\$47,344.21	\$56,926.74	\$60,824.52	\$351,336.01
Dental Insurance (Current Employee)	\$4,629.81	\$5,951.51	\$5,818.86	\$6,308.13	\$6,308.66	\$7,329.41	\$7,126.56	\$43,472.94
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursement	\$2,022.30	\$5,684.69	\$2,251.65	\$4,723.66	\$11,105.72	-	\$2,317.11	\$28,105.12
Car Mileage Reimbursement	\$2,055.10	\$1,879.06	\$2,058.23	\$2,913.87	\$2,184.84	\$1,770.30	\$891.88	\$13,753.27
Conference Registration Reimbursement	\$1,328.63	\$4,766.56	\$1,174.06	\$3,824.16	\$6,337.60	\$1,180.68	\$4,045.00	\$22,656.69
Yearly Total	\$74,938.17	\$85,421.97	\$80,020.29	\$97,493.48	\$94,225.69	\$83,148.33	\$90,305.07	\$605,553.00

*Amounts are in fiscal year format. Figures are therefore complete for Fiscal Year 2011 ending June 30, 2011.

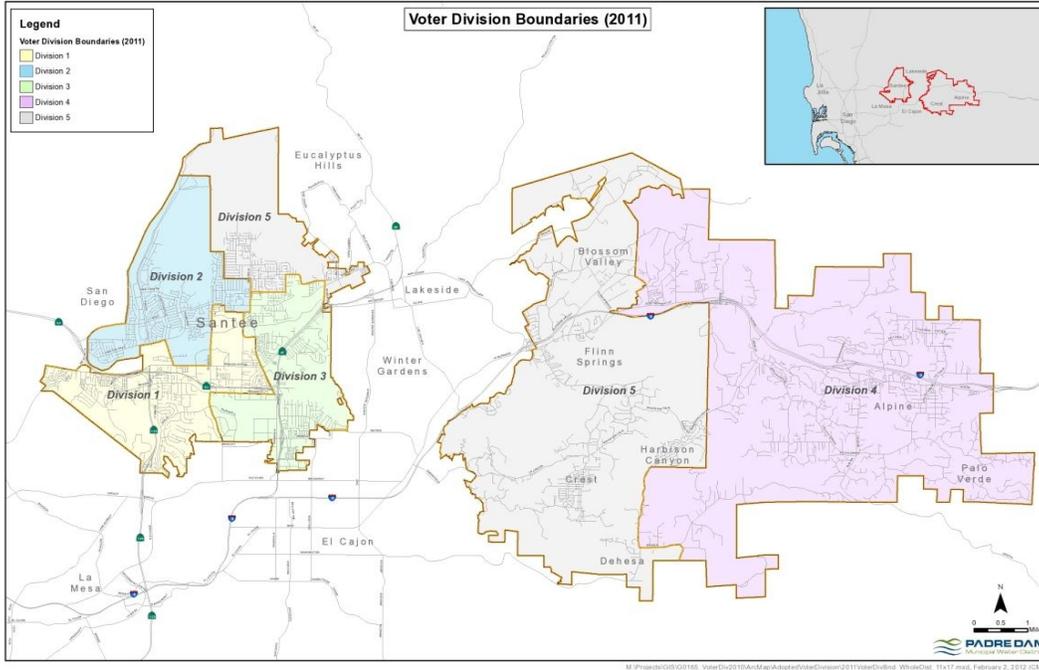
³⁰ Otay Water District. “Code of Ordinances: Directors Compensation, Reimbursement of Expenses and Group Insurance Rates.” Jul. 1, 2009. P. 213. <http://www.otaywater.gov/Otay/docs/CodeOrdBook.pdf>

³¹ E-mail correspondence with Susan Cruz, District Secretary, Otay Water District. Nov 23, 2011.

³² Otay Water District. “Code of Ordinances: Directors Compensation, Reimbursement of Expenses and Group Insurance Rates.” July. 1, 2009. P. 214-219. <http://www.otaywater.gov/Otay/docs/CodeOrdBook.pdf>

Appendix H: Padre Dam Municipal Water District (PDMWD)

The Padre Dam Municipal Water District provides water services to the Cities of Santee, Blossom Valley, Dehesa, Crest, Alpine, Harbison Canyon, Flinn Springs, and a small portion of Lakeside and El Cajon.



Membership

Current Board Leadership

Member	Position
William Pommering	President, Div. 3
August Caires	Vice President, Div. 4
Doug Wilson	Treasurer, Div. 1
Augie Scalzitti	Director, Div. 2
James Peasley	Director, Div. 5

Path to Board Membership

Directors are elected by voters within their geographical divisions, serving four-year staggered terms.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Directors receive \$117 for each day of attendance at meetings authorized in advance by the Board of Directors, for up to 10 days per month. This is a 10 percent reduction from the previous per diem of \$130, effective November 1, 2011.³³ Board meetings are held twice a month.³⁴ Directors and their eligible dependents may elect to receive health and dental benefits as paid by the district through a health and welfare plan. Any funds not selected for insurance may also be directed toward unreimbursed medical expenses. Retiree health benefits are not offered to directors whose term of office began after January 1, 1995. The district continues to pay for life and health insurance for directors who took office before this date, but their participation is reduced by 50% once they reach age 70. Additionally, board members are not eligible for pension benefits through CalPERS. However, they are reimbursed for “actual and necessary” expenses incurred in the performance of district duties, which includes but is not limited to travel, car mileage, airfare, meals, and hotel costs.³⁵

Board Member “Perk” Expenditures

The following table summarizes the PDMWD’s expenses from January 1, 2005 through August 5, 2011:

