

MEMO



Discussion/Action

Item #: 5.j

Meeting Date: June 21, 2024

To: Board of Directors
From: Berta R. Torres, Director of Human Resources
Approved by: Felipe Melchor, General Manager

Subject: Total Compensation Study Final Report

RECOMMENDATION

That the Board receive the Total Compensation Study Final Report of April 26, 2024.

BACKGROUND AND DISCUSSION

Compensation consulting firm, Gallagher & Associates, was retained by ReGen Monterey to conduct a Total Compensation Study to inform the Board of Directors of ReGen's standing in the labor market, based on current market data and assist the Board in setting a compensation philosophy that ensures ReGen maintains fair and competitive pay and benefits plan.

The study elements included review of salary and benefits of 10 comparator agencies and 40 benchmark classifications. Included among the comparator agencies were special districts, counties and cities throughout the state of California that offer similar services as ReGen Monterey. A cost of labor differential was applied to the out of county comparator agencies to ensure parity with the District. (Page 4 of the report.)

The study concluded that ReGen's base salaries are competitive overall with 78% of the 40 benchmark classifications (found to be within or above the market median) and 22% (6 classifications) were found to be below market median (Pages 7-9). It should be noted that Gallagher considers a classification falling within 5% of the median to be competitive. (Pages 1 and 9)

The study also found ReGen's benefits package to be competitive and having very little impact overall to ReGen's competitiveness. Based on this finding, Gallagher recommends using "base salary" instead of "total compensation" for compensation decisions. (Page 1)

The final report includes recommendations for salary range placements that align with market median. This includes multi-year phased pay increases for classifications found to be below the market median to reduce the disparity and "freezing" a classification's salary in place for those that are found to be above market median until the market catches up. (See pages 12-14 for a full list of options for implementation)

Georg Krammer, Managing Director at Gallagher will be presenting the final report in person at the May 24, 2024 board meeting.

Physical Address

14201 Del Monte Blvd.
Salinas, CA 93908

Mailing Address

P.O. Box 1670
Marina, CA 93933

Phone / Fax

831-384-5313 PHONE
831-384-3567 FAX

Web / Social

ReGenMonterey.org
@ReGenMonterey

Let's not waste this.



FINANCIAL IMPACT

The FY 2023/24 compensation and benefits budget totals \$19,003,000. The final FY 2024/25 annual budget will be adjusted for any adjustments to employee compensation and benefit as approved by the Board.

CONCLUSION

Staff requests the Board receive the Total Compensation Study Final Report of April 26, 2024, for the Board's consideration in relation to labor contract negotiations with the OE3 Operations Unit, OE3 Support Unit, Management Unit, and compensation and benefits of the non-affiliated classifications.

//



Total Compensation Presentation – April 2024



Insurance | Risk Management | Consulting

Survey Elements

Comparator Agencies

Benchmark Classifications

Benefit Data

Comparator Agencies (Pages 2-3)

Special Districts:

- Salinas Valley SWA, Monterey One Water Orange County Sanitation District, County Sanitation Districts of Los Angeles County

Counties:

- Sacramento, San Joaquin, Santa Cruz

Cities:

- Oxnard, Santa Cruz, Watsonville

Cost of Labor (Pages 3-4)

Agency	Cost of Labor Differential
City of Oxnard	-4.3%
City of Santa Cruz	-3.0%
City of Watsonville	-3.4%
County of Sacramento	-4.6%
County of San Joaquin	-6.3%
County of Santa Cruz	-3.0%
County Sanitation District of Los Angeles	-1.1%
Monterey One Water	-0.1%
Orange County Sanitation District	-3.0%
Salinas Valley Solid Waste Authority	0.0%

Benefit Data (Pages 4-6)

■ Retirement

- PERS; Social Security; Deferred Compensation

■ Insurances

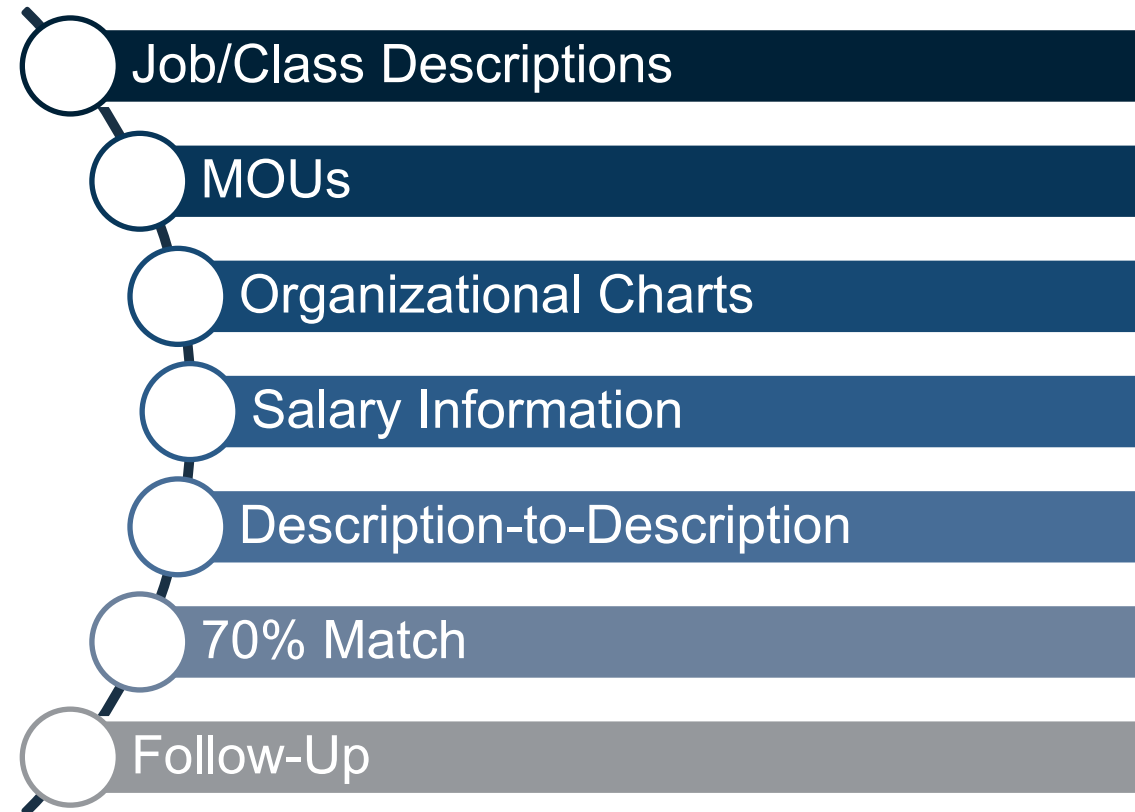
- Flexible Benefit and/or Health, Dental, Vision, Life, Long-Term Disability

■ Leaves

- Holidays, Vacation, Administrative/Personal

Data Collection (Pages 6-7)

- ALL ANALYSES COMPLETED IN-HOUSE
- NO QUESTIONNAIRES



MRF Maintenance Worker II (Appendix II Page 70)



Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Maintenance Mechanic II	\$ 9,916	99.9%	\$ 9,926	\$ 3,794	\$ 13,720	6/25/2023	unknown	unknown
2	Orange County Sanitation District	Welder-Fabricator	\$ 9,258	96.7%	\$ 9,574	\$ 4,141	\$ 13,715	7/14/2023	7/1/2024	3.50%
3	Los Angeles County Sanitation Districts	Stationary Mechanic	\$ 9,242	98.2%	\$ 9,411	\$ 4,786	\$ 14,197	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
4	City of Santa Cruz	Recycling Center Maintenance Mechanic	\$ 7,328	96.3%	\$ 7,610	\$ 4,194	\$ 11,804	9/2/2023	8/31/2024	3.50%
5	City of Watsonville	Utility Worker III	\$ 6,984	96.1%	\$ 7,267	\$ 2,794	\$ 10,061	7/8/2023	7/1/2024	2.00%
6	City of Oxnard	Fleet Services Mechanic	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
7	Monterey Regional Waste Management District	MRF Maintenance Worker II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
8	County of Santa Cruz	Public Works Maintenance Worker II	\$ 6,418	96.3%	\$ 6,665	\$ 4,116	\$ 10,781	9/2/2023	unknown	unknown
9	County of San Joaquin	Welder	\$ 6,126	93.6%	\$ 6,545	\$ 5,009	\$ 11,554	7/3/2023	7/1/2024	4.00%
10	County of Sacramento	Park Maintenance Mechanic	\$ 5,746	95.2%	\$ 6,036	\$ 3,061	\$ 9,097	6/18/2023	6/30/2024	CPI 2.00%-4.00%
11	Salinas Valley Solid Waste Authority	HHW Maintenance Worker II	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 7,369	\$ 7,609	\$ 11,546
% Monterey Regional Waste Management District Above/Below	-8.6%	-12.2%	-8.6%
Median of Comparators	\$ 6,928	\$ 7,266	\$ 11,167
% Monterey Regional Waste Management District Above/Below	-2.1%	-7.1%	-5.1%
Number of Matches	10	10	10

MRF Maintenance Worker II – Benefits (Appendix II Page 71)



Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		MRF Maintenance Worker II	Fleet Services Mechanic	Recycling Center Maintenance Mechanic	Utility Worker III	Park Maintenance Mechanic	Welder	Public Works Maintenance Worker II	Stationary Mechanic	Maintenance Mechanic II	Welder-Fabricator	HHW Maintenance Worker II
	Adjusted Top Monthly Salary	\$ 6,784	\$ 7,264	\$ 7,610	\$ 7,267	\$ 6,036	\$ 6,545	\$ 6,665	\$ 9,411	\$ 9,926	\$ 9,574	\$ 5,795
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 155	\$ 291	\$ 174	\$ 166	\$ 138	\$ 262	\$ 152	\$ 377	\$ 398	\$ 218	\$ 232
	Single Highest Year		\$ 46				\$ 42		\$ 60			\$ 37
	ER Paid Member Contrib								\$ 659			
	Employee Cost Share			\$ -190						\$ -142		\$ -58
	Social Security				\$ 451	\$ 374	\$ 406	\$ 413				
	Deferred Compensation	\$ 475	\$ 73		\$ 108				\$ 282		\$ 168	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231					\$ 2,431		
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 391	\$ 454	\$ 439	\$ 447	\$ 348	\$ 378	\$ 692	\$ 579	\$ 573	\$ 829	\$ 580
	Holidays	\$ 365	\$ 335	\$ 439	\$ 391	\$ 325	\$ 352	\$ 359	\$ 489	\$ 534	\$ 442	\$ 312
	Admin Leave											\$ 167
Allow	Auto											
Benefit Package Total		\$ 3,844	\$ 3,130	\$ 4,194	\$ 2,794	\$ 3,061	\$ 5,009	\$ 4,116	\$ 4,786	\$ 3,794	\$ 4,141	\$ 4,348

MRF Maintenance Worker II – (Appendix II Page 72)

Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Stationary Mechanic	\$ 9,242	98.2%	\$ 9,411	\$ 4,786	\$ 14,197	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Monterey One Water	Maintenance Mechanic II	\$ 9,916	99.9%	\$ 9,926	\$ 3,794	\$ 13,720	6/25/2023	unknown	unknown
3	Orange County Sanitation District	Welder-Fabricator	\$ 9,258	96.7%	\$ 9,574	\$ 4,141	\$ 13,715	7/14/2023	7/1/2024	3.50%
4	City of Santa Cruz	Recycling Center Maintenance Mechanic	\$ 7,328	96.3%	\$ 7,610	\$ 4,194	\$ 11,804	9/2/2023	8/31/2024	3.50%
5	County of San Joaquin	Welder	\$ 6,126	93.6%	\$ 6,545	\$ 5,009	\$ 11,554	7/3/2023	7/1/2024	4.00%
6	County of Santa Cruz	Public Works Maintenance Worker II	\$ 6,418	96.3%	\$ 6,665	\$ 4,116	\$ 10,781	9/2/2023	unknown	unknown
7	Monterey Regional Waste Management District	MRF Maintenance Worker II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
8	City of Oxnard	Fleet Services Mechanic	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
9	Salinas Valley Solid Waste Authority	HHW Maintenance Worker II	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
10	City of Watsonville	Utility Worker III	\$ 6,984	96.1%	\$ 7,267	\$ 2,794	\$ 10,061	7/8/2023	7/1/2024	2.00%
11	County of Sacramento	Park Maintenance Mechanic	\$ 5,746	95.2%	\$ 6,036	\$ 3,061	\$ 9,097	6/18/2023	6/30/2024	CPI 2.00%-4.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 7,369	\$ 7,609	\$ 11,546
% Monterey Regional Waste Management District Above/Below	-8.6%	-12.2%	-8.6%
Median of Comparators	\$ 6,928	\$ 7,266	\$ 11,167
% Monterey Regional Waste Management District Above/Below	-2.1%	-7.1%	-5.1%
Number of Matches	10	10	10

Statistical Calculations (Page 7)

Median

Midpoint
Not Skewed

Average

Arithmetic Mean

Percentages

Above/Below

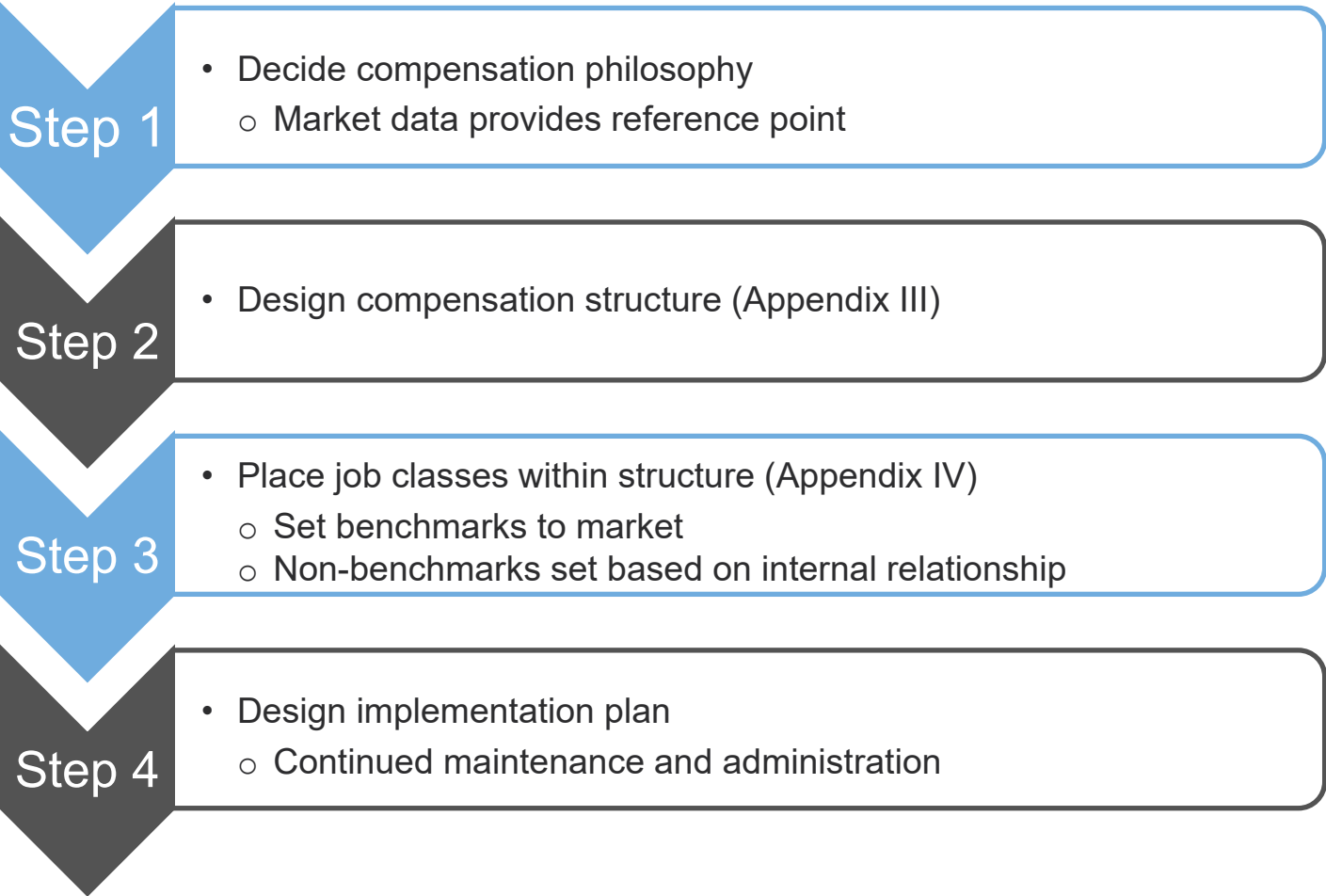
Results

(Pages 7-9;
Appendix I)

- Competitive Overall: within 5% of market median
 - 78% within 5% or above market
- Six Benchmarks below market by more than 5%
- Benefits generally competitive



Compensation Development





Questions and Comments

Thank you!



Gallagher

Insurance | Risk Management | Consulting

© 2024 ARTHUR J. GALLAGHER & CO.

April 26, 2024

TOTAL COMPENSATION STUDY FINAL REPORT

Monterey Regional Waste Management District



Gallagher

Insurance | Risk Management | Consulting

Formerly Koff & Associates



Gallagher

Insurance | Risk Management | Consulting

April 26, 2024

Berta Torres
Director of Human Resources
Monterey Regional Waste Management District
PO BOX 1670
14201 Del Monte Blvd.
Salinas, CA 93933-1670

Dear Ms. Torres:

Gallagher is pleased to present the Total Compensation Study Final Report to the Monterey Regional Waste Management District. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the District and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Katie Kaneko,
Managing Director | Compensation and Rewards Consulting

Gallagher
ajg.com/ps-class-comp



Contents

Executive Summary	1
Background	1
Summary of Findings.....	1
Study Process	1
Benchmark Classifications	1
Comparator Agencies.....	2
Cost of Labor Differential.....	3
Salary and Benefits Data.....	4
Data Collection	6
Matching Methodology	6
Data Spreadsheets.....	7
Market Compensation Findings	7
Base Salary	9
Total Compensation	9
Benefits.....	10
Internal Salary Relationships	11
Recommendations	12
Pay Philosophy.....	12
Proposed Salary Structure	12
Proposed Salary Range Placements.....	12
Options for Implementation	12
Using the Surveyed Agency Data as a Tool	14



List of Tables

Table 1. Benchmark Classification	2
Table 2. Comparator Agencies	3
Table 3. Cost of Labor Differential	4
Table 4. Market Compensation Results Summary	8
Table 5. FLSA Status for Supervisor Classifications	10
Table 6. Three-Year Implementation Proposal	13

Appendices

- Appendix I: Results Summary
- Appendix II: Market Compensation Findings
- Appendix III: Proposed Salary Range Schedule
- Appendix IV: Salary Range Placement Recommendations
- Appendix V: Additional Benefits



Executive Summary

Background

In January-March 2024, Gallagher (formerly Koff & Associates) conducted a comprehensive Total Compensation Study for all classifications except for those within the Allies Unit for the Monterey Regional Waste Management District (District). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the Board of Directors and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the District to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the District; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the District.

The goals of the compensation study are to assist the District in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the District with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The District's base salaries, overall, in comparison to the Adjusted Top Monthly Salary market median are 2.0% above the market.
- The District's total compensation, overall, in comparison to the Total Compensation market median is 2.5% above the market.
- The District's **benefits package** has very little impact overall to the competitiveness of the District and, therefore, our recommendation is that salary decisions should be based on base salary market results versus total compensation.
- Gallagher considers a classification falling within 5% of the median to be competitive.

Study Process

Benchmark Classifications

Classifications that we would expect to provide a sufficient sample for analysis were selected as "benchmarks" to use as the basis to build the compensation plan. Forty (40) benchmark classifications, out of the sixty-three (63) classifications that were included in the study, were selected and salary and benefits data were collected for each benchmark within the surveyed agencies. Benchmark classifications are those classifications that are compared to the surveyed agencies, and these classifications are used as a means of anchoring the District's overall compensation plan. The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Titles	
1. Accounting Assistant II	2. Accounting Manager
3. Accounting Technician	4. Administrative Support Specialist II
5. Assistant Director of Operations	6. Associate Engineer
7. Communications and Public Education Manager	8. Director of Communications
9. Director of Engineering and Compliance/District Engineer	10. Director of Finance and Administration
11. Director of Human Resources	12. Director of Operations
13. Equipment Maintenance Manager	14. Executive Assistant/Clerk of the Board
15. General Manager	16. Hazardous Material Technician
17. Heavy Equipment Operator	18. Heavy Equipment Supervisor
19. Heavy Equipment Technician II	20. Household Hazardous Waste Supervisor
21. Human Resources Technician	22. Maintenance Shop Supervisor
23. MRF Maintenance Supervisor	24. MRF Maintenance Worker II
25. MRF Manager	26. MRF Operator II
27. MRF Supervisor	28. Power Systems Senior Technician
29. Power Systems Supervisor	30. Project Manager (Construction)
31. Public Education and Outreach Coordinator	32. Regulatory Compliance Technician
33. Safety Coordinator	34. Safety Manager
35. Scale Supervisor	36. Senior Engineer
37. Site and Facilities Supervisor	38. Site Maintenance Worker II
39. Sort Systems Operator	40. Weighmaster

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. The study utilized the historical group of comparators selected in the study conducted in 2019 & 2022. The following factors were considered in selecting the group of comparator agencies.

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to that of the District be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.

3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the District.
4. **Labor market and geographic location** – In the reality that is today’s labor market, many agencies are in competition for the same pool of qualified employees. No longer do individuals necessarily live in the communities they serve. The geographic labor market area, where the District may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations. Furthermore, by selecting employers within a geographic proximity to the District, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the District.

All factors mentioned should be considered in selecting the group of comparator agencies. Due to the very unique combination of services that the District provides, scope of services was driving consideration in choosing the comparator agencies. Since there was not a sufficient number of special districts that provided the comparable waste management services, we needed to survey other organizational types such as cities and counties and expand into other geographic regions. The District agreed to a list of nine (9) agencies that provided similar services to the District and one (1) neighboring agency Monterey One Water, which does not provide similar services but was selected due to its proximity.

Table 2. Comparator Agencies

Comparator Agencies	
1.	City of Oxnard
2.	City of Santa Cruz
3.	City of Watsonville
4.	County of Sacramento
5.	County of San Joaquin
6.	County of Santa Cruz
7.	Los Angeles County Sanitation Districts
8.	Monterey One Water
9.	Orange County Sanitation District
10.	Salinas Valley Solid Waste Authority

Cost of Labor Differential

Use of a broader geographic survey group, as was done in this study by the inclusion of Central Valley and Southern California agencies, generally raises questions on the impact of the cost-of-living differences and while that is a factor for survey agency selection, it is not the most appropriate method to measure regional differences in wages. Cost of Living focuses on the difference in the cost of consumer goods including housing and therefore can fluctuate more dramatically between locations. Cost of Labor measures regional differences in wage trends and is a more effective measure in drawing a comparison between salaries.

