



S A W P A

SANTA ANA WATERSHED PROJECT AUTHORITY
11615 Sterling Avenue, Riverside, California 92503 • (951) 354-4220

Meeting Access Via Computer (Zoom):	Meeting Access Via Telephone:
<ul style="list-style-type: none"> • https://sawpa.zoom.us/j/84816740440 	<ul style="list-style-type: none"> • 1 (669) 900-6833
<ul style="list-style-type: none"> • Meeting ID: 848 1674 0440 	<ul style="list-style-type: none"> • Meeting ID: 848 1674 0440

This meeting will be conducted in person at the address listed above. As a convenience, members of the public may also participate virtually using one of the options set forth above. Any member of the public may listen to the meeting or make comments to the Commission using the call-in number or Zoom link above. However, in the event there is a disruption of service which prevents the Authority from broadcasting the meeting to members of the public, the meeting will not be postponed or rescheduled but will continue without remote participation. The remote participation option is provided as a convenience to the public and is not required. Members of the public are welcome to attend the meeting in-person.

REGULAR COMMISSION MEETING TUESDAY, JULY 16, 2024 – 9:30 A.M.

AGENDA

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE (Bruce Whitaker, Chair)

2. ROLL CALL

3. PUBLIC COMMENTS

Members of the public may address the Commission on items within the jurisdiction of the Commission; however, no action may be taken on an item not appearing on the agenda unless the action is otherwise authorized by Government Code §54954.2(b).

Members of the public may make comments in-person or electronically for the Commissions' consideration by sending them to publiccomment@sawpa.gov with the subject line "Public Comment". Submit your electronic comments by 5:00 p.m. on Monday, July 15, 2024. All public comments will be provided to the Chair and may be read into the record or compiled as part of the record. Individuals have a limit of three (3) minutes to make comments and will have the opportunity when called upon by the Commission.

4. ITEMS TO BE ADDED OR DELETED

Pursuant to Government Code §54954.2(b), items may be added on which there is a need to take immediate action and the need for action came to the attention of the SAWPA Commission subsequent to the posting of the agenda.

5. CONSENT CALENDAR

All matters listed on the Consent Calendar are considered routine and non-controversial and will be acted upon by the Commission by one motion as listed below.

- A. APPROVAL OF MEETING MINUTES: JULY 2, 2024.....7
Recommendation: Approve as posted.

6. NEW BUSINESS

- A. CLASSIFICATION AND COMPENSATION STUDY (CM#2024.38)11
Presenter: Jeff Mosher
Recommendation: Receive and file.

B. SUMMARY OF RIVERWALK DATA (CM#2024.39)145
Presenter: Ian Achimore
Recommendation: Receive and file.

7. INFORMATIONAL REPORTS
Recommendation: Receive for information.

A. CASH TRANSACTIONS REPORT – MAY 2024.....167
Presenter: Karen Williams

B. INTER-FUND BORROWING – MAY 2024 (CM#2024.40)173
Presenter: Karen Williams

C. PERFORMANCE INDICATORS/FINANCIAL REPORTING – MAY 2024 (CM#2024.41)179
Presenter: Karen Williams

D. PROJECT AGREEMENT 25 – OWOW FUND – FINANCIAL REPORT, APRIL 2024.....201
Presenter: Karen Williams

E. PROJECT AGREEMENT 26 – ROUNDTABLE FUND – FINANCIAL REPORT, APRIL 2024205
Presenter: Karen Williams

F. STATE LEGISLATIVE REPORT209
Presenter: Jeff Mosher

G. GENERAL MANAGER REPORT
Presenter: Jeff Mosher

H. CHAIR’S COMMENTS/REPORT

I. COMMISSIONERS’ COMMENTS

J. COMMISSIONERS’ REQUEST FOR FUTURE AGENDA ITEMS

8. CLOSED SESSION

A. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Government Code Section 54956.9(d)(4) | One Case

9. CLOSED SESSION REPORT

10. ADJOURNMENT

PLEASE NOTE:

Americans with Disabilities Act: If you require any special disability related accommodations to participate in this meeting, call (951) 354-4220 or email svilla@sawpa.gov 48-hour notification prior to the meeting will enable staff to make reasonable arrangements to ensure accessibility for this meeting. Requests should specify the nature of the disability and the type of accommodation requested.

Materials related to an item on this agenda submitted to the Commission after distribution of the agenda packet are available for public inspection during normal business hours at the SAWPA office, 11615 Sterling Avenue, Riverside, and available at www.sawpa.gov, subject to staff's ability to post documents prior to the meeting.

Declaration of Posting

I, Sara Villa, Clerk of the Board of the Santa Ana Watershed Project Authority declare that on July 11, 2024, a copy of this agenda has been uploaded to the SAWPA website at www.sawpa.gov and posted at SAWPA's office at 11615 Sterling Avenue, Riverside, California.

2024 SAWPA Commission Meetings/Events

First and Third Tuesday of the Month

(NOTE: All meetings begin at 9:30 a.m., unless otherwise noticed, and are held at SAWPA.)

January		February	
1/2/24	Commission Workshop [cancelled]	2/6/24	Commission Workshop
1/16/24	Regular Commission Meeting	2/20/24	Regular Commission Meeting
March		April	
3/5/24	Commission Workshop [cancelled]	4/2/24	Commission Workshop
3/19/24	Regular Commission Meeting	4/16/24	Regular Commission Meeting [cancelled]
May		June	
5/7/24	Commission Workshop [cancelled]	6/4/24	Commission Workshop
5/21/24	Regular Commission Meeting	6/18/24	Regular Commission Meeting
5/7 – 5/9/24	ACWA Spring Conference, Sacramento, CA		
July		August	
7/2/24	Commission Workshop	8/6/24	Commission Workshop
7/16/24	Regular Commission Meeting	8/20/24	Regular Commission Meeting
September		October	
9/3/24	Commission Workshop	10/1/24	Commission Workshop
9/17/24	Regular Commission Meeting	10/15/24	Regular Commission Meeting
November		December	
11/5/24	Commission Workshop	12/3/24	Commission Workshop
11/19/24	Regular Commission Meeting	12/17/24	Regular Commission Meeting
		12/3 – 12/5/24	ACWA Fall Conference, Palm Springs, CA

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SAWPA COMPENSABLE MEETINGS

In addition to Commission meetings, Commissioners and Alternate Commissioners will receive compensation for attending the meetings listed below, pursuant to the Commission Compensation, Expense Reimbursement, and Ethics Training Policy.

IMPORTANT NOTE: These meetings are subject to change. Prior to attending any meetings listed below, please confirm meeting details by viewing the website calendar using the following link:

<https://sawpa.gov/sawpa-calendar/>

MONTH OF: JULY 2024

DATE	TIME	MEETING DESCRIPTION	LOCATION
7/2/24	10:00 AM	PA 24 Committee Mtg	Hybrid (SAWPA & Virtual/Teleconference)
7/23/24	10:00 AM	Lake Elsinore/Canyon Lake TMDL Task Force Mtg	Virtual/Teleconference
7/24/24	1:00 PM	Basin Monitoring Program Task Force Mtg	Virtual/Teleconference
7/25/24	11:00 AM	OWOW Steering Committee Mtg	CANCELLED

MONTH OF: AUGUST 2024

DATE	TIME	MEETING DESCRIPTION	LOCATION
8/6/24	8:30 AM	PA 23 Committee Mtg	Hybrid (SAWPA & Virtual/Teleconference)
8/6/24	10:00 AM	PA 24 Committee Mtg	Hybrid (SAWPA & Virtual/Teleconference)
8/14/24	9:30 AM	MSAR TMDL Task Force Mtg	Virtual/Teleconference
8/15/24	4:00 PM	LESJWA Board of Directors Mtg	Hybrid (Elsinore Valley MWD, 31315 Chaney Street, Lake Elsinore, CA 92530 & Virtual/Teleconference)

Please Note : We strive to ensure the list of Compensable Meetings set forth above is accurate and up-to-date; the list is compiled based on input from SAWPA staff and Department Managers regarding meeting purpose and content.

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**SAWPA COMMISSION
REGULAR MEETING MINUTES
JULY 2, 2024**

COMMISSIONERS PRESENT

Bruce Whitaker, Chair, Orange County Water District
Mike Gardner, Vice Chair, Western Municipal Water District
T. Milford Harrison, Secretary-Treasurer, San Bernardino Valley
Municipal Water District
David J. Slawson, Eastern Municipal Water District

COMMISSIONERS ABSENT

Jasmin A. Hall, Inland Empire Utilities Agency

**ALTERNATE COMMISSIONERS
PRESENT; NON-VOTING**

Gil Botello, San Bernardino Valley Municipal Water District

STAFF PRESENT

Alison Lewis, David Ruhl, Dean Unger, Jeff Mosher, John Leete,
Karen Williams, Marie Jauregui, Melissa Bustamonte, Rachel Gray,
Rick Whetsel, Shavonne Turner, Zyanya Ramirez.

OTHERS PRESENT

Andrew Turner, Lagerlof, LLP; Nick Kanetis, Eastern Municipal
Water District; Craig Miller, Western Municipal Water District; Mallory
O'Connor, Western Municipal Water District; Lisa Haney, Orange
County Water District; Susan Longville, San Bernardino Valley
Municipal Water District.

The Regular Meeting of the Santa Ana Watershed Project Authority Commission was called to order at 9:30 a.m. by Chair Bruce Whitaker on behalf of the Santa Ana Watershed Project Authority, 11615 Sterling Avenue, Riverside, California.

1. CALL TO ORDER

2. ROLL CALL

An oral roll call was duly noted and recorded by the Clerk of the Board.

3. PUBLIC COMMENTS

There were no public comments; there were no public comments received via email.

4. ITEMS TO BE ADDED OR DELETED

There were no items to be added or deleted.

5. CONSENT CALENDAR

A. APPROVAL OF MEETING MINUTES: JUNE 18, 2024

Recommendation: Approve as posted.

MOVED, to approve the Consent Calendar as posted.

Result:	Adopted by Roll Call Vote
Motion/Second:	Harrison/Gardner
Ayes:	Gardner, Harrison, Slawson, Whitaker
Nays:	None
Abstentions:	None
Absent:	Hall

6. NEW BUSINESS

A. SAWPA BUILDING – LOBBY REMODEL (SECURITY IMPROVEMENTS) AND ADA UPGRADES PROJECT (CM#2024.36)

David Ruhl provided a presentation on the SAWPA Building Lobby Remodel (Security Improvements and ADA Upgrades Project, contained in the agenda packet on pages 13-23.

Mr. Ruhl noted that the building plans were completed in February 2024 and were submitted to the City of Riverside for Plan Review. Comments were provided by the city and plans have been revised to address the comments and resubmitted to the city. It is anticipated that approved plans will be received in July 2024. The project is categorically exempted from CEQA.

The Commission expressed their approval of the lobby remodel design and commended SAWPA for emphasizing safety in the redesign.

MOVED, to 1) Direct the General Manager to file a Notice of Exemption for the Lobby Remodel and ADA Upgrades project with the Riverside County Clerk's Office; and 2) Direct the General Manager to issue a Notice Inviting Bids, upon completion of the Final Plans and Specifications, for the Construction of the Lobby Remodel and ADA Upgrades Project.

Result:	Adopted by Roll Call Vote
Motion/Second:	Gardner/Harrison
Ayes:	Gardner, Harrison, Slawson, Whitaker
Nays:	None
Abstentions:	None
Absent:	Hall

B. LAKE ELSINORE AND CANYON LAKE TMDL TASK FORCE UPDATE (CM#2024.37)

Rick Whetsel provided a presentation on the Lake Elsinore and Canyon Lake TMDL Task Force (Task Force) Status Update, contained in the agenda packet on pages 27-31.

The Santa Ana Regional Water Quality Control Board (Regional Board) adopted a TMDL for nutrient discharges to Canyon Lake and Lake Elsinore in 2004, which became effective on September 30, 2005, after EPA approval. The TMDL set numeric targets for various nutrient concentrations and established load allocations for both non-point and point sources. In 2005, stakeholders formed the Task Force, administered by the Lake Elsinore and San Jacinto Watersheds Authority (LESJWA), to coordinate and share implementation costs. The Task Force includes various dischargers such as MS4 permittees, wastewater treatment plants, agricultural operators, and other relevant agencies. LESJWA continues to manage the Task Force's activities, including regulatory advising, monitoring, alum applications, and fishery studies. Currently, the Task Force is updating the TMDL Staff Report to revise numeric targets and incorporate updated land use data and further nutrient reductions.

The Commission thanked Mr. Whetsel, noting that his presentation clarified many aspects and expressed their appreciation for the information he provided.

This item is to receive and file; no action was taken on agenda item no. 6.B.

7. INFORMATIONAL REPORTS

Recommendation: Receive for Information.

A. GENERAL MANAGER REPORT

Jeff Mosher reported that the latest language from West Coast Advisors indicates a reduction in funding for integrated regional water management from \$300 million to \$100 million. This decrease was not unexpected given current discussions. The \$100 million, if allocated like Prop 1, would translate to just \$12 million for the Santa Ana River Watershed. This situation underscores the importance of diversifying funding sources, as emphasized by the Commission, highlighting the ICARP grant for developing a climate adaptation and resiliency plan as an example. Future discussions will address potential funds in the bond if it is approved and other programs, reinforcing the strategy to secure state funding for the watershed.

B. COMMUNICATIONS REPORT

There were no reports from the General Manager.

C. CHAIR'S COMMENTS/REPORT

There were no comments/reports from the Chair.

D. COMMISSIONERS' COMMENTS

Commissioner Gardner noted that Senate Bill 366, the California Water Plan bill by Senator Caballero, passed unanimously out of the Assembly Water, Parks, and Wildlife Policy Committee and will now move to the Fiscal Committee, where no significant issues are anticipated. Although there have been minor amendments on the Assembly side, they are not expected to cause any problems in the Senate. The governor is expected to sign the bill, which will be beneficial for California.

E. COMMISSIONERS' REQUEST FOR FUTURE AGENDA ITEMS

There were no requests for future agenda items.

8. CLOSED SESSION

There was no Closed Session.

9. ADJOURNMENT

There being no further business for review, Chair Bruce Whitaker adjourned the meeting at 10:23 a.m.

Approved at a Regular Meeting of the Santa Ana Watershed Project Authority Commission on Tuesday, July 16, 2024.

Bruce Whitaker, Chair

Attest:

Sara Villa, Clerk of the Board

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COMMISSION MEMORANDUM NO. 2024.38

DATE: July 16, 2024
TO: SAWPA Commission
SUBJECT: Classification and Compensation Study
PREPARED BY: Jeff Mosher, General Manager

RECOMMENDATION

Receive and file.

DISCUSSION

On February 6, 2024, the SAWPA Commission authorized Ralph Andersen & Associates to perform a Classification and Compensation Study.

On April 2, 2024, the Commission approved the recommended labor market survey agencies that would be used in the Classification and Compensation study. Ralph Andersen & Associates analyzed labor market agencies based on their established compensation methods and the typical policy objectives of special districts and public agencies to achieve recruitment and retention objectives (Reference attachment 1- Memo of Recommended Survey Agencies). A total of twelve (12) agencies were identified as survey agencies.

Doug Johnson, Vice President of Ralph Andersen & Associates, will present a PowerPoint presentation detailing the classification and compensation study findings and recommendations.

CRITICAL SUCCESS FACTORS

- Compensation and benefits will be compared to the market to create a competitive compensation structure to empower SAWPA to successfully recruit new talent and retain existing talent.

RESOURCE IMPACTS

Funding is available in the FY 2023/24 budget.

Attachments:

1. Ralph Andersen & Associates Memo of Recommended Survey Agencies
2. PowerPoint Presentation
3. Draft Report and data

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March 25, 2024

To: Karen Williams, Deputy GM/CFO
Santa Ana Watershed Project Authority

From: Doug Johnson, Vice President
Ralph Andersen & Associates

Subject: Recommended Survey Agencies

The purpose of this memo is to recommend survey agencies for the Classification & Compensation Study being conducted by Ralph Andersen & Associates. Our analysis is based on established compensation methods and the typical policy objectives of special districts and public agencies to achieve recruitment and retention objectives.

LABOR MARKET SELECTION PARAMETERS

Establishing a defined group of survey employers is a fundamental policy component of any compensation plan. The use of specific survey employers will typically evolve as a policy by executive managers and the governing body (and through the collective bargaining process where applicable). The selection of market agencies involves the evaluation of several criteria:

- **Historical Practices** — Over time, an employer may develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. In some instances, survey agencies can be more formally defined by policy documents or memorandums of understanding. Survey agencies can be specifically identified, or they can be defined by characteristics such as size or proximity. Historical practices are an important consideration if for no other reason than deviating from historical practices typically requires an explanation for the deviation.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the Santa Ana Watershed Project Authority. Employers who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers. The optimal agencies to use in this survey will be special districts and other public agencies that provide wastewater services.
- **Geographic Proximity** — Geographic proximity of potential employers is arguably the **most important factor utilized in identifying an organization's labor market. This factor** is important because it identifies those employers that directly compete with the Santa Ana Watershed Project Authority to recruit and retain personnel. If enough comparable agencies exist within close proximity to the Authority, the defined geographic area may be confined to an area among surrounding counties or within a reasonable driving distance. If limited employers exist locally, a broader survey market may be required.

A Tradition of Excellence Since 1972

- **Employer Size** — The more similar employers are in size, the greater the likelihood that comparable positions exist within both organizations. The size of the survey agencies can most easily be measured expenditures, and revenues (this factor will be less relevant for agencies that provide broader services).
- **Economic Similarity** — While there are a number of economic factors that can be compared among cities, two of the most important are relative cost of living and relative labor costs. In some regions, living and labor costs can vary significantly and have an important impact on how potential candidates evaluate compensation. These factors are important when potential labor market agencies are considered beyond a reasonable commuting distance.

An additional factor for this survey is that the Santa Ana Watershed Project Authority has five member agencies. It is common for member agencies to be a consideration when selecting market survey agencies.

Since there is often no perfect group of agencies that meet all of these criteria, establishing a universe of comparable employers involves a balancing of these factors. Thus, an ideal market will include both larger and smaller employers, agencies located in higher and lower cost of living areas, and both local and regional employers.

APPLICATION OF FACTORS

Using the criteria outlined previously, Ralph Andersen & Associates has analyzed labor market agencies using the following specific criteria:

- **Historical Agencies** –The Authority has used 12 survey agencies in a prior classification and compensation study.
- **Nature of Services** –Recognizing the services provided by the Authority, the best type of public agencies to survey are special special, cities, and counties that provide wastewater collection and/or treatment services.
- **Geographic Area** – The geographic region for survey agencies is typically defined by surrounding counties or a reasonable driving/commuting distance (such as 45-60 miles).
- **Employer Size** – While employer size is important for some jobs, employer size needs to be balanced against geographic area and economic similarity. Our analysis includes total revenues, and total expenditures (2022-23 figures provided by the CA State controller). Budget figures will vary based on the breadth of services provided by each agency.
- **Economic Similarity** – Ideally, the selection of survey agencies should have a balance of economically similar agencies with a mix of equal, lower, and higher living and labor cost areas. For economic similarity, Ralph Andersen & Associates relies on indexes published by the Economic Research Institute (ERI). Using these indexes, Authority locations with an index higher than 100 are in a higher cost of living/labor cost area while cities below 100 are in a lower cost of living/labor area. While living costs can vary significantly, labor costs will generally be similar over a wide geographic region. Overall differences of less than five percent are not significant. Economic indexes are less relevant if the survey agencies are within reasonable commuting distance.

After a thorough review of potential survey agencies, we have identified 12 survey agencies (10 special districts, 1 city, 1 county). The following table provides the recommended list of survey agencies for the Authority's consideration.

Survey Agency	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
Santa Ana Watershed Project Authority	0	\$33.3 Mil	\$28.2 Mil	100.0	100.0	Riverside	X		X
Local Cities/County									
Riverside	0	\$1.1 Bil	\$970.6 Mil	100.0	100.0	Riverside	X		X
Riverside County	0	\$67.2 Bil	\$67.7 Bil	100.0	100.0	Riverside County	X		X
Special Districts									
Western Municipal Water District	0	\$153.7 Mil	\$155.1 Mil	100.0	100.0	Riverside	X	X	X
San Bernardino Valley Municipal Water District	13	\$120.0 Mil	\$75.7 Mil	91.1	100.0	San Bernardino		X	X
Eastern Municipal Water District	18	\$422.7 Mil	\$382.4 Mil	94.8	100.0	Riverside	X	X	X
Cucamonga Valley Water District	22	\$105.3 Mil	\$91.9 Mil	99.2	100.0	San Bernardino	X		X
Yucaipa Valley Water District	24	\$32.8 Mil	\$35.1 Mil	92.4	100.0	San Bernardino	X		
Inland Empire Utilities Agency	30	\$246.7 Mil	\$199.8 Mil	101.5	100.4	San Bernardino	X	X	X
Yorba Linda Water District	32	\$45.5 Mil	\$47.1 Mil	100.2	103.5	Orange	X		
Elsinore Valley Municipal Water District	34	\$104.7 Mil	\$102.3 Mil	89.1	100.4	Riverside	X		
Irvine Ranch Water District	39	\$271.9 Mil	\$280.5 Mil	126.4	103.6	Orange	X		X
Orange County Water District	48	\$170.5 Mil	\$158.9 Mil	123.3	103.6	Orange		X	X

Distance - Google Maps

Cost of Living/Wage Index - Economic Research Institute; Jan 2024

Revenues/Expenditures - CA State Controller; 2022

The recommended survey agencies include the historical survey agencies and the addition of three special districts that are in close geographic proximity to the Authority. While most of the agencies are larger given their broader missions/services, all agencies are within reasonable commuting distance and significant cost-of-living differences are not a factor.

Given the mission, location, and job classifications for the Authority, there are considerable choices in terms of selecting survey agencies. Recognizing this, we welcome further input from Authority stakeholders.

These recommended survey agencies will provide the data necessary for the consultants to conduct the Compensation study being conducted by Ralph Andersen & Associates. Once Authority stakeholders have provided input to the above recommendations, the consultants will consider this feedback and provide a written response and/or revisions.

SAWPA

Survey Agencies for Compensation Study

Doug Johnson, Vice President
Ralph Andersen & Associates

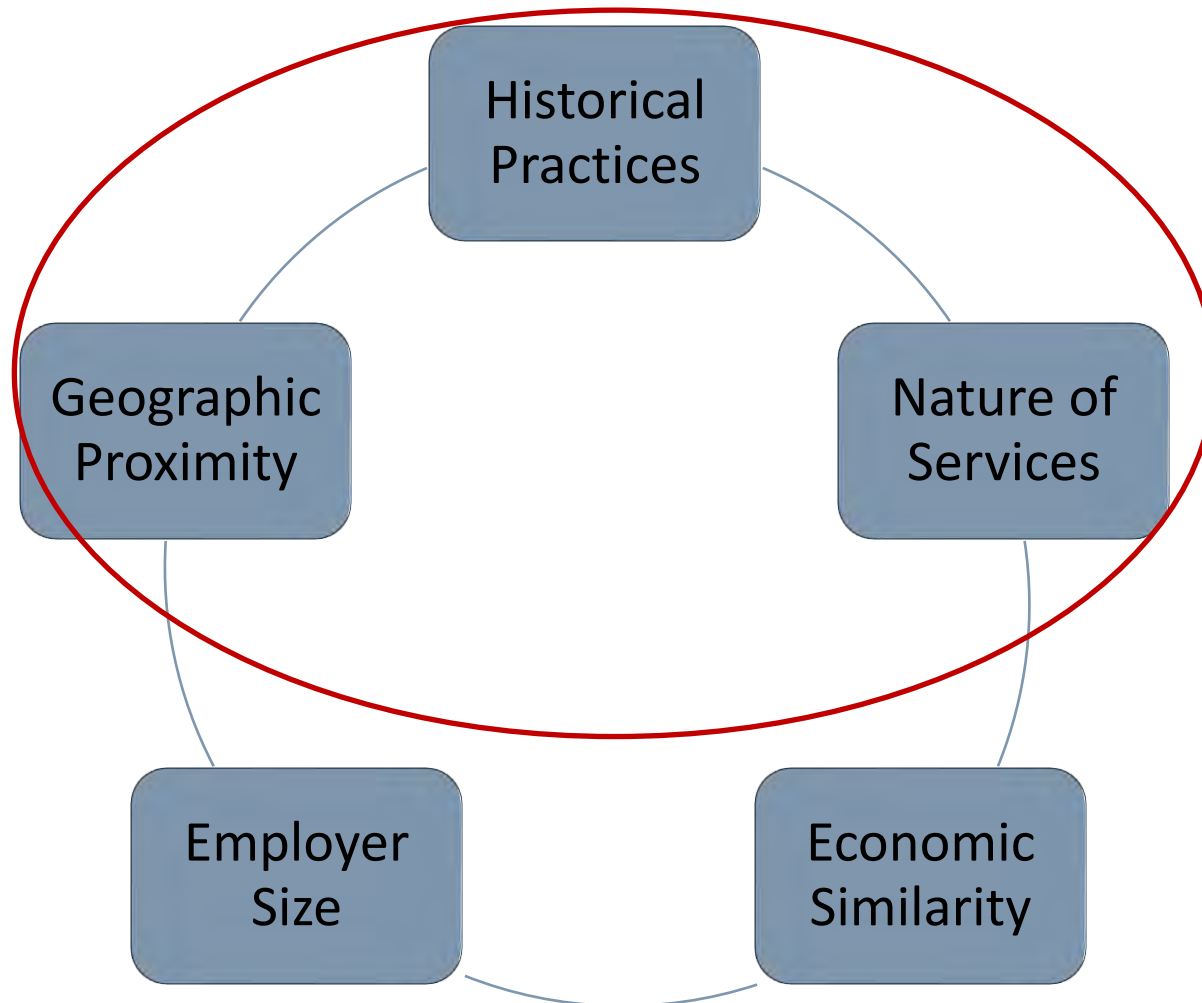
Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what the labor market is doing
- Survey data **informs decision makers** and provides data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability for employee compensation
- Labor dispute resolution processes (fact-finding) are data-driven
- **Optimize the Authority's ability to recruit and retain employees**

Public and Private employers both use market data to assess compensation; just a difference in accessibility and transparency of data.

Labor Market Selection Criteria



Starting List

- Historical agencies (12 – 3 cities/county, 9 special districts)
- Local agencies (city of Riverside, Riverside County)
- Special Districts within 100 driving miles (55 agencies)
- Reducing list to 10-12 survey agencies
 - Higher priority on closer proximity agencies
 - Consideration of historical agencies
 - Most agencies will be larger in size (this is a less relevant factor)
- Further input from Authority important
 - Several options available
 - Authority may prefer to emphasize certain types or specific agencies

Recommended Survey Agencies

Survey Agency	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
Santa Ana Watershed Project Authority	0	\$33.3 Mil	\$28.2 Mil	100.0	100.0	Riverside	X		X
Local Cities/County									
Riverside	0	\$1.1 Bil	\$970.6 Mil	100.0	100.0	Riverside	X		X
Riverside County	0	\$67.2 Bil	\$67.7 Bil	100.0	100.0	Riverside County	X		X
Special Districts									
Western Municipal Water District	0	\$153.7 Mil	\$155.1 Mil	100.0	100.0	Riverside	X	X	X
San Bernardino Valley Municipal Water District	13	\$120.0 Mil	\$75.7 Mil	91.1	100.0	San Bernardino		X	X
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Orange County Water District	48	\$170.5 Mil	\$158.9 Mil	123.3	103.6	Orange		X	X

Distance - Google Maps

Cost of Living/Wage Index - Economic Research Institute; Jan 2024

Revenues/Expenditures - CA State Controller; 2022

Other/Historical Agencies Considered	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
Ontario	18	\$720.5 Mil	\$586.7 Mil	95.9	100.0	San Bernardino	X		X
Water Replenishment District of Southern California	51	\$93.9 Mil	\$84.6 Mil	100.8	104.9	Los Angeles			X
San Diego County Water Authority	99	\$805.9 Mil	\$811.4 Mil	131.2	102.3	San Diego			X
Rancho California Water District	42	\$109.4 Mil	\$108.7 Mil	104.2	100.0	Riverside	X		

3/25/2024

Market Selection

5

Further Considerations

- Data can be analyzed in subsets
 - All agencies
 - Member agencies
 - Other
- Better to include an agency initially with the ability to remove it later (if there are doubts/uncertainties)
- No less than 10 survey agencies
- Impacts of large differences in span of control for management jobs can be controlled in the survey as needed
- If significant cost-of-living/economic differences exist, this can be controlled when reporting the data

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Santa Ana Watershed Project Authority Compensation Study

July 3, 2024

Doug Johnson, Vice President
Ralph Andersen & Associates

Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what the labor market is doing
- Survey data **informs decision makers** and provides data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability for employee compensation
- **Optimize the Authority's ability to recruit and retain employees**

Public and Private employers both use market data to assess compensation; just a difference in accessibility and transparency of data.

Survey Agencies

Survey Agency	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
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Yorba Linda Water District	32	\$45.5 Mil	\$47.1 Mil	100.2	103.5	Orange	X		
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Irvine Ranch Water District	39	\$271.9 Mil	\$280.5 Mil	126.4	103.6	Orange	X		X
Orange County Water District	48	\$170.5 Mil	\$158.9 Mil	123.3	103.6	Orange		X	X

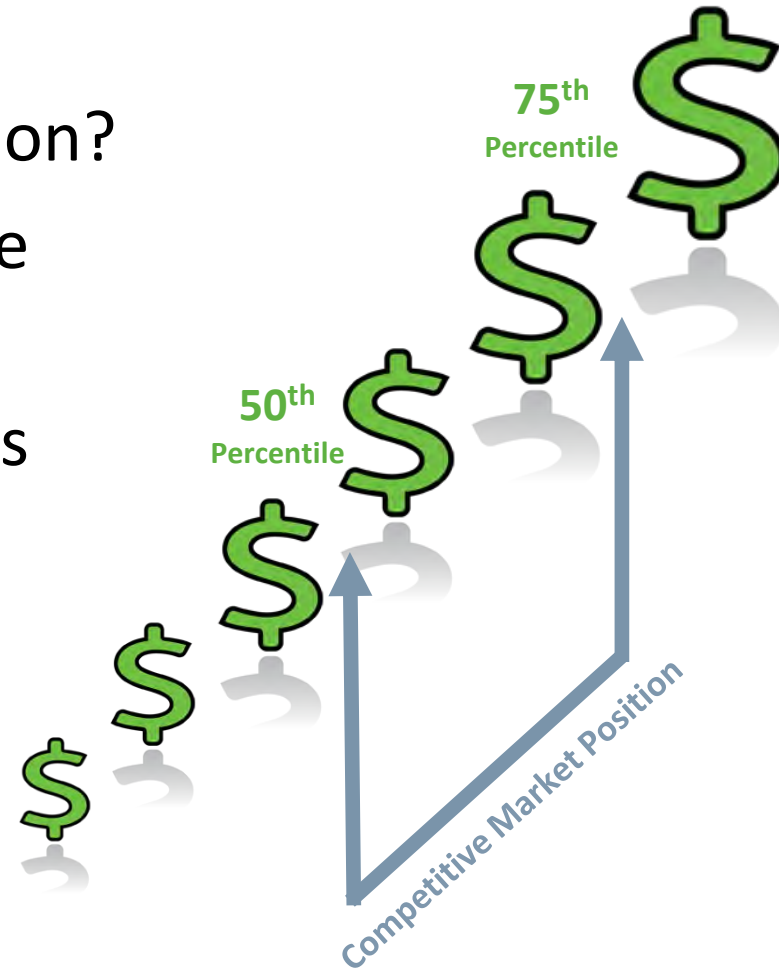
Distance - Google Maps

Cost of Living/Wage Index - Economic Research Institute; Jan 2024

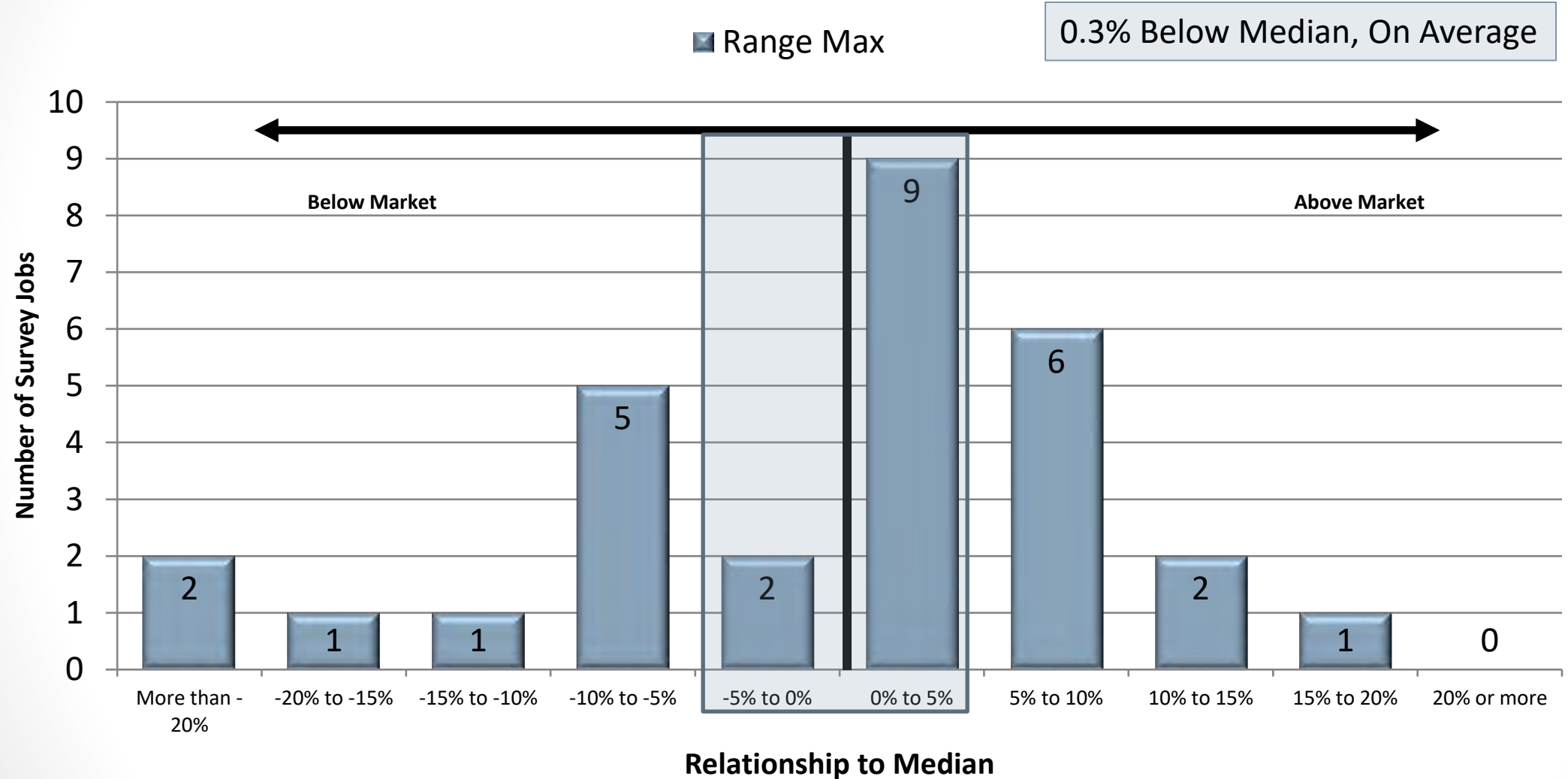
Revenues/Expenditures - CA State Controller; 2022

Market Position

- What is the current/historical position?
- Where do you need to be to achieve recruitment and retention goals
- Ability to pay and sustain pay ranges
- Analysis has used market median

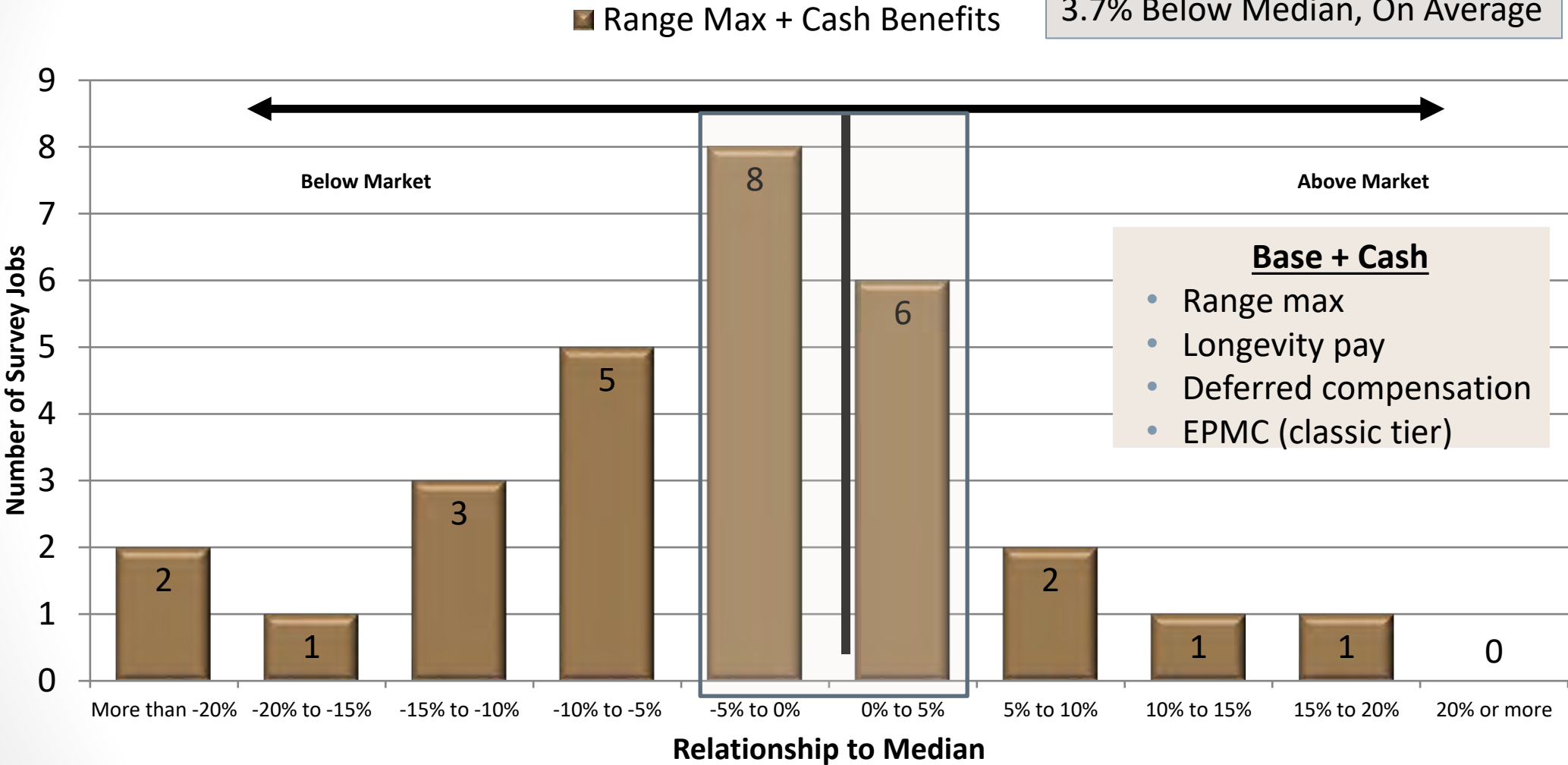


Market Summary – Base Salary

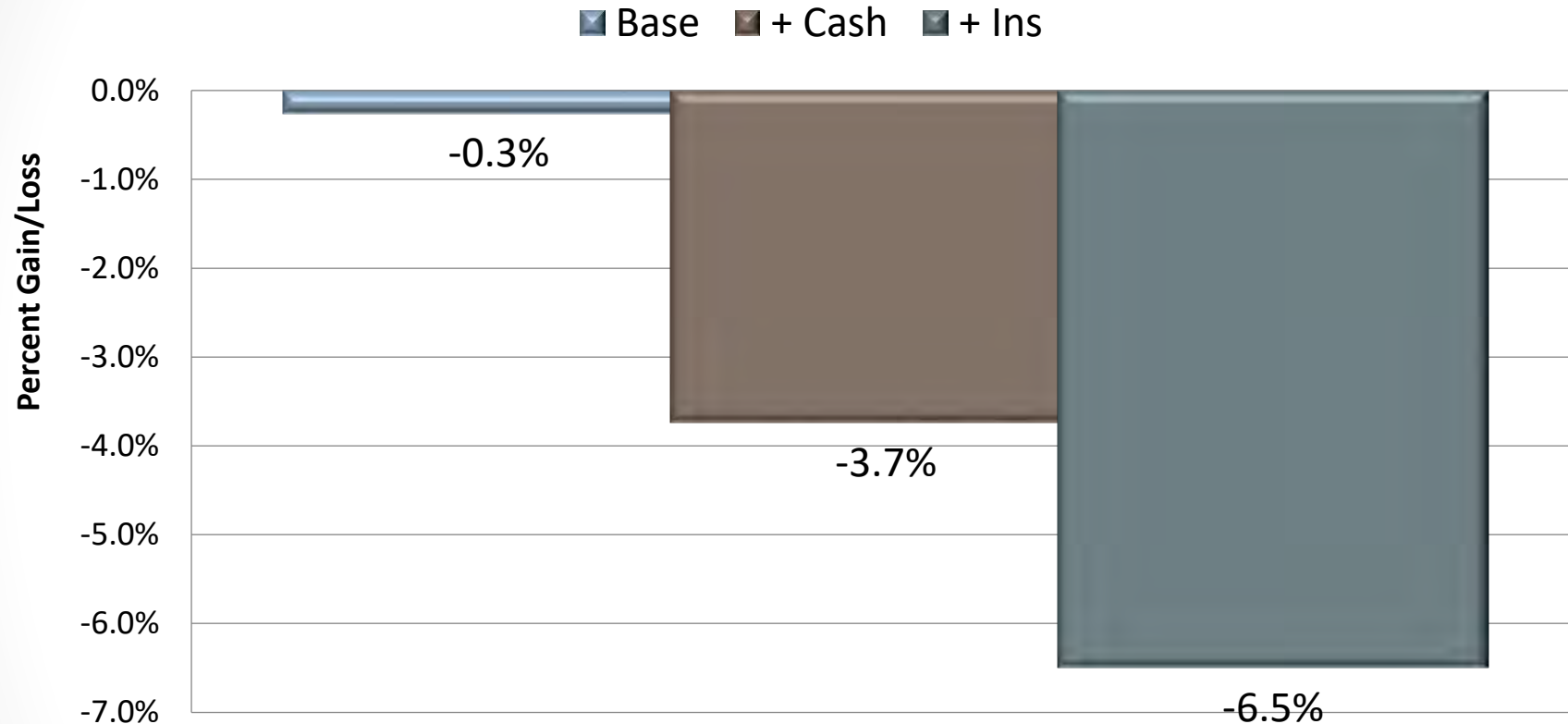


Market Summary – Salary + Cash Benefits

3.7% Below Median, On Average



Total Compensation Analysis – Gain/Loss



- Loss in market position due to cash benefits (longevity, deferred comp)
- Loss in market position due to lower employer paid insurance benefits (\$380 a month lower on average)

Benefit Summary Table

General Employees	Cash		Insurances		
	Long.	Def. Comp.	Health	Dental	Vision
Cucamonga Valley WD	5.0%		\$2,240.09	\$193.04	
Eastern MWD		4.5%	\$2,535.00	\$130.04	\$19.31
Elsinore Valley MWD			\$2,544.50	\$154.78	\$20.93
Inland Empire UA		\$54.17	\$1,808.00	inc	inc
Irvine Ranch WD		4.0%	\$2,689.39	\$151.41	\$25.85
Orange County WD		3.0%	\$2,592.40	\$128.37	\$18.56
City of Riverside		\$25.00	\$1,673.58	\$85.00	inc
Riverside County			\$1,561.00	inc	inc
San Bernardino Valley MWD			\$2,057.56	\$147.39	\$26.85
Western Municipal WD	\$150.00		\$2,812.19	inc	inc
Yorba Linda WD		2.0%	\$2,842.55	\$169.30	\$41.83
Yucaipa Valley WD		\$678.17	\$1,991.00	\$120.00	inc
Santa Ana WPA			\$2,057.56	inc	inc

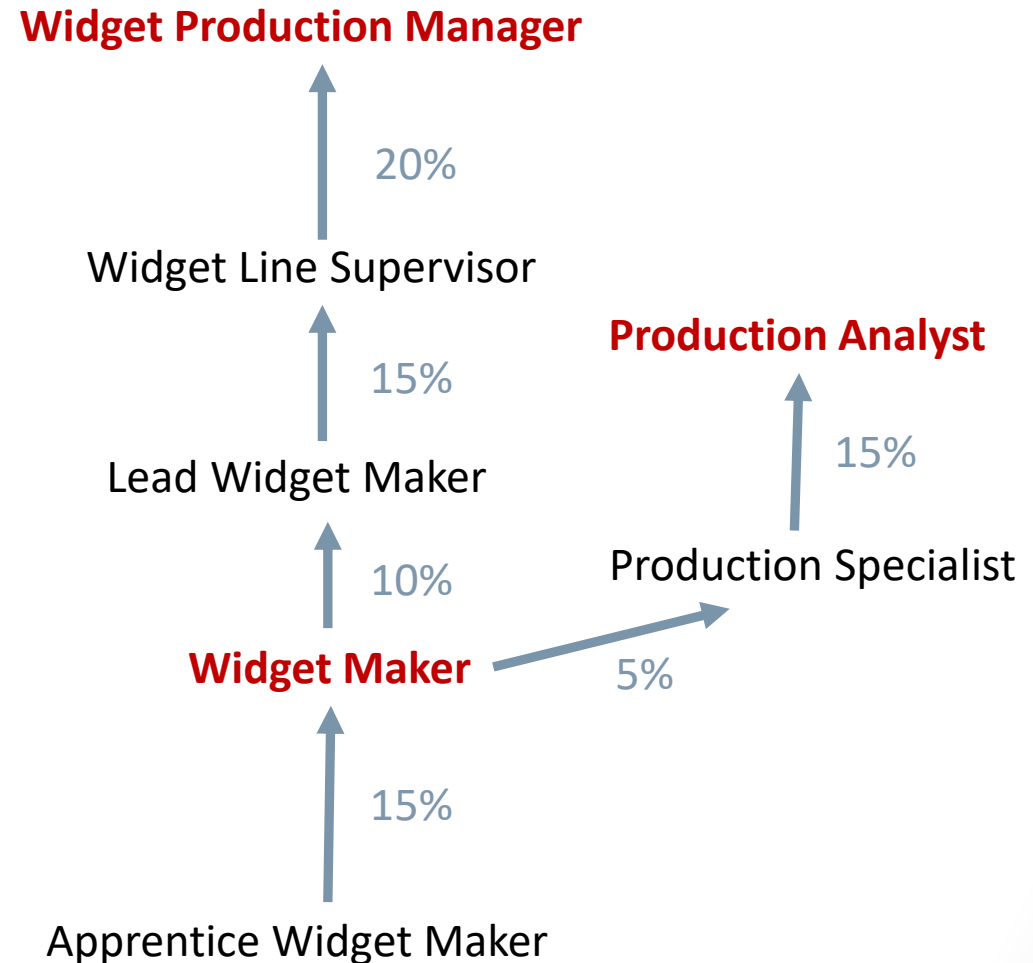
Management Employees	Cash		Insurances		
	Long.	Def. Comp.	Health	Dental	Vision
Cucamonga Valley WD	5.0%		\$2,240.09	\$193.04	
Eastern MWD		4.5%	\$2,535.00	\$130.04	\$19.31
Elsinore Valley MWD			\$2,544.50	\$154.78	\$20.93
Inland Empire UA		\$54.17	\$1,808.00	inc	inc
Irvine Ranch WD		4.0%	\$2,689.39	\$151.41	\$25.85
Orange County WD		3.0%	\$2,592.40	\$128.37	\$18.56
City of Riverside		\$100.00	\$1,640.00	\$45.00	inc
Riverside County		\$108.33	\$1,561.00	inc	\$18.88
San Bernardino Valley MWD			\$2,057.56	\$147.39	\$26.85
Western Municipal WD	\$150.00	2.0%	\$2,812.19	inc	inc
Yorba Linda WD		2.0%	\$2,842.55	\$169.30	\$41.83
Yucaipa Valley WD		\$1,284.17	\$2,133.00	\$120.00	inc
Santa Ana WPA			\$2,057.56	inc	inc

7/3/2024

Compensation Study

Salary Setting Methodology

- Establish benchmarks
- Analyze internal relationship
- Establish % differentials
- Supported by analysis of compensable factors
 - Role/Responsibility
 - Qualifications/Expertise
 - Decision Making/Autonomy
 - Resource Responsibility
 - Contacts/Working Relations



Recommended Classification Job Title	Current Range Max	Market Target	Market Deviation	Recomm. Range Max	Percent Change	4.3% 2024-25 COLA	Percent Change	Internal Alignment/Salary Setting Rationale
General Manager	\$ 29,434	\$ 30,109	-2.3%	\$ 30,109	2.3%	\$31,403	4.3%	Benchmark; set to market
Administrative Services Manager	\$ 16,680			\$ 17,233	3.3%	\$17,974	4.3%	Approx. 15% above Senior Project Manager
Clerk of the Board	\$ 10,434	\$ 10,609	-1.7%	\$ 10,609	1.7%	\$11,065	4.3%	Benchmark; set to market
Business Analyst II	\$ 9,931	\$ 11,341	-14.2%	\$ 11,341	14.2%	\$11,829	4.3%	Benchmark; set to market
Business Analyst I	\$ 8,778			\$ 9,862	12.3%	\$10,286	4.3%	Approx. 15% below Business Analyst II
Executive Assistant II	\$ 9,931	\$ 9,247	+6.9%	\$ 9,931	0.0%	\$10,358	4.3%	Benchmark; set to market; SCS*
Executive Assistant I	\$ 9,222			\$ 9,028	-2.1%	\$9,417	4.3%	Approx. 10% below Executive Assistant II
Public Information Officer	\$ 7,204	\$ 9,866	-37.0%	\$ 9,866	37.0%	\$10,291	4.3%	Benchmark; set to market
Senior Administrative Assistant	\$ 8,355			\$ 8,740	4.6%	\$9,116	4.3%	Approx. 15% above Administrative Assistant II
Administrative Assistant II	\$ 6,690	\$ 7,600	-13.6%	\$ 7,600	13.6%	\$7,927	4.3%	Benchmark; set to market
Administrative Assistant I	\$ 5,913			\$ 6,609	11.8%	\$6,893	4.3%	Approx. 15% below Administrative Assistant II
Executive Manager of Engineering and Operations	\$ 21,886	\$ 22,908	-4.7%	\$ 22,908	4.7%	\$23,893	4.3%	Benchmark; set to market
Manager of Permitting and Pretreatment	\$ 13,356	\$ 14,667	-9.8%	\$ 14,667	9.8%	\$15,297	4.3%	Benchmark; set to market
Senior Project Manager	\$ 14,743			\$ 14,985	1.6%	\$15,630	4.3%	Approx. 15% above Project Manager
Project Manager	\$ 13,031	\$ 12,650	+2.9%	\$ 13,031	0.0%	\$13,591	4.3%	Benchmark; set to market; SCS*
Project Specialist	\$ 9,222			\$ 10,051	9.0%	\$10,483	4.3%	Approx. 15% above Senior Administrative Assistant
Senior Pretreatment Program Specialist	\$ 10,434			\$ 10,924	4.7%	\$11,394	4.3%	Approx. 10% above Pretreatment Program Specialist
Pretreatment Program Specialist	\$ 9,931	\$ 9,555	+3.8%	\$ 9,931	0.0%	\$10,358	4.3%	Benchmark; set to market; SCS*
Manager of Operations	\$ 14,743	\$ 15,895	-7.8%	\$ 15,895	7.8%	\$16,578	4.3%	Benchmark; set to market
Brine Line Operations Superintendent	\$ 10,434	\$ 12,385	-18.7%	\$ 12,385	18.7%	\$12,918	4.3%	Benchmark; set to market
Senior Brine Line Pipeline Operator	\$ 10,434			\$ 10,605	1.6%	\$11,061	4.3%	Approx. 15% above Brine Line Pipeline Operator II
Brine Line Pipeline Operator II	\$ 9,222	\$ 8,181	+11.3%	\$ 9,222	0.0%	\$9,619	4.3%	Benchmark; set to market; SCS*
Brine Line Pipeline Operator I	\$ 6,690			\$ 7,378	10.3%	\$7,695	4.3%	Approx. 25% below Brine Line Pipeline Operator II
Deputy General Manager/Chief Financial Officer	\$ 23,569	\$ 22,423	+4.9%	\$ 24,670	4.7%	\$25,730	4.3%	Benchmark; set to market; SCS*
Accounting Manager	New			\$ 13,109	-	\$13,673	4.3%	Approx. 20% above Senior Accountant
Senior Accountant	\$ 10,434			\$ 10,924	4.7%	\$11,394	4.3%	Approx. 10% above Accountant II
Accountant II	\$ 9,931	\$ 9,622	+3.1%	\$ 9,931	0.0%	\$10,358	4.3%	Benchmark; set to market; SCS*
Accountant I	\$ 9,222			\$ 9,028	-2.1%	\$9,417	4.3%	Approx. 10% below Accountant II
Senior Accounting Technician	\$ 8,355			\$ 8,715	4.3%	\$9,090	4.3%	Approx. 15% above Accounting Technician II
Accounting Technician II	\$ 6,690	\$ 7,578	-13.3%	\$ 7,578	13.3%	\$7,904	4.3%	Benchmark; set to market
Accounting Technician I	\$ 5,913			\$ 6,590	11.4%	\$6,873	4.3%	Approx. 15% below Accounting Technician II
Information Systems & Technology Manager	\$ 17,963	\$ 19,560	-8.9%	\$ 19,560	8.9%	\$20,402	4.3%	Benchmark; set to market
Senior GIS Project Manager	\$ 14,743			\$ 14,693	-0.3%	\$15,325	4.3%	Approx. 15% above GIS Project Manager
GIS Project Manager	\$ 12,713	\$ 12,776	-0.5%	\$ 12,776	0.5%	\$13,326	4.3%	Benchmark; set to market
Information System Analyst II	\$ 10,434	\$ 10,659	-2.2%	\$ 10,659	2.2%	\$11,118	4.3%	Benchmark; set to market
Information System Analyst I	\$ 8,778			\$ 9,269	5.6%	\$9,668	4.3%	Approx. 15% below Information System Analyst II
Water Resources and Planning Manager	\$ 18,872	\$ 20,519	-8.7%	\$ 20,519	8.7%	\$21,401	4.3%	Benchmark; set to market
Principal Watershed Manager	\$ 16,680	\$ 17,080	-2.4%	\$ 17,080	2.4%	\$17,814	4.3%	Benchmark; set to market
Senior Watershed Manager	\$ 14,743			\$ 14,985	1.6%	\$15,630	4.3%	Approx. 15% above Watershed Manager
Watershed Manager	\$ 13,031			\$ 13,031	0.0%	\$13,591	4.3%	Same as Project Manager

Recommendations

- Adopt salary range/equity adjustments based on Base + Cash market median deviation (covers 2023-24 fiscal year)
- Further adjust salary ranges by 4.3% for the 2024-25 fiscal year
- Consider further review and possible adjustment for insurance benefits
- Consultant available for further research and analysis as needed

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Compensation Report

Santa Ana Watershed Project Authority

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SECTION I PROJECT OVERVIEW

Ralph Andersen & Associates was retained by the Santa Ana Watershed Project Authority to conduct a Classification & Compensation Study involving all Authority job classifications. This report presents the results of the Compensation Study through the following sections:

- Section I – Project Overview
- Section II – Compensation Methodologies
- Section III – Compensation Survey Findings
- Section IV – Salary Range Recommendations and Implementation
- Appendices – Detailed recommendations and market data.

