

EXHIBIT 13-B

Monterey Peninsula Water Management District
2024 Salary Survey

| <u>Rank</u> | <u>Comparator Agency</u> | <u>Job Title</u> | <u>Top Monthly Salary</u> | <u>ERI Labor Adjustment Factor</u> | <u>Adjusted Top Monthly Salary</u> |
|-------------|-----------------------------------|--------------------------------------|---------------------------|------------------------------------|------------------------------------|
| | MPWMD | Assistant General Manager (Proposed) | | 0.0% | \$ - |
| 1 | Contra Costa Water District | Assistant General Manager | \$ 24,697 | -5.5% | \$ 23,339 |
| 2 | Sonoma County Water Agency | Assistant General Manager | \$ 21,480 | 2.8% | \$ 22,081 |
| 3 | Monterey One Water | Assistant General Manager | \$ 21,745 | 0.0% | \$ 21,745 |
| 4 | Marina Coast Water District | Deputy General Manager (Unfilled) | \$ 18,362 | 0.6% | \$ 18,472 |
| 5 | Monterey County/MCWRA | Deputy General Manager | \$ 18,430 | -0.1% | \$ 18,412 |
| 6 | Soquel Creek Water District | Assistant General Manager | \$ 17,110 | 4.5% | \$ 17,880 |
| 7 | Santa Cruz | Deputy Water Director | \$ 15,846 | 4.3% | \$ 16,527 |
| 8 | Alameda County Water District | | | -5.8% | \$ - |
| 9 | Carmel Area Wastewater District | NO MATCH | | 0.0% | \$ - |
| 10 | East Bay MUD | | | -5.3% | \$ - |
| 11 | Marin Municipal Water District | | | -8.0% | \$ - |
| 12 | Pebble Beach CSD | NO MATCH | | 0.0% | \$ - |
| 13 | Santa Clara Valley Water District | | | -13.0% | \$ - |
| 14 | Seaside | | | 0.6% | \$ - |
| 15 | State of California | | | 4.9% | \$ - |
| | | | Median of Comparators: | | \$ 18,472 |
| | | | % MPWMD Above/Below: | | N/A |
| | | | Average of Comparators: | | \$ 19,779 |
| | | | % MPWMD Above/Below: | | N/A |

MPWMD SALARY SCHEDULE - REVISED

General, Management, & Confidential Unit

Position Listing for FY 2024-25

| | |
|----------------------------|-------|
| Percentage between Ranges: | 2.50% |
| Percentage between Steps: | 5.00% |
| COLA Percentage Increase: | 3.00% |

