

Q1 What is your job title/classification?

Answered: 35 Skipped: 0

#	RESPONSES	DATE
1	EH&S Supervisor	5/21/2025 3:12 PM
2	Geographic Information Systems Supervisor	5/21/2025 12:43 PM
3	Assistant engineer	5/21/2025 11:45 AM
4	Maintenance and Operation Supervisor	5/21/2025 8:56 AM
5	Environmental Laboratory Supervisor	5/21/2025 8:26 AM
6	Sanitation District Mechanical Supervisor	5/21/2025 7:16 AM
7	WTPO Supervisor	5/21/2025 6:53 AM
8	Environmental Laboratory Supervisor	5/21/2025 6:35 AM
9	IT Supervisor	5/21/2025 6:09 AM
10	Mechanic Supervisor	5/21/2025 6:08 AM
11	Engineering Technician Supervisor	5/20/2025 4:05 PM
12	Environmental Specialist Supervisor	5/20/2025 3:49 PM
13	Environmental Specialist	5/20/2025 3:40 PM
14	Storekeeper Supervisor	5/20/2025 3:15 PM
15	Facilities Trades Operations Supervisor	5/20/2025 3:12 PM
16	Control Systems Supervisor	5/20/2025 3:11 PM
17	Maintenance and Operations Supervisor	5/20/2025 3:00 PM
18	Mechanical Maintenance Supervisor (old class)	5/20/2025 2:41 PM
19	Senior Data Management Technician	5/20/2025 2:32 PM
20	Assistant Engineer	5/20/2025 2:19 PM
21	Chief Storekeeper	5/20/2025 2:17 PM
22	ASO1	5/20/2025 2:14 PM
23	Engineering Technician	5/20/2025 2:09 PM
24	Principal Engineering Technician	5/20/2025 2:08 PM
25	assistant civil engineer	5/20/2025 2:06 PM
26	WTPO Supervisor	5/20/2025 2:00 PM
27	Planner Scheduler Supervisor	5/20/2025 1:59 PM
28	Training & Organizational Development Supervisor	5/20/2025 1:58 PM
29	assistant civil engineer	5/20/2025 1:58 PM
30	Data Management Technician	5/20/2025 1:58 PM
31	Electrical supervisor	5/20/2025 1:58 PM
32	Senior Stationary Engineer	5/20/2025 1:57 PM
33	Principal Engineering Technician	5/20/2025 1:57 PM

34	Environmental Specialist II	5/20/2025 1:56 PM
35	Benevolent dictator	5/19/2025 10:39 PM

Q2 What inconsistencies or changes have directly affected you in a negative way since the separation from the County?