The methodologies described in this report are similar to those used for any public or private employer, with a customized approach to fit the location and nature of services of the Santa Ana Watershed Project Authority.

EFFECTIVE COMPENSATION PLANS

The Authority's compensation plan is one of the most important elements in its human resources system. Combining a sound compensation system with an effective classification system contributes to the overall effectiveness of an organization. In broad terms, the Authority's compensation plan should:

- Ensure that the Authority can attract and retain well-qualified employees by anchoring the compensation plan to the salary and benefit practices of comparable employers
- Provide a defensible and rational basis for compensating employees
- Allow flexibility and adaptability for making Authority compensation decisions based on changing market conditions
- Recognize the Authority's responsibility as a public agency in establishing a pay plan that is consistent with public practices and established precedents, including those involving represented labor groups.

Policy decisions resulting from the compensation study will ultimately balance the above goals with the Authority's ability to pay and other budget priorities.

STUDY OBJECTIVES

Based on the identified needs of the Authority, this study was designed to achieve the following objectives:

- Select comparable employers to facilitate a custom market survey
- Collect and analyze salary and benefit data to understand market compensation trends
- Analyze the market data and document comparisons with the Authority's compensation plan
- Conduct an analysis of internal salary relationships including vertical (compaction) and horizontal pay relationships among similar jobs
- Develop salary range recommendations using market survey benchmarks and internal alignments.

The primary objective of the compensation survey and subsequent analysis is to identify compensation trends in the labor market and recommend adjustments to the Authority's salary ranges to best fit those trends.

SECTION II COMPENSATION METHODOLOGIES

This section provides an overview of the methodologies that have been used to conduct the compensation analyses and develop specific recommendations. Specific methods and systems presented include:

- Why Market Surveys?
- Labor Market Survey Agencies
- Labor Market Position
- Market Data Collection Process
- Point of Comparison.

All methodologies used by *Ralph Andersen & Associates* are consistent with established professional standards and methodologies of compensation.

WHY MARKET SURVEYS?

Compensation surveys are an effective tool for compensation professionals to utilize in assessing an employer's competitiveness with labor conditions and market practices. Survey data is necessary because labor markets are constantly changing in response to the availability of skills/experience and fluctuations in economic conditions. These changes can vary among regions and across industries and employer types. Thus, an effective survey will provide data that closely reflects market conditions that the employer is competing against. Survey data is important for the following reasons:

- Detailed data allows an employer to anticipate changing market conditions and understand what peer employers are doing with respect to compensation.
- Market data allows an employer to be deliberate in making compensation related decisions by reducing guesses or reliance on indexes that may not reflect real market conditions.
- Survey data can provide defensibility and transparency for employees and other stakeholders.

At a minimum, survey data can help an employer reduce undesired employee turnover and optimize the ability to hire employees when filling vacant positions. The use of labor market data to establish compensation levels is a common practice in both public and private employers.

LABOR MARKET SURVEY AGENCIES

One of the most important policy components of a compensation plan is a definition of the labor market within which the Authority must compete. There are typically five important criteria utilized in identifying those employers that comprise an agency's labor market. They are:

- **Historical Practices** — Over time, an employer will develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. In some instances, survey agencies can be more formally defined by policy documents or memorandums of understanding. Survey agencies can be specifically identified, or they can be defined by characteristics such as size or proximity. Historical practices are an important consideration if for no other reason than deviating from historical practices typically requires sufficient reasoning.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the Santa Ana Watershed

Project Authority. Employers who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers. The optimal agencies to use in this survey include special districts, cities, and counties that provide water/wastewater and similar utility services.

- **Geographic Proximity** — Geographic proximity of potential employers is one of the most important factors utilized in identifying an organization’s labor market. This factor is particularly useful because it identifies those employers that directly compete with the Santa Ana Watershed Project Authority to recruit and retain personnel. If a sufficient number of comparable agencies exist within close proximity to the Authority, the defined geographic area may be confined to a reasonable commuting distance.
- **Employer Size** — As a rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. The size of the survey agencies can most easily be measured by expenditures and revenues and similar characteristics.
- **Economic Similarity** — Ideally, the selection of survey agencies should have a balance of economically similar agencies with a mix of equal, lower, and higher living and labor cost areas. For economic similarity, Ralph Andersen & Associates relies on indexes published by the Economic Research Institute (ERI). Using these indexes, Authority locations with an index higher than 100 are in a higher cost of living/labor cost area while cities below 100 are in a lower cost of living/labor area. While living costs can vary significantly, labor costs will generally be similar over a wide geographic region. Overall differences of less than five percent are not significant. Economic indexes are less relevant if the survey agencies are within reasonable commuting distance.

As a starting point, the consultants considered potential agencies identified through the above analysis including special districts and other public agencies within a reasonable commuting distance. This list was then analyzed to prioritize closer proximity agencies that were most similar in size. The result of this analysis are the survey agencies provided in the table below.

Survey Agency	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	County	WW	Memb	Hist
Santa Ana Watershed Project Authority	0	\$33.3 Mil	\$28.2 Mil	100.0	100.0	Riverside	X		X
Local Cities/County									
Riverside	0	\$1.1 Bil	\$970.6 Mil	100.0	100.0	Riverside	X		X
Riverside County	0	\$67.2 Bil	\$67.7 Bil	100.0	100.0	Riverside County	X		X
Special Districts									
Western Municipal Water District	0	\$153.7 Mil	\$155.1 Mil	100.0	100.0	Riverside	X	X	X
San Bernardino Valley Municipal Water District	13	\$120.0 Mil	\$75.7 Mil	91.1	100.0	San Bernardino		X	X
Eastern Municipal Water District	18	\$422.7 Mil	\$382.4 Mil	94.8	100.0	Riverside	X	X	X
Cucomonga Valley Water District	22	\$105.3 Mil	\$91.9 Mil	99.2	100.0	San Bernardino	X		X
Yucaipa Valley Water District	24	\$32.8 Mil	\$35.1 Mil	92.4	100.0	San Bernardino	X		
Inland Empire Utilities Agency	30	\$246.7 Mil	\$199.8 Mil	101.5	100.4	San Bernardino	X	X	X
Yorba Linda Water District	32	\$45.5 Mil	\$47.1 Mil	100.2	103.5	Orange	X		
Elsinore Valley Municipal Water District	34	\$104.7 Mil	\$102.3 Mil	89.1	100.4	Riverside	X		
Irvine Ranch Water District	39	\$271.9 Mil	\$280.5 Mil	126.4	103.6	Orange	X		X
Orange County Water District	48	\$170.5 Mil	\$158.9 Mil	123.3	103.6	Orange		X	X

Distance - Google Maps

Cost of Living/Wage Index - Economic Research Institute; Jan 2024

Revenues/Expenditures - CA State Controller; 2022

These agencies were presented to the Board of Directors and approved prior to initiating survey efforts. The agencies represent the diverse market within which the Authority competes. While most of the agencies are larger than the Authority, they are in sufficient proximity and have similar jobs with which the Authority competes with.

MARKET DATA COLLECTION PROCESS

To ensure reliability and completeness, survey data was collected according to a structured methodology. In conducting the compensation survey, the following specific steps were taken:

- Survey employers were contacted to confirm participation and to request background information including current salary schedules, job descriptions, benefit information, position control documents, and organizational charts
- Source documents were analyzed for each survey agency in order to determine comparability issues and obtain salary/benefit data
- Follow-up discussions were conducted by e-mail and telephone to verify and clarify the data to ensure accuracy and comparability
- Further research and review of issues was completed based on comments and questions from Authority representatives.

Throughout the data collection process, careful efforts were made to document the full range of duties and requirements of all job classes as compared to the Authority's corresponding survey jobs.

When conducting labor market surveys, one of the most important objectives is to ensure that the labor market data is sufficiently comparable to Authority jobs while also serving as a strong indicator of market trends. Since the purpose of the labor market analysis is to identify general wage trends with other agencies, broad comparability guidelines are used when collecting data. If the comparability guidelines are too narrow, then insufficient market data will be found.

Common comparability criteria include similar core functional duties, education/skill requirements, certifications, level of duties, resource responsibility, and scope of supervisory and management duties. It is not as critical for all job duties to be the same or for the number of employees in those jobs to be the same. Furthermore, it is not essential that comparable market jobs use the same equipment, have the same workload, or work in an identical facility. While *Ralph Andersen & Associates* has been careful not to include outlier job comparisons, there will be some variability in the job matches. In some instances, a comparable market job may exceed the responsibilities and duties of the Authority's job and in other cases, the market job may perform duties at a slightly lower level. Overall, the market comparabilities are intended to provide a balanced indication of market trends (matches that are a mix of higher, lower, similar roles and responsibilities).

The survey data contains job matches that are sufficiently comparable based on the professional judgment of *Ralph Andersen & Associates*. Wherever possible, job matches are supported by documentation received from the survey agencies. While job descriptions served as a starting point for all comparability assessments, they were not the sole source of information used to establish job matches. Job descriptions can be unreliable (particularly if they are outdated), not every agency has the same level of detail in their job descriptions, and many agencies may not have the same philosophy in establishing minimum qualifications.

The term "No Comparable Class" has been used to indicate instances where 1) a job does not exist within the survey agency, 2) the level of responsibilities/duties are not sufficiently comparable, or 3) the comparable job duties are spread among several job classifications, none of which are an adequate job match to the survey job.

SURVEY JOB CLASSIFICATIONS & MARKET BENCHMARKS

The compensation survey was initiated by surveying all 20 of the Authority's current job classifications. This survey data was then refined into 11 benchmark jobs that have been used to update the Authority's compensation plan. These benchmarks represent the best data (statistically and number of matches) in the survey as well as necessary

data points to cover every major job family in the Authority's classification plan. This ensures that market data can be used to anchor the Authority's compensation plan to the labor market and also gives flexibility to evaluate and/or maintain important internal relationships between Authority job classifications. This is discussed more in Section IV of this report.

POINT OF COMPARISON

When comparing Authority salaries with market agencies, it is important to establish a consistent point of comparison. For public sector agencies, it is customary to compare salary range structures with a focus on the range maximum. This practice and standard exists for the following reasons:

- Public agencies generally have relatively narrow pay ranges whereby range progression from the employee's starting salary to the range maximum within five years.
- Salary range progression in public sector agencies is based on time in the job with a "pass-fail" assessment of performance. These annual range progression increments (usually in the form of a fixed step in the range) recognize the employee's experience in the organization, their acquisition of knowledge and skills specific to the job/employer, and assimilation with the work culture and services provided by the employer.
- Our analysis of actual salary levels within the public agency pay ranges validates that 90% or more of employees will be at the range maximum. The only reason a high number of employees would not be at the range maximum is if an employer has excessive employee turnover.

Since all the survey agencies used in the market study utilize a variety of pay range structures, a critical review was needed to confirm the best salary range reference control point. For most agencies, the salary range progression mechanism used is a fixed percentage step progression (5 steps being the most common which provides for four step increases to reach the range maximum). A few agencies utilize open ranges (most only for management jobs) which allows for variable range progression increments based on budget practices, performance, or other considerations. For most agencies, employees will reach the range maximum within 5 years of employment.

SECTION III COMPENSATION FINDINGS

This section of the report documents the key findings and observations resulting from the consultant’s compensation survey and data analyses. The focus of the compensation analysis is to identify significant differences in the pay practices of the Authority as compared to the survey agencies.

LABOR MARKET POSITION

Depending on the policy objectives as well as recruitment and retention needs, most public agencies will establish a market position between the median (50th percentile) and 75th percentile (also called the 3rd quartile). Establishing a labor market position will primarily be driven by an organization’s recruitment and retention objectives.

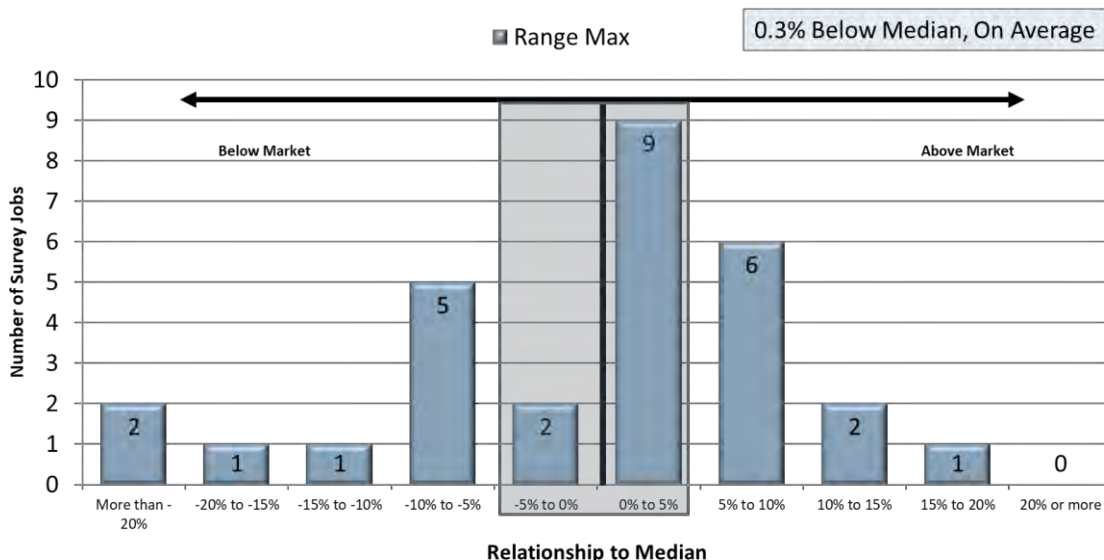
Important elements to consider when deciding on a market position include the following:

- Historical practices
- Recruitment and retention/turnover objectives to ensure optimal and efficient service delivery
- The Authority’s ability to sustain and pay for compensation and benefits
- Priority of compensation versus other expenditures
- Comparability of the survey agencies (size, cost of living differences, etc.)
- The mix of salary and benefits in providing a total compensation package for employees.

Given the nature of survey agencies and the Authority’s historical practices, we have used the market median (50th percentile) as the primary point of comparison.

BASE SALARY SURVEY RESULTS

As a starting point, the consultants analyzed base salary ranges (excluding benefits) between the Authority and the survey agencies. Survey agency data is captured by referencing the statistical median of the survey sample in order to identify market trends. A summary graph of the 29 survey jobs and the distribution of their market median relationship is provided in the following graph.



The following table provides a detailed summary of the market survey for the 29 survey jobs (see Appendix A for data sheets) and includes:

- The job title surveyed
- The Authority’s current salary range maximum
- The number of observations (matches), not including Authority data
- The median of comparable range maximums for comparable jobs
- The percentage deviation between the Authority’s current salary range maximum and the median of market range maximums (negative numbers show a position below the median and positive numbers show a position above the statistic)
- The percentile rank of the survey job compared to the market comparables.

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Percentile
Accountant II	9,931	12	9,217	7.2%	73
Accounting Technician II	6,690	10	7,127	-6.5%	25
Administrative Assistant II	6,690	12	7,438	-11.2%	17
Administrative Services Manager	16,680	6	13,447	19.4%	88
Brine Line Operations Superintendent	10,434	10	12,025	-15.2%	2
Brine Line Pipeline Operator II	9,222	10	7,902	14.3%	100
Business Analyst II	9,931	8	10,610	-6.8%	39
Clerk of the Board	10,434	6	10,119	3.0%	63
Communications Specialist	7,204	9	9,866	-37.0%	0
Controller	13,356	8	16,077	-20.4%	9
Deputy General Manager/Chief Financial Officer	23,569	10	21,815	7.4%	74
Engineer	13,031	10	12,259	5.9%	60
Engineering Mgr	18,872	10	18,369	2.7%	61
Executive Assistant II	9,931	8	9,050	8.9%	89
Executive Manager of Engineering and Ops	21,886	10	21,688	0.9%	56
General Manager	29,434	10	29,141	1.0%	57
GIS Project Manager	12,713	6	12,402	2.4%	58
Information System Analyst II	10,434	11	10,363	0.7%	51
Information Systems & Technology Manager	17,963	10	18,879	-5.1%	41
Manager of Permitting and Pretreatment	13,356	6	14,313	-7.2%	31
Mgr of Operations	14,743	9	15,138	-2.7%	43
Operations Mgr	18,872	8	19,757	-4.7%	29
Pretreatment Program Specialist	9,931	7	9,050	8.9%	58
Principal Watershed Manager	16,680	5	16,250	2.6%	53
Project Manager	13,031	5	12,419	4.7%	77
Senior Engineer	14,743	9	14,093	4.4%	56
Senior Watershed Manager	14,743	6	13,633	7.5%	70
Water Resources and Planning Mgr	18,872	10	19,880	-5.3%	33
Watershed Manager	13,031	4	11,369	12.7%	100
Average		8		-0.3%	52

Detailed base salary data sheets are provided in Appendix A.

TOTAL COMPENSATION ANALYSIS (BENEFITS)

The purpose of the labor market total compensation analysis is to determine whether the Authority’s benefits significantly improve or worsen the Authority’s market position. This is determined by analyzing the market

relationship of base salary comparisons and then adding benefit categories to determine changes in market position.

The total compensation survey included common benefits available to all employees and focused on the employer cost of these benefits. The benefits utilized as part of the total compensation analysis included:

- Cash benefits paid by the employer
 - Longevity pay (pay for years of experience beyond the normal salary range progression)
 - Deferred compensation (employer paid contributions including matching contributions)
 - Employer Paid Member Contributions (EPMC)
- Insurance benefits paid by the employer
 - Medical, the maximum EE+2 (family) contribution made by the employer excluding rarely used plans
 - Dental, the maximum EE+2 (family) contribution made by the employer
 - Vision, the maximum premium contribution or annual reimbursement for vision benefits.

While classic tier employer retirement contributions have been analyzed, their importance in a total compensation analysis is limited due to the following:

- Retirement benefit comparisons are based on comparisons of the classic retirement tier available to new employees who qualify (retirement tiers in effect as of December 2012); it is not appropriate to compare the cost and benefits of closed tiers that are not available to new employees.
- Most of the retirement costs incurred by the Authority (and the survey agencies) are based on Unfunded Actuarial Liabilities (UAL) and actuarial demographics of which the Authority has little control.
- Many Authority employees are in the PEPRA tier which generally incur the same costs and benefits for the Authority and the survey agencies (thus, no measurable differences exists).

Using the above categories, the total compensation analysis involved a macro-level analysis to determine if the Authority's benefits have a significant impact on its labor market position. This analysis is conducted by utilizing three snapshots of data: 1) base salary, 2) base salary plus cash benefits, and 3) base salary plus cash benefits plus insurance benefits. The results of this analysis are the following:

- The average labor market median position when base salary ranges are compared is 0.3% below median. For purposes of the total compensation analysis, it is not important what this number is as much as how this relative market position shifts as benefits are introduced into the analysis.
- When cash benefits are cumulatively added to base salary, the Authority's market position shifts to 3.7% below market median (a loss of 3.5% in market position). This is due to the limited cash benefits found in the labor market that are not provided by the Authority. This shift is significant and is primarily due to longevity and employer paid deferred compensation benefits paid by some survey employers.
- When insurance benefits are cumulatively added to base salary and cash benefits, the Authority's market position shifts to 6.5% below market median (a 2.8% loss in market position). This is a result of lower Authority insurance contributions compared to the market. On average, the Authority's maximum insurance contribution is \$380 lower per month than the market average. It should be noted that the analysis of insurance benefits did not consider qualitative differences in deductibles, co-pays, or other employee costs. Generally, differences in employer contributions will either reflect differences in these qualitative factors, or more commonly, differences in the employee's share of total premium costs. However, given that the Authority has fewer than 100 employees, the rate setting for insurance benefits may be different compared to larger employers.

Overall, the Authority loses 6.2% in market position when cash and insurance benefits are considered. The following table provides a summary analysis for the 29 survey jobs (see Appendix B). The table includes:

- The job title surveyed
- The number of observations (matches), not including Authority data
- The percentage relationship of the median using base salary range maximums
- The percentage relationship of the median using base salary + cash benefit comparisons
- The percentage relationship of the median using base salary + cash benefit + insurance benefit comparisons

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Gain/Loss
Accountant II	12	7.2%	3.1%	-4.1%	-1.8%	-4.9%	-8.9%
Accounting Technician II	10	-6.5%	-13.3%	-6.7%	-17.6%	-4.4%	-11.1%
Administrative Assistant II	12	-11.2%	-13.6%	-2.4%	-17.0%	-3.4%	-5.8%
Administrative Services Manager	6	19.4%	17.4%	-2.0%	11.9%	-5.5%	-7.5%
Brine Line Operations Superintendent	10	-15.2%	-18.7%	-3.5%	-16.9%	1.8%	-1.7%
Brine Line Pipeline Operator II	10	14.3%	11.3%	-3.0%	3.5%	-7.8%	-10.8%
Business Analyst II	8	-6.8%	-10.7%	-3.8%	-10.4%	0.3%	-3.6%
Clerk of the Board	6	3.0%	-1.7%	-4.7%	-7.4%	-5.7%	-10.4%
Communications Specialist	9	-37.0%	-37.0%	0.0%	-35.9%	1.1%	1.1%
Controller	8	-20.4%	-23.0%	-2.6%	-21.7%	1.3%	-1.4%
Deputy General Manager/Chief Financial Officer	10	7.4%	4.9%	-2.6%	3.9%	-0.9%	-3.5%
Engineer	10	5.9%	2.6%	-3.3%	-2.3%	-4.9%	-8.2%
Engineering Mgr	10	2.7%	-1.3%	-3.9%	-4.9%	-3.6%	-7.5%
Executive Assistant II	8	8.9%	6.9%	-2.0%	3.4%	-3.5%	-5.5%
Executive Manager of Engineering and Ops	10	0.9%	-4.7%	-5.6%	-6.1%	-1.4%	-7.0%
General Manager	10	1.0%	-2.3%	-3.3%	-3.6%	-1.3%	-4.6%
GIS Project Manager	6	2.4%	-0.5%	-2.9%	-5.7%	-5.2%	-8.2%
Information System Analyst II	11	0.7%	-2.2%	-2.8%	-7.3%	-5.1%	-7.9%
Information Systems & Technology Manager	10	-5.1%	-8.9%	-3.8%	-9.2%	-0.3%	-4.1%
Manager of Permitting and Pretreatment	6	-7.2%	-9.8%	-2.6%	-10.1%	-0.3%	-2.9%
Mgr of Operations	9	-2.7%	-7.8%	-5.1%	-9.1%	-1.3%	-6.4%
Operations Mgr	8	-4.7%	-6.8%	-2.2%	-7.1%	-0.2%	-2.4%
Pretreatment Program Specialist	7	8.9%	3.8%	-5.1%	-2.1%	-5.9%	-11.0%
Principal Watershed Manager	5	2.6%	-2.4%	-5.0%	-5.5%	-3.1%	-8.1%
Project Manager	5	4.7%	2.9%	-1.8%	4.2%	1.3%	-0.5%
Senior Engineer	9	4.4%	-0.3%	-4.7%	-4.3%	-4.0%	-8.7%
Senior Watershed Manager	6	7.5%	3.3%	-4.3%	-1.4%	-4.7%	-8.9%
Water Resources and Planning Mgr	10	-5.3%	-8.7%	-3.4%	-11.3%	-2.6%	-6.0%
Watershed Manager	4	12.7%	8.9%	-3.8%	3.1%	-5.8%	-9.6%
Average		-0.3%	-3.7%	-3.5%	-6.5%	-2.8%	-6.2%

SURVEY FINDINGS SUMMARY

The survey findings indicate that the Authority’s compensation plan (when base salary and benefits are compared) is below the median of the labor market, on average. Detailed total compensation data sheets are provided in Appendix B.

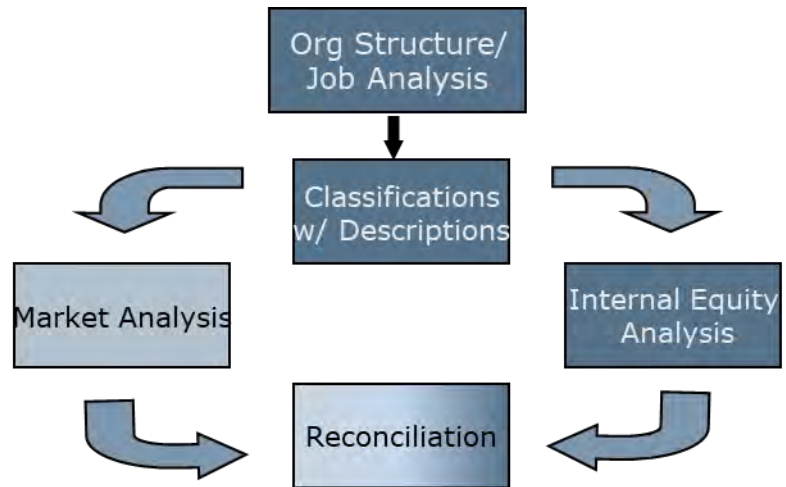
Every reasonable effort has been made to obtain accurate salary and benefit data from the participating survey agencies using source documents and information provided by each agency’s human resources department.

Note: The compensation survey represents data collected in May of 2024 and does NOT include market increases or benefit changes that may have occurred since that time or future changes for the 2024-25 fiscal year. Any adjustments made using this data only applies to the 2023-24 fiscal year.

SECTION IV SALARY RANGE RECOMMENDATIONS

This section of the Compensation Report utilizes the results of the market survey to build a new compensation plan for the Authority's job classifications. Our analysis and recommendations provide salary range adjustments based on a combination of the market survey and a detailed analysis of internal salary relationships (with knowledge garnered from the classification study). As shown in the graphic below, compensation plans are developed using a balance of market data and internal relationships to best position the Authority in the market for recruitment and retention purposes while capturing the Authority's unique classification structure.

As a starting point, salary range recommendations are developed by analyzing the salary survey data to determine benchmark job classifications. Benchmark job classifications are jobs that anchor the Authority's compensation plan to the labor market. Initial analyses of the labor market data and development of the compensation plan will typically start with more benchmarks than those ultimately used in salary range recommendations developed for this report. The process for selecting benchmark survey data includes the following factors:



- Only the best, most statistically sound, and abundant survey data is considered for benchmarking. Small sample sizes, data samples with significant skewing or variability, and data samples that have an unbalanced sampling of the survey agencies will not be considered.
- Authority job classifications with a large number of incumbents are ideal benchmarks, as long as the survey data is statistically sound.
- As shown in the graphic above, compensation plans involve a balancing of external market data with internal salary/equity relationships within the Authority. It is not necessary to obtain market data to establish salary ranges for all Authority job classifications.

In some instances, the unique job duties and organization structures of Authority job classifications may not be comparable to any jobs in the seven survey agencies. As described below, there are analytical determinations that can be made to "slot" non-benchmark jobs into the Authority's salary plan by using internal relationships with other classifications.

Salary ranges for non-benchmark job have been determined using internal relationship guidelines based on an assessment of similarities and differences in job role, responsibility, autonomy, and qualifications within job classification series and related job families (accounting, information technology, field operations, etc.). Based on our analysis of differences in compensable factors, internal relationship ties are established in 5% increments. In most cases, these increments align with current differentials between job classifications. In addition to the above guidelines, additional consideration is given to historical pay relationships.

Once the initial salary range recommendations are developed, horizontal equity relationships are analyzed within related job families. This process does not distort or ignore valid market relationships, but captures and maintains important equity relationships within the organization. This will typically align with current pay practices.

Appendix C contains recommended salary range adjustments for each Authority job classification using the market median market options (base salary, total comp deviation). The salary ranges have been developed using the benchmarking and internal relationship process described previously. Appendix C contains the following:

- Recommended job classification from the classification study
- Current monthly salary range maximum
- The market deviation to the desired market position (median) for benchmark jobs (shown as a +/- percentage)
- The recommended monthly salary range maximum
- The percent change between the recommended range maximum and the current range maximum
- The recommended internal alignment/salary setting rationale.

The internal alignment/salary setting rationale identifies benchmark job classifications, equity relationships (same as another job class), and internal relationship differentials (expressed in 5% increments). This column contains the building blocks for the proposed salary ranges.

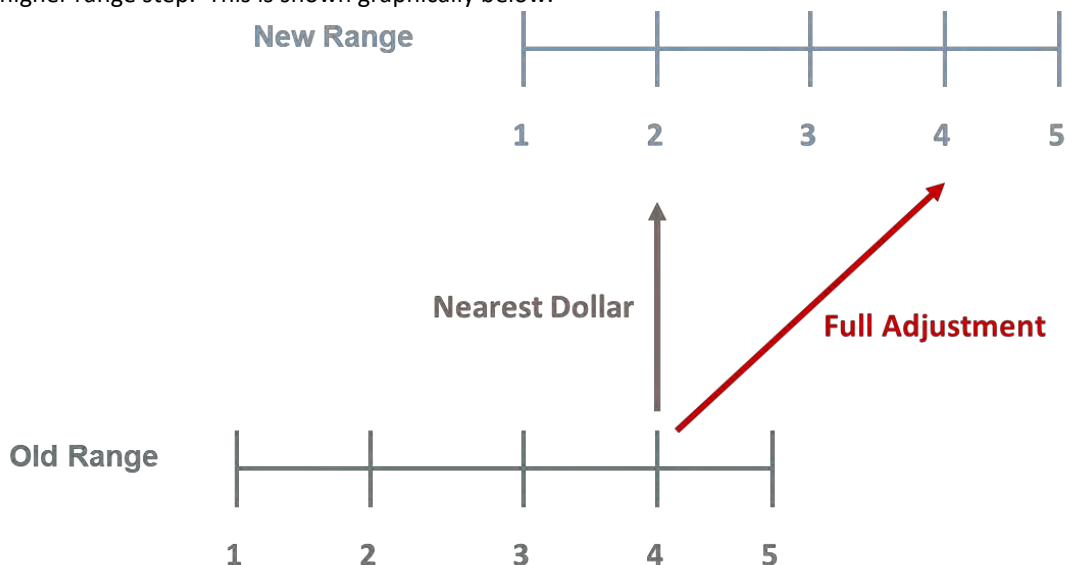
The market deviation used to develop the salary range recommendations is based on a comparison of base salary as shown in the summary table presented earlier in this report.

The salary range recommendations provided in Appendix C are salary **range** adjustments and are not meant to indicate proposed salary adjustments for individual employees. Salary adjustments for employees (timing and magnitude) would be based on the implementation strategy determined by the Authority.

Appendix C also includes a 4.3% COLA adjustment for the 2024-2025 fiscal year.

IMPLEMENTATION

Implementation of salary range adjustments based on the market survey results are typically completed through equity adjustments outside of normal annual cost-of-living adjustments (COLA). Appendix C provides the equity adjustments for each Authority job classification. These adjustments would be made to each salary range, however, employee salaries would typically not be adjusted the same amount. While one option for implementation would preserve employee step placement in their salary range, most agencies will implement salary range adjustments by adjusting the salary range and then placing employee salaries into the nearest equal to or higher range step. This is shown graphically below.



APPENDIX A
SURVEY DATASHEETS – BASE SALARY

**Santa Ana WPA
Draft Labor Market Summary**

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Percentile
Accountant II	9,931	12	9,217	7.2%	73
Accounting Technician II	6,690	10	7,127	-6.5%	25
Administrative Assistant II	6,690	12	7,438	-11.2%	17
Administrative Services Manager	16,680	6	13,447	19.4%	88
Brine Line Operations Superintendent	10,434	10	12,025	-15.2%	2
Brine Line Pipeline Operator II	9,222	10	7,902	14.3%	100
Business Analyst II	9,931	8	10,610	-6.8%	39
Clerk of the Board	10,434	6	10,119	3.0%	63
Communications Specialist	7,204	9	9,866	-37.0%	0
Controller	13,356	8	16,077	-20.4%	9
Deputy General Manager/Chief Financial Officer	23,569	10	21,815	7.4%	74
Engineer	13,031	10	12,259	5.9%	60
Engineering Mgr	18,872	10	18,369	2.7%	61
Executive Assistant II	9,931	8	9,050	8.9%	89
Executive Manager of Engineering and Operations	21,886	10	21,688	0.9%	56
General Manager	29,434	10	29,141	1.0%	57
GIS Project Manager	12,713	6	12,402	2.4%	58
Information System Analyst II	10,434	11	10,363	0.7%	51
Information Systems & Technology Manager	17,963	10	18,879	-5.1%	41
Manager of Permitting and Pretreatment	13,356	6	14,313	-7.2%	31
Mgr of Operations	14,743	9	15,138	-2.7%	43
Operations Mgr	18,872	8	19,757	-4.7%	29
Pretreatment Program Specialist	9,931	7	9,050	8.9%	58
Principal Watershed Manager	16,680	5	16,250	2.6%	53
Project Manager	13,031	5	12,419	4.7%	77
Senior Engineer	14,743	9	14,093	4.4%	56
Senior Watershed Manager	14,743	6	13,633	7.5%	70
Water Resources and Planning Mgr	18,872	10	19,880	-5.3%	33
Watershed Manager	13,031	4	11,369	12.7%	100
Average		8		-0.3%	52

EXPLANATION OF SURVEY DATA SHEETS

Survey Class	Title of the survey classification.
Agency	Name of survey agency from which compensation data was collected.
Comparable Class Title	Comparable title of matching class in each survey agency. The phrase "No Comparable Class" is used when a survey agency does not have the job or if there is a significant difference in qualifications or scope of duties.
Monthly Minimum	This is the monthly starting salary for positions in the class.
Monthly Control Point or Maximum	This is the monthly top step or range maximum for those agencies that use the range maximum as the control point. Control point salaries are used if the agency's range structure utilizes a mid-point or similar reference point. By definition, the range control point is that point in the salary range that most employees attain through tenure, assuming satisfactory performance. The control point is also used as the market "anchoring point" of the salary range. Range maximums do not include longevity, merit, or performance based pay.
Authority Rank	This is the range relative to the market with 1 being the highest salary in the market.
Coefficient of Variance	This is a statistical measure of variability and reliability. If this number is above 30%, the data may not be reliable.
Number of Obs.	The total number of data observations (not including the Authority's salary). If this number is less than six, insufficient data is available for statistical analysis.
Mean	This is the average of the survey data. This statistic is subject to data skewing by data anomalies and is not as reliable as the median.
Median	This statistic represents the middle of the labor market. As such, half of the data is above the median and half is below the median.
Percentiles	This measurement is similar to the median except a different percentage of data is above a specific point in the ranking and the balance of data is below this point (i.e., for the 75th percentile, 25% of the data is above this point and 75% is below). The percentiles are calculated using an Excel spreadsheet function. Since there are different methods for computing percentiles, the function methodology used by Excel may not be the same as other spreadsheet programs or manual calculation methods.
Percent Above/Below	This percentage represents the difference between the market statistic to the left of the percentage and the Authority's salary. Specifically, it is the percentage increase/decrease needed to move the Authority's salary to the market. For convenience, below market relations are shown as negative values and above market relations are shown as positive values. The following formula is used to calculate $\frac{(\text{Authority's Salary} - \text{Market})}{\text{Authority's Salary}}$ It is important that the Authority's salary be in the denominator of any percentage formula.
Percentile Rank	This is the percentile that corresponds to the Authority's salary if it is placed into the market data.

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Accountant II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Bernardino Valley MWD	Senior Accountant	\$ 9,766	\$ 13,300	36.2%
Elsinore Valley MWD	Accountant II	\$ 8,426	\$ 11,057	31.2%
Eastern MWD	Accountant II	\$ 8,011	\$ 9,977	24.5%
Santa Ana WPA	Accountant II	\$ 8,170	\$ 9,931	21.6%
Yorba Linda WD	Accountant	\$ 7,757	\$ 9,930	28.0%
Western Municipal WD	Accountant II	\$ 6,820	\$ 9,689	42.1%
Irvine Ranch WD	Accountant	\$ 6,399	\$ 9,565	49.5%
Cucamonga Valley WD	Accountant	\$ 6,821	\$ 8,869	30.0%
Yucaipa Valley WD	Accountant	\$ 6,959	\$ 8,699	25.0%
Inland Empire UA	Accountant II	\$ 6,998	\$ 8,526	21.8%
City of Riverside	Accountant II	\$ 6,954	\$ 8,452	21.5%
Orange County WD	Staff Accountant	\$ 6,637	\$ 8,298	25.0%
Riverside County	Accountant II	\$ 5,495	\$ 7,623	38.7%
Santa Ana Wpa Rank		4/13	Market Value	Percent +/-
Coefficient of Variance		16%		
Number of Observations		12		
Labor Market Mean			\$ 9,499	4.35%
Labor Market Median			\$ 9,217	7.19%
25th Percentile			\$ 8,508	14.33%
75th Percentile			\$ 9,941	-0.10%
Percentile Rank			73	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Accounting Technician II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Yorba Linda WD	Accounting Assistant II	\$ 6,689	\$ 8,562	28.0%
Elsinore Valley MWD	Accounting Technician III	\$ 6,585	\$ 8,508	29.2%
Irvine Ranch WD	Senior Accounting Clerk	\$ 5,273	\$ 7,751	47.0%
Western Municipal WD	Accounting Technician II	\$ 5,342	\$ 7,591	42.1%
Orange County WD	Senior Accounting Clerk	\$ 5,736	\$ 7,166	24.9%
Eastern MWD	Finance Technician II	\$ 5,692	\$ 7,088	24.5%
Inland Empire UA	Accounting Technician II	\$ 5,758	\$ 7,016	21.8%
Santa Ana WPA	Accounting Technician II	\$ 5,504	\$ 6,690	21.6%
Cucamonga Valley WD	Account Clerk II	\$ 5,067	\$ 6,588	30.0%
Riverside County	Accounting Technician II	\$ 4,258	\$ 6,336	48.8%
City of Riverside	Accounting Technician	\$ 4,876	\$ 5,925	21.5%
San Bernardino Valley MWD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		8/11		
Coefficient of Variance		12%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 7,253	-8.42%
Labor Market Median			\$ 7,127	-6.53%
25th Percentile			\$ 6,695	-0.08%
75th Percentile			\$ 7,711	-15.26%
Percentile Rank			25	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Administrative Assistant II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Bernardino Valley MWD	Administrative Specialist	\$ 6,260	\$ 8,474	35.4%
Western Municipal WD	Administrative Assistant	\$ 5,890	\$ 8,369	42.1%
Yucaipa Valley WD	Administrative Assistant II	\$ 6,470	\$ 8,088	25.0%
Yorba Linda WD	Administrative Assistant	\$ 6,060	\$ 7,757	28.0%
Elsinore Valley MWD	Administrative Assistant II	\$ 5,876	\$ 7,709	31.2%
Irvine Ranch WD	Senior Office Specialist	\$ 5,134	\$ 7,511	46.3%
Inland Empire UA	Administrative Assistant II	\$ 6,046	\$ 7,366	21.8%
Cucamonga Valley WD	Administrative Assistant II	\$ 5,486	\$ 7,134	30.0%
Orange County WD	Administrative Support Specialist	\$ 5,462	\$ 6,827	25.0%
Eastern MWD	Administrative Assistant II	\$ 5,420	\$ 6,751	24.6%
Santa Ana WPA	Administrative Assistant II	\$ 5,504	\$ 6,690	21.6%
Riverside County	Executive Assistant II	\$ 4,122	\$ 6,137	48.9%
City of Riverside	Administrative Assistant	\$ 4,135	\$ 5,541	34.0%
Santa Ana Wpa Rank		11/13	Market Value	Percent +/-
Coefficient of Variance		12%		
Number of Observations		12		
Labor Market Mean			\$ 7,305	-9.20%
Labor Market Median			\$ 7,438	-11.19%
25th Percentile			\$ 6,808	-1.76%
75th Percentile			\$ 7,840	-17.19%
Percentile Rank			17	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Administrative Services Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Bernardino Valley MWD	Chief of Staff/Clerk of the Board	\$ 12,928	\$ 17,637	36.4%
Santa Ana WPA	Administrative Services Manager	\$ 13,723	\$ 16,680	21.6%
Inland Empire UA	Board Secretary/Office Manager	\$ 13,194	\$ 16,076	21.8%
Elsinore Valley MWD	District Secretary	\$ 10,733	\$ 14,081	31.2%
Orange County WD	District Secretary	\$ 10,250	\$ 12,813	25.0%
Irvine Ranch WD	District Secretary	\$ 8,611	\$ 12,453	44.6%
Cucamonga Valley WD	Executive Services Administrator/District Clerk	\$ 9,553	\$ 12,419	30.0%
City of Riverside	No Comparable Class			
Eastern MWD	No Comparable Class			
Riverside County	No Comparable Class			
Western Municipal WD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		2/7		
Coefficient of Variance		15%	Market Value	Percent +/-
Number of Observations		6		
Labor Market Mean			\$ 14,246	14.59%
Labor Market Median			\$ 13,447	19.38%
25th Percentile			\$ 12,543	24.80%
75th Percentile			\$ 15,577	6.62%
Percentile Rank			88	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Brine Line Operations Superintendent

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Yorba Linda WD	Maintenance Superintendent	\$ 11,515	\$ 14,740	28.0%
Western Municipal WD	Operations Supervisor	\$ 9,341	\$ 13,902	48.8%
Elsinore Valley MWD	Wastewater Collection Systems Superintendent	\$ 10,274	\$ 13,477	31.2%
Inland Empire UA	Collection System Supervisor	\$ 10,338	\$ 12,596	21.8%
City of Riverside	Wastewater Operations Superintendent	\$ 9,251	\$ 12,399	34.0%
Orange County WD	Maintenance Supervisor - GWRS	\$ 9,320	\$ 11,651	25.0%
Cucamonga Valley WD	Operations Supervisor (Wastewater Utility)	\$ 8,825	\$ 11,472	30.0%
Irvine Ranch WD	Collection Systems Supervisor	\$ 7,635	\$ 11,407	49.4%
Eastern MWD	Wastewater Collection Supervisor	\$ 8,830	\$ 10,996	24.5%
Santa Ana WPA	Brine Line Operations Superintendent	\$ 8,584	\$ 10,434	21.6%
Yucaipa Valley WD	Public Works Supervisor	\$ 8,256	\$ 10,320	25.0%
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Santa Ana Wpa Rank		10/11		
Coefficient of Variance		11%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 12,296	-17.85%
Labor Market Median			\$ 12,025	-15.25%
25th Percentile			\$ 11,423	-9.48%
75th Percentile			\$ 13,257	-27.05%
Percentile Rank			2	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Brine Line Pipeline Operator II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Santa Ana WPA</i>	<i>Brine Line Pipeline Operator II</i>	\$ 7,587	\$ 9,222	21.6%
Yorba Linda WD	Maintenance Worker III	\$ 7,027	\$ 8,996	28.0%
Western Municipal WD	Operations Technician III	\$ 6,186	\$ 8,787	42.0%
Orange County WD	Maintenance Technician - Grade II	\$ 6,969	\$ 8,712	25.0%
Elsinore Valley MWD	Collection Systems Maintenance Worker II	\$ 6,173	\$ 8,095	31.1%
Irvine Ranch WD	Collection Systems Technician II	\$ 5,420	\$ 7,987	47.4%
Eastern MWD	Collections Systems Utility Worker II	\$ 6,276	\$ 7,817	24.6%
Inland Empire UA	Collection System Operator II	\$ 6,347	\$ 7,734	21.8%
Cucamonga Valley WD	Wastewater Utility Worker II	\$ 5,710	\$ 7,422	30.0%
City of Riverside	Wastewater Collections Systems Technician II	\$ 5,273	\$ 6,729	27.6%
Yucaipa Valley WD	Utility Service Worker II	\$ 5,009	\$ 6,262	25.0%
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Santa Ana Wpa Rank		1/11		
Coefficient of Variance		11%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 7,854	14.83%
Labor Market Median			\$ 7,902	14.31%
25th Percentile			\$ 7,500	18.67%
75th Percentile			\$ 8,558	7.20%
Percentile Rank			100	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Business Analyst II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Elsinore Valley MWD	Management Analyst	\$ 8,857	\$ 11,619	31.2%
Western Municipal WD	Management Analyst II	\$ 7,519	\$ 11,191	48.8%
Inland Empire UA	Senior Management Analyst	\$ 8,931	\$ 10,881	21.8%
Irvine Ranch WD	Management Analyst	\$ 7,583	\$ 10,746	41.7%
Eastern MWD	Management Analyst II	\$ 8,412	\$ 10,475	24.5%
Santa Ana WPA	Business Analyst II	\$ 8,170	\$ 9,931	21.6%
Yucaipa Valley WD	Management Analyst	\$ 6,671	\$ 8,338	25.0%
Riverside County	Administrative Analyst	\$ 5,671	\$ 8,302	46.4%
City of Riverside	Management Analyst	\$ 5,538	\$ 7,421	34.0%
Cucamonga Valley WD	No Comparable Class			
Orange County WD	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Santa Ana Wpa Rank		6/9	Market Value	Percent +/-
Coefficient of Variance		16%		
Number of Observations		8		
Labor Market Mean			\$ 9,872	0.60%
Labor Market Median			\$ 10,610	-6.84%
25th Percentile			\$ 8,329	16.13%
75th Percentile			\$ 10,959	-10.35%
Percentile Rank			39	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Clerk of the Board