Table 7: Padre Dam Municipal Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$46,267.42	\$34,818.54	\$48,812.96	\$53,907.61	\$66,105.96	\$63,775.08	\$37,570.00	\$351,257.58
Health Benefits (Current Directors)**	\$46,109.50	\$43,941.53	\$61,521.00	\$56,612.37	\$61,896.19	\$55,358.13	\$21,996.00	\$347,434.71
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	-
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	\$29,447.69	\$29,678.94	\$26,320.87	\$23,393.24	\$20,692.08	\$16,047.49	9896.96***	\$155,477.27
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements****	\$3,577.34	\$1,908.05	\$13,653.78	\$20,109.60	\$26,027.66	\$17,777.01	\$12,533.00	\$95,586.44
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	-	-	-	-	-	-	-	-
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$125,401.96	\$110,347.05	\$150,308.61	\$154,022.82	\$174,721.89	\$152,957.71	\$81,995.96	\$949,756.00

*2011 figures are through August 5, 2011 unless otherwise noted.

**This figure includes total amounts for health, dental, and life insurance.

***2011 retiree health benefits are through December 31, 2011.

**** Does not differentiate between lodging, car mileage, meals, or conference registration fees.

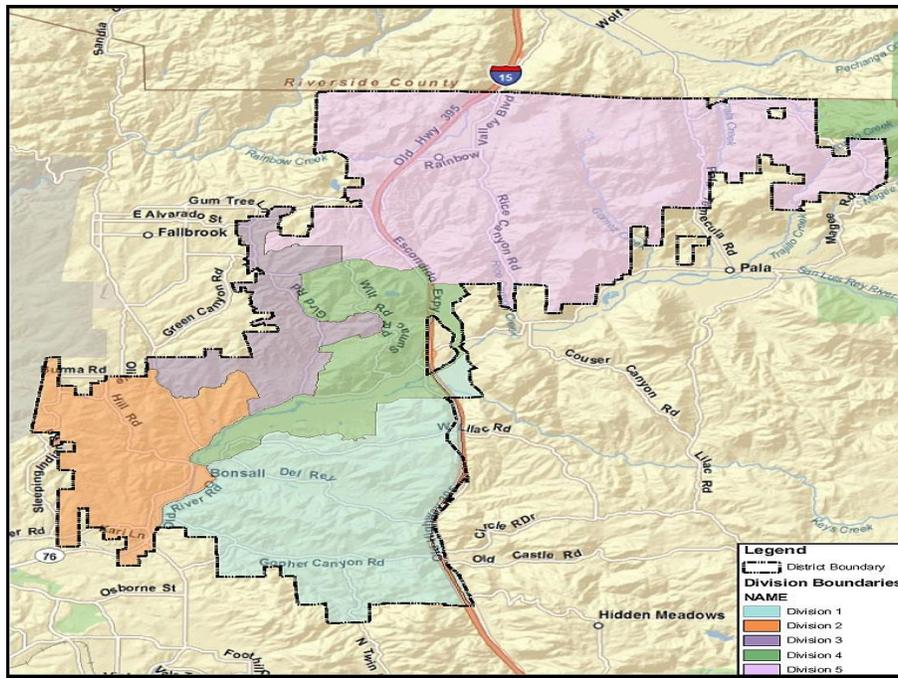
³³ E-mail correspondence with Amy Pederson, Board Secretary, Padre Dam Municipal Water District. Aug. 18, 2011.

³⁴ Padre Dam Municipal Water District. “Agendas & Minutes.” <http://www.padredam.org/boardagenda.htm>

³⁵ E-mail correspondence with Amy Pederson, Board Secretary, Padre Dam Municipal Water District. Aug. 18, 2011.

Appendix I: Rainbow Municipal Water District (RMWD)

The Rainbow Municipal Water District provides water service to the unincorporated communities of Rainbow, Bonsall, Oceanside, and parts of Fallbrook.



Membership

Current Board Leadership

Member	Position
George McManigle	President, Div. 3
Dennis Sanford	Vice President, Div. 5
Helene Brazier	Secretary, Div. 1
Jack Griffiths	Director, Div. 2
Bob Lucy	Director, Div. 4

Path to Board Membership

Directors are elected by voters within their geographical divisions, serving for four-year staggered terms.³⁶

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Directors receive \$150 for each day of attendance at meetings, for up to two meeting days per month.³⁷ Board meetings are held once a month.³⁸ Directors do not receive any health or dental benefits but may

³⁶ Rainbow Municipal Water District. “Governance.” 2008. <http://www.rainbowmwd.com/governance.html>

pay for their own insurance with the district’s provider. Also, no retiree health benefits are offered and directors do not receive pension benefits through CalPERS. Car mileage accrued while traveling on business is eligible for reimbursement. Airfare is also eligible for reimbursement but must be approved by the board. Directors may also be reimbursed for meals, but this is rare and therefore does not represent a substantial portion of the travel reimbursements.³⁹

Board Member “Perk” Expenditures

The following table summarizes the RMWD’s expenses from January 2005 through August 5, 2011:

Table 8: Rainbow Municipal Water District Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$17,852.38	\$9,794.79	\$13,796.61	\$17,660.11	\$8,284.09	\$7,404.94	\$6,150.00	\$80,942.93
Health Benefits (Current Directors)	-	-	-	-	-	-	-	-
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	-
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements**	\$926.82	\$314.68	\$239.49	\$357.51	\$446.00	\$220.61	\$406.65	\$2,911.75
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	-	-	-	-	-	-	-	-
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$18,779.21	\$10,109.47	\$14,036.10	\$18,017.61	\$8,730.08	\$7,625.55	\$6,556.65	\$83,854.68

*2011 data through August 5, 2011.

**Travel figures do not differentiate between airfare, car mileage, and meal reimbursements.

³⁷ Rainbow Municipal Water District. “Board Compensation and GM Salary.”