Gallagher lists the Cost of Labor differentials to be utilized by the District to provide more accurate wage comparisons. To accomplish this, we used databases from the Economic Research Institute (ERI), a nationally recognized provider of data with respect to differences in the costs of living and cost of labor in cities with a population of over 10,000. The

Cost of Labor percentages reflect regional differences in wages and are relevant to making compensation decisions because the focus is on what other employers are paying within the region rather than the differences in the cost of consumer goods. For more detailed information on the ERI's Geographic Assessor methodology, please refer to Attachment A.

The cost of labor percentages are as follows:

Table 3. Cost of Labor Differential

Agency	Cost of Labor Differential
County of San Joaquin	-6.4%
City of Oxnard	-5.4%
County of Sacramento	-4.8%
City of Watsonville	-3.9%
City of Santa Cruz	-3.7%
County of Santa Cruz	-3.7%
Orange County Sanitation District	-3.3%
Los Angeles County Sanitation Districts	-1.8%
Monterey One Water	-0.1%
Salinas Valley Solid Waste Authority	0.0%

For those agencies having a lower cost of labor than the Monterey region, salaries were adjusted by the differential percentages in order to ensure parity with the District.

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- PERS Formula:** The service retirement formula for each agency's Classic plan. For agencies with retirement systems established under the County Employees Retirement Law of 1937 ("37 Act"), retirement formulas were converted to the equivalent PERS formula for purposes of comparison.
- Enhanced Formula Cost:** The baseline PERS formula is 2%@62. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a percentage range calculated by PERS. Gallagher took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the enhanced formula. The percentage value for each enhanced formula is:



- 2%@60: midpoint of range = 2.28%
 - 2%@55: midpoint of range = 4.01%
 - 2.5%@55: midpoint of range = 5.54%
 - 2.7%@55: midpoint of range = 7.37%
 - 3%@60: midpoint of range = 8.64%
- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
 - **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a percentage range calculated by PERS. Gallagher took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the final compensation.
 - **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$871 per month was reported. Note that the maximum contribution rate is that of 2024 in order to be consistent with the timeframe during which data was collected.
 - **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.

- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of January through March 2024, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

Gallagher believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the District’s classification descriptions as the foundation for comparison.

When Gallagher researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the District. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

Gallagher’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;



- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, Gallagher requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, Gallagher often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the District is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the District's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three information pages:

- Top Monthly Base Salary Data
- Benefit Detail (Monthly Equivalent Values)
- Total Compensation Data

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the District is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, Gallagher requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 37 of the 40 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

Market Compensation Findings

The following table represents a summary of the market Adjusted Top Monthly (base) salary and Adjusted Total Compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by Adjusted Top Monthly Salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 4. Market Compensation Results Summary

Classification Title	# of Matches	Adjusted Top Monthly Salary % above or below	Adjusted Total Compensation % above or below
Equipment Maintenance Manager	6	17.1%	15.8%
Weighmaster	5	16.7%	6.4%
Accounting Assistant II	8	15.8%	12.8%
Heavy Equipment Technician II	9	15.5%	11.1%
Accounting Technician	9	15.2%	12.3%
Sort Systems Operator	6	14.1%	8.0%
Heavy Equipment Operator	8	13.9%	12.3%
Senior Engineer	9	12.9%	12.7%
Site Maintenance Worker II	10	12.9%	11.2%
Maintenance Shop Supervisor	8	10.2%	10.1%
MRF Operator II	7	4.9%	-0.6%
MRF Manager	5	4.2%	8.7%
Assistant Director of Operations	6	4.1%	8.2%
MRF Maintenance Supervisor	7	3.8%	4.2%
Heavy Equipment Supervisor	7	2.7%	4.4%
MRF Supervisor	7	2.7%	4.4%
Accounting Manager	9	2.7%	2.5%
Director of Operations	10	2.1%	7.3%
Site and Facilities Supervisor	8	1.8%	3.1%
Director of Finance and Administration	10	1.8%	1.0%
Human Resources Technician	8	1.3%	1.4%
Administrative Support Specialist II	10	1.2%	0.5%
Associate Engineer	9	0.2%	-0.7%
Executive Assistant/Clerk of the Board	10	-0.1%	1.3%
Director of Engineering and Compliance/District Engineer	10	-0.5%	4.3%
Project Manager (Construction)	6	-1.2%	0.7%
Power Systems Senior Technician	4	-1.9%	1.4%
Safety Manager	9	-2.2%	3.9%
Director of Communications	8	-2.2%	2.5%
Regulatory Compliance Technician	7	-4.0%	-1.5%
Hazardous Material Technician	5	-4.1%	-8.1%
MRF Maintenance Worker II	10	-7.1%	-5.1%
Public Education and Outreach Coordinator	7	-7.7%	-6.4%

Classification Title	# of Matches	Adjusted Top Monthly Salary % above or below	Adjusted Total Compensation % above or below
Household Hazardous Waste Supervisor	5	-8.7%	-3.5%
Director of Human Resources	9	-10.5%	-9.0%
General Manager	10	-15.4%	-12.2%
Safety Coordinator	4	-39.6%	-31.1%
Communications and Public Education Manager	3	Insuff. Data	Insuff. Data
Power Systems Supervisor	3	Insuff. Data	Insuff. Data
Scale Supervisor	3	Insuff. Data	Insuff. Data

Base Salary

Base salary market results show that fourteen (14) classifications are paid below the market median, and twenty-three (23) classifications are paid above the market median. There were three (3) classifications that did not provide sufficient data or at least four (4) matches.

# of Classifications	<5%	5-10%	10-15%	>15%	Total
Below the Market Median	8	3	1	2	14
Above the Market Median	13	1	4	5	23

Total Compensation

Total compensation market results show that ten classifications are paid below the market median, and twenty-seven classifications are paid above the market median.

# of Classifications	<5%	5-10%	15-20%	>15%	Total
Below the Market Median	4	4	1	1	10
Above the Market Median	14	5	7	1	27

Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the District can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the District's benefits package puts the District at a slightly more competitive advantage. Further analysis indicates that, on average, classifications are 2.0% above the market median for base salaries, while that figure changes to 2.5% above the market median for total compensation, which is a 0.5% difference (i.e., the District "gains" a 0.5% competitive advantage when taking benefits into consideration).

Benefits

The table below represents the FLSA status for supervisory classifications in the surveyed agencies. Four (4) of the agencies classify supervisors as exempt, not eligible for overtime; two (2) of the agencies have both exempt and non-exempt supervisors and both are eligible for overtime; one (1) agency classifies their supervisors as exempt but gives them a choice of receiving overtime or administrative leave (not common); the remaining three (3) agencies have non-exempt supervisors who are eligible for overtime.

The overtime benefit is not normally utilized when establishing base salaries, as overtime is not guaranteed and is not a reliable predictor of additional pay. In a survey such as this, where the surveyed agencies are a mix of exempt and non-exempt classifications that may or may not be overtime eligible, utilizing overtime information would skew the final results and present an over or under exaggerated salary result depending on which agencies provided matches on a particular benchmark.

Table 5. FLSA Status for Supervisor Classifications

Agency	Supervisor FLSA Status	Notes
City of Oxnard	Exempt	
City of Santa Cruz	Non-Exempt	
City of Watsonville	Exempt	
County of Sacramento	Exempt	Supervisors are exempt; however, employees hired after November 2001 receive administrative leave. Employees hired prior to the ratification of this agreement who choose not to receive administrative leave may earn overtime. This option may be chosen annually; however, once an employee elects to participate in administrative leave, they may not return to the overtime option.
County of San Joaquin	Exempt & Non-Exempt	Agency has exempt supervisors who are eligible for OT; however, the agency matches in this study are non-exempt.
County of Santa Cruz	Non-Exempt	
County Sanitation District of Los Angeles	Exempt & Non-Exempt	Three of the agency matches in this study are non-exempt and two are exempt but are eligible for OT.
Monterey One Water	Exempt	
Orange County Sanitation	Exempt	
Salinas Valley Solid Waste Authority	Non-Exempt	

- Additional Benefit Information
 - Average comparator contribution towards health insurances ranged from \$2,378-\$2,483/month depending on benchmark classification and the comparator's bargaining group. District contribution was competitive at \$2,458 mo.
 - Retirement was slightly below market for Unrepresented/Management group due to six agencies providing either social security or deferred compensation in addition to PERS comparable plan although the District's deferred compensation plan contribution is the most generous compared to the participating comparator agencies. The participation of four agencies in social security in addition to PERS impacted line staff.
 - Leave is competitive overall.

Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the District may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the District's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the District can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 15% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization. It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary,

based on the needs of the organization. This market survey is only a tool to be used by the District to determine market indexing and salary determination.

Recommendations

Pay Philosophy

The District has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the District's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly qualified workforce.

Proposed Salary Structure

Currently, the District has six-step salary structure with a 5% differential between each step and a 2.5% differential between each range. Gallagher recommends keeping the same salary structure. Appendix III contains the salary range structure proposed by Gallagher.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on base salary market results. The following method was used:

1. The top monthly salary market median was used as the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 6 salary closest to the Market Placement Salary.

Gallagher also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the District decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While the District may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is

recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

For example, if the District decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 6. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the District's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The District implementation plan.

The District may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the District may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the District's level of expectation.

When classifications are over market, Gallagher typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **“Grandfathering” of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the District. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the District and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

Using the Surveyed Agency Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for the District to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the District’s expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the District an instrument to make future compensation decisions.

It has been a pleasure working with the District on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,



Katie Kaneko,
Managing Director | Compensation and Rewards Consulting

Gallagher
ajg.com/ps-class-comp



Gallagher

Insurance | Risk Management | Consulting

Appendix I

Results Summary

**Monterey Regional Waste Management District
Results Summary
March 2024**



Classification	Unadjusted Top Monthly Salary					Adjusted Top Monthly Salary Data					Adjusted Total Monthly Compensation Data					# of Matches
	Unadjusted Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Adjusted Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Adjusted Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Communications and Public Education Manager	\$ 11,766	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,766	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 17,290	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Power Systems Supervisor	\$ 11,334	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,334	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 16,108	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Scale Supervisor	\$ 8,053	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,053	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 12,157	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Equipment Maintenance Manager	\$ 14,232	\$ 11,851	16.7%	\$ 11,099	22.0%	\$ 14,232	\$ 12,379	13.0%	\$ 11,794	17.1%	\$ 20,399	\$ 17,595	13.7%	\$ 17,183	15.8%	6
Weighmaster	\$ 6,958	\$ 5,672	18.5%	\$ 5,795	16.7%	\$ 6,958	\$ 5,830	16.2%	\$ 5,795	16.7%	\$ 10,838	\$ 9,689	10.6%	\$ 10,143	6.4%	5
Accounting Assistant II	\$ 6,911	\$ 5,593	19.1%	\$ 5,556	19.6%	\$ 6,911	\$ 5,796	16.1%	\$ 5,822	15.8%	\$ 10,781	\$ 9,273	14.0%	\$ 9,403	12.8%	8
Heavy Equipment Technician II	\$ 7,668	\$ 6,703	12.6%	\$ 6,238	18.6%	\$ 7,668	\$ 6,944	9.4%	\$ 6,478	15.5%	\$ 11,693	\$ 10,828	7.4%	\$ 10,394	11.1%	9
Accounting Technician	\$ 8,400	\$ 6,758	19.5%	\$ 6,861	18.3%	\$ 8,400	\$ 7,010	16.6%	\$ 7,125	15.2%	\$ 12,575	\$ 10,843	13.8%	\$ 11,026	12.3%	9
Sort Systems Operator	\$ 6,465	\$ 5,511	14.8%	\$ 5,299	18.0%	\$ 6,465	\$ 5,710	11.7%	\$ 5,557	14.1%	\$ 10,244	\$ 9,422	8.0%	\$ 9,424	8.0%	6
Heavy Equipment Operator	\$ 8,251	\$ 6,962	15.6%	\$ 6,811	17.5%	\$ 8,251	\$ 7,224	12.4%	\$ 7,105	13.9%	\$ 12,395	\$ 11,205	9.6%	\$ 10,874	12.3%	8
Senior Engineer	\$ 16,387	\$ 13,792	15.8%	\$ 13,724	16.3%	\$ 16,387	\$ 14,314	12.7%	\$ 14,270	12.9%	\$ 23,115	\$ 19,635	15.1%	\$ 20,178	12.7%	9
Site Maintenance Worker II	\$ 6,784	\$ 5,836	14.0%	\$ 5,800	14.5%	\$ 6,784	\$ 6,030	11.1%	\$ 5,911	12.9%	\$ 10,628	\$ 9,664	9.1%	\$ 9,434	11.2%	10
Maintenance Shop Supervisor	\$ 10,258	\$ 9,514	7.3%	\$ 8,812	14.1%	\$ 10,258	\$ 9,902	3.5%	\$ 9,212	10.2%	\$ 14,812	\$ 14,352	3.1%	\$ 13,320	10.1%	8
MRF Operator II	\$ 6,784	\$ 6,210	8.5%	\$ 6,241	8.0%	\$ 6,784	\$ 6,448	5.0%	\$ 6,450	4.9%	\$ 10,628	\$ 10,209	4.0%	\$ 10,687	-0.6%	7
MRF Manager	\$ 14,943	\$ 12,892	13.7%	\$ 13,631	8.8%	\$ 14,943	\$ 13,485	9.8%	\$ 14,318	4.2%	\$ 21,295	\$ 19,205	9.8%	\$ 19,446	8.7%	5
Assistant Director of Operations	\$ 14,943	\$ 13,560	9.3%	\$ 13,644	8.7%	\$ 14,943	\$ 14,185	5.1%	\$ 14,330	4.1%	\$ 21,295	\$ 19,885	6.6%	\$ 19,540	8.2%	6
MRF Maintenance Supervisor	\$ 9,322	\$ 9,490	-1.8%	\$ 8,525	8.5%	\$ 9,322	\$ 9,826	-5.4%	\$ 8,968	3.8%	\$ 13,685	\$ 14,420	-5.4%	\$ 13,106	4.2%	7
Accounting Manager	\$ 12,910	\$ 12,902	0.1%	\$ 12,096	6.3%	\$ 12,910	\$ 13,370	-3.6%	\$ 12,561	2.7%	\$ 18,006	\$ 18,580	-3.2%	\$ 17,553	2.5%	9
Heavy Equipment Supervisor	\$ 9,098	\$ 8,597	5.5%	\$ 8,484	6.7%	\$ 9,098	\$ 8,965	1.5%	\$ 8,853	2.7%	\$ 13,415	\$ 13,310	0.8%	\$ 12,829	4.4%	7
MRF Supervisor	\$ 9,097	\$ 8,491	6.7%	\$ 8,484	6.7%	\$ 9,097	\$ 8,802	3.2%	\$ 8,853	2.7%	\$ 13,414	\$ 13,158	1.9%	\$ 12,829	4.4%	7
Director of Operations	\$ 18,607	\$ 16,311	12.3%	\$ 17,281	7.1%	\$ 18,607	\$ 16,879	9.3%	\$ 18,210	2.1%	\$ 25,914	\$ 23,256	10.3%	\$ 24,022	7.3%	10
Site and Facilities Supervisor	\$ 9,076	\$ 9,206	-1.4%	\$ 8,505	6.3%	\$ 9,076	\$ 9,540	-5.1%	\$ 8,910	1.8%	\$ 13,389	\$ 13,970	-4.3%	\$ 12,967	3.1%	8
Director of Finance and Administration	\$ 17,309	\$ 16,537	4.5%	\$ 16,206	6.4%	\$ 17,309	\$ 17,108	1.2%	\$ 17,001	1.8%	\$ 24,278	\$ 23,914	1.5%	\$ 24,043	1.0%	10
Human Resources Technician	\$ 7,162	\$ 6,963	2.8%	\$ 6,805	5.0%	\$ 7,162	\$ 7,256	-1.3%	\$ 7,066	1.3%	\$ 11,084	\$ 11,106	-0.2%	\$ 10,929	1.4%	8
Administrative Support Specialist II	\$ 6,911	\$ 6,729	2.6%	\$ 6,657	3.7%	\$ 6,911	\$ 6,954	-0.6%	\$ 6,827	1.2%	\$ 10,781	\$ 10,748	0.3%	\$ 10,726	0.5%	10
Associate Engineer	\$ 12,295	\$ 11,780	4.2%	\$ 11,682	5.0%	\$ 12,295	\$ 12,211	0.7%	\$ 12,271	0.2%	\$ 17,266	\$ 17,046	1.3%	\$ 17,384	-0.7%	9
Executive Assistant/Clerk of the Board	\$ 9,259	\$ 9,155	1.1%	\$ 8,946	3.4%	\$ 9,259	\$ 9,459	-2.2%	\$ 9,269	-0.1%	\$ 13,609	\$ 14,054	-3.3%	\$ 13,428	1.3%	10
Director of Engineering and Compliance/District Engineer	\$ 17,309	\$ 17,035	1.6%	\$ 16,606	4.1%	\$ 17,309	\$ 17,628	-1.8%	\$ 17,398	-0.5%	\$ 24,628	\$ 24,085	2.2%	\$ 23,572	4.3%	10
Project Manager (Construction)	\$ 12,295	\$ 11,966	2.7%	\$ 11,806	4.0%	\$ 12,295	\$ 12,539	-2.0%	\$ 12,439	-1.2%	\$ 17,266	\$ 17,808	-3.1%	\$ 17,149	0.7%	6
Power Systems Senior Technician	\$ 10,279	\$ 9,462	8.0%	\$ 10,234	0.4%	\$ 10,279	\$ 9,696	5.7%	\$ 10,478	-1.9%	\$ 14,838	\$ 13,696	7.7%	\$ 14,626	1.4%	4
Safety Manager	\$ 12,295	\$ 12,247	0.4%	\$ 12,095	1.6%	\$ 12,295	\$ 12,698	-3.3%	\$ 12,561	-2.2%	\$ 17,957	\$ 17,756	1.1%	\$ 17,259	3.9%	9
Director of Communications	\$ 15,085	\$ 14,728	2.4%	\$ 14,913	1.1%	\$ 15,085	\$ 15,231	-1.0%	\$ 15,420	-2.2%	\$ 21,474	\$ 20,849	2.9%	\$ 20,943	2.5%	8
Regulatory Compliance Technician	\$ 8,400	\$ 8,813	-4.9%	\$ 8,411	-0.1%	\$ 8,400	\$ 9,113	-8.5%	\$ 8,734	-4.0%	\$ 12,575	\$ 12,992	-3.3%	\$ 12,769	-1.5%	7
Hazardous Material Technician	\$ 7,124	\$ 6,897	3.2%	\$ 7,309	-2.6%	\$ 7,124	\$ 7,127	-0.0%	\$ 7,419	-4.1%	\$ 11,038	\$ 10,953	0.8%	\$ 11,930	-8.1%	5
MRF Maintenance Worker II	\$ 6,784	\$ 7,369	-8.6%	\$ 6,928	-2.1%	\$ 6,784	\$ 7,609	-12.2%	\$ 7,266	-7.1%	\$ 10,628	\$ 11,546	-8.6%	\$ 11,167	-5.1%	10
Public Education and Outreach Coordinator	\$ 8,821	\$ 9,417	-6.8%	\$ 9,452	-7.2%	\$ 8,821	\$ 9,713	-10.1%	\$ 9,497	-7.7%	\$ 13,082	\$ 14,163	-8.3%	\$ 13,920	-6.4%	7
Household Hazardous Waste Supervisor	\$ 8,251	\$ 8,230	0.3%	\$ 8,484	-2.8%	\$ 8,251	\$ 8,547	-3.6%	\$ 8,968	-8.7%	\$ 12,395	\$ 13,006	-4.9%	\$ 12,829	-3.5%	5
Director of Human Resources	\$ 15,888	\$ 17,342	-10.5%	\$ 16,653	-6.2%	\$ 15,888	\$ 18,008	-14.8%	\$ 17,329	-10.5%	\$ 22,234	\$ 24,833	-11.7%	\$ 24,240	-9.0%	9
General Manager	\$ 20,008	\$ 22,971	-14.8%	\$ 21,768	-8.8%	\$ 20,008	\$ 23,741	-18.7%	\$ 23,095	-15.4%	\$ 28,430	\$ 32,577	-14.6%	\$ 31,909	-12.2%	10
Safety Coordinator	\$ 6,911	\$ 8,929	-29.2%	\$ 9,404	-36.1%	\$ 6,911	\$ 9,281	-34.3%	\$ 9,651	-39.6%	\$ 10,781	\$ 13,400	-24.3%	\$ 14,131	-31.1%	4
		AVERAGE:	4.5%	AVERAGE:	5.7%		AVERAGE:	1.0%	AVERAGE:	2.0%		AVERAGE:	1.6%	AVERAGE:	2.5%	