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Eastern MWD	Board Secretary	\$ 10,223	\$ 12,731	24.5%
Yorba Linda WD	Sr. Executive Assistant/Board Secretary	\$ 9,221	\$ 11,803	28.0%
Santa Ana WPA	Clerk of the Board	\$ 8,584	\$ 10,434	21.6%
Irvine Ranch WD	Senior Executive Assistant	\$ 6,800	\$ 10,152	49.3%
Orange County WD	Assistant District Secretary	\$ 8,069	\$ 10,086	25.0%
Elsinore Valley MWD	Deputy District Secretary	\$ 7,229	\$ 9,488	31.2%
Inland Empire UA	Executive Assistant	\$ 7,348	\$ 8,952	21.8%
City of Riverside	No Comparable Class			
Cucamonga Valley WD	No Comparable Class			
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Western Municipal WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		3/7		
Coefficient of Variance		14%	Market Value	Percent +/-
Number of Observations		6		
Labor Market Mean			\$ 10,535	-0.97%
Labor Market Median			\$ 10,119	3.02%
25th Percentile			\$ 9,637	7.64%
75th Percentile			\$ 11,390	-9.16%
Percentile Rank			63	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Communications Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Eastern MWD	Public Affairs Officer II	\$ 9,273	\$ 11,547	24.5%
Western Municipal WD	Strategic Communications Representative II	\$ 7,161	\$ 10,173	42.1%
Irvine Ranch WD	Communications Specialist	\$ 6,783	\$ 10,135	49.4%
Orange County WD	Senior Communications Specialist	\$ 8,069	\$ 10,086	25.0%
Elsinore Valley MWD	Community Affairs Specialist	\$ 7,519	\$ 9,866	31.2%
Yorba Linda WD	Public Affairs Specialist	\$ 7,027	\$ 8,996	28.0%
Inland Empire UA	External Affairs Specialist II	\$ 7,348	\$ 8,952	21.8%
Cucamonga Valley WD	Government & Public Affairs Representative II	\$ 6,689	\$ 8,694	30.0%
Riverside County	Public Information Specialist	\$ 6,199	\$ 8,505	37.2%
Santa Ana WPA	Communications Specialist	\$ 5,927	\$ 7,204	21.6%
City of Riverside	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		10/10		
Coefficient of Variance		10%	Market Value	Percent +/-
Number of Observations		9		
Labor Market Mean				
			\$ 9,662	-34.11%
Labor Market Median			\$ 9,866	-36.95%
25th Percentile			\$ 8,952	-24.26%
75th Percentile			\$ 10,135	-40.68%
Percentile Rank			0	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Controller

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Eastern MWD	Controller	\$ 15,860	\$ 19,748	24.5%
Western Municipal WD	Controller	\$ 11,604	\$ 17,270	48.8%
Cucamonga Valley WD	Finance Manager	\$ 12,604	\$ 16,386	30.0%
Irvine Ranch WD	Controller	\$ 10,724	\$ 16,079	49.9%
Inland Empire UA	Controller	\$ 13,194	\$ 16,076	21.8%
Orange County WD	Accounting Manager	\$ 11,278	\$ 14,093	25.0%
City of Riverside	Accounting Manager/Controller	\$ 11,000	\$ 14,037	27.6%
Santa Ana WPA	Controller	\$ 10,988	\$ 13,356	21.6%
Riverside County	Fiscal Manager	\$ 8,533	\$ 12,058	41.3%
Elsinore Valley MWD	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		8/9		
Coefficient of Variance		15%	Market Value	Percent +/-
Number of Observations		8		
Labor Market Mean			\$ 15,718	-17.68%
Labor Market Median			\$ 16,077	-20.37%
25th Percentile			\$ 14,079	-5.41%
75th Percentile			\$ 16,607	-24.34%
Percentile Rank			9	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Deputy General Manager/Chief Financial Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Eastern MWD	Assistant General Manager/ Chief Financial Officer	\$ 22,318	\$ 27,789	24.5%
Western Municipal WD	Assistant GM/Chief Financial Officer	\$ 16,991	\$ 25,289	48.8%
Irvine Ranch WD	Executive Director of Finance	\$ 15,128	\$ 24,143	59.6%
Santa Ana WPA	Deputy General Manager/Chief Financial Officer	\$ 19,390	\$ 23,569	21.6%
Inland Empire UA	Assistant General Manager	\$ 18,565	\$ 22,620	21.8%
Elsinore Valley MWD	Director of Finance	\$ 16,739	\$ 21,963	31.2%
Orange County WD	Chief Financial Officer/Treasurer	\$ 17,336	\$ 21,668	25.0%
City of Riverside	Finance Director	\$ 14,935	\$ 21,585	44.5%
Cucamonga Valley WD	Director of Finance & Technology Services	\$ 16,305	\$ 21,197	30.0%
Yorba Linda WD	Finance Manager	\$ 14,740	\$ 18,869	28.0%
Yucaipa Valley WD	Chief Financial Officer	\$ 12,224	\$ 15,281	25.0%
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Santa Ana Wpa Rank		4/11	Market Value	Percent +/-
Coefficient of Variance		16%		
Number of Observations		10		
Labor Market Mean			\$ 22,040	6.49%
Labor Market Median			\$ 21,815	7.44%
25th Percentile			\$ 21,294	9.65%
75th Percentile			\$ 23,762	-0.82%
Percentile Rank			74	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Western Municipal WD	Engineer II	\$ 10,041	\$ 14,943	48.8%
Elsinore Valley MWD	Associate Engineer	\$ 10,790	\$ 14,155	31.2%
Eastern MWD	Associate Engineer II	\$ 11,270	\$ 14,038	24.6%
Irvine Ranch WD	Engineer	\$ 9,475	\$ 13,901	46.7%
Santa Ana WPA	Engineer	\$ 10,720	\$ 13,031	21.6%
Cucamonga Valley WD	Senior Associate Engineer	\$ 9,553	\$ 12,419	30.0%
Yorba Linda WD	Associate Engineer	\$ 9,451	\$ 12,098	28.0%
Orange County WD	Engineer	\$ 9,320	\$ 11,651	25.0%
City of Riverside	Associate Engineer	\$ 8,366	\$ 11,211	34.0%
Riverside County	Associate Civil Engineer	\$ 8,436	\$ 11,051	31.0%
Inland Empire UA	Associate Engineer	\$ 8,931	\$ 10,881	21.8%
San Bernardino Valley MWD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		5/11	Market Value	Percent +/-
Coefficient of Variance		12%		
Number of Observations		10		
Labor Market Mean			\$ 12,635	3.04%
Labor Market Median			\$ 12,259	5.93%
25th Percentile			\$ 11,321	13.12%
75th Percentile			\$ 14,004	-7.47%
Percentile Rank			60	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineering Mgr

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Eastern MWD	Senior Director of Engineering	\$ 19,278	\$ 24,007	24.5%
Inland Empire UA	Director of Engineering	\$ 16,840	\$ 20,518	21.8%
Elsinore Valley MWD	Engineering Manager	\$ 15,166	\$ 19,894	31.2%
Western Municipal WD	Deputy Director of Engineering	\$ 12,764	\$ 18,997	48.8%
Santa Ana WPA	Engineering Mgr	\$ 15,526	\$ 18,872	21.6%
Orange County WD	Director of Engineering	\$ 15,011	\$ 18,760	25.0%
Irvine Ranch WD	Engineering Manager	\$ 11,728	\$ 17,977	53.3%
City of Riverside	Engineering Manager	\$ 13,814	\$ 16,791	21.6%
Cucamonga Valley WD	Engineering Manager (Capital & Development)	\$ 12,604	\$ 16,386	30.0%
Riverside County	Engineering Division Manager	\$ 9,216	\$ 14,630	58.7%
Yucaipa Valley WD	Engineering Manager	\$ 9,608	\$ 12,010	25.0%
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Santa Ana Wpa Rank		5/11		
Coefficient of Variance		18%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean				
Labor Market Median			\$ 18,369	2.67%
25th Percentile			\$ 16,487	12.64%
75th Percentile			\$ 19,669	-4.22%
Percentile Rank			61	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Executive Assistant II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Western Municipal WD	Executive Assistant	\$ 7,519	\$ 11,191	48.8%
Santa Ana WPA	Executive Assistant II	\$ 8,170	\$ 9,931	21.6%
Elsinore Valley MWD	Executive Assistant	\$ 7,229	\$ 9,488	31.2%
Irvine Ranch WD	Executive Assistant	\$ 6,235	\$ 9,310	49.3%
Orange County WD	Executive Assistant	\$ 7,319	\$ 9,149	25.0%
Inland Empire UA	Executive Assistant	\$ 7,348	\$ 8,952	21.8%
Eastern MWD	Executive Assistant	\$ 6,276	\$ 7,817	24.6%
City of Riverside	Executive Assistant	\$ 5,037	\$ 6,749	34.0%
Riverside County	Executive Assistant III	\$ 4,544	\$ 6,475	42.5%
Cucamonga Valley WD	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		2/9		
Coefficient of Variance		18%	Market Value	Percent +/-
Number of Observations		8		
Labor Market Mean			\$ 8,641	12.99%
Labor Market Median			\$ 9,050	8.87%
25th Percentile			\$ 7,550	23.97%
75th Percentile			\$ 9,354	5.81%
Percentile Rank			89	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Executive Manager of Engineering and Operations

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Elsinore Valley MWD	Assistant General Manager-Engineering & Operations	\$ 21,416	\$ 28,115	31.3%
Eastern MWD	Assistant General Manager of Planning, Eng & Const.	\$ 22,318	\$ 27,789	24.5%
Inland Empire UA	Deputy General Manager	\$ 20,956	\$ 25,533	21.8%
Irvine Ranch WD	Executive Director of Technical Services	\$ 15,128	\$ 24,143	59.6%
Santa Ana WPA	Executive Manager of Engineering and Operations	\$ 18,006	\$ 21,886	21.6%
San Bernardino Valley MWD	Assistant Chief Engineer	\$ 15,884	\$ 21,708	36.7%
Orange County WD	Executive Director Engineering & Water Resources	\$ 17,336	\$ 21,668	25.0%
Cucamonga Valley WD	Director of Operations	\$ 16,305	\$ 21,197	30.0%
Western Municipal WD	Director of Engineering	\$ 14,041	\$ 20,898	48.8%
Yorba Linda WD	Engineering Manager	\$ 14,740	\$ 18,869	28.0%
City of Riverside	Engineering Manager	\$ 13,814	\$ 16,791	21.6%
Riverside County	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		5/11		
Coefficient of Variance		16%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 22,671	-3.59%
Labor Market Median			\$ 21,688	0.90%
25th Percentile			\$ 20,973	4.17%
75th Percentile			\$ 25,185	-15.07%
Percentile Rank			56	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

General Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Elsinore Valley MWD	General Manager	\$ 24,790	\$ 32,578	31.4%
Western Municipal WD	General Manager		\$ 31,742	
Irvine Ranch WD	General Manager	\$ 18,384	\$ 31,551	71.6%
Eastern MWD	General Manager		\$ 30,957	
Santa Ana WPA	General Manager	\$ 24,216	\$ 29,434	21.6%
Inland Empire UA	General Manager		\$ 29,183	
Cucamonga Valley WD	General Manager/CEO		\$ 29,098	
San Bernardino Valley MWD	General Manager		\$ 27,709	
Orange County WD	General Manager		\$ 26,697	
Yucaipa Valley WD	General Manager		\$ 23,677	
Yorba Linda WD	General Manager		\$ 23,188	
City of Riverside	No Comparable Class			
Riverside County	No Comparable Class			
Santa Ana Wpa Rank		5/11		
Coefficient of Variance		12%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 28,638	2.71%
Labor Market Median			\$ 29,141	1.00%
25th Percentile			\$ 26,950	8.44%
75th Percentile			\$ 31,403	-6.69%
Percentile Rank			57	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

GIS Project Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Eastern MWD	Enterprise GIS Manager	\$ 13,408	\$ 16,250	21.2%
Western Municipal WD	Application Specialist IV	\$ 8,689	\$ 12,933	48.8%
Orange County WD	GIS/Database Supervisor	\$ 10,250	\$ 12,813	25.0%
Santa Ana WPA	GIS Project Manager	\$ 10,459	\$ 12,713	21.6%
Irvine Ranch WD	GIS Supervisor	\$ 8,341	\$ 11,990	43.7%
Riverside County	Giss Supervisor Analyst	\$ 8,290	\$ 11,443	38.0%
Elsinore Valley MWD	GIS Specialist III	\$ 8,382	\$ 11,001	31.2%
City of Riverside	No Comparable Class			
Cucamonga Valley WD	No Comparable Class			
Inland Empire UA	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		4/7		
Coefficient of Variance		15%	Market Value	Percent +/-
Number of Observations		6		
Labor Market Mean			\$ 12,738	-0.20%
Labor Market Median			\$ 12,402	2.45%
25th Percentile			\$ 11,580	8.91%
75th Percentile			\$ 12,903	-1.50%
Percentile Rank			58	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information System Analyst II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Irvine Ranch WD	Senior Network Administrator	\$ 8,886	\$ 12,920	45.4%
Eastern MWD	Information Systems Engineer II	\$ 10,223	\$ 12,731	24.5%
San Bernardino Valley MWD	Systems Analyst	\$ 9,025	\$ 12,280	36.1%
Elsinore Valley MWD	Cybersecurity Specialist II	\$ 8,806	\$ 11,557	31.2%
Western Municipal WD	IS Specialists III	\$ 7,519	\$ 11,191	48.8%
Santa Ana WPA	Information System Analyst II	\$ 8,584	\$ 10,434	21.6%
Inland Empire UA	Information Systems Analyst II	\$ 8,506	\$ 10,363	21.8%
Orange County WD	Programmer/Analyst	\$ 8,069	\$ 10,086	25.0%
Cucamonga Valley WD	Information Technology Specialist II	\$ 7,684	\$ 9,986	30.0%
Riverside County	IT Applications Developer II	\$ 7,508	\$ 9,762	30.0%
Yucaipa Valley WD	Information Systems Specialist	\$ 7,391	\$ 9,239	25.0%
City of Riverside	Innovation & Technology Analyst II	\$ 6,801	\$ 8,980	32.0%
Yorba Linda WD	No Comparable Class			
Santa Ana Wpa Rank		6/12		
Coefficient of Variance		13%	Market Value	Percent +/-
Number of Observations		11		
Labor Market Mean			\$ 10,827	-3.77%
Labor Market Median			\$ 10,363	0.68%
25th Percentile			\$ 9,874	5.37%
75th Percentile			\$ 11,918	-14.23%
Percentile Rank			51	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information Systems & Technology Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Eastern MWD	Senior Director of Information Systems	\$ 19,278	\$ 24,007	24.5%
Elsinore Valley MWD	Director of Information Technology	\$ 16,739	\$ 21,963	31.2%
Irvine Ranch WD	Director of Information Services	\$ 13,221	\$ 20,683	56.4%
Inland Empire UA	Director of Information Technology	\$ 16,038	\$ 19,540	21.8%
Western Municipal WD	Deputy Director of Information Services	\$ 12,764	\$ 18,997	48.8%
Orange County WD	Director of Information Services/Property Mgmt	\$ 15,011	\$ 18,760	25.0%
Santa Ana WPA	Information Systems & Technology Manager	\$ 14,778	\$ 17,963	21.6%
Cucamonga Valley WD	Information Technology Manager	\$ 12,357	\$ 16,064	30.0%
Yorba Linda WD	Sr. Information Systems Administrator	\$ 11,234	\$ 14,381	28.0%
City of Riverside	Innovation & Technology Officer II	\$ 7,924	\$ 13,560	71.1%
Riverside County	IT Manager II	\$ 7,947	\$ 12,618	58.8%
San Bernardino Valley MWD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		7/11		
Coefficient of Variance		21%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 18,057	-0.53%
Labor Market Median			\$ 18,879	-5.10%
25th Percentile			\$ 14,802	17.60%
75th Percentile			\$ 20,397	-13.55%
Percentile Rank			41	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Manager of Permitting and Pretreatment

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Irvine Ranch WD	Regulatory Compliance Manager	\$ 10,092	\$ 14,962	48.3%
Western Municipal WD	Source Control Program Manager	\$ 10,041	\$ 14,943	48.8%
Eastern MWD	Source Control Manager	\$ 11,837	\$ 14,739	24.5%
Inland Empire UA	Source Control/Environmental Resources Supervisor	\$ 11,398	\$ 13,887	21.8%
Santa Ana WPA	Manager of Permitting and Pretreatment	\$ 10,988	\$ 13,356	21.6%
City of Riverside	Environmental Services Manager	\$ 10,269	\$ 12,669	23.4%
Cucamonga Valley WD	Environmental Services Supervisor	\$ 9,553	\$ 12,419	30.0%
Elsinore Valley MWD	No Comparable Class			
Orange County WD	No Comparable Class			
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		5/7		
Coefficient of Variance		8%	Market Value	Percent +/-
Number of Observations		6		
Labor Market Mean			\$ 13,936	-4.34%
Labor Market Median			\$ 14,313	-7.16%
25th Percentile			\$ 12,974	2.87%
75th Percentile			\$ 14,892	-11.50%
Percentile Rank			31	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Mgr of Operations

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Elsinore Valley MWD	Maintenance Manager	\$ 13,739	\$ 18,024	31.2%
Inland Empire UA	Manager of Maintenance	\$ 14,547	\$ 17,723	21.8%
Western Municipal WD	Operations Field Manager	\$ 11,604	\$ 17,270	48.8%
Orange County WD	Maintenance Manager - GWRS	\$ 12,404	\$ 15,503	25.0%
Cucamonga Valley WD	Operations Manager (Construction & Maintenance)	\$ 11,644	\$ 15,138	30.0%
Santa Ana WPA	Mgr of Operations	\$ 12,129	\$ 14,743	21.6%
Irvine Ranch WD	Collection Systems Manager	\$ 9,783	\$ 14,429	47.5%
City of Riverside	Wastewater Operations Manager	\$ 11,228	\$ 13,649	21.6%
Eastern MWD	Wastewater Collection Manager	\$ 10,738	\$ 13,364	24.5%
Yucaipa Valley WD	Operations Manager	\$ 9,753	\$ 12,192	25.0%
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Santa Ana Wpa Rank		6/10	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		9		
Labor Market Mean			\$ 15,255	-3.47%
Labor Market Median			\$ 15,138	-2.68%
25th Percentile			\$ 13,649	7.42%
75th Percentile			\$ 17,270	-17.14%
Percentile Rank			43	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Operations Mgr

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Elsinore Valley MWD	Director of Operations	\$ 17,581	\$ 23,070	31.2%
Cucamonga Valley WD	Director of Operations	\$ 16,305	\$ 21,197	30.0%
Irvine Ranch WD	Director of Maintenance	\$ 13,221	\$ 20,683	56.4%
Inland Empire UA	Director of Operations and Maintenance	\$ 16,840	\$ 20,518	21.8%
Western Municipal WD	Deputy Director of Operations	\$ 12,764	\$ 18,997	48.8%
Santa Ana WPA	Operations Mgr	\$ 15,526	\$ 18,872	21.6%
Yorba Linda WD	Operations Manager	\$ 14,740	\$ 18,869	28.0%
Eastern MWD	Director of Maintenance	\$ 15,104	\$ 18,810	24.5%
Orange County WD	Director of Recharge & Wetland Operations	\$ 13,646	\$ 17,055	25.0%
City of Riverside	No Comparable Class			
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		6/9		
Coefficient of Variance		9%	Market Value	Percent +/-
Number of Observations		8		
Labor Market Mean			\$ 19,900	-5.44%
Labor Market Median			\$ 19,757	-4.69%
25th Percentile			\$ 18,854	0.10%
75th Percentile			\$ 20,811	-10.28%
Percentile Rank			29	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Pretreatment Program Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Irvine Ranch WD	Regulatory Compliance Administrator	\$ 8,341	\$ 11,990	43.7%
Western Municipal WD	Source Control Program Specialist II	\$ 7,519	\$ 11,191	48.8%
Elsinore Valley MWD	Pretreatment Program Coordinator	\$ 8,298	\$ 10,890	31.2%
Santa Ana WPA	Pretreatment Program Specialist	\$ 8,170	\$ 9,931	21.6%
Eastern MWD	Source Control Inspector II	\$ 7,266	\$ 9,050	24.5%
Cucamonga Valley WD	Engineering Inspector II	\$ 6,959	\$ 9,046	30.0%
Inland Empire UA	Pretreatment & Source Control Inspector II	\$ 6,998	\$ 8,526	21.8%
City of Riverside	Environmental Compliance Inspector II	\$ 6,962	\$ 8,417	20.9%
Orange County WD	No Comparable Class			
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		4/8		
Coefficient of Variance		15%	Market Value	Percent +/-
Number of Observations		7		
Labor Market Mean			\$ 9,873	0.59%
Labor Market Median			\$ 9,050	8.88%
25th Percentile			\$ 8,786	11.53%
75th Percentile			\$ 11,040	-11.17%
Percentile Rank			58	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Principal Watershed Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Bernardino Valley MWD	Manager of Water Resources	\$ 14,840	\$ 20,271	36.6%
Elsinore Valley MWD	Water Resources Manager	\$ 15,166	\$ 19,894	31.2%
Santa Ana WPA	Principal Watershed Manager	\$ 13,723	\$ 16,680	21.6%
Eastern MWD	Water Resources Planning Manager	\$ 13,049	\$ 16,250	24.5%
Inland Empire UA	Manager of Water Resources	\$ 13,194	\$ 16,076	21.8%
Orange County WD	Principal Planner	\$ 11,278	\$ 14,093	25.0%
City of Riverside	No Comparable Class			
Cucamonga Valley WD	No Comparable Class			
Irvine Ranch WD	No Comparable Class			
Riverside County	No Comparable Class			
Western Municipal WD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		3/6		
Coefficient of Variance		15%	Market Value	Percent +/-
Number of Observations		5		
Labor Market Mean			\$ 17,317	-3.82%
Labor Market Median			\$ 16,250	2.58%
25th Percentile			\$ 16,076	3.63%
75th Percentile			\$ 19,894	-19.26%
Percentile Rank			53	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Project Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Bernardino Valley MWD	Project Manager, Biological Resources	\$ 12,928	\$ 17,637	36.4%
Santa Ana WPA	Project Manager	\$ 10,720	\$ 13,031	21.6%
Inland Empire UA	Project Manager II	\$ 10,338	\$ 12,596	21.8%
Cucamonga Valley WD	Senior Associate Engineer	\$ 9,553	\$ 12,419	30.0%
City of Riverside	Project Manager	\$ 6,598	\$ 11,499	74.3%
Yucaipa Valley WD	Project Manager	\$ 8,400	\$ 10,500	25.0%
Eastern MWD	No Comparable Class			
Elsinore Valley MWD	No Comparable Class			
Irvine Ranch WD	No Comparable Class			
Orange County WD	No Comparable Class			
Riverside County	No Comparable Class			
Western Municipal WD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Santa Ana Wpa Rank		2/6	Market Value	Percent +/-
Coefficient of Variance		21%		
Number of Observations		5		
Labor Market Mean			\$ 12,930	0.77%
Labor Market Median			\$ 12,419	4.69%
25th Percentile			\$ 11,499	11.75%
75th Percentile			\$ 12,596	3.33%
Percentile Rank			77	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Engineer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Western Municipal WD	Engineer, Senior	\$ 10,794	\$ 16,065	48.8%
Elsinore Valley MWD	Senior Engineer	\$ 11,913	\$ 15,624	31.2%
Irvine Ranch WD	Senior Engineer	\$ 10,407	\$ 15,518	49.1%
Eastern MWD	Senior Engineer	\$ 12,425	\$ 15,475	24.6%
Santa Ana WPA	Senior Engineer	\$ 12,129	\$ 14,743	21.6%
Orange County WD	Senior Engineer	\$ 11,278	\$ 14,093	25.0%
Yorba Linda WD	Sr. Engineer	\$ 10,960	\$ 14,030	28.0%
Inland Empire UA	Senior Engineer	\$ 11,398	\$ 13,887	21.8%
City of Riverside	Senior Engineer	\$ 10,299	\$ 12,518	21.5%
Riverside County	Sr Civil Engineer	\$ 9,226	\$ 12,344	33.8%
Cucamonga Valley WD	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		5/10	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		9		
Labor Market Mean			\$ 14,395	2.36%
Labor Market Median			\$ 14,093	4.41%
25th Percentile			\$ 13,887	5.80%
75th Percentile			\$ 15,518	-5.26%
Percentile Rank			56	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Watershed Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Bernardino Valley MWD	Water Resources Senior Planner	\$ 12,928	\$ 17,637	36.4%
Elsinore Valley MWD	Senior Water Resources Engineer/Planner	\$ 11,913	\$ 15,624	31.2%
Santa Ana WPA	Senior Watershed Manager	\$ 12,129	\$ 14,743	21.6%
Irvine Ranch WD	Senior Energy and Water Resources Planner	\$ 9,475	\$ 13,901	46.7%
Eastern MWD	Senior Recycled Water Program Analyst	\$ 10,738	\$ 13,364	24.5%
Inland Empire UA	Senior Environmental Resources Planner	\$ 9,846	\$ 11,997	21.8%
Orange County WD	Senior Planner	\$ 9,320	\$ 11,651	25.0%
City of Riverside	No Comparable Class			
Cucamonga Valley WD	No Comparable Class			
Riverside County	No Comparable Class			
Western Municipal WD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		3/7	Market Value	Percent +/-
Coefficient of Variance		16%		
Number of Observations		6		
Labor Market Mean			\$ 14,029	4.84%
Labor Market Median			\$ 13,633	7.53%
25th Percentile			\$ 12,339	16.31%
75th Percentile			\$ 15,194	-3.06%
Percentile Rank			70	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Resources and Planning Mgr

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Bernardino Valley MWD	Chief of Planning and Watershed Resilience	\$ 17,867	\$ 24,446	36.8%
Eastern MWD	Senior Director of Water Resources Planning	\$ 19,278	\$ 24,007	24.5%
Elsinore Valley MWD	Director of Water Resources	\$ 17,581	\$ 23,070	31.2%
Irvine Ranch WD	Director of Water Resources	\$ 13,221	\$ 20,683	56.4%
Orange County WD	Executive Director Planning & Natural Resources	\$ 16,511	\$ 20,635	25.0%
City of Riverside	Utilities Asst GM/Water Delivery	\$ 14,669	\$ 19,125	30.4%
Western Municipal WD	Deputy Director of Water Resources	\$ 12,764	\$ 18,997	48.8%
Santa Ana WPA	Water Resources and Planning Mgr	\$ 15,526	\$ 18,872	21.6%
Cucamonga Valley WD	Engineering Manager (Planning & Water Resources)	\$ 12,604	\$ 16,386	30.0%
Inland Empire UA	Chino Basin Program Manager	\$ 11,967	\$ 14,581	21.8%
Yucaipa Valley WD	Water Resources Manager	\$ 10,044	\$ 12,555	25.0%
Riverside County	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Santa Ana Wpa Rank		8/11		
Coefficient of Variance		20%	Market Value	Percent +/-
Number of Observations		10		
Labor Market Mean			\$ 19,448	-3.05%
Labor Market Median			\$ 19,880	-5.34%
25th Percentile			\$ 17,038	9.72%
75th Percentile			\$ 22,473	-19.08%
Percentile Rank			33	

**SANTA ANA WPA
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Watershed Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
<i>Santa Ana WPA</i>	<i>Watershed Manager</i>	\$ 10,720	\$ 13,031	21.6%
Irvine Ranch WD	Water Resources Planner	\$ 8,341	\$ 11,990	43.7%
Eastern MWD	Water Resources Specialist Associate II	\$ 9,273	\$ 11,547	24.5%
Western Municipal WD	Water Resource Analyst	\$ 7,519	\$ 11,191	48.8%
Inland Empire UA	Environmental Resources Planner II	\$ 8,931	\$ 10,881	21.8%
City of Riverside	No Comparable Class			
Cucamonga Valley WD	No Comparable Class			
Elsinore Valley MWD	No Comparable Class			
Orange County WD	No Comparable Class			
Riverside County	No Comparable Class			
San Bernardino Valley MWD	No Comparable Class			
Yorba Linda WD	No Comparable Class			
Yucaipa Valley WD	No Comparable Class			
Santa Ana Wpa Rank		1/5	Market Value	Percent +/-
Coefficient of Variance		4%		
Number of Observations		4		
Labor Market Mean			\$ 11,402	12.49%
Labor Market Median			\$ 11,369	12.75%
25th Percentile			\$ 11,114	14.71%
75th Percentile			\$ 11,658	10.53%
Percentile Rank			100	

APPENDIX B
SURVEY DATASHEETS – TOTAL COMPENSATION

**Santa Ana WPA
Labor Market Summary - Median Total Compensation**

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Base + Cash + Insurance	Gain/Loss	Total Gain/Loss	Total Comp (Cash + Ins. + Ret.)	Gain/Loss	Total Gain/Loss
Accountant II	12	7.2%	3.1%	-4.1%	-1.8%	-4.9%	-8.9%	-3.0%	-1.2%	-10.2%
Accounting Technician II	10	-6.5%	-13.3%	-6.7%	-17.6%	-4.4%	-11.1%	-16.1%	1.5%	-9.6%
Administrative Assistant II	12	-11.2%	-13.6%	-2.4%	-17.0%	-3.4%	-5.8%	-20.5%	-3.5%	-9.3%
Administrative Services Manager	6	19.4%	17.4%	-2.0%	11.9%	-5.5%	-7.5%	6.6%	-5.4%	-12.8%
Brine Line Operations Superintendent	10	-15.2%	-18.7%	-3.5%	-16.9%	1.8%	-1.7%	-24.1%	-7.2%	-8.8%
Brine Line Pipeline Operator II	10	14.3%	11.3%	-3.0%	3.5%	-7.8%	-10.8%	-1.0%	-4.5%	-15.3%
Business Analyst II	8	-6.8%	-10.7%	-3.8%	-10.4%	0.3%	-3.6%	-15.8%	-5.4%	-8.9%
Clerk of the Board	6	3.0%	-1.7%	-4.7%	-7.4%	-5.7%	-10.4%	-8.9%	-1.6%	-12.0%
Communications Specialist	9	-37.0%	-37.0%	0.0%	-35.9%	1.1%	1.1%	-38.8%	-2.9%	-1.8%
Controller	8	-20.4%	-23.0%	-2.6%	-21.7%	1.3%	-1.4%	-27.3%	-5.6%	-7.0%
Deputy General Manager/Chief Financial Officer	10	7.4%	4.9%	-2.6%	3.9%	-0.9%	-3.5%	-3.4%	-7.3%	-10.8%
Engineer	10	5.9%	2.6%	-3.3%	-2.3%	-4.9%	-8.2%	-1.9%	0.4%	-7.8%
Engineering Mgr	10	2.7%	-1.3%	-3.9%	-4.9%	-3.6%	-7.5%	-3.8%	1.1%	-6.5%
Executive Assistant II	8	8.9%	6.9%	-2.0%	3.4%	-3.5%	-5.5%	0.8%	-2.6%	-8.0%
Executive Manager of Engineering and Operations	10	0.9%	-4.7%	-5.6%	-6.1%	-1.4%	-7.0%	-8.0%	-2.0%	-8.9%
General Manager	10	1.0%	-2.3%	-3.3%	-3.6%	-1.3%	-4.6%	-8.1%	-4.5%	-9.1%
GIS Project Manager	6	2.4%	-0.5%	-2.9%	-5.7%	-5.2%	-8.2%	-5.1%	0.6%	-7.6%
Information System Analyst II	11	0.7%	-2.2%	-2.8%	-7.3%	-5.1%	-7.9%	-9.6%	-2.3%	-10.3%
Information Systems & Technology Manager	10	-5.1%	-8.9%	-3.8%	-9.2%	-0.3%	-4.1%	-8.4%	0.8%	-3.3%
Manager of Permitting and Pretreatment	6	-7.2%	-9.8%	-2.6%	-10.1%	-0.3%	-2.9%	-12.5%	-2.5%	-5.4%
Mgr of Operations	9	-2.7%	-7.8%	-5.1%	-9.1%	-1.3%	-6.4%	-12.4%	-3.3%	-9.7%
Operations Mgr	8	-4.7%	-6.8%	-2.2%	-7.1%	-0.2%	-2.4%	-17.9%	-10.8%	-13.2%
Pretreatment Program Specialist	7	8.9%	3.8%	-5.1%	-2.1%	-5.9%	-11.0%	-12.5%	-10.4%	-21.3%
Principal Watershed Manager	5	2.6%	-2.4%	-5.0%	-5.5%	-3.1%	-8.1%	-18.7%	-13.2%	-21.3%
Project Manager	5	4.7%	2.9%	-1.8%	4.2%	1.3%	-0.5%	-2.2%	-6.3%	-6.9%
Senior Engineer	9	4.4%	-0.3%	-4.7%	-4.3%	-4.0%	-8.7%	-0.2%	4.1%	-4.6%
Senior Watershed Manager	6	7.5%	3.3%	-4.3%	-1.4%	-4.7%	-8.9%	-9.9%	-8.5%	-17.4%
Water Resources and Planning Mgr	10	-5.3%	-8.7%	-3.4%	-11.3%	-2.6%	-6.0%	-8.3%	3.0%	-3.0%
Watershed Manager	4	12.7%	8.9%	-3.8%	3.1%	-5.8%	-9.6%	0.0%	-3.1%	-12.7%
Average		-0.3%	-3.7%	-3.5%	-6.5%	-2.8%	-6.2%	-10.0%	-3.5%	-9.8%

Key to Headers on Benefit Data Sheets

Survey Class - The Authority's survey job title

Survey Agency - The survey agencies used in the survey sorted alphabetically

Comparable Class - The job title determined to be comparable to the Authority's job classification

Range Max. - The maximum (top step) monthly base salary (not including longevity or performance pay)

Long. - Longevity pay; additional base salary for years of service, the maximum level in monthly dollars

Other - Other cash such as additional flex/cafeteria benefits (monthly)

Def. Comp. - Deferred Compensation; employer paid deferred compensation contributions (including matching contributions); monthly dollars

EPMC - Retirement Paid Member Contributions (contributions paid by the employer on behalf of employee for classic tier, in effect December 2012)

Base + Cash - The cumulative total of Base Salary and Cash Benefits

Health - The maximum monthly health insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Dental - The maximum monthly dental insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans

Vision - The maximum monthly vision benefit paid by the employer for EE+2 (if applicable), not including rarely used plans

Base + Cash + Ins. - The cumulative total of Base Salary, Cash Benefits, and Insurance Benefits

Emp. Ret. - The monthly cost of Employer Retirement (normal cost and unfunded actuarial liability) for classic tier (in effect December 2012)

Ret. Form. - The retirement formula for the classic tier (in effect December 2012)

FICA - For agencies participating in Social Security, this column provides the dollar value (6.25% subject to annual caps)

Base + Cash + Ins. + Ret. - The cumulative total of Base Salary, Cash Benefits, Insurance Benefits, and Retirement Benefits

Retiree Health Current - Monthly dollar contributions into a retiree health savings or similar account/fund

Future Retiree Health - Future retiree health benefit in today's dollars (premium contributions upon employee retirement)

**Santa Ana WPA
Accountant II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Accountant	\$8,869	\$443					\$9,313	\$2,240	\$193		\$11,746
Eastern MWD	Accountant II	\$9,977		\$98	\$449			\$10,524	\$2,535	\$130	\$19	\$13,209
Elsinore Valley MWD	Accountant II	\$11,057						\$11,057	\$2,545	\$155	\$21	\$13,777
Inland Empire UA	Accountant II	\$8,526			\$54			\$8,581	\$1,808	inc	inc	\$10,389
Irvine Ranch WD	Accountant	\$9,565			\$383			\$9,948	\$2,689	\$151	\$26	\$12,814
Orange County WD	Staff Accountant	\$8,298		\$271	\$249			\$8,817	\$2,592	\$128	\$19	\$11,557
City of Riverside	Accountant II	\$8,452			\$25			\$8,477	\$1,674	\$85	inc	\$10,236
Riverside County	Accountant II	\$7,623						\$7,623	\$1,561	inc	inc	\$9,184
San Bernardino Valley MWD	Senior Accountant	\$13,300				\$931		\$14,231	\$2,058	\$147	\$27	\$16,463
Western Municipal WD	Accountant II	\$9,689	\$150					\$9,839	\$2,812	inc	inc	\$12,651
Yorba Linda WD	Accountant	\$9,930			\$199			\$10,128	\$2,843	\$169	\$42	\$13,182
Yucaipa Valley WD	Accountant	\$8,699		\$27	\$678			\$9,404	\$1,991	\$120	inc	\$11,515
Santa Ana WPA	Accountant II	\$9,931						\$9,931	\$2,058	inc	inc	\$11,989
	Average	\$9,499						\$9,828				\$12,227
	% +/-	4.4%						1.0%				-2.0%
	Median	\$9,217						\$9,622				\$12,199
	% +/-	7.2%						3.1%				-1.8%
	75th Percentile	\$9,941						\$10,227				\$13,189
	% +/-	-0.1%						-3.0%				-10.0%
								Median Gain/Loss	-4.1%			-4.9%

**Santa Ana WPA
Accountant II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Accountant	\$2,638	2@60		\$14,384	\$704	
Eastern MWD	Accountant II	\$3,735	2@55		\$16,944		\$157
Elsinore Valley MWD	Accountant II	\$3,544	2.7@55		\$17,321	\$117	
Inland Empire UA	Accountant II	\$1,849	2@55	\$529	\$12,767		\$377
Irvine Ranch WD	Accountant	\$2,741	2%@60		\$15,556		\$957
Orange County WD	Staff Accountant	\$1,133			\$12,689		\$1,957
City of Riverside	Accountant II	\$1,146	2.7@55		\$11,382		\$100
Riverside County	Accountant II	\$1,761	2@60	\$473	\$11,418		\$157
San Bernardino Valley MWD	Senior Accountant	\$1,580	2@60	\$825	\$18,867		\$1,909
Western Municipal WD	Accountant II	\$1,147	2@55	\$601	\$14,399		\$754
Yorba Linda WD	Accountant	\$1,058	2@60		\$14,240		
Yucaipa Valley WD	Accountant	\$927	2@60	\$539	\$12,982		
Santa Ana WPA	Accountant II	\$1,291	2@55	\$616	\$13,896		
	Average				\$14,412		
	% +/-				-3.7%		
	Median				\$14,312		
	% +/-				-3.0%		
	75th Percentile				\$15,903		
	% +/-				-14.4%		

-1.2%

**Santa Ana WPA
Accounting Technician II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	Account Clerk II	\$6,588	\$329				\$6,918	\$2,240	\$193		\$9,351
Eastern MWD	Finance Technician II	\$7,088		\$98	\$319		\$7,505	\$2,535	\$130	\$19	\$10,189
Elsinore Valley MWD	Accounting Technician III	\$8,508					\$8,508	\$2,545	\$155	\$21	\$11,228
Inland Empire UA	Accounting Technician II	\$7,016			\$54		\$7,070	\$1,808	inc	inc	\$8,878
Irvine Ranch WD	Senior Accounting Clerk	\$7,751			\$310		\$8,061	\$2,689	\$151	\$26	\$10,928
Orange County WD	Senior Accounting Clerk	\$7,166		\$271	\$215		\$7,651	\$2,592	\$128	\$19	\$10,391
City of Riverside	Accounting Technician	\$5,925			\$25		\$5,950	\$1,674	\$85	inc	\$7,709
Riverside County	Accounting Technician II	\$6,336					\$6,336	\$1,561	inc	inc	\$7,897
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	Accounting Technician II	\$7,591	\$150				\$7,741	\$2,812	inc	inc	\$10,553
Yorba Linda WD	Accounting Assistant II	\$8,562			\$171		\$8,733	\$2,843	\$169	\$42	\$11,787
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	Accounting Technician II	\$6,690					\$6,690	\$2,058	inc	inc	\$8,747
	Average	\$7,253					\$7,447				\$9,891
	% +/-	-8.4%					-11.3%				-13.1%
	Median	\$7,127					\$7,578				\$10,290
	% +/-	-6.5%					-13.3%				-17.6%
	75th Percentile	\$7,711					\$7,981				\$10,834
	% +/-	-15.3%					-19.3%				-23.9%
							Median Gain/Loss				
								-6.7%			-4.4%

**Santa Ana WPA
Accounting Technician II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Account Clerk II	\$1,959	2@60		\$11,310	\$704	
Eastern MWD	Finance Technician II	\$2,654	2@55		\$12,843		\$157
Elsinore Valley MWD	Accounting Technician III	\$2,727	2.7@55		\$13,955	\$75	
Inland Empire UA	Accounting Technician II	\$1,522	2@55	\$435	\$10,835		\$377
Irvine Ranch WD	Senior Accounting Clerk	\$2,221	2%@60		\$13,149		\$957
Orange County WD	Senior Accounting Clerk	\$978			\$11,369		\$1,957
City of Riverside	Accounting Technician	\$803	2.7@55		\$8,512		\$100
Riverside County	Accounting Technician II	\$1,464	2@60	\$393	\$9,753		\$157
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Accounting Technician II	\$899	2@55	\$471	\$11,923		\$754
Yorba Linda WD	Accounting Assistant II	\$913	2@60		\$12,700		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Accounting Technician II	\$870	2@55	\$415	\$10,032		
	Average				\$11,635		
	% +/-				-16.0%		
	Median				\$11,646		
	% +/-				-16.1%		
	75th Percentile				\$12,807		
	% +/-				-27.7%		

1.5%

**Santa Ana WPA
Administrative Assistant II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Administrative Assistant II	\$7,134	\$357					\$7,491	\$2,240	\$193		\$9,924
Eastern MWD	Administrative Assistant II	\$6,751		\$98	\$304			\$7,153	\$2,535	\$130	\$19	\$9,838
Elsinore Valley MWD	Administrative Assistant II	\$7,709						\$7,709	\$2,545	\$155	\$21	\$10,429
Inland Empire UA	Administrative Assistant II	\$7,366			\$54			\$7,420	\$1,808	inc	inc	\$9,228
Irvine Ranch WD	Senior Office Specialist	\$7,511			\$300			\$7,811	\$2,689	\$151	\$26	\$10,678
Orange County WD	Administrative Support Specialist	\$6,827		\$271	\$205			\$7,302	\$2,592	\$128	\$19	\$10,042
City of Riverside	Administrative Assistant	\$5,541			\$25			\$5,566	\$1,674	\$85	inc	\$7,325
Riverside County	Executive Assistant II	\$6,137			\$108			\$6,245	\$1,561	inc	\$19	\$7,825
San Bernardino Valley MWD	Administrative Specialist	\$8,474				\$593		\$9,067	\$2,058	\$147	\$27	\$11,299
Western Municipal WD	Administrative Assistant	\$8,369	\$150					\$8,519	\$2,812	inc	inc	\$11,331
Yorba Linda WD	Administrative Assistant	\$7,757			\$155			\$7,912	\$2,843	\$169	\$42	\$10,966
Yucaipa Valley WD	Administrative Assistant II	\$8,088			\$433			\$8,521	\$2,133	\$120	inc	\$10,774
Santa Ana WPA	Administrative Assistant II	\$6,690						\$6,690	\$2,058	inc	inc	\$8,747
	Average	\$7,305						\$7,560				\$9,972
	% +/-	-9.2%						-13.0%				-14.0%
	Median	\$7,438						\$7,600				\$10,235
	% +/-	-11.2%						-13.6%				-17.0%
	75th Percentile	\$7,840						\$8,064				\$10,822
	% +/-	-17.2%						-20.5%				-23.7%
								Median Gain/Loss	-2.4%			-3.4%

**Santa Ana WPA
Administrative Assistant II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Administrative Assistant II	\$2,122	2@60		\$12,046	\$704	
Eastern MWD	Administrative Assistant II	\$2,528	2@55		\$12,366		\$157
Elsinore Valley MWD	Administrative Assistant II	\$2,471	2.7@55		\$12,900	\$75	
Inland Empire UA	Administrative Assistant II	\$1,598	2@55	\$457	\$11,282		\$377
Irvine Ranch WD	Senior Office Specialist	\$2,153	2%@60		\$12,831		\$957
Orange County WD	Administrative Support Specialist	\$932			\$10,973		\$1,957
City of Riverside	Administrative Assistant	\$751	2.7@55		\$8,076		\$100
Riverside County	Executive Assistant II	\$1,418	2@60	\$380	\$9,623		\$256
San Bernardino Valley MWD	Administrative Specialist	\$1,007	2@60	\$525	\$12,831		\$1,909
Western Municipal WD	Administrative Assistant	\$991	2@55	\$519	\$12,841		\$754
Yorba Linda WD	Administrative Assistant	\$827	2@60		\$11,793		
Yucaipa Valley WD	Administrative Assistant II	\$862	2@60	\$501	\$12,138		
Santa Ana WPA	Administrative Assistant II	\$870	2@55	\$415	\$10,032		
	Average				\$11,642		
	% +/-				-16.0%		
	Median				\$12,092		
	% +/-				-20.5%		
	75th Percentile				\$12,831		
	% +/-				-27.9%		

-3.5%

**Santa Ana WPA
Administrative Services Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Executive Services Administrator/District Clerk	\$12,419	\$621					\$13,040	\$2,240	\$193		\$15,473
Eastern MWD	No Comparable Class											
Elsinore Valley MWD	District Secretary	\$14,081						\$14,081	\$2,545	\$155	\$21	\$16,801
Inland Empire UA	Board Secretary/Office Manager	\$16,076			\$54			\$16,130	\$1,808	inc	inc	\$17,938
Irvine Ranch WD	District Secretary	\$12,453			\$498			\$12,951	\$2,689	\$151	\$26	\$15,818
Orange County WD	District Secretary	\$12,813		\$271	\$384			\$13,469	\$2,592	\$128	\$19	\$16,208
City of Riverside	No Comparable Class											
Riverside County	No Comparable Class											
San Bernardino Valley MWD	Chief of Staff/Clerk of the Board	\$17,637					\$1,235	\$18,872	\$2,058	\$147	\$27	\$21,103
Western Municipal WD	No Comparable Class											
Yorba Linda WD	No Comparable Class											
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Administrative Services Manager	\$16,680						\$16,680	\$2,058	inc	inc	\$18,738
	Average	\$14,246						\$14,757				\$17,223
	% +/-	14.6%						11.5%				8.1%
	Median	\$13,447						\$13,775				\$16,504
	% +/-	19.4%						17.4%				11.9%
	75th Percentile	\$15,577						\$15,617				\$17,653
	% +/-	6.6%						6.4%				5.8%
								Median Gain/Loss	-2.0%			-5.5%

Santa Ana WPA

Administrative Services Manager

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Executive Services Administrator/District Clerk	\$3,693	2@60		\$19,166	\$704	
Eastern MWD	No Comparable Class						
Elsinore Valley MWD	District Secretary	\$4,513	2.7@55		\$21,314	\$117	
Inland Empire UA	Board Secretary/Office Manager	\$3,487	2@55	\$871	\$22,296		\$377
Irvine Ranch WD	District Secretary	\$3,569	2%@60		\$19,387		\$957
Orange County WD	District Secretary	\$1,749			\$17,957		\$1,957
City of Riverside	No Comparable Class						
Riverside County	No Comparable Class						
San Bernardino Valley MWD	Chief of Staff/Clerk of the Board	\$2,095	2@60	\$871	\$24,070		\$1,909
Western Municipal WD	No Comparable Class						
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Administrative Services Manager	\$2,168	2@55	\$871	\$21,777		
	Average				\$20,698		
	% +/-				5.0%		
	Median				\$20,350		
	% +/-				6.6%		
	75th Percentile				\$22,050		
	% +/-				-1.3%		

-5.4%

Santa Ana WPA

Brine Line Operations Superintendent

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Operations Supervisor (Wastewater Utility)	\$11,472	\$574					\$12,046	\$2,240	\$193		\$14,479
Eastern MWD	Wastewater Collection Supervisor	\$10,996		\$98	\$495			\$11,589	\$2,535	\$130	\$19	\$14,274
Elsinore Valley MWD	Wastewater Collection Systems Superintendent	\$13,477						\$13,477	\$2,545	\$155	\$21	\$16,197
Inland Empire UA	Collection System Supervisor	\$12,596			\$54			\$12,650	\$1,808	inc	inc	\$14,458
Irvine Ranch WD	Collection Systems Supervisor	\$11,407			\$456			\$11,863	\$2,689	\$151	\$26	\$14,730
Orange County WD	Maintenance Supervisor - GWRS	\$11,651		\$271	\$350			\$12,271	\$2,592	\$128	\$19	\$15,010
City of Riverside	Wastewater Operations Superintendent	\$12,399			\$100			\$12,499	\$1,640	\$45	inc	\$14,184
Riverside County	No Comparable Class											
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Operations Supervisor	\$13,902	\$150		\$278			\$14,330	\$2,812	inc	inc	\$17,142
Yorba Linda WD	Maintenance Superintendent	\$14,740			\$295			\$15,035	\$2,843	\$169	\$42	\$18,089
Yucaipa Valley WD	Public Works Supervisor	\$10,320		\$27	\$678			\$11,025	\$1,991	\$120	inc	\$13,136
Santa Ana WPA	Brine Line Operations Superintendent	\$10,434						\$10,434	\$2,058	inc	inc	\$12,492
	Average	\$12,296						\$12,679				\$15,170
	% +/-	-17.8%						-21.5%				-21.4%
	Median	\$12,025						\$12,385				\$14,604
	% +/-	-15.2%						-18.7%				-16.9%
	75th Percentile	\$13,257						\$13,270				\$15,900
	% +/-	-27.1%						-27.2%				-27.3%
								Median Gain/Loss	-3.5%			1.8%