<http://www.rainbowmwd.com/Uploads/Board%20Compensation%20and%20GM%20salary.pdf>

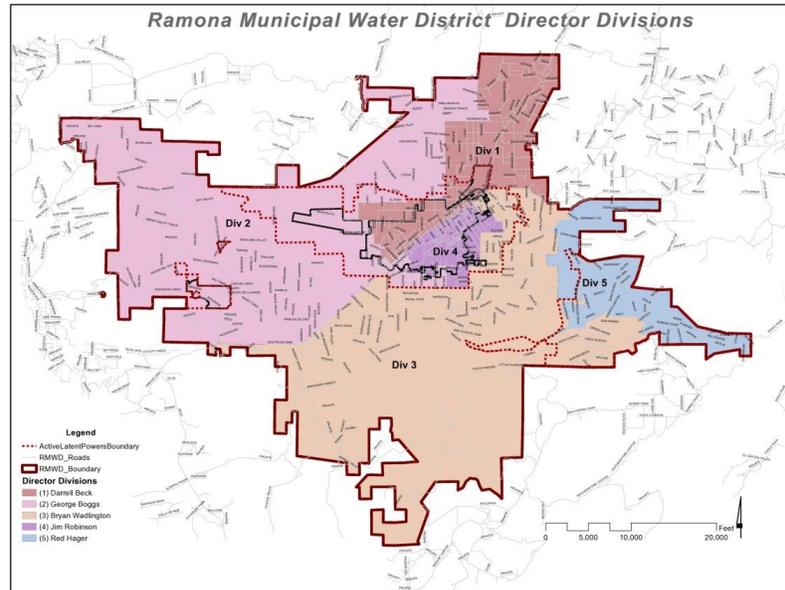
³⁸ Rainbow Municipal Water District. “Governance.” 2008. <http://www.rainbowmwd.com/governance.html>

³⁹ Rainbow Municipal Water District. “Board Compensation and GM Salary.”

<http://www.rainbowmwd.com/Uploads/Board%20Compensation%20and%20GM%20salary.pdf>

Appendix J: Ramona Municipal Water District (RMWD)

The Ramona Municipal Water District serves a 75 square mile area that covers the unincorporated community of Ramona in Northeastern San Diego County.



Membership

Current Board Leadership

Member	Position
Darrell Beck	President, Div. 1
Joe Zenovic	Vice President, Div. 4
George Foote	Secretary, Div. 5
Rex Schildhouse	Treasurer, Div. 3
Kit Kesinger	Director, Div. 2

Path to Board Membership

Ramona Municipal Water District is governed by a five-member Board of Directors that serves four-year staggered terms, representing five geographical divisions. At the first meeting every January, elections are held among the board to select its officers. Each director holds their position for one year.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Each director receives \$100 for each day of attendance at pre-approved meetings, for up to six meeting days per month. Board meetings are held twice a month. In 2012, the board voted to move one of its board meetings from 4:30PM to either 1 or 1:30PM. This schedule change will save the district money by

not having to pay salaried employees overtime at the Ramona Community Center. Prior to **June 1, 2012**, the Ramona Municipal Water District offered its active directors health, dental, and vision insurance, paid entirely by the district. Currently, the district gives directors the option to maintain their enrollment in the district's health benefit plans if they pay the costs. Their dependent may also be added to the plan, but at their own cost. No retirement health benefits, including pensions, are offered to directors.⁴⁰ However, car mileage accrued by board members while traveling to pre-authorized meetings and events is eligible for reimbursement upon return.⁴¹

Board Member "Perk" Expenditures

The following table summarizes the RMWD's expenses from January 2005 through August 5, 2011:

Table 9: Ramona Municipal Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$17,051.31	\$13,281.07	\$14,824.60	\$13,440.44	\$12,816.89	\$12,341.57	\$6,800.00	\$90,555.88
Health Benefits (Current Directors)**	\$13,514.18	\$14,579.96	\$16,185.93	\$17,387.86	\$7,298.47	\$7,799.45	\$4,114.96	\$80,880.81
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	-
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements	-	-	-	-	-	-	-	-
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	\$146.28	\$116.32	\$344.30	\$360.51	\$439.00	\$387.26	\$238.50	\$2,032.16
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$30,711.77	\$27,977.35	\$31,354.83	\$31,188.81	\$20,554.36	\$20,528.28	\$11,153.46	\$173,468.86

*2011 data is through August 5, 2011.

**Includes health, dental, and vision insurance. Does not include payroll expenses.

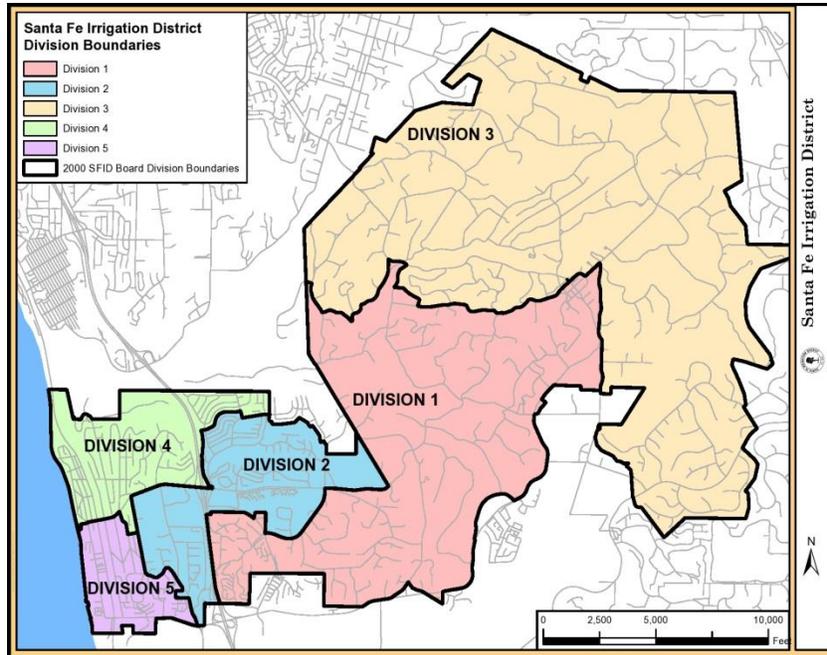
⁴⁰ E-mail correspondence with Annette Finley, Human Resources Manager, Ramona Municipal Water District. Nov 2, 2011 and Dec 1, 2011.