Answered: 35 Skipped: 0

#	RESPONSES	DATE
1	we do not get a paid lunch and 90% of the time we work through them	5/21/2025 3:12 PM
2	Loss of high-deductible health insurance and HSA.	5/21/2025 12:43 PM
3	The decision that assistant engineers are considered "admin" staff despite being the starting class to become a professional engineer. Also Paychecks have been a mess. Overall, issues with the Tyler system but understand that is out of our control.	5/21/2025 11:45 AM
4	Calculation of overtime- incorrect because it includes standby pay. Not allowing a percentage for withdraws toward 457. Losing CTO. No updates for who is in charge of what in HR if there are changes. Delays with HR responding to inquiries.	5/21/2025 8:56 AM
5	Lack of clear policies and procedures for administrative functions (Timesheets, Hiring Process, and Payroll).	5/21/2025 8:26 AM
6	Retirement accounts. No CTO. No adjustment in pay to fit our industry.	5/21/2025 7:16 AM
7	Holiday pay: used to be time and a half plus 8 hours of comp time. Is now straight time plus 8 hours of vacation. Shift pay: used to be 7.5% for graves or swings worked regardless of assigned shift. Is now based only on assigned shift. Day shift gets no shift differential even if working a grave or swing. Relief shifts only get 3%. Short notice shift change removed. Note: the holiday pay wasnt for supervisors, supervisors got holiday in lieu for the number of holidays in the calendar year, straight pay for holidays. HIL was removed. Now we get vacation but are capped to a max of 400 hours per year.	5/21/2025 6:53 AM
8	Resources (HR, Purchasing, Contracts) have become more difficult to access.	5/21/2025 6:35 AM
9	We were moved out of a management class and lost our differential, and MTO. Our 401a accounts are no longer funded. Loss of a high-deductible health plan.	5/21/2025 6:09 AM
10	Lack of CTO.	5/21/2025 6:08 AM
11	Not having the High Deductible medical insurance plan and not having the Health Savings Account plan.	5/20/2025 4:05 PM
12	health insurance costs - loss of Sutter HDHP - this has been a large swing in costs, lack of reliable information from HR regarding hiring and paychecks (taxes)	5/20/2025 3:49 PM
13	No more CTO option for overtime work. No more HSA option on the health care plan. Errors on vacation hours and paychecks. SharePoint/application issues.	5/20/2025 3:40 PM
14	No wellness day or CTO option	5/20/2025 3:15 PM
15	Loss of my 4% CWEA differential, loss of CTO	5/20/2025 3:12 PM
16	New software and a few benefits hiccups	5/20/2025 3:11 PM
17	None at this point	5/20/2025 3:00 PM
18	n/a	5/20/2025 2:41 PM
19	Take-home pay is significantly less. So I am very interested to see the salary study.	5/20/2025 2:32 PM
20	The inability to be part of an engineering employee group.	5/20/2025 2:19 PM
21	Loss of wellness day, paycheck never seems to be the same twice, lost an employee six months ago and still can't post position.	5/20/2025 2:17 PM
22	Communication before the separation was thoughtful, direct and consistently delivered. I feel a	5/20/2025 2:14 PM

change in this respect, and it seems to be driven by the salary study. I feel unsettled, and generally less confident in management than before.

23	A new employee after the separation with prior public service would accrue more time off than I do even though I have prior public service.	5/20/2025 2:09 PM
24	Tyler system inconsistencies and errors	5/20/2025 2:08 PM
25	SacSewer promised that salary changes based on a compensation study would be applied in July 2025, however this does not appear like it will be true. They additionally told us in the short cut video #24 that we would be given a salary adjustment based on the US Bureau of Labor Statistics Employment Cost Index every year on July 1st, however this appears to also not be guaranteed due to union representation. Other benefits that were also lost for some of us are an annual safety boot reimbursement, wellness incentive, CTO, annual COLAs, and professional development reimbursement.	5/20/2025 2:06 PM
26	CTO Cancelled	5/20/2025 2:00 PM
27	New health benefits are not as good as they were advertised. That could have been my issue (not doing enough research) I have way more out of pocket expenses that I was not expecting. Also always wondering if our pay, taxes and leave balances are correct has been ridiculous. I'm not an accountant and should not have to do the math at every pay period.	5/20/2025 1:59 PM
28	None	5/20/2025 1:58 PM
29	with 9/80 schedule, lack of CTO means I have to use 13 hours of PTO for holidays if I want a full paycheck.	5/20/2025 1:58 PM
30	Payroll. Every part of it.	5/20/2025 1:58 PM
31	CTO being taken away	5/20/2025 1:58 PM
32	Loss of CTO, Increased health benefit costs	5/20/2025 1:57 PM
33	No CTO, No High Deductible Health plan, FSA instead of HSA	5/20/2025 1:57 PM
34	Losing the High Deductible Health Plan and Health Savings Account & the change in remote work options	5/20/2025 1:56 PM
35	All the things.	5/19/2025 10:39 PM

Q3 What are your top concern(s) that SASDEA should know about and prioritize?