Santa Ana WPA

Brine Line Operations Superintendent

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Operations Supervisor (Wastewater Utility)	\$3,412	2@60		\$17,890	\$704	
Eastern MWD	Wastewater Collection Supervisor	\$4,117	2@55		\$18,391		\$157
Elsinore Valley MWD	Wastewater Collection Systems Superintendent	\$4,319	2.7@55		\$20,517	\$117	
Inland Empire UA	Collection System Supervisor	\$2,732	2@55	\$781	\$17,972		\$377
Irvine Ranch WD	Collection Systems Supervisor	\$3,269	2%@60		\$17,999		\$957
Orange County WD	Maintenance Supervisor - GWRS	\$1,590			\$16,601		\$1,957
City of Riverside	Wastewater Operations Superintendent	\$1,681	2.7@55		\$15,865		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Operations Supervisor	\$1,646	2@55	\$862	\$19,650		\$754
Yorba Linda WD	Maintenance Superintendent	\$1,571	2@60		\$19,660		
Yucaipa Valley WD	Public Works Supervisor	\$1,100	2@60	\$640	\$14,876		
Santa Ana WPA	Brine Line Operations Superintendent	\$1,356	2@55	\$647	\$14,495		
	Average				\$17,942		
	% +/-				-23.8%		
	Median				\$17,985		
	% +/-				-24.1%		
	75th Percentile				\$19,335		
	% +/-				-33.4%		

-7.2%

Santa Ana WPA

Brine Line Pipeline Operator II

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Wastewater Utility Worker II	\$7,422	\$371					\$7,793	\$2,240	\$193		\$10,226
Eastern MWD	Collections Systems Utility Worker II	\$7,817		\$98	\$352			\$8,267	\$2,535	\$130	\$19	\$10,952
Elsinore Valley MWD	Collection Systems Maintenance Worker II	\$8,095						\$8,095	\$2,545	\$155	\$21	\$10,815
Inland Empire UA	Collection System Operator II	\$7,734			\$54			\$7,788	\$1,808	inc	inc	\$9,596
Irvine Ranch WD	Collection Systems Technician II	\$7,987			\$319			\$8,306	\$2,689	\$151	\$26	\$11,173
Orange County WD	Maintenance Technician - Grade II	\$8,712		\$271	\$261			\$9,244	\$2,592	\$128	\$19	\$11,984
City of Riverside	Wastewater Collections Systems Technician II	\$6,729			\$25			\$6,754	\$1,674	\$85	inc	\$8,513
Riverside County	No Comparable Class											
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Operations Technician III	\$8,787	\$150					\$8,937	\$2,812	inc	inc	\$11,749
Yorba Linda WD	Maintenance Worker III	\$8,996			\$180			\$9,176	\$2,843	\$169	\$42	\$12,230
Yucaipa Valley WD	Utility Service Worker II	\$6,262			\$433			\$6,695	\$2,133	\$120	inc	\$8,948
Santa Ana WPA	Brine Line Pipeline Operator II	\$9,222						\$9,222	\$2,058	inc	inc	\$11,280
	Average	\$7,854						\$8,106				\$10,619
	% +/-	14.8%						12.1%				5.9%
	Median	\$7,902						\$8,181				\$10,883
	% +/-	14.3%						11.3%				3.5%
	75th Percentile	\$8,558						\$8,779				\$11,605
	% +/-	7.2%						4.8%				-2.9%
								Median Gain/Loss	-3.0%			-7.8%

Santa Ana WPA

Brine Line Pipeline Operator II

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Wastewater Utility Worker II	\$2,207	2@60		\$12,434	\$704	
Eastern MWD	Collections Systems Utility Worker II	\$2,927	2@55		\$13,879		\$157
Elsinore Valley MWD	Collection Systems Maintenance Worker II	\$2,594	2.7@55		\$13,409	\$75	
Inland Empire UA	Collection System Operator II	\$1,677	2@55	\$479	\$11,753		\$377
Irvine Ranch WD	Collection Systems Technician II	\$2,289	2%@60		\$13,462		\$957
Orange County WD	Maintenance Technician - Grade II	\$1,189			\$13,173		\$1,957
City of Riverside	Wastewater Collections Systems Technician II	\$912	2.7@55		\$9,425		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Operations Technician III	\$1,040	2@55	\$545	\$13,334		\$754
Yorba Linda WD	Maintenance Worker III	\$959	2@60		\$13,189		
Yucaipa Valley WD	Utility Service Worker II	\$668	2@60	\$388	\$10,004		
Santa Ana WPA	Brine Line Pipeline Operator II	\$1,199	2@55	\$572	\$13,050		
	Average				\$12,406		
	% +/-				4.9%		
	Median				\$13,181		
	% +/-				-1.0%		
	75th Percentile				\$13,391		
	% +/-				-2.6%		

-4.5%

**Santa Ana WPA
Business Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	No Comparable Class										
Eastern MWD	Management Analyst II	\$10,475		\$98	\$471		\$11,044	\$2,535	\$130	\$19	\$13,729
Elsinore Valley MWD	Management Analyst	\$11,619					\$11,619	\$2,545	\$155	\$21	\$14,339
Inland Empire UA	Senior Management Analyst	\$10,881			\$54		\$10,936	\$1,808	inc	inc	\$12,744
Irvine Ranch WD	Management Analyst	\$10,746			\$430		\$11,176	\$2,689	\$151	\$26	\$14,042
Orange County WD	No Comparable Class										
City of Riverside	Management Analyst	\$7,421			\$100		\$7,521	\$1,640	\$45	inc	\$9,206
Riverside County	Administrative Analyst	\$8,302			\$108		\$8,410	\$1,561	inc	\$19	\$9,990
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	Management Analyst II	\$11,191	\$150		\$224		\$11,565	\$2,812	inc	inc	\$14,377
Yorba Linda WD	No Comparable Class										
Yucaipa Valley WD	Management Analyst	\$8,338		\$27	\$678		\$9,043	\$1,991	\$120	inc	\$11,154
Santa Ana WPA	Business Analyst II	\$9,931					\$9,931	\$2,058	inc	inc	\$11,989
	Average	\$9,872					\$10,164				\$12,448
	% +/-	0.6%					-2.3%				-3.8%
	Median	\$10,610					\$10,990				\$13,236
	% +/-	-6.8%					-10.7%				-10.4%
	75th Percentile	\$10,959					\$11,273				\$14,117
	% +/-	-10.3%					-13.5%				-17.7%
							Median Gain/Loss				
								-3.8%			0.3%

**Santa Ana WPA
Business Analyst II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Management Analyst II	\$3,922	2@55		\$17,650		\$157
Elsinore Valley MWD	Management Analyst	\$3,724	2.7@55		\$18,063	\$117	
Inland Empire UA	Senior Management Analyst	\$2,360	2@55	\$675	\$15,778		\$377
Irvine Ranch WD	Management Analyst	\$3,080	2%@60		\$17,122		\$957
Orange County WD	No Comparable Class						
City of Riverside	Management Analyst	\$1,006	2.7@55		\$10,212		\$100
Riverside County	Administrative Analyst	\$1,918	2@60	\$515	\$12,423		\$256
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Management Analyst II	\$1,325	2@55	\$694	\$16,396		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	Management Analyst	\$889	2@60	\$517	\$12,560		
Santa Ana WPA	Business Analyst II	\$1,291	2@55	\$616	\$13,896		
	Average				\$15,026		
	% +/-				-8.1%		
	Median				\$16,087		
	% +/-				-15.8%		
	75th Percentile				\$17,254		
	% +/-				-24.2%		

-5.4%

**Santa Ana WPA
Clerk of the Board**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	No Comparable Class										
Eastern MWD	Board Secretary	\$12,731		\$98	\$573		\$13,403	\$2,535	\$130	\$19	\$16,087
Elsinore Valley MWD	Deputy District Secretary	\$9,488					\$9,488	\$2,545	\$155	\$21	\$12,208
Inland Empire UA	Executive Assistant	\$8,952			\$54		\$9,006	\$1,808	inc	inc	\$10,814
Irvine Ranch WD	Senior Executive Assistant	\$10,152			\$406		\$10,558	\$2,689	\$151	\$26	\$13,425
Orange County WD	Assistant District Secretary	\$10,086		\$271	\$303		\$10,659	\$2,592	\$128	\$19	\$13,399
City of Riverside	No Comparable Class										
Riverside County	No Comparable Class										
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	No Comparable Class										
Yorba Linda WD	Sr. Executive Assistant/Board Secretary	\$11,803			\$236		\$12,039	\$2,843	\$169	\$42	\$15,093
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	Clerk of the Board	\$10,434					\$10,434	\$2,058	inc	inc	\$12,492
	Average	\$10,535					\$10,859				\$13,504
	% +/-	-1.0%					-4.1%				-8.1%
	Median	\$10,119					\$10,609				\$13,412
	% +/-	3.0%					-1.7%				-7.4%
	75th Percentile	\$11,390					\$11,694				\$14,676
	% +/-	-9.2%					-12.1%				-17.5%
							Median Gain/Loss				
								-4.7%			-5.7%

**Santa Ana WPA
Clerk of the Board**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Board Secretary	\$4,767	2@55		\$20,854		\$157
Elsinore Valley MWD	Deputy District Secretary	\$3,041	2.7@55		\$15,249	\$117	
Inland Empire UA	Executive Assistant	\$1,942	2@55	\$555	\$13,311		\$377
Irvine Ranch WD	Senior Executive Assistant	\$2,910	2%@60		\$16,334		\$957
Orange County WD	Assistant District Secretary	\$1,377			\$14,775		\$1,957
City of Riverside	No Comparable Class						
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	No Comparable Class						
Yorba Linda WD	Sr. Executive Assistant/Board Secretary	\$1,258	2@60		\$16,351		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Clerk of the Board	\$1,356	2@55	\$647	\$14,495		
	Average				\$16,146		
	% +/-				-11.4%		
	Median				\$15,792		
	% +/-				-8.9%		
	75th Percentile				\$16,347		
	% +/-				-12.8%		

-1.6%

**Santa Ana WPA
Communications Specialist**

Survey Agency			Cash Supplements				Insurance Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	Government & Public Affairs Representative II	\$8,694	\$435				\$9,129	\$2,240	\$193		\$11,562
Eastern MWD	Public Affairs Officer II	\$11,547		\$98	\$520		\$12,165	\$2,535	\$130	\$19	\$14,850
Elsinore Valley MWD	Community Affairs Specialist	\$9,866					\$9,866	\$2,545	\$155	\$21	\$12,587
Inland Empire UA	External Affairs Specialist II	\$8,952			\$54		\$9,006	\$1,808	inc	inc	\$10,814
Irvine Ranch WD	Communications Specialist	\$10,135			\$405		\$10,540	\$2,689	\$151	\$26	\$13,407
Orange County WD	Senior Communications Specialist	\$10,086		\$271	\$303		\$10,659	\$2,592	\$128	\$19	\$13,399
City of Riverside	No Comparable Class										
Riverside County	Public Information Specialist	\$8,505					\$8,505	\$1,561	inc	inc	\$10,066
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	Strategic Communications Representative II	\$10,173	\$150				\$10,323	\$2,812	inc	inc	\$13,135
Yorba Linda WD	Public Affairs Specialist	\$8,996			\$180		\$9,176	\$2,843	\$169	\$42	\$12,229
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	Communications Specialist	\$7,204					\$7,204	\$2,058	inc	inc	\$9,262
	Average	\$9,662					\$9,930				\$12,450
	% +/-	-34.1%					-37.8%				-34.4%
	Median	\$9,866					\$9,866				\$12,587
	% +/-	-37.0%					-37.0%				-35.9%
	75th Percentile	\$10,135					\$10,540				\$13,399
	% +/-	-40.7%					-46.3%				-44.7%
							Median Gain/Loss	0.0%			1.1%

**Santa Ana WPA
Communications Specialist**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Government & Public Affairs Representative II	\$2,586	2@60		\$14,148	\$704	
Eastern MWD	Public Affairs Officer II	\$4,323	2@55		\$19,173		\$157
Elsinore Valley MWD	Community Affairs Specialist	\$3,162	2.7@55		\$15,749	\$75	
Inland Empire UA	External Affairs Specialist II	\$1,942	2@55	\$555	\$13,311		\$377
Irvine Ranch WD	Communications Specialist	\$2,905	2%@60		\$16,312		\$957
Orange County WD	Senior Communications Specialist	\$1,377			\$14,775		\$1,957
City of Riverside	No Comparable Class						
Riverside County	Public Information Specialist	\$1,965	2@60	\$527	\$12,558		\$157
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Strategic Communications Representative II	\$1,204	2@55	\$631	\$14,970		\$754
Yorba Linda WD	Public Affairs Specialist	\$959	2@60		\$13,188		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Communications Specialist	\$937	2@55	\$447	\$10,645		
	Average				\$14,909		
	% +/-				-40.1%		
	Median				\$14,775		
	% +/-				-38.8%		
	75th Percentile				\$15,749		
	% +/-				-47.9%		

-2.9%

**Santa Ana WPA
Controller**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Finance Manager	\$16,386	\$819					\$17,205	\$2,240	\$193		\$19,638
Eastern MWD	Controller	\$19,748		\$98	\$889			\$20,735	\$2,535	\$130	\$19	\$23,419
Elsinore Valley MWD	No Comparable Class											
Inland Empire UA	Controller	\$16,076			\$54			\$16,130	\$1,808	inc	inc	\$17,938
Irvine Ranch WD	Controller	\$16,079			\$643			\$16,722	\$2,689	\$151	\$26	\$19,589
Orange County WD	Accounting Manager	\$14,093		\$271	\$423			\$14,787	\$2,592	\$128	\$19	\$17,526
City of Riverside	Accounting Manager/Controller	\$14,037			\$100			\$14,137	\$1,640	\$45	inc	\$15,822
Riverside County	Fiscal Manager	\$12,058			\$108			\$12,166	\$1,561	inc	\$19	\$13,746
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Controller	\$17,270	\$150		\$345			\$17,765	\$2,812	inc	inc	\$20,578
Yorba Linda WD	No Comparable Class											
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Controller	\$13,356						\$13,356	\$2,058	inc	inc	\$15,414
	Average	\$15,718						\$16,206				\$18,532
	% +/-	-17.7%						-21.3%				-20.2%
	Median	\$16,077						\$16,426				\$18,763
	% +/-	-20.4%						-23.0%				-21.7%
	75th Percentile	\$16,607						\$17,345				\$19,873
	% +/-	-24.3%						-29.9%				-28.9%
								Median Gain/Loss	-2.6%			1.3%

**Santa Ana WPA
Controller**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Finance Manager	\$4,873	2@60		\$24,511	\$704	
Eastern MWD	Controller	\$7,394	2@55		\$30,813		\$157
Elsinore Valley MWD	No Comparable Class						
Inland Empire UA	Controller	\$3,487	2@55	\$871	\$22,296		\$377
Irvine Ranch WD	Controller	\$4,608	2%@60		\$24,197		\$957
Orange County WD	Accounting Manager	\$1,924			\$19,450		\$1,957
City of Riverside	Accounting Manager/Controller	\$1,903	2.7@55		\$17,725		\$100
Riverside County	Fiscal Manager	\$2,785	2@60	\$748	\$17,279		\$256
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Controller	\$2,045	2@55	\$871	\$23,493		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Controller	\$1,736	2@55	\$828	\$17,978		
	Average				\$22,471		
	% +/-				-25.0%		
	Median				\$22,895		
	% +/-				-27.3%		
	75th Percentile				\$24,276		
	% +/-				-35.0%		

-5.6%

Santa Ana WPA

Deputy General Manager/Chief Financial Officer

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Director of Finance & Technology Services	\$21,197	\$1,060					\$22,256	\$2,108	\$182		\$24,546
Eastern MWD	Assistant General Manager/ Chief Financial Officer	\$27,789		\$98	\$1,250			\$29,138	\$2,535	\$130	\$19	\$31,822
Elsinore Valley MWD	Director of Finance	\$21,963						\$21,963	\$2,545	\$155	\$21	\$24,683
Inland Empire UA	Assistant General Manager	\$22,620			\$54			\$22,674	\$1,808	inc	inc	\$24,482
Irvine Ranch WD	Executive Director of Finance	\$24,143			\$966			\$25,109	\$2,689	\$151	\$26	\$27,975
Orange County WD	Chief Financial Officer/Treasurer	\$21,668		\$271	\$650			\$22,589	\$2,592	\$128	\$19	\$25,328
City of Riverside	Finance Director	\$21,585			\$100			\$21,685	\$1,640	\$45	inc	\$23,370
Riverside County	No Comparable Class											
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Assistant GM/Chief Financial Officer	\$25,289	\$150		\$506			\$25,945	\$2,812	inc	inc	\$28,757
Yorba Linda WD	Finance Manager	\$18,869			\$377			\$19,246	\$2,843	\$169	\$42	\$22,300
Yucaipa Valley WD	Chief Financial Officer	\$15,281			\$1,284			\$16,565	\$2,133	\$120	inc	\$18,818
Santa Ana WPA	Deputy General Manager/Chief Financial Officer	\$23,569						\$23,569	\$2,058	inc	inc	\$25,626
	Average	\$22,040						\$22,717				\$25,208
	% +/-	6.5%						3.6%				1.6%
	Median	\$21,815						\$22,423				\$24,615
	% +/-	7.4%						4.9%				3.9%
	75th Percentile	\$23,762						\$24,500				\$27,314
	% +/-	-0.8%						-4.0%				-6.6%
								Median Gain/Loss	-2.6%			-0.9%

Santa Ana WPA

Deputy General Manager/Chief Financial Officer

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Director of Finance & Technology Services	\$6,304	2@60		\$30,850	\$704	
Eastern MWD	Assistant General Manager/ Chief Financial Officer	\$10,404	2@55		\$42,226		\$157
Elsinore Valley MWD	Director of Finance	\$7,039	2.7@55		\$31,722	\$117	
Inland Empire UA	Assistant General Manager	\$4,906	2@55	\$871	\$30,260		\$377
Irvine Ranch WD	Executive Director of Finance	\$6,919	2%@60		\$34,895		\$957
Orange County WD	Chief Financial Officer/Treasurer	\$2,958			\$28,286		\$1,957
City of Riverside	Finance Director	\$2,927	2.7@55		\$26,297		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Assistant GM/Chief Financial Officer	\$2,994	2@55	\$871	\$32,622		\$754
Yorba Linda WD	Finance Manager	\$2,011	2@60		\$24,311		
Yucaipa Valley WD	Chief Financial Officer	\$1,629	2@60	\$871	\$21,318		
Santa Ana WPA	Deputy General Manager/Chief Financial Officer	\$3,064	2@55	\$871	\$29,561		
	Average				\$30,279		
	% +/-				-2.4%		
	Median				\$30,555		
	% +/-				-3.4%		
	75th Percentile				\$32,397		
	% +/-				-9.6%		

-7.3%

**Santa Ana WPA
Engineer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Senior Associate Engineer	\$12,419	\$621					\$13,040	\$2,240	\$193		\$15,473
Eastern MWD	Associate Engineer II	\$14,038		\$98	\$632			\$14,768	\$2,535	\$130	\$19	\$17,453
Elsinore Valley MWD	Associate Engineer	\$14,155						\$14,155	\$2,545	\$155	\$21	\$16,875
Inland Empire UA	Associate Engineer	\$10,881			\$54			\$10,936	\$1,808	inc	inc	\$12,744
Irvine Ranch WD	Engineer	\$13,901			\$556			\$14,457	\$2,689	\$151	\$26	\$17,324
Orange County WD	Engineer	\$11,651		\$271	\$350			\$12,271	\$2,592	\$128	\$19	\$15,010
City of Riverside	Associate Engineer	\$11,211			\$25			\$11,236	\$1,674	\$85	inc	\$12,995
Riverside County	Associate Civil Engineer	\$11,051						\$11,051	\$1,561	inc	inc	\$12,612
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Engineer II	\$14,943	\$150		\$299			\$15,392	\$2,812	inc	inc	\$18,204
Yorba Linda WD	Associate Engineer	\$12,098			\$242			\$12,340	\$2,843	\$169	\$42	\$15,394
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Engineer	\$13,031						\$13,031	\$2,058	inc	inc	\$15,088
	Average	\$12,635						\$12,965				\$15,408
	% +/-	3.0%						0.5%				-2.1%
	Median	\$12,259						\$12,690				\$15,433
	% +/-	5.9%						2.6%				-2.3%
	75th Percentile	\$14,004						\$14,382				\$17,212
	% +/-	-7.5%						-10.4%				-14.1%
								Median Gain/Loss				
									-3.3%			-4.9%

**Santa Ana WPA
Engineer**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Senior Associate Engineer	\$3,693	2@60		\$19,166	\$704	
Eastern MWD	Associate Engineer II	\$5,256	2@55		\$22,709		\$157
Elsinore Valley MWD	Associate Engineer	\$4,537	2.7@55		\$21,412	\$117	
Inland Empire UA	Associate Engineer	\$2,360	2@55	\$675	\$15,778		\$377
Irvine Ranch WD	Engineer	\$3,984	2%@60		\$21,308		\$957
Orange County WD	Engineer	\$1,590			\$16,601		\$1,957
City of Riverside	Associate Engineer	\$1,520	2.7@55		\$14,515		\$100
Riverside County	Associate Civil Engineer	\$2,553	2@60	\$685	\$15,850		\$157
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Engineer II	\$1,769	2@55	\$871	\$20,844		\$754
Yorba Linda WD	Associate Engineer	\$1,290	2@60		\$16,683		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Engineer	\$1,694	2@55	\$808	\$17,590		
	Average				\$18,487		
	% +/-				-5.1%		
	Median				\$17,925		
	% +/-				-1.9%		
	75th Percentile				\$21,192		
	% +/-				-20.5%		

0.4%

**Santa Ana WPA
Engineering Mgr**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Engineering Manager (Capital & Development)	\$16,386	\$819					\$17,205	\$2,240	\$193		\$19,638
Eastern MWD	Senior Director of Engineering	\$24,007		\$98	\$1,080			\$25,185	\$2,535	\$130	\$19	\$27,870
Elsinore Valley MWD	Engineering Manager	\$19,894						\$19,894	\$2,545	\$155	\$21	\$22,614
Inland Empire UA	Director of Engineering	\$20,518			\$54			\$20,572	\$1,808	inc	inc	\$22,380
Irvine Ranch WD	Engineering Manager	\$17,977			\$719			\$18,696	\$2,689	\$151	\$26	\$21,563
Orange County WD	Director of Engineering	\$18,760		\$271	\$563			\$19,594	\$2,592	\$128	\$19	\$22,333
City of Riverside	Engineering Manager	\$16,791			\$100			\$16,891	\$1,640	\$45	inc	\$18,576
Riverside County	Engineering Division Manager	\$14,630			\$108			\$14,738	\$1,561	inc	\$19	\$16,318
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Deputy Director of Engineering	\$18,997	\$150		\$380			\$19,527	\$2,812	inc	inc	\$22,339
Yorba Linda WD	No Comparable Class											
Yucaipa Valley WD	Engineering Manager	\$12,010			\$1,284			\$13,294	\$2,133	\$120	inc	\$15,547
Santa Ana WPA	Engineering Mgr	\$18,872						\$18,872	\$2,058	inc	inc	\$20,930
	Average	\$17,997						\$18,560				\$20,918
	% +/-	4.6%						1.7%				0.1%
	Median	\$18,369						\$19,112				\$21,948
	% +/-	2.7%						-1.3%				-4.9%
	75th Percentile	\$19,669						\$19,819				\$22,370
	% +/-	-4.2%						-5.0%				-6.9%
								Median Gain/Loss				
									-3.9%			
												-3.6%

**Santa Ana WPA
Engineering Mgr**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Engineering Manager (Capital & Development)	\$4,873	2@60		\$24,511	\$704	
Eastern MWD	Senior Director of Engineering	\$8,988	2@55		\$36,858		\$157
Elsinore Valley MWD	Engineering Manager	\$6,376	2.7@55		\$28,990	\$117	
Inland Empire UA	Director of Engineering	\$4,450	2@55	\$871	\$27,701		\$377
Irvine Ranch WD	Engineering Manager	\$5,152	2%@60		\$26,715		\$957
Orange County WD	Director of Engineering	\$2,561			\$24,894		\$1,957
City of Riverside	Engineering Manager	\$2,277	2.7@55		\$20,853		\$100
Riverside County	Engineering Division Manager	\$3,380	2@60	\$871	\$20,569		\$256
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Deputy Director of Engineering	\$2,249	2@55	\$871	\$25,459		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	Engineering Manager	\$1,280	2@60	\$745	\$17,572		
Santa Ana WPA	Engineering Mgr	\$2,453	2@55	\$871	\$24,254		
	Average				\$25,412		
	% +/-				-4.8%		
	Median				\$25,177		
	% +/-				-3.8%		
	75th Percentile				\$27,455		
	% +/-				-13.2%		

1.1%

**Santa Ana WPA
Executive Assistant II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	No Comparable Class											
Eastern MWD	Executive Assistant	\$7,817		\$98	\$352			\$8,267	\$2,535	\$130	\$19	\$10,952
Elsinore Valley MWD	Executive Assistant	\$9,488						\$9,488	\$2,545	\$155	\$21	\$12,208
Inland Empire UA	Executive Assistant	\$8,952			\$54			\$9,006	\$1,808	inc	inc	\$10,814
Irvine Ranch WD	Executive Assistant	\$9,310			\$372			\$9,682	\$2,689	\$151	\$26	\$12,549
Orange County WD	Executive Assistant	\$9,149		\$271	\$274			\$9,694	\$2,592	\$128	\$19	\$12,433
City of Riverside	Executive Assistant	\$6,749			\$100			\$6,849	\$1,640	\$45	inc	\$8,534
Riverside County	Executive Assistant III	\$6,475			\$108			\$6,583	\$1,561	inc	\$19	\$8,163
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Executive Assistant	\$11,191	\$150		\$224			\$11,565	\$2,812	inc	inc	\$14,377
Yorba Linda WD	No Comparable Class											
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Executive Assistant II	\$9,931						\$9,931	\$2,058	inc	inc	\$11,989
	Average	\$8,641						\$8,892				\$11,254
	% +/-	13.0%						10.5%				6.1%
	Median	\$9,050						\$9,247				\$11,580
	% +/-	8.9%						6.9%				3.4%
	75th Percentile	\$9,354						\$9,685				\$12,462
	% +/-	5.8%						2.5%				-3.9%
								Median Gain/Loss	-2.0%			-3.5%

**Santa Ana WPA
Executive Assistant II**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Executive Assistant	\$2,927	2@55		\$13,879		\$157
Elsinore Valley MWD	Executive Assistant	\$3,041	2.7@55		\$15,249	\$117	
Inland Empire UA	Executive Assistant	\$1,942	2@55	\$555	\$13,311		\$377
Irvine Ranch WD	Executive Assistant	\$2,668	2%@60		\$15,217		\$957
Orange County WD	Executive Assistant	\$1,249			\$13,682		\$1,957
City of Riverside	Executive Assistant	\$915	2.7@55		\$9,449		\$100
Riverside County	Executive Assistant III	\$1,496	2@60	\$401	\$10,060		\$256
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Executive Assistant	\$1,325	2@55	\$694	\$16,396		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Executive Assistant II	\$1,291	2@55	\$616	\$13,896		
	Average				\$13,405		
	% +/-				3.5%		
	Median				\$13,780		
	% +/-				0.8%		
	75th Percentile				\$15,225		
	% +/-				-9.6%		

-2.6%

Santa Ana WPA

Executive Manager of Engineering and Operations

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Director of Operations	\$21,197	\$1,060					\$22,256	\$2,108	\$182		\$24,546
Eastern MWD	Assistant General Manager of Planning, Eng & Const.	\$27,789		\$98	\$1,250			\$29,138	\$2,535	\$130	\$19	\$31,822
Elsinore Valley MWD	Assistant General Manager-Engineering & Operations	\$28,115						\$28,115	\$2,545	\$155	\$21	\$30,835
Inland Empire UA	Deputy General Manager	\$25,533			\$54			\$25,587	\$1,808	inc	inc	\$27,395
Irvine Ranch WD	Executive Director of Technical Services	\$24,143			\$966			\$25,109	\$2,689	\$151	\$26	\$27,975
Orange County WD	Executive Director Engineering & Water Resources	\$21,668		\$271	\$650			\$22,589	\$2,592	\$128	\$19	\$25,328
City of Riverside	Engineering Manager	\$16,791			\$100			\$16,891	\$1,640	\$45	inc	\$18,576
Riverside County	No Comparable Class											
San Bernardino Valley MWD	Assistant Chief Engineer	\$21,708				\$1,520		\$23,228	\$2,058	\$147	\$27	\$25,459
Western Municipal WD	Director of Engineering	\$20,898	\$150		\$418			\$21,466	\$2,812	inc	inc	\$24,278
Yorba Linda WD	Engineering Manager	\$18,869			\$377			\$19,246	\$2,843	\$169	\$42	\$22,300
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Executive Manager of Engineering and Operations	\$21,886						\$21,886	\$2,058	inc	inc	\$23,944
	Average	\$22,671						\$23,362				\$25,852
	% +/-	-3.6%						-6.7%				-8.0%
	Median	\$21,688						\$22,908				\$25,394
	% +/-	0.9%						-4.7%				-6.1%
	75th Percentile	\$25,185						\$25,467				\$27,830
	% +/-	-15.1%						-16.4%				-16.2%
								Median Gain/Loss	-5.6%			-1.4%

Santa Ana WPA

Executive Manager of Engineering and Operations

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Director of Operations	\$6,304	2@60		\$30,850	\$704	
Eastern MWD	Assistant General Manager of Planning, Eng & Const.	\$10,404	2@55		\$42,226		\$157
Elsinore Valley MWD	Assistant General Manager-Engineering & Operations	\$9,011	2.7@55		\$39,846	\$117	
Inland Empire UA	Deputy General Manager	\$5,538	2@55	\$871	\$33,804		\$377
Irvine Ranch WD	Executive Director of Technical Services	\$6,919	2%@60		\$34,895		\$957
Orange County WD	Executive Director Engineering & Water Resources	\$2,958			\$28,286		\$1,957
City of Riverside	Engineering Manager	\$2,277	2.7@55		\$20,853		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	Assistant Chief Engineer	\$2,579	2@60	\$871	\$28,909		\$1,909
Western Municipal WD	Director of Engineering	\$2,474	2@55	\$871	\$27,624		\$754
Yorba Linda WD	Engineering Manager	\$2,011	2@60		\$24,311		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Executive Manager of Engineering and Operations	\$2,845	2@55	\$871	\$27,660		
	Average				\$31,160		
	% +/-				-12.7%		
	Median				\$29,880		
	% +/-				-8.0%		
	75th Percentile				\$34,622		
	% +/-				-25.2%		

-2.0%

**Santa Ana WPA
General Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	General Manager/CEO	\$29,098	\$1,455					\$30,553	\$2,108	\$182		\$32,843
Eastern MWD	General Manager	\$30,957		\$98	\$1,393			\$32,449	\$2,535	\$130	\$19	\$35,133
Elsinore Valley MWD	General Manager	\$32,578						\$32,578	\$2,545	\$155	\$21	\$35,298
Inland Empire UA	General Manager	\$29,183			\$54			\$29,238	\$1,808	inc	inc	\$31,046
Irvine Ranch WD	General Manager	\$31,551			\$1,262			\$32,813	\$2,689	\$151	\$26	\$35,680
Orange County WD	General Manager	\$26,697		\$2,167	\$801			\$29,664	\$2,592	\$128	\$19	\$32,404
City of Riverside	No Comparable Class											
Riverside County	No Comparable Class											
San Bernardino Valley MWD	General Manager	\$27,709				\$1,940		\$29,649	\$2,058	\$147	\$27	\$31,880
Western Municipal WD	General Manager	\$31,742	\$150		\$635			\$32,527	\$2,812	inc	inc	\$35,339
Yorba Linda WD	General Manager	\$23,188			\$464			\$23,651	\$2,843	\$169	\$42	\$26,705
Yucaipa Valley WD	General Manager	\$23,677			\$1,284			\$24,961	\$2,133	\$120	inc	\$27,214
Santa Ana WPA	General Manager	\$29,434						\$29,434	\$2,058	inc	inc	\$31,492
	Average	\$28,638						\$29,808				\$32,354
	% +/-	2.7%						-1.3%				-2.7%
	Median	\$29,141						\$30,109				\$32,623
	% +/-	1.0%						-2.3%				-3.6%
	75th Percentile	\$31,403						\$32,507				\$35,257
	% +/-	-6.7%						-10.4%				-12.0%
								Median Gain/Loss	-3.3%			-1.3%

**Santa Ana WPA
General Manager**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	General Manager/CEO	\$8,654	2@60		\$41,497	\$704	
Eastern MWD	General Manager	\$11,590	2@55		\$46,723		\$157
Elsinore Valley MWD	General Manager	\$10,441	2.7@55		\$45,739	\$117	
Inland Empire UA	General Manager	\$6,330	2@55	\$871	\$38,246		\$377
Irvine Ranch WD	General Manager	\$9,043	2%@60		\$44,722		\$957
Orange County WD	General Manager	\$3,644			\$36,048		\$1,957
City of Riverside	No Comparable Class						
Riverside County	No Comparable Class						
San Bernardino Valley MWD	General Manager	\$3,292	2@60	\$871	\$36,043		\$1,909
Western Municipal WD	General Manager	\$3,758	2@55	\$871	\$39,968		\$754
Yorba Linda WD	General Manager	\$2,472	2@60		\$29,177		
Yucaipa Valley WD	General Manager	\$2,524	2@60	\$871	\$30,609		
Santa Ana WPA	General Manager	\$3,826	2@55	\$871	\$36,189		
	Average				\$38,877		
	% +/-				-7.4%		
	Median				\$39,107		
	% +/-				-8.1%		
	75th Percentile				\$43,916		
	% +/-				-21.4%		

-4.5%

**Santa Ana WPA
GIS Project Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	No Comparable Class										
Eastern MWD	Enterprise GIS Manager	\$16,250		\$98	\$731		\$17,080	\$2,535	\$130	\$19	\$19,764
Elsinore Valley MWD	GIS Specialist III	\$11,001					\$11,001	\$2,545	\$155	\$21	\$13,721
Inland Empire UA	No Comparable Class										
Irvine Ranch WD	GIS Supervisor	\$11,990			\$480		\$12,470	\$2,689	\$151	\$26	\$15,336
Orange County WD	GIS/Database Supervisor	\$12,813		\$271	\$384		\$13,469	\$2,592	\$128	\$19	\$16,208
City of Riverside	No Comparable Class										
Riverside County	Giss Supervisor Analyst	\$11,443					\$11,443	\$1,561	inc	inc	\$13,004
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	Application Specialist IV	\$12,933	\$150				\$13,083	\$2,812	inc	inc	\$15,895
Yorba Linda WD	No Comparable Class										
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	GIS Project Manager	\$12,713					\$12,713	\$2,058	inc	inc	\$14,770
	Average	\$12,738					\$13,091				\$15,655
	% +/-	-0.2%					-3.0%				-6.0%
	Median	\$12,402					\$12,776				\$15,616
	% +/-	2.4%					-0.5%				-5.7%
	75th Percentile	\$12,903					\$13,372				\$16,130
	% +/-	-1.5%					-5.2%				-9.2%
							Median Gain/Loss				
								-2.9%			-5.2%

**Santa Ana WPA
GIS Project Manager**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Enterprise GIS Manager	\$6,084	2@55		\$25,848		\$157
Elsinore Valley MWD	GIS Specialist III	\$3,526	2.7@55		\$17,247	\$117	
Inland Empire UA	No Comparable Class						
Irvine Ranch WD	GIS Supervisor	\$3,436	2%@60		\$18,773		\$957
Orange County WD	GIS/Database Supervisor	\$1,749			\$17,957		\$1,957
City of Riverside	No Comparable Class						
Riverside County	Giss Supervisor Analyst	\$2,643	2@60	\$709	\$16,357		\$157
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Application Specialist IV	\$1,531	2@55	\$802	\$18,228		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	GIS Project Manager	\$1,653	2@55	\$788	\$17,211		
	Average				\$19,068		
	% +/-				-10.8%		
	Median				\$18,093		
	% +/-				-5.1%		
	75th Percentile				\$18,637		
	% +/-				-8.3%		

0.6%

**Santa Ana WPA
Information System Analyst II**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	Information Technology Specialist II	\$9,986	\$499				\$10,485	\$2,240	\$193		\$12,918
Eastern MWD	Information Systems Engineer II	\$12,731		\$98	\$573		\$13,403	\$2,535	\$130	\$19	\$16,087
Elsinore Valley MWD	Cybersecurity Specialist II	\$11,557					\$11,557	\$2,545	\$155	\$21	\$14,277
Inland Empire UA	Information Systems Analyst II	\$10,363			\$54		\$10,417	\$1,808	inc	inc	\$12,225
Irvine Ranch WD	Senior Network Administrator	\$12,920			\$517		\$13,437	\$2,689	\$151	\$26	\$16,303
Orange County WD	Programmer/Analyst	\$10,086		\$271	\$303		\$10,659	\$2,592	\$128	\$19	\$13,399
City of Riverside	Innovation & Technology Analyst II	\$8,980			\$100		\$9,080	\$1,640	\$45	inc	\$10,765
Riverside County	IT Applications Developer II	\$9,762					\$9,762	\$1,561	inc	inc	\$11,323
San Bernardino Valley MWD	Systems Analyst	\$12,280				\$860	\$13,140	\$2,058	\$147	\$27	\$15,371
Western Municipal WD	IS Specialists III	\$11,191	\$150				\$11,341	\$2,812	inc	inc	\$14,153
Yorba Linda WD	No Comparable Class										
Yucaipa Valley WD	Information Systems Specialist	\$9,239		\$27	\$678		\$9,944	\$1,991	\$120	inc	\$12,055
Santa Ana WPA	Information System Analyst II	\$10,434					\$10,434	\$2,058	inc	inc	\$12,492
	Average	\$10,827					\$11,202				\$13,534
	% +/-	-3.8%					-7.4%				-8.3%
	Median	\$10,363					\$10,659				\$13,399
	% +/-	0.7%					-2.2%				-7.3%
	75th Percentile	\$11,918					\$12,348				\$14,824
	% +/-	-14.2%					-18.3%				-18.7%
							Median Gain/Loss				
								-2.8%			-5.1%

Santa Ana WPA

Information System Analyst II

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Information Technology Specialist II	\$2,970	2@60		\$15,888	\$704	
Eastern MWD	Information Systems Engineer II	\$4,767	2@55		\$20,854		\$157
Elsinore Valley MWD	Cybersecurity Specialist II	\$3,704	2.7@55		\$17,981	\$117	
Inland Empire UA	Information Systems Analyst II	\$2,248	2@55	\$643	\$15,116		\$377
Irvine Ranch WD	Senior Network Administrator	\$3,703	2%@60		\$20,006		\$957
Orange County WD	Programmer/Analyst	\$1,377			\$14,775		\$1,957
City of Riverside	Innovation & Technology Analyst II	\$1,218	2.7@55		\$11,983		\$100
Riverside County	IT Applications Developer II	\$2,255	2@60	\$605	\$14,183		\$157
San Bernardino Valley MWD	Systems Analyst	\$1,459	2@60	\$761	\$17,592		\$1,909
Western Municipal WD	IS Specialists III	\$1,325	2@55	\$694	\$16,172		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	Information Systems Specialist	\$985	2@60	\$573	\$13,613		
Santa Ana WPA	Information System Analyst II	\$1,356	2@55	\$647	\$14,495		
	Average				\$16,197		
	% +/-				-11.7%		
	Median				\$15,888		
	% +/-				-9.6%		
	75th Percentile				\$17,786		
	% +/-				-22.7%		

-2.3%

Santa Ana WPA

Information Systems & Technology Manager

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Information Technology Manager	\$16,064	\$803					\$16,868	\$2,240	\$193		\$19,301
Eastern MWD	Senior Director of Information Systems	\$24,007		\$98	\$1,080			\$25,185	\$2,535	\$130	\$19	\$27,870
Elsinore Valley MWD	Director of Information Technology	\$21,963						\$21,963	\$2,545	\$155	\$21	\$24,683
Inland Empire UA	Director of Information Technology	\$19,540			\$54			\$19,595	\$1,808	inc	inc	\$21,403
Irvine Ranch WD	Director of Information Services	\$20,683			\$827			\$21,510	\$2,689	\$151	\$26	\$24,377
Orange County WD	Director of Information Services/Property Mgmt	\$18,760		\$271	\$563			\$19,594	\$2,592	\$128	\$19	\$22,333
City of Riverside	Innovation & Technology Officer II	\$13,560			\$100			\$13,660	\$1,640	\$45	inc	\$15,345
Riverside County	IT Manager II	\$12,618			\$108			\$12,726	\$1,561	inc	\$19	\$14,306
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Deputy Director of Information Services	\$18,997	\$150		\$380			\$19,527	\$2,812	inc	inc	\$22,339
Yorba Linda WD	Sr. Information Systems Administrator	\$14,381			\$288			\$14,668	\$2,843	\$169	\$42	\$17,722
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Information Systems & Technology Manager	\$17,963						\$17,963	\$2,058	inc	inc	\$20,020
	Average	\$18,057						\$18,530				\$20,968
	% +/-	-0.5%						-3.2%				-4.7%
	Median	\$18,879						\$19,560				\$21,868
	% +/-	-5.1%						-8.9%				-9.2%
	75th Percentile	\$20,397						\$21,031				\$23,868
	% +/-	-13.6%						-17.1%				-19.2%
								Median Gain/Loss	-3.8%			-0.3%

Santa Ana WPA

Information Systems & Technology Manager

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Information Technology Manager	\$4,778	2@60		\$24,078	\$704	
Eastern MWD	Senior Director of Information Systems	\$8,988	2@55		\$36,858		\$157
Elsinore Valley MWD	Director of Information Technology	\$7,039	2.7@55		\$31,722	\$117	
Inland Empire UA	Director of Information Technology	\$4,238	2@55	\$871	\$26,512		\$377
Irvine Ranch WD	Director of Information Services	\$5,928	2%@60		\$30,305		\$957
Orange County WD	Director of Information Services/Property Mgmt	\$2,561			\$24,894		\$1,957
City of Riverside	Innovation & Technology Officer II	\$1,839	2.7@55		\$17,184		\$100
Riverside County	IT Manager II	\$2,915	2@60	\$782	\$18,003		\$256
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Deputy Director of Information Services	\$2,249	2@55	\$871	\$25,459		\$754
Yorba Linda WD	Sr. Information Systems Administrator	\$1,533	2@60		\$19,255		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Information Systems & Technology Manager	\$2,335	2@55	\$871	\$23,227		
	Average				\$25,427		
	% +/-				-9.5%		
	Median				\$25,177		
	% +/-				-8.4%		
	75th Percentile				\$29,357		
	% +/-				-26.4%		

0.8%

Santa Ana WPA

Manager of Permitting and Pretreatment

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Environmental Services Supervisor	\$12,419	\$621					\$13,040	\$2,240	\$193		\$15,473
Eastern MWD	Source Control Manager	\$14,739		\$98	\$663			\$15,500	\$2,535	\$130	\$19	\$18,184
Elsinore Valley MWD	No Comparable Class											
Inland Empire UA	Source Control/Environmental Resources Supervisor	\$13,887			\$54			\$13,942	\$1,808	inc	inc	\$15,750
Irvine Ranch WD	Regulatory Compliance Manager	\$14,962			\$598			\$15,560	\$2,689	\$151	\$26	\$18,427
Orange County WD	No Comparable Class											
City of Riverside	Environmental Services Manager	\$12,669			\$100			\$12,769	\$1,640	\$45	inc	\$14,454
Riverside County	No Comparable Class											
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Source Control Program Manager	\$14,943	\$150		\$299			\$15,392	\$2,812	inc	inc	\$18,204
Yorba Linda WD	No Comparable Class											
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Manager of Permitting and Pretreatment	\$13,356						\$13,356	\$2,058	inc	inc	\$15,414
	Average	\$13,936						\$14,367				\$16,749
	% +/-	-4.3%						-7.6%				-8.7%
	Median	\$14,313						\$14,667				\$16,967
	% +/-	-7.2%						-9.8%				-10.1%
	75th Percentile	\$14,892						\$15,473				\$18,199
	% +/-	-11.5%						-15.8%				-18.1%
								Median Gain/Loss				
									-2.6%			-0.3%

Santa Ana WPA

Manager of Permitting and Pretreatment

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Environmental Services Supervisor	\$3,693	2@60		\$19,166	\$704	
Eastern MWD	Source Control Manager	\$5,518	2@55		\$23,703		\$157
Elsinore Valley MWD	No Comparable Class						
Inland Empire UA	Source Control/Environmental Resources Supervisor	\$3,012	2@55	\$861	\$19,623		\$377
Irvine Ranch WD	Regulatory Compliance Manager	\$4,288	2%@60		\$22,715		\$957
Orange County WD	No Comparable Class						
City of Riverside	Environmental Services Manager	\$1,718	2.7@55		\$16,172		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Source Control Program Manager	\$1,769	2@55	\$871	\$20,844		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Manager of Permitting and Pretreatment	\$1,736	2@55	\$828	\$17,978		
	Average				\$20,371		
	% +/-				-13.3%		
	Median				\$20,234		
	% +/-				-12.5%		
	75th Percentile				\$22,248		
	% +/-				-23.7%		

-2.5%

**Santa Ana WPA
Mgr of Operations**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	Operations Manager (Construction & Maintenance)	\$15,138	\$757				\$15,895	\$2,240	\$193		\$18,328
Eastern MWD	Wastewater Collection Manager	\$13,364		\$98	\$601		\$14,064	\$2,535	\$130	\$19	\$16,748
Elsinore Valley MWD	Maintenance Manager	\$18,024					\$18,024	\$2,545	\$155	\$21	\$20,745
Inland Empire UA	Manager of Maintenance	\$17,723			\$54		\$17,778	\$1,808	inc	inc	\$19,586
Irvine Ranch WD	Collection Systems Manager	\$14,429			\$577		\$15,006	\$2,689	\$151	\$26	\$17,873
Orange County WD	Maintenance Manager - GWRS	\$15,503		\$271	\$465		\$16,239	\$2,592	\$128	\$19	\$18,978
City of Riverside	Wastewater Operations Manager	\$13,649			\$100		\$13,749	\$1,640	\$45	inc	\$15,434
Riverside County	No Comparable Class										
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	Operations Field Manager	\$17,270	\$150		\$345		\$17,765	\$2,812	inc	inc	\$20,578
Yorba Linda WD	No Comparable Class										
Yucaipa Valley WD	Operations Manager	\$12,192			\$1,284		\$13,476	\$2,133	\$120	inc	\$15,729
Santa Ana WPA	Mgr of Operations	\$14,743					\$14,743	\$2,058	inc	inc	\$16,801
	Average	\$15,255					\$15,777				\$18,222
	% +/-	-3.5%					-7.0%				-8.5%
	Median	\$15,138					\$15,895				\$18,328
	% +/-	-2.7%					-7.8%				-9.1%
	75th Percentile	\$17,270					\$17,765				\$19,586
	% +/-	-17.1%					-20.5%				-16.6%
							Median Gain/Loss				
								-5.1%			-1.3%

**Santa Ana WPA
Mgr of Operations**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Operations Manager (Construction & Maintenance)	\$4,502	2@60		\$22,830	\$704	
Eastern MWD	Wastewater Collection Manager	\$5,003	2@55		\$21,752		\$157
Elsinore Valley MWD	Maintenance Manager	\$5,777	2.7@55		\$26,522	\$117	
Inland Empire UA	Manager of Maintenance	\$3,844	2@55	\$871	\$24,301		\$377
Irvine Ranch WD	Collection Systems Manager	\$4,135	2%@60		\$22,008		\$957
Orange County WD	Maintenance Manager - GWRS	\$2,116			\$21,094		\$1,957
City of Riverside	Wastewater Operations Manager	\$1,851	2.7@55		\$17,285		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Operations Field Manager	\$2,045	2@55	\$871	\$23,493		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	Operations Manager	\$1,300	2@60	\$756	\$17,785		
Santa Ana WPA	Mgr of Operations	\$1,917	2@55	\$871	\$19,588		
	Average				\$21,897		
	% +/-				-11.8%		
	Median				\$22,008		
	% +/-				-12.4%		
	75th Percentile				\$23,493		
	% +/-				-19.9%		

-3.3%

**Santa Ana WPA
Operations Mgr**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Director of Operations	\$21,197	\$1,060					\$22,256	\$2,108	\$182		\$24,546
Eastern MWD	Director of Maintenance	\$18,810		\$98	\$846			\$19,755	\$2,535	\$130	\$19	\$22,439
Elsinore Valley MWD	Director of Operations	\$23,070						\$23,070	\$2,545	\$155	\$21	\$25,790
Inland Empire UA	Director of Operations and Maintenance	\$20,518			\$54			\$20,572	\$1,808	inc	inc	\$22,380
Irvine Ranch WD	Director of Maintenance	\$20,683			\$827			\$21,510	\$2,689	\$151	\$26	\$24,377
Orange County WD	Director of Recharge & Wetland Operations	\$17,055		\$271	\$512			\$17,837	\$2,592	\$128	\$19	\$20,577
City of Riverside	No Comparable Class											
Riverside County	No Comparable Class											
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Deputy Director of Operations	\$18,997	\$150		\$380			\$19,527	\$2,812	inc	inc	\$22,339
Yorba Linda WD	Operations Manager	\$18,869			\$377			\$19,246	\$2,843	\$169	\$42	\$22,300
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Operations Mgr	\$18,872						\$18,872	\$2,058	inc	inc	\$20,930
	Average	\$19,900						\$20,472				\$23,094
	% +/-	-5.4%						-8.5%				-10.3%
	Median	\$19,757						\$20,163				\$22,410
	% +/-	-4.7%						-6.8%				-7.1%
	75th Percentile	\$20,811						\$21,697				\$24,419
	% +/-	-10.3%						-15.0%				-16.7%
								Median Gain/Loss	-2.2%			-0.2%