⁴¹ Ramona Municipal Water District. "RMWD Code, Sec. 2.08.140, Item F." P. 13-14.

<http://www.rmwd.org/files/PDF/Board%20Documents/RMWD%20LEGISLATIVE%20CODE%20updated%202011.10%20expt%20for%20fire%205.04.pdf>

Appendix K: Santa Fe Irrigation District (SFID)

The Santa Fe Irrigation District provides water service to the City of Solana Beach and the communities of Rancho Santa Fe and Fairbanks Ranch.



Membership

Current Board Leadership

Member	Position
Michael Hogan	President, Div. 4
Kenneth Dunford	Vice President, Div. 1
John Ingalls	Director, Div. 3
Robert Irvin	Director, Div. 2
Andy Menshek	Director, Div. 5

Path to Board Membership

Directors are elected by voters within their geographical districts to four-year staggered terms. A president and a vice-president are elected from the existing board in December of even-numbered years.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Directors receive \$200 for each day attending authorized meetings and conferences, for up to 10 days per month. Board meetings are held once a month. All board members are eligible to receive the same health

and dental insurance offered to regular employees, payable by the district.⁴² This coverage does not continue once the director retires from the board. Also, the Santa Fe Irrigation District does not provide its directors with pension benefits through CalPERS.⁴³ Travel costs, car mileage, and office supplies are eligible for reimbursement when paid for on district business.⁴⁴

Board Member “Perk” Expenditures

The following table summarizes the SFID’s expenses from July 1, 2004 through June 30, 2011 (FY 2005-FY 2011*):

Table 10: Santa Fe Irrigation District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011	05-11 Total
Meeting Stipends	\$30,486.38	\$34,265.16	\$48,001.40	\$36,466.30	\$40,222.10	\$43,401.20	\$33,000	\$265,842.54
Health Benefits (Current Directors)**	\$17,634.24	\$35,942.03	\$38,620.39	\$40,341.63	\$44,810.40	\$41,893.49	\$58,215.38	\$277,457.56
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	-
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements***	\$1,750.72	\$4,140.52	\$3,613.22	\$5,097.71	\$5,012.31	\$8,208.66	\$3,974.65	\$31,797.79
Meal Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursements	\$390.11	\$1,043.39	\$1,605.60	\$1,444.59	\$1,362.40	\$1,551.17	\$1,028.63	\$8,425.90
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Phone and Fax Reimbursements	\$400.88	\$1,717.59	\$2,052.54	\$2,037.78	\$3,067.55	\$2,984.79	\$2,588.42	\$14,849.54
Yearly Total	\$50,662.33	\$77,108.68	\$93,893.15	\$85,388.00	\$94,474.77	\$98,039.31	\$98,807.08	\$598,373.32

*Amounts are in fiscal year format. Figures are therefore complete for Fiscal Year 2011 ending June 30, 2011. It should be noted that data from July 1, 2004-December 31, 2004 was compiled using the meeting schedule provided by the SFID, therefore some assumptions were made in the calculations.

**“Health Benefits” is a combined figure that includes both health and dental insurance.

*** “Travel Reimbursements” does not distinguish between airfare, hotel, and conference registration costs.

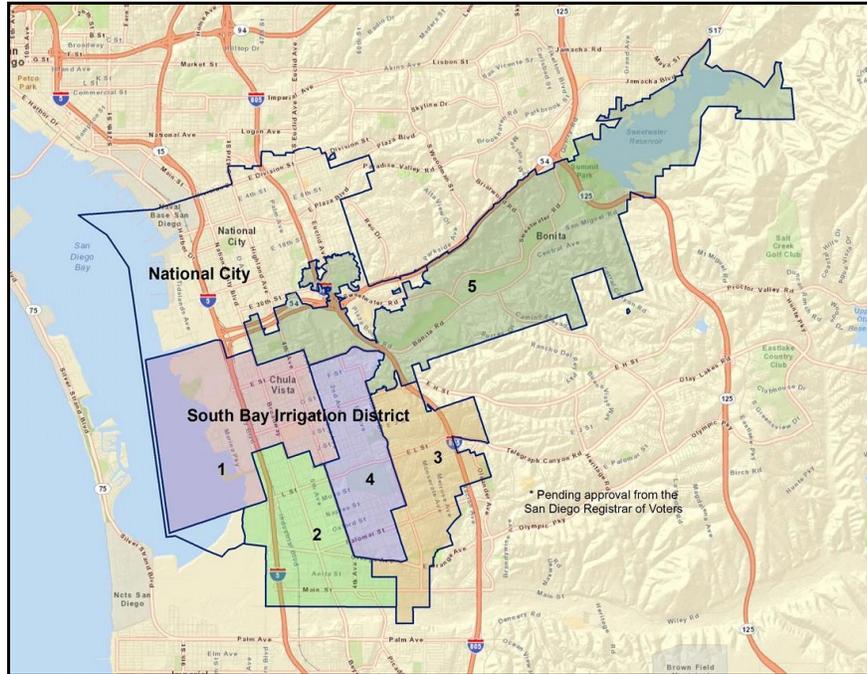
⁴² Santa Fe Irrigation District. “Administrative Code, Sec. 4.1.1, Sec. 4.1.4, Sec. 5.11, Sec. 4.4.1, Sec. 5.12.” Sep. 2011. P. 7-9, 18-19. <http://www.sfidwater.org/docs/ADMIN%20CODE%202009-15-11.pdf>

⁴³ E-mail correspondence with Kim Johnson, Board Secretary, Santa Fe Irrigation District. Aug 8, 2011.