Gallagher

Insurance | Risk Management | Consulting

Appendix II

Market Compensation Findings

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Accounting Assistant II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Accounting Assistant I	\$ 7,471	99.9%	\$ 7,478	\$ 3,458	\$ 10,936	6/25/2023	unknown	unknown
2	Monterey Regional Waste Management District	Accounting Assistant II	\$ 6,911	100.0%	\$ 6,911	\$ 3,870	\$ 10,781	7/1/2023	unknown	unknown
3	Los Angeles County Sanitation Districts	Account Clerk II	\$ 6,003	98.2%	\$ 6,113	\$ 3,721	\$ 9,834	7/1/2023	unknown	unknown
4	City of Santa Cruz	Accounting Assistant II	\$ 5,769	96.3%	\$ 5,991	\$ 4,011	\$ 10,001	9/2/2023	8/31/2024	3.50%
5	City of Oxnard	Administrative Services Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,925	\$ 8,908	7/1/2023	7/1/2024	3.00%
6	County of Santa Cruz	Account Clerk	\$ 5,451	96.3%	\$ 5,660	\$ 3,872	\$ 9,532	9/2/2023	unknown	unknown
7	City of Watsonville	Accounting Assistant	\$ 5,320	96.1%	\$ 5,536	\$ 2,419	\$ 7,955	1/1/2024	1/1/2025	3.00%
8	County of Sacramento	Account Clerk Level 2	\$ 4,691	95.2%	\$ 4,928	\$ 2,815	\$ 7,743	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	County of San Joaquin	Office Assistant Specialist	\$ 4,377	93.6%	\$ 4,676	\$ 4,598	\$ 9,274	7/3/2023	7/1/2024	4.00%
10	Salinas Valley Solid Waste Authority	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,593	\$ 5,796	\$ 9,273
% Monterey Regional Waste Management District Above/Below	19.1%	16.1%	14.0%
Median of Comparators	\$ 5,556	\$ 5,822	\$ 9,403
% Monterey Regional Waste Management District Above/Below	19.6%	15.8%	12.8%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Accounting Assistant II	Administrative Services Technician, Senior	Accounting Assistant II	Accounting Assistant	Account Clerk Level 2	Office Assistant Specialist	Account Clerk	Account Clerk II	Accounting Assistant I	N/C	N/C
Adjusted Top Monthly Salary		\$ 6,911	\$ 5,983	\$ 5,991	\$ 5,536	\$ 4,928	\$ 4,676	\$ 5,660	\$ 6,113	\$ 7,478		
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55		
	Enhanced Formula Cost	\$ 158	\$ 240	\$ 137	\$ 126	\$ 112	\$ 188	\$ 129	\$ 245	\$ 300		
	Single Highest Year		\$ 38				\$ 30		\$ 39			
	ER Paid Member Contrib								\$ 428			
	Employee Cost Share			\$ -150						\$ -107		
	Social Security				\$ 343	\$ 306	\$ 290	\$ 351				
	Deferred Compensation	\$ 484	\$ 60		\$ 54							
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,257					\$ 2,431		
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203			
	Dental		\$ 74	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136			
	Vision			\$ 19			\$ 6	\$ 6				
	Other Ins.											
Leaves	Vacation	\$ 399	\$ 374	\$ 346	\$ 341	\$ 284	\$ 270	\$ 588	\$ 376	\$ 431		
	Holidays	\$ 372	\$ 276	\$ 346	\$ 298	\$ 237	\$ 252	\$ 305	\$ 294	\$ 403		
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 3,870	\$ 2,925	\$ 4,011	\$ 2,419	\$ 2,815	\$ 4,598	\$ 3,872	\$ 3,721	\$ 3,458	\$ 0	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Accounting Assistant II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Accounting Assistant I	\$ 7,471	99.9%	\$ 7,478	\$ 3,458	\$ 10,936	6/25/2023	unknown	unknown
2	Monterey Regional Waste Management District	Accounting Assistant II	\$ 6,911	100.0%	\$ 6,911	\$ 3,870	\$ 10,781	7/1/2023	unknown	unknown
3	City of Santa Cruz	Accounting Assistant II	\$ 5,769	96.3%	\$ 5,991	\$ 4,011	\$ 10,001	9/2/2023	8/31/2024	3.50%
4	Los Angeles County Sanitation Districts	Account Clerk II	\$ 6,003	98.2%	\$ 6,113	\$ 3,721	\$ 9,834	7/1/2023	unknown	unknown
5	County of Santa Cruz	Account Clerk	\$ 5,451	96.3%	\$ 5,660	\$ 3,872	\$ 9,532	9/2/2023	unknown	unknown
6	County of San Joaquin	Office Assistant Specialist	\$ 4,377	93.6%	\$ 4,676	\$ 4,598	\$ 9,274	7/3/2023	7/1/2024	4.00%
7	City of Oxnard	Administrative Services Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,925	\$ 8,908	7/1/2023	7/1/2024	3.00%
8	City of Watsonville	Accounting Assistant	\$ 5,320	96.1%	\$ 5,536	\$ 2,419	\$ 7,955	1/1/2024	1/1/2025	3.00%
9	County of Sacramento	Account Clerk Level 2	\$ 4,691	95.2%	\$ 4,928	\$ 2,815	\$ 7,743	6/18/2023	6/30/2024	CPI 2.00%-4.00%
10	Salinas Valley Solid Waste Authority	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,593	\$ 5,796	\$ 9,273
% Monterey Regional Waste Management District Above/Below	19.1%	16.1%	14.0%
Median of Comparators	\$ 5,556	\$ 5,822	\$ 9,403
% Monterey Regional Waste Management District Above/Below	19.6%	15.8%	12.8%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Accounting Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Controller	\$ 16,250	99.9%	\$ 16,266	\$ 5,102	\$ 21,368	6/25/2023	unknown	unknown
2	Los Angeles County Sanitation Districts	Accounting Services Supervisor	\$ 15,269	98.2%	\$ 15,549	\$ 6,381	\$ 21,930	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	City of Oxnard	Administrative Services Manager	\$ 14,383	94.6%	\$ 15,204	\$ 5,203	\$ 20,407	7/1/2023	7/1/2024	3.00%
4	Orange County Sanitation District	Accounting Supervisor	\$ 14,021	96.7%	\$ 14,499	\$ 4,834	\$ 19,333	7/14/2023	7/1/2024	3.50%
5	Monterey Regional Waste Management District	Accounting Manager	\$ 12,910	100.0%	\$ 12,910	\$ 5,096	\$ 18,006	7/1/2023	unknown	unknown
6	City of Santa Cruz	Finance Manager	\$ 12,096	96.3%	\$ 12,561	\$ 4,992	\$ 17,553	8/19/2023	8/17/2024	5.00%
7	City of Watsonville	Assistant Finance Manager	\$ 12,070	96.1%	\$ 12,560	\$ 4,505	\$ 17,065	7/8/2023	7/1/2024	3.00%
8	County of Sacramento ¹	Accounting Manager	\$ 11,570	95.2%	\$ 12,153	\$ 4,650	\$ 16,804	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	County of Santa Cruz ²	[Accounting Manager/ Accounting Clerical Supervisor II]	\$ 10,721	96.3%	\$ 11,133	\$ 5,263	\$ 16,396	9/16/2023	9/14/2024	3.00%
10	County of San Joaquin	Accounting Manager	\$ 9,735	93.6%	\$ 10,401	\$ 5,962	\$ 16,363	7/3/2023	7/1/2024	4.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 12,902	\$ 13,370	\$ 18,580
% Monterey Regional Waste Management District Above/Below	0.1%	-3.6%	-3.2%
Median of Comparators	\$ 12,096	\$ 12,561	\$ 17,553
% Monterey Regional Waste Management District Above/Below	6.3%	2.7%	2.5%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - County of Santa Cruz: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Accounting Manager	Administrative Services Manager	Finance Manager	Assistant Finance Manager	Accounting Manager	Accounting Manager	[Accounting Manager/ Accounting Clerical Supervisor III]	Accounting Services Supervisor	Controller	Accounting Supervisor	N/C
	Adjusted Top Monthly Salary	\$ 12,910	\$ 15,204	\$ 12,561	\$ 12,560	\$ 12,153	\$ 10,401	\$ 11,133	\$ 15,549	\$ 16,266	\$ 14,499	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 294	\$ 610	\$ 286	\$ 286	\$ 277	\$ 417	\$ 254	\$ 624	\$ 652	\$ 331	
	Single Highest Year		\$ 97				\$ 67		\$ 100			
	ER Paid Member Contrib								\$ 1,088			
	Employee Cost Share			\$ -502						\$ -233		
	Social Security				\$ 779	\$ 754	\$ 645	\$ 690				
	Deferred Compensation	\$ 904	\$ 152	\$ 125	\$ 108	\$ 365	\$ 104		\$ 466		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 1,534			\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 2,006	\$ 2,303	\$ 2,203		\$ 2,343	
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 745	\$ 1,420	\$ 725	\$ 773	\$ 701	\$ 600	\$ 899	\$ 957	\$ 938	\$ 836	
	Holidays	\$ 695	\$ 702	\$ 725	\$ 676	\$ 678	\$ 560	\$ 599	\$ 807	\$ 876	\$ 669	
	Admin Leave		\$ 292	\$ 483	\$ 652			\$ 428		\$ 438	\$ 279	
Allow	Auto											
Benefit Package Total		\$ 5,096	\$ 5,203	\$ 4,992	\$ 4,505	\$ 4,650	\$ 5,962	\$ 5,263	\$ 6,381	\$ 5,102	\$ 4,834	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Accounting Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Accounting Services Supervisor	\$ 15,269	98.2%	\$ 15,549	\$ 6,381	\$ 21,930	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Monterey One Water	Controller	\$ 16,250	99.9%	\$ 16,266	\$ 5,102	\$ 21,368	6/25/2023	unknown	unknown
3	City of Oxnard	Administrative Services Manager	\$ 14,383	94.6%	\$ 15,204	\$ 5,203	\$ 20,407	7/1/2023	7/1/2024	3.00%
4	Orange County Sanitation District	Accounting Supervisor	\$ 14,021	96.7%	\$ 14,499	\$ 4,834	\$ 19,333	7/14/2023	7/1/2024	3.50%
5	Monterey Regional Waste Management District	Accounting Manager	\$ 12,910	100.0%	\$ 12,910	\$ 5,096	\$ 18,006	7/1/2023	unknown	unknown
6	City of Santa Cruz	Finance Manager	\$ 12,096	96.3%	\$ 12,561	\$ 4,992	\$ 17,553	8/19/2023	8/17/2024	5.00%
7	City of Watsonville	Assistant Finance Manager	\$ 12,070	96.1%	\$ 12,560	\$ 4,505	\$ 17,065	7/8/2023	7/1/2024	3.00%
8	County of Sacramento ¹	Accounting Manager	\$ 11,570	95.2%	\$ 12,153	\$ 4,650	\$ 16,804	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	County of Santa Cruz ²	[Accounting Manager/ Accounting Clerical Supervisor II]	\$ 10,721	96.3%	\$ 11,133	\$ 5,263	\$ 16,396	9/16/2023	9/14/2024	3.00%
10	County of San Joaquin	Accounting Manager	\$ 9,735	93.6%	\$ 10,401	\$ 5,962	\$ 16,363	7/3/2023	7/1/2024	4.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 12,902	\$ 13,370	\$ 18,580
% Monterey Regional Waste Management District Above/Below	0.1%	-3.6%	-3.2%
Median of Comparators	\$ 12,096	\$ 12,561	\$ 17,553
% Monterey Regional Waste Management District Above/Below	6.3%	2.7%	2.5%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - County of Santa Cruz: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Accounting Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Waste Management District	Accounting Technician	\$ 8,400	100.0%	\$ 8,400	\$ 4,175	\$ 12,575	7/1/2023	unknown	unknown
2	Salinas Valley Solid Waste Authority	Accounting Technician II	\$ 7,604	100.0%	\$ 7,604	\$ 4,745	\$ 12,349	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
3	Orange County Sanitation District	Accounting Technician	\$ 7,306	96.7%	\$ 7,555	\$ 3,601	\$ 11,156	7/14/2023	7/1/2024	3.50%
4	City of Oxnard	Administrative Services Specialist, Senior	\$ 6,872	94.6%	\$ 7,264	\$ 3,137	\$ 10,401	7/1/2023	7/1/2024	3.00%
5	County of Santa Cruz	Accounting Technician	\$ 6,942	96.3%	\$ 7,209	\$ 4,248	\$ 11,457	9/2/2023	unknown	unknown
6	City of Santa Cruz	Accounting Technician	\$ 6,861	96.3%	\$ 7,125	\$ 4,139	\$ 11,264	9/2/2023	8/31/2024	3.50%
7	City of Watsonville	Accounting Technician	\$ 6,768	96.1%	\$ 7,043	\$ 2,694	\$ 9,737	1/1/2024	1/1/2025	3.00%
8	Los Angeles County Sanitation Districts	Accounting Assistant	\$ 6,773	98.2%	\$ 6,897	\$ 3,899	\$ 10,796	7/1/2023	unknown	unknown
9	County of Sacramento	Accounting Technician	\$ 5,977	95.2%	\$ 6,278	\$ 3,121	\$ 9,399	6/18/2023	6/30/2024	CPI 2.00%-4.00%
10	County of San Joaquin	Accounting Technician	\$ 5,721	93.6%	\$ 6,112	\$ 4,914	\$ 11,026	7/3/2023	7/1/2024	4.00%
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,758	\$ 7,010	\$ 10,843
% Monterey Regional Waste Management District Above/Below	19.5%	16.6%	13.8%
Median of Comparators	\$ 6,861	\$ 7,125	\$ 11,026
% Monterey Regional Waste Management District Above/Below	18.3%	15.2%	12.3%
Number of Matches	9	9	9

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Accounting Technician	Administrative Services Specialist, Senior	Accounting Technician	Accounting Technician	Accounting Technician	Accounting Technician	Accounting Technician	Accounting Assistant	N/C	Accounting Technician	Accounting Technician II
Adjusted Top Monthly Salary		\$ 8,400	\$ 7,264	\$ 7,125	\$ 7,043	\$ 6,278	\$ 6,112	\$ 7,209	\$ 6,897		\$ 7,555	\$ 7,604
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55		1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 192	\$ 291	\$ 162	\$ 161	\$ 143	\$ 245	\$ 164	\$ 277		\$ 172	\$ 305
	Single Highest Year		\$ 46				\$ 39		\$ 44			\$ 49
	ER Paid Member Contrib								\$ 483			
	Employee Cost Share			\$ -178								\$ -76
	Social Security				\$ 437	\$ 389	\$ 379	\$ 447				
	Deferred Compensation	\$ 588	\$ 73		\$ 54						\$ 160	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 74	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 485	\$ 454	\$ 411	\$ 433	\$ 362	\$ 353	\$ 749	\$ 424		\$ 436	\$ 760
	Holidays	\$ 452	\$ 335	\$ 411	\$ 379	\$ 350	\$ 329	\$ 388	\$ 332		\$ 349	\$ 409
	Admin Leave											\$ 219
Allow	Auto											
Benefit Package Total		\$ 4,175	\$ 3,137	\$ 4,139	\$ 2,694	\$ 3,121	\$ 4,914	\$ 4,248	\$ 3,899	\$ 0	\$ 3,601	\$ 4,745

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Accounting Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Waste Management District	Accounting Technician	\$ 8,400	100.0%	\$ 8,400	\$ 4,175	\$ 12,575	7/1/2023	unknown	unknown
2	Salinas Valley Solid Waste Authority	Accounting Technician II	\$ 7,604	100.0%	\$ 7,604	\$ 4,745	\$ 12,349	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
3	County of Santa Cruz	Accounting Technician	\$ 6,942	96.3%	\$ 7,209	\$ 4,248	\$ 11,457	9/2/2023	unknown	unknown
4	City of Santa Cruz	Accounting Technician	\$ 6,861	96.3%	\$ 7,125	\$ 4,139	\$ 11,264	9/2/2023	8/31/2024	3.50%
5	Orange County Sanitation District	Accounting Technician	\$ 7,306	96.7%	\$ 7,555	\$ 3,601	\$ 11,156	7/14/2023	7/1/2024	3.50%
6	County of San Joaquin	Accounting Technician	\$ 5,721	93.6%	\$ 6,112	\$ 4,914	\$ 11,026	7/3/2023	7/1/2024	4.00%
7	Los Angeles County Sanitation Districts	Accounting Assistant	\$ 6,773	98.2%	\$ 6,897	\$ 3,899	\$ 10,796	7/1/2023	unknown	unknown
8	City of Oxnard	Administrative Services Specialist, Senior	\$ 6,872	94.6%	\$ 7,264	\$ 3,137	\$ 10,401	7/1/2023	7/1/2024	3.00%
9	City of Watsonville	Accounting Technician	\$ 6,768	96.1%	\$ 7,043	\$ 2,694	\$ 9,737	1/1/2024	1/1/2025	3.00%
10	County of Sacramento	Accounting Technician	\$ 5,977	95.2%	\$ 6,278	\$ 3,121	\$ 9,399	6/18/2023	6/30/2024	CPI 2.00%-4.00%
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,758	\$ 7,010	\$ 10,843
% Monterey Regional Waste Management District Above/Below	19.5%	16.6%	13.8%
Median of Comparators	\$ 6,861	\$ 7,125	\$ 11,026
% Monterey Regional Waste Management District Above/Below	18.3%	15.2%	12.3%
Number of Matches	9	9	9

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Administrative Support Specialist II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administrative Assistant	\$ 9,123	96.7%	\$ 9,434	\$ 3,839	\$ 13,273	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Administrative Aide II	\$ 7,854	98.2%	\$ 7,998	\$ 4,148	\$ 12,146	7/1/2023	unknown	unknown
3	Monterey One Water	Administrative Support Specialist II	\$ 7,821	99.9%	\$ 7,829	\$ 3,506	\$ 11,335	6/25/2023	unknown	unknown
4	County of San Joaquin	Administrative Assistant II	\$ 6,989	93.6%	\$ 7,467	\$ 5,212	\$ 12,679	7/3/2023	7/1/2024	4.00%
5	County of Sacramento	Executive Secretary	\$ 6,756	95.2%	\$ 7,097	\$ 3,283	\$ 10,380	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	Monterey Regional Waste Management District	Administrative Support Specialist II	\$ 6,911	100.0%	\$ 6,911	\$ 3,870	\$ 10,781	7/1/2023	unknown	unknown
7	Salinas Valley Solid Waste Authority	Administrative Assistant II	\$ 6,557	100.0%	\$ 6,557	\$ 4,515	\$ 11,072	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
8	City of Oxnard	Administrative Services Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,925	\$ 8,908	7/1/2023	7/1/2024	3.00%
9	City of Watsonville	Administrative Assistant II	\$ 5,587	96.1%	\$ 5,814	\$ 2,648	\$ 8,462	7/8/2023	7/1/2024	3.00%
10	County of Santa Cruz	Office Assistant III	\$ 5,550	96.3%	\$ 5,763	\$ 3,897	\$ 9,660	9/2/2023	unknown	unknown
11	City of Santa Cruz	Administrative Assistant II	\$ 5,393	96.3%	\$ 5,600	\$ 3,967	\$ 9,567	9/2/2023	8/31/2024	3.50%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,729	\$ 6,954	\$ 10,748
% Monterey Regional Waste Management District Above/Below	2.6%	-0.6%	0.3%
Median of Comparators	\$ 6,657	\$ 6,827	\$ 10,726
% Monterey Regional Waste Management District Above/Below	3.7%	1.2%	0.5%
Number of Matches	10	10	10

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Administrative Support Specialist II	Administrative Services Technician, Senior	Administrative Assistant II	Administrative Assistant II	Executive Secretary	Administrative Assistant II	Office Assistant III	Administrative Aide II	Administrative Support Specialist II	Administrative Assistant	Administrative Assistant II
Adjusted Top Monthly Salary		\$ 6,911	\$ 5,983	\$ 5,600	\$ 5,814	\$ 7,097	\$ 7,467	\$ 5,763	\$ 7,998	\$ 7,829	\$ 9,434	\$ 6,557
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 158	\$ 240	\$ 128	\$ 133	\$ 162	\$ 299	\$ 131	\$ 321	\$ 314	\$ 215	\$ 263
	Single Highest Year		\$ 38				\$ 48		\$ 51			\$ 42
	ER Paid Member Contrib								\$ 560			
	Employee Cost Share			\$ -140						\$ -112		\$ -66
	Social Security				\$ 360	\$ 440	\$ 463	\$ 357				
	Deferred Compensation	\$ 484	\$ 60		\$ 108						\$ 160	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231					\$ 2,431		
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 74	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 399	\$ 374	\$ 323	\$ 358	\$ 409	\$ 431	\$ 598	\$ 492	\$ 452	\$ 544	\$ 656
	Holidays	\$ 372	\$ 276	\$ 323	\$ 313	\$ 396	\$ 402	\$ 310	\$ 385	\$ 422	\$ 435	\$ 353
	Admin Leave				\$ 145							\$ 189
Allow	Auto											
Benefit Package Total		\$ 3,870	\$ 2,925	\$ 3,967	\$ 2,648	\$ 3,283	\$ 5,212	\$ 3,897	\$ 4,148	\$ 3,506	\$ 3,839	\$ 4,515

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Administrative Support Specialist II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administrative Assistant	\$ 9,123	96.7%	\$ 9,434	\$ 3,839	\$ 13,273	7/14/2023	7/1/2024	3.50%
2	County of San Joaquin	Administrative Assistant II	\$ 6,989	93.6%	\$ 7,467	\$ 5,212	\$ 12,679	7/3/2023	7/1/2024	4.00%
3	Los Angeles County Sanitation Districts	Administrative Aide II	\$ 7,854	98.2%	\$ 7,998	\$ 4,148	\$ 12,146	7/1/2023	unknown	unknown
4	Monterey One Water	Administrative Support Specialist II	\$ 7,821	99.9%	\$ 7,829	\$ 3,506	\$ 11,335	6/25/2023	unknown	unknown
5	Salinas Valley Solid Waste Authority	Administrative Assistant II	\$ 6,557	100.0%	\$ 6,557	\$ 4,515	\$ 11,072	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
6	Monterey Regional Waste Management District	Administrative Support Specialist II	\$ 6,911	100.0%	\$ 6,911	\$ 3,870	\$ 10,781	7/1/2023	unknown	unknown
7	County of Sacramento	Executive Secretary	\$ 6,756	95.2%	\$ 7,097	\$ 3,283	\$ 10,380	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	County of Santa Cruz	Office Assistant III	\$ 5,550	96.3%	\$ 5,763	\$ 3,897	\$ 9,660	9/2/2023	unknown	unknown
9	City of Santa Cruz	Administrative Assistant II	\$ 5,393	96.3%	\$ 5,600	\$ 3,967	\$ 9,567	9/2/2023	8/31/2024	3.50%
10	City of Oxnard	Administrative Services Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,925	\$ 8,908	7/1/2023	7/1/2024	3.00%
11	City of Watsonville	Administrative Assistant II	\$ 5,587	96.1%	\$ 5,814	\$ 2,648	\$ 8,462	7/8/2023	7/1/2024	3.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,729	\$ 6,954	\$ 10,748
% Monterey Regional Waste Management District Above/Below	2.6%	-0.6%	0.3%
Median of Comparators	\$ 6,657	\$ 6,827	\$ 10,726
% Monterey Regional Waste Management District Above/Below	3.7%	1.2%	0.5%
Number of Matches	10	10	10

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Assistant Director of Operations										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Oxnard	Maintenance and Operations Manager	\$ 15,650	94.6%	\$ 16,543	\$ 5,491	\$ 22,034	7/1/2023	7/1/2024	3.00%
2	Monterey Regional Waste Management District	Assistant Director of Operations	\$ 14,943	100.0%	\$ 14,943	\$ 6,352	\$ 21,295	7/1/2023	unknown	unknown
3	County of San Joaquin ²	[Solid Waste Operations Manager/ Integrated	\$ 13,656	93.6%	\$ 14,590	\$ 7,880	\$ 22,470	7/1/2023	7/1/2024	4.00%
4	City of Watsonville	Solid Waste Division Manager	\$ 13,783	96.1%	\$ 14,342	\$ 4,937	\$ 19,279	7/8/2023	7/1/2024	3.00%
5	County of Sacramento ¹	Waste Management Superintendent	\$ 13,631	95.2%	\$ 14,318	\$ 5,128	\$ 19,446	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	Los Angeles County Sanitation Districts	Refuse Site Superintendent II	\$ 13,479	98.2%	\$ 13,726	\$ 5,907	\$ 19,633	7/1/2023	unknown	unknown
7	City of Santa Cruz	Superintendent of Resource Recovery-Proce	\$ 11,160	96.3%	\$ 11,589	\$ 4,859	\$ 16,448	8/19/2023	8/17/2024	5.00%
8	Orange County Sanitation District	N/C								
9	County of Santa Cruz	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 13,560	\$ 14,185	\$ 19,885
% Monterey Regional Waste Management District Above/Below	9.3%	5.1%	6.6%
Median of Comparators	\$ 13,644	\$ 14,330	\$ 19,540
% Monterey Regional Waste Management District Above/Below	8.7%	4.1%	8.2%
Number of Matches	6	6	6