| RANGE | Rates by Step on Monthly Basis | | | | | STEP E |
|-------|--------------------------------|-----------|-----------|-----------|-----------|------------|
| | A | B | C | D | E | ANNUAL |
| 6 | 3,963.71 | 4,161.89 | 4,369.99 | 4,588.49 | 4,817.91 | 57,814.94 |
| 7 | 4,062.80 | 4,265.94 | 4,479.24 | 4,703.20 | 4,938.36 | 59,260.31 |
| 8 | 4,164.37 | 4,372.59 | 4,591.22 | 4,820.78 | 5,061.82 | 60,741.82 |
| 9 | 4,268.48 | 4,481.90 | 4,706.00 | 4,941.30 | 5,188.36 | 62,260.37 |
| 10 | 4,375.19 | 4,593.95 | 4,823.65 | 5,064.83 | 5,318.07 | 63,816.88 |
| 11 | 4,484.57 | 4,708.80 | 4,944.24 | 5,191.45 | 5,451.02 | 65,412.30 |
| 12 | 4,596.69 | 4,826.52 | 5,067.85 | 5,321.24 | 5,587.30 | 67,047.60 |
| 13 | 4,711.60 | 4,947.18 | 5,194.54 | 5,454.27 | 5,726.98 | 68,723.79 |
| 14 | 4,829.39 | 5,070.86 | 5,324.41 | 5,590.63 | 5,870.16 | 70,441.89 |
| 15 | 4,950.13 | 5,197.63 | 5,457.52 | 5,730.39 | 6,016.91 | 72,202.94 |
| 16 | 5,073.88 | 5,327.58 | 5,593.95 | 5,873.65 | 6,167.33 | 74,008.01 |
| 17 | 5,200.73 | 5,460.76 | 5,733.80 | 6,020.49 | 6,321.52 | 75,858.21 |
| 18 | 5,330.75 | 5,597.28 | 5,877.15 | 6,171.01 | 6,479.56 | 77,754.67 |
| 19 | 5,464.01 | 5,737.22 | 6,024.08 | 6,325.28 | 6,641.54 | 79,698.53 |
| 20 | 5,600.62 | 5,880.65 | 6,174.68 | 6,483.41 | 6,807.58 | 81,691.00 |
| 21 | 5,740.63 | 6,027.66 | 6,329.05 | 6,645.50 | 6,977.77 | 83,733.27 |
| 22 | 5,884.15 | 6,178.35 | 6,487.27 | 6,811.64 | 7,152.22 | 85,826.60 |
| 23 | 6,031.25 | 6,332.81 | 6,649.45 | 6,981.93 | 7,331.02 | 87,972.27 |
| 24 | 6,182.03 | 6,491.13 | 6,815.69 | 7,156.47 | 7,514.30 | 90,171.57 |
| 25 | 6,336.58 | 6,653.41 | 6,986.08 | 7,335.39 | 7,702.16 | 92,425.86 |
| 26 | 6,495.00 | 6,819.75 | 7,160.73 | 7,518.77 | 7,894.71 | 94,736.51 |
| 27 | 6,657.37 | 6,990.24 | 7,339.75 | 7,706.74 | 8,092.08 | 97,104.92 |
| 28 | 6,823.81 | 7,165.00 | 7,523.25 | 7,899.41 | 8,294.38 | 99,532.55 |
| 29 | 6,994.40 | 7,344.12 | 7,711.33 | 8,096.89 | 8,501.74 | 102,020.86 |
| 30 | 7,169.26 | 7,527.72 | 7,904.11 | 8,299.32 | 8,714.28 | 104,571.38 |
| 31 | 7,348.49 | 7,715.92 | 8,101.71 | 8,506.80 | 8,932.14 | 107,185.67 |
| 32 | 7,532.21 | 7,908.82 | 8,304.26 | 8,719.47 | 9,155.44 | 109,865.31 |
| 33 | 7,720.51 | 8,106.54 | 8,511.86 | 8,937.46 | 9,384.33 | 112,611.94 |
| 34 | 7,913.52 | 8,309.20 | 8,724.66 | 9,160.89 | 9,618.94 | 115,427.24 |
| 35 | 8,111.36 | 8,516.93 | 8,942.78 | 9,389.91 | 9,859.41 | 118,312.92 |
| 36 | 8,314.14 | 8,729.85 | 9,166.34 | 9,624.66 | 10,105.90 | 121,270.74 |
| 37 | 8,522.00 | 8,948.10 | 9,395.50 | 9,865.28 | 10,358.54 | 124,302.51 |
| 38 | 8,735.05 | 9,171.80 | 9,630.39 | 10,111.91 | 10,617.51 | 127,410.07 |
| 39 | 8,953.42 | 9,401.10 | 9,871.15 | 10,364.71 | 10,882.94 | 130,595.33 |
| 40 | 9,177.26 | 9,636.12 | 10,117.93 | 10,623.83 | 11,155.02 | 133,860.21 |
| 41 | 9,406.69 | 9,877.03 | 10,370.88 | 10,889.42 | 11,433.89 | 137,206.71 |
| 42 | 9,641.86 | 10,123.95 | 10,630.15 | 11,161.66 | 11,719.74 | 140,636.88 |
| 43 | 9,882.91 | 10,377.05 | 10,895.90 | 11,440.70 | 12,012.73 | 144,152.80 |
| 44 | 10,129.98 | 10,636.48 | 11,168.30 | 11,726.72 | 12,313.05 | 147,756.62 |
| 45 | 10,383.23 | 10,902.39 | 11,447.51 | 12,019.88 | 12,620.88 | 151,450.54 |
| 46 | 10,642.81 | 11,174.95 | 11,733.70 | 12,320.38 | 12,936.40 | 155,236.80 |
| 47 | 10,908.88 | 11,454.32 | 12,027.04 | 12,628.39 | 13,259.81 | 159,117.72 |
| 48 | 11,181.60 | 11,740.68 | 12,327.71 | 12,944.10 | 13,591.31 | 163,095.67 |
| 49 | 11,461.14 | 12,034.20 | 12,635.91 | 13,267.70 | 13,931.09 | 167,173.06 |
| 50 | 11,747.67 | 12,335.05 | 12,951.81 | 13,599.40 | 14,279.37 | 171,352.38 |
| 51 | 12,041.36 | 12,643.43 | 13,275.60 | 13,939.38 | 14,636.35 | 175,636.19 |
| 52 | 12,342.39 | 12,959.51 | 13,607.49 | 14,287.86 | 15,002.26 | 180,027.10 |
| 53 | 12,650.95 | 13,283.50 | 13,947.68 | 14,645.06 | 15,377.31 | 184,527.78 |
| 54 | 12,967.23 | 13,615.59 | 14,296.37 | 15,011.19 | 15,761.75 | 189,140.97 |
| 55 | 13,291.41 | 13,955.98 | 14,653.78 | 15,386.47 | 16,155.79 | 193,869.49 |
| 56 | 13,623.69 | 14,304.88 | 15,020.12 | 15,771.13 | 16,559.69 | 198,716.23 |
| 57 | 13,964.29 | 14,662.50 | 15,395.63 | 16,165.41 | 16,973.68 | 203,684.14 |
| 58 | 14,313.39 | 15,029.06 | 15,780.52 | 16,569.54 | 17,398.02 | 208,776.24 |
| 59 | 14,671.23 | 15,404.79 | 16,175.03 | 16,983.78 | 17,832.97 | 213,995.65 |
| 60 | 15,038.01 | 15,789.91 | 16,579.41 | 17,408.38 | 18,278.79 | 219,345.54 |
| 61 | 15,413.96 | 16,184.66 | 16,993.89 | 17,843.59 | 18,735.76 | 224,829.18 |
| 62 | 15,799.31 | 16,589.27 | 17,418.74 | 18,289.68 | 19,204.16 | 230,449.91 |
| 63 | 16,194.29 | 17,004.01 | 17,854.21 | 18,746.92 | 19,684.26 | 236,211.15 |
| 64 | 16,599.15 | 17,429.11 | 18,300.56 | 19,215.59 | 20,176.37 | 242,116.43 |
| 65 | 17,014.13 | 17,864.83 | 18,758.08 | 19,695.98 | 20,680.78 | 248,169.34 |