⁴⁴ Santa Fe Irrigation District. “Administrative Code, Sec.5.13.” Sep. 2011. P. 19-21. <http://www.sfidwater.org/docs/ADMIN%20CODE%202009-15-11.pdf>

Appendix L: Sweetwater Authority (SA)

The Sweetwater Authority is a joint powers agency formed by an agreement between the South Bay Irrigation District (SBID) and the City of National City. It provides water services to the Cities of National City, Bonita, and the western and central parts of Chula Vista.



Membership

Current Board Leadership

Member	Position
Ron Morrison	Board Chair, National City
Jose Preciado	President, Div. 3, SBID
Maria Rubalcaba	Vice President, Div. 2, SBID
Jess Van Deventer	Director, National City
Bud Pocklington	Director, Div. 1, SBID
Terry Thomas	Director, Div. 4, SBID
Margaret Welsh	Director, Div. 5, SBID

Path to Board Membership

Five of the directors are elected by the voters of the South Bay Irrigation District according to geographical division. The remaining two directors are appointed by the Mayor of National City, subject to City Council confirmation. Directors serve four-year staggered terms.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Directors receive \$150 for each day attending board meetings, meetings for committees established by the board, and other pre-approved events, for up to 10 days per month.⁴⁵ Board meetings are held twice a month. Board members are eligible for dental insurance, payable by the board, for as long as they are active on the board. These benefits are then discontinued when a board member is no longer serving. No medical and vision insurance is provided. Also, Sweetwater Authority does not offer any pension benefits to board members through CalPERS. Board members are reimbursed for travel, car mileage, meals, and meeting registration costs when they incur these expenses in the performance of official duties.⁴⁶

Board Member “Perk” Expenditures

The following table summarizes the Sweetwater Authority’s expenses from January 2005- July 2011:

Table 11: Sweetwater Authority Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$107,114.30	\$107,078.62	\$98,686.37	\$102,209.84	\$82,997.16	\$70,809.78	\$46,500.00	\$615,396.07
Health Benefits (Current Directors)	-	-	-	-	-	-	-	-
Dental Benefits (Current Directors)	\$8,285.43	\$6,332.99	\$6,661.37	\$6,923.39	\$7,573.87	\$9,005.70	\$9,279.84	\$54,062.59
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements	\$13,376.10	\$16,929.76	\$23,647.74	\$22,396.31	\$12,056.21	\$13,104.67	\$14,484.99	\$115,995.79
Meal Reimbursements	\$1,407.64	\$507.58	\$1,325.81	\$1,175.01	\$688.04	\$541.71	\$281.66	\$5,927.44
Car Mileage Reimbursement	\$1,728.24	\$2,670.28	\$1,396.89	\$1,983.78	\$1,344.87	\$1,026.80	\$695.29	\$10,846.14
Conference Registration Reimbursement	\$23,680.73	\$24,293.84	\$21,815.96	\$22,045.44	\$17,043.33	\$16,313.50	\$9,720.00	\$134,912.82
Yearly Total	\$155,592.43	\$157,813.07	\$153,534.15	\$156,733.76	\$121,703.48	\$110,802.16	\$80,961.78	\$937,140.84

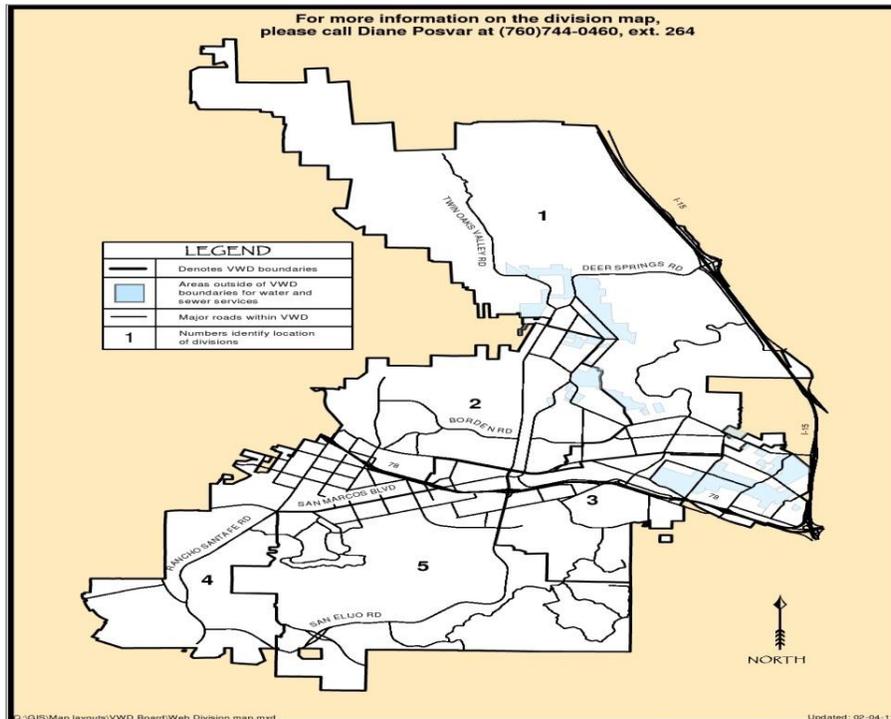
*2011 figures are through July 2011

⁴⁵ E-mail correspondence with Janet Gonzalez, Board Secretary, Sweetwater Authority. Nov 17, 2011.