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - County of San Joaquin: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Assistant Director of Operations	Maintenance and Operations Manager	Superintendent of Resource Recovery- Processing and Disposal	Solid Waste Division Manager	Waste Management Superintendent	[Solid Waste Operations Manager/ Integrated Waste Manager]	N/C	Refuse Site Superintendent II	N/C	N/C	N/C
Adjusted Top Monthly Salary		\$ 14,943	\$ 16,543	\$ 11,589	\$ 14,342	\$ 14,318	\$ 14,590		\$ 13,726			
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5		2%@55			
	Enhanced Formula Cost	\$ 341	\$ 663	\$ 264	\$ 327	\$ 326	\$ 585		\$ 550			
	Single Highest Year		\$ 106				\$ 93		\$ 88			
	ER Paid Member Contrib								\$ 961			
	Employee Cost Share			\$ -464								
	Social Security				\$ 871	\$ 871	\$ 871					
	Deferred Compensation	\$ 1,046	\$ 165	\$ 125	\$ 108	\$ 430	\$ 292		\$ 412			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002					
	Health			\$ 3,005		\$ 1,757	\$ 1,538		\$ 2,203			
	Dental		\$ 67	\$ 127		\$ 119	\$ 24		\$ 136			
	Vision			\$ 19			\$ 6					
	Other Ins.											
Leaves	Vacation	\$ 862	\$ 1,545	\$ 669	\$ 883	\$ 826	\$ 1,122		\$ 845			
	Holidays	\$ 805	\$ 764	\$ 669	\$ 772	\$ 799	\$ 786		\$ 713			
	Admin Leave	\$ 841	\$ 318	\$ 446	\$ 745		\$ 561					
Allow	Auto											
Benefit Package Total		\$ 6,352	\$ 5,491	\$ 4,859	\$ 4,937	\$ 5,128	\$ 7,880	\$ 0	\$ 5,907	\$ 0	\$ 0	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Assistant Director of Operations										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin ²	[Solid Waste Operations Manager/ Integrated	\$ 13,656	93.6%	\$ 14,590	\$ 7,880	\$ 22,470	7/1/2023	7/1/2024	4.00%
2	City of Oxnard	Maintenance and Operations Manager	\$ 15,650	94.6%	\$ 16,543	\$ 5,491	\$ 22,034	7/1/2023	7/1/2024	3.00%
3	Monterey Regional Waste Management District	Assistant Director of Operations	\$ 14,943	100.0%	\$ 14,943	\$ 6,352	\$ 21,295	7/1/2023	unknown	unknown
4	Los Angeles County Sanitation Districts	Refuse Site Superintendent II	\$ 13,479	98.2%	\$ 13,726	\$ 5,907	\$ 19,633	7/1/2023	unknown	unknown
5	County of Sacramento ¹	Waste Management Superintendent	\$ 13,631	95.2%	\$ 14,318	\$ 5,128	\$ 19,446	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	City of Watsonville	Solid Waste Division Manager	\$ 13,783	96.1%	\$ 14,342	\$ 4,937	\$ 19,279	7/8/2023	7/1/2024	3.00%
7	City of Santa Cruz	Superintendent of Resource Recovery-Proce	\$ 11,160	96.3%	\$ 11,589	\$ 4,859	\$ 16,448	8/19/2023	8/17/2024	5.00%
8	Orange County Sanitation District	N/C								
9	County of Santa Cruz	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 13,560	\$ 14,185	\$ 19,885
% Monterey Regional Waste Management District Above/Below	9.3%	5.1%	6.6%
Median of Comparators	\$ 13,644	\$ 14,330	\$ 19,540
% Monterey Regional Waste Management District Above/Below	8.7%	4.1%	8.2%
Number of Matches	6	6	6

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - County of San Joaquin: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Associate Engineer										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Associate Engineer	\$ 14,791	99.9%	\$ 14,806	\$ 4,748	\$ 19,554	6/25/2023	unknown	unknown
2	Orange County Sanitation District	Engineer	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
3	Los Angeles County Sanitation Districts	Civil Engineer	\$ 12,957	98.2%	\$ 13,195	\$ 5,769	\$ 18,964	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
4	City of Santa Cruz	Associate Professional Engineer	\$ 12,151	96.3%	\$ 12,618	\$ 5,000	\$ 17,618	8/19/2023	8/17/2024	5.00%
5	Monterey Regional Waste Management District	Associate Engineer	\$ 12,295	100.0%	\$ 12,295	\$ 4,971	\$ 17,266	7/1/2023	unknown	unknown
6	County of Sacramento	Associate Civil Engineer	\$ 11,682	95.2%	\$ 12,271	\$ 4,403	\$ 16,674	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	County of San Joaquin ¹	[Engineer IV/ Engineer III]	\$ 10,599	93.6%	\$ 11,324	\$ 6,061	\$ 17,384	7/3/2023	7/1/2024	4.00%
8	City of Oxnard	Associate Engineer	\$ 10,420	94.6%	\$ 11,015	\$ 3,756	\$ 14,771	7/1/2023	7/1/2024	3.00%
9	County of Santa Cruz	Associate Civil Engineer	\$ 10,355	96.3%	\$ 10,753	\$ 5,107	\$ 15,860	9/2/2023	unknown	unknown
10	City of Watsonville	Associate Civil Engineer	\$ 9,719	96.1%	\$ 10,113	\$ 3,938	\$ 14,052	9/16/2023	7/1/2024	3.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 11,780	\$ 12,211	\$ 17,046
% Monterey Regional Waste Management District Above/Below	4.2%	0.7%	1.3%
Median of Comparators	\$ 11,682	\$ 12,271	\$ 17,384
% Monterey Regional Waste Management District Above/Below	5.0%	0.2%	-0.7%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of San Joaquin: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Associate Engineer	Associate Engineer	Associate Professional Engineer	Associate Civil Engineer	Associate Civil Engineer	[Engineer IV/Engineer III]	Associate Civil Engineer	Civil Engineer	Associate Engineer	Engineer	N/C
Adjusted Top Monthly Salary		\$ 12,295	\$ 11,015	\$ 12,618	\$ 10,113	\$ 12,271	\$ 11,324	\$ 10,753	\$ 13,195	\$ 14,806	\$ 13,802	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 280	\$ 442	\$ 288	\$ 231	\$ 280	\$ 454	\$ 245	\$ 529	\$ 594	\$ 315	
	Single Highest Year		\$ 70				\$ 72		\$ 84			
	ER Paid Member Contrib								\$ 924			
	Employee Cost Share			\$ -505						\$ -212		
	Social Security				\$ 627	\$ 761	\$ 702	\$ 667				
	Deferred Compensation	\$ 861	\$ 110	\$ 125	\$ 217				\$ 396		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231					\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	
	Dental		\$ 74	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
Other Ins.												
Leaves	Vacation	\$ 709	\$ 688	\$ 728	\$ 622	\$ 708	\$ 653	\$ 1,117	\$ 812	\$ 854	\$ 796	
	Holidays	\$ 662	\$ 508	\$ 728	\$ 545	\$ 684	\$ 610	\$ 579	\$ 685	\$ 797	\$ 637	
	Admin Leave			\$ 485	\$ 467	\$ 94				\$ 285	\$ 265	
Allow	Auto											
Benefit Package Total		\$ 4,971	\$ 3,756	\$ 5,000	\$ 3,938	\$ 4,403	\$ 6,061	\$ 5,107	\$ 5,769	\$ 4,748	\$ 4,733	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Associate Engineer										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Associate Engineer	\$ 14,791	99.9%	\$ 14,806	\$ 4,748	\$ 19,554	6/25/2023	unknown	unknown
2	Los Angeles County Sanitation Districts	Civil Engineer	\$ 12,957	98.2%	\$ 13,195	\$ 5,769	\$ 18,964	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Orange County Sanitation District	Engineer	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
4	City of Santa Cruz	Associate Professional Engineer	\$ 12,151	96.3%	\$ 12,618	\$ 5,000	\$ 17,618	8/19/2023	8/17/2024	5.00%
5	County of San Joaquin ¹	[Engineer IV/ Engineer III]	\$ 10,599	93.6%	\$ 11,324	\$ 6,061	\$ 17,384	7/3/2023	7/1/2024	4.00%
6	Monterey Regional Waste Management District	Associate Engineer	\$ 12,295	100.0%	\$ 12,295	\$ 4,971	\$ 17,266	7/1/2023	unknown	unknown
7	County of Sacramento	Associate Civil Engineer	\$ 11,682	95.2%	\$ 12,271	\$ 4,403	\$ 16,674	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	County of Santa Cruz	Associate Civil Engineer	\$ 10,355	96.3%	\$ 10,753	\$ 5,107	\$ 15,860	9/2/2023	unknown	unknown
9	City of Oxnard	Associate Engineer	\$ 10,420	94.6%	\$ 11,015	\$ 3,756	\$ 14,771	7/1/2023	7/1/2024	3.00%
10	City of Watsonville	Associate Civil Engineer	\$ 9,719	96.1%	\$ 10,113	\$ 3,938	\$ 14,052	9/16/2023	7/1/2024	3.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 11,780	\$ 12,211	\$ 17,046
% Monterey Regional Waste Management District Above/Below	4.2%	0.7%	1.3%
Median of Comparators	\$ 11,682	\$ 12,271	\$ 17,384
% Monterey Regional Waste Management District Above/Below	5.0%	0.2%	-0.7%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of San Joaquin: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Communications and Public Education Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sacramento ¹	Sanitation District Public Affairs Manager	\$ 12,529	95.2%	\$ 13,161	\$ 4,880	\$ 18,041	6/18/2023	6/30/2024	CPI 2.00%-4.00%
2	Monterey One Water	Communication Services Administrator	\$ 12,110	99.9%	\$ 12,122	\$ 4,328	\$ 16,450	6/25/2023	unknown	unknown
3	Monterey Regional Waste Management District	Communications and Public Education Manager	\$ 11,766	100.0%	\$ 11,766	\$ 5,524	\$ 17,290	7/1/2023	unknown	unknown
4	City of Watsonville	Communications and Environmental Outreach Manager	\$ 10,473	96.1%	\$ 10,898	\$ 4,086	\$ 14,984	7/8/2023	7/1/2024	3.00%
5	City of Oxnard	N/C								
6	Orange County Sanitation District	N/C								
7	Los Angeles County Sanitation Districts	N/C								
8	County of Santa Cruz	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	County of San Joaquin	N/C								
11	City of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Communications and Public Education Manager	N/C	N/C	Communications and Environmental Outreach Manager	Sanitation District Public Affairs Manager	N/C	N/C	N/C	Communication Services Administrator	N/C	N/C
	Adjusted Top Monthly Salary	\$ 11,766			\$ 10,898	\$ 13,161				\$ 12,122		
Retirement	Classic	2%@60			2%@60	1.92%@60				2%@55		
	Enhanced Formula Cost	\$ 268			\$ 248	\$ 300				\$ 486		
	Single Highest Year											
	ER Paid Member Contrib											
	Employee Cost Share									\$ -174		
	Social Security				\$ 676	\$ 816						
	Deferred Compensation	\$ 824			\$ 108	\$ 395						
Other Ret.												
Insurance	Cafeteria	\$ 2,458			\$ 1,231					\$ 2,431		
	Health					\$ 1,757						
	Dental					\$ 119						
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 679			\$ 671	\$ 759				\$ 699		
	Holidays	\$ 634			\$ 587	\$ 734				\$ 653		
	Admin Leave	\$ 662			\$ 566					\$ 233		
Allow	Auto											
Benefit Package Total		\$ 5,524	\$ 0	\$ 0	\$ 4,086	\$ 4,880	\$ 0	\$ 0	\$ 0	\$ 4,328	\$ 0	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Communications and Public Education Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sacramento ¹	Sanitation District Public Affairs Manager	\$ 12,529	95.2%	\$ 13,161	\$ 4,880	\$ 18,041	6/18/2023	6/30/2024	CPI 2.00%-4.00%
2	Monterey Regional Waste Management District	Communications and Public Education Manager	\$ 11,766	100.0%	\$ 11,766	\$ 5,524	\$ 17,290	7/1/2023	unknown	unknown
3	Monterey One Water	Communication Services Administrator	\$ 12,110	99.9%	\$ 12,122	\$ 4,328	\$ 16,450	6/25/2023	unknown	unknown
4	City of Watsonville	Communications and Environmental Outreach Manager	\$ 10,473	96.1%	\$ 10,898	\$ 4,086	\$ 14,984	7/8/2023	7/1/2024	3.00%
5	City of Oxnard	N/C								
6	Orange County Sanitation District	N/C								
7	Los Angeles County Sanitation Districts	N/C								
8	County of Santa Cruz	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	County of San Joaquin	N/C								
11	City of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Director of Communications										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administration Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Public Information Supervisor	\$ 16,131	98.2%	\$ 16,427	\$ 6,610	\$ 23,037	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	City of Santa Cruz	Communications Manager	\$ 15,094	96.3%	\$ 15,674	\$ 5,418	\$ 21,092	8/19/2023	8/17/2024	5.00%
4	County of Sacramento ¹	Director of Sanitation Districts Communications	\$ 14,732	95.2%	\$ 15,475	\$ 5,320	\$ 20,795	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	Monterey One Water	Director of External Affairs	\$ 15,349	99.9%	\$ 15,364	\$ 6,064	\$ 21,428	6/25/2023	unknown	unknown
6	City of Oxnard	Administrative Services Manager	\$ 14,383	94.6%	\$ 15,204	\$ 5,203	\$ 20,407	7/1/2023	7/1/2024	3.00%
7	Monterey Regional Waste Management District	Director of Communications	\$ 15,085	100.0%	\$ 15,085	\$ 6,389	\$ 21,474	7/1/2023	unknown	unknown
8	County of Santa Cruz	County Public Information Officer	\$ 12,317	96.3%	\$ 12,790	\$ 5,690	\$ 18,480	9/16/2023	9/14/2024	3.00%
9	City of Watsonville	Public Information Officer	\$ 11,423	96.1%	\$ 11,887	\$ 4,336	\$ 16,222	7/8/2023	7/1/2024	3.00%
10	Salinas Valley Solid Waste Authority	N/C								
11	County of San Joaquin	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 14,728	\$ 15,231	\$ 20,849
% Monterey Regional Waste Management District Above/Below	2.4%	-1.0%	2.9%
Median of Comparators	\$ 14,913	\$ 15,420	\$ 20,943
% Monterey Regional Waste Management District Above/Below	1.1%	-2.2%	2.5%
Number of Matches	8	8	8

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Director of Communications	Administrative Services Manager	Communications Manager	Public Information Officer	Director of Sanitation Districts Communications	N/C	County Public Information Officer	Public Information Supervisor	Director of External Affairs	Administration Manager	N/C
Adjusted Top Monthly Salary		\$ 15,085	\$ 15,204	\$ 15,674	\$ 11,887	\$ 15,475		\$ 12,790	\$ 16,427	\$ 15,364	\$ 19,024	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60		2%@60	2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 344	\$ 610	\$ 357	\$ 271	\$ 353		\$ 292	\$ 659	\$ 616	\$ 434	
	Single Highest Year		\$ 97						\$ 105			
	ER Paid Member Contrib								\$ 1,150			
	Employee Cost Share			\$ -627						\$ -220		
	Social Security				\$ 737	\$ 871		\$ 793				
Deferred Compensation	\$ 1,056	\$ 152	\$ 125	\$ 108	\$ 464			\$ 493	\$ 814	\$ 500		
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231					\$ 2,431		
	Health			\$ 3,005		\$ 1,757		\$ 2,303	\$ 2,203		\$ 2,343	
	Dental		\$ 67	\$ 127		\$ 119		\$ 83	\$ 136		\$ 124	
	Vision			\$ 19				\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 870	\$ 1,420	\$ 904	\$ 731	\$ 893		\$ 1,033	\$ 1,011	\$ 1,182	\$ 1,646	
	Holidays	\$ 812	\$ 702	\$ 904	\$ 640	\$ 863		\$ 689	\$ 853	\$ 827	\$ 878	
	Admin Leave	\$ 849	\$ 292	\$ 603	\$ 617			\$ 492		\$ 414	\$ 366	
Allow	Auto											
Benefit Package Total		\$ 6,389	\$ 5,203	\$ 5,418	\$ 4,336	\$ 5,320	\$ 0	\$ 5,690	\$ 6,610	\$ 6,064	\$ 6,308	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Director of Communications										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Administration Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Public Information Supervisor	\$ 16,131	98.2%	\$ 16,427	\$ 6,610	\$ 23,037	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Monterey Regional Waste Management District	Director of Communications	\$ 15,085	100.0%	\$ 15,085	\$ 6,389	\$ 21,474	7/1/2023	unknown	unknown
4	Monterey One Water	Director of External Affairs	\$ 15,349	99.9%	\$ 15,364	\$ 6,064	\$ 21,428	6/25/2023	unknown	unknown
5	City of Santa Cruz	Communications Manager	\$ 15,094	96.3%	\$ 15,674	\$ 5,418	\$ 21,092	8/19/2023	8/17/2024	5.00%
6	County of Sacramento ¹	Director of Sanitation Districts Communications	\$ 14,732	95.2%	\$ 15,475	\$ 5,320	\$ 20,795	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	City of Oxnard	Administrative Services Manager	\$ 14,383	94.6%	\$ 15,204	\$ 5,203	\$ 20,407	7/1/2023	7/1/2024	3.00%
8	County of Santa Cruz	County Public Information Officer	\$ 12,317	96.3%	\$ 12,790	\$ 5,690	\$ 18,480	9/16/2023	9/14/2024	3.00%
9	City of Watsonville	Public Information Officer	\$ 11,423	96.1%	\$ 11,887	\$ 4,336	\$ 16,222	7/8/2023	7/1/2024	3.00%
10	Salinas Valley Solid Waste Authority	N/C								
11	County of San Joaquin	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 14,728	\$ 15,231	\$ 20,849
% Monterey Regional Waste Management District Above/Below	2.4%	-1.0%	2.9%
Median of Comparators	\$ 14,913	\$ 15,420	\$ 20,943
% Monterey Regional Waste Management District Above/Below	1.1%	-2.2%	2.5%
Number of Matches	8	8	8

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Director of Engineering and Compliance/District Engineer										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin	Chief Deputy Director Public Works	\$ 19,508	93.6%	\$ 20,842	\$ 9,354	\$ 30,196	7/3/2023	7/1/2024	4.00%
2	Monterey One Water	Director of Engineering	\$ 20,000	99.9%	\$ 20,020	\$ 6,104	\$ 26,124	11/7/2023	unknown	unknown
3	Orange County Sanitation District	Engineering Manager	\$ 19,332	96.7%	\$ 19,992	\$ 6,477	\$ 26,469	7/14/2023	7/1/2024	3.50%
4	Los Angeles County Sanitation Districts	Division Engineer II	\$ 18,733	98.2%	\$ 19,076	\$ 7,298	\$ 26,374	7/1/2023	unknown	unknown
5	City of Oxnard	City Engineer	\$ 16,548	94.6%	\$ 17,493	\$ 5,695	\$ 23,188	7/1/2023	7/1/2024	3.00%
6	Monterey Regional Waste Management District	Director of Engineering and Compliance/District Engineer	\$ 17,309	100.0%	\$ 17,309	\$ 7,319	\$ 24,628	7/1/2023	unknown	unknown
7	County of Santa Cruz	Assistant Director of Public Works	\$ 16,664	96.3%	\$ 17,304	\$ 6,652	\$ 23,956	9/16/2023	9/14/2024	3.00%
8	City of Santa Cruz	Assistant Director of Public Works/City Engineer	\$ 16,455	96.3%	\$ 17,087	\$ 5,611	\$ 22,698	8/19/2023	8/17/2024	5.00%
9	City of Watsonville	Assistant Director of Public Works and Utilities	\$ 15,189	96.1%	\$ 15,805	\$ 5,215	\$ 21,020	7/8/2023	7/1/2024	3.00%
10	County of Sacramento ¹	Principal Civil Engineer	\$ 14,775	95.2%	\$ 15,520	\$ 5,327	\$ 20,847	6/18/2023	6/30/2024	CPI 2.00%-4.00%
11	Salinas Valley Solid Waste Authority	Engineering and Environmental Compliance Manager	\$ 13,142	100.0%	\$ 13,142	\$ 6,838	\$ 19,980	7/10/2023	7/1/2024	CPI 2.00% - 3.50%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 17,035	\$ 17,628	\$ 24,085
% Monterey Regional Waste Management District Above/Below	1.6%	-1.8%	2.2%
Median of Comparators	\$ 16,606	\$ 17,398	\$ 23,572
% Monterey Regional Waste Management District Above/Below	4.1%	-0.5%	4.3%
Number of Matches	10	10	10

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Director of Engineering and Compliance/District Engineer	City Engineer	Assistant Director of Public Works/City Engineer	Assistant Director of Public Works and Utilities	Principal Civil Engineer	Chief Deputy Director Public Works	Assistant Director of Public Works	Division Engineer II	Director of Engineering	Engineering Manager	Engineering and Environmental Compliance Manager
Adjusted Top Monthly Salary		\$ 17,309	\$ 17,493	\$ 17,087	\$ 15,805	\$ 15,520	\$ 20,842	\$ 17,304	\$ 19,076	\$ 20,020	\$ 19,992	\$ 13,142
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 395	\$ 701	\$ 390	\$ 360	\$ 354	\$ 836	\$ 395	\$ 765	\$ 803	\$ 456	\$ 527
	Single Highest Year		\$ 112				\$ 133		\$ 122			\$ 84
	ER Paid Member Contrib								\$ 1,335			
	Employee Cost Share			\$ -683						\$ -287		\$ -131
	Social Security				\$ 871	\$ 871	\$ 871	\$ 871				
	Deferred Compensation	\$ 1,212	\$ 175	\$ 125	\$ 108	\$ 466	\$ 417		\$ 572		\$ 500	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002			\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 1,538	\$ 2,303	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 999	\$ 1,633	\$ 986	\$ 973	\$ 895	\$ 1,603	\$ 1,398	\$ 1,174	\$ 1,540	\$ 1,730	\$ 1,314
	Holidays	\$ 932	\$ 807	\$ 986	\$ 851	\$ 866	\$ 1,122	\$ 932	\$ 990	\$ 1,078	\$ 923	\$ 708
	Admin Leave	\$ 974	\$ 336	\$ 657	\$ 821		\$ 802	\$ 666		\$ 539	\$ 384	\$ 758
Allow	Auto	\$ 350										\$ 500
Benefit Package Total		\$ 7,319	\$ 5,695	\$ 5,611	\$ 5,215	\$ 5,327	\$ 9,354	\$ 6,652	\$ 7,298	\$ 6,104	\$ 6,477	\$ 6,838