**Santa Ana WPA
Operations Mgr**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Director of Operations	\$6,304	2@60		\$30,850	\$704	
Eastern MWD	Director of Maintenance	\$7,043	2@55		\$29,482		\$157
Elsinore Valley MWD	Director of Operations	\$7,394	2.7@55		\$33,184	\$117	
Inland Empire UA	Director of Operations and Maintenance	\$4,450	2@55	\$871	\$27,701		\$377
Irvine Ranch WD	Director of Maintenance	\$5,928	2%@60		\$30,305		\$957
Orange County WD	Director of Recharge & Wetland Operations	\$2,328			\$22,905		\$1,957
City of Riverside	No Comparable Class						
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Deputy Director of Operations	\$2,249	2@55	\$871	\$25,459		\$754
Yorba Linda WD	Operations Manager	\$2,011	2@60		\$24,311		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Operations Mgr	\$2,453	2@55	\$871	\$24,254		
	Average				\$28,025		
	% +/-				-15.5%		
	Median				\$28,591		
	% +/-				-17.9%		
	75th Percentile				\$30,441		
	% +/-				-25.5%		

-10.8%

Santa Ana WPA

Pretreatment Program Specialist

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Engineering Inspector II	\$9,046	\$452					\$9,499	\$2,240	\$193		\$11,932
Eastern MWD	Source Control Inspector II	\$9,050		\$98	\$407			\$9,555	\$2,535	\$130	\$19	\$12,240
Elsinore Valley MWD	Pretreatment Program Coordinator	\$10,890						\$10,890	\$2,545	\$155	\$21	\$13,610
Inland Empire UA	Pretreatment & Source Control Inspector II	\$8,526			\$54			\$8,581	\$1,808	inc	inc	\$10,389
Irvine Ranch WD	Regulatory Compliance Administrator	\$11,990			\$480			\$12,470	\$2,689	\$151	\$26	\$15,336
Orange County WD	No Comparable Class											
City of Riverside	Environmental Compliance Inspector II	\$8,417			\$25			\$8,442	\$1,674	\$85	inc	\$10,201
Riverside County	No Comparable Class											
San Bernardino Valley MWD	No Comparable Class											
Western Municipal WD	Source Control Program Specialist II	\$11,191	\$150					\$11,341	\$2,812	inc	inc	\$14,153
Yorba Linda WD	No Comparable Class											
Yucaipa Valley WD	No Comparable Class											
Santa Ana WPA	Pretreatment Program Specialist	\$9,931						\$9,931	\$2,058	inc	inc	\$11,989
	Average	\$9,873						\$10,111				\$12,551
	% +/-	0.6%						-1.8%				-4.7%
	Median	\$9,050						\$9,555				\$12,240
	% +/-	8.9%						3.8%				-2.1%
	75th Percentile	\$11,040						\$11,115				\$13,882
	% +/-	-11.2%						-11.9%				-15.8%
								Median Gain/Loss				
									-5.1%			-5.9%

Santa Ana WPA

Pretreatment Program Specialist

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Engineering Inspector II	\$2,690	2@60		\$14,622	\$704	
Eastern MWD	Source Control Inspector II	\$3,388	2@55		\$15,628		\$157
Elsinore Valley MWD	Pretreatment Program Coordinator	\$3,490	2.7@55		\$17,100	\$75	
Inland Empire UA	Pretreatment & Source Control Inspector II	\$1,849	2@55	\$529	\$12,767		\$377
Irvine Ranch WD	Regulatory Compliance Administrator	\$3,436	2%@60		\$18,773		\$957
Orange County WD	No Comparable Class						
City of Riverside	Environmental Compliance Inspector II	\$1,141	2.7@55		\$11,342		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Source Control Program Specialist II	\$1,325	2@55	\$694	\$16,172		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Pretreatment Program Specialist	\$1,291	2@55	\$616	\$13,896		
	Average				\$15,200		
	% +/-				-9.4%		
	Median				\$15,628		
	% +/-				-12.5%		
	75th Percentile				\$16,636		
	% +/-				-19.7%		

-10.4%

Santa Ana WPA

Principal Watershed Manager

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	No Comparable Class										
Eastern MWD	Water Resources Planning Manager	\$16,250		\$98	\$731		\$17,080	\$2,535	\$130	\$19	\$19,764
Elsinore Valley MWD	Water Resources Manager	\$19,894					\$19,894	\$2,545	\$155	\$21	\$22,614
Inland Empire UA	Manager of Water Resources	\$16,076			\$54		\$16,130	\$1,808	inc	inc	\$17,938
Irvine Ranch WD	No Comparable Class										
Orange County WD	Principal Planner	\$14,093		\$271	\$423		\$14,787	\$2,592	\$128	\$19	\$17,526
City of Riverside	No Comparable Class										
Riverside County	No Comparable Class										
San Bernardino Valley MWD	Manager of Water Resources	\$20,271				\$1,419	\$21,690	\$2,058	\$147	\$27	\$23,922
Western Municipal WD	No Comparable Class										
Yorba Linda WD	No Comparable Class										
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	Principal Watershed Manager	\$16,680					\$16,680	\$2,058	inc	inc	\$18,738
	Average	\$17,317					\$17,916				\$20,353
	% +/-	-3.8%					-7.4%				-8.6%
	Median	\$16,250					\$17,080				\$19,764
	% +/-	2.6%					-2.4%				-5.5%
	75th Percentile	\$19,894					\$19,894				\$22,614
	% +/-	-19.3%					-19.3%				-20.7%
							Median Gain/Loss				
								-5.0%			-3.1%

Santa Ana WPA

Principal Watershed Manager

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Water Resources Planning Manager	\$6,084	2@55		\$25,848		\$157
Elsinore Valley MWD	Water Resources Manager	\$6,376	2.7@55		\$28,990	\$117	
Inland Empire UA	Manager of Water Resources	\$3,487	2@55	\$871	\$22,296		\$377
Irvine Ranch WD	No Comparable Class						
Orange County WD	Principal Planner	\$1,924			\$19,450		\$1,957
City of Riverside	No Comparable Class						
Riverside County	No Comparable Class						
San Bernardino Valley MWD	Manager of Water Resources	\$2,408	2@60	\$871	\$27,201		\$1,909
Western Municipal WD	No Comparable Class						
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Principal Watershed Manager	\$2,168	2@55	\$871	\$21,777		
	Average				\$24,757		
	% +/-				-13.7%		
	Median				\$25,848		
	% +/-				-18.7%		
	75th Percentile				\$27,201		
	% +/-				-24.9%		

-13.2%

**Santa Ana WPA
Project Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits						
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.		
Cucamonga Valley WD	Senior Associate Engineer	\$12,419	\$621					\$13,040	\$2,240	\$193		\$15,473	
Eastern MWD	No Comparable Class												
Elsinore Valley MWD	No Comparable Class												
Inland Empire UA	Project Manager II	\$12,596			\$54			\$12,650	\$1,808	inc	inc	\$14,458	
Irvine Ranch WD	No Comparable Class												
Orange County WD	No Comparable Class												
City of Riverside	Project Manager	\$11,499			\$100			\$11,599	\$1,640	\$45	inc	\$13,284	
Riverside County	No Comparable Class												
San Bernardino Valley MWD	Project Manager, Biological Resources	\$17,637				\$1,235		\$18,872	\$2,058	\$147	\$27	\$21,103	
Western Municipal WD	No Comparable Class												
Yorba Linda WD	No Comparable Class												
Yucaipa Valley WD	Project Manager	\$10,500		\$27	\$678			\$11,205	\$1,991	\$120	inc	\$13,316	
Santa Ana WPA	Project Manager	\$13,031						\$13,031	\$2,058	inc	inc	\$15,088	
	Average	\$12,930						\$13,473				\$15,527	
	% +/-	0.8%						-3.4%				-2.9%	
	Median	\$12,419						\$12,650				\$14,458	
	% +/-	4.7%						2.9%				4.2%	
	75th Percentile	\$12,596						\$13,040				\$15,473	
	% +/-	3.3%						-0.1%				-2.6%	
								Median Gain/Loss				-1.8%	1.3%

**Santa Ana WPA
Project Manager**

Survey Agency	Comparable Class	Retirement Benefits				Retiree Health	
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Senior Associate Engineer	\$3,693	2@60		\$19,166	\$704	
Eastern MWD	No Comparable Class						
Elsinore Valley MWD	No Comparable Class						
Inland Empire UA	Project Manager II	\$2,732	2@55	\$781	\$17,972		\$377
Irvine Ranch WD	No Comparable Class						
Orange County WD	No Comparable Class						
City of Riverside	Project Manager	\$1,559	2.7@55		\$14,843		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	Project Manager, Biological Resources	\$2,095	2@60	\$871	\$24,070		\$1,909
Western Municipal WD	No Comparable Class						
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	Project Manager	\$1,119	2@60	\$651	\$15,086		
Santa Ana WPA	Project Manager	\$1,694	2@55	\$808	\$17,590		
	Average				\$18,227		
	% +/-				-3.6%		
	Median				\$17,972		
	% +/-				-2.2%		
	75th Percentile				\$19,166		
	% +/-				-9.0%		

-6.3%

**Santa Ana WPA
Senior Engineer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	No Comparable Class										
Eastern MWD	Senior Engineer	\$15,475		\$98	\$696		\$16,270	\$2,535	\$130	\$19	\$18,954
Elsinore Valley MWD	Senior Engineer	\$15,624					\$15,624	\$2,545	\$155	\$21	\$18,345
Inland Empire UA	Senior Engineer	\$13,887			\$54		\$13,942	\$1,808	inc	inc	\$15,750
Irvine Ranch WD	Senior Engineer	\$15,518			\$621		\$16,139	\$2,689	\$151	\$26	\$19,005
Orange County WD	Senior Engineer	\$14,093		\$271	\$423		\$14,787	\$2,592	\$128	\$19	\$17,526
City of Riverside	Senior Engineer	\$12,518			\$100		\$12,618	\$1,640	\$45	inc	\$14,303
Riverside County	Sr Civil Engineer	\$12,344					\$12,344	\$1,561	inc	inc	\$13,905
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	Engineer, Senior	\$16,065	\$150		\$321		\$16,536	\$2,812	inc	inc	\$19,348
Yorba Linda WD	Sr. Engineer	\$14,030			\$281		\$14,311	\$2,843	\$169	\$42	\$17,364
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	Senior Engineer	\$14,743					\$14,743	\$2,058	inc	inc	\$16,801
	Average	\$14,395					\$14,730				\$17,167
	% +/-	2.4%					0.1%				-2.2%
	Median	\$14,093					\$14,787				\$17,526
	% +/-	4.4%					-0.3%				-4.3%
	75th Percentile	\$15,518					\$16,139				\$18,954
	% +/-	-5.3%					-9.5%				-12.8%
							Median Gain/Loss				
								-4.7%			-4.0%

**Santa Ana WPA
Senior Engineer**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Senior Engineer	\$5,794	2@55		\$24,748		\$157
Elsinore Valley MWD	Senior Engineer	\$5,008	2.7@55		\$23,352	\$117	
Inland Empire UA	Senior Engineer	\$3,012	2@55	\$861	\$19,623		\$377
Irvine Ranch WD	Senior Engineer	\$4,447	2%@60		\$23,453		\$957
Orange County WD	Senior Engineer	\$1,924			\$19,450		\$1,957
City of Riverside	Senior Engineer	\$1,697	2.7@55		\$16,000		\$100
Riverside County	Sr Civil Engineer	\$2,851	2@60	\$765	\$17,522		\$157
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Engineer, Senior	\$1,902	2@55	\$871	\$22,122		\$754
Yorba Linda WD	Sr. Engineer	\$1,496	2@60		\$18,860		
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Senior Engineer	\$1,917	2@55	\$871	\$19,588		
	Average				\$20,570		
	% +/-				-5.0%		
	Median				\$19,623		
	% +/-				-0.2%		
	75th Percentile				\$23,352		
	% +/-				-19.2%		

4.1%

**Santa Ana WPA
Senior Watershed Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	No Comparable Class										
Eastern MWD	Senior Recycled Water Program Analyst	\$13,364		\$98	\$601		\$14,064	\$2,535	\$130	\$19	\$16,748
Elsinore Valley MWD	Senior Water Resources Engineer/Planner	\$15,624					\$15,624	\$2,545	\$155	\$21	\$18,345
Inland Empire UA	Senior Environmental Resources Planner	\$11,997			\$54		\$12,051	\$1,808	inc	inc	\$13,859
Irvine Ranch WD	Senior Energy and Water Resources Planner	\$13,901			\$556		\$14,457	\$2,689	\$151	\$26	\$17,324
Orange County WD	Senior Planner	\$11,651		\$271	\$350		\$12,271	\$2,592	\$128	\$19	\$15,010
City of Riverside	No Comparable Class										
Riverside County	No Comparable Class										
San Bernardino Valley MWD	Water Resources Senior Planner	\$17,637				\$1,235	\$18,872	\$2,058	\$147	\$27	\$21,103
Western Municipal WD	No Comparable Class										
Yorba Linda WD	No Comparable Class										
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	Senior Watershed Manager	\$14,743					\$14,743	\$2,058	inc	inc	\$16,801
	Average	\$14,029					\$14,556				\$17,065
	% +/-	4.8%					1.3%				-1.6%
	Median	\$13,633					\$14,260				\$17,036
	% +/-	7.5%					3.3%				-1.4%
	75th Percentile	\$15,194					\$15,333				\$18,089
	% +/-	-3.1%					-4.0%				-7.7%
							Median Gain/Loss				
								-4.3%			-4.7%

Santa Ana WPA

Senior Watershed Manager

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Senior Recycled Water Program Analyst	\$5,003	2@55		\$21,752		\$157
Elsinore Valley MWD	Senior Water Resources Engineer/Planner	\$5,008	2.7@55		\$23,352	\$117	
Inland Empire UA	Senior Environmental Resources Planner	\$2,602	2@55	\$744	\$17,205		\$377
Irvine Ranch WD	Senior Energy and Water Resources Planner	\$3,984	2%@60		\$21,308		\$957
Orange County WD	Senior Planner	\$1,590			\$16,601		\$1,957
City of Riverside	No Comparable Class						
Riverside County	No Comparable Class						
San Bernardino Valley MWD	Water Resources Senior Planner	\$2,095	2@60	\$871	\$24,070		\$1,909
Western Municipal WD	No Comparable Class						
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Senior Watershed Manager	\$1,917	2@55	\$871	\$19,588		
	Average				\$20,714		
	% +/-				-5.7%		
	Median				\$21,530		
	% +/-				-9.9%		
	75th Percentile				\$22,952		
	% +/-				-17.2%		

-8.5%

Santa Ana WPA

Water Resources and Planning Mgr

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits					
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	
Cucamonga Valley WD	Engineering Manager (Planning & Water Resources)	\$16,386	\$819					\$17,205	\$2,240	\$193		\$19,638
Eastern MWD	Senior Director of Water Resources Planning	\$24,007		\$98	\$1,080			\$25,185	\$2,535	\$130	\$19	\$27,870
Elsinore Valley MWD	Director of Water Resources	\$23,070						\$23,070	\$2,545	\$155	\$21	\$25,790
Inland Empire UA	Chino Basin Program Manager	\$14,581			\$54			\$14,635	\$1,808	inc	inc	\$16,443
Irvine Ranch WD	Director of Water Resources	\$20,683			\$827			\$21,510	\$2,689	\$151	\$26	\$24,377
Orange County WD	Executive Director Planning & Natural Resources	\$20,635		\$271	\$619			\$21,525	\$2,592	\$128	\$19	\$24,264
City of Riverside	Utilities Asst GM/Water Delivery	\$19,125			\$100			\$19,225	\$1,640	\$45	inc	\$20,910
Riverside County	No Comparable Class											
San Bernardino Valley MWD	Chief of Planning and Watershed Resilience	\$24,446				\$1,711		\$26,157	\$2,058	\$147	\$27	\$28,389
Western Municipal WD	Deputy Director of Water Resources	\$18,997	\$150		\$380			\$19,527	\$2,812	inc	inc	\$22,339
Yorba Linda WD	No Comparable Class											
Yucaipa Valley WD	Water Resources Manager	\$12,555			\$1,284			\$13,839	\$2,133	\$120	inc	\$16,092
Santa Ana WPA	Water Resources and Planning Mgr	\$18,872						\$18,872	\$2,058	inc	inc	\$20,930
	Average	\$19,448						\$20,188				\$22,611
	% +/-	-3.1%						-7.0%				-8.0%
	Median	\$19,880						\$20,519				\$23,302
	% +/-	-5.3%						-8.7%				-11.3%
	75th Percentile	\$22,473						\$22,684				\$25,437
	% +/-	-19.1%						-20.2%				-21.5%
								Median Gain/Loss				
									-3.4%			-2.6%

Santa Ana WPA

Water Resources and Planning Mgr

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	Engineering Manager (Planning & Water Resources)	\$4,873	2@60		\$24,511	\$704	
Eastern MWD	Senior Director of Water Resources Planning	\$8,988	2@55		\$36,858		\$157
Elsinore Valley MWD	Director of Water Resources	\$7,394	2.7@55		\$33,184	\$117	
Inland Empire UA	Chino Basin Program Manager	\$3,163	2@55	\$871	\$20,477		\$377
Irvine Ranch WD	Director of Water Resources	\$5,928	2%@60		\$30,305		\$957
Orange County WD	Executive Director Planning & Natural Resources	\$2,817			\$27,081		\$1,957
City of Riverside	Utilities Asst GM/Water Delivery	\$2,593	2.7@55		\$23,503		\$100
Riverside County	No Comparable Class						
San Bernardino Valley MWD	Chief of Planning and Watershed Resilience	\$2,904	2@60	\$871	\$32,164		\$1,909
Western Municipal WD	Deputy Director of Water Resources	\$2,249	2@55	\$871	\$25,459		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	Water Resources Manager	\$1,338	2@60	\$778	\$18,209		
Santa Ana WPA	Water Resources and Planning Mgr	\$2,453	2@55	\$871	\$24,254		
	Average				\$27,175		
	% +/-				-12.0%		
	Median				\$26,270		
	% +/-				-8.3%		
	75th Percentile				\$31,699		
	% +/-				-30.7%		

3.0%

**Santa Ana WPA
Watershed Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements				Insurance Benefits				
			Long.	Other	Def. Comp.	EPMC	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.
Cucamonga Valley WD	No Comparable Class										
Eastern MWD	Water Resources Specialist Associate II	\$11,547		\$98	\$520		\$12,165	\$2,535	\$130	\$19	\$14,850
Elsinore Valley MWD	No Comparable Class										
Inland Empire UA	Environmental Resources Planner II	\$10,881			\$54		\$10,936	\$1,808	inc	inc	\$12,744
Irvine Ranch WD	Water Resources Planner	\$11,990			\$480		\$12,470	\$2,689	\$151	\$26	\$15,336
Orange County WD	No Comparable Class										
City of Riverside	No Comparable Class										
Riverside County	No Comparable Class										
San Bernardino Valley MWD	No Comparable Class										
Western Municipal WD	Water Resource Analyst	\$11,191	\$150		\$224		\$11,565	\$2,812	inc	inc	\$14,377
Yorba Linda WD	No Comparable Class										
Yucaipa Valley WD	No Comparable Class										
Santa Ana WPA	Watershed Manager	\$13,031					\$13,031	\$2,058	inc	inc	\$15,088
	Average	\$11,402					\$11,784				\$14,327
	% +/-	12.5%					9.6%				5.0%
	Median	\$11,369					\$11,865				\$14,613
	% +/-	12.7%					8.9%				3.1%
	75th Percentile	\$11,658					\$12,241				\$14,971
	% +/-	10.5%					6.1%				0.8%
							Median Gain/Loss				
								-3.8%			-5.8%

**Santa Ana WPA
Watershed Manager**

Survey Agency	Comparable Class	Retirement Benefits			Retiree Health		
		Emp. Ret.	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Future ER Contrib.
Cucamonga Valley WD	No Comparable Class						
Eastern MWD	Water Resources Specialist Associate II	\$4,323	2@55		\$19,173		\$157
Elsinore Valley MWD	No Comparable Class						
Inland Empire UA	Environmental Resources Planner II	\$2,360	2@55	\$675	\$15,778		\$377
Irvine Ranch WD	Water Resources Planner	\$3,436	2%@60		\$18,773		\$957
Orange County WD	No Comparable Class						
City of Riverside	No Comparable Class						
Riverside County	No Comparable Class						
San Bernardino Valley MWD	No Comparable Class						
Western Municipal WD	Water Resource Analyst	\$1,325	2@55	\$694	\$16,396		\$754
Yorba Linda WD	No Comparable Class						
Yucaipa Valley WD	No Comparable Class						
Santa Ana WPA	Watershed Manager	\$1,694	2@55	\$808	\$17,590		
	Average				\$17,530		
	% +/-				0.3%		
	Median				\$17,584		
	% +/-				0.0%		
	75th Percentile				\$18,873		
	% +/-				-7.3%		

-3.1%

APPENDIX C
SALARY RANGE RECOMMENDATIONS

Santa Ana Watershed Project Authority
Salary Recommendations
Benchmark Classes set to Market Median, Base + Cash

Line	Recommended Classification Job Title	Current Range Max	Market Target	Market Deviation	Recomm. Range Max	Percent Change	4.3% 2024-25 COLA	Percent Change	Internal Alignment/Salary Setting Rationale
1	General Manager	\$ 29,434	\$ 30,109	-2.3%	\$ 30,109	2.3%	\$31,403	4.3%	Benchmark; set to market
2									
3	Administrative Services Manager	\$ 16,680			\$ 17,233	3.3%	\$17,974	4.3%	Approx. 15% above Senior Project Manager
4	Clerk of the Board	\$ 10,434	\$ 10,609	-1.7%	\$ 10,609	1.7%	\$11,065	4.3%	Benchmark; set to market
5	Business Analyst II	\$ 9,931	\$ 11,341	-14.2%	\$ 11,341	14.2%	\$11,829	4.3%	Benchmark; set to market
6	Business Analyst I	\$ 8,778			\$ 9,862	12.3%	\$10,286	4.3%	Approx. 15% below Business Analyst II
7	Executive Assistant II	\$ 9,931	\$ 9,247	+6.9%	\$ 9,931	0.0%	\$10,358	4.3%	Benchmark; set to market; SCS*
8	Executive Assistant I	\$ 9,222			\$ 9,028	-2.1%	\$9,417	4.3%	Approx. 10% below Executive Assistant II
9	Public Information Officer	\$ 7,204	\$ 9,866	-37.0%	\$ 9,866	37.0%	\$10,291	4.3%	Benchmark; set to market
10	Senior Administrative Assistant	\$ 8,355			\$ 8,740	4.6%	\$9,116	4.3%	Approx. 15% above Administrative Assistant II
11	Administrative Assistant II	\$ 6,690	\$ 7,600	-13.6%	\$ 7,600	13.6%	\$7,927	4.3%	Benchmark; set to market
12	Administrative Assistant I	\$ 5,913			\$ 6,609	11.8%	\$6,893	4.3%	Approx. 15% below Administrative Assistant II
13									
14	Executive Manager of Engineering and Operations	\$ 21,886	\$ 22,908	-4.7%	\$ 22,908	4.7%	\$23,893	4.3%	Benchmark; set to market
15	Manager of Permitting and Pretreatment	\$ 13,356	\$ 14,667	-9.8%	\$ 14,667	9.8%	\$15,297	4.3%	Benchmark; set to market
16	Senior Project Manager	\$ 14,743			\$ 14,985	1.6%	\$15,630	4.3%	Approx. 15% above Project Manager
17	Project Manager	\$ 13,031	\$ 12,650	+2.9%	\$ 13,031	0.0%	\$13,591	4.3%	Benchmark; set to market; SCS*
18	Project Specialist	\$ 9,222			\$ 10,051	9.0%	\$10,483	4.3%	Approx. 15% above Senior Administrative Assistant
19									
20	Senior Pretreatment Program Specialist	\$ 10,434			\$ 10,924	4.7%	\$11,394	4.3%	Approx. 10% above Pretreatment Program Specialist
21	Pretreatment Program Specialist	\$ 9,931	\$ 9,555	+3.8%	\$ 9,931	0.0%	\$10,358	4.3%	Benchmark; set to market; SCS*
22									
23	Manager of Operations	\$ 14,743	\$ 15,895	-7.8%	\$ 15,895	7.8%	\$16,578	4.3%	Benchmark; set to market
24	Brine Line Operations Superintendent	\$ 10,434	\$ 12,385	-18.7%	\$ 12,385	18.7%	\$12,918	4.3%	Benchmark; set to market
25	Senior Brine Line Pipeline Operator	\$ 10,434			\$ 10,605	1.6%	\$11,061	4.3%	Approx. 15% above Brine Line Pipeline Operator II
26	Brine Line Pipeline Operator II	\$ 9,222	\$ 8,181	+11.3%	\$ 9,222	0.0%	\$9,619	4.3%	Benchmark; set to market; SCS*
27	Brine Line Pipeline Operator I	\$ 6,690			\$ 7,378	10.3%	\$7,695	4.3%	Approx. 25% below Brine Line Pipeline Operator II
28									
29	Deputy General Manager/Chief Financial Officer	\$ 23,569	\$ 22,423	+4.9%	\$ 24,670	4.7%	\$25,730	4.3%	Benchmark; set to market; SCS*
30	Accounting Manager	New			\$ 13,109	--	\$13,673	4.3%	Approx. 20% above Senior Accountant
31	Senior Accountant	\$ 10,434			\$ 10,924	4.7%	\$11,394	4.3%	Approx. 10% above Accountant II
32	Accountant II	\$ 9,931	\$ 9,622	+3.1%	\$ 9,931	0.0%	\$10,358	4.3%	Benchmark; set to market; SCS*
33	Accountant I	\$ 9,222			\$ 9,028	-2.1%	\$9,417	4.3%	Approx. 10% below Accountant II
34	Senior Accounting Technician	\$ 8,355			\$ 8,715	4.3%	\$9,090	4.3%	Approx. 15% above Accounting Technician II
35	Accounting Technician II	\$ 6,690	\$ 7,578	-13.3%	\$ 7,578	13.3%	\$7,904	4.3%	Benchmark; set to market
36	Accounting Technician I	\$ 5,913			\$ 6,590	11.4%	\$6,873	4.3%	Approx. 15% below Accounting Technician II
37									
38	Information Systems & Technology Manager	\$ 17,963	\$ 19,560	-8.9%	\$ 19,560	8.9%	\$20,402	4.3%	Benchmark; set to market
39	Senior GIS Project Manager	\$ 14,743			\$ 14,693	-0.3%	\$15,325	4.3%	Approx. 15% above GIS Project Manager
40	GIS Project Manager	\$ 12,713	\$ 12,776	-0.5%	\$ 12,776	0.5%	\$13,326	4.3%	Benchmark; set to market
41	Information System Analyst II	\$ 10,434	\$ 10,659	-2.2%	\$ 10,659	2.2%	\$11,118	4.3%	Benchmark; set to market
42	Information System Analyst I	\$ 8,778			\$ 9,269	5.6%	\$9,668	4.3%	Approx. 15% below Information System Analyst II
43									
44	Water Resources and Planning Manager	\$ 18,872	\$ 20,519	-8.7%	\$ 20,519	8.7%	\$21,401	4.3%	Benchmark; set to market
45	Principal Watershed Manager	\$ 16,680	\$ 17,080	-2.4%	\$ 17,080	2.4%	\$17,814	4.3%	Benchmark; set to market
46	Senior Watershed Manager	\$ 14,743			\$ 14,985	1.6%	\$15,630	4.3%	Approx. 15% above Watershed Manager
47	Watershed Manager	\$ 13,031			\$ 13,031	0.0%	\$13,591	4.3%	Same as Project Manager

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COMMISSION MEMORANDUM NO. 2024.39

DATE: July 16, 2024
TO: SAWPA Commission
SUBJECT: Summary of Riverwalk Data
PREPARED BY: Ian Achimore, Senior Watershed Manager

RECOMMENDATION

Receive and file.

DISCUSSION

SAWPA leads the annual implementation of the Santa Ana River Habitat Survey, also known as the "Riverwalk." SAWPA leads this work as it administers the Santa Ana Sucker Conservation Team (Task Force). The Riverwalk involves utilizing staff from other water agencies and volunteers to monitor the Santa Ana River bottom, referred to as "substrate", to determine adequate habitat for the Santa Ana sucker, a federally listed fish species under the Endangered Species Act. The event has occurred annually since 2006 and covers the area from the River Road crossing in the City of Norco to the Rialto Channel in the City of Colton.

The Santa Ana sucker is primarily a bottom feeder so a river bottom with a mixture of sand, gravel and cobble is ideal for the algae that the fish feeds on. Spawning can also take place over gravel and cobble riffles. Open stream reaches with shifting sandy substrates are typically less suitable for algae, and hence, less suitable as habitat for Santa Ana suckers.

Data is collected at approximately the same geo-located points each year, with each point labeled with a designating number: one through 118. Points one through eight are often too dry to sample. As shown in the Riverwalk Atlas document (currently draft), which summarizes the data collected annually from 2006-2023, habitat is documented at the 118 points as poor, marginal, and excellent using the following scale:

- Poor Habitat: ≤30% of the area of that data point has been surveyed as gravel/cobble;
- Marginal Habitat: >30% to <65% of the area of that data point has been surveyed as gravel/cobble; and
- Excellent Habitat: ≥65% of the area of that data point has been surveyed as gravel/cobble.

The purpose of the Atlas is to share results of the Riverwalk in an easy-to-understand format for experts and the public. The Santa Ana Sucker Conservation Team will finalize the Atlas and develop a scope of work to both update the data collection process, as well as assess additional data that can be collected. Potential new data to collect can include:

- Suspended sediment concentrations,
- Streamflow (discharge),
- Algae detection, and
- Size (width) of overall riverbed at monitoring points.

BACKGROUND

The Santa Ana Sucker Conservation Team, which was formed in 1998, is composed of the City of Riverside, Orange County Water District, and SAWPA. In April 2000, the United States Fish and Wildlife Service (USFWS) listed the Santa Ana sucker as a threatened fish species under the Endangered Species Act. Even before the species was listed, the Team worked together to understand the distribution of sucker in the watershed and the reasons for their decline in order to create effective recovery programs. Since 1998, the Team has conducted:

- Habitat protection projects and programs,
- Education and outreach,
- Surveys to monitor fish status, and assessment of habitat conditions, and
- Research to increase understanding of fish population and range in the watershed.

CRITICAL SUCCESS FACTORS

- Leverage existing information for the benefit of SAWPA, its members, and other stakeholders.
- Active participation of a diverse group of stakeholders representing counties, cities, and water districts, as well as the tribal communities and the regulatory, community-based, and environmental justice communities who integrate the different interests in the watershed beyond political boundaries. Ensuring all perspectives are heard and valued during the development of the regional climate adaptation and resilience plan.
- SAWPA has a strong reputation and sufficient capacity within SAWPA staff for strategic facilitation, planning, communication, leadership and community engagement.

RESOURCE IMPACTS

Resources for the Santa Ana Sucker Conservation Team are provided by the Team's members Orange County Water District, the City of Riverside and SAWPA itself. SAWPA's dues are funded by the member agencies as they each provide an annual contribution of \$2,000 to provide for administration and management of the Team, including execution of the Riverwalk and summarizing the data collected.

Attachments:

- PowerPoint Presentation



SANTA ANA WATERSHED
PROJECT AUTHORITY

Summary of Riverwalk Data

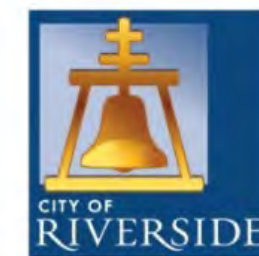
Commission Meeting
Item No. 6.B
Ian Achimore
Senior Watershed Manager
July 16, 2024

Data Collection: Riverwalk Surveys

- Since 2006, SAWPA has led the annual implementation of the Santa Ana River Habitat Survey, also known as the “Riverwalk.”
- SAWPA leads this work as it administers a task force known as the Santa Ana Sucker Conservation Team.
- The Riverwalk involves utilizing staff from other water agencies and volunteers to monitor the Santa Ana River bottom, referred to as “substrate”, to determine adequate habitat for the Santa Ana sucker.



Santa Ana Sucker Team Members:



City of Arts & Innovation



Purpose of Riverwalk Surveys

- Watershed stakeholders such as water agencies use the data to plan the location and scope of habitat and mitigation projects,
 - As well as to gage if projects are having the intended effect
- Watershed stakeholders use it for their region-wide habitat planning
 - Such as the SBVMWD-led Upper Santa Ana River Watershed Habitat Conservation Plan
- The data is also a helpful gage on how much beneficial habitat there is in the Santa Ana River Mainstem (not including tributaries such as Anza Creek) for the Santa Ana sucker.



About the Santa Ana Sucker

- The Santa Ana sucker is primarily a bottom feeder. Various research on the species found:
 - “Adult and juvenile suckers primarily feed by scraping algae from hard substrates, they prefer well-lit reaches with coarse substrates, where photosynthetic algae can grow.”
- A river bottom with a mixture of sand, cobble and gravel is ideal for the algae that the fish feeds on.
- Spawning can also take place over cobble and gravel. According to research from the early 2000s:
 - “Spawning occurs in areas with gravel substrates at a moderate depth, but close to areas of deeper water or aquatic vegetation that serve as refugia.”

Santa Ana Sucker and its Habitat



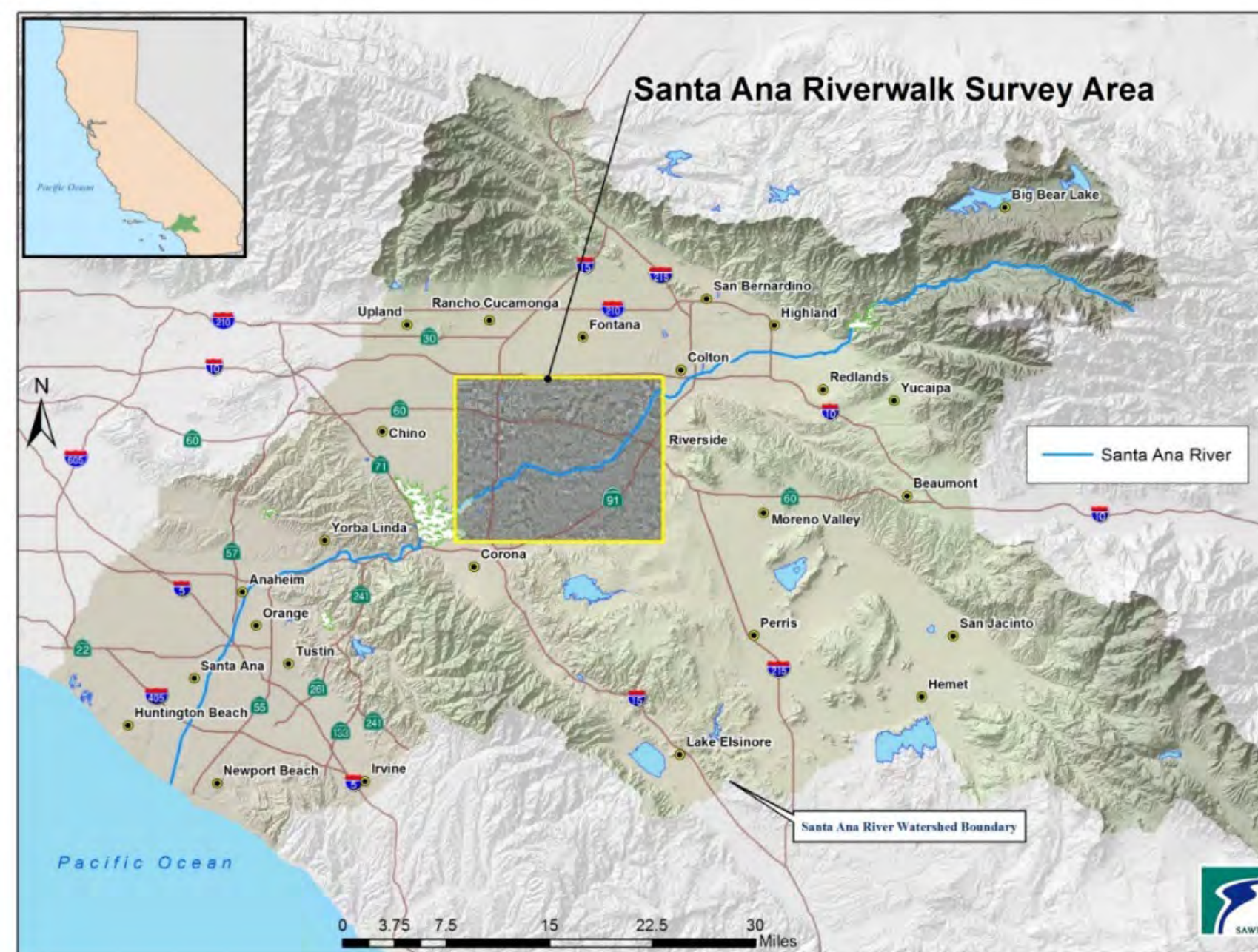
Credit: Brett Mills



Credit: Brett Mills

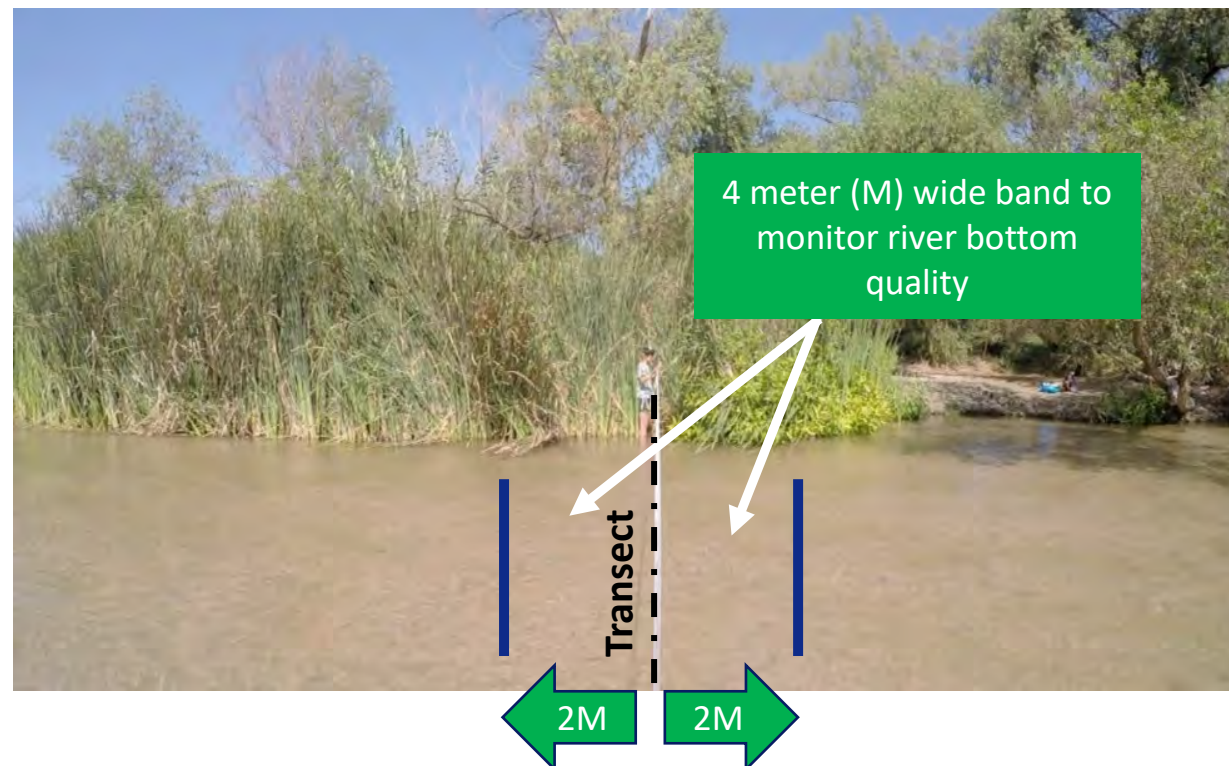
Data Collection Location

- Since 2006, Riverwalk data has been collected at approximately the same geo-located points each year, with each point labeled with a designating number: one through 118.
- This location was chosen because the River is perennially flowing here (i.e. downstream of Publicly Owned Treatment Works discharge points and rising groundwater).



Substrate (Stream bottom) Data Collection

- At each field point a transect line is drawn from bank to bank. To identify the area to monitor, a 4-meter-wide band is centered at the transect.




The area within the band is then surveyed by visually identifying what type of material makes up the river bottom (by %):

- Mud/Silt
- Sand
- Gravel
- Cobble
- Boulder

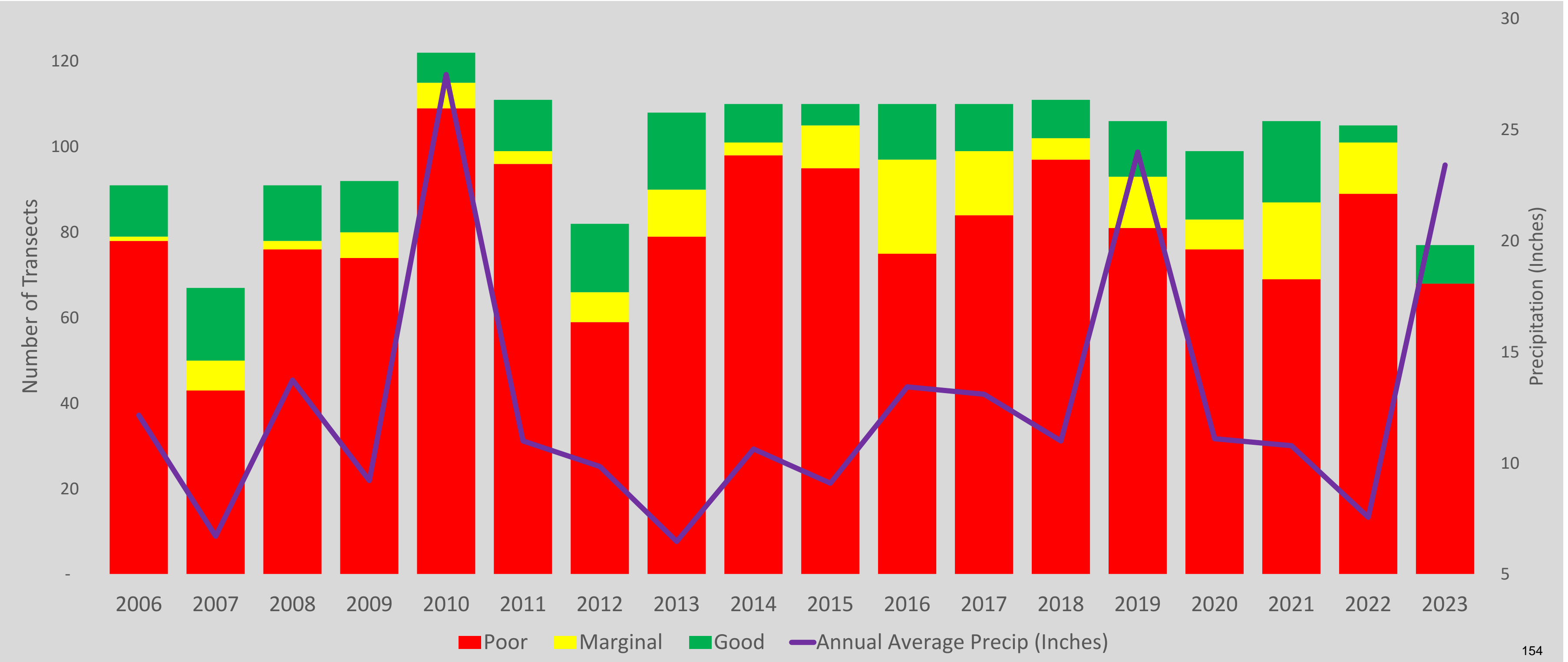
Substrate Analysis

- For information sharing purposes, the quality of the stream bottom (substrate) is generalized in in the following categories:
- For example, if the sum of gravel, cobble and boulder is 29% (and the remaining 71% is sand, and/or mud) the Riverwalk transect will receive a poor rating.
- This data is summarized in the Riverwalk Atlas (currently draft). The purpose of the Atlas is to share results of the Riverwalk in an easy-to-understand format for experts and the general public.

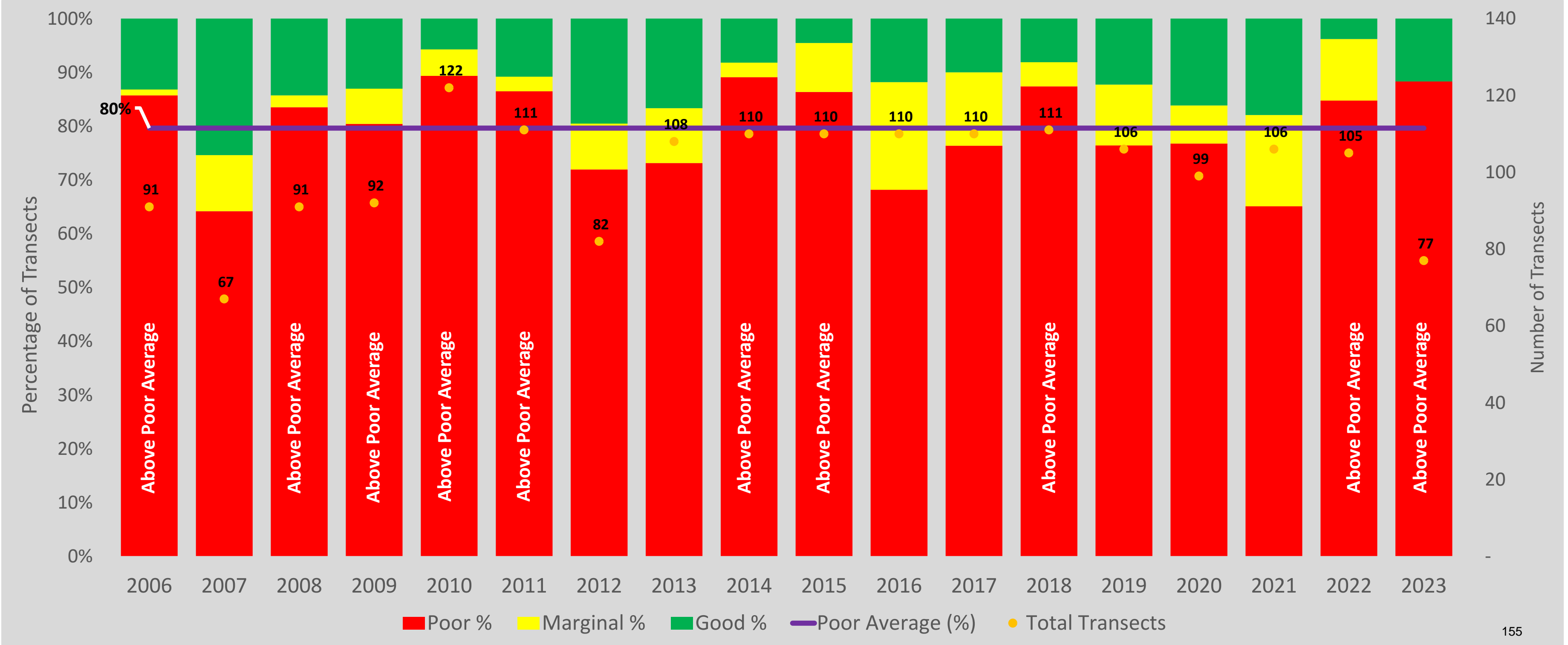


Riverwalk Rating	Formula for Rating	Rating Threshold
Poor	Sum of gravel, cobble and boulder	≤30%
Marginal		>30% to <65%
Good		≥65%

Riverwalk Ratings and Average Precipitation

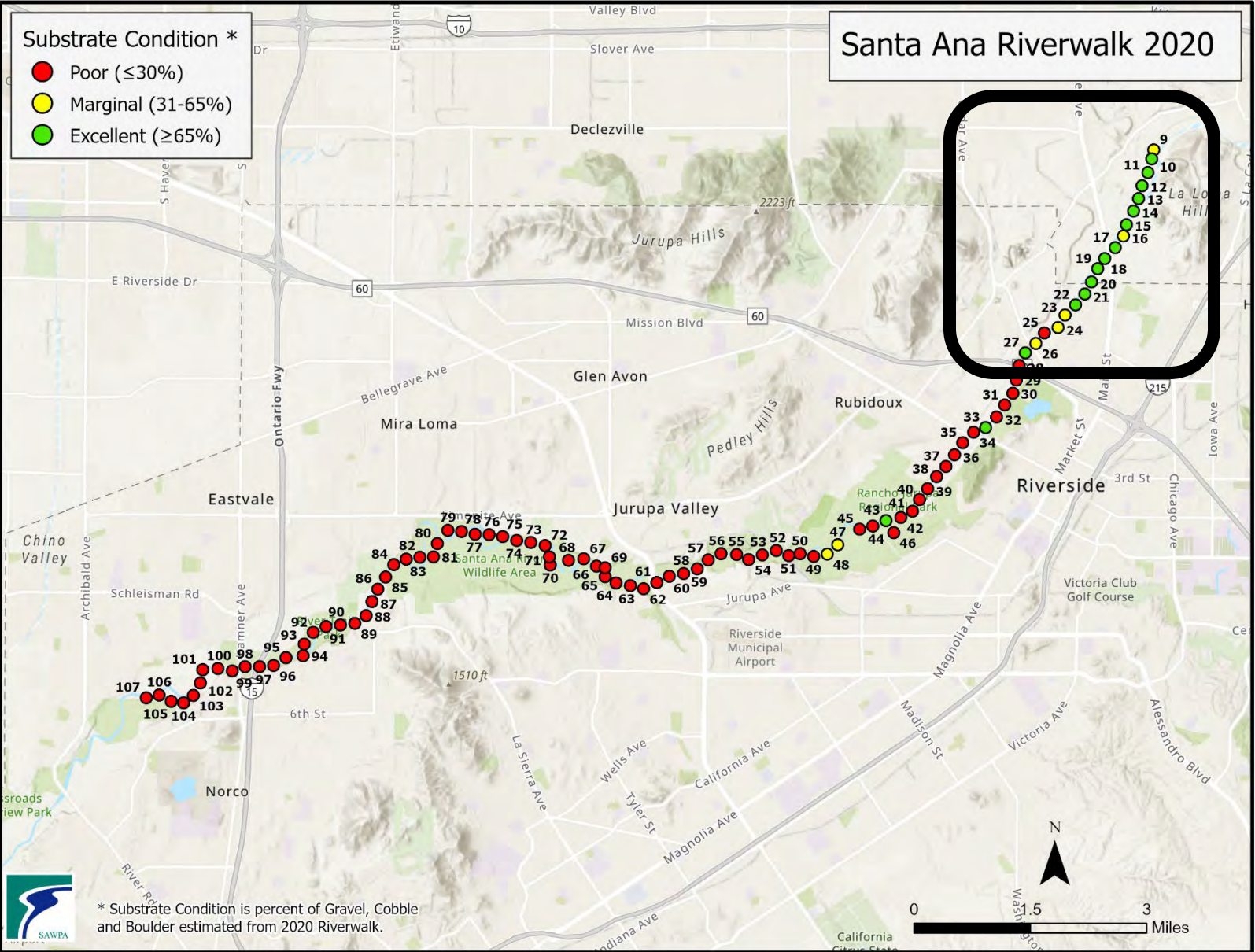
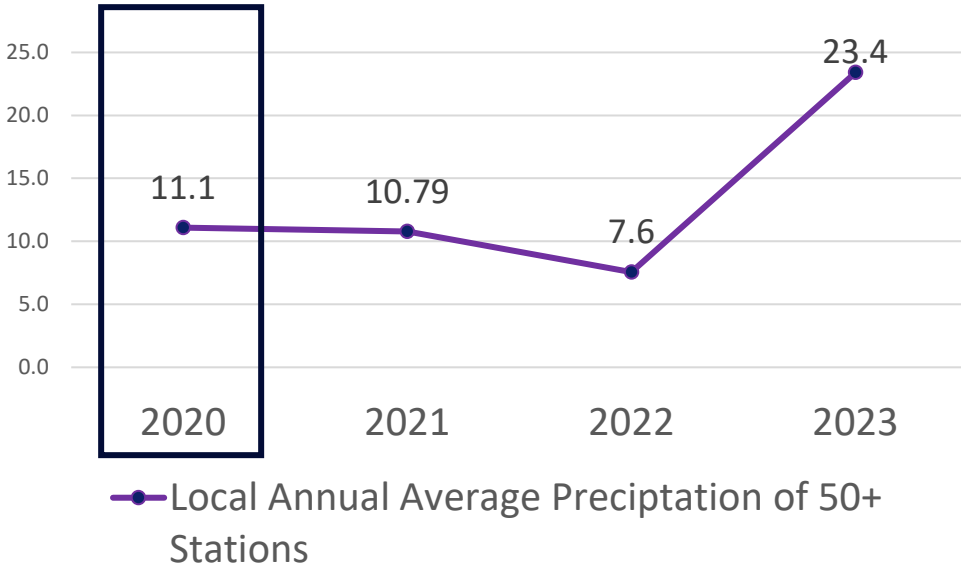


Riverwalk Ratings in Comparison to Average Poor Transects



Riverwalk Data in 2020

Recent Precipitation Across the Watershed

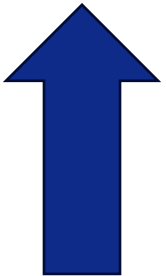


* Substrate Condition is percent of Gravel, Cobble and Boulder estimated from 2020 Riverwalk.