⁴⁶ E-mail correspondence with Janet Gonzalez, Board Secretary, Sweetwater Authority. Nov 17, 2011.

Appendix M: Vallecitos Water District (VWD)

The Vallecitos Water District provides services to the Cities of San Marcos, Lake San Marcos, and portions of Carlsbad, Escondido, and Vista.



Membership

Current Board Leadership

Member	Position
Darrell Gentry	President, Div. 5
Tim Shell	Vice President, Div. 1
Jim Hernandez	Director, Div. 2
Jim Poltl	Director, Div. 3
Margaret Ferguson	Director, Div. 4

Path to Board Membership

Board members are elected to staggered four-year terms by voters within the five geographical districts that they represent, with the offices of president and vice president rotating annually.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Each Director receives per diem compensation in the amount of \$150 for each attended board meeting or for each day’s service rendered as a director by request of the board, not to exceed a total of 10 days in

any calendar month.⁴⁷ Board meetings are held twice a month. Board members are eligible to receive health insurance that is paid by the district while active on the board. Retiree health benefits are offered to those eligible until age 65 vested at 100 percent of medical premiums (board member plus dependent) as limited for board members after 15 years of service, 66 percent after 10 years of service, and 33 percent after 5 years. Directors do not receive pension benefits unless grandfathered in under previous laws. Currently, only one board member is eligible for pension benefits through CalPERS at the 3% at 60 formula. In this plan, the district picks up the full employee contribution rate of 8 percent. Reimbursements are offered for “reasonable and necessary expenses” incurred while attending board meetings and pre-approved district events including meals, conference registration, car mileage, and other travel costs.⁴⁸

Board Member “Perk” Expenditures

The following table summarizes the VWD’s expenses from January 2005 through August 9, 2011:

Table 12: Vallecitos Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$76,902.57	\$58,436.71	\$54,374.89	\$51,417.49	\$65,153.55	\$64,301.65	\$33,822.00	\$404,408.87
Health Benefits (Current Directors)**	\$46,107.49	\$55,904.04	\$51,108.07	\$52,871.80	\$59,038.40	\$57,582.53	\$38,208.54	\$360,820.87
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	-
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	\$3,369.09	\$2,774.52	\$2,526.53	\$1,773.87	\$1,517.38	\$2,186.65	\$876.89	\$15,024.93
Travel Reimbursements	\$21,937.39	\$17,933.03	\$12,022.14	\$11,152.96	\$14,484.28	\$12,391.93	\$19,719.87	\$109,641.59
Meal Reimbursements	\$1,148.65	\$758.94	\$559.76	\$210.11	\$289.17	\$247.70	\$747.82	\$3,962.15
Car Mileage Reimbursements	-	-	-	-	-	-	-	-
Conference Registration Reimbursements	\$25,334.36	\$12,639.95	\$15,759.52	\$10,065.74	\$14,471.62	\$13,566.47	\$7,211.00	\$99,048.67
Yearly Total	\$174,799.54	\$148,447.18	\$136,350.93	\$127,491.96	\$154,954.41	\$150,276.93	\$100,586.12	\$992,907.07

*2011 figures are through August 9, 2011.

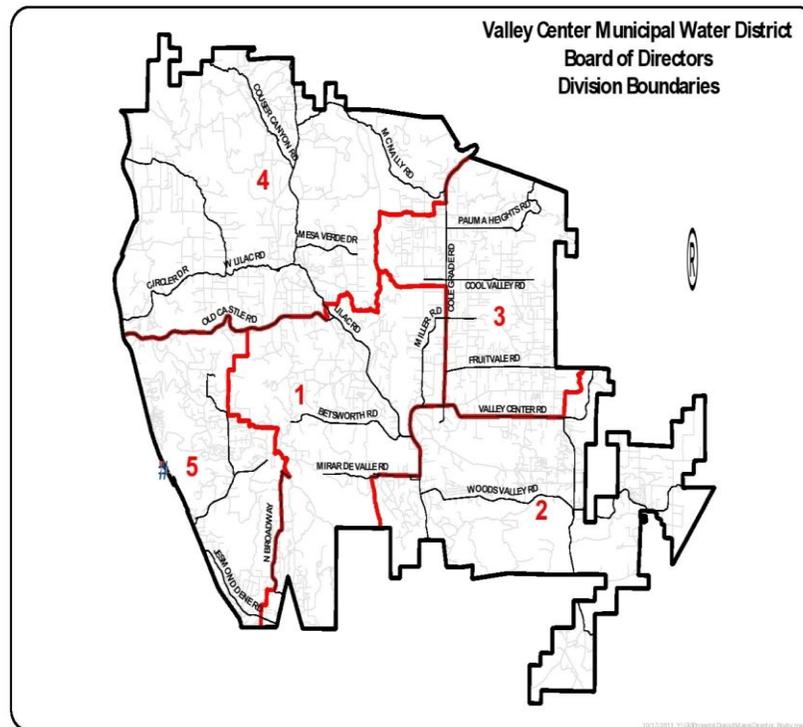
**Health benefits figures do not include payroll expenses.

⁴⁷ Vallecitos Water District. “VWD General Manager and Board of Directors Compensation and Benefits.” <http://www.vwd.org/uploads/benefits%20summary.pdf>

⁴⁸ E-mail correspondence with Dennis O. Lamb, General Manager, Vallecitos Water District. Aug 25, 2011.

Appendix N: Valley Center Municipal Water District (VCMWD)

The Valley Center Municipal Water District serves approximately a 100 square mile area, including the unincorporated communities of Valley Center and Hidden Meadows. VCMWD provides water, wastewater and recycled water services in its service area.