Answered: 35 Skipped: 0

#	RESPONSES	DATE
1	I have a 9/80 schedule, 90% of the time we have to work through breaks and lunch. we do not get paid for lunch so I would like to see if the EH&S office can get paid lunches since we have to work through them... it is unfair to watch people come in at 6 and leave at three who are on a 9/80 but get to take lunches without any interruptions.	5/21/2025 3:12 PM
2	Making sure they keep their commitment in adhering to the salary study guidelines.	5/21/2025 12:43 PM
3	Educational reimbursement and salary study. Getting compensated similar to our peer agencies.	5/21/2025 11:45 AM
4	Increase Vacation accrual, more contribution toward medical retirement (the minimum employer contribution is currently \$157), supervisors getting a 401 a option, return cashing in sick time up to 50%, when vacation is maxed out, allowing the amount of accrual hours be on a paycheck rather than force/encourage employee to take time off. So far no reward for not calling in sick, getting a wellness day.	5/21/2025 8:56 AM
5	Salary is not on par with other agencies. Non supervisor staff in similar fields has a higher pay rate than supervisor in related fields. Medical costs have increased for employees relative to county costs.	5/21/2025 8:26 AM
6	Making sure we are properly compensated for our responsibilities.	5/21/2025 7:16 AM
7	Holiday pay, vacation cap increase to 600 hours, shift differential	5/21/2025 6:53 AM
8	The current pay difference between lab supervisor and the highest paid staff they supervise is 5%. A few hours of OT erase this difference. My staff works OT regularly, while I am expected to work extra time without claiming OT. Biologists and Chemists lose money if they promote to supervisor, so no incentive there. The pay difference should be 20% to account for the difference in responsibilities and to make the position of lab supervisor attractive. I currently supervise 8 staff plus a student intern. This is not sustainable, particularly since over the past years more tasks have been moved from other roles (e.g., HR, Training) to the supervisors.	5/21/2025 6:35 AM
9	Salary study, the lack of flexibility in the telework policy, and that we were told that benefits would be as good or better when we moved but that didn't work out.	5/21/2025 6:09 AM
10	Competitive Median pay, and not based on the Journey-level benchmark, but the comparable position. Also I'm concerned about how long negotiations may drag since the district has already said they will not backpay. I'm also concerned about how long they are going to break up equity raises. Over 3,4, or 5 year period? By that time, we will be behind. Eliminate the education reimbursement, and incorporate it into our salary. It's the same thing except that it benefits ALL of us and it will bump up our retirement.	5/21/2025 6:08 AM
11	keep all our salaries and incentives and be same pay as surrounding agencies like SMUD.	5/20/2025 4:05 PM
12	health insurance contributions from employer, telework should be protected, we should be treated like collaborators not enemy combatants during negotiations	5/20/2025 3:49 PM
13	1) Adding an education incentive for more job classes, including Environmental Specialist. 2) Reinstating CTO as an option for overtime work. 3) Avoiding a third mandatory office day (Wednesday) starting in July.	5/20/2025 3:40 PM
14	Able to hire new employees	5/20/2025 3:15 PM
15	Addressing electrician and FTOS series salary study results and the FTOS 4% CWEA differential loss in pay	5/20/2025 3:12 PM
16	Maintaining incentive pay and differential in pay over our supervised classes	5/20/2025 3:11 PM