Good area of habitat shown above.

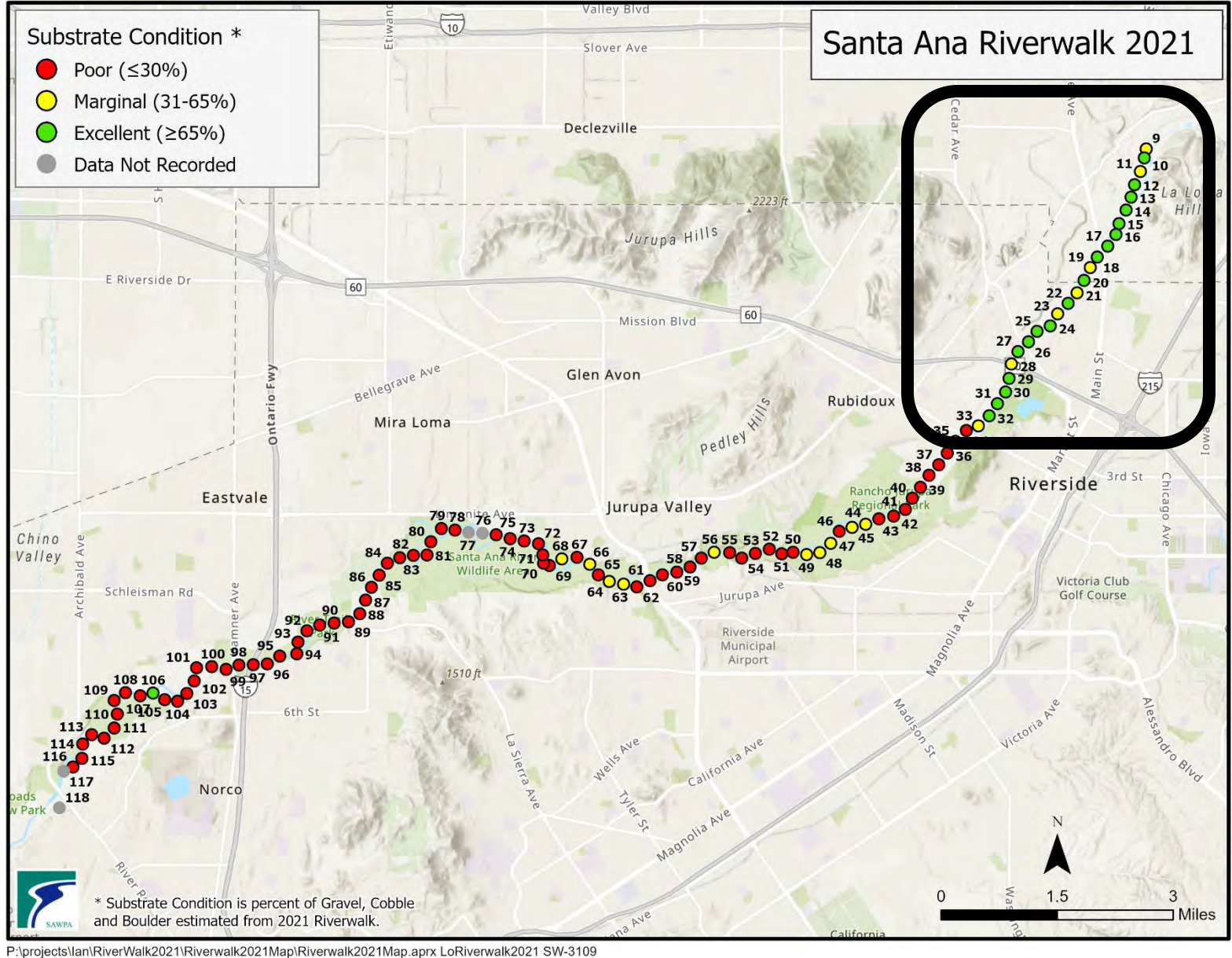
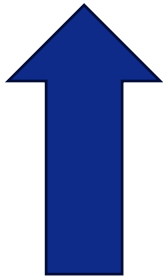
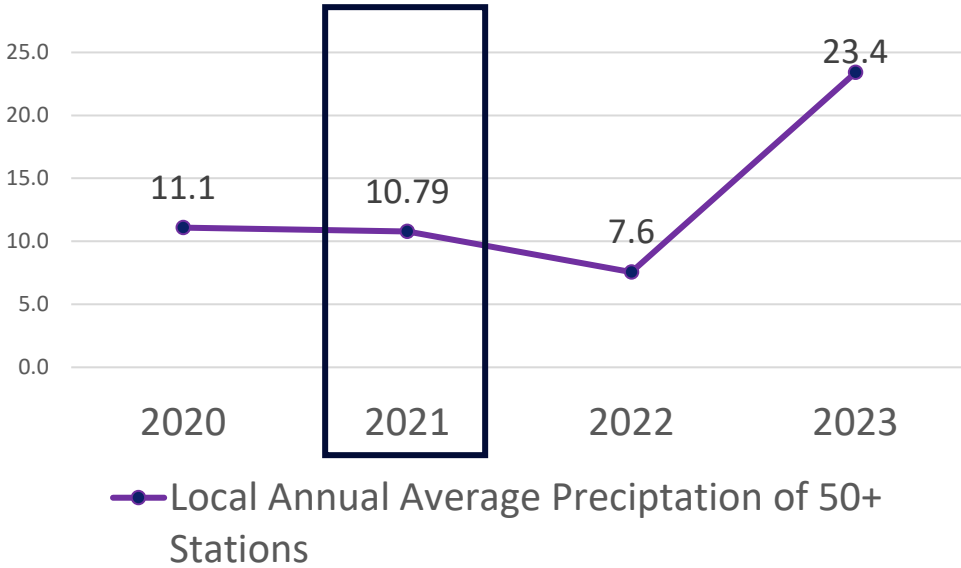
Riverwalk Ratings

	2020	2021	2022	2023
Poor Average	81	81	81	81
Poor	76	69	89	76
Marginal	7	18	12	5
Good	16	19	4	5
Total Transects	99	106	105	86



Riverwalk Data in 2021

Recent Precipitation Across the Watershed



Good area of habitat shown above.

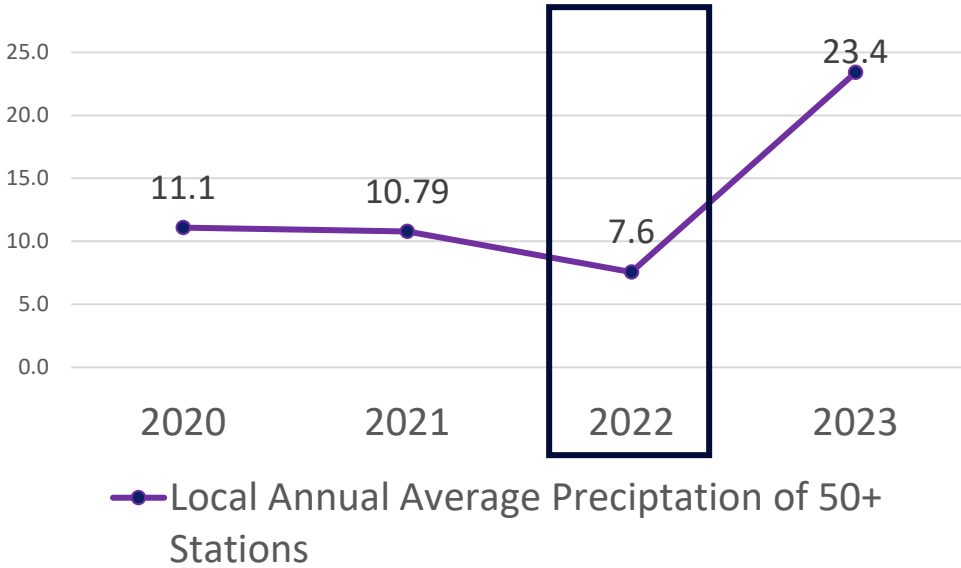
Riverwalk Ratings

	2020	2021	2022	2023
Poor Average	81	81	81	81
Poor	76	69	89	76
Marginal	7	18	12	5
Good	16	19	4	5
Total Transects	99	106	105	86



Riverwalk Data in 2022

Recent Precipitation Across the Watershed



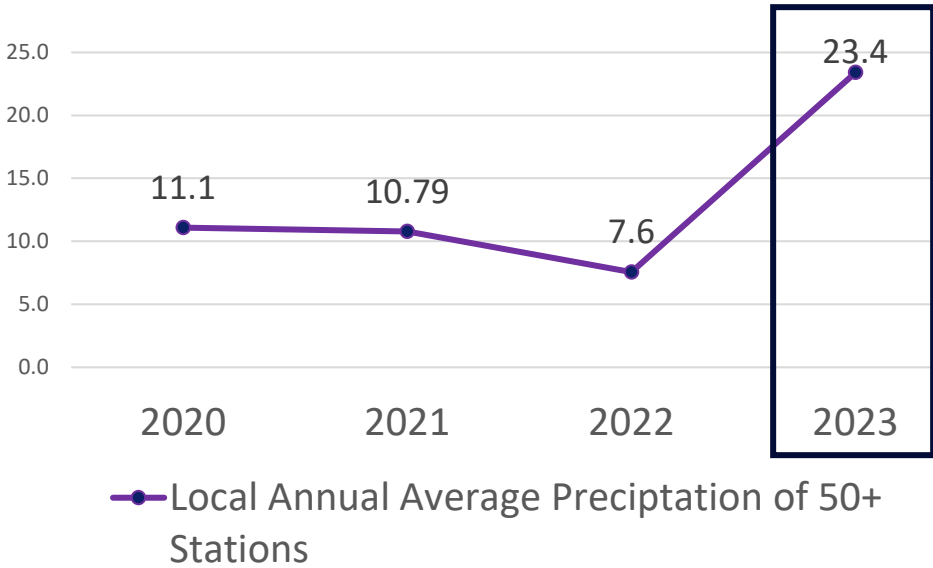
Riverwalk Ratings

	2020	2021	2022	2023
Poor	81	81	81	81
Average	81	81	81	81
Poor	76	69	89	76
Marginal	7	18	12	5
Good	16	19	4	5
Total Transects	99	106	105	86

Good area not present (unlike 2020 and 2021). Could be because of several years of “dry weather.” The annual average precipitation over the 2006 to 2023 time period is 12.8 inches.

Riverwalk Data in 2023

Recent Precipitation Across the Watershed



Riverwalk Ratings

	2020	2021	2022	2023
Poor	81	81	81	81
Average	81	81	81	81
Poor	76	69	89	76
Marginal	7	18	12	5
Good	16	19	4	5
Total Transects	99	106	105	86

Good area not present (unlike 2020 and 2021). Could be because of several years of “dry weather.” The annual average precipitation over the 2006 to 2023 time period is 12.8 inches.

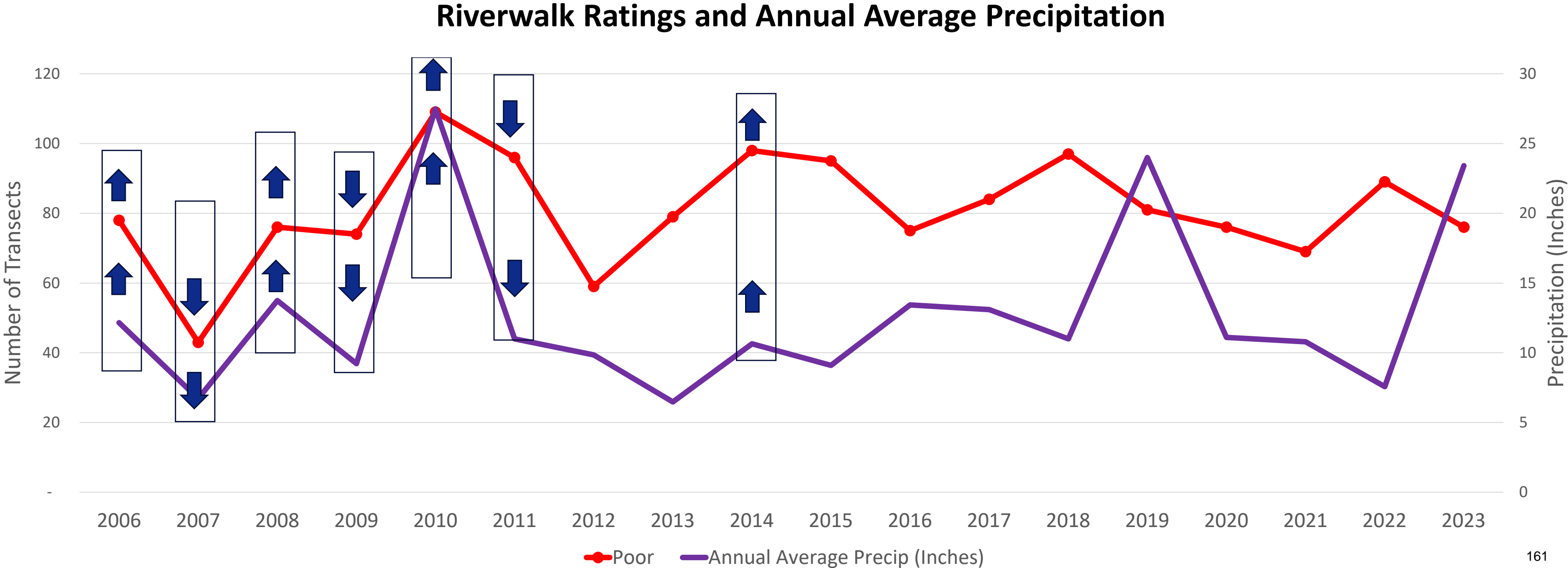
Habitat Projects Implemented

- Native fish habitat projects have been implemented in areas such as the Santa Ana River mainstem and tributaries,
 - Such as the SBVMWD-led Santa Ana Sucker Conservation and Conjunctive Use tributaries projects, and
 - OCWD maintenance of Sunnyslope Creek.



Draft Conclusions of Recent Data

- Poor transects were at first related to more precipitation in a sequential year possibly due to storms flushing sand (poor habitat) downstream.



Next Steps

- Incorporate timing of flows and precipitation overlaid on Riverwalk ranking data. The annual average of precipitation is not granular enough.
- Santa Ana Sucker Conservation Team to finalize the Atlas.
- Santa Ana Sucker Conservation Team discussion on updating the Riverwalk data collection process, as well as enhancing type of data collected, which would occur in Fall 2024. New data to collect can include:
 - Suspended sediment concentrations,
 - Streamflow (discharge),
 - Algae detection, and
 - Size (width) of overall riverbed at monitoring points.

Next Steps (Continued)

- Need to also address:
 - Issues leading to “Data Not Recorded” which was caused due to lack of volunteers in 2023, and
 - Safety of volunteers in upstream areas related to homeless encampments (particularly dogs at encampments).
- SAWPA to discuss these issues with Santa Ana Sucker Conservation Team at upcoming meetings.





Questions?

Thank You

Ian Achimore
Santa Ana Watershed Project Authority
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ian@sawpa.gov
sawpa.gov



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Santa Ana Watershed Project Authority
Cash Transaction Report
Month of May 2024

Below is a summary of cash transactions completed during the month in the Authority's checking account with US Bank. Attached are summaries by major revenue and expense classifications.

Cash Receipts and Deposits to Account	\$ 3,709,803.00
Net Investment Transfers	(437,917.00)
Cash Disbursements	<u>(3,739,541.09)</u>
Net Change for Month	\$ (467,655.09)
Balance at Beginning of Month	<u>1,468,645.54</u>
Balance at End of Month per General Ledger	<u>\$ 1,000,990.45</u>
Collected Balance per Bank Statement	<u><u>\$ 1,099,473.12</u></u>

ACCOUNTS PAYABLE RECONCILIATION

Accounts Payable Balance @ 04/30/2024	\$ 7,293,528.55
Invoices Received for May 2024	1,461,521.97
Invoices Paid by check/wire during May 2024 (see attached register)	<u>(3,317,495.56)</u>
Accounts Payable Balance @ 05/31/2024	<u><u>\$ 5,437,554.96</u></u>

CASH RECEIPTS

Brine Line Operating Revenues	\$ 1,073,592.05
Participant Fees	2,600.00
LESJWA Admin Reimbursement	11,269.49
Grant Proceeds - Prop 1	95,325.10
Grant Proceeds - Prop 1 Pass-throughs	865,521.50
Grant Proceeds - Prop 84	571,739.71
Grant Proceeds - Prop 84 Pass-throughs	1,004,355.67
Other Grant Proceeds	81,719.81
Other	<u>3,679.67</u>
Total Receipts and Deposits	\$ 3,709,803.00

INVESTMENT TRANSFERS

Transfer of Funds:	
From (to) US Bank	\$ -
From (to) LAIF	-
From (to) Legal Defense Fund	-
From (to) LESJWA	-
From (to) Investments	<u>(437,917.00)</u>
Total Investment Transfers	\$ (437,917.00)

CASH DISBURSEMENTS

By Check or ACH:	
Payroll	\$ -
Operations	<u>3,317,495.56</u>
Total Checks Drawn	\$ 3,317,495.56
By Cash Transfer:	
Payroll	\$ 276,206.51
Payroll Taxes	<u>145,839.02</u>
Total Cash Transfers	\$ 422,045.53
Total Cash Disbursements	<u>\$ 3,739,541.09</u>

-

Santa Ana Watershed Project Authority
Check Detail
May-24

Category	Check #	Check Date	Type	Vendor	Check Amount
398 Program Expenses	5817	5/16/2024	CHK	City of Fullerton	\$ 31,927.51
398 Program Expenses	EFT06043	5/16/2024	CHK	California Rural Water Association	\$ 44,734.50
398 Program Expenses Total					\$ 76,662.01
Asset	5818	5/21/2024	CHK	Sunrise Ford	\$ 46,140.44
Asset	5827	5/23/2024	CHK	FS Contractors, Inc.	\$ 150,609.91
Asset	EFT06028	5/9/2024	CHK	BGB Design Group	\$ 1,955.00
Asset	EFT06059	5/23/2024	CHK	Gillis & Panichapan Architects	\$ 1,390.00
Asset Total					\$ 200,095.35
Auto Expense	5814	5/16/2024	CHK	County of Riverside	\$ 2,511.98
Auto Expense	EFT06021	5/9/2024	CHK	County of Riverside/Transportation	\$ 583.68
Auto Expense Total					\$ 3,095.66
Benefits	5823	5/23/2024	CHK	Mutual Of Omaha	\$ 3,230.61
Benefits	EFT05999	5/2/2024	CHK	HealthEquity, Inc.	\$ 128.00
Benefits	EFT06051	5/23/2024	CHK	ACWA JPIA	\$ 49,541.05
Benefits	EFT06052	5/23/2024	CHK	Aflac	\$ 362.66
Benefits	EFT06066	5/30/2024	CHK	HealthEquity, Inc.	\$ 128.00
Benefits	P046678	5/2/2024	WDL	MissionSquare	\$ 447.26
Benefits	P046679	5/2/2024	WDL	MissionSquare	\$ 4,224.19
Benefits	P046680	5/2/2024	WDL	Public Employees' Retirement	\$ 25,869.10
Benefits	P046681	5/2/2024	WDL	CalPERS Supplemental Income	\$ 6,540.87
Benefits	P046769	5/16/2024	WDL	MissionSquare	\$ 4,224.19
Benefits	P046770	5/16/2024	WDL	MissionSquare	\$ 447.26
Benefits	P046771	5/16/2024	WDL	CalPERS Supplemental Income	\$ 5,174.21
Benefits	P046772	5/16/2024	WDL	Public Employees' Retirement	\$ 43.30
Benefits	P046773	5/16/2024	WDL	Public Employees' Retirement	\$ 26,496.32
Benefits	P046837	5/30/2024	WDL	CalPERS Supplemental Income	\$ 5,174.21
Benefits	P046838	5/30/2024	WDL	MissionSquare	\$ 447.26
Benefits	P046839	5/30/2024	WDL	Public Employees' Retirement	\$ 26,428.39
Benefits	P046840	5/30/2024	WDL	MissionSquare	\$ 4,224.19
Benefits	WDL000006602	5/9/2024	WDL	WageWorks	\$ 384.62
Benefits	WDL000006624	5/21/2024	WDL	WageWorks	\$ 189.00
Benefits	WDL000006628	5/23/2024	WDL	WageWorks	\$ 384.62
Benefits Total					\$ 164,089.31
Building Lease	5808	5/2/2024	CHK	Wilson Property Services, Inc	\$ 96.36
Building Lease	5824	5/23/2024	CHK	Wilson Property Services, Inc	\$ 2,618.88
Building Lease	5825	5/23/2024	CHK	Wilson Property Services, Inc	\$ 2,448.00
Building Lease	5826	5/23/2024	CHK	Wilson Property Services, Inc	\$ 2,328.70
Building Lease Total					\$ 7,491.94
Cloud Storage	EFT06038	5/16/2024	CHK	VC3, Inc.	\$ 3,005.75
Cloud Storage Total					\$ 3,005.75
Computer Hardware	5816	5/16/2024	CHK	Mergent Systems, Inc.	\$ 4,370.40
Computer Hardware	EFT06018	5/9/2024	CHK	VC3, Inc.	\$ 9,843.75
Computer Hardware	VOID		CHK	Mergent Systems, Inc.	\$ -
Computer Hardware	EFT06038	5/16/2024	CHK	VC3, Inc.	\$ 2,095.04
Computer Hardware Total					\$ 16,309.19
Construction	EFT06000	5/2/2024	CHK	Dudek	\$ 17,498.75
Construction	EFT06016	5/9/2024	CHK	Falcon Engineering Services	\$ 44,365.20
Construction	EFT06032	5/9/2024	CHK	Genesis Construction	\$ 479,668.30
Construction	EFT06039	5/16/2024	CHK	Dudek	\$ 10,865.00
Construction	EFT06055	5/23/2024	CHK	Dudek	\$ 1,418.75
Construction	EFT06065	5/30/2024	CHK	Falcon Engineering Services	\$ 43,405.20
Construction Total					\$ 597,221.20
Consulting	EFT06000	5/2/2024	CHK	Dudek	\$ 44,310.00
Consulting	EFT06001	5/2/2024	CHK	Woodard & Curran Inc.	\$ 2,786.25
Consulting	EFT06004	5/2/2024	CHK	GEI Consultants	\$ 300.00
Consulting	EFT06005	5/2/2024	CHK	JPW Communications	\$ 5,890.00
Consulting	EFT06018	5/9/2024	CHK	VC3, Inc.	\$ 2,775.00
Consulting	EFT06019	5/9/2024	CHK	Dudek	\$ 736.25
Consulting	EFT06025	5/9/2024	CHK	North American Weather Consultants	\$ 40,425.00
Consulting	EFT06026	5/9/2024	CHK	Kahn Soares & Conway	\$ 1,840.00
Consulting	EFT06037	5/16/2024	CHK	CDM Smith, Inc.	\$ 18,148.49
Consulting	EFT06038	5/16/2024	CHK	VC3, Inc.	\$ 3,213.05
Consulting	EFT06040	5/16/2024	CHK	Woodard & Curran Inc.	\$ 104,743.93
Consulting	EFT06047	5/16/2024	CHK	GEI Consultants	\$ 17,176.75

Santa Ana Watershed Project Authority
Check Detail
May-24

Category	Check #	Check Date	Type	Vendor	Check Amount
Consulting	EFT06048	5/16/2024	CHK	Water Systems Consulting	\$ 9,100.00
Consulting	EFT06053	5/23/2024	CHK	West Coast Advisors	\$ 9,750.00
Consulting	EFT06055	5/23/2024	CHK	Dudek	\$ 7,718.75
Consulting	EFT06064	5/30/2024	CHK	Integrated Systems Solutions	\$ 92.50
Consulting	EFT06067	5/30/2024	CHK	Woodard & Curran Inc.	\$ 9,135.75
Consulting	EFT06068	5/30/2024	CHK	Sol Media	\$ 2,760.00
Consulting Total					\$ 280,901.72
Credit Cards	P046874	5/9/2024	WDL	US Bank	\$ 16,338.52
Credit Cards Total					\$ 16,338.52
Director Costs	EFT06035	5/16/2024	CHK	Western Municipal Water District	\$ 277.42
Director Costs	EFT06041	5/16/2024	CHK	Jasmin Hall	\$ 34.84
Director Costs	EFT06044	5/16/2024	CHK	Bruce Whitaker	\$ 100.50
Director Costs	EFT06046	5/16/2024	CHK	T. Milford Harrison	\$ 89.78
Director Costs	EFT06062	5/30/2024	CHK	Western Municipal Water District	\$ 272.80
Director Costs Total					\$ 775.34
Employee Reimbursement	5810	5/2/2024	CHK	Shavonne Turner	\$ 150.00
Employee Reimbursement	EFT06002	5/2/2024	CHK	Alison L Lewis	\$ 790.96
Employee Reimbursement	EFT06009	5/9/2024	CHK	Richard Whetsel	\$ 84.59
Employee Reimbursement	EFT06014	5/9/2024	CHK	Marie Jauregui	\$ 150.00
Employee Reimbursement	EFT06031	5/9/2024	CHK	Melissa Bustamonte	\$ 135.08
Employee Reimbursement	EFT06042	5/16/2024	CHK	Alison L Lewis	\$ 1,827.69
Employee Reimbursement	EFT06049	5/16/2024	CHK	Alfredo Vasquez	\$ 108.00
Employee Reimbursement	EFT06069	5/30/2024	CHK	Haley Gohari	\$ 15.00
Employee Reimbursement	EFT06071	5/30/2024	CHK	Melissa Bustamonte	\$ 159.19
Employee Reimbursement Total					\$ 3,420.51
Equipment Expensed	EFT06018	5/9/2024	CHK	VC3, Inc.	\$ 131.57
Equipment Expensed Total					\$ 131.57
Equipment Rented	EFT06011	5/9/2024	CHK	Konica Minolta - Rental	\$ 678.07
Equipment Rented Total					\$ 678.07
Equipment Repair	EFT06023	5/9/2024	CHK	HASCO Heating Airconditioning	\$ 123.75
Equipment Repair Total					\$ 123.75
Facility Repair & Maintenance	5807	5/2/2024	CHK	Redlands Plumbing Heating & Air	\$ 90.00
Facility Repair & Maintenance	EFT06017	5/9/2024	CHK	TNT Elevator Inc	\$ 280.00
Facility Repair & Maintenance	EFT06020	5/9/2024	CHK	Douglas Environmental Group	\$ 1,140.00
Facility Repair & Maintenance	EFT06045	5/16/2024	CHK	Riverside Cleaning Systems	\$ 1,615.00
Facility Repair & Maintenance Total					\$ 3,125.00
HVAC Maintenance	EFT06023	5/9/2024	CHK	HASCO Heating Airconditioning	\$ 1,458.86
HVAC Maintenance Total					\$ 1,458.86
Insurance Expense	EFT06003	5/2/2024	CHK	Zenith Insurance Company	\$ 6,425.00
Insurance Expense Total					\$ 6,425.00
Lab Costs	EFT05997	5/2/2024	CHK	E. S. Babcock & Sons, Inc.	\$ 2,349.29
Lab Costs	EFT06036	5/16/2024	CHK	E. S. Babcock & Sons, Inc.	\$ 630.00
Lab Costs	EFT06054	5/23/2024	CHK	E. S. Babcock & Sons, Inc.	\$ 412.00
Lab Costs Total					\$ 3,391.29
Landscape Maintenance	EFT06063	5/30/2024	CHK	Green Meadows Landscape	\$ 801.00
Landscape Maintenance Total					\$ 801.00
Legal Expense	EFT06024	5/9/2024	CHK	Lagerlof, LLP	\$ 5,735.00
Legal Expense Total					\$ 5,735.00
Office Expense	5829	5/30/2024	CHK	Printing Connection, Inc.	\$ 97.88
Office Expense	EFT06006	5/2/2024	CHK	Konica Minolta Business Solutions	\$ 313.79
Office Expense	EFT06033	5/16/2024	CHK	Aramark Refreshment Services	\$ 131.41
Office Expense	EFT06061	5/30/2024	CHK	Staples Business Credit	\$ 597.01
Office Expense	EFT06070	5/30/2024	CHK	Konica Minolta Business Solutions	\$ 244.97
Office Expense Total					\$ 1,385.06
Other Professional Services	EFT06060	5/23/2024	CHK	Zhappo Studios	\$ 289.00
Other Professional Services Total					\$ 289.00
Other Training & Education	EFT06007	5/2/2024	CHK	Nate Sassaman Enterprises	\$ 4,000.00
Other Training & Education Total					\$ 4,000.00

Santa Ana Watershed Project Authority
Check Detail
May-24

Category	Check #	Check Date	Type	Vendor	Check Amount
Payroll	WDL000006585	5/3/2024	WDL	Direct Deposit 5/3/2024	\$ 88,717.31
Payroll	WDL000006595	5/3/2024	WDL	PR Tax - Federal	\$ 38,379.49
Payroll	WDL000006596	5/3/2024	WDL	PR Tax - State	\$ 8,433.68
Payroll	WDL000006597	5/3/2024	WDL	PR Tax - State AZ	\$ 101.79
Payroll	WDL000006607	5/17/2024	WDL	Direct Deposit 5/17/2024	\$ 95,718.79
Payroll	WDL000006609	5/17/2024	WDL	PR Tax - Federal	\$ 41,213.22
Payroll	WDL000006610	5/17/2024	WDL	PR Tax - State	\$ 9,038.40
Payroll	WDL000006611	5/17/2024	WDL	PR Tax - State AZ	\$ 101.79
Payroll	WDL000006626	5/31/2024	WDL	Direct Deposit 5/31/2024	\$ 91,507.62
Payroll	WDL000006627	5/31/2024	WDL	Direct Deposit 5/31/2024	\$ 262.79
Payroll	WDL000006632	5/31/2024	WDL	PR Tax - Federal	\$ 39,618.55
Payroll	WDL000006633	5/31/2024	WDL	PR Tax - State	\$ 8,803.06
Payroll	WDL000006634	5/31/2024	WDL	PR Tax - State AZ	\$ 101.79
Payroll	WDL000006635	5/31/2024	WDL	PR Tax - Federal	\$ 44.08
Payroll	WDL000006636	5/31/2024	WDL	PR Tax - State	\$ 3.17
Payroll Total					\$ 422,045.53
Prop 1	5813	5/9/2024	CHK	Big Bear Area Regional Wastewater	\$ 200,076.82
Prop 1	EFT06010	5/9/2024	CHK	Orange County Water District	\$ 358,955.30
Prop 1	EFT06027	5/9/2024	CHK	City of Santa Ana	\$ 306,489.38
Prop 1 Total					\$ 865,521.50
Prop 84	EFT06010	5/9/2024	CHK	Orange County Water District	\$ 830,984.92
Prop 84	EFT06012	5/9/2024	CHK	Western Municipal Water District	\$ 175,970.47
Prop 84 Total					\$ 1,006,955.39
Safety	EFT05996	5/2/2024	CHK	Calolympic Safety	\$ 1,227.61
Safety	EFT06013	5/9/2024	CHK	Underground Service Alert	\$ 212.62
Safety Total					\$ 1,440.23
Security	5815	5/16/2024	CHK	SafeT Security	\$ 95.00
Security	EFT06008	5/2/2024	CHK	QOVO Solutions, Inc.	\$ 9,691.40
Security	EFT06050	5/16/2024	CHK	QOVO Solutions, Inc.	\$ 2,084.47
Security Total					\$ 11,870.87
Shipping/Postage	EFT06034	5/16/2024	CHK	General Logistics Systems US	\$ 27.08
Shipping/Postage Total					\$ 27.08
Software	EFT05998	5/2/2024	CHK	Integrated Systems Solutions	\$ 4,884.60
Software	EFT06015	5/9/2024	CHK	Integrated Systems Solutions	\$ 11,698.60
Software	EFT06022	5/9/2024	CHK	Adobe Systems Inc	\$ 7,820.88
Software	EFT06038	5/16/2024	CHK	VC3, Inc.	\$ 1,863.45
Software Total					\$ 26,267.53
Subscriptions	EFT06029	5/9/2024	CHK	Verizon Connect	\$ 104.70
Subscriptions Total					\$ 104.70
Utilities	5805	5/2/2024	CHK	AT&T	\$ 206.39
Utilities	5806	5/2/2024	CHK	Burrtec Waste Industries, Inc	\$ 211.50
Utilities	5809	5/2/2024	CHK	Charter Communications	\$ 94.98
Utilities	5811	5/9/2024	CHK	Riverside Public Utilities	\$ 154.82
Utilities	5812	5/9/2024	CHK	Riverside Public Utilities	\$ 1,561.13
Utilities	5819	5/23/2024	CHK	Riverside Public Utilities	\$ 1,540.00
Utilities	5820	5/23/2024	CHK	AT&T	\$ 967.97
Utilities	5821	5/23/2024	CHK	AT&T	\$ 887.43
Utilities	5822	5/23/2024	CHK	AT&T	\$ 1,007.38
Utilities	5828	5/30/2024	CHK	AT&T	\$ 233.50
Utilities	5830	5/30/2024	CHK	Charter Communications	\$ 94.98
Utilities	EFT06056	5/23/2024	CHK	Verizon Wireless Services LLC	\$ 1,026.13
Utilities	EFT06057	5/23/2024	CHK	Verizon Wireless Services LLC	\$ 315.56
Utilities	EFT06058	5/23/2024	CHK	Verizon Wireless Services LLC	\$ 56.39
Utilities Total					\$ 8,358.16
Grand Total					\$ 3,739,541.09
		Accounts Payable			
	Checks	\$ 3,190,458.05			
	Wire Transfers	\$ 127,037.51			
		\$ 3,317,495.56			
	Other	\$ -			
	Payroll	\$ 422,045.53			
Total Disbursements for May 2024		\$ 3,739,541.09			

Santa Ana Watershed Project Authority
Consulting
May-24

Check #	Check Date	Task #	Task Description	Vendor Name	Total Contract	Check Amount	Remaining Contract Amount	Notes/Comments
EFT06037	5/16/2024	CDM377-02	PFAS Regional Analysis for Upper Santa Ana River Watershed - Phase 2	CDM Smith, Inc.	\$ 465,917.00	\$ 18,148.49	\$ 351,272.58	
EFT06000	5/2/2024	DUDK240-07	Inland Empire Brine Line Master Plan	Dudek	\$ 399,980.00	\$ 44,310.00	\$ 93,513.48	
EFT06019	5/9/2024	DUDK240-08	Hydraulic Modeling Assistance	Dudek	\$ 40,000.00	\$ 736.25	\$ 19,288.75	
EFT06055	5/23/2024	DUDK240-07	Inland Empire Brine Line Master Plan	Dudek	\$ 399,980.00	\$ 7,718.75	\$ 93,513.48	
EFT06004	5/2/2024	GEI384-02	MSAR TMDL - Limited Basin Plan Amendment Revisions	GEI Consultants	\$ 67,000.00	\$ 300.00	\$ 19,343.75	
EFT06047	5/16/2024	GEI386-02	Santa Ana River Regional Bacteria Monitoring Program	GEI Consultants	\$ 1,191,054.00	\$ 17,176.75	\$ 1,154,721.25	
EFT06064	5/30/2024	INSOL100-23	Great Plains and Journyx Support	Integrated Systems Solutions	\$ 8,000.00	\$ 92.50	\$ 766.50	
EFT06005	5/2/2024	JPW392-02	Emerging Constituents Program Public Relations Consultant	JPS Communications	\$ 114,954.00	\$ 5,890.00	\$ 57,946.80	
EFT06026	5/9/2024	KSC374-03	Basin Monitoring Program TF Regulatory Support	Kahn, Soares, & Conway	\$ 133,000.00	\$ 1,120.00	\$ 75,009.59	
EFT06026	5/9/2024	KSC384-03	MSAR Pathogen TMDL TF Regulatory Support	Kahn, Soares, & Conway	\$ 148,500.00	\$ 720.00	\$ 136,940.00	
EFT06025	5/9/2024	NAWC370-03	Santa Ana River Watershed Weather Modification Pilot Operations	North American Weather Consultants	\$ 1,097,072.00	\$ 40,425.00	\$ 759,874.10	
EFT06068	5/30/2024	SOL100-15	Website Related Change Requests	Sol Media	\$ 17,280.00	\$ 2,760.00	\$ 240.00	
EFT06018	5/9/2024	ACS100-26	IT Services	VC3, Inc.	\$ 288,000.00	\$ 675.00	\$ 165,404.46	
EFT06018	5/9/2024	ACS100-28	SAWPA.gov Transition	VC3, Inc.	\$ 2,100.00	\$ 2,100.00	\$ -	
EFT06038	5/16/2024	ACS100-26	IT Services	VC3, Inc.	\$ 288,000.00	\$ 3,213.05	\$ 165,404.46	
EFT06048	5/16/2024	WSC373-02	FYE 2024 Roundtable of Regions Network Coordinator	Water Systems Consulting	\$ 72,900.00	\$ 9,100.00	\$ 19,151.08	
EFT06053	5/23/2024	WCA100-03-06	State Legislative Consulting Services	West Coast Advisors	\$ 117,000.00	\$ 9,750.00	\$ 58,500.00	
EFT06001	5/2/2024	W&C320-01	Reach IV and IV-B DIP Condition Assessment	Woodard & Curran	\$ 457,469.00	\$ 2,786.25	\$ 116,393.65	
EFT06040	5/16/2024	W&C327-03	IEBL Reach IV-D Rehabilitation Work Plan Mid-Term Recommendations	Woodard & Curran	\$ 247,174.00	\$ 104,743.93	\$ 66,709.27	
EFT06067	5/30/2024	W&C320-01	Reach IV and IV-B DIP Condition Assessment	Woodard & Curran	\$ 457,469.00	\$ 9,135.75	\$ 116,393.65	

\$ 280,901.72

COMMISSION MEMORANDUM NO. 2024.40

DATE: July 16, 2024
TO: SAWPA Commission
SUBJECT: Inter-Fund Borrowing – May 2024
PREPARED BY: Karen Williams, DGM/CFO

RECOMMENDATION

It is recommended that the Commission receive and file the informational report on short-term, cash-flow inter-fund borrowing.

DISCUSSION

On December 13, 2005, the Commission approved Resolution No. 452, Inter-Fund and Inter-Project Loan Policy. Staff was directed to bring back an accounting of the loans each month for review when the total exceeded \$250,000 in aggregate.

The following projects, with negative cash flow, are listed below with the amounts borrowed from SAWPA General Fund Reserves in May 2024. The total amount borrowed is over the aggregate \$250,000 amount recommended in Resolution No. 452, Inter-Fund and Inter-Project Loan Policy. The Commission has requested that this item be brought back each month as an informational item when the loan amount is over the \$250,000 aggregate amount.

Fund	Fund Name	04/30/ 2024 Balance	Loan Receipts	New Charges	05/31/ 2024 Balance
135	Proposition 84 Admin R2	\$57,088.11	(\$0.00)	\$0.00	\$57,088.11
145	Proposition 84 Admin R4	902,959.08	(522,805.49)	54,491.47	434,645.06
150	Proposition 1 R1 – Admin	143,341.38	(68,124.73)	17,764.10	92,980.75
155	Proposition 1 R2 - Admin	27,426.76	(0.00)	17,826.29	45,253.05
378	Weather Modification	0.00	(0.00)	7,240.03	7,240.03
397	WECAN - Riverside	13,752.78	(0.00)	3,978.84	17,731.62
398	DCI 2021 Drought Relief	16,055.63	(81,719.81)	79,967.97	14,303.79
477	LESJWA Administration	9,917.63	(11,269.49)	14,833.20	13,481.34
	Total Funds Borrowed	<u>\$1,170,541.37</u>	<u>(\$683,919.52)</u>	<u>\$196,101.90</u>	<u>\$682,723.75</u>
	General Fund Reserves Balance		\$2,682,166.69		
	Less Amount Borrowed		<u>682,723.75</u>		
	Balance of General Fund Reserves		\$1,999,442.94		

The following table lists each fund that has a negative cash flow, the source of funding for the fund, how often the fund is billed, and the projected rate of payment for the fund.

NEGATIVE CASH-FLOW FUNDS

Fund No.	Source of Funding	Billing Frequency	Projected Payment Time
135, 145,150, 155 – Proposition 1 & 84 Admin	DWR – Prop 1 & 84 Grant	Monthly/Quarterly	Up to 4 months
397 – WECAN - Riverside	City of Riverside Grant	Quarterly	Up to 4 months
398 – DCI 2021 Drought Relief	DWR – Grant	Monthly	Up to 4 months
477 – LESJWA Admin	Reimbursement from LESJWA	Monthly	2 to 4 weeks
504 – Proposition 84 SARCCUP Projects	DWR – Prop 84 Grant	Monthly/Quarterly	Up to 4 months

Fund 135

This fund is for the administration of Proposition 84 Round II grant funds. These funds will be billed quarterly and 10% will be withheld for retention.

Fund 145

This fund is for the administration of Proposition 84 Round 2015 grant funds. These funds will be billed quarterly and 10% will be withheld for retention.

Fund 150

This fund is for the administration of Proposition 1 Round I grant funds. Once the contract has been signed by DWR these funds will be billed quarterly and 10% will be withheld for retention.

Fund 155

This fund is for the administration of Proposition 1 Round II grant funds. Once the contract has been signed by DWR these funds will be billed quarterly and 10% will be withheld for retention.

Fund 397

This fund is for the transformative climate communities grant provided by a sub-recipient agreement between SAWPA and the City of Riverside. These funds will be billed on a quarterly basis.

Fund 398

This fund is for the DCI 2021 Drought Relief Grant. These funds will be billed monthly and 10% will be withheld for retention.

Fund 477

Each month LESJWA is billed the cost for administering the JPA. Once the bill is received, LESJWA submits payment within two weeks.

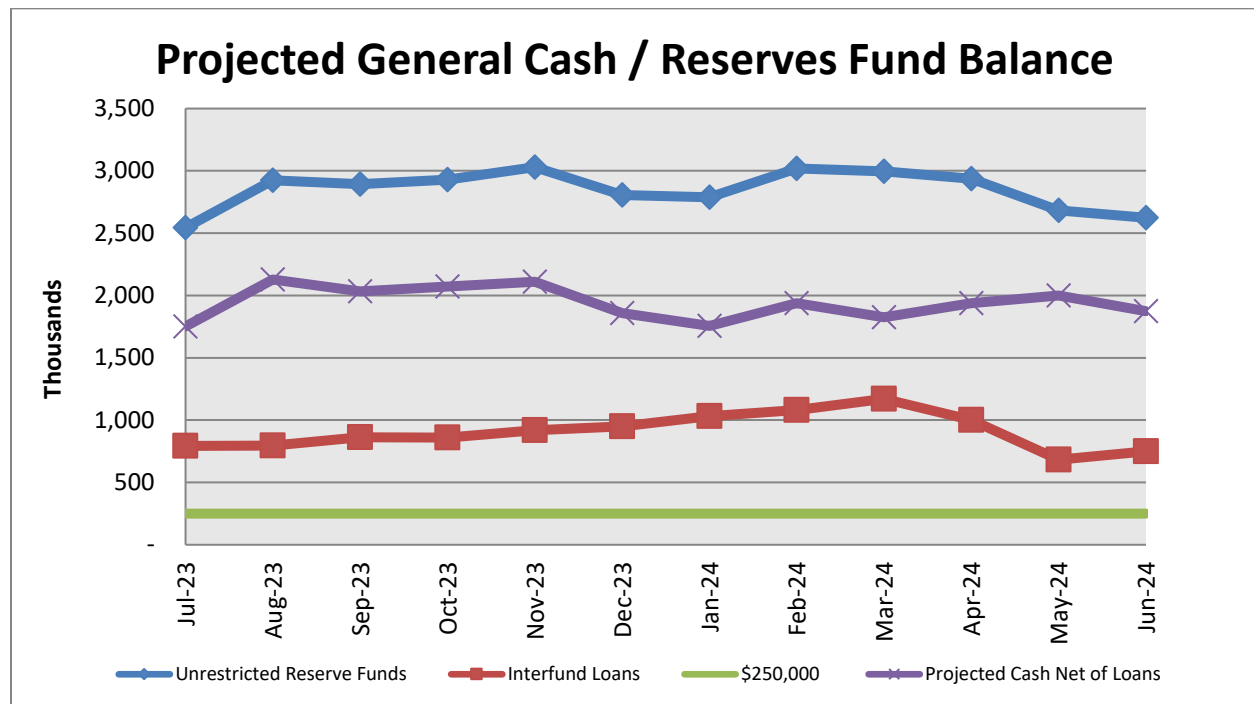
Fund 504

This fund is for the implementation of SARCCUP projects which are administered through PA22 and PA23.

The following graph shows the total budget, total project costs to date, and the amount remaining on each grant.

Fund	Fund Name	Total Budget	Costs Through 05/31/2024	Remaining Grant Budget
145	Proposition 84 Admin R4	\$3,213,384	(\$2,329,761)	\$883,623
150	Proposition 1 R1 Admin	1,157,000	(707,971)	449,029
155	Proposition 1 R2 Admin	1,352,928	(45,253)	1,307,675
378	Prop 1 – R@ Weather Modification	861,400	(73,802)	787,598
397	WECAN – City of Riverside	592,417	(177,698)	414,719
398	DCI 2021 Drought Grant	5,000,000	(128,604)	4,871,396
504	Prop 84 – 2015 Round (SARCCUP)	1,543,810	(972,272)	567,538
505	Prop 1 – Round 1 Capital Projects	500,000	(413,839)	86,161
Totals		\$14,220,939	(\$4,849,200)	\$9,367,739

The following graph shows projected inter-fund loan balances, total unrestricted General Fund Reserves available for loans, and projected cash net of loans through June 2024. The projected loan balance is expected to remain over the \$250,000 aggregate limit through June 2024 because of Proposition 1 and 84 grants but can be covered by General Fund Reserves without a major impact on cash flow.