Current Board Leadership

Member	Position
Gary Broomell	President, Div. 3
Robert Polito	Vice President, Div. 1
Merle Aleshire	Director, Div. 5
C.W. Stone, Jr.	Director, Div. 4
Randy Haskell	Director, Div. 2

Path to Board Membership

The five directors are elected by voters within the geographical districts that they serve to four-year staggered terms. The board elects a president and a vice president at the first meeting of odd-numbered years to two year terms.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Directors receive \$100 for each day attending pre-approved meetings and \$50 for each day attending meetings less than four hours. Directors can be compensated for a maximum of 10 meeting days per month. Board meetings are held twice a month. No benefits are provided for directors by the district. They may, however, purchase benefits through the district’s group programs at the director’s expense. In addition, directors do not participate in CalPERS and do not receive any retiree benefits funded by the district. However, directors are reimbursed at the federal IRS mileage rate up to the cost of airfare or the cost of car mileage for district business travel. Additionally, directors are eligible to be reimbursed for meal expenses, car mileage, meeting registration costs, hotel stays, and airfare costs while traveling on district business.⁴⁹

Board Member “Perk” Expenditures

The following table summarizes the VCMWD’s expenses from January 2005 through June 2011:

Table 13: Valley Center Municipal Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$14,018.70	\$14,498.50	\$15,149.22	\$11,669.22	\$10,941.25	\$11,518.80	\$7,000.00	\$84,795.69
Health Benefits (Current Directors)	-	-	-	-	-	-	-	-
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	-
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	-
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursement**	\$10,776.04	\$10,684.21	\$8,295.33	\$6,682.77	\$2,856.78	\$4,052.81	\$4,114.45	\$47,462.39
Car Mileage Reimbursement	\$89.11	-	-	-	-	-	-	\$89.11
Conference Registration Reimbursement	-	-	\$108.21	-	\$3,369.90	\$2,663.72	-	\$6,141.84
Yearly Total	\$24,883.85	\$25,182.71	\$23,552.76	\$18,351.99	\$17,167.93	\$18,235.33	\$11,114.45	\$138,489.02

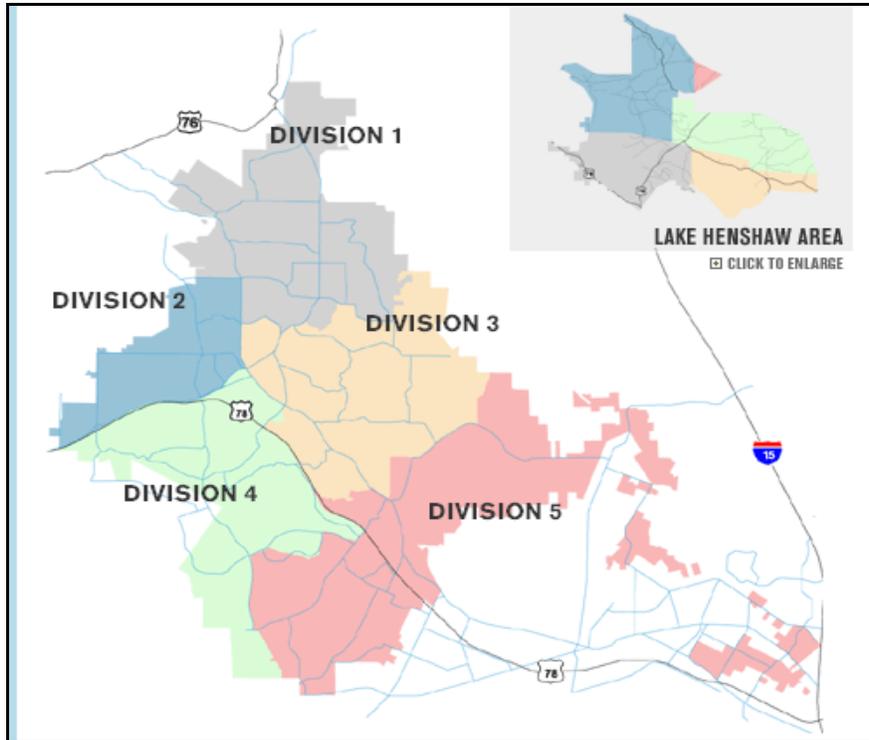
*2011 figures are through June 2011

**Figures do not differentiate between meals, airfare, and hotel reimbursements.

⁴⁹ E-mail correspondence with Gary Arant, General Manager, Valley Center Municipal Water District. Aug 9, 2011.

Appendix O: Vista Irrigation District (VID)

The Vista Irrigation District provides water services to the City of Vista, portions of San Marcos, Escondido, and Oceanside, as well as some unincorporated areas of the county.



Membership

Current Board Leadership

Member	Position
Richard Vasquez	President, Div. 2
Marty Miller	Director, Div. 1
Paul Dorey	Director, Div. 3
Howard Williams	Director, Div. 4
Jo MacKenzie	Director, Div. 5

Path to Board Membership

Board members are elected to staggered four-year terms by the voters in the five geographical districts that they represent.

Board Member “Perk” Expenditures

Board Member “Perks” Policies

Directors receive \$189 for each day attending authorized events such as meetings and conferences, for up to 10 days per month.⁵⁰ Board meetings are held twice a month. Board members are eligible for participation in the district medical program which includes health, dental, and vision benefits payable by the director. Directors contribute \$400 annually toward health care coverage for themselves and their dependents. However, access to these benefits does not continue through retirement. As a result of state law that limits pension eligibility to directors taking office before July 1, 1994, only two directors currently receive pension benefits according to the 3% at 60 formula. Unlike most agencies whose contracts with CalPERS require an eight percent employee contribution rate, the Vista Irrigation District’s pension plans require a four and a half percent employee contribution rate. In this case, the director pays the full four and a half percent of the expected employee contribution. Board members can also receive reimbursements for travel costs, including transportation, lodging, meals, and conference registration costs. It should be noted that travel and conference registration reimbursements are sometimes pre-paid by the district to the vendors that host the events, rather than as payments made directly to the board members.