17	cola	5/20/2025 3:00 PM
18	n/a	5/20/2025 2:41 PM
19	We need people. We are so short staffed, it isn't funny. workload is nuts	5/20/2025 2:32 PM
20	Prioritize COLA and Salary Negotiation so hikes are effective this Fall	5/20/2025 2:19 PM
21	The salary study. We have lost three really great people to other organizations because of pay.	5/20/2025 2:17 PM
22	Pay comparable to other sewer districts, filling vacant positions, and ?!	5/20/2025 2:14 PM
23	Same as question 2. No idea if the additional pay for having a degree still applies or how/who to contact to acquire the information.	5/20/2025 2:09 PM
24	Fair compensation and equal representation.	5/20/2025 2:08 PM
25	Appropriate salary increases for Assistant Engineers which is appropriately compared to	5/20/2025 2:06 PM
26	Getting CTO back - Pay increases	5/20/2025 2:00 PM
27	The salary study has a been a popular topic. the timeline on those results came and went without barely any information. Also, remote work. For many in the office a hybrid schedule is a huge perk and cost savings not having to commute every day. It seems managment is edging closer to making all office staff come back to the office full time. There are aruguments on both sides of working from home, but in my experience, I can get way more work done at home without all the distractions of the office.	5/20/2025 1:59 PM
28	Vacation Accruals - SacSewer employees who were here prior to the separation are not afforded the same opportunities as new SacSewer staff of bringing their prior public service experience to count towards service time, creating a difference in how you treat new and old employees in regard to vacation accruals. For example, I have 10 years of public service experience prior to coming to SacSewer. A new staff that starts today can have those same ten years of public service experience, but their vacation accrual rate will be significantly higher because they're afforded that opportunity to bring that public service experience. My 2nd concern is not so much a benefit that I'd like to fight for, but rather a comment. With an upcoming COLA in July, I'm concerned that negotiations will be drawn out, which may delay the effective date of the COLA. If this contract gets drawn out to late June or even July, it may not go to the board until late August or even September. I know the impact is minimal, but it would be morale booster if it can be resolved sooner rather than later.	5/20/2025 1:58 PM
29	over 25% raise and return of CTO	5/20/2025 1:58 PM
30	Differentials based on knowledge of trade. I.E., school credits relevant to your position and certification for Data Management (and other specific types of certification for other groups).	5/20/2025 1:58 PM
31	The salary survey and retro pay	5/20/2025 1:58 PM
32	1. Salary compaction, supervisor pay should be more than 10% higher due to supervised staff receiving differentials. 2. Cash back for waiving medical benefits. 3. CTO.	5/20/2025 1:57 PM
33	top priority would be the salary study. More of a wish list item, I would like to see CTO return.	5/20/2025 1:57 PM
34	Salary study/COLA increases and remote work	5/20/2025 1:56 PM
35	Again, all the things.	5/19/2025 10:39 PM

Q4 What has SacSewer done right as part of the split from the County?