RESOURCE IMPACTS

The funds borrowed from the General Fund Reserves will be paid back with interest when the funding is received. Interfund loans for grants are not charged interest unless the grant contract specifically states that interest is eligible for reimbursement. There is sufficient cash available to cover proposed borrowings and to pay budgeted expenditures for the General Fund.

Attachments:

1. Resolution No. 452 | Amending the Inter-Fund, Inter-Project and Inter-Agency Loan Policy

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RESOLUTION NO. 452

A RESOLUTION OF THE COMMISSION OF THE SANTA ANA WATERSHED PROJECT AUTHORITY AMENDING THE INTER-FUND, INTER-PROJECT AND INTER-AGENCY LOAN POLICY

WHEREAS, the Commission of the Santa Ana Watershed Project Authority (hereafter "SAWPA") previously adopted, by minute action taken on August 3, 1996, an "Inter-Fund/Inter-Project Loan Policy" to regulate loans from one SAWPA Fund or Project to another SAWPA Fund or Project; and

WHEREAS, the Commission desires to amend the "Inter-Fund Fund/Project Loan Policy" by formally adopting such Policy, by way of this Resolution, regulating how and in what manner such inter-fund or inter-project loans are to take place and mandating that all such loans require Commission approval in advance as contemplated by the policy adopted on August 3, 1996.

NOW, THEREFORE, BE IT RESOLVED that the Commission of the Santa Ana Watershed Project Authority hereby amends the following Loan Policy for any loan from one SAWPA Fund or Project to another SAWPA Fund or Project:

1. Loans from any SAWPA Fund or Project to another SAWPA Fund, Project or another public agency shall be approved in advance by the SAWPA Commission. The approval shall be in written format and include documentation of the specifics of the transaction. The approval shall include a finding that the loan will not expose the lending SAWPA Fund or Project to significant financial or operational risk.
2. Unless otherwise provided for by the Commission, the borrowing Fund, Project or public agency shall be required to repay the loan within a specific period of time and at a rate of interest as determined by the Commission. For the purposes of this policy, SAWPA's calculated quarterly rate of return may be used as the basis for interest payable on the outstanding principal for any loan. The period for repayment of the loan shall be determined by the Commission, but shall be no longer than the life of the lending Fund or Project.
3. The borrowing Fund's, Project's or public agency's repayment source shall be identified and included in the approval action by the Commission and the "loan documentation". The "loan documentation" shall include a written agreement, resolution or other document approved by the Commission setting forth all of the foregoing terms and conditions.

4. Loans to reimbursable SAWPA grant contract projects and related efforts for short-term (i.e., current fiscal year) operating cash flow purposes may be borrowed from the SAWPA General Fund Reserve without prior Commission approval. But all such loans shall be reported to the Commission within 30 days of each such loan. Such loans shall be paid off on a continuous basis. The total funds loaned for all such grant contract projects and related efforts shall not exceed \$250,000.00 in the aggregate for each fiscal year, without prior written approval by the Commission. Payment of interest will be based on the actual interest that would have been earned by the SAWPA General Fund Reserve had those funds not been borrowed. Cash flow and receivables will be reported at least quarterly to forecast needs and demonstrate compliance.
5. Prior to June 30th of each year, staff shall provide to the Commission an annual written report of all such Inter-fund, Inter-project or Inter-agency loans, amounts repaid and any outstanding loan balances.

ADOPTED this 13th day of December 2005.

SANTA ANA WATERSHED PROJECT AUTHORITY

By: _____

Mark Bulot, Chair



COMMISSION MEMORANDUM NO. 2024.41

DATE: July 16, 2024
TO: SAWPA Commission
SUBJECT: Performance Indicators and Financial Reporting – May 2024
PREPARED BY: Karen Williams, DGM/CFO

RECOMMENDATION

It is recommended that the Commission receive and file staff’s report.

DISCUSSION

The attached reports have been developed to keep the Commission informed as to SAWPA’s business and budget performance. These reports are categorized into the following groups: financial reporting, cash and investments, and performance indicators. They are explained in detail below. As new reports are developed, they will be added for the Commission’s review.

Financial Reporting

Balance Sheet by Fund Type	Lists total assets, liabilities, and equity by fund type for a given period.
Revenue & Expense by Fund Type	Lists total revenue and expenses by fund type for a given period.
Receivables Management	Shows total outstanding accounts receivable by age.
Open Task Order Schedule	Shows SAWPA’s total outstanding obligation for open task orders.
List of SAWPA Funds	Shows each SAWPA Fund with the fund description and fund group.
Debt Service Funding Analysis	Shows total annual income by source used to make debt service payments through debt maturity at FYE 2048.
Debt Service Payment Schedule	Shows total debt service interest and principal payments through debt maturity at FYE 2048.

Cash and Investments

Total Cash and Investments (chart)	Shows the changes in cash and investments balance for the last twelve months.
Cash Balance & Source of Funds	Shows total cash and investments for all SAWPA funds and the types of investments held for each fund.
Cash & Investments (pie chart)	Shows total cash and investments for all SAWPA funds and the percentage of each investment type.
Reserve Account Analysis	Shows changes to each reserve account for the year and projected ending balance for each.

Twelve Month Security Schedule (chart)	Shows the maturity dates for securities held and percentage of securities in each category.
Treasurer's Report	Shows book and market value for both Treasury strips and securities held by the Agency.

Performance Indicators

Average Daily Flow by Month	Shows total flow in the Brine Line System by month compared to total treatment capacity owned. This is an indicator of the available capacity in the line. As we add yearly flows, it will show trends in flow throughout the year.
Summary of Labor Multipliers	Summarizes the information generated from the following two reports and compares the actual benefit and Indirect Cost Allocation rates to the total budgeted rates.
General Fund Costs	Lists total Fund No. 100 costs to date and the amount of those costs recovered through the Indirect Cost Allocation and member contributions.
Benefit Summary	Lists total employee benefit costs actual to budget and projects them through the end of the year. This report compares how the actual benefit rate compares to the budgeted rate.
Labor Hours Budget vs. Actual	Shows total budgeted hours for each project and compares them to the actual hours charged to each.

RESOURCE IMPACTS

Staff expects minimal impacts to SAWPA or its member agencies related to this effort.

Attachments:

- | | |
|---------------------------------------|---|
| 1. Balance Sheet by Fund Type | 10. Reserve Account Analysis |
| 2. Revenue & Expense by Fund Type | 11. Twelve-Month Maturity Schedule - Securities |
| 3. Accounts Receivable Aging Report | 12. Treasurer's Report |
| 4. Open Task Order Schedule | 13. Average Daily Flow by Month |
| 5. List of SAWPA Funds | 14. Summary of Labor Multipliers |
| 6. Debt Service Funding Analysis | 15. General Fund Costs |
| 7. Debt Service Payment Schedule | 16. Benefits |
| 8. Total Cash and Investments (chart) | 17. Labor Hours Budgeted vs. Actual |
| 9. Cash Balance & Source of Funds | |

Santa Ana Watershed Project Authority
Balance Sheet by Fund Type
For the Ten Months Ending Tuesday, April 30, 2024

	General Fund	Brine Line Enterprise	Capital Projects	OWOW Projects	Roundtable Projects	Fund Totals
Assets						
Current Assets						
Cash and Investments	\$3,615,143.50	\$62,916,039.45	(\$2,378,396.55)	\$618,293.43	\$2,805,947.72	\$67,577,027.55
Accounts Receivable	119.36	2,328,832.37	0.00	7,562,379.32	11,269.49	9,902,600.54
Installment Notes Receivable	0.00	1,084,839.00	0.00	0.00	0.00	1,084,839.00
Prepays and Deposits	134,386.34	241,633.27	0.00	0.00	0.00	376,019.61
Total Current Assets	3,749,649.20	66,571,344.09	(2,378,396.55)	8,180,672.75	2,817,217.21	78,940,486.70
Fixed Assets						
Property, Plant & Equipment						
less accum depreciation	1,259,571.85	69,143,967.02	0.00	0.00	0.00	70,403,538.87
Work In Process	0.00	0.00	3,190,485.53	0.00	0.00	3,190,485.53
Total fixed assets	1,259,571.85	69,143,967.02	3,190,485.53	0.00	0.00	73,594,024.40
Other Assets						
Wastewater treatment/disposal rights, net of amortization	0.00	19,992,654.02	0.00	0.00	0.00	19,992,654.02
Inventory - Mitigation Credits	0.00	0.00	0.00	0.00	1,910,560.00	1,910,560.00
Leased Assets, net of amortization	36,044.25	228,320.24	0.00	0.00	0.00	264,364.49
Total Other Assets	36,044.25	20,220,974.26	0.00	0.00	1,910,560.00	22,167,578.51
Total Assets	\$5,045,265.30	\$155,936,285.37	\$812,088.98	\$8,180,672.75	\$4,727,777.21	\$174,702,089.61
Liabilities and Fund Equity						
Current Liabilities						
Accounts Payable/Accrued Expenses	\$3,581,460.07	\$821,833.69	\$720,878.08	\$6,548,912.17	\$94,604.71	\$11,767,688.72
Accrued Interest Payable	0.00	180,774.19	0.00	0.00	0.00	180,774.19
Customer Deposits	0.00	14,385.42	0.00	0.00	0.00	14,385.42
Noncurrent Liabilities						
Long-term Debt	0.00	21,009,918.90	0.00	0.00	0.00	21,009,918.90
Lease Liability	35,811.27	230,000.68	0.00	0.00	0.00	265,811.95
Deferred Revenue	0.00	58,743,202.50	0.00	0.00	0.00	58,743,202.50
Total Liabilities	3,617,271.34	81,000,115.38	720,878.08	6,548,912.17	94,604.71	91,981,781.68
Fund Equity						
Contributed Capital	0.00	20,920,507.03	0.00	0.00	0.00	20,920,507.03
Retained Earnings	3,731,026.81	49,342,199.08	288,729.11	1,998,240.48	4,191,215.43	59,551,410.91
Revenue Over/Under Expenditures	(2,303,032.85)	4,673,463.88	(197,518.21)	(366,479.90)	441,957.07	2,248,389.99
Total Fund Equity	1,427,993.96	74,936,169.99	91,210.90	1,631,760.58	4,633,172.50	82,720,307.93
Total Liabilities & Fund Equity	\$5,045,265.30	\$155,936,285.37	\$812,088.98	\$8,180,672.75	\$4,727,777.21	\$174,702,089.61

Santa Ana Watershed Project Authority
Revenue & Expenses by Fund Type
For the Ten Months Ending Tuesday, April 30, 2024

	General Fund	Brine Line Enterprise	Capital Projects	OWOW Projects	Roundtable Projects	Fund Totals
Operating Revenue						
Discharge Fees	\$0.00	\$10,540,440.69	\$0.00	\$0.00	\$0.00	\$10,540,440.69
Grant Proceeds	1,040.00	0.00	0.00	2,222,872.62	0.00	2,223,912.62
Financing Proceeds	0.00	0.00	0.00	0.00	126,742.65	126,742.65
Total Operating Revenue	<u>1,040.00</u>	<u>10,540,440.69</u>	<u>0.00</u>	<u>2,222,872.62</u>	<u>126,742.65</u>	<u>12,891,095.96</u>
Operating Expenses						
Labor	1,726,261.99	1,035,171.25	929.15	531,375.45	101,538.24	3,395,276.08
Benefits	466,853.25	379,907.80	341.00	195,014.83	37,264.55	1,079,381.43
Indirect Costs	0.00	1,751,509.71	1,572.12	899,087.23	171,802.70	2,823,971.76
Education & Training	46,690.32	0.00	0.00	0.00	0.00	46,690.32
Consulting & Professional Services	226,782.17	277,347.08	194,675.94	1,172,825.35	682,933.34	2,554,563.88
Operating Costs	1,858.68	2,607,777.89	0.00	233.00	0.00	2,609,869.57
Repair & Maintenance	95,238.79	210,132.28	0.00	0.00	0.00	305,371.07
Phone & Utilities	52,554.57	7,796.29	0.00	0.00	0.00	60,350.86
Equipment & Computers	303,075.62	47,815.65	0.00	0.00	0.00	350,891.27
Meeting & Travel	38,374.04	540.91	0.00	13,651.46	1,091.32	53,657.73
Other Administrative Costs	163,020.77	108,844.76	0.00	21,460.34	12,329.96	305,655.83
Indirect Costs Applied	(2,887,446.09)	0.00	0.00	0.00	0.00	(2,887,446.09)
Other Expenses	45,333.37	172,480.55	0.00	1,134.00	0.00	218,947.92
Construction	0.00	0.00	0.00	1,489,537.55	0.00	1,489,537.55
Total Operating Expenses	<u>278,597.48</u>	<u>6,599,324.17</u>	<u>197,518.21</u>	<u>4,324,319.21</u>	<u>1,006,960.11</u>	<u>12,406,719.18</u>
Operating Income (Loss)	(277,557.48)	3,941,116.52	(197,518.21)	(2,101,446.59)	(880,217.46)	484,376.78
Nonoperating Income (Expense)						
Member Contributions	696,275.00	0.00	0.00	1,592,000.00	20,000.00	2,308,275.00
Participant Fees	0.00	0.00	0.00	105,233.33	1,217,492.99	1,322,726.32
Interest Income	111,654.31	2,467,383.27	0.00	37,733.36	65,873.34	2,682,644.28
Capital Contributions - RBF	0.00	260,432.00	0.00	0.00	0.00	260,432.00
Interest Expense - Debt Service	0.00	(486,080.46)	0.00	0.00	0.00	(486,080.46)
Other Income	1,597.15	212,217.48	0.00	0.00	0.00	213,814.63
Retiree Medical Benefits	(78,449.63)	0.00	0.00	0.00	0.00	(78,449.63)
Total Nonoperating Income (Expense)	<u>731,076.83</u>	<u>2,453,952.29</u>	<u>0.00</u>	<u>1,734,966.69</u>	<u>1,303,366.33</u>	<u>6,223,362.14</u>
Excess Rev over (under) Exp	<u>\$453,519.35</u>	<u>\$6,395,068.81</u>	<u>(\$197,518.21)</u>	<u>(\$366,479.90)</u>	<u>\$423,148.87</u>	<u>\$6,707,738.92</u>

Aging Report
 Santa Ana Watershed Project Authority
 Receivables as of May 31, 2024

Customer Name	Project	Total	0-30 Days	31-60 Days	61 and Over
Chino Basin Desalter Authority	Brine Line	188,228.25		188,228.25	
Department of Water Resources	Prop 84, Prop 1	4,928,815.42			4,928,815.42
Eastern Municipal Water District	Brine Line	229,281.27	17,793.75	211,487.52	
Inland Empire Utilities Agency	Brine Line	117,264.73		117,264.73	
Orange County Public Works	Brine Line CIP	210,010.15			210,010.15
Rialto BioEnergy	Brine Line	8,896.88	8,896.88		
Riverside, City of	WECAN	32,790.32			32,790.32
San Bernardino Valley Municipal Water District	Brine Line	141,450.74	3,000.00	138,450.74	
Western Municipal Water District	Brine Line	406,598.92	10,200.00	396,398.92	
Total Accounts Receivable		6,263,336.68	39,890.63	1,051,830.16	5,171,615.89

Santa Ana Watershed Project Authority
Open Task Orders
May-24
(Reflects Invoices Received as of 06/17/2024)

Task Order No. Project Contracts	Fund No.	Vendor Name	Task Description	Begin Date	End Date	Original Contract	Change Orders	Total Contract	Billed To Date	Contract Balance	SAWPA Manager
ACS100-26	100-00	VC3, Inc.	IT Services	01/01/2023	12/31/2026	\$ 288,000.00	\$ -	\$ 288,000.00	\$ 122,595.54	\$ 165,404.46	Dean Unger
ACS100-27	100-00	VC3, Inc.	Server Replacement Project	08/01/2023	06/30/2024	\$ 66,000.00	\$ -	\$ 66,000.00	\$ 55,738.36	\$ 10,261.64	Dean Unger
BGB100-03	100-00	BGB Design Group	SAWPA Irrigation Replacement and Landscape Refresh	12/01/2023	06/30/2024	\$ 5,490.00	\$ -	\$ 5,490.00	\$ 4,700.00	\$ 790.00	David Ruhl
FALC100-01	100-00	Falcon Engineering Services, Inc.	Irrigation Replacement and Landscape Refresh	03/25/2024	06/30/2024	\$ 15,224.48	\$ -	\$ 15,224.48	\$ 6,699.15	\$ 8,525.33	David Ruhl
FEBR100-01	100-00	Fedak & Brown, LLP	Professional Audit Services	04/19/2022	06/30/2025	\$ 78,980.00	\$ -	\$ 78,980.00	\$ 40,930.00	\$ 38,050.00	Karen Williams
GPA100-02	100-00	Gillis & Panichapan Architects	Lobby Security Improvements - Bid Documents and Support	04/19/2023	12/31/2024	\$ 74,600.00	\$ -	\$ 74,600.00	\$ 51,745.00	\$ 22,855.00	David Ruhl
INSOL100-23	100-00	Integrated Systems Solutions	Great Plains and Journyx Support	07/01/2023	06/30/2024	\$ 5,000.00	\$ 3,000.00	\$ 8,000.00	\$ 7,233.50	\$ 766.50	Dean Unger
KON100-08	100-00	Konica Minolta - Rental	Copiers and Scanners Lease	01/15/2021	01/15/2025	\$ 29,040.00	\$ -	\$ 29,040.00	\$ 26,982.01	\$ 2,057.99	Dean Unger
LSGK100-12	100-00	Lagerlof, LLP	Legal Services	07/01/2023	06/30/2024	\$ 94,720.00	\$ -	\$ 94,720.00	\$ 41,070.00	\$ 53,650.00	Jeff Mosher
NEO100-01	100-00	NEOGOV	NEOGOV and Governmentjobs.com	05/17/2023	06/30/2025	\$ 13,527.00	\$ -	\$ 13,527.00	\$ 7,736.25	\$ 5,790.75	Karen Williams
NICO100-12	100-00	Nicolay Consulting Group	GASB 75 OPEB Actuarial Services	04/19/2024	06/30/2025	\$ 5,400.00	\$ -	\$ 5,400.00	\$ -	\$ 5,400.00	Karen Williams
NSL100-01	100-00	Nate Sassaman Leadership	SAWPA Leadership Services	07/01/2023	06/30/2024	\$ 24,000.00	\$ -	\$ 24,000.00	\$ 20,000.00	\$ 4,000.00	Karen Williams
QOVO100-01	100-00	QOVO Solutions	Security Camera System	07/01/2023	06/30/2024	\$ 28,962.87	\$ 4,235.82	\$ 33,198.69	\$ 33,183.16	\$ 15.53	Dean Unger
RAA100-02	100-00	Ralph Anderson & Associates	Classification and Compensation Study	03/01/2023	07/31/2024	\$ 42,800.00	\$ -	\$ 42,800.00	\$ -	\$ 42,800.00	Karen Williams
SOL100-15	100-00	Sol Media	Website Related Changes	07/01/2023	06/30/2024	\$ 17,280.00	\$ -	\$ 17,280.00	\$ 17,040.00	\$ 240.00	Dean Unger
SOL100-18	100-00	Sol Media	Website Related Changes	07/01/2024	06/30/2025	\$ 20,400.00	\$ -	\$ 20,400.00	\$ -	\$ 20,400.00	Dean Unger
ZHAP100-01	100-00	Zhappo Studios	On-Demand Graphic Design Services	01/29/2024	01/29/2025	\$ 7,310.00	\$ -	\$ 7,310.00	\$ 1,555.50	\$ 5,754.50	Karen Williams
BMH100-03	100-03	Bell, McAndrews, & Hiltachk	FPPC Lobby Reporting	07/01/2022	06/30/2024	\$ 1,320.00	\$ -	\$ 1,320.00	\$ 1,073.00	\$ 247.00	Karen Williams
WCA100-03-06	100-03	West Coast Advisors	State Legislative Consulting Services	01/01/2024	12/31/2024	\$ 117,000.00	\$ -	\$ 117,000.00	\$ 58,500.00	\$ 58,500.00	Jeff Mosher
WO2024-1	240	E S Babcock	Wastewater Sample Collection and Analysis	07/01/2023	06/30/2024	\$ 88,295.50	\$ -	\$ 88,295.50	\$ 66,402.64	\$ 21,892.86	David Ruhl
WO2024-2	240	E S Babcock	Special Events Sample Collection and Analysis	07/01/2023	06/30/2024	\$ 20,000.00	\$ -	\$ 20,000.00	\$ 76.00	\$ 19,924.00	David Ruhl
DOUG240-04	240	Douglas Environmental	On-Call Brine Line Flow Meter Calibration	07/01/2021	06/30/2024	\$ 21,575.00	\$ 7,147.50	\$ 28,722.50	\$ 28,075.00	\$ 647.50	Daniel Vasquez
DUDK240-07	240	Dudek	Inland Empire Brine Line Master Plan	11/01/2022	06/30/2024	\$ 399,980.00	\$ -	\$ 399,980.00	\$ 306,466.52	\$ 93,513.48	David Ruhl
DUDK240-08	240	Dudek	Hydraulic Modeling Assistance	03/27/2023	06/30/2024	\$ 20,000.00	\$ 20,000.00	\$ 40,000.00	\$ 20,711.25	\$ 19,288.75	David Ruhl
DUDK240-09	240	Dudek	Inland Empire Brine Line Engineering Services	07/01/2023	06/30/2024	\$ 15,000.00	\$ -	\$ 15,000.00	\$ 1,960.00	\$ 13,040.00	David Ruhl
DUDK240-10	240	Dudek	Brine Line Sewer System Management Plan Audit 2024	07/01/2024	06/30/2025	\$ 28,220.00	\$ -	\$ 28,220.00	\$ -	\$ 28,220.00	Daniel Vasquez
GIS240-01	240	GIS Surveying	On-Call Surveying Services	07/01/2023	06/30/2025	\$ 22,402.50	\$ -	\$ 22,402.50	\$ -	\$ 22,402.50	Daniel Vasquez

Santa Ana Watershed Project Authority
Open Task Orders
May-24
(Reflects Invoices Received as of 06/17/2024)

Task Order No. Project Contracts	Fund No.	Vendor Name	Task Description	Begin Date	End Date	Original Contract	Change Orders	Total Contract	Billed To Date	Contract Balance	SAWPA Manager
INN240-04	240	Innerline Engineering	Brine Line On-Call Inspection Services	07/01/2021	06/30/2024	\$ 99,050.00	\$ -	\$ 99,050.00	\$ 15,616.38	\$ 83,433.62	Daniel Vasquez
INN240-05	240	Innerline Engineering	Brine Line Pipeline Cleaning Services	07/01/2022	06/30/2024	\$ 264,880.00	\$ -	\$ 264,880.00	\$ 87,410.00	\$ 177,470.00	Daniel Vasquez
INN240-06	240	Innerline Engineering	Brine Line Pipeline Cleaning Services	07/01/2024	06/30/2026	\$ 316,700.00	\$ -	\$ 316,700.00	\$ -	\$ 316,700.00	Daniel Vasquez
INN240-07	240	Innerline Engineering	On-Call CCTV	07/01/2024	06/30/2026	\$ 102,530.00	\$ -	\$ 102,530.00	\$ -	\$ 102,530.00	Daniel Vasquez
PAT240-01	240	Patriot Environmental Services	On-Call Draining and Emergency Response	07/01/2023	06/30/2025	\$ 121,760.00	\$ -	\$ 121,760.00	\$ -	\$ 121,760.00	Daniel Vasquez
PE240-01	240	PE Instruments	Brine Line Flow Meter Calibration Services	07/01/2024	06/30/2026	\$ 19,950.00	\$ -	\$ 19,950.00	\$ -	\$ 19,950.00	Daniel Vasquez
W&C320-01	320-03	Woodard & Curran	Reach IV and IV-B DIP Condition Assessment	02/09/2023	06/30/2024	\$ 392,356.00	\$ 65,113.00	\$ 457,469.00	\$ 341,075.35	\$ 116,393.65	Daniel Vasquez
W&C327-03	327	Woodard & Curran	IEBL Reach IV-D Rehabilitation Work Plan Mid-Term Recommendations	09/05/2023	06/30/2024	\$ 247,174.00	\$ -	\$ 247,174.00	\$ 180,464.73	\$ 66,709.27	Daniel Vasquez
DUDK328-02	328	Dudek	Agua Mansa Lateral Engineering Services During Construction	05/01/2023	06/30/2024	\$ 52,670.00	\$ 25,000.00	\$ 77,670.00	\$ 76,385.73	\$ 1,284.27	David Ruhl
DUDK328-03	328	Dudek	Agua Mansa Lateral Project - Biological Survey and Monitoring	03/31/2024	06/30/2024	\$ 13,730.00	\$ -	\$ 13,730.00	\$ 2,438.75	\$ 11,291.25	David Ruhl
FALC328-01	328	Falcon Engineering	Agua Mansa Lateral Project Construction Management & Inspection Services	08/14/2023	06/30/2024	\$ 78,922.00	\$ 127,618.30	\$ 206,540.30	\$ 197,203.05	\$ 9,337.25	David Ruhl
WSC373-02	373	Water Systems Consulting	FYE 2024 Roundtable of Regions Network Coordinator	07/01/2023	06/30/2024	\$ 72,900.00	\$ -	\$ 72,900.00	\$ 53,748.92	\$ 19,151.08	Ian Achimore
CWE374-01	374	CWE	Basin Monitoring Program Task Force SAR Surface Water Quality Monitoring	09/05/2023	02/15/2027	\$ 93,711.00	\$ -	\$ 93,711.00	\$ 30,480.55	\$ 63,230.45	Ian Achimore
KSC374-03	374	Kahn, Soares, & Conway	Basin Monitoring TF Regulatory Support	07/01/2023	06/30/2025	\$ 133,000.00	\$ -	\$ 133,000.00	\$ 57,990.41	\$ 75,009.59	Rachel Gray
WEST374-02	374	West Yost	Ambient Water Quality Pilot Study for Nitrogen and TDS	12/30/2022	03/31/2025	\$ 339,960.00	\$ -	\$ 339,960.00	\$ 273,950.95	\$ 66,009.05	Rachel Gray
DRI378-01	378	Board of Regents of the Nevada System of Higher Education	Weather Modification Pilot Validation	10/26/2022	10/17/2027	\$ 155,000.00	\$ -	\$ 155,000.00	\$ 8,563.34	\$ 146,436.66	Rachel Gray
NAWC370-03	378	North American Weather Consultants	SAR Weather Modification Pilot Operations	07/01/2022	06/30/2026	\$ 1,061,912.00	\$ 35,160.00	\$ 1,097,072.00	\$ 337,197.90	\$ 759,874.10	Rachel Gray
GEI384-02	384-01	GEI Consultants	MSAR TMDL - Limited Basin Plan Amendment Revisions	07/01/2022	06/30/2024	\$ 67,000.00	\$ -	\$ 67,000.00	\$ 47,656.25	\$ 19,343.75	Rick Whetsel
KSC384-03	384-01	Kahn, Soares, & Conway	MSAR Pathogen TMDL TF Regulatory Support	07/01/2023	06/30/2025	\$ 148,500.00	\$ -	\$ 148,500.00	\$ 11,560.00	\$ 136,940.00	Rick Whetsel
CDM386-16	386	CDM Smith	Implementation of SAR Regional Bacteria Monitoring Program	01/01/2021	09/30/2024	\$ 1,070,535.00	\$ 56,065.00	\$ 1,126,600.00	\$ 1,089,126.09	\$ 37,473.91	Rick Whetsel
GEI386-02	386	GEI Consultants	Santa Ana River Regional Bacteria Monitoring Program	02/01/2024	06/30/2027	\$ 1,191,054.00	\$ -	\$ 1,191,054.00	\$ 29,425.75	\$ 1,161,628.25	Rick Whetsel
IERC387-01	387	Inland Empire Resource Conservation District	Arundo Donax Removal in the SAR Basin Headwaters	07/19/2022	12/31/2027	\$ 147,777.07	\$ -	\$ 147,777.07	\$ 65,215.73	\$ 82,561.34	Ian Achimore
JPW392-02	392	JPW Communications	Emerging Constituents Program Public Relations Support	07/01/2023	06/30/2025	\$ 114,954.00	\$ -	\$ 114,954.00	\$ 57,007.20	\$ 57,946.80	Rachel Gray
KSC392-03	392	Kahn, Soares, & Conway	Emerging Constituents Program TF Regulatory Support	07/01/2023	06/30/2025	\$ 48,000.00	\$ -	\$ 48,000.00	\$ 4,680.00	\$ 43,320.00	Rachel Gray
ECOT397-04	397	EcoTech Services	WECAN Riverside Eastside Climate Collaborative Landscaping	07/19/2022	12/31/2025	\$ 567,150.00	\$ -	\$ 567,150.00	\$ 116,552.33	\$ 450,597.67	Rick Whetsel
QUAN504-01	504-04	Quantum Spatial, Inc.	Water Efficiency Budget Assistance	02/10/2021	04/30/2025	\$ 594,387.00	\$ 39,599.00	\$ 633,986.00	\$ 566,221.84	\$ 67,764.16	Ian Achimore
RMC504-401-10	504-04	Woodard & Curran	SARCCUP Program Mgmt. Services	07/01/2023	06/30/2024	\$ 60,906.00	\$ 30,051.31	\$ 90,957.31	\$ 63,068.75	\$ 27,888.56	Ian Achimore

Santa Ana Watershed Project Authority
Open Task Orders
May-24
(Reflects Invoices Received as of 06/17/2024)

Task Order No.	Fund No.	Vendor Name	Task Description	Begin Date	End Date	Original Contract	Change Orders	Total Contract	Billed To Date	Contract Balance	SAWPA Manager
Project Contracts											
RMC504-401-11	504-04	Woodard & Curran	SARCCUP Program Mgmt. Services	07/01/2024	06/30/2025	\$ 136,098.00	\$ -	\$ 136,098.00	\$ -	\$ 136,098.00	Ian Achimore

\$ 4,866,904.37

LIST OF SAWPA FUNDS

Fund No.	Fund Description	Fund Group
100-00	General Fund	General
100-03	State Legislative/Regulatory Outreach	General
100-04	Federal Legislative/Regulatory Outreach	General
145	Proposition 84 – Program Management – 2015 Round	OWOW
150	Proposition 1 – R1 Program Management	OWOW
155	Proposition 1 – R2 Program Management	OWOW
240	Brine Line Enterprise	Brine Line
320-01	Brine Line Protection – Downstream Prado	Capital Projects
320-03	Brine Line Protection Above Prado	Capital Projects
320-04	Brine Line Protection D/S Prado in Riverside County	Capital Projects
327	Reach IV-D Corrosion Repair	Capital Projects
328	Aqua Mansa Lateral Project	Capital Projects
370-01	Basin Planning General	OWOW
370-02	USBR Partnership Studies	OWOW
373	Watershed Management (OWOW)	OWOW
374	Basin Monitoring Program Task Force	Roundtable
377	PFAS Study	OWOW
378	Weather Modification	OWOW
381	Santa Ana River Fish Conservation	Roundtable
384-01	MSAR TMDL Task Force	Roundtable
386	Regional Water Quality Monitoring Task Force	Roundtable
387	Arundo Management & Habitat Restoration	Roundtable
392	Emerging Constituents Task Force	Roundtable
397	Energy – Water DAC Grant Project	OWOW
398	DCI 2021 Drought Relief Grant	OWOW
477	LESJWA Administration	Roundtable
504-01	Proposition 84 – Capital Projects Round 1 & 2	OWOW
504-04	Proposition 84 – Final Round SARCCUP	OWOW
505-00	Proposition 1 – SAWPA Capital Projects	OWOW
505-01	Proposition 1 – Round I Capital Projects	OWOW
505-02	Proposition 1 – Round II Capital Projects	OWOW

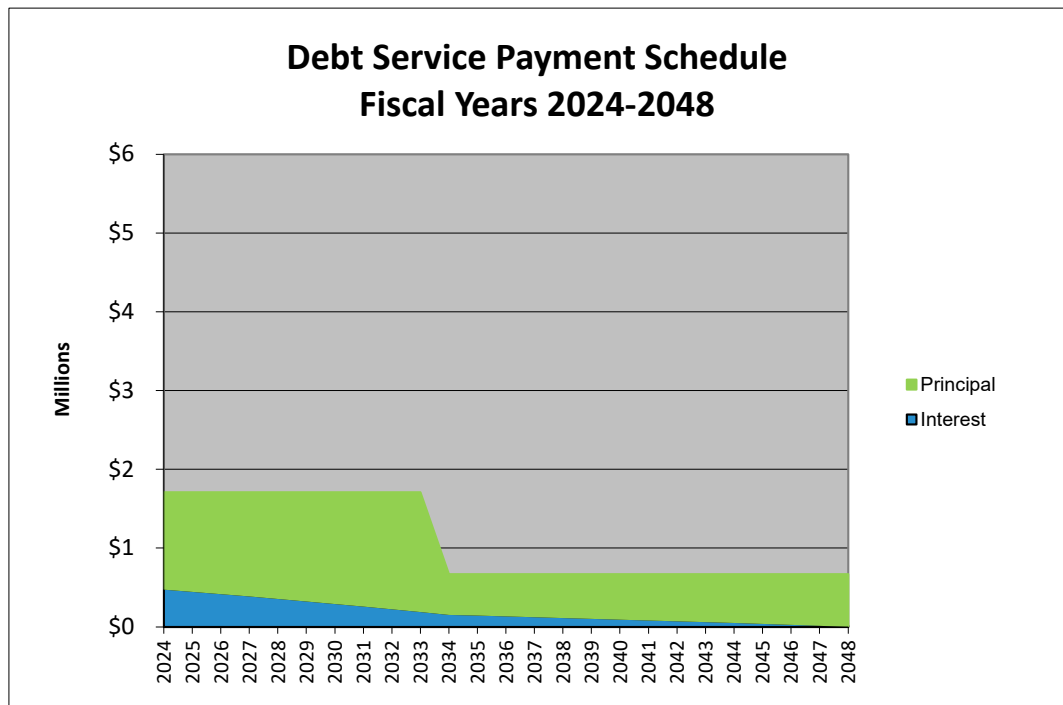
Santa Ana Watershed Project Authority
 Brine Line Debt Service Funding Analysis
 May 31, 2024

FYE	Rates	Loan Pymts	Interest Earned *	Excess Cash	Ending Cash Balance
Beginning Balance					2,899,430
2024	1,709,476	(1,709,476)	57,989	57,989	3,015,407
2025	1,709,476	(1,709,476)	60,308	60,308	3,075,715
2026	1,709,476	(1,709,476)	61,514	61,514	3,137,230
2027	1,709,476	(1,709,476)	62,745	62,745	3,199,974
2028	1,709,476	(1,709,476)	63,999	63,999	3,263,974
2029	1,709,476	(1,709,476)	65,279	65,279	3,329,253
2030	1,709,476	(1,709,476)	66,585	66,585	3,395,838
2031	1,709,476	(1,709,476)	67,917	67,917	3,463,755
2032	1,709,476	(1,709,476)	69,275	69,275	3,533,030
2033	1,709,476	(1,709,476)	70,661	70,661	3,603,691
2034	665,203	(665,203)	72,074	72,074	3,675,765
2035	665,203	(665,203)	73,515	73,515	3,749,281
2036	665,203	(665,203)	74,986	74,986	3,824,265
2037	665,203	(665,203)	76,485	76,485	3,900,752
2038	665,203	(665,203)	78,015	78,015	3,978,766
2039	665,203	(665,203)	79,575	79,575	4,058,341
2040	665,203	(665,203)	81,167	81,167	4,139,508
2041	665,203	(665,203)	82,790	82,790	4,222,298
2042	665,203	(665,203)	84,446	84,446	4,306,744
2043	665,203	(665,203)	86,135	86,135	4,392,879
2044	665,203	(665,203)	87,858	87,858	4,480,737
2045	665,203	(665,203)	89,615	89,615	4,570,351
2046	665,203	(665,203)	91,407	91,407	4,661,758
2047	665,203	(665,203)	93,235	93,235	4,754,993
2048	665,203	(665,203)	95,100	95,100	4,850,093
	27,072,795	(27,072,795)	1,892,675	1,892,675	-

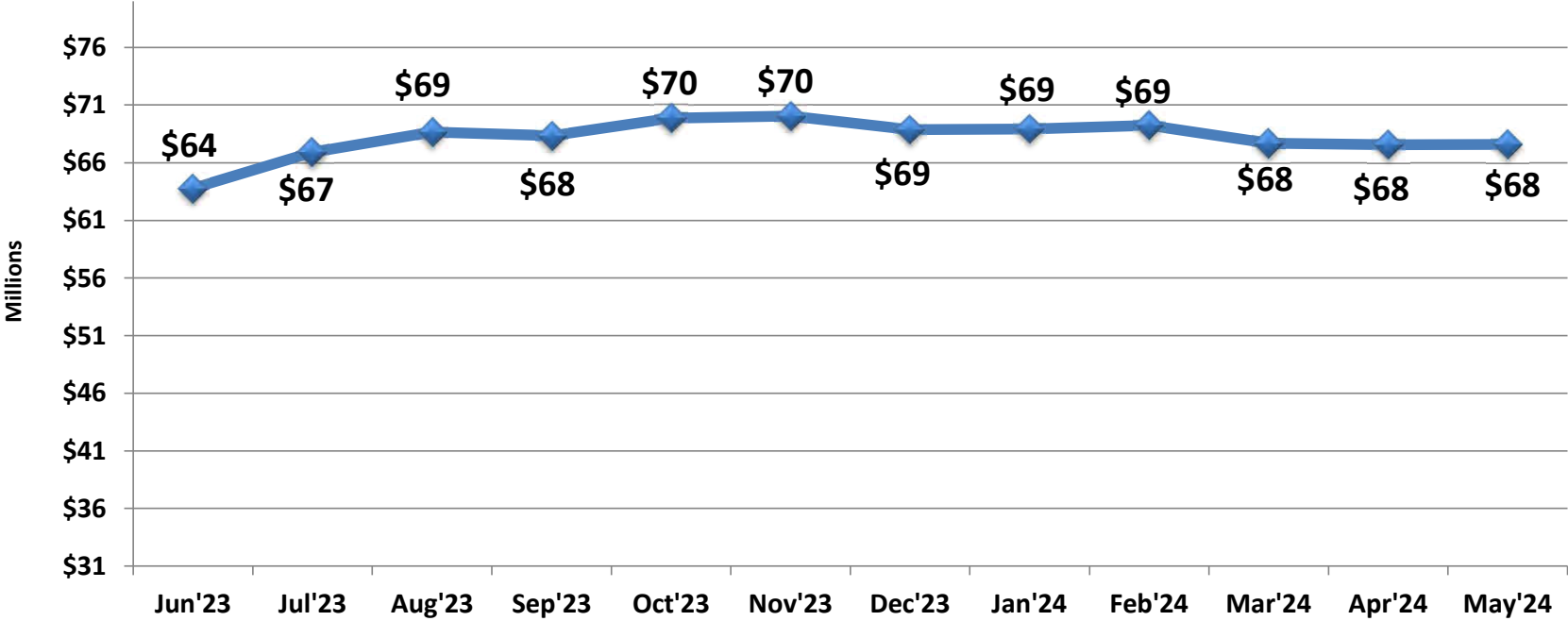
*Interest earned is based on a conservative 2.00% average return over the period

Santa Ana Watershed Project Authority
 Brine Line Debt Service Payment Schedule
 May 31, 2024

FYE	Interest	Principal	Total Payment	Remaining Principal
2024	486,080	1,223,395	1,709,476	21,009,919
2025	457,181	1,252,295	1,709,476	19,757,624
2026	427,585	1,281,891	1,709,476	18,475,733
2027	397,276	1,312,199	1,709,476	17,163,534
2028	366,237	1,343,239	1,709,476	15,820,295
2029	334,449	1,375,027	1,709,476	14,445,268
2030	301,894	1,407,582	1,709,476	13,037,686
2031	268,553	1,440,923	1,709,476	11,596,763
2032	234,407	1,475,068	1,709,476	10,121,694
2033	199,437	1,510,039	1,709,476	8,611,656
2034	163,621	501,581	665,203	8,110,075
2035	154,091	511,111	665,203	7,598,964
2036	144,380	520,822	665,203	7,078,141
2037	134,485	530,718	665,203	6,547,424
2038	124,401	540,801	665,203	6,006,622
2039	114,126	551,077	665,203	5,455,545
2040	103,655	561,547	665,203	4,893,998
2041	92,986	572,217	665,203	4,321,782
2042	82,114	583,089	665,203	3,738,693
2043	71,035	594,167	665,203	3,144,526
2044	59,746	605,457	665,203	2,539,069
2045	48,242	616,960	665,203	1,922,109
2046	36,520	628,682	665,203	1,293,427
2047	24,575	640,627	665,203	652,799
2048	12,403	652,799	665,203	(0)



Total Cash & Investments





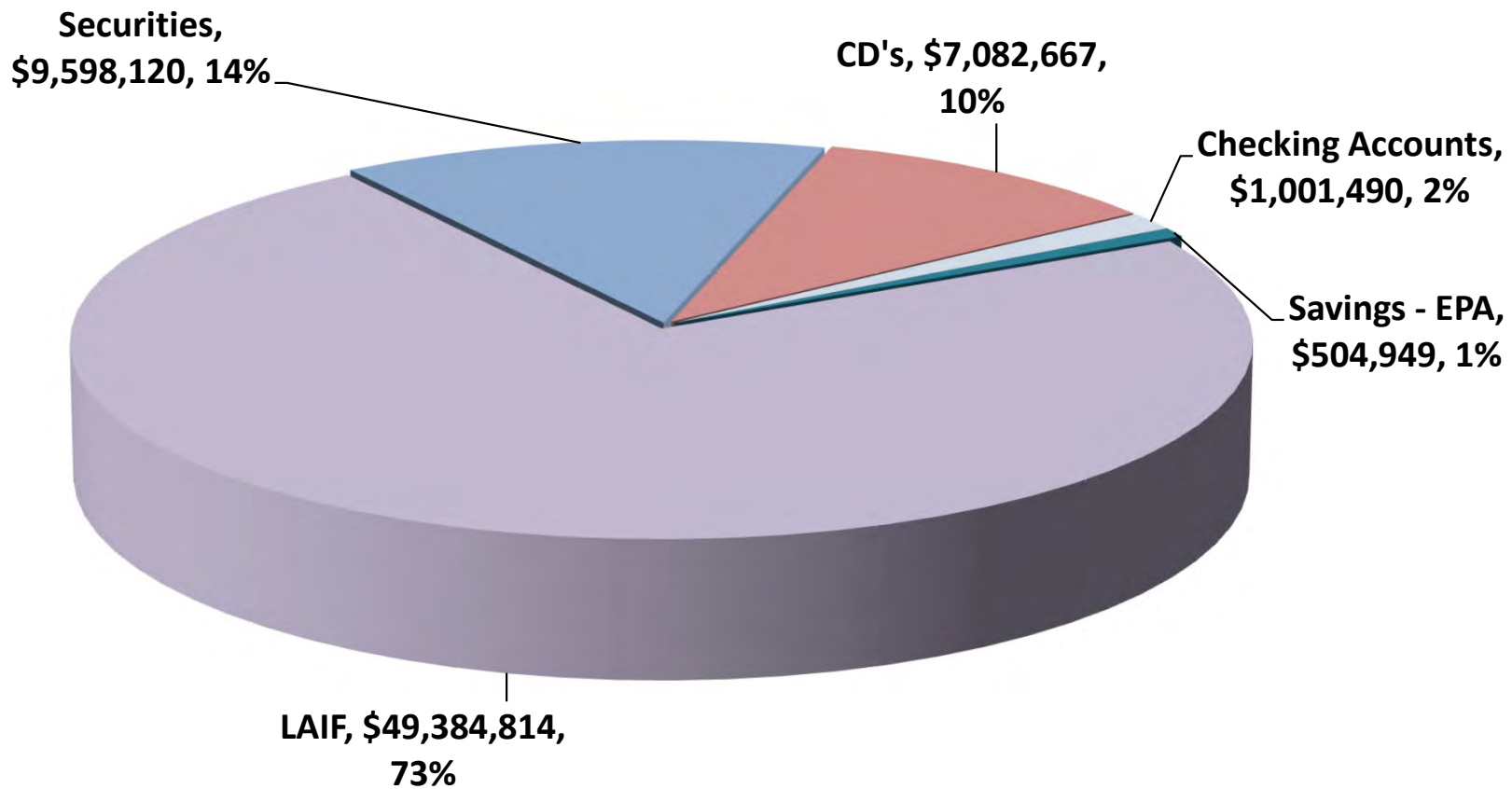
CASH BALANCE & SOURCE OF FUNDS

May 31, 2024

Fund Accounts		Total	Cash and Investments					Total
			Checking (Cash)	LAIF Account	Savings EPA	Investment Securities	Certificates of Deposit	
100	General Fund	\$ 1,999,443	1,001,490	997,953	-	-	-	\$ 1,999,443
100	Building Reserve	\$ 620,007	-	620,007	-	-	-	\$ 620,007
370	Basin Planning General	\$ 56,664	-	56,664	-	-	-	\$ 56,664
370	USBR Partnership Studies	\$ 47,184	-	47,184	-	-	-	\$ 47,184
373	Watershed Management Plan	\$ 188,031	-	188,031	-	-	-	\$ 188,031
240	Brine Line Debt Retirement	\$ 2,979,538	-	2,979,538	-	-	-	\$ 2,979,538
240	Brine Line - Pipeline Replacement & Capital Improvement	\$ 32,842,697	-	16,161,910	-	9,598,120	7,082,667	\$ 32,842,697
240	Brine Line - OC San Pipeline Rehabilitation	\$ 2,849,924	-	2,849,924	-	-	-	\$ 2,849,924
240	Brine Line - Pipeline Capacity Management	\$ 12,671,389	-	12,671,389	-	-	-	\$ 12,671,389
240	Brine Line - OC San Future Treatment & Disposal Capacity	\$ 1,940,031	-	1,940,031	-	-	-	\$ 1,940,031
240	Brine Line - Operating Reserve	\$ 2,240,462	-	2,240,462	-	-	-	\$ 2,240,462
240	Brine Line - Operating Cash	\$ 4,975,947	-	4,975,947	-	-	-	\$ 4,975,947
401	Legal Defense Fund	\$ 504,949	-	-	504,949	-	-	\$ 504,949
374	Basin Monitoring Program TF	\$ 682,475	-	682,475	-	-	-	\$ 682,475
377	PFAS Study	\$ 489,807	-	489,807	-	-	-	\$ 489,807
381	SAR Fish Conservation	\$ 115,120	-	115,120	-	-	-	\$ 115,120
384	Middle SAR TMDL TF	\$ 366,674	-	366,674	-	-	-	\$ 366,674
386	RWQ Monitoring TF	\$ 184,749	-	184,749	-	-	-	\$ 184,749
387	Mitigation Bank Credits	\$ 751,763	-	751,763	-	-	-	\$ 751,763
392	Emerging Constituents TF	\$ 174,054	-	174,054	-	-	-	\$ 174,054
504	Prop 84 - SARCCUP Projects	\$ 796,391	-	796,391	-	-	-	\$ 796,391
505	Prop 1 - Capital Projects	\$ 94,740	-	94,740	-	-	-	\$ 94,740
		\$ 67,572,040	\$ 1,001,490	\$ 49,384,814	\$ 504,949	\$ 9,598,120	\$ 7,082,667	\$ 67,572,040

Cash & Investments - May 2024

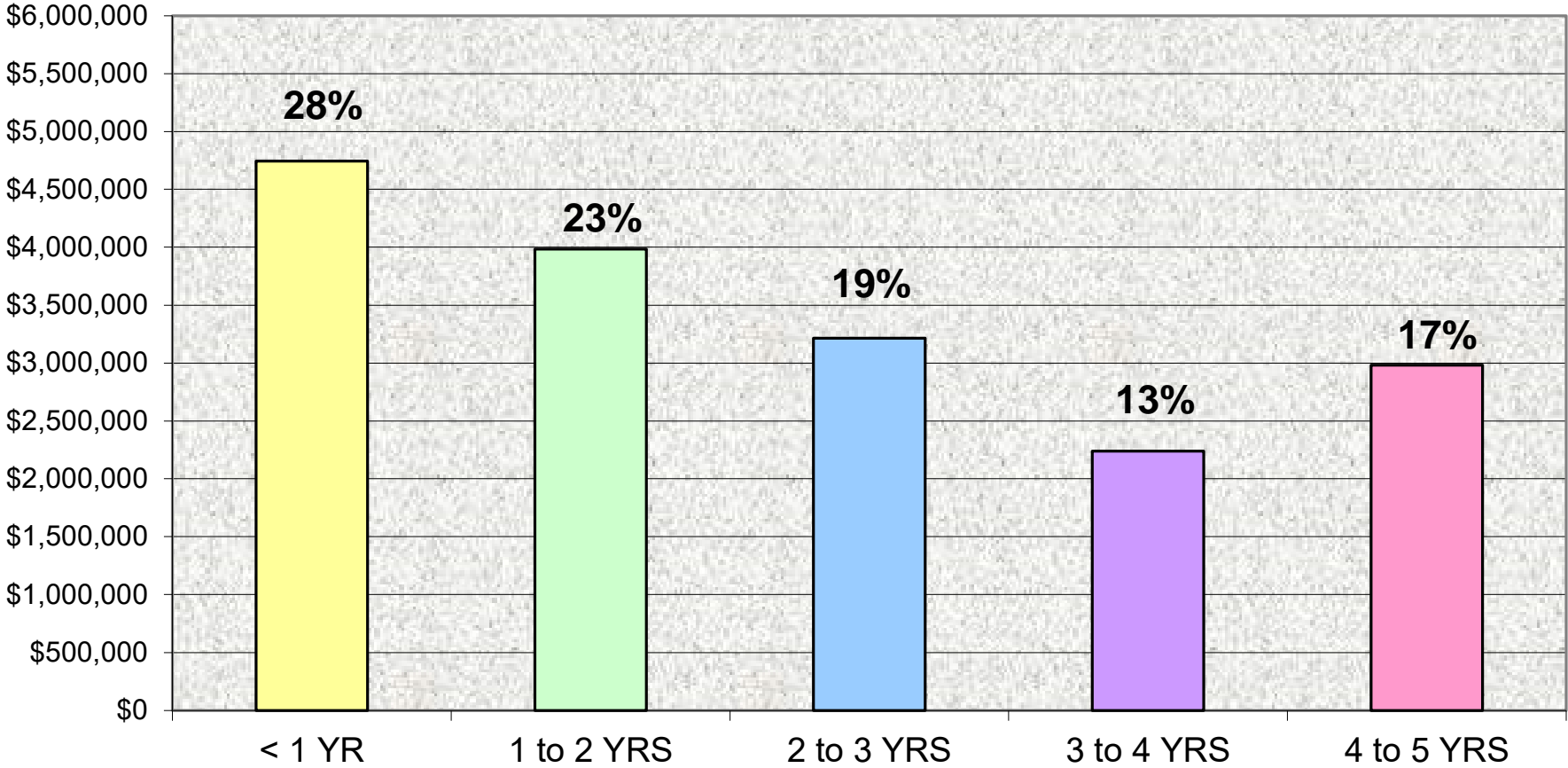
\$67,572,040



Santa Ana Watershed Project Authority
Reserve Account Analysis
May 31, 2024

Reserve Account	Balance @ 7/1/2023	Interest Earned	Fund Receipts/ Contributions	Inter-Fund Loans	Fund Expenses	Balance @ 5/31/2024	Estimated Fund Changes	Balance @ 6/30/2024
Brine Line Operating Cash	3,191,159	128,074	11,781,099		(10,124,385)	4,975,947		4,975,947
Brine Line Operating Reserve	2,302,489	79,332			(141,358)	2,240,462		2,240,462
OC San Future Treatment & Disposal Capacity	1,872,799	67,231				1,940,030		1,940,030
Pipeline Capacity Management	12,232,268	439,121				12,671,389		12,671,389
Pipeline Replacement & Capital Investment	32,305,799	1,085,565	2,547,691		(3,096,358)	32,842,697	657,377	33,500,074
OC San Pipeline Rehabilitation	2,429,092	95,523	325,309			2,849,924		2,849,924
Debt Retirement	2,876,283	103,254				2,979,538		2,979,538
General Fund	1,496,265	116,021	724,556	(682,724)	345,325	1,999,443		1,999,443
Building Reserve	737,493	28,004	100,000		(245,490)	620,007		620,007
	59,443,647	2,142,125	15,478,655	(682,724)	(13,262,266)	63,119,437	657,377	63,776,814