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Director of Engineering and Compliance/District Engineer										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin	Chief Deputy Director Public Works	\$ 19,508	93.6%	\$ 20,842	\$ 9,354	\$ 30,196	7/3/2023	7/1/2024	4.00%
2	Orange County Sanitation District	Engineering Manager	\$ 19,332	96.7%	\$ 19,992	\$ 6,477	\$ 26,469	7/14/2023	7/1/2024	3.50%
3	Los Angeles County Sanitation Districts	Division Engineer II	\$ 18,733	98.2%	\$ 19,076	\$ 7,298	\$ 26,374	7/1/2023	unknown	unknown
4	Monterey One Water	Director of Engineering	\$ 20,000	99.9%	\$ 20,020	\$ 6,104	\$ 26,124	11/7/2023	unknown	unknown
5	Monterey Regional Waste Management District	Director of Engineering and Compliance/District Engineer	\$ 17,309	100.0%	\$ 17,309	\$ 7,319	\$ 24,628	7/1/2023	unknown	unknown
6	County of Santa Cruz	Assistant Director of Public Works	\$ 16,664	96.3%	\$ 17,304	\$ 6,652	\$ 23,956	9/16/2023	9/14/2024	3.00%
7	City of Oxnard	City Engineer	\$ 16,548	94.6%	\$ 17,493	\$ 5,695	\$ 23,188	7/1/2023	7/1/2024	3.00%
8	City of Santa Cruz	Assistant Director of Public Works/City Engineer	\$ 16,455	96.3%	\$ 17,087	\$ 5,611	\$ 22,698	8/19/2023	8/17/2024	5.00%
9	City of Watsonville	Assistant Director of Public Works and Utilities	\$ 15,189	96.1%	\$ 15,805	\$ 5,215	\$ 21,020	7/8/2023	7/1/2024	3.00%
10	County of Sacramento ¹	Principal Civil Engineer	\$ 14,775	95.2%	\$ 15,520	\$ 5,327	\$ 20,847	6/18/2023	6/30/2024	CPI 2.00%-4.00%
11	Salinas Valley Solid Waste Authority	Engineering and Environmental Compliance Manager	\$ 13,142	100.0%	\$ 13,142	\$ 6,838	\$ 19,980	7/10/2023	7/1/2024	CPI 2.00% - 3.50%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 17,035	\$ 17,628	\$ 24,085
% Monterey Regional Waste Management District Above/Below	1.6%	-1.8%	2.2%
Median of Comparators	\$ 16,606	\$ 17,398	\$ 23,572
% Monterey Regional Waste Management District Above/Below	4.1%	-0.5%	4.3%
Number of Matches	10	10	10

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Director of Finance and Administration										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Oxnard	Department Director II	\$ 20,334	94.6%	\$ 21,495	\$ 9,311	\$ 30,806	7/1/2023	7/1/2024	3.00%
2	Monterey One Water	Chief Financial Officer	\$ 20,564	99.9%	\$ 20,585	\$ 7,943	\$ 28,528	6/25/2023	unknown	unknown
3	Los Angeles County Sanitation Districts	Chief Accountant	\$ 18,733	98.2%	\$ 19,076	\$ 7,298	\$ 26,374	7/1/2023	unknown	unknown
4	Orange County Sanitation District	Finance and Procurement Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
5	City of Watsonville	Administrative Services Director	\$ 16,653	96.1%	\$ 17,329	\$ 5,713	\$ 23,041	7/8/2023	7/1/2024	3.00%
6	Monterey Regional Waste Management District	Director of Finance and Administration	\$ 17,309	100.0%	\$ 17,309	\$ 6,969	\$ 24,278	7/1/2023	unknown	unknown
7	County of San Joaquin	Assistant Auditor-Controller	\$ 15,606	93.6%	\$ 16,673	\$ 8,371	\$ 25,044	7/3/2023	7/1/2024	4.00%
8	County of Sacramento ¹	Director of Sanitation Districts Finance	\$ 15,759	95.2%	\$ 16,554	\$ 5,499	\$ 22,053	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	City of Santa Cruz	Assistant Director of Finance	\$ 15,156	96.3%	\$ 15,738	\$ 5,426	\$ 21,165	8/19/2023	8/17/2024	5.00%
10	Salinas Valley Solid Waste Authority	Finance and Administration Manager	\$ 12,822	100.0%	\$ 12,822	\$ 6,758	\$ 19,580	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
11	County of Santa Cruz	Administrative Services Manager	\$ 11,351	96.3%	\$ 11,787	\$ 5,431	\$ 17,218	9/16/2023	9/14/2024	3.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 16,537	\$ 17,108	\$ 23,914
% Monterey Regional Waste Management District Above/Below	4.5%	1.2%	1.5%
Median of Comparators	\$ 16,206	\$ 17,001	\$ 24,043
% Monterey Regional Waste Management District Above/Below	6.4%	1.8%	1.0%
Number of Matches	10	10	10

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Director of Finance and Administration	Department Director II	Assistant Director of Finance	Administrative Services Director	Director of Sanitation Districts Finance	Assistant Auditor Controller	Administrative Services Manager	Chief Accountant	Chief Financial Officer	Finance and Procurement Manager	Finance and Administration Manager
	Adjusted Top Monthly Salary	\$ 17,309	\$ 21,495	\$ 15,738	\$ 17,329	\$ 16,554	\$ 16,673	\$ 11,787	\$ 19,076	\$ 20,585	\$ 19,024	\$ 12,822
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 395	\$ 862	\$ 359	\$ 395	\$ 377	\$ 669	\$ 269	\$ 765	\$ 825	\$ 434	\$ 514
	Single Highest Year		\$ 138				\$ 107		\$ 122			\$ 82
	ER Paid Member Contrib								\$ 1,335	\$ 1,441		
	Employee Cost Share			\$ -630								\$ -128
	Social Security				\$ 871	\$ 871	\$ 871	\$ 731				
	Deferred Compensation	\$ 1,212	\$ 967	\$ 125	\$ 217	\$ 497	\$ 333		\$ 572		\$ 500	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002			\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 1,538	\$ 2,303	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
Other Ins.												
Leaves	Vacation	\$ 999	\$ 3,246	\$ 908	\$ 1,066	\$ 955	\$ 1,283	\$ 952	\$ 1,174	\$ 1,583	\$ 1,646	\$ 1,282
	Holidays	\$ 932	\$ 992	\$ 908	\$ 933	\$ 923	\$ 898	\$ 635	\$ 990	\$ 1,108	\$ 878	\$ 690
	Admin Leave	\$ 974	\$ 827	\$ 605	\$ 1,000		\$ 641	\$ 453		\$ 554	\$ 366	\$ 740
Allow	Auto		\$ 350									\$ 500
Benefit Package Total		\$ 6,969	\$ 9,311	\$ 5,426	\$ 5,713	\$ 5,499	\$ 8,371	\$ 5,431	\$ 7,298	\$ 7,943	\$ 6,308	\$ 6,758

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Director of Finance and Administration										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Oxnard	Department Director II	\$ 20,334	94.6%	\$ 21,495	\$ 9,311	\$ 30,806	7/1/2023	7/1/2024	3.00%
2	Monterey One Water	Chief Financial Officer	\$ 20,564	99.9%	\$ 20,585	\$ 7,943	\$ 28,528	6/25/2023	unknown	unknown
3	Los Angeles County Sanitation Districts	Chief Accountant	\$ 18,733	98.2%	\$ 19,076	\$ 7,298	\$ 26,374	7/1/2023	unknown	unknown
4	Orange County Sanitation District	Finance and Procurement Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
5	County of San Joaquin	Assistant Auditor-Controller	\$ 15,606	93.6%	\$ 16,673	\$ 8,371	\$ 25,044	7/3/2023	7/1/2024	4.00%
6	Monterey Regional Waste Management District	Director of Finance and Administration	\$ 17,309	100.0%	\$ 17,309	\$ 6,969	\$ 24,278	7/1/2023	unknown	unknown
7	City of Watsonville	Administrative Services Director	\$ 16,653	96.1%	\$ 17,329	\$ 5,713	\$ 23,041	7/8/2023	7/1/2024	3.00%
8	County of Sacramento ¹	Director of Sanitation Districts Finance	\$ 15,759	95.2%	\$ 16,554	\$ 5,499	\$ 22,053	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	City of Santa Cruz	Assistant Director of Finance	\$ 15,156	96.3%	\$ 15,738	\$ 5,426	\$ 21,165	8/19/2023	8/17/2024	5.00%
10	Salinas Valley Solid Waste Authority	Finance and Administration Manager	\$ 12,822	100.0%	\$ 12,822	\$ 6,758	\$ 19,580	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
11	County of Santa Cruz	Administrative Services Manager	\$ 11,351	96.3%	\$ 11,787	\$ 5,431	\$ 17,218	9/16/2023	9/14/2024	3.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 16,537	\$ 17,108	\$ 23,914
% Monterey Regional Waste Management District Above/Below	4.5%	1.2%	1.5%
Median of Comparators	\$ 16,206	\$ 17,001	\$ 24,043
% Monterey Regional Waste Management District Above/Below	6.4%	1.8%	1.0%
Number of Matches	10	10	10

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Director of Human Resources										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts ³	[Human Resources Director/ Assistant Human Resources Manager]	\$ 20,239	98.2%	\$ 20,610	\$ 7,697	\$ 28,307	7/1/2023	unknown	unknown
2	City of Oxnard	Department Director I	\$ 19,432	94.6%	\$ 20,541	\$ 8,999	\$ 29,540	7/1/2023	7/1/2024	3.00%
3	Orange County Sanitation District	Human Resources Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
4	County of Sacramento ²	Personnel Services Division Chief	\$ 17,544	95.2%	\$ 18,429	\$ 5,811	\$ 24,240	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	City of Watsonville	Deputy City Manager	\$ 16,653	96.1%	\$ 17,329	\$ 5,713	\$ 23,041	7/8/2023	7/1/2024	3.00%
6	County of San Joaquin	Assistant Human Resources Director	\$ 16,067	93.6%	\$ 17,166	\$ 8,487	\$ 25,653	7/3/2023	7/1/2024	4.00%
7	County of Santa Cruz	Deputy Director of Personnel	\$ 16,503	96.3%	\$ 17,137	\$ 6,620	\$ 23,757	9/16/2023	9/14/2024	3.00%
8	Monterey One Water	Director of Employee Services	\$ 16,137	99.9%	\$ 16,153	\$ 6,446	\$ 22,599	6/25/2023	unknown	unknown
9	Monterey Regional Waste Management District	Director of Human Resources	\$ 15,688	100.0%	\$ 15,688	\$ 6,546	\$ 22,234	7/1/2023	unknown	unknown
10	City of Santa Cruz ¹	[Director of Human Resources/ Principal Human Resources Analyst]	\$ 15,107	96.3%	\$ 15,687	\$ 5,340	\$ 21,027	9/30/2023	9/28/2024	5.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 17,342	\$ 18,008	\$ 24,833
% Monterey Regional Waste Management District Above/Below	-10.5%	-14.8%	-11.7%
Median of Comparators	\$ 16,653	\$ 17,329	\$ 24,240
% Monterey Regional Waste Management District Above/Below	-6.2%	-10.5%	-9.0%
Number of Matches	9	9	9

N/C - Non Comparator

1 - City of Santa Cruz: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

3 - Los Angeles County Sanitation Districts: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Director of Human Resources	Department Director I	[Director of Human Resources/ Principal Human Resources Analyst]	Deputy City Manager	Personnel Services Division Chief	Assistant Human Resources Director	Deputy Director of Personnel	[Human Resources Director/ Assistant Human Resources Manager]	Director of Employee Services	Human Resources Manager	N/C
	Adjusted Top Monthly Salary	\$ 15,688	\$ 20,541	\$ 15,687	\$ 17,329	\$ 18,429	\$ 17,166	\$ 17,137	\$ 20,610	\$ 16,153	\$ 19,024	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 358	\$ 824	\$ 358	\$ 395	\$ 420	\$ 688	\$ 391	\$ 826	\$ 648	\$ 434	
	Single Highest Year		\$ 131				\$ 110		\$ 132			
	ER Paid Member Contrib								\$ 1,443	\$ 1,131		
	Employee Cost Share			\$ -784								
	Social Security				\$ 871	\$ 871	\$ 871	\$ 871				
	Deferred Compensation	\$ 1,098	\$ 924	\$ 125	\$ 217	\$ 553	\$ 343		\$ 618		\$ 500	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002			\$ 2,431		
	Health			\$ 2,975		\$ 1,757	\$ 1,538	\$ 2,303	\$ 2,203		\$ 2,343	
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 905	\$ 3,102	\$ 905	\$ 1,066	\$ 1,063	\$ 1,320	\$ 1,384	\$ 1,268	\$ 932	\$ 1,646	
	Holidays	\$ 845	\$ 948	\$ 905	\$ 933	\$ 1,028	\$ 924	\$ 923	\$ 1,070	\$ 870	\$ 878	
	Admin Leave	\$ 882	\$ 790	\$ 603	\$ 1,000		\$ 660	\$ 659		\$ 435	\$ 366	
Allow	Auto		\$ 350	\$ 107								
Benefit Package Total		\$ 6,546	\$ 8,999	\$ 5,340	\$ 5,713	\$ 5,811	\$ 8,487	\$ 6,620	\$ 7,697	\$ 6,446	\$ 6,308	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Director of Human Resources										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Oxnard	Department Director I	\$ 19,432	94.6%	\$ 20,541	\$ 8,999	\$ 29,540	7/1/2023	7/1/2024	3.00%
2	Los Angeles County Sanitation Districts ³	[Human Resources Director/ Assistant Human Resources Manager]	\$ 20,239	98.2%	\$ 20,610	\$ 7,697	\$ 28,307	7/1/2023	unknown	unknown
3	County of San Joaquin	Assistant Human Resources Director	\$ 16,067	93.6%	\$ 17,166	\$ 8,487	\$ 25,653	7/3/2023	7/1/2024	4.00%
4	Orange County Sanitation District	Human Resources Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
5	County of Sacramento ²	Personnel Services Division Chief	\$ 17,544	95.2%	\$ 18,429	\$ 5,811	\$ 24,240	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	County of Santa Cruz	Deputy Director of Personnel	\$ 16,503	96.3%	\$ 17,137	\$ 6,620	\$ 23,757	9/16/2023	9/14/2024	3.00%
7	City of Watsonville	Deputy City Manager	\$ 16,653	96.1%	\$ 17,329	\$ 5,713	\$ 23,041	7/8/2023	7/1/2024	3.00%
8	Monterey One Water	Director of Employee Services	\$ 16,137	99.9%	\$ 16,153	\$ 6,446	\$ 22,599	6/25/2023	unknown	unknown
9	Monterey Regional Waste Management District	Director of Human Resources	\$ 15,688	100.0%	\$ 15,688	\$ 6,546	\$ 22,234	7/1/2023	unknown	unknown
10	City of Santa Cruz ¹	[Director of Human Resources/ Principal Human Resources Analyst]	\$ 15,107	96.3%	\$ 15,687	\$ 5,340	\$ 21,027	9/30/2023	9/28/2024	5.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 17,342	\$ 18,008	\$ 24,833
% Monterey Regional Waste Management District Above/Below	-10.5%	-14.8%	-11.7%
Median of Comparators	\$ 16,653	\$ 17,329	\$ 24,240
% Monterey Regional Waste Management District Above/Below	-6.2%	-10.5%	-9.0%
Number of Matches	9	9	9

N/C - Non Comparator

1 - City of Santa Cruz: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

3 - Los Angeles County Sanitation Districts: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Director of Operations										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin	Deputy Director-Public Works	\$ 18,534	93.6%	\$ 19,801	\$ 9,109	\$ 28,910	7/3/2023	7/1/2024	4.00%
2	Los Angeles County Sanitation Districts	Division Engineer II	\$ 18,733	98.2%	\$ 19,076	\$ 7,298	\$ 26,374	7/1/2023	unknown	unknown
3	Orange County Sanitation District	Operations Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
4	Monterey Regional Waste Management District	Director of Operations	\$ 18,607	100.0%	\$ 18,607	\$ 7,307	\$ 25,914	7/1/2023	unknown	unknown
5	Monterey One Water ²	[Assistant General Manager/ Operations Manager]	\$ 18,510	99.9%	\$ 18,529	\$ 6,330	\$ 24,858	6/25/2023	unknown	unknown
6	City of Oxnard	Assistant Department Director II	\$ 17,241	94.6%	\$ 18,225	\$ 5,853	\$ 24,078	7/1/2023	7/1/2024	3.00%
7	County of Sacramento ¹	Chief, Division of Solid Waste Management	\$ 17,321	95.2%	\$ 18,194	\$ 5,772	\$ 23,966	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	City of Watsonville	Assistant Director of Public Works and Utilities	\$ 15,189	96.1%	\$ 15,805	\$ 5,215	\$ 21,020	7/8/2023	7/1/2024	3.00%
9	Salinas Valley Solid Waste Authority ³	Assistant General Manager (Operations Manager)	\$ 14,425	100.0%	\$ 14,425	\$ 7,156	\$ 21,581	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
10	City of Santa Cruz	Public Works Operations Manager	\$ 12,525	96.3%	\$ 13,006	\$ 5,053	\$ 18,059	8/19/2023	8/17/2024	5.00%
11	County of Santa Cruz	Public Works Manager-Disposal Sites	\$ 12,237	96.3%	\$ 12,707	\$ 5,669	\$ 18,376	9/16/2023	9/14/2024	3.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 16,311	\$ 16,879	\$ 23,256
% Monterey Regional Waste Management District Above/Below	12.3%	9.3%	10.3%
Median of Comparators	\$ 17,281	\$ 18,210	\$ 24,022
% Monterey Regional Waste Management District Above/Below	7.1%	2.1%	7.3%
Number of Matches	10	10	10

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - Monterey One Water: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - Salinas Valley Solid Waste Authority: The Assistant General Manager position and duties are assigned to a Division Manager by the General Manager. Currently this assignment is being held by the Operations Manager. Incumbent receives a 12.50% base salary differential.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Director of Operations	Assistant Department Director II	Public Works Operations Manager	Assistant Director of Public Works and Utilities	Chief, Division of Solid Waste Management	Deputy Director- Public Works	Public Works Manager- Disposal Sites	Division Engineer II	[Assistant General Manager/ Operations Manager]	Operations Manager	Assistant General Manager (Operations Manager)
Adjusted Top Monthly Salary		\$ 18,607	\$ 18,225	\$ 13,006	\$ 15,805	\$ 18,194	\$ 19,801	\$ 12,707	\$ 19,076	\$ 18,529	\$ 19,024	\$ 14,425
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 424	\$ 731	\$ 297	\$ 360	\$ 415	\$ 794	\$ 290	\$ 765	\$ 743	\$ 434	\$ 578
	Single Highest Year		\$ 117				\$ 127		\$ 122			\$ 92
	ER Paid Member Contrib								\$ 1,335			
	Employee Cost Share			\$ -520					\$ -266			\$ -144
	Social Security				\$ 871	\$ 871	\$ 871	\$ 788				
	Deferred Compensation	\$ 1,302	\$ 182	\$ 125	\$ 108	\$ 546	\$ 396		\$ 572		\$ 500	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002			\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 1,538	\$ 2,303	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 1,073	\$ 1,702	\$ 750	\$ 973	\$ 1,050	\$ 1,523	\$ 1,026	\$ 1,174	\$ 1,425	\$ 1,646	\$ 1,443
	Holidays	\$ 1,002	\$ 841	\$ 750	\$ 851	\$ 1,015	\$ 1,066	\$ 684	\$ 990	\$ 998	\$ 878	\$ 777
	Admin Leave	\$ 1,047	\$ 350	\$ 500	\$ 821		\$ 762	\$ 489		\$ 499	\$ 366	\$ 832
Allow	Auto								\$ 500			\$ 500
Benefit Package Total		\$ 7,307	\$ 5,853	\$ 5,053	\$ 5,215	\$ 5,772	\$ 9,109	\$ 5,669	\$ 7,298	\$ 6,330	\$ 6,308	\$ 7,156

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Director of Operations										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin	Deputy Director-Public Works	\$ 18,534	93.6%	\$ 19,801	\$ 9,109	\$ 28,910	7/3/2023	7/1/2024	4.00%
2	Los Angeles County Sanitation Districts	Division Engineer II	\$ 18,733	98.2%	\$ 19,076	\$ 7,298	\$ 26,374	7/1/2023	unknown	unknown
3	Monterey Regional Waste Management District	Director of Operations	\$ 18,607	100.0%	\$ 18,607	\$ 7,307	\$ 25,914	7/1/2023	unknown	unknown
4	Orange County Sanitation District	Operations Manager	\$ 18,396	96.7%	\$ 19,024	\$ 6,308	\$ 25,332	7/14/2023	7/1/2024	3.50%
5	Monterey One Water ²	[Assistant General Manager/ Operations Manager]	\$ 18,510	99.9%	\$ 18,529	\$ 6,330	\$ 24,858	6/25/2023	unknown	unknown
6	City of Oxnard	Assistant Department Director II	\$ 17,241	94.6%	\$ 18,225	\$ 5,853	\$ 24,078	7/1/2023	7/1/2024	3.00%
7	County of Sacramento ¹	Chief, Division of Solid Waste Management	\$ 17,321	95.2%	\$ 18,194	\$ 5,772	\$ 23,966	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	Salinas Valley Solid Waste Authority ³	Assistant General Manager (Operations Manager)	\$ 14,425	100.0%	\$ 14,425	\$ 7,156	\$ 21,581	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
9	City of Watsonville	Assistant Director of Public Works and Utilities	\$ 15,189	96.1%	\$ 15,805	\$ 5,215	\$ 21,020	7/8/2023	7/1/2024	3.00%
10	County of Santa Cruz	Public Works Manager-Disposal Sites	\$ 12,237	96.3%	\$ 12,707	\$ 5,669	\$ 18,376	9/16/2023	9/14/2024	3.00%
11	City of Santa Cruz	Public Works Operations Manager	\$ 12,525	96.3%	\$ 13,006	\$ 5,053	\$ 18,059	8/19/2023	8/17/2024	5.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 16,311	\$ 16,879	\$ 23,256
% Monterey Regional Waste Management District Above/Below	12.3%	9.3%	10.3%
Median of Comparators	\$ 17,281	\$ 18,210	\$ 24,022
% Monterey Regional Waste Management District Above/Below	7.1%	2.1%	7.3%
Number of Matches	10	10	10

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - Monterey One Water: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

3 - Salinas Valley Solid Waste Authority: The Assistant General Manager position and duties are assigned to a Division Manager by the General Manager. Currently this assignment is being held by the Operations Manager. Incumbent receives a 12.50% base salary differential.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Equipment Maintenance Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Fleet Manager	\$ 14,236	98.2%	\$ 14,497	\$ 6,108	\$ 20,605	7/1/2023	unknown	unknown
2	County of Sacramento ¹	Chief, Fleet Division and Parking Enterprise	\$ 13,631	95.2%	\$ 14,318	\$ 5,128	\$ 19,446	6/18/2023	6/30/2024	CPI 2.00%-4.00%
3	Monterey Regional Waste Management District	Equipment Maintenance Manager	\$ 14,232	100.0%	\$ 14,232	\$ 6,167	\$ 20,399	7/1/2023	unknown	unknown
4	City of Oxnard	Maintenance and Operations Superintendent	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
5	County of San Joaquin	Fleet Manager	\$ 10,894	93.6%	\$ 11,639	\$ 6,247	\$ 17,886	7/3/2023	7/1/2024	4.00%
6	County of Santa Cruz	Assistant Public Works Superintendent	\$ 10,786	96.3%	\$ 11,200	\$ 5,280	\$ 16,480	9/16/2023	9/14/2024	3.00%
7	City of Watsonville	Vehicle and Equipment Manager	\$ 10,256	96.1%	\$ 10,672	\$ 4,029	\$ 14,702	7/8/2023	7/1/2024	3.00%
8	Monterey One Water	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	City of Santa Cruz	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 11,851	\$ 12,379	\$ 17,595
% Monterey Regional Waste Management District Above/Below	16.7%	13.0%	13.7%
Median of Comparators	\$ 11,099	\$ 11,794	\$ 17,183
% Monterey Regional Waste Management District Above/Below	22.0%	17.1%	15.8%
Number of Matches	6	6	6