Board Member “Perk” Expenditures

The following table summarizes the VID’s expenses from January 2005 through June 2011:

Table 14: Vista Irrigation District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$34,789.26	\$37,685.04	\$46,194.31	\$67,983.61	\$58,294.95	\$56,953.28	\$27,783.00	\$329,683.44
Health Benefits (Current Directors)	\$32,313.91	\$35,101.47	\$35,463.73	\$46,613.31	\$66,047.48	\$67,494.71	\$36,956.16	\$319,990.77
Dental Benefits (Current Directors)	\$3,156.30	\$3,052.52	\$2,812.42	\$2,749.66	\$3,962.61	\$4,156.64	\$2,112.60	\$22,002.76
Vision Benefits (Current Directors)	\$608.08	\$617.50	\$827.78	\$871.69	\$1,089.75	\$1,075.57	\$477.00	\$5,567.36
Retirement Health Benefits	-	-	-	-	-	-	-	-
Pension Benefits	\$6,933.48	\$8,288.79	\$7,409.04	\$9,398.74	\$7,945.23	\$8,229.98	\$3,843.47	\$52,048.73
Travel Reimbursements**	\$6,033.90	\$16,445.45	\$14,804.14	\$17,496.81	\$17,812.15	\$18,812.90	\$6,809.23	\$98,214.58
Car Mileage Reimbursement	-	-	-	-	-	-	-	-
Conference Registration Reimbursements	\$3,279.80	\$7,841.36	\$9,062.48	\$9,386.43	\$19,828.66	\$11,045.71	\$2,245.00	\$62,689.45
Yearly Total	\$87,114.73	\$109,032.14	\$116,573.90	\$154,500.25	\$174,980.84	\$167,768.78	\$80,226.46	\$890,197.09

*2011 figures are through June 2011.

**Includes reimbursements for car mileage, airfare, hotels, and meals.

⁵⁰ Santa Fe Irrigation District. “Board of Directors Per Diem Survey 2010.” Feb. 2010. P. 52. <http://www.sfidwater.org/docs/02-18-10%20Board%20Mtg%20Pkt.pdf>

redeemed for a maximum of 10 meeting days per month. Board meetings are held once a month. Health and dental insurance plans are offered to all active board members as an option, payable by the district. However, these benefits do not continue to be paid by the district once the directors retire. Also, no pension benefits are offered to directors through CalPERS. However, they are entitled to mileage reimbursement based on IRS rates.⁵²

Board Member “Perk” Expenditures

The following table summarizes the YMWD’s expenses from 2005 through August 5, 2011:

Table 15: Yuima Municipal Water District Board Member Annual "Perk" Expenditures								
	2005	2006	2007	2008	2009	2010	2011*	05-11 Total
Meeting Stipends	\$15,320.43	\$13,170.39	\$14,145.59	\$13,034.10	\$14,318.44	\$13,230.17	\$9,351.00	\$92,570.12
Health Benefits (Current Directors)**	\$4,696.48	\$4,418.92	\$4,638.05	\$4,359.58	\$4,338.03	\$5,522.95	\$5,851.60	\$33,825.61
Dental Benefits (Current Directors)	-	-	-	-	-	-	-	
Vision Benefits (Current Directors)	-	-	-	-	-	-	-	
Retirement Health Benefits	-	-	-	-	-	-	-	
Pension Benefits	-	-	-	-	-	-	-	-
Travel Reimbursements	-	-	-	-	-	-	-	-
Car Mileage Reimbursement	-	-	-	\$70.10	\$505.51	-	-	\$575.61
Conference Registration Reimbursements	-	-	-	-	-	-	-	-
Yearly Total	\$20,016.92	\$17,589.32	\$18,783.64	\$17,463.77	\$19,161.98	\$18,753.11	\$15,202.60	\$126,971.34

*2011 figures are through August 5, 2011.

**Includes both health and dental insurance

⁵² Letter mailed from Lori A. Johnson, Director of Finance, Yuima Municipal Water District. Sep 2, 2011.

Glossary

Board of Directors: A group elected or appointed to serve as the governing body of an agency.

CalPERS: California Public Employees' Retirement System, established in 1931.

Car Mileage: Refers to reimbursements that directors receive for driving to pre-approved meetings and events within San Diego County.

Directors: refers to board members at water agencies.

Employer Paid Member Contribution (EPMC): Share of the required employee CalPERS contribution rate that is picked up by the employer. Also called the "pick up."

Joint Powers Agency: a separate public entity created by a legal agreement between two agencies where they work together to provide services for their respective service areas.

Meeting Stipend: Compensation paid to directors for attending a board meeting and any other meetings or events pre-approved by the district they serve. Also referred to as "per diem."

Metropolitan Water District (MWD): The water agency that manages the Colorado River water. It is responsible for providing a majority of the San Diego County Water Authority's water supply.

Other Post Employment Benefits (OPEB): Benefits paid out after retirement commences, such as retiree healthcare and life insurance.

San Diego County Water Authority (SDCWA): The regional water agency for San Diego County that receives water from both the Metropolitan Water District and the State Water Project and allocates it to its 24 member agencies.

Staggered Terms: Director terms overlap each another so that elections take place every two years.

State Water Project (SWP): The 444-mile aqueduct which transports water from Northern California to Southern California via the Sacramento-San Joaquin River Delta estuary.

Travel Reimbursements: Refers to the amounts reimbursed for director airfare and hotel costs when traveling to pre-approved meetings and events outside of San Diego County.