



REVISED #4
 RESPONSE TO QUESTIONS REGARDING
 THE CLASSIFICATION AND COMPENSATION STUDY
 August 29, 2023

Street Address:
 18700 Ward Street
 Fountain Valley, California 92708

Mailing Address:
 P.O. Box 20895
 Fountain Valley, CA 92728-0895

(714) 963-3058
 Fax: (714) 964-9389
www.mwdoc.com

Megan Yoo Schneider, P.E.
President

Bob McVicker, P.E., D.WRE
Vice President

Randall Crane, Ph.D.
Director

Larry D. Dick
Director

Al Nederhood
Director

Karl W. Seckel, P.E.
Director

Jeffery M. Thomas
Director

Harvey De La Torre
Interim General Manager

MEMBER AGENCIES

- City of Brea
- City of Buena Park
- East Orange County Water District
- El Toro Water District
- Emerald Bay Service District
- City of Fountain Valley
- City of Garden Grove
- Golden State Water Co.
- City of Huntington Beach
- Irvine Ranch Water District
- Laguna Beach County Water District
- City of La Habra
- City of La Palma
- Mesa Water District
- Moulton Niguel Water District
- City of Newport Beach
- City of Orange
- Orange County Water District
- City of San Clemente
- Santa Margarita Water District
- City of Seal Beach
- Serrano Water District
- South Coast Water District
- Trabuco Canyon Water District
- City of Tustin
- City of Westminster
- Yorba Linda Water District

1) Does the District have a predetermined list of comparators it wishes to use? If so, can you provide who you would want to use?

RESPONSE: Yes, the District has a list of comparators. The following is the list:

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| Calleguas Municipal Water District | Orange County Sanitation District |
| Central Basin Municipal Water District | Orange County Water District |
| Eastern Municipal Water District | San Diego County Water Authority |
| El Toro Water District | Santa Margarita Water District |
| Inland Empire Utilities Agency | South Coast Water District |
| Irvine Ranch Water District | Three Valleys Municipal Water District |
| Laguna Beach County Water District | Walnut Valley Water District |
| Las Virgenes Municipal Water District | West Basin Municipal Water District |
| Mesa Water District | Western Municipal Water District |
| Moulton Niguel Water District | Yorba Linda Water District |
| City of Brea | City of Fountain Valley |
| City of San Clemente | City of Tustin |

Supplemental list for hard to comp positions, Emergency Response and General Manager:

- Metropolitan Water District of SC
- County of Orange
- Orange County Fire Authority
- City of Los Angeles
- Santa Ana Water Shed Project Authority
- Elsinore Valley Water District

We are open to input from the selected consultant on the current list and suggested recommendations.

2) Does the District need to start the study by a specific date?

RESPONSE: As noted on Page 8 of the proposal, we would like work to begin the week of October 30, 2023.

3) Would the District be able to start the study in February 2024?

RESPONSE: No, we have established the start of the project to begin the week of October 30, 2023.

4) Is there a deadline for completion of the study that the District could share?

RESPONSE: ~~We are expecting the project to be completed by February 2, 2024.~~
Upon further consideration, we have extended the project completion deadline to March 1, 2024.