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Equipment Maintenance Manager	Maintenance and Operations Superintendent	N/C	Vehicle and Equipment Manager	Chief, Fleet Division and Parking Enterprise	Fleet Manager	Assistant Public Works Superintendent	Fleet Manager	N/C	N/C	N/C
Adjusted Top Monthly Salary		\$ 14,232	\$ 11,949		\$ 10,672	\$ 14,318	\$ 11,639	\$ 11,200	\$ 14,497			
Retirement	Classic	2%@60	2%@55		2%@60	1.92%@60	2%@55.5	2%@60	2%@55			
	Enhanced Formula Cost	\$ 324	\$ 479		\$ 243	\$ 326	\$ 467	\$ 255	\$ 581			
	Single Highest Year		\$ 76				\$ 74		\$ 93			
	ER Paid Member Contrib								\$ 1,015			
	Employee Cost Share											
	Social Security				\$ 662	\$ 871	\$ 722	\$ 694				
	Deferred Compensation	\$ 996	\$ 119		\$ 108	\$ 430	\$ 116		\$ 435			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 1,534					
	Health					\$ 1,757	\$ 2,006	\$ 2,303	\$ 2,203			
	Dental		\$ 67			\$ 119	\$ 24	\$ 83	\$ 136			
	Vision						\$ 6	\$ 6				
	Other Ins.											
Leaves	Vacation	\$ 821	\$ 1,116		\$ 657	\$ 826	\$ 671	\$ 905	\$ 892			
	Holidays	\$ 766	\$ 552		\$ 575	\$ 799	\$ 627	\$ 603	\$ 753			
	Admin Leave	\$ 801	\$ 230		\$ 554			\$ 431				
Allow	Auto											
Benefit Package Total		\$ 6,167	\$ 4,502	\$ 0	\$ 4,029	\$ 5,128	\$ 6,247	\$ 5,280	\$ 6,108	\$ 0	\$ 0	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Equipment Maintenance Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Fleet Manager	\$ 14,236	98.2%	\$ 14,497	\$ 6,108	\$ 20,605	7/1/2023	unknown	unknown
2	Monterey Regional Waste Management District	Equipment Maintenance Manager	\$ 14,232	100.0%	\$ 14,232	\$ 6,167	\$ 20,399	7/1/2023	unknown	unknown
3	County of Sacramento ¹	Chief, Fleet Division and Parking Enterprise	\$ 13,631	95.2%	\$ 14,318	\$ 5,128	\$ 19,446	6/18/2023	6/30/2024	CPI 2.00%-4.00%
4	County of San Joaquin	Fleet Manager	\$ 10,894	93.6%	\$ 11,639	\$ 6,247	\$ 17,886	7/3/2023	7/1/2024	4.00%
5	County of Santa Cruz	Assistant Public Works Superintendent	\$ 10,786	96.3%	\$ 11,200	\$ 5,280	\$ 16,480	9/16/2023	9/14/2024	3.00%
6	City of Oxnard	Maintenance and Operations Superintendent	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
7	City of Watsonville	Vehicle and Equipment Manager	\$ 10,256	96.1%	\$ 10,672	\$ 4,029	\$ 14,702	7/8/2023	7/1/2024	3.00%
8	Monterey One Water	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	City of Santa Cruz	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 11,851	\$ 12,379	\$ 17,595
% Monterey Regional Waste Management District Above/Below	16.7%	13.0%	13.7%
Median of Comparators	\$ 11,099	\$ 11,794	\$ 17,183
% Monterey Regional Waste Management District Above/Below	22.0%	17.1%	15.8%
Number of Matches	6	6	6

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Executive Assistant/Clerk of the Board											
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of Sacramento ¹	[Assistant Clerk Board of Supervisors/ Administrative Assistant to the County Executive]	\$ 12,058	95.2%	\$ 12,666	\$ 4,767	\$ 17,433	6/18/2023	6/30/2024	CPI 2.00%-4.00%	
2	Monterey One Water	Executive Assistant to the General Manager-Secretary to the Board	\$ 12,201	99.9%	\$ 12,213	\$ 5,467	\$ 17,680	6/25/2023	unknown	unknown	
3	Orange County Sanitation District ⁴	[Assistant Clerk of the Board/ Secretary to the General Manager]	\$ 10,300	96.7%	\$ 10,651	\$ 4,580	\$ 15,231	7/14/2023	7/1/2024	3.50%	
4	City of Watsonville	Assistant City Clerk	\$ 9,171	96.1%	\$ 9,543	\$ 3,745	\$ 13,288	7/8/2023	7/1/2024	3.00%	
5	Los Angeles County Sanitation Districts ⁴	[Deputy Secretary to Board of Directors/ Secretary to the Assistant Chief Engineer and Assistant General Manager]	\$ 9,311	98.2%	\$ 9,482	\$ 4,804	\$ 14,286	7/1/2023	7/1/2024	CPI 3.00% - 8.50%	
6	Monterey Regional Waste Management District	Executive Assistant/Clerk of the Board	\$ 9,259	100.0%	\$ 9,259	\$ 4,350	\$ 13,609	7/1/2023	unknown	unknown	
7	City of Santa Cruz	Deputy City Clerk-Administrator	\$ 8,720	96.3%	\$ 9,055	\$ 4,513	\$ 13,568	8/19/2023	8/17/2024	5.00%	
8	City of Oxnard	Assistant City Clerk	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%	
9	Salinas Valley Solid Waste Authority	Clerk of the Board	\$ 7,794	100.0%	\$ 7,794	\$ 4,786	\$ 12,580	7/10/2023	7/1/2024	CPI 2.00% - 3.50%	
10	County of Santa Cruz ³	[Executive Secretary/ Senior Board Clerk]	\$ 7,231	96.3%	\$ 7,509	\$ 4,321	\$ 11,830	9/2/2023	unknown	unknown	
11	County of San Joaquin ²	[Chief Deputy Clerk of the Board/ Management Secretary II]	\$ 6,277	93.6%	\$ 6,706	\$ 5,113	\$ 11,819	7/3/2023	7/1/2024	4.00%	

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,155	\$ 9,459	\$ 14,054
% Monterey Regional Waste Management District Above/Below	1.1%	-2.2%	-3.3%
Median of Comparators	\$ 8,946	\$ 9,269	\$ 13,428
% Monterey Regional Waste Management District Above/Below	3.4%	-0.1%	1.3%
Number of Matches	10	10	10

N/C - Non Comparator

- 1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.
- 2 - County of San Joaquin: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is for the Chief Deputy Clerk of the Board.
- 3 - County of Santa Cruz: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - Los Angeles County Sanitation Districts: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5 - Orange County Sanitation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency	Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority	
Benchmark/ Comparator Agency Match	Executive Assistant/Clerk of the Board	Assistant City Clerk	Deputy City Clerk- Administrator	Assistant City Clerk	[Assistant Clerk Board of Supervisors/ Administrative Assistant to the County Executive]	[Chief Deputy Clerk of the Board/ Management Secretary II]	[Executive Secretary/ Senior Board Clerk]	[Deputy Secretary to Board of Directors/ Secretary to the Assistant Chief Engineer and Assistant General Manager]	Executive Assistant to the General Manager- Secretary to the Board	[Assistant Clerk of the Board/ Secretary to the General Manager]	Clerk of the Board	
Adjusted Top Monthly Salary	\$ 9,259	\$ 8,968	\$ 9,055	\$ 9,543	\$ 12,666	\$ 6,706	\$ 7,509	\$ 9,482	\$ 12,213	\$ 10,651	\$ 7,794	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 211	\$ 360	\$ 206	\$ 218	\$ 289	\$ 269	\$ 171	\$ 380	\$ 490	\$ 243	\$ 313
	Single Highest Year		\$ 57				\$ 43		\$ 61			\$ 50
	ER Paid Member Contrib								\$ 664	\$ 855		
	Employee Cost Share			\$ -362								\$ -78
	Social Security				\$ 592	\$ 785	\$ 416	\$ 466				
Deferred Compensation	\$ 648	\$ 90	\$ 125	\$ 108	\$ 380	\$ 67		\$ 284		\$ 235		
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002			\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 1,538	\$ 2,411	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 534	\$ 837	\$ 522	\$ 587	\$ 731	\$ 387	\$ 780	\$ 584	\$ 705	\$ 922	\$ 779
	Holidays	\$ 499	\$ 414	\$ 522	\$ 514	\$ 706	\$ 361	\$ 404	\$ 492	\$ 658	\$ 492	\$ 420
	Admin Leave		\$ 172	\$ 348	\$ 496					\$ 329	\$ 205	\$ 225
Allow	Auto											
Benefit Package Total		\$ 4,350	\$ 3,860	\$ 4,513	\$ 3,745	\$ 4,767	\$ 5,113	\$ 4,321	\$ 4,804	\$ 5,467	\$ 4,580	\$ 4,786

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Executive Assistant/Clerk of the Board										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Executive Assistant to the General Manager-Secretary to the Board	\$ 12,201	99.9%	\$ 12,213	\$ 5,467	\$ 17,680	6/25/2023	unknown	unknown
2	County of Sacramento ¹	[Assistant Clerk Board of Supervisors/ Administrative Assistant to the County Executive]	\$ 12,058	95.2%	\$ 12,666	\$ 4,767	\$ 17,433	6/18/2023	6/30/2024	CPI 2.00%-4.00%
3	Orange County Sanitation District ⁵	[Assistant Clerk of the Board/ Secretary to the General Manager]	\$ 10,300	96.7%	\$ 10,651	\$ 4,580	\$ 15,231	7/14/2023	7/1/2024	3.50%
4	Los Angeles County Sanitation Districts ⁴	[Deputy Secretary to Board of Directors/ Secretary to the Assistant Chief Engineer and Assistant General Manager]	\$ 9,311	98.2%	\$ 9,482	\$ 4,804	\$ 14,286	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
5	Monterey Regional Waste Management District	Executive Assistant/Clerk of the Board	\$ 9,259	100.0%	\$ 9,259	\$ 4,350	\$ 13,609	7/1/2023	unknown	unknown
6	City of Santa Cruz	Deputy City Clerk-Administrator	\$ 8,720	96.3%	\$ 9,055	\$ 4,513	\$ 13,568	8/19/2023	8/17/2024	5.00%
7	City of Watsonville	Assistant City Clerk	\$ 9,171	96.1%	\$ 9,543	\$ 3,745	\$ 13,288	7/8/2023	7/1/2024	3.00%
8	City of Oxnard	Assistant City Clerk	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
9	Salinas Valley Solid Waste Authority	Clerk of the Board	\$ 7,794	100.0%	\$ 7,794	\$ 4,786	\$ 12,580	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
10	County of Santa Cruz ³	[Executive Secretary/ Senior Board Clerk]	\$ 7,231	96.3%	\$ 7,509	\$ 4,321	\$ 11,830	9/2/2023	unknown	unknown
11	County of San Joaquin ²	[Chief Deputy Clerk of the Board/ Management Secretary III]	\$ 6,277	93.6%	\$ 6,706	\$ 5,113	\$ 11,819	7/3/2023	7/1/2024	4.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,155	\$ 9,459	\$ 14,054
% Monterey Regional Waste Management District Above/Below	1.1%	-2.2%	-3.3%
Median of Comparators	\$ 8,946	\$ 9,269	\$ 13,428
% Monterey Regional Waste Management District Above/Below	3.4%	-0.1%	1.3%
Number of Matches	10	10	10

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - County of San Joaquin: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is for the Chief Deputy Clerk of the Board.

3 - County of Santa Cruz: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the

4 - Los Angeles County Sanitation Districts: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

5 - Orange County Sanitation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

General Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	\$ 29,330	98.2%	\$ 29,868	\$ 10,104	\$ 39,972	7/1/2023	unknown	unknown
2	Orange County Sanitation District	Assistant General Manager	\$ 27,312	96.7%	\$ 28,244	\$ 8,219	\$ 36,463	7/14/2023	7/1/2024	3.50%
3	Monterey One Water	General Manager	\$ 25,639	99.9%	\$ 25,665	\$ 11,679	\$ 37,343	6/25/2023	unknown	unknown
4	County of San Joaquin	Director of Public Works	\$ 21,875	93.6%	\$ 23,371	\$ 11,236	\$ 34,607	7/3/2023	7/1/2024	4.00%
5	County of Sacramento ²	Director of Waste Management and Recycling	\$ 22,175	95.2%	\$ 23,293	\$ 6,620	\$ 29,913	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	City of Oxnard	Department Director III	\$ 21,660	94.6%	\$ 22,896	\$ 9,770	\$ 32,666	7/1/2023	7/1/2024	3.00%
7	County of Santa Cruz	Director of Public Works	\$ 21,132	96.3%	\$ 21,944	\$ 7,561	\$ 29,505	9/16/2023	9/14/2024	3.00%
8	Salinas Valley Solid Waste Authority	General Manager and Chief Administrative Officer	\$ 21,419	100.0%	\$ 21,419	\$ 9,732	\$ 31,151	1/1/2014	unknown	CPI 2.00% - 3.50%
9	City of Santa Cruz	Director of Public Works	\$ 19,907	96.3%	\$ 20,672	\$ 5,971	\$ 26,643	9/30/2023	9/28/2024	5.00%
10	City of Watsonville ¹	[City Manager/ Public Works and Utility Director]	\$ 19,256	96.1%	\$ 20,037	\$ 7,468	\$ 27,506	7/8/2023	unknown	unknown
11	Monterey Regional Waste Management District	General Manager	\$ 20,008	100.0%	\$ 20,008	\$ 8,422	\$ 28,430	10/20/2023	unknown	unknown

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 22,971	\$ 23,741	\$ 32,577
% Monterey Regional Waste Management District Above/Below	-14.8%	-18.7%	-14.6%
Median of Comparators	\$ 21,768	\$ 23,095	\$ 31,909
% Monterey Regional Waste Management District Above/Below	-8.8%	-15.4%	-12.2%
Number of Matches	10	10	10

N/C - Non Comparator

1 - City of Watsonville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		General Manager	Department Director III	Director of Public Works	[City Manager/ Public Works and Utility Director]	Director of Waste Management and Recycling	Director of Public Works	Director of Public Works	Assistant Chief Engineer and Assistant General Manager	General Manager	Assistant General Manager	General Manager and Chief Administrative Officer
	Adjusted Top Monthly Salary	\$ 20,008	\$ 22,896	\$ 20,672	\$ 20,037	\$ 23,293	\$ 23,371	\$ 21,944	\$ 29,868	\$ 25,665	\$ 28,244	\$ 21,419
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 456	\$ 918	\$ 471	\$ 457	\$ 531	\$ 937	\$ 500	\$ 1,198	\$ 1,029	\$ 644	\$ 859
	Single Highest Year		\$ 147				\$ 150		\$ 191			\$ 137
	ER Paid Member Contrib								\$ 2,091	\$ 1,797		
	Employee Cost Share			\$ -1,034								\$ -214
	Social Security				\$ 871	\$ 871	\$ 871	\$ 871				
	Deferred Compensation	\$ 1,401	\$ 1,030	\$ 125	\$ 833	\$ 699	\$ 1,169		\$ 896	\$ 1,925	\$ 300	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002			\$ 2,431		
	Health			\$ 2,975		\$ 1,757	\$ 1,538	\$ 2,303	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 1,154	\$ 3,457	\$ 1,193	\$ 1,541	\$ 1,344	\$ 1,798	\$ 1,772	\$ 1,838	\$ 1,974	\$ 2,444	\$ 3,048
	Holidays	\$ 1,077	\$ 1,057	\$ 1,193	\$ 1,079	\$ 1,299	\$ 1,258	\$ 1,182	\$ 1,551	\$ 1,382	\$ 1,304	\$ 1,153
	Admin Leave	\$ 1,125	\$ 881	\$ 795	\$ 1,156		\$ 899	\$ 844		\$ 691	\$ 543	\$ 1,071
Allow	Auto	\$ 750	\$ 350	\$ 107	\$ 300		\$ 585			\$ 450	\$ 500	\$ 600
Benefit Package Total		\$ 8,422	\$ 9,770	\$ 5,971	\$ 7,468	\$ 6,620	\$ 11,236	\$ 7,561	\$ 10,104	\$ 11,679	\$ 8,219	\$ 9,732

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

General Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Assistant Chief Engineer and Assistant General Manager	\$ 29,330	98.2%	\$ 29,868	\$ 10,104	\$ 39,972	7/1/2023	unknown	unknown
2	Monterey One Water	General Manager	\$ 25,639	99.9%	\$ 25,665	\$ 11,679	\$ 37,343	6/25/2023	unknown	unknown
3	Orange County Sanitation District	Assistant General Manager	\$ 27,312	96.7%	\$ 28,244	\$ 8,219	\$ 36,463	7/14/2023	7/1/2024	3.50%
4	County of San Joaquin	Director of Public Works	\$ 21,875	93.6%	\$ 23,371	\$ 11,236	\$ 34,607	7/3/2023	7/1/2024	4.00%
5	City of Oxnard	Department Director III	\$ 21,660	94.6%	\$ 22,896	\$ 9,770	\$ 32,666	7/1/2023	7/1/2024	3.00%
6	Salinas Valley Solid Waste Authority	General Manager and Chief Administrative Officer	\$ 21,419	100.0%	\$ 21,419	\$ 9,732	\$ 31,151	1/1/2014	unknown	CPI 2.00% - 3.50%
7	County of Sacramento ²	Director of Waste Management and Recycling	\$ 22,175	95.2%	\$ 23,293	\$ 6,620	\$ 29,913	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	County of Santa Cruz	Director of Public Works	\$ 21,132	96.3%	\$ 21,944	\$ 7,561	\$ 29,505	9/16/2023	9/14/2024	3.00%
9	Monterey Regional Waste Management District	General Manager	\$ 20,008	100.0%	\$ 20,008	\$ 8,422	\$ 28,430	10/20/2023	unknown	unknown
10	City of Watsonville ¹	[City Manager/ Public Works and Utility Director]	\$ 19,256	96.1%	\$ 20,037	\$ 7,468	\$ 27,506	7/8/2023	unknown	unknown
11	City of Santa Cruz	Director of Public Works	\$ 19,907	96.3%	\$ 20,672	\$ 5,971	\$ 26,643	9/30/2023	9/28/2024	5.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 22,971	\$ 23,741	\$ 32,577
% Monterey Regional Waste Management District Above/Below	-14.8%	-18.7%	-14.6%
Median of Comparators	\$ 21,768	\$ 23,095	\$ 31,909
% Monterey Regional Waste Management District Above/Below	-8.8%	-15.4%	-12.2%
Number of Matches	10	10	10

N/C - Non Comparator

1 - City of Watsonville: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Hazardous Material Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Sacramento	Assistant Waste Management Specialist Level II	\$ 8,001	95.2%	\$ 8,404	\$ 3,542	\$ 11,947	6/18/2023	6/30/2024	CPI 2.00%-4.00%
2	County of Santa Cruz	Solid Waste Inspector II	\$ 7,309	96.3%	\$ 7,590	\$ 4,340	\$ 11,930	9/2/2023	unknown	unknown
3	Salinas Valley Solid Waste Authority	Household Hazardous Waste Technician	\$ 7,419	100.0%	\$ 7,419	\$ 4,704	\$ 12,123	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
4	Monterey Regional Waste Management District	Hazardous Material Technician	\$ 7,124	100.0%	\$ 7,124	\$ 3,914	\$ 11,038	7/1/2023	unknown	unknown
5	City of Santa Cruz	Senior Resource Recovery Worker	\$ 6,320	96.3%	\$ 6,563	\$ 4,075	\$ 10,638	9/2/2023	8/31/2024	3.50%
6	City of Watsonville	Waste and Recycling Center Worker II	\$ 5,437	96.1%	\$ 5,658	\$ 2,471	\$ 8,129	7/8/2023	7/1/2024	2.00%
7	County of San Joaquin	N/C								
8	Monterey One Water	N/C								
9	City of Oxnard	N/C								
10	Los Angeles County Sanitation Districts	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,897	\$ 7,127	\$ 10,953
% Monterey Regional Waste Management District Above/Below	3.2%	-0.0%	0.8%
Median of Comparators	\$ 7,309	\$ 7,419	\$ 11,930
% Monterey Regional Waste Management District Above/Below	-2.6%	-4.1%	-8.1%
Number of Matches	5	5	5

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Hazardous Material Technician	N/C	Senior Resource Recovery Worker	Waste and Recycling Center Worker II	Assistant Waste Management Specialist Level II	N/C	Solid Waste Inspector II	N/C	N/C	N/C	Household Hazardous Waste Technician
Adjusted Top Monthly Salary		\$ 7,124		\$ 6,563	\$ 5,658	\$ 8,404		\$ 7,590				\$ 7,419
Retirement	Classic	2%@60		2%@60	2%@60	1.92%@60		2%@60				2%@55
	Enhanced Formula Cost	\$ 162		\$ 150	\$ 129	\$ 192		\$ 173				\$ 298
	Single Highest Year											\$ 47
	ER Paid Member Contrib											
	Employee Cost Share			\$ -164								\$ -74
	Social Security				\$ 351	\$ 521		\$ 471				
Deferred Compensation	\$ 499			\$ 108								
Other Ret.												
Insurance	Cafeteria	\$ 2,458			\$ 1,231							
	Health			\$ 3,187		\$ 1,757		\$ 2,411				\$ 2,905
	Dental			\$ 127		\$ 119		\$ 83				\$ 137
	Vision			\$ 19				\$ 6				\$ 37
	Other Ins.											
Leaves	Vacation	\$ 411		\$ 379	\$ 348	\$ 485		\$ 788				\$ 742
	Holidays	\$ 384		\$ 379	\$ 305	\$ 469		\$ 409				\$ 399
	Admin Leave											\$ 214
Allow	Auto											
Benefit Package Total		\$ 3,914	\$ 0	\$ 4,075	\$ 2,471	\$ 3,542	\$ 0	\$ 4,340	\$ 0	\$ 0	\$ 0	\$ 4,704

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Hazardous Material Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Salinas Valley Solid Waste Authority	Household Hazardous Waste Technician	\$ 7,419	100.0%	\$ 7,419	\$ 4,704	\$ 12,123	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
2	County of Sacramento	Assistant Waste Management Specialist Level II	\$ 8,001	95.2%	\$ 8,404	\$ 3,542	\$ 11,947	6/18/2023	6/30/2024	CPI 2.00%-4.00%
3	County of Santa Cruz	Solid Waste Inspector II	\$ 7,309	96.3%	\$ 7,590	\$ 4,340	\$ 11,930	9/2/2023	unknown	unknown
4	Monterey Regional Waste Management District	Hazardous Material Technician	\$ 7,124	100.0%	\$ 7,124	\$ 3,914	\$ 11,038	7/1/2023	unknown	unknown
5	City of Santa Cruz	Senior Resource Recovery Worker	\$ 6,320	96.3%	\$ 6,563	\$ 4,075	\$ 10,638	9/2/2023	8/31/2024	3.50%
6	City of Watsonville	Waste and Recycling Center Worker II	\$ 5,437	96.1%	\$ 5,658	\$ 2,471	\$ 8,129	7/8/2023	7/1/2024	2.00%
7	County of San Joaquin	N/C								
8	Monterey One Water	N/C								
9	City of Oxnard	N/C								
10	Los Angeles County Sanitation Districts	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,897	\$ 7,127	\$ 10,953
% Monterey Regional Waste Management District Above/Below	3.2%	-0.0%	0.8%
Median of Comparators	\$ 7,309	\$ 7,419	\$ 11,930
% Monterey Regional Waste Management District Above/Below	-2.6%	-4.1%	-8.1%
Number of Matches	5	5	5