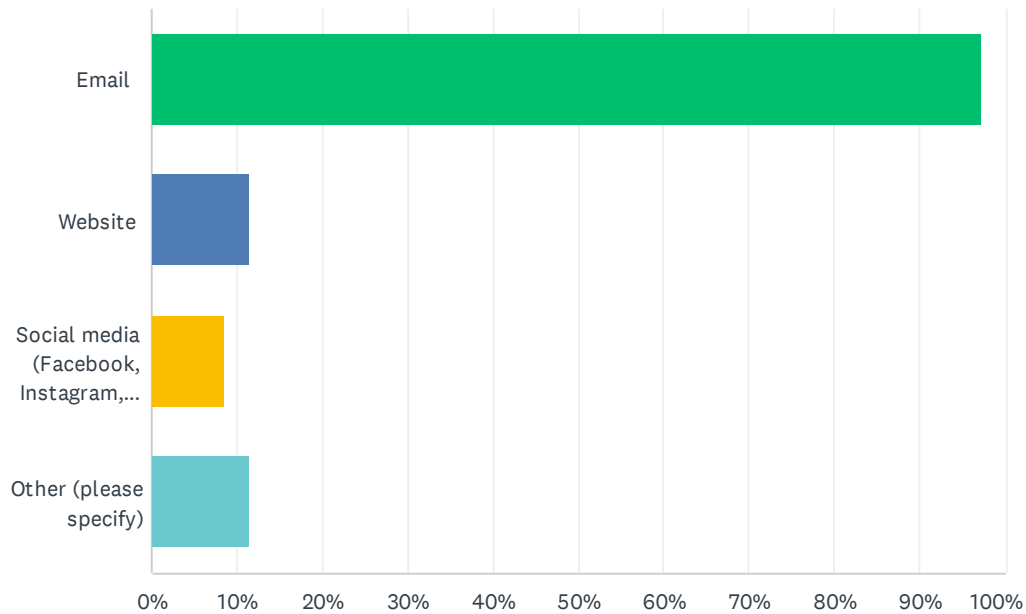
Answered: 35 Skipped: 0

#	RESPONSES	DATE
1	Nothing	5/21/2025 3:12 PM
2	Operations haven't been disrupted.	5/21/2025 12:43 PM
3	Personally nothing that impacts me as an individual. There are probably net positive impacts as an agency.	5/21/2025 11:45 AM
4	Overtime is more than 1 1/2 time depending if you have incentives/differentials. Adding medical retirement. Some executives are easy to talk to. Education Pay.	5/21/2025 8:56 AM
5	The day to day operation feels un-affected. The split was not well prepared for by upper management and supervisors are feeling the brunt of it from staff.	5/21/2025 8:26 AM
6	More ease of decision making .	5/21/2025 7:16 AM
7	For shift operators everything is worse, so nothing	5/21/2025 6:53 AM
8	Not much - from my current perspective. We are implementing too many changes at once, some are unavoidable, others (reorganizations) could have waited for calmer conditions.	5/21/2025 6:35 AM
9	They kept us informed.	5/21/2025 6:09 AM
10	Nothing. They have lied about equal or better. And said they would share the salary study, but now they are waiting to negotiate. Nothing has been done in good faith.	5/21/2025 6:08 AM
11	Kept us employed.	5/20/2025 4:05 PM
12	I have not seen any functional improvements, a breakfast burrito does not make up for paying \$320/month more for worse health insurance	5/20/2025 3:49 PM
13	Adding the retiree medical was an improvement, although the amount could be better. Started a salary study.	5/20/2025 3:40 PM
14	Able to get out of the Union	5/20/2025 3:15 PM
15	Tried to communicate	5/20/2025 3:12 PM
16	trying to streamline hiring and emphasizing employee engagement and communication from management to lower classes	5/20/2025 3:11 PM
17	well pay is somewhat better but the OT formula is not correct	5/20/2025 3:00 PM
18	lower benefits cost	5/20/2025 2:41 PM
19	Let's hear about the Salary Study results and then we'll see.	5/20/2025 2:32 PM
20	less bureaucracy	5/20/2025 2:19 PM
21	Nothing yet, feels like we are taking steps backwards.	5/20/2025 2:17 PM
22	More good than bad, again going back to the communication piece. When communication is good at least we know what is happening even if we don't like it. Communication was excellent leading up to the split.	5/20/2025 2:14 PM
23	Fairly seamless transition.	5/20/2025 2:09 PM
24	Not sure yet. Time will tell. Hope to have a better answer after we have a contract	5/20/2025 2:08 PM
25	information spread/available	5/20/2025 2:06 PM
26	...	5/20/2025 2:00 PM
27	Seems like they have made an honest attempt at communication and trying to do what's best	5/20/2025 1:59 PM

	by us and the business. That could be up for debate I suppose...	
28	SacSewer has kept me informed from day 1. The day I signed the resignation letter from the county and signed the offer letter from SacSewer, I knew exactly what my salary was going to be, how my health benefits were going to change, that I'd no longer have the opportunity to earn comp time, that a salary survey study was coming, that there was going to be a hiring delay, that there was going to be a tremendous amount of change, and I still chose SacSewer.	5/20/2025 1:58 PM
29	n/a	5/20/2025 1:58 PM
30	I mean. Technically nothing is on fire.	5/20/2025 1:58 PM
31	the salary survey	5/20/2025 1:58 PM
32	Having all hours count towards the calculation of overtime. Other than that, everything else that promised to be better has failed to be delivered on.	5/20/2025 1:57 PM
33	Daily work stayed the same, no disruption to our work. That was important to me.	5/20/2025 1:57 PM
34	I think they've done a good job of communicating changes as information comes available (even if its not always good news)	5/20/2025 1:56 PM
35	It's still, despite all it's own efforts, still functioning.	5/19/2025 10:39 PM

Q5 What is your preferred choice of communication?

Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES	
Email	97.14%	34
Website	11.43%	4
Social media (Facebook, Instagram, Bluesky, etc.)	8.57%	3
Other (please specify)	11.43%	4
Total Respondents: 35		

#	OTHER (PLEASE SPECIFY)	DATE
1	Texting vial What's App	5/21/2025 8:56 AM
2	via meetings (in person or remote)	5/21/2025 6:35 AM
3	Meetings	5/21/2025 6:08 AM
4	Messenger pigeon. They'll know what to do.	5/19/2025 10:39 PM