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ORANGE COUNTY WATER DISTRICT
ORANGE COUNTY'S GROUNDWATER AUTHORITY

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June 12, 2023

Harvey De La Torre
Interim General Manager
Municipal Water District of Orange County
18700 Ward Street
Fountain Valley, CA 92708

**SUBJECT: June 14, 2023, Administration & Finance Committee Meeting
Agenda Item #3 – District Salary Schedule**

Dear Mr. De La Torre:

The June 14, 2023, Municipal Water District of Orange County Administration & Finance Committee meeting includes an agenda item to increase salary ranges by 7.45% and to move various job classifications into higher salary ranges. Orange County Water District is submitting this letter with the following comments for your committee's consideration:

1. The staff report proposes numerous salary range adjustments for certain job classifications at this time while also indicating that a comprehensive salary survey will be initiated in just 5 months. We suggest moving job classifications into higher salary ranges at this time is premature and would ask that any adjustments be considered after completion of the salary survey.
2. The proposed salary range adjustments lack any basis for the changes. We ask that the comparable data used to support the recommended higher salary ranges for the different job classifications be made available to your committee and member agencies.

We request you forward this letter to your committee members prior to the Wednesday meeting.

Thank you.

Michael R. Markus, P.E., D.WRE, BCEE, F.ASCE
General Manager

cc: OCWD Board of Directors