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Heavy Equipment Operator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Power Equipment Operator II	\$ 9,265	98.2%	\$ 9,435	\$ 4,792	\$ 14,227	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Monterey Regional Waste Management District	Heavy Equipment Operator	\$ 8,251	100.0%	\$ 8,251	\$ 4,144	\$ 12,395	7/1/2023	unknown	unknown
3	County of Santa Cruz	Heavy Equipment Operator-Disposal	\$ 7,883	96.3%	\$ 8,186	\$ 4,485	\$ 12,671	9/2/2023	unknown	unknown
4	County of Sacramento	Landfill Equipment Operator II	\$ 6,936	95.2%	\$ 7,286	\$ 3,306	\$ 10,592	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	City of Watsonville	Utility Worker III	\$ 6,984	96.1%	\$ 7,267	\$ 2,794	\$ 10,061	7/8/2023	7/1/2024	2.00%
6	City of Santa Cruz	Resource Recovery Equipment Operator	\$ 6,686	96.3%	\$ 6,943	\$ 4,119	\$ 11,061	9/2/2023	8/31/2024	3.50%
7	County of San Joaquin	Equipment Operator II	\$ 6,037	93.6%	\$ 6,450	\$ 4,988	\$ 11,438	7/3/2023	7/1/2024	4.00%
8	Salinas Valley Solid Waste Authority	Heavy Equipment Operator	\$ 6,241	100.0%	\$ 6,241	\$ 4,446	\$ 10,687	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
9	City of Oxnard	Maintenance Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,918	\$ 8,901	7/1/2023	7/1/2024	3.00%
10	Monterey One Water	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,962	\$ 7,224	\$ 11,205
% Monterey Regional Waste Management District Above/Below	15.6%	12.4%	9.6%
Median of Comparators	\$ 6,811	\$ 7,105	\$ 10,874
% Monterey Regional Waste Management District Above/Below	17.5%	13.9%	12.3%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Heavy Equipment Operator	Maintenance Technician, Senior	Resource Recovery Equipment Operator	Utility Worker III	Landfill Equipment Operator II	Equipment Operator II	Heavy Equipment Operator-Disposal	Power Equipment Operator II	N/C	N/C	Heavy Equipment Operator
Adjusted Top Monthly Salary		\$ 8,251	\$ 5,983	\$ 6,943	\$ 7,267	\$ 7,286	\$ 6,450	\$ 8,186	\$ 9,435			\$ 6,241
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55			2%@55
	Enhanced Formula Cost	\$ 188	\$ 240	\$ 158	\$ 166	\$ 166	\$ 259	\$ 187	\$ 378			\$ 250
	Single Highest Year		\$ 38				\$ 41		\$ 60			\$ 40
	ER Paid Member Contrib								\$ 660			
	Employee Cost Share			\$ -174								\$ -62
	Social Security				\$ 451	\$ 452	\$ 400	\$ 508				
	Deferred Compensation	\$ 578	\$ 60		\$ 108				\$ 283			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203			\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136			\$ 137
	Vision			\$ 19			\$ 6	\$ 6				\$ 37
	Other Ins.											
Leaves	Vacation	\$ 476	\$ 374	\$ 401	\$ 447	\$ 420	\$ 372	\$ 850	\$ 581			\$ 624
	Holidays	\$ 444	\$ 276	\$ 401	\$ 391	\$ 392	\$ 347	\$ 441	\$ 490			\$ 336
	Admin Leave											\$ 180
Allow	Auto											
Benefit Package Total		\$ 4,144	\$ 2,918	\$ 4,119	\$ 2,794	\$ 3,306	\$ 4,988	\$ 4,485	\$ 4,792	\$ 0	\$ 0	\$ 4,446

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Heavy Equipment Operator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Power Equipment Operator II	\$ 9,265	98.2%	\$ 9,435	\$ 4,792	\$ 14,227	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	County of Santa Cruz	Heavy Equipment Operator-Disposal	\$ 7,883	96.3%	\$ 8,186	\$ 4,485	\$ 12,671	9/2/2023	unknown	unknown
3	Monterey Regional Waste Management District	Heavy Equipment Operator	\$ 8,251	100.0%	\$ 8,251	\$ 4,144	\$ 12,395	7/1/2023	unknown	unknown
4	County of San Joaquin	Equipment Operator II	\$ 6,037	93.6%	\$ 6,450	\$ 4,988	\$ 11,438	7/3/2023	7/1/2024	4.00%
5	City of Santa Cruz	Resource Recovery Equipment Operator	\$ 6,686	96.3%	\$ 6,943	\$ 4,119	\$ 11,061	9/2/2023	8/31/2024	3.50%
6	Salinas Valley Solid Waste Authority	Heavy Equipment Operator	\$ 6,241	100.0%	\$ 6,241	\$ 4,446	\$ 10,687	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
7	County of Sacramento	Landfill Equipment Operator II	\$ 6,936	95.2%	\$ 7,286	\$ 3,306	\$ 10,592	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	City of Watsonville	Utility Worker III	\$ 6,984	96.1%	\$ 7,267	\$ 2,794	\$ 10,061	7/8/2023	7/1/2024	2.00%
9	City of Oxnard	Maintenance Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,918	\$ 8,901	7/1/2023	7/1/2024	3.00%
10	Monterey One Water	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,962	\$ 7,224	\$ 11,205
% Monterey Regional Waste Management District Above/Below	15.6%	12.4%	9.6%
Median of Comparators	\$ 6,811	\$ 7,105	\$ 10,874
% Monterey Regional Waste Management District Above/Below	17.5%	13.9%	12.3%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Heavy Equipment Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Solid Waste Operations Supervisor II	\$ 10,690	98.2%	\$ 10,886	\$ 5,169	\$ 16,055	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	County of Santa Cruz	Public Works Supervisor	\$ 9,322	96.3%	\$ 9,680	\$ 4,847	\$ 14,527	9/2/2023	unknown	unknown
3	Monterey Regional Waste Management District	Heavy Equipment Supervisor	\$ 9,098	100.0%	\$ 9,098	\$ 4,317	\$ 13,415	7/1/2023	unknown	unknown
4	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
5	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
6	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	City of Watsonville	Integrated Waste Supervisor	\$ 8,206	96.1%	\$ 8,539	\$ 3,551	\$ 12,090	9/16/2023	7/1/2024	3.00%
8	County of San Joaquin	Equipment Operator Foreman	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
9	Monterey One Water	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,597	\$ 8,965	\$ 13,310
% Monterey Regional Waste Management District Above/Below	5.5%	1.5%	0.8%
Median of Comparators	\$ 8,484	\$ 8,853	\$ 12,829
% Monterey Regional Waste Management District Above/Below	6.7%	2.7%	4.4%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Heavy Equipment Supervisor	Maintenance Crew Supervisor	Resource Recovery Supervisor	Integrated Waste Supervisor	Waste Management Operations Supervisor	Equipment Operator Foreman	Public Works Supervisor	Solid Waste Operations Supervisor II	N/C	N/C	N/C
Adjusted Top Monthly Salary		\$ 9,098	\$ 8,968	\$ 8,853	\$ 8,539	\$ 8,817	\$ 7,010	\$ 9,680	\$ 10,886			
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55			
	Enhanced Formula Cost	\$ 207	\$ 360	\$ 202	\$ 195	\$ 201	\$ 281	\$ 221	\$ 437			
	Single Highest Year		\$ 57				\$ 45		\$ 70			
	ER Paid Member Contrib								\$ 762			
	Employee Cost Share			\$ -354								
	Social Security				\$ 529	\$ 547	\$ 435	\$ 600				
	Deferred Compensation	\$ 637	\$ 90		\$ 217				\$ 327			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,239		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203			
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136			
	Vision			\$ 19			\$ 6	\$ 6				
	Other Ins.											
Leaves	Vacation	\$ 525	\$ 837	\$ 511	\$ 525	\$ 509	\$ 404	\$ 1,005	\$ 670			
	Holidays	\$ 490	\$ 414	\$ 511	\$ 460	\$ 492	\$ 377	\$ 521	\$ 565			
	Admin Leave		\$ 172		\$ 394							
Allow	Auto											
Benefit Package Total		\$ 4,317	\$ 3,860	\$ 4,254	\$ 3,551	\$ 3,624	\$ 5,111	\$ 4,847	\$ 5,169	\$ 0	\$ 0	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Heavy Equipment Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Solid Waste Operations Supervisor II	\$ 10,690	98.2%	\$ 10,886	\$ 5,169	\$ 16,055	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	County of Santa Cruz	Public Works Supervisor	\$ 9,322	96.3%	\$ 9,680	\$ 4,847	\$ 14,527	9/2/2023	unknown	unknown
3	Monterey Regional Waste Management District	Heavy Equipment Supervisor	\$ 9,098	100.0%	\$ 9,098	\$ 4,317	\$ 13,415	7/1/2023	unknown	unknown
4	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
5	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
6	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	County of San Joaquin	Equipment Operator Foreman	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
8	City of Watsonville	Integrated Waste Supervisor	\$ 8,206	96.1%	\$ 8,539	\$ 3,551	\$ 12,090	9/16/2023	7/1/2024	3.00%
9	Monterey One Water	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,597	\$ 8,965	\$ 13,310
% Monterey Regional Waste Management District Above/Below	5.5%	1.5%	0.8%
Median of Comparators	\$ 8,484	\$ 8,853	\$ 12,829
% Monterey Regional Waste Management District Above/Below	6.7%	2.7%	4.4%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Heavy Equipment Technician II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Automotive-Heavy Equipment Technician	\$ 9,258	96.7%	\$ 9,574	\$ 4,141	\$ 13,715	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Diesel Equipment Mechanic	\$ 8,862	98.2%	\$ 9,024	\$ 4,685	\$ 13,709	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Monterey Regional Waste Management District	Heavy Equipment Technician II	\$ 7,668	100.0%	\$ 7,668	\$ 4,025	\$ 11,693	7/1/2023	unknown	unknown
4	Salinas Valley Solid Waste Authority	Equipment Maintenance Technician II	\$ 7,604	100.0%	\$ 7,604	\$ 4,745	\$ 12,349	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
5	City of Oxnard	Fleet Services Mechanic	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
6	County of Santa Cruz	Heavy Equipment Service Worker	\$ 6,238	96.3%	\$ 6,478	\$ 4,071	\$ 10,549	9/2/2023	unknown	unknown
7	City of Santa Cruz	Equipment Service Worker	\$ 5,824	96.3%	\$ 6,048	\$ 4,017	\$ 10,065	9/2/2023	8/31/2024	3.50%
8	County of Sacramento	Fleet Service Worker	\$ 5,319	95.2%	\$ 5,587	\$ 2,973	\$ 8,560	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	City of Watsonville	Equipment Service Worker	\$ 5,338	96.1%	\$ 5,555	\$ 2,451	\$ 8,005	7/8/2023	7/1/2024	2.00%
10	County of San Joaquin	Equipment Service Worker III	\$ 5,015	93.6%	\$ 5,358	\$ 4,748	\$ 10,106	7/3/2023	7/1/2024	4.00%
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,703	\$ 6,944	\$ 10,828
% Monterey Regional Waste Management District Above/Below	12.6%	9.4%	7.4%
Median of Comparators	\$ 6,238	\$ 6,478	\$ 10,394
% Monterey Regional Waste Management District Above/Below	18.6%	15.5%	11.1%
Number of Matches	9	9	9

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Heavy Equipment Technician II	Fleet Services Mechanic	Equipment Service Worker	Equipment Service Worker	Fleet Service Worker	Equipment Service Worker III	Heavy Equipment Service Worker	Diesel Equipment Mechanic	N/C	Automotive-Heavy Equipment Technician	Equipment Maintenance Technician II
Adjusted Top Monthly Salary		\$ 7,668	\$ 7,264	\$ 6,048	\$ 5,555	\$ 5,587	\$ 5,358	\$ 6,478	\$ 9,024		\$ 9,574	\$ 7,604
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55		1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 175	\$ 291	\$ 138	\$ 127	\$ 127	\$ 215	\$ 148	\$ 362		\$ 218	\$ 305
	Single Highest Year		\$ 46				\$ 34		\$ 58			\$ 49
	ER Paid Member Contrib								\$ 632			
	Employee Cost Share			\$ -151								\$ -76
	Social Security				\$ 344	\$ 346	\$ 332	\$ 402				
	Deferred Compensation	\$ 537	\$ 73		\$ 108				\$ 271		\$ 168	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 442	\$ 454	\$ 349	\$ 342	\$ 322	\$ 309	\$ 673	\$ 555		\$ 829	\$ 760
	Holidays	\$ 413	\$ 335	\$ 349	\$ 299	\$ 301	\$ 289	\$ 349	\$ 469		\$ 442	\$ 409
	Admin Leave											\$ 219
Allow	Auto											
Benefit Package Total		\$ 4,025	\$ 3,130	\$ 4,017	\$ 2,451	\$ 2,973	\$ 4,748	\$ 4,071	\$ 4,685	\$ 0	\$ 4,141	\$ 4,745

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Heavy Equipment Technician II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Automotive-Heavy Equipment Technician	\$ 9,258	96.7%	\$ 9,574	\$ 4,141	\$ 13,715	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Diesel Equipment Mechanic	\$ 8,862	98.2%	\$ 9,024	\$ 4,685	\$ 13,709	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Salinas Valley Solid Waste Authority	Equipment Maintenance Technician II	\$ 7,604	100.0%	\$ 7,604	\$ 4,745	\$ 12,349	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
4	Monterey Regional Waste Management District	Heavy Equipment Technician II	\$ 7,668	100.0%	\$ 7,668	\$ 4,025	\$ 11,693	7/1/2023	unknown	unknown
5	County of Santa Cruz	Heavy Equipment Service Worker	\$ 6,238	96.3%	\$ 6,478	\$ 4,071	\$ 10,549	9/2/2023	unknown	unknown
6	City of Oxnard	Fleet Services Mechanic	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
7	County of San Joaquin	Equipment Service Worker III	\$ 5,015	93.6%	\$ 5,358	\$ 4,748	\$ 10,106	7/3/2023	7/1/2024	4.00%
8	City of Santa Cruz	Equipment Service Worker	\$ 5,824	96.3%	\$ 6,048	\$ 4,017	\$ 10,065	9/2/2023	8/31/2024	3.50%
9	County of Sacramento	Fleet Service Worker	\$ 5,319	95.2%	\$ 5,587	\$ 2,973	\$ 8,560	6/18/2023	6/30/2024	CPI 2.00%-4.00%
10	City of Watsonville	Equipment Service Worker	\$ 5,338	96.1%	\$ 5,555	\$ 2,451	\$ 8,005	7/8/2023	7/1/2024	2.00%
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,703	\$ 6,944	\$ 10,828
% Monterey Regional Waste Management District Above/Below	12.6%	9.4%	7.4%
Median of Comparators	\$ 6,238	\$ 6,478	\$ 10,394
% Monterey Regional Waste Management District Above/Below	18.6%	15.5%	11.1%
Number of Matches	9	9	9

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Household Hazardous Waste Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of Santa Cruz	Public Works Supervisor	\$ 9,322	96.3%	\$ 9,680	\$ 4,847	\$ 14,527	9/2/2023	unknown	unknown
2	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
3	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
4	Monterey Regional Waste Management District	Household Hazardous Waste Supervisor	\$ 8,251	100.0%	\$ 8,251	\$ 4,144	\$ 12,395	7/1/2023	unknown	unknown
5	City of Watsonville	Waste and Recycling Center Supervisor	\$ 7,286	96.1%	\$ 7,582	\$ 3,315	\$ 10,896	9/16/2023	7/1/2024	3.00%
6	County of San Joaquin	Household Hazardous Waste Operations Coordinator	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
7	County of Sacramento	N/C								
8	Monterey One Water	N/C								
9	City of Santa Cruz	N/C								
10	Los Angeles County Sanitation Districts	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,230	\$ 8,547	\$ 13,006
% Monterey Regional Waste Management District Above/Below	0.3%	-3.6%	-4.9%
Median of Comparators	\$ 8,484	\$ 8,968	\$ 12,829
% Monterey Regional Waste Management District Above/Below	-2.8%	-8.7%	-3.5%
Number of Matches	5	5	5

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Household Hazardous Waste Supervisor	Maintenance Crew Supervisor	N/C	Waste and Recycling Center Supervisor	N/C	Household Hazardous Waste Operations Coordinator	Public Works Supervisor	N/C	N/C	N/C	Field Operations Supervisors
Adjusted Top Monthly Salary		\$ 8,251	\$ 8,968		\$ 7,582		\$ 7,010	\$ 9,680				\$ 9,497
Retirement	Classic	2%@60	2%@55		2%@60		2%@55.5	2%@60				2%@55
	Enhanced Formula Cost	\$ 188	\$ 360		\$ 173		\$ 281	\$ 221				\$ 381
	Single Highest Year		\$ 57				\$ 45					\$ 61
	ER Paid Member Contrib											
	Employee Cost Share											\$ -95
	Social Security				\$ 470		\$ 435	\$ 600				
	Deferred Compensation	\$ 578	\$ 90		\$ 217							
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health						\$ 3,539	\$ 2,411				\$ 2,905
	Dental		\$ 67				\$ 24	\$ 83				\$ 137
	Vision						\$ 6	\$ 6				\$ 37
	Other Ins.											
Leaves	Vacation	\$ 476	\$ 837		\$ 467		\$ 404	\$ 1,005				\$ 950
	Holidays	\$ 444	\$ 414		\$ 408		\$ 377	\$ 521				\$ 511
	Admin Leave		\$ 172		\$ 350							\$ 274
Allow	Auto											
Benefit Package Total		\$ 4,144	\$ 3,860	\$ 0	\$ 3,315	\$ 0	\$ 5,111	\$ 4,847	\$ 0	\$ 0	\$ 0	\$ 5,160

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Household Hazardous Waste Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
2	County of Santa Cruz	Public Works Supervisor	\$ 9,322	96.3%	\$ 9,680	\$ 4,847	\$ 14,527	9/2/2023	unknown	unknown
3	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
4	Monterey Regional Waste Management District	Household Hazardous Waste Supervisor	\$ 8,251	100.0%	\$ 8,251	\$ 4,144	\$ 12,395	7/1/2023	unknown	unknown
5	County of San Joaquin	Household Hazardous Waste Operations Coordinator	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
6	City of Watsonville	Waste and Recycling Center Supervisor	\$ 7,286	96.1%	\$ 7,582	\$ 3,315	\$ 10,896	9/16/2023	7/1/2024	3.00%
7	County of Sacramento	N/C								
8	Monterey One Water	N/C								
9	City of Santa Cruz	N/C								
10	Los Angeles County Sanitation Districts	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,230	\$ 8,547	\$ 13,006
% Monterey Regional Waste Management District Above/Below	0.3%	-3.6%	-4.9%
Median of Comparators	\$ 8,484	\$ 8,968	\$ 12,829
% Monterey Regional Waste Management District Above/Below	-2.8%	-8.7%	-3.5%
Number of Matches	5	5	5