Twelve Month Maturity Schedule Securities



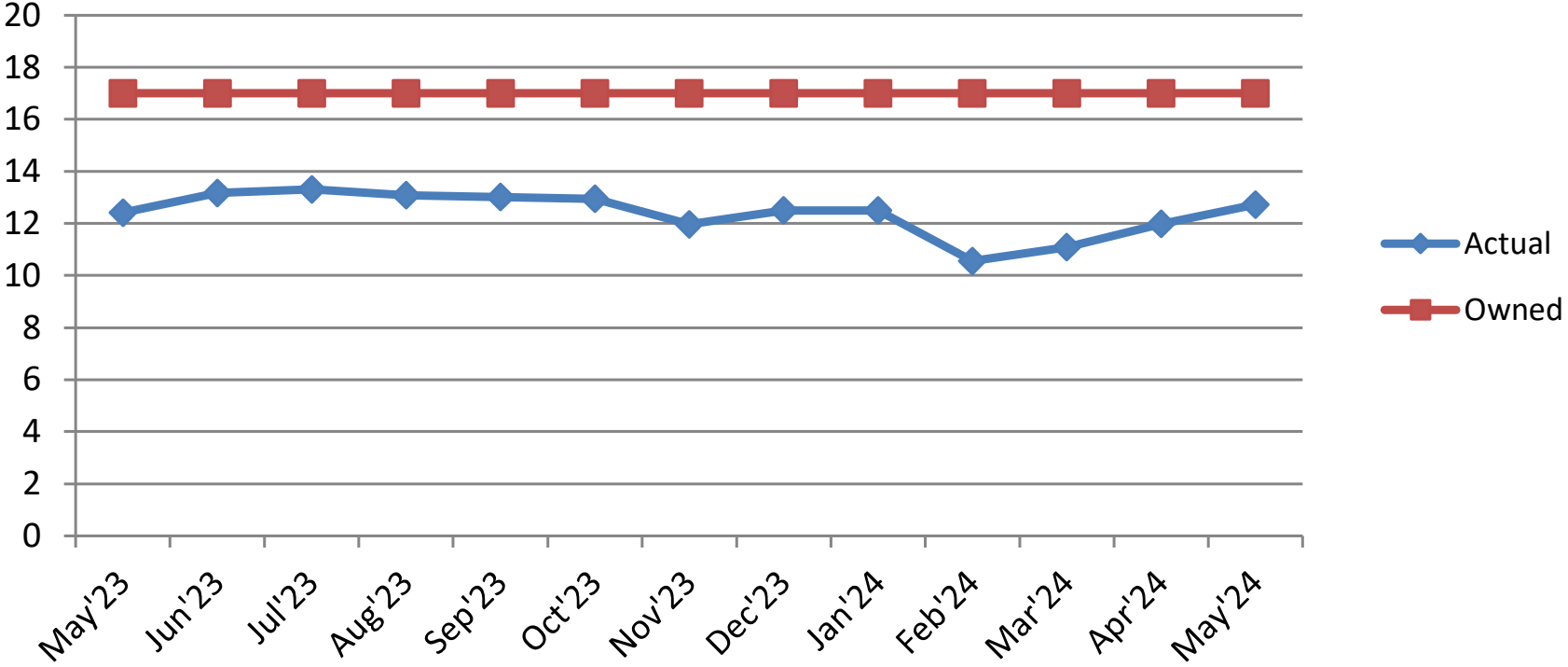
SAWPA
TREASURER'S REPORT
As of May 31, 2024

Investment Commercial

Safekeeping US Bank

Type	Security	Purchase Date	Maturity Date	Unit Cost	Cost	Principal	Current Value	Market Value	Interest Rate
Agency	FHLB	2/4/2020	12/13/2024	106.25	\$ 531,250.00	\$ 500,000.00	\$ 500,000.00	493,065.00	2.750%
Agency	FHLB	6/21/2022	6/28/2024	99.11	\$ 991,130.00	\$ 1,000,000.00	\$ 1,000,000.00	997,682.84	2.750%
Agency	FHLB	8/30/2022	11/27/2024	100.00	\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00	991,238.67	3.650%
Agency	FHLB	10/28/2022	10/3/2024	99.89	\$ 998,910.00	\$ 1,000,000.00	\$ 1,000,000.00	996,671.55	4.500%
Agency	FHLB	11/4/2022	9/10/2027	99.20	\$ 991,965.00	\$ 1,000,000.00	\$ 1,000,000.00	981,495.44	4.125%
Agency	FHLB	6/6/2023	12/13/2024	99.99	\$ 499,966.50	\$ 500,000.00	\$ 500,000.00	497,523.58	4.625%
Agency	FHLB	6/6/2023	6/9/2028	100.50	\$ 502,505.00	\$ 500,000.00	\$ 500,000.00	489,100.55	4.000%
Agency	FHLB	1/25/2024	6/30/2028	99.73	\$ 999,170.00	\$ 1,000,000.00	\$ 1,000,000.00	976,120.81	4.000%
Agency	FNMA	2/4/2020	1/7/2025	101.08	\$ 505,380.00	\$ 500,000.00	\$ 500,000.00	489,086.01	1.625%
Agency	FNMA	10/30/2020	8/25/2025	99.53	\$ 995,952.00	\$ 1,000,000.00	\$ 1,000,000.00	943,198.92	0.375%
Agency	USTN	4/19/2021	11/30/2025	98.25	\$ 982,500.00	\$ 1,000,000.00	\$ 1,000,000.00	932,734.38	0.375%
Agency	USTN	9/15/2021	5/31/2025	99.58	\$ 989,726.56	\$ 1,000,000.00	\$ 1,000,000.00	952,011.72	0.250%
CD	American Express Natl Bank	8/17/2022	8/19/2024	100.00	\$ 245,000.00	\$ 245,000.00	\$ 245,000.00	243,898.54	3.350%
CD	Beal Bank USA	8/17/2022	8/12/2026	100.00	\$ 245,000.00	\$ 245,000.00	\$ 245,000.00	235,792.93	3.200%
CD	Synchrony Bank	8/12/2022	8/12/2025	100.00	\$ 245,000.00	\$ 245,000.00	\$ 245,000.00	239,569.50	3.350%
CD	Capital One Bank USA	5/25/2022	5/25/2027	100.00	\$ 246,000.00	\$ 246,000.00	\$ 246,000.00	234,728.92	3.200%
CD	Morgan Stanley Private Bank	11/15/2022	11/15/2027	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	248,097.61	5.000%
CD	Prime Alliance Bank	11/17/2022	11/17/2027	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	247,985.34	4.950%
CD	Cooperative Center FSU	12/29/2022	12/29/2025	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	247,077.61	4.650%
CD	Affinity Bank	3/17/2023	3/17/2028	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	249,265.43	4.900%
CD	Discover Bank	3/22/2023	3/23/2027	100.00	\$ 243,000.00	\$ 243,000.00	\$ 243,000.00	243,924.99	5.050%
CD	Global Fed CR UN - Alaska	5/12/2023	5/12/2027	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	247,221.21	4.600%
CD	UBS Bank USA	5/17/2023	5/17/2027	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	246,890.45	4.550%
CD	BMW Bank of North America	6/16/2023	6/16/2026	100.00	\$ 244,000.00	\$ 244,000.00	\$ 244,000.00	241,803.50	4.600%
CD	Farmers Insurance Group	7/26/2023	7/27/2026	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	248,354.32	5.100%
CD	Barclays Bank Delaware	7/26/2023	7/28/2025	100.00	\$ 243,000.00	\$ 243,000.00	\$ 243,000.00	242,511.35	5.100%
CD	Chartway Federal Credit Uni	9/8/2023	9/8/2027	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	249,376.76	5.000%
CD	Greenstate Credit Union	9/26/2023	9/26/2028	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	250,965.21	5.000%
CD	Empower Fed Cedit Union	9/29/2023	9/29/2027	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	250,214.88	5.100%
CD	US Alliance Fed Credit Union	9/29/2023	9/29/2028	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	251,948.84	5.100%
CD	Numerica Credit Union	11/10/2023	11/10/2026	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	251,316.64	5.550%
CD	Heritage Community CR UN	11/15/2023	11/16/2026	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	250,818.02	5.450%
CD	Members Trust of SW FCU	1/19/2024	1/19/2029	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	242,154.61	4.000%
CD	Hughes FCU	1/29/2024	1/29/2027	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	245,796.93	4.400%
CD	Farmers & Merchants TR	1/30/2024	2/1/2027	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	244,242.28	4.150%
CD	Nicolet National Bank	3/8/2024	3/8/2029	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	244,780.31	4.250%
CD	Medallion Bank	3/13/2024	3/15/2027	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	247,037.02	4.600%
CD	Wells Fargo Bank	3/12/2024	3/12/2027	100.00	\$ 249,000.00	\$ 249,000.00	\$ 249,000.00	246,438.13	4.500%
CD	Toyota Financial SGS Bank	5/24/2024	5/24/2029	100.00	\$ 244,000.00	\$ 244,000.00	\$ 244,000.00	243,643.65	4.600%
CD	First Foundation Bank	5/22/2024	5/22/2029	100.00	\$ 244,000.00	\$ 244,000.00	\$ 244,000.00	243,637.01	4.600%
CD	Alliant Credit Union	12/30/2022	12/30/2025	100.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	247,783.53	5.100%
					\$17,156,455.06	\$17,168,000.00	\$17,168,000.00	16,867,204.99	4.049%

Average Daily Flow by Month





SUMMARY OF LABOR MULTIPLIERS

		Benefit Rate
Total Employee Benefits	1,215,140	0.326
Total Payroll	3,723,976	
Gross Indirect Costs	3,700,386	
Less: Member Contributions & Other Revenue	(564,877)	
Indirect Costs for Distribution	3,135,509	
		Indirect Rate
Direct Labor	1,829,920	1.713
Indirect Costs	3,135,509	
FY 2023-24 Labor multiplier - thru 05/31/24		2.040
FY 2023-24 Budgeted Labor multiplier		<u>2.058</u>
FY 2022-23 Labor multiplier		<u>1.984</u>
FY 2021-22 Labor multiplier		<u>1.993</u>
FY 2020-21 Labor multiplier		<u>1.724</u>



INDIRECT COSTS

(to be Distributed)

G/L Acct.	Description	Actual thru 5/31/24
51000	Salaries - Regular	\$ 1,894,056
52000	Benefits	\$ 695,119
60111	Tuition Reimbursement	\$ 6,125
60112	Training	\$ 7,552
60113	Education	\$ 1,076
60114	Other Training & Education	\$ 32,065
60120	Audit Fees	\$ 20,130
60121	Consulting	\$ 91,410
60126	Temporary Services	\$ 5,364
60128	Other Professional Services	\$ 785
60129	Other Contract Services	\$ -
60130	Legal Fees	\$ 16,986
60145	Permit Fees	\$ -
60153	Materials & Supplies	\$ 468
60154	Safety	\$ 1,391
60155	Security	\$ 24,316
60156	Custodial Contract Services	\$ 22,927
60157	Landscaping Maintenance	\$ 20,088
60158	HVAC	\$ 11,689
60159	Facility Repair & Maintenance	\$ 21,559
60160	Telephone	\$ 25,312
60161	Cellular Services	\$ 8,041
60163	Electricity	\$ 18,637
60164	Water Services	\$ 4,013
60170	Equipment Expensed	\$ 3,939
60171	Equipment Rented	\$ 12,023

(Continued - next column)

G/L Acct.	Description	Actual thru 5/31/24
60172	Equipment Repair / Maintenance	\$ 1,290
60180	Computer Hardware	\$ 139,574
60181	Computer Software	\$ 105,372
60182	Internet Services	\$ 21,729
60183	Computer Supplies	\$ 1,478
60184	Computer Repair/Maint	\$ -
60185	Cloud Storage	\$ 26,291
60190	Offsite Meeting/Travel Expense	\$ 4,851
60191	In House Meetings	\$ 519
60192	Conference Expense	\$ 34,996
60193	Car, Repair, Maintenance	\$ -
60200	Dues	\$ 49,194
60202	Subscriptions	\$ 23,975
60203	Contributions	\$ 23,500
60210	Bank Charges	\$ -
60211	Shipping/Postage	\$ 1,620
60212	Office Supplies	\$ 7,268
48000	Commission Fees	\$ 49,190
60221	Commission Mileage Reimb.	\$ 2,602
60222	Other Commission Expense	\$ -
60230	Other Expense	\$ 5,213
60240	Building Lease	\$ 7,344
81010	Retiree Medical Expense	\$ 83,407
80001	Insurance Expense	\$ 51,515
80000	Building Repair/Replacement Reserve	\$ 100,000
80000	Fixed Assets	\$ 14,390

Total Costs \$ 3,700,386

Direct Costs Paid by Projects	\$ 3,214,376
Member Contribution Offset	\$ 450,000
Interest & Other Revenue Offset	\$ 114,877
	\$ 3,779,253

Over (Under) Allocation % 2.1%
Over (Under) Allocation of General Fund Costs \$ 78,867



BENEFITS SUMMARY

(Distributed based on Actual Labor)

<u>G/L Acct</u>	<u>Description</u>		<u>Budget</u>		<u>Actual @ 5/31/24</u>		<u>Projected FYE 2024</u>
70101	FICA Expense	\$	211,101	\$	195,565	\$	211,101
70102	Medicare Expense	\$	59,818	\$	54,123	\$	59,043
70103	State Unemployment Insurance	\$	3,906	\$	3,379	\$	3,686
70104	Worker's Compensation Insurance	\$	72,456	\$	40,372	\$	44,042
70105	State Disability Insurance	\$	39,569	\$	28,554	\$	31,150
70106	PERS Pension Plan	\$	487,199	\$	352,543	\$	384,592
70111	Medical Expense	\$	511,245	\$	436,576	\$	476,265
70112	Dental Expense	\$	28,657	\$	27,789	\$	28,657
70113	Vision Insurance	\$	7,751	\$	6,275	\$	6,846
70114	Life Insurance Expense	\$	15,940	\$	14,363	\$	15,669
70115	Long Term Disability	\$	18,593	\$	16,360	\$	17,847
70116	Wellness Program Expense	\$	3,900	\$	1,790	\$	3,900
70120	Car Allowance	\$	39,000	\$	37,450	\$	40,855
	Total Benefits	\$	1,499,135	\$	1,215,140	\$	1,323,653
	Total Payroll	\$	4,086,368	\$	3,723,976	\$	4,062,519
	Benefits Rate		36.7%		32.6%		32.6%

Santa Ana Watershed Project Authority
 Labor Hours Budget vs Actual
 Month Ending May 31, 2024


Fund	Budget	Actual	%
100 General Fund	27,297	23,871	87.45%
145 Prop 84 - 2015 Program Mgmt	2,140	1,848	86.37%
150 Prop1 - Program Management	1,135	981	86.45%
155 Prop1 Round 2	-	205	-100.00%
240 Brine Line Enterprise	19,253	16,720	86.84%
320 Brine Line Protection	633	22	3.48%
327 Reach IV-D Corrosion Repairs	10	89	887.50%
328 Agua Mansa Lateral Construction	110	193	175.68%
370-01 Basin Planning General	1,830	2,038	111.38%
370-02 USBR Partnership Studies	85	1	0.59%
373 Watershed Management (OWOW)	2,140	1,764	82.44%
374 Basin Monitoring Program TF	620	369	59.52%
377 PFAS Study	220	78	35.34%
378 Weather Modification	215	336	156.28%
381 SAR Fish Conservation	185	92	49.73%
384-01 MSAR TMDL TF	155	97	62.42%
386MONIT RWQ Monitoring TF	115	70	60.43%
387 Arundo Removal & Habitat Restoration	235	295	125.43%
392 Emerging Constituents TF	220	153	69.55%
397ADMIN WECAN Riverside	137	185	134.85%
398RELIE DACI	155	74	47.58%
477-02 LESJWA - Administration	455	364	80.00%
477TMDL LESJWA - TMDL Task Force	375	325	86.60%
504-401IMPLE Prop 84 - Final Round Implementation	65	2	3.08%
504-401PA23 Prop 84 - Final Round PA23 Admin	170	9	5.15%
504-402PA22 Prop84 - Final Round PA22 Admin	240	44	18.13%
504-402RATES Prop 84 - Final Round Water Rates	145	131	90.17%
505-00 Prop1 - Capital Projects	540	277	51.20%
	58,880	50,629	85.99%

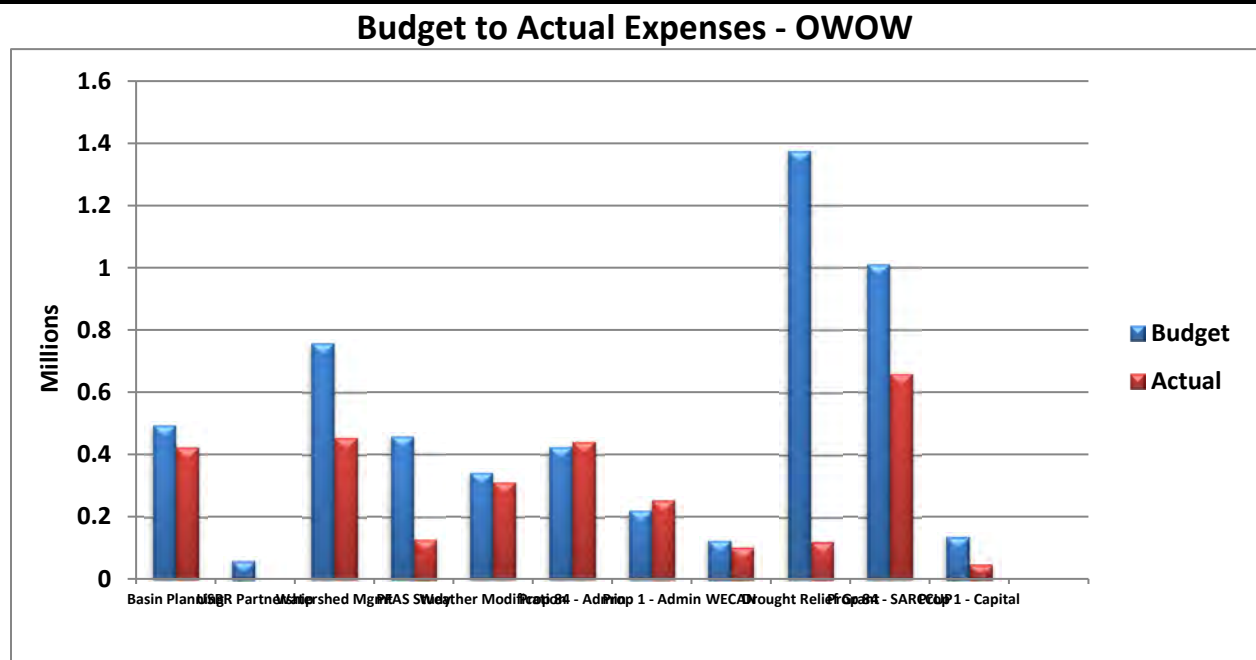
Note: Should be at 91.67% of budget for 11 months

**Santa Ana Watershed Project Authority
PA25 - OWOW Fund - Financial Report
April 2024**

Staff comments provided on the last page are an integral part of this report.

Overview	This report highlights the agency's key financial indicators for the Fiscal Year-to-Date (FYTD) through April 2024 unless otherwise noted.
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Budget to Actual Expenses - OWOW				 Favorable
	Annual Budget	FYTD Budget	FYTD Actual	Favorable (Unfavorable) Variance
Basin Planning General	\$589,459	\$491,216	\$420,991	\$70,225
USBR Partnership Studies	68,859	57,383	133	57,250
Watershed Mgmt. (OWOW)	908,756	757,297	454,232	303,065
PFAS Study	547,652	456,377	129,155	327,222
Weather Modification	410,911	342,426	311,190	31,236
Prop 84 - Administration	508,900	424,083	440,965	(16,882)
Prop 1 – Administration	262,343	218,619	251,215	(32,596)
WECAN - Riverside	147,679	123,066	102,234	20,832
Drought Relief Grant DACI	1,649,378	1,374,482	121,619	1,252,863
Prop 84 – SARCCUP & Other	1,212,085	1,010,071	658,914	351,157
Prop 1 – Capital Projects	163,313	136,094	49,331	86,763
Total	\$6,469,335	\$5,391,114	\$2,939,979	\$2,451,135



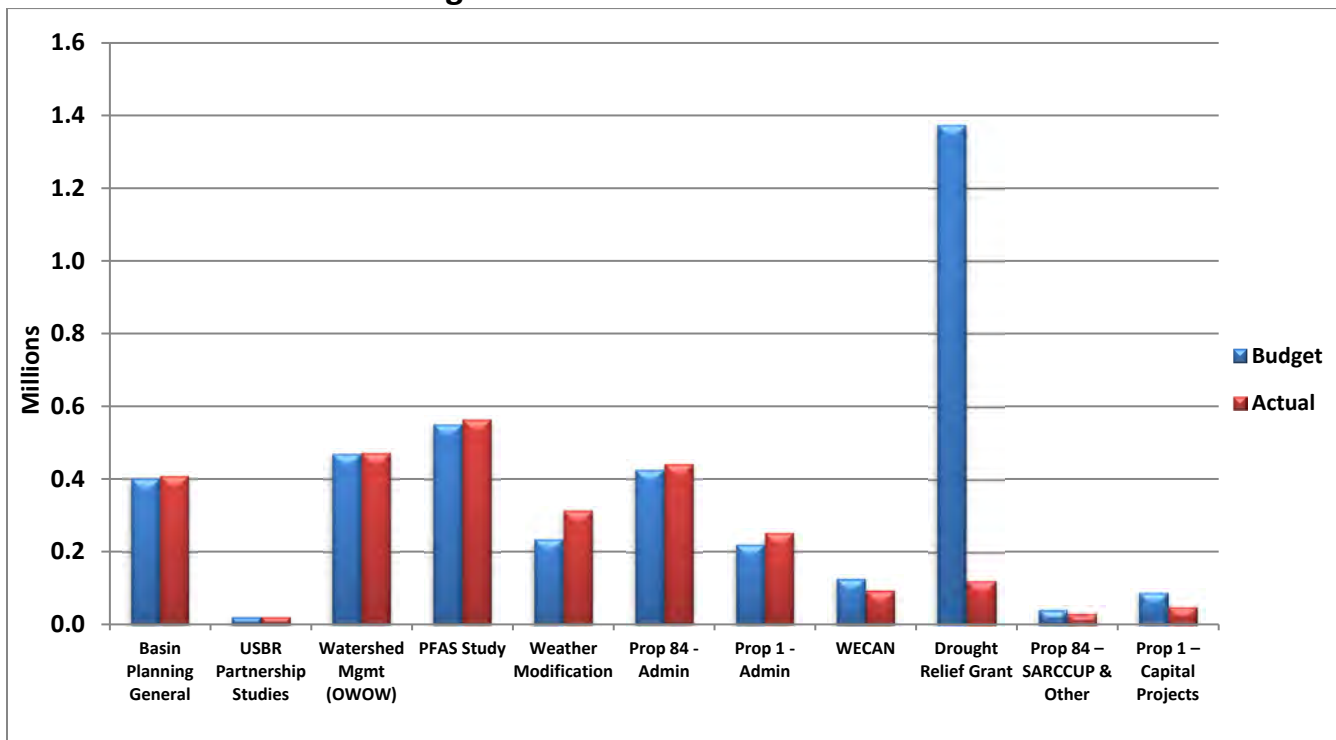
Budget to Actual Revenues - OWOW



Concern





	Annual Budget	FYTD Budget	FYTD Actual	Favorable (Unfavorable) Variance
Basin Planning General	\$500,000	\$400,000	\$407,836	\$7,836
USBR Partnership Studies	70,000	20,000	21,213	1,213
Watershed Mgmt. (OWOW)	767,900	467,900	471,189	3,289
PFAS Study	550,000	550,000	562,997	12,997
Weather Modification	434,500	233,000	311,190	78,190
Prop 84 - Administration	508,900	424,083	440,965	16,882
Prop 1 – Administration	262,343	218,619	251,215	32,596
WECAN - Riverside	147,679	125,764	93,986	(31,778)
Drought Relief Grant - DACI	1,649,378	1,374,482	121,619	(1,252,863)
Prop 84 – SARCCUP & Other	47,584	39,653	29,291	(10,362)
Prop 1 – Capital Projects	105,951	88,293	49,331	(38,962)
Total	\$5,044,235	\$3,941,794	\$2,760,832	(\$1,180,962)

Budget to Actual Revenues - OWOW



Reserve Fund Balance	
	Amount
Basin Planning General	\$106,726
USBR Partnership Studies	47,184
Watershed Management (OWOW)	229,982
PFAS Study	508,495
Weather Modification	36,440
Proposition 84 – SARCCUP & Other	752,990
Proposition 1 – Capital Projects	69,673
Total Reserves	\$1,751,490

Legend

<u>Compared to Budget</u>		
	Ahead or Favorable	Above +5% Favorable Revenue or Expense Variance
	On Track	+5% to -2% Variance
	Behind	-3% to -5% Variance
	Concern	Below -5% Variance

Staff Comments

For this month’s report, the item(s) explained below are either “behind”, a “concern”, or have changed significantly from the prior month.


1) Revenues are 29% and expenses are 45.9% under budget. It is expected they will both be on track with the budget by the end of the year.

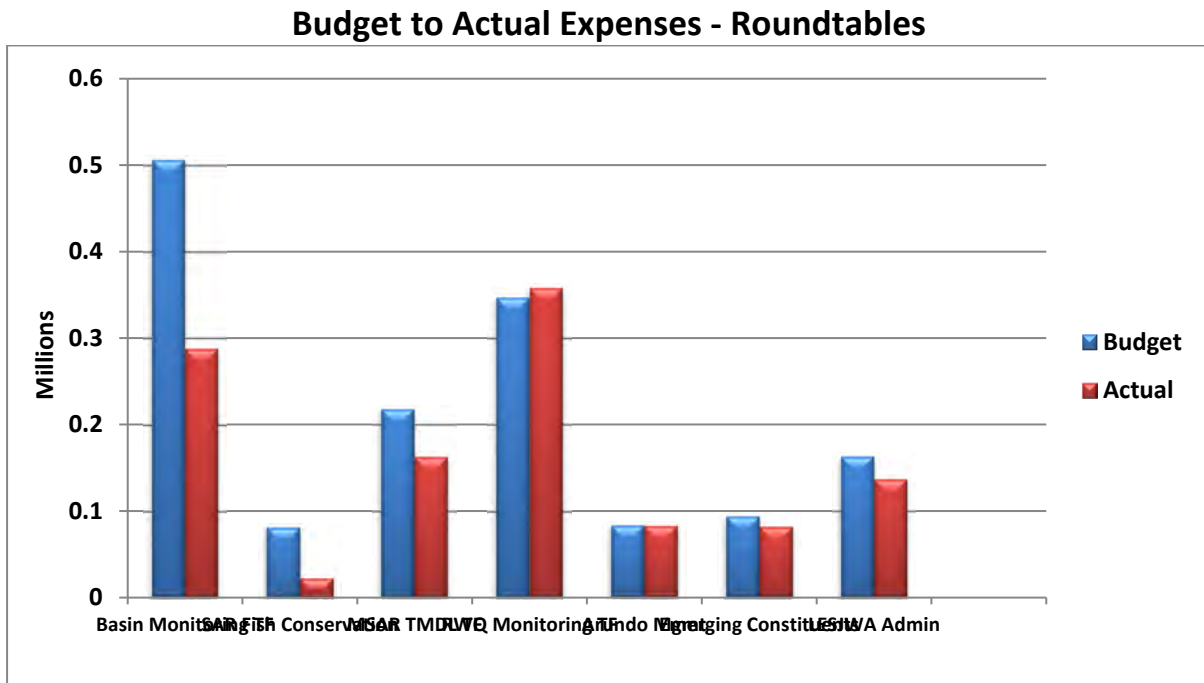
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**Santa Ana Watershed Project Authority
PA26 - Roundtable Fund - Financial Report
April 2024**

Staff comments provided on the last page are an integral part of this report.

Overview	This report highlights the agency's key financial indicators for the Fiscal Year-to-Date (FYTD) through April 2024 unless otherwise noted.
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Budget to Actual Expenses - Roundtables				 Favorable
	Annual Budget	FYTD Budget	FYTD Actual	Favorable (Unfavorable) Variance
Basin Monitoring TF	\$607,712	\$506,427	\$287,561	\$218,866
SAR Fish Conservation	97,457	81,214	22,365	58,849
MSAR TMDL TF	236,146	217,483	162,498	54,985
RWQ Monitoring TF	416,225	346,854	358,232	(11,378)
Arundo Mgmt.	99,252	82,710	82,326	384
Emerging Constituents	111,706	93,088	81,401	11,687
LESJWA Admin	195,857	163,214	136,743	26,471
Total	\$1,764,355	\$1,490,990	\$1,131,126	\$359,864



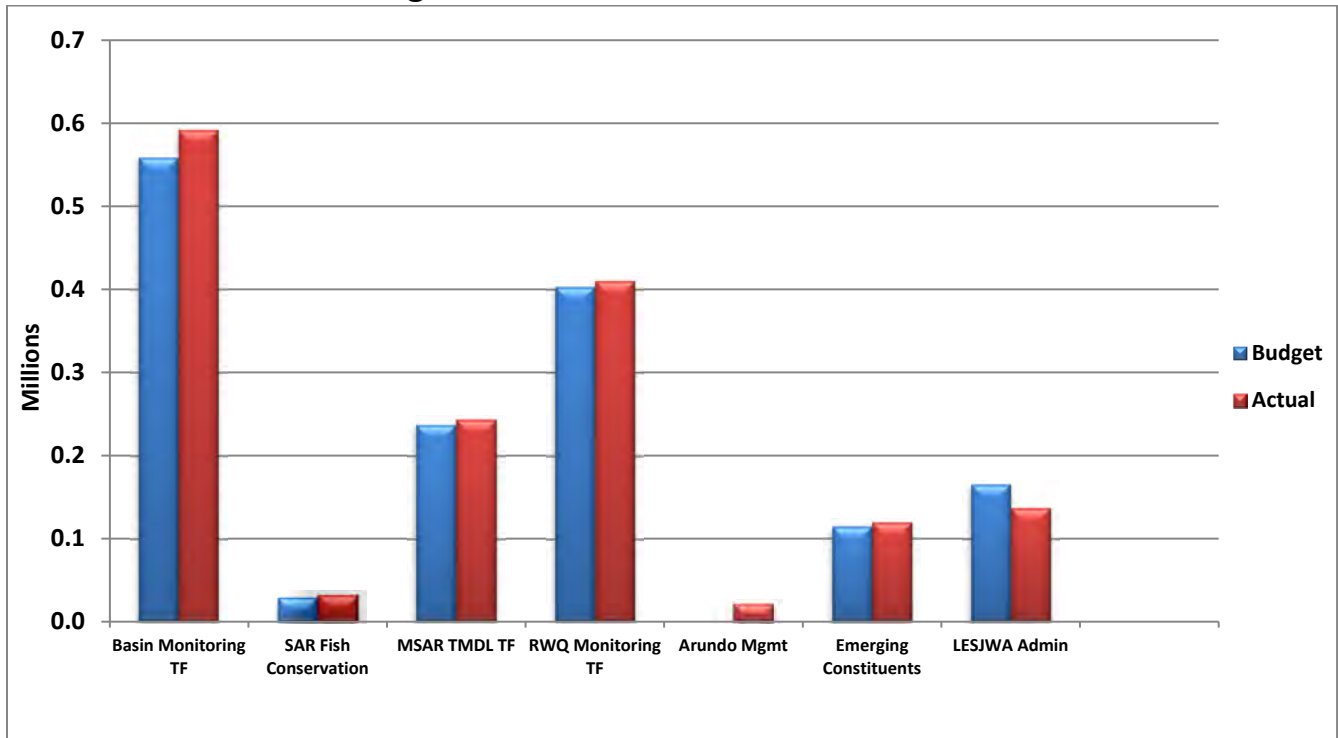
Budget to Actual Revenues - Roundtables



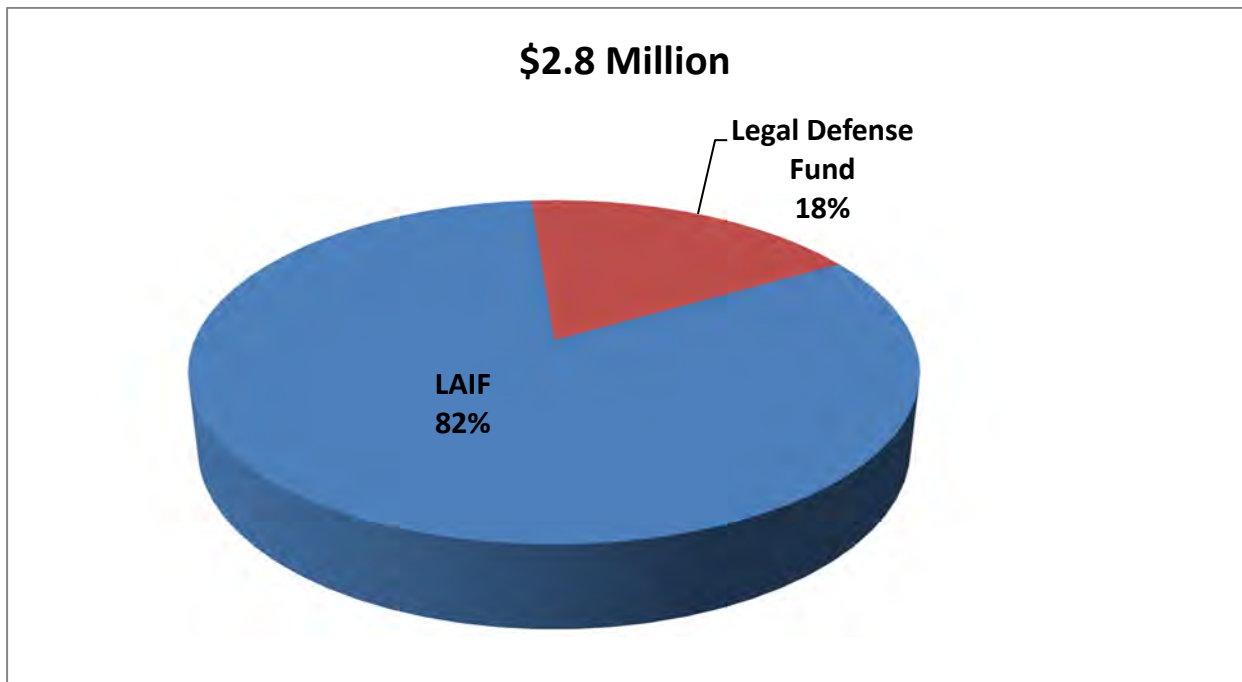
On Track

	Annual Budget	FYTD Budget	FYTD Actual	Favorable (Unfavorable) Variance
Basin Monitoring TF	\$558,000	\$558,000	\$591,399	\$33,399
SAR Fish Conservation	29,000	29,000	31,993	2,993
MSAR TMDL TF	237,040	237,040	243,367	6,327
RWQ Monitoring TF	402,716	402,716	410,207	7,491
Arundo Mgmt.	-	-	21,731	21,731
Emerging Constituents	114,000	114,000	118,835	4,835
LESJWA Admin	195,857	164,881	136,743	(28,138)
Total	\$1,536,613	\$1,505,637	\$1,554,275	\$48,638

Budget to Actual Revenues - Roundtables



Total Cash & Investments







Reserve Fund Balance

	Amount
Basin Monitoring Task Force	\$689,745
SAR Fish Conservation	115,253
Middle SAR TMDL Task Force	369,652
Regional Water Quality Monitoring Task Force	203,563
Arundo Management & Habitat	754,018
Emerging Constituents Task Force	180,777
Legal Defense Fund	502,857
Total Reserves	\$2,815,865

Legend

Compared to Budget

	Ahead or Favorable	Above +5% Favorable Revenue or Expense Variance
	On Track	+5% to -2% Variance
	Behind	-3% to -5% Variance
	Concern	Below -5% Variance

Staff Comments

For this month's report, the item(s) explained below are either "behind", a "concern", or have changed significantly from the prior month.

- 1) Both Revenues and Expenses are on track with the budget.
-



July 4, 2024

To: Santa Ana Watershed Project Authority

From: Michael Boccadoro
Beth Olhasso

RE: June Report

Overview:

Water managers remain frustrated that they are unable to move water into storage in San Luis Reservoir because of pumping restrictions in the Delta. Lake Oroville is sitting at 94 percent capacity, 121 percent of normal; Shasta Lake is sitting at 87 percent of capacity, 113 percent of average; San Luis Reservoir is at just 49 percent of capacity; 92 percent of average.

The “Taxpayer Protection and Government Accountability Act” was pulled from the November ballot by the California Supreme Court. Governor Newsom and the Legislature challenged the constitutionality of the measure that would have made it harder to pass taxes and fees at the state and local level. The Supreme Court ruled that a constitutional amendment would be needed for such a significant change in governance.

The Making Conservation a California Way of Life regulations were considered for final adoption by the State Water Resources Control Board on July 3. While there were several minor changes to the implementing regulation and regulations prior to adoption, the regulations remain burdensome for urban retail water suppliers to comply with.

An injunction has been issued against DWR’s “geotechnical investigation” of the proposed Delta Conveyance Project. State Water Contractor General Manager Jennifer Pierre called the ruling a “glaringly incorrect interpretation of the Delta Reform Act” and noted that the ruling could have significant impacts on other ecosystem restoration projects in the Delta.

The Legislature and the Governor finally agreed on a budget package just ahead of the end of the state fiscal year. The nearly \$300 billion budget is proposed to pass June 27 and contains funding for water recycling and the Agreements to Support Healthy Rivers and Landscapes (Voluntary Agreements).

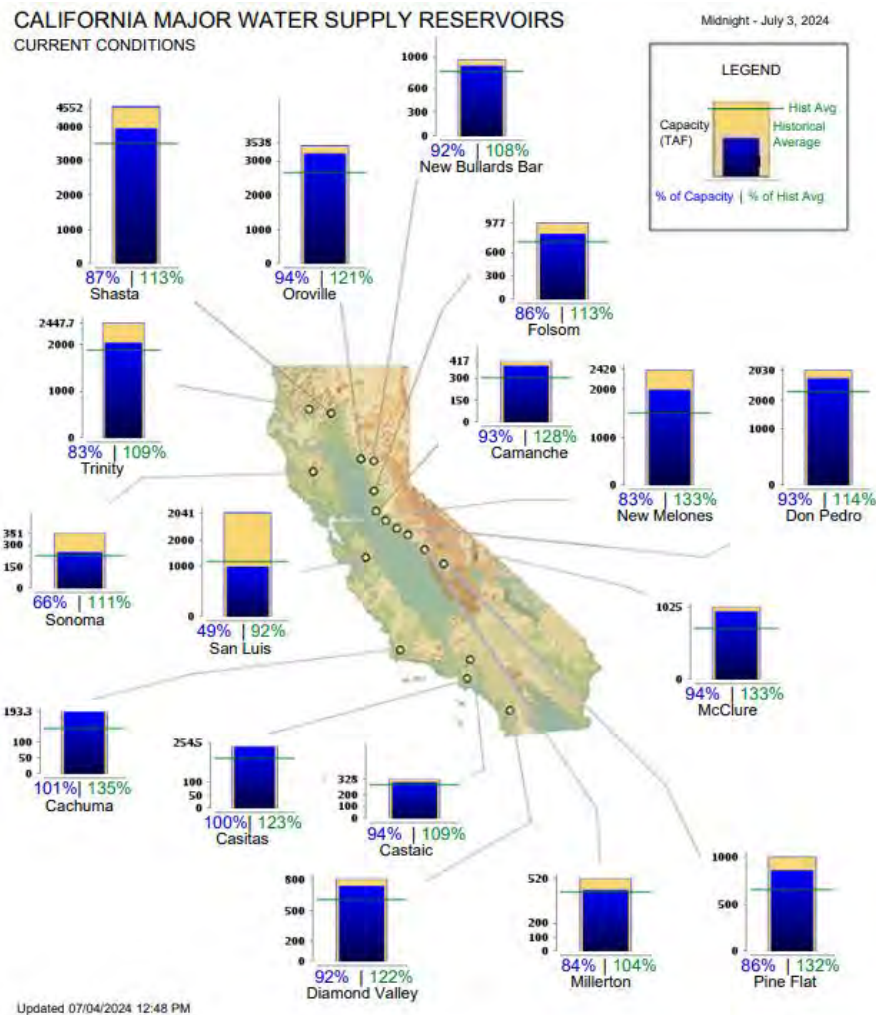
The Legislature has been working on all of the bills sent over from the opposite house ahead of the July 3 policy committee deadline. The most significant bill left for SAWPA member agencies is SB 1255 (Durazo, D- Los Angeles). The bill would create a low-income water rate assistance program that customers would have to opt-out of on their water bill. A strong Inland Empire coalition has proposed amendments to the bill and will work with ACWA and others to make major changes to the measure.

Before heading to Summer Recess the evening of July 3, the legislature passed a \$10 billion climate bond for the November 2024 ballot. Among the nearly \$3.7 billion for water, the measure includes \$100 million for IRWM.

Santa Ana Watershed Project Authority Status Report – June 2024

Water Supply Conditions

Ongoing Delta pumping restrictions continue to frustrate south of Delta water users. With abundant water in the system, and major northern storage reservoirs hovering around capacity, San Luis Reservoir remains unable to take advantage of significant water in the system to replenish stores. Lake Oroville is at 121 percent of average, 94 percent capacity; Shasta is at 113 percent average, 87 percent capacity; San Luis Reservoir is at 92 percent average, 49 percent capacity, a 10 percent drop over the previous month.



CA Supreme Court Removes “Taxpayer Protection and Government Accountability Act” From November Ballot

The California Supreme Court heard arguments in early May on the constitutionality of the initiative that has qualified for the November ballot. As discussed in previous reports, the initiative, filed by the CA Business Roundtable, would not only make it harder for agencies to propose fees for essential services, but retroactively eliminate any fee increases adopted going back to 2022.

The Court recently opined that the proposed changes “are within the electorate’s prerogative to enact, but because those changes would substantially alter our basic plan of government, the proposal cannot be enacted by initiative. It is instead governed by the procedures for revising our Constitution”—whereby proposed revisions must be submitted to voters by a supermajority of the Legislature or a constitutional convention.

Making Conservation a California Way of Life

The State Water Resources Control Board released their final revision of the Making Conservation a California Way of Life regulations on June 21 and approved the regulation July 3. While the regulations aren’t perfect, many of the changes requested by the water community have been included in the final draft. However, as [stated by Chelsea Haines](#) of ACWA to the Los Angeles Times “This regulation will be very challenging- it will require a whole statewide effort to change the way that we use water in California. It’s an unprecedented approach and will require a significant amount of funding and technical support.”

The [enacting resolution](#) gives direction to SWRCB staff on several key items including variances, enforcement and protecting tree canopy.

Delta Conveyance

Recently, a Sacramento Superior Court Judge granted an injunction halting the California Department of Water Resources’ (DWR) geotechnical investigations for the Delta Conveyance Project. The soil investigations allow DWR and regulatory agencies to better understand the region’s geology as the design and permitting of the Delta Conveyance Project advance.

As State Water Contractor General Manager Jennifer Pierre notes, the “decision is a glaringly incorrect interpretation of the Delta Reform Act. It fails to reflect the realities of how major infrastructure projects advance and places an unrealistic and prohibitive burden on the development of any project within the Delta. Other projects providing essential services to Delta communities — like transportation or energy — could also be impacted by this ruling, as can habitat restoration and other projects aimed at restoring the environment in the Delta. Ironically, the very data gathering that has been halted today is essential for permitting agencies like the Delta Stewardship Council to make informed decisions.”

FY 24-25 State Budget Finalized

After passing a legislative version of the budget ahead of the June 15 deadline, the Governor, the Pro Tem and the Speaker reached final agreement on the Fiscal Year 2024-25 \$297.9 billion state budget. The agreement, likely to pass on June 27, just ahead of the new fiscal year, assumes withdrawals from the Rainy Day Fund over the next two years, using \$5.1 billion in 24-25.

The agreement purports to solve a \$46.8 billion deficit through \$16 billion in reductions, the use of reserves, \$6 billion in “fund shifts,” \$31 billion in “delays and pauses,” and \$2.1 billion in deferrals.

The agreement includes several categories important to SAWPA including:

- \$74.5 million for recycled water
- \$330 million for the Agreements to Support Healthy Rivers and Landscapes (Voluntary Agreements)

Legislative Update

In addition to finalizing the 2024-25 State Budget, members worked feverishly on bills that passed out of their house of origin. The deadline for bills to be out of second house policy committees was July 3. Upon adjournment on July 3, the Legislature will be in recess until August 3. They will return to Sacramento for a four-week sprint to the end of session on August 31.

Consideration of a Climate Bond happened behind closed doors and resulted in the final draft being released 72 hours before final consideration. The \$10 billion bond contains about \$3.4 billion for water, including:

- \$610 million for Safe Drinking Water
- \$386.25 million for Groundwater Storage
- \$386.25 million for Recycled Water
- \$75 million for Water Storage
- \$75 million for Regional Conveyance
- \$550 million for Flood
- \$150 million for Delta Levees
- \$480 million for Dam Safety
- \$110 million for Stormwater
- \$100 million for Watershed Resilience (IRWM)

The bond will appear on the November ballot as Proposition 4.

Other priority legislation for 2024 include:

Water Use Efficiency: SB 1110 and SB 1330 are the two bills on WUE that survived out of their first house. Both had to take amendments that narrow the effectiveness of the bills. The Legislature seems hesitant to make changes to the regulations before they are finalized by the SWRCB. Discussions will take place over the summer recess on what, if any, amendments the bills will take now that the regulations are final.

Connection Fees: The legislature is looking to improve the state’s housing crisis by changing the way connection fees are collected. The bill with the most significant concerns for IEUA was SB 1210 (Skinner, D- Berkeley). The bill, as introduced, would have prevented a connection or capacity fee from exceeding one percent of the building permit value and would spread the connection fee collection out over a period of ten years. The bill was recently amended to alleviate the concerns of the water community. The bill passed out of the Assembly Local Government Committee.

Groundwater: AB 2079 (Bennett) was amended late in the policy process and required some quick evaluation by SAWPA member agencies. Mr. Bennett has historically been interested in

SGMA regulated basins, however AB 2079 would put requirements on not only SGMA regulated basins, but also adjudicated basins. The bill would essentially impose a ban on new large-diameter, high capacity wells if the well would be within ¼ mile of a well used for domestic water supply or community water supply, or the well would be located within ¼ mile of an area that has subsided greater than half of a foot since January 1, 2015. Several SAWPA member agencies coordinated a coalition of agencies in the region to secure amendments that exclude drinking water wells, monitoring wells, wells of a retail water agency and injection wells. The amendments removed the opposition of the coalition. The bill was unable to secure enough votes to pass the Senate Natural Resources and Water Committee.

Low Income Water Rate Assistance

A group of environmental justice groups have proposed legislation to create Low Income Rate Assistance programs for water and wastewater customers.

SAWPA member agencies have been discussing the proposed legislation and WCA is participating in an ACWA workgroup to try to craft acceptable amendments. The proposed language would create a “voluntary contribution” on all water and wastewater bills that customers may opt-out of, should they choose. The proponents have expressly rejected a request to make the contribution “opt-in.” Additionally, Prop 218 experts have been engaged to determine if this proposal is even legal. The bill was heard in the Environmental Safety & Toxic Materials Committee on June 25 and the Utilities & Energy Committee on July 1. The bill was amended that would make creating a program for wastewater customers voluntary, clarify that the bill only applies to drinking water and several other provisions. While the amendments move in the right direction, there is still significant concern.