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Human Resources Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Human Resources Technician II	\$ 9,123	96.7%	\$ 9,434	\$ 4,111	\$ 13,545	7/14/2023	7/1/2024	3.50%
2	County of Sacramento	Personnel Technician	\$ 8,775	95.2%	\$ 9,217	\$ 3,703	\$ 12,921	6/18/2023	6/30/2024	CPI 2.00%-4.00%
3	City of Oxnard	Administrative Services Specialist, Senior	\$ 6,872	94.6%	\$ 7,264	\$ 3,137	\$ 10,401	7/1/2023	7/1/2024	3.00%
4	Monterey Regional Waste Management District	Human Resources Technician	\$ 7,162	100.0%	\$ 7,162	\$ 3,922	\$ 11,084	7/1/2023	unknown	unknown
5	City of Santa Cruz	Human Resources Technician	\$ 6,861	96.3%	\$ 7,125	\$ 4,139	\$ 11,264	9/2/2023	8/31/2024	3.50%
6	County of Santa Cruz	Personnel Technician	\$ 6,748	96.3%	\$ 7,007	\$ 4,199	\$ 11,206	9/2/2023	unknown	unknown
7	City of Watsonville	Personnel Technician	\$ 6,466	96.1%	\$ 6,728	\$ 2,854	\$ 9,582	7/8/2023	7/1/2024	3.00%
8	Los Angeles County Sanitation Districts	Human Resources Clerk II	\$ 6,479	98.2%	\$ 6,598	\$ 4,054	\$ 10,652	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
9	County of San Joaquin	Office Assistant Specialist	\$ 4,377	93.6%	\$ 4,676	\$ 4,598	\$ 9,274	7/3/2023	7/1/2024	4.00%
10	Monterey One Water	N/C								
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,963	\$ 7,256	\$ 11,106
% Monterey Regional Waste Management District Above/Below	2.8%	-1.3%	-0.2%
Median of Comparators	\$ 6,805	\$ 7,066	\$ 10,929
% Monterey Regional Waste Management District Above/Below	5.0%	1.3%	1.4%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Human Resources Technician	Administrative Services Specialist, Senior	Human Resources Technician	Personnel Technician	Personnel Technician	Office Assistant Specialist	Personnel Technician	Human Resources Clerk II	N/C	Human Resources Technician II	N/C
Adjusted Top Monthly Salary		\$ 7,162	\$ 7,264	\$ 7,125	\$ 6,728	\$ 9,217	\$ 4,676	\$ 7,007	\$ 6,598		\$ 9,434	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55		1.667%@57.5	
	Enhanced Formula Cost	\$ 163	\$ 291	\$ 162	\$ 153	\$ 210	\$ 188	\$ 160	\$ 265		\$ 215	
	Single Highest Year		\$ 46				\$ 30		\$ 42			
	ER Paid Member Contrib								\$ 462			
	Employee Cost Share			\$ -178								
	Social Security				\$ 417	\$ 571	\$ 290	\$ 434				
Deferred Compensation	\$ 501	\$ 73		\$ 108				\$ 198		\$ 160		
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	
	Dental		\$ 74	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 413	\$ 454	\$ 411	\$ 414	\$ 532	\$ 270	\$ 728	\$ 406		\$ 816	
	Holidays	\$ 386	\$ 335	\$ 411	\$ 362	\$ 514	\$ 252	\$ 377	\$ 343		\$ 435	
	Admin Leave				\$ 168							
Allow	Auto											
Benefit Package Total		\$ 3,922	\$ 3,137	\$ 4,139	\$ 2,854	\$ 3,703	\$ 4,598	\$ 4,199	\$ 4,054	\$ 0	\$ 4,111	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Human Resources Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Human Resources Technician II	\$ 9,123	96.7%	\$ 9,434	\$ 4,111	\$ 13,545	7/14/2023	7/1/2024	3.50%
2	County of Sacramento	Personnel Technician	\$ 8,775	95.2%	\$ 9,217	\$ 3,703	\$ 12,921	6/18/2023	6/30/2024	CPI 2.00%-4.00%
3	City of Santa Cruz	Human Resources Technician	\$ 6,861	96.3%	\$ 7,125	\$ 4,139	\$ 11,264	9/2/2023	8/31/2024	3.50%
4	County of Santa Cruz	Personnel Technician	\$ 6,748	96.3%	\$ 7,007	\$ 4,199	\$ 11,206	9/2/2023	unknown	unknown
5	Monterey Regional Waste Management District	Human Resources Technician	\$ 7,162	100.0%	\$ 7,162	\$ 3,922	\$ 11,084	7/1/2023	unknown	unknown
6	Los Angeles County Sanitation Districts	Human Resources Clerk II	\$ 6,479	98.2%	\$ 6,598	\$ 4,054	\$ 10,652	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
7	City of Oxnard	Administrative Services Specialist, Senior	\$ 6,872	94.6%	\$ 7,264	\$ 3,137	\$ 10,401	7/1/2023	7/1/2024	3.00%
8	City of Watsonville	Personnel Technician	\$ 6,466	96.1%	\$ 6,728	\$ 2,854	\$ 9,582	7/8/2023	7/1/2024	3.00%
9	County of San Joaquin	Office Assistant Specialist	\$ 4,377	93.6%	\$ 4,676	\$ 4,598	\$ 9,274	7/3/2023	7/1/2024	4.00%
10	Monterey One Water	N/C								
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,963	\$ 7,256	\$ 11,106
% Monterey Regional Waste Management District Above/Below	2.8%	-1.3%	-0.2%
Median of Comparators	\$ 6,805	\$ 7,066	\$ 10,929
% Monterey Regional Waste Management District Above/Below	5.0%	1.3%	1.4%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Maintenance Shop Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Maintenance Supervisor (Fleet Services)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Fleet and Facilities Equipment Supervisor	\$ 11,625	98.2%	\$ 11,838	\$ 5,417	\$ 17,255	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Monterey Regional Waste Management District	Maintenance Shop Supervisor	\$ 10,258	100.0%	\$ 10,258	\$ 4,554	\$ 14,812	7/1/2023	unknown	unknown
4	City of Santa Cruz	Garage Service Supervisor	\$ 9,875	96.3%	\$ 10,254	\$ 4,391	\$ 14,646	11/25/2023	12/7/2024	2.00%
5	City of Watsonville	Vehicle Services Supervisor	\$ 8,950	96.1%	\$ 9,313	\$ 3,741	\$ 13,055	9/16/2023	7/1/2024	3.00%
6	County of Sacramento	Fleet Supervisor	\$ 8,674	95.2%	\$ 9,111	\$ 3,682	\$ 12,794	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	City of Oxnard	Fleet Services Mechanic Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
8	County of Santa Cruz	Supervising Heavy Equipment Mechanic	\$ 8,592	96.3%	\$ 8,922	\$ 4,663	\$ 13,585	9/2/2023	unknown	unknown
9	County of San Joaquin ¹	[Equipment Maintenance Foreman/ Automotive Maintenance Foreman]	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
10	Monterey One Water	N/C								
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,514	\$ 9,902	\$ 14,352
% Monterey Regional Waste Management District Above/Below	7.3%	3.5%	3.1%
Median of Comparators	\$ 8,812	\$ 9,212	\$ 13,320
% Monterey Regional Waste Management District Above/Below	14.1%	10.2%	10.1%
Number of Matches	8	8	8

N/C - Non Comparator

1 - County of San Joaquin: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is for the Equipment Maintenance Foreman.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Maintenance Shop Supervisor	Fleet Services Mechanic Supervisor	Garage Service Supervisor	Vehicle Services Supervisor	Fleet Supervisor	[Equipment Maintenance Foreman/ Automotive Maintenance Foreman]	Supervising Heavy Equipment Mechanic	Fleet and Facilities Equipment Supervisor	N/C	Maintenance Supervisor (Fleet Services)	N/C
Adjusted Top Monthly Salary		\$ 10,258	\$ 8,968	\$ 10,254	\$ 9,313	\$ 9,111	\$ 7,010	\$ 8,922	\$ 11,838		\$ 13,802	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55		1.667%@57.5	
	Enhanced Formula Cost	\$ 234	\$ 360	\$ 234	\$ 212	\$ 208	\$ 281	\$ 203	\$ 475		\$ 315	
	Single Highest Year		\$ 57				\$ 45		\$ 76			
	ER Paid Member Contrib								\$ 829			
	Employee Cost Share			\$ -410								
	Social Security				\$ 577	\$ 565	\$ 435	\$ 553				
	Deferred Compensation	\$ 718	\$ 90		\$ 217				\$ 355		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,239		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 592	\$ 837	\$ 592	\$ 573	\$ 526	\$ 404	\$ 927	\$ 728		\$ 796	
	Holidays	\$ 552	\$ 414	\$ 592	\$ 501	\$ 508	\$ 377	\$ 480	\$ 615		\$ 637	
	Admin Leave		\$ 172		\$ 430						\$ 265	
Allow	Auto											
Benefit Package Total		\$ 4,554	\$ 3,860	\$ 4,391	\$ 3,741	\$ 3,682	\$ 5,111	\$ 4,663	\$ 5,417	\$ 0	\$ 4,733	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Maintenance Shop Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Maintenance Supervisor (Fleet Services)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Fleet and Facilities Equipment Supervisor	\$ 11,625	98.2%	\$ 11,838	\$ 5,417	\$ 17,255	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Monterey Regional Waste Management District	Maintenance Shop Supervisor	\$ 10,258	100.0%	\$ 10,258	\$ 4,554	\$ 14,812	7/1/2023	unknown	unknown
4	City of Santa Cruz	Garage Service Supervisor	\$ 9,875	96.3%	\$ 10,254	\$ 4,391	\$ 14,646	11/25/2023	12/7/2024	2.00%
5	County of Santa Cruz	Supervising Heavy Equipment Mechanic	\$ 8,592	96.3%	\$ 8,922	\$ 4,663	\$ 13,585	9/2/2023	unknown	unknown
6	City of Watsonville	Vehicle Services Supervisor	\$ 8,950	96.1%	\$ 9,313	\$ 3,741	\$ 13,055	9/16/2023	7/1/2024	3.00%
7	City of Oxnard	Fleet Services Mechanic Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
8	County of Sacramento	Fleet Supervisor	\$ 8,674	95.2%	\$ 9,111	\$ 3,682	\$ 12,794	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	County of San Joaquin ¹	[Equipment Maintenance Foreman/ Automotive Maintenance Foreman]	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
10	Monterey One Water	N/C								
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,514	\$ 9,902	\$ 14,352
% Monterey Regional Waste Management District Above/Below	7.3%	3.5%	3.1%
Median of Comparators	\$ 8,812	\$ 9,212	\$ 13,320
% Monterey Regional Waste Management District Above/Below	14.1%	10.2%	10.1%
Number of Matches	8	8	8

N/C - Non Comparator

1 - County of San Joaquin: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is for the Equipment Maintenance Foreman.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

MRF Maintenance Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Maintenance Supervisor (Mechanical Maintenance)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Fleet and Facilities Equipment Supervisor	\$ 11,625	98.2%	\$ 11,838	\$ 5,417	\$ 17,255	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
4	Monterey Regional Waste Management District	MRF Maintenance Supervisor	\$ 9,322	100.0%	\$ 9,322	\$ 4,363	\$ 13,685	7/1/2023	unknown	unknown
5	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
6	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
7	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	County of San Joaquin	Solid Waste Recovery Supervisor	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
9	Monterey One Water	N/C								
10	City of Watsonville	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,490	\$ 9,826	\$ 14,420
% Monterey Regional Waste Management District Above/Below	-1.8%	-5.4%	-5.4%
Median of Comparators	\$ 8,525	\$ 8,968	\$ 13,106
% Monterey Regional Waste Management District Above/Below	8.5%	3.8%	4.2%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		MRF Maintenance Supervisor	Maintenance Crew Supervisor	Resource Recovery Supervisor	N/C	Waste Management Operations Supervisor	Solid Waste Recovery Supervisor	N/C	Fleet and Facilities Equipment Supervisor	N/C	Maintenance Supervisor (Mechanical Maintenance)	Field Operations Supervisors
Adjusted Top Monthly Salary		\$ 9,322	\$ 8,968	\$ 8,853		\$ 8,817	\$ 7,010		\$ 11,838		\$ 13,802	\$ 9,497
Retirement	Classic	2%@60	2%@55	2%@60		1.92%@60	2%@55.5		2%@55		1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 213	\$ 360	\$ 202		\$ 201	\$ 281		\$ 475		\$ 315	\$ 381
	Single Highest Year		\$ 57				\$ 45		\$ 76			\$ 61
	ER Paid Member Contrib								\$ 829			
	Employee Cost Share			\$ -354								\$ -95
	Social Security					\$ 547	\$ 435					
	Deferred Compensation	\$ 653	\$ 90						\$ 355		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863									
	Health			\$ 3,239		\$ 1,757	\$ 3,539		\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24		\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6				\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 538	\$ 837	\$ 511		\$ 509	\$ 404		\$ 728		\$ 796	\$ 950
	Holidays	\$ 502	\$ 414	\$ 511		\$ 492	\$ 377		\$ 615		\$ 637	\$ 511
	Admin Leave		\$ 172								\$ 265	\$ 274
Allow	Auto											
Benefit Package Total		\$ 4,363	\$ 3,860	\$ 4,254	\$ 0	\$ 3,624	\$ 5,111	\$ 0	\$ 5,417	\$ 0	\$ 4,733	\$ 5,160

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

MRF Maintenance Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Maintenance Supervisor (Mechanical Maintenance)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Fleet and Facilities Equipment Supervisor	\$ 11,625	98.2%	\$ 11,838	\$ 5,417	\$ 17,255	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
4	Monterey Regional Waste Management District	MRF Maintenance Supervisor	\$ 9,322	100.0%	\$ 9,322	\$ 4,363	\$ 13,685	7/1/2023	unknown	unknown
5	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
6	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
7	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	County of San Joaquin	Solid Waste Recovery Supervisor	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
9	Monterey One Water	N/C								
10	City of Watsonville	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,490	\$ 9,826	\$ 14,420
% Monterey Regional Waste Management District Above/Below	-1.8%	-5.4%	-5.4%
Median of Comparators	\$ 8,525	\$ 8,968	\$ 13,106
% Monterey Regional Waste Management District Above/Below	8.5%	3.8%	4.2%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

MRF Maintenance Worker II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey One Water	Maintenance Mechanic II	\$ 9,916	99.9%	\$ 9,926	\$ 3,794	\$ 13,720	6/25/2023	unknown	unknown
2	Orange County Sanitation District	Welder-Fabricator	\$ 9,258	96.7%	\$ 9,574	\$ 4,141	\$ 13,715	7/14/2023	7/1/2024	3.50%
3	Los Angeles County Sanitation Districts	Stationary Mechanic	\$ 9,242	98.2%	\$ 9,411	\$ 4,786	\$ 14,197	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
4	City of Santa Cruz	Recycling Center Maintenance Mechanic	\$ 7,328	96.3%	\$ 7,610	\$ 4,194	\$ 11,804	9/2/2023	8/31/2024	3.50%
5	City of Watsonville	Utility Worker III	\$ 6,984	96.1%	\$ 7,267	\$ 2,794	\$ 10,061	7/8/2023	7/1/2024	2.00%
6	City of Oxnard	Fleet Services Mechanic	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
7	Monterey Regional Waste Management District	MRF Maintenance Worker II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
8	County of Santa Cruz	Public Works Maintenance Worker II	\$ 6,418	96.3%	\$ 6,665	\$ 4,116	\$ 10,781	9/2/2023	unknown	unknown
9	County of San Joaquin	Welder	\$ 6,126	93.6%	\$ 6,545	\$ 5,009	\$ 11,554	7/3/2023	7/1/2024	4.00%
10	County of Sacramento	Park Maintenance Mechanic	\$ 5,746	95.2%	\$ 6,036	\$ 3,061	\$ 9,097	6/18/2023	6/30/2024	CPI 2.00%-4.00%
11	Salinas Valley Solid Waste Authority	HHW Maintenance Worker II	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 7,369	\$ 7,609	\$ 11,546
% Monterey Regional Waste Management District Above/Below	-8.6%	-12.2%	-8.6%
Median of Comparators	\$ 6,928	\$ 7,266	\$ 11,167
% Monterey Regional Waste Management District Above/Below	-2.1%	-7.1%	-5.1%
Number of Matches	10	10	10

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		MRF Maintenance Worker II	Fleet Services Mechanic	Recycling Center Maintenance Mechanic	Utility Worker III	Park Maintenance Mechanic	Welder	Public Works Maintenance Worker II	Stationary Mechanic	Maintenance Mechanic II	Welder-Fabricator	HHW Maintenance Worker II
Adjusted Top Monthly Salary		\$ 6,784	\$ 7,264	\$ 7,610	\$ 7,267	\$ 6,036	\$ 6,545	\$ 6,665	\$ 9,411	\$ 9,926	\$ 9,574	\$ 5,795
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 155	\$ 291	\$ 174	\$ 166	\$ 138	\$ 262	\$ 152	\$ 377	\$ 398	\$ 218	\$ 232
	Single Highest Year		\$ 46				\$ 42		\$ 60			\$ 37
	ER Paid Member Contrib								\$ 659			
	Employee Cost Share			\$ -190						\$ -142		\$ -58
	Social Security				\$ 451	\$ 374	\$ 406	\$ 413				
	Deferred Compensation	\$ 475	\$ 73		\$ 108				\$ 282		\$ 168	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231					\$ 2,431		
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 391	\$ 454	\$ 439	\$ 447	\$ 348	\$ 378	\$ 692	\$ 579	\$ 573	\$ 829	\$ 580
	Holidays	\$ 365	\$ 335	\$ 439	\$ 391	\$ 325	\$ 352	\$ 359	\$ 489	\$ 534	\$ 442	\$ 312
	Admin Leave											\$ 167
Allow	Auto											
Benefit Package Total		\$ 3,844	\$ 3,130	\$ 4,194	\$ 2,794	\$ 3,061	\$ 5,009	\$ 4,116	\$ 4,786	\$ 3,794	\$ 4,141	\$ 4,348

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

MRF Maintenance Worker II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Stationary Mechanic	\$ 9,242	98.2%	\$ 9,411	\$ 4,786	\$ 14,197	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Monterey One Water	Maintenance Mechanic II	\$ 9,916	99.9%	\$ 9,926	\$ 3,794	\$ 13,720	6/25/2023	unknown	unknown
3	Orange County Sanitation District	Welder-Fabricator	\$ 9,258	96.7%	\$ 9,574	\$ 4,141	\$ 13,715	7/14/2023	7/1/2024	3.50%
4	City of Santa Cruz	Recycling Center Maintenance Mechanic	\$ 7,328	96.3%	\$ 7,610	\$ 4,194	\$ 11,804	9/2/2023	8/31/2024	3.50%
5	County of San Joaquin	Welder	\$ 6,126	93.6%	\$ 6,545	\$ 5,009	\$ 11,554	7/3/2023	7/1/2024	4.00%
6	County of Santa Cruz	Public Works Maintenance Worker II	\$ 6,418	96.3%	\$ 6,665	\$ 4,116	\$ 10,781	9/2/2023	unknown	unknown
7	Monterey Regional Waste Management District	MRF Maintenance Worker II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
8	City of Oxnard	Fleet Services Mechanic	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
9	Salinas Valley Solid Waste Authority	HHW Maintenance Worker II	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
10	City of Watsonville	Utility Worker III	\$ 6,984	96.1%	\$ 7,267	\$ 2,794	\$ 10,061	7/8/2023	7/1/2024	2.00%
11	County of Sacramento	Park Maintenance Mechanic	\$ 5,746	95.2%	\$ 6,036	\$ 3,061	\$ 9,097	6/18/2023	6/30/2024	CPI 2.00%-4.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 7,369	\$ 7,609	\$ 11,546
% Monterey Regional Waste Management District Above/Below	-8.6%	-12.2%	-8.6%
Median of Comparators	\$ 6,928	\$ 7,266	\$ 11,167
% Monterey Regional Waste Management District Above/Below	-2.1%	-7.1%	-5.1%
Number of Matches	10	10	10

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

MRF Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Solid Waste Operations Superintendent	\$ 14,707	98.2%	\$ 14,977	\$ 6,233	\$ 21,210	7/1/2023	unknown	unknown
2	Monterey Regional Waste Management District	MRF Manager	\$ 14,943	100.0%	\$ 14,943	\$ 6,352	\$ 21,295	7/1/2023	unknown	unknown
3	County of San Joaquin	[Solid Waste Operations Manager/ Integrated Waste Manager]	\$ 13,656	93.6%	\$ 14,590	\$ 7,880	\$ 22,470	7/1/2023	7/1/2024	4.00%
4	County of Sacramento ¹	Waste Management Superintendent	\$ 13,631	95.2%	\$ 14,318	\$ 5,128	\$ 19,446	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	City of Oxnard	Maintenance and Operations Superintendent	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
6	City of Santa Cruz	Superintendent of Resource Recovery-Processing and Disposal	\$ 11,160	96.3%	\$ 11,589	\$ 4,859	\$ 16,448	8/19/2023	8/17/2024	5.00%
7	Orange County Sanitation District	N/C								
8	County of Santa Cruz	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	Monterey One Water	N/C								
11	City of Watsonville	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 12,892	\$ 13,485	\$ 19,205
% Monterey Regional Waste Management District Above/Below	13.7%	9.8%	9.8%
Median of Comparators	\$ 13,631	\$ 14,318	\$ 19,446
% Monterey Regional Waste Management District Above/Below	8.8%	4.2%	8.7%
Number of Matches	5	5	5

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		MRF Manager	Maintenance and Operations Superintendent	Superintendent of Resource Recovery-Processing and Disposal	N/C	Waste Management Superintendent	[Solid Waste Operations Manager/ Integrated Waste Manager]	N/C	Solid Waste Operations Superintendent	N/C	N/C	N/C
Adjusted Top Monthly Salary		\$ 14,943	\$ 11,949	\$ 11,589		\$ 14,318	\$ 14,590		\$ 14,977			
Retirement	Classic	2%@60	2%@55	2%@60		1.92%@60	2%@55.5		2%@55			
	Enhanced Formula Cost	\$ 341	\$ 479	\$ 264		\$ 326	\$ 585		\$ 601			
	Single Highest Year		\$ 76				\$ 93		\$ 96			
	ER Paid Member Contrib								\$ 1,048			
	Employee Cost Share			\$ -464								
	Social Security					\$ 871	\$ 871					
	Deferred Compensation	\$ 1,046	\$ 119	\$ 125		\$ 430	\$ 292		\$ 449			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863				\$ 2,002					
	Health			\$ 3,005		\$ 1,757	\$ 1,538		\$ 2,203			
	Dental		\$ 67	\$ 127		\$ 119	\$ 24		\$ 136			
	Vision			\$ 19			\$ 6					
	Other Ins.											
Leaves	Vacation	\$ 862	\$ 1,116	\$ 669		\$ 826	\$ 1,122		\$ 922			
	Holidays	\$ 805	\$ 552	\$ 669		\$ 799	\$ 786		\$ 778			
	Admin Leave	\$ 841	\$ 230	\$ 446			\$ 561					
Allow	Auto											
Benefit Package Total		\$ 6,352	\$ 4,502	\$ 4,859	\$ 0	\$ 5,128	\$ 7,880	\$ 0	\$ 6,233	\$ 0	\$ 0	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

MRF Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin	[Solid Waste Operations Manager/ Integrated Waste Manager]	\$ 13,656	93.6%	\$ 14,590	\$ 7,880	\$ 22,470	7/1/2023	7/1/2024	4.00%
2	Monterey Regional Waste Management District	MRF Manager	\$ 14,943	100.0%	\$ 14,943	\$ 6,352	\$ 21,295	7/1/2023	unknown	unknown
3	Los Angeles County Sanitation Districts	Solid Waste Operations Superintendent	\$ 14,707	98.2%	\$ 14,977	\$ 6,233	\$ 21,210	7/1/2023	unknown	unknown
4	County of Sacramento ¹	Waste Management Superintendent	\$ 13,631	95.2%	\$ 14,318	\$ 5,128	\$ 19,446	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	City of Oxnard	Maintenance and Operations Superintendent	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
6	City of Santa Cruz	Superintendent of Resource Recovery-Processing and Disposal	\$ 11,160	96.3%	\$ 11,589	\$ 4,859	\$ 16,448	8/19/2023	8/17/2024	5.00%
7	Orange County Sanitation District	N/C								
8	County of Santa Cruz	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	Monterey One Water	N/C								
11	City of Watsonville	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 12,892	\$ 13,485	\$ 19,205
% Monterey Regional Waste Management District Above/Below	13.7%	9.8%	9.8%
Median of Comparators	\$ 13,631	\$ 14,318	\$ 19,446
% Monterey Regional Waste Management District Above/Below	8.8%	4.2%	8.7%
Number of Matches	5	5	5

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

MRF Operator II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Green Waste Operator II	\$ 6,891	98.2%	\$ 7,017	\$ 4,163	\$ 11,180	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	City of Santa Cruz	Resource Recovery Equipment Operator	\$ 6,686	96.3%	\$ 6,943	\$ 4,119	\$ 11,061	9/2/2023	8/31/2024	3.50%
3	County of Sacramento	Transfer Equipment Operator	\$ 6,515	95.2%	\$ 6,843	\$ 3,220	\$ 10,063	6/18/2023	6/30/2024	CPI 2.00%-4.00%
4	Monterey Regional Waste Management District	MRF Operator II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
5	County of San Joaquin	Equipment Operator II	\$ 6,037	93.6%	\$ 6,450	\$ 4,988	\$ 11,438	7/3/2023	7/1/2024	4.00%
6	Salinas Valley Solid Waste Authority	Equipment Operator-Driver	\$ 6,241	100.0%	\$ 6,241	\$ 4,446	\$ 10,687	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
7	City of Oxnard	Maintenance Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,918	\$ 8,901	7/1/2023	7/1/2024	3.00%
8	City of Watsonville	Waste and Recycling Center Worker II	\$ 5,437	96.1%	\$ 5,658	\$ 2,471	\$ 8,129	7/8/2023	7/1/2024	2.00%
9	Orange County Sanitation District	N/C								
10	County of Santa Cruz	N/C								
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,210	\$ 6,448	\$ 10,209
% Monterey Regional Waste Management District Above/Below	8.5%	5.0%	4.0%
Median of Comparators	\$ 6,241	\$ 6,450	\$ 10,687
% Monterey Regional Waste Management District Above/Below	8.0%	4.9%	-0.6%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		MRF Operator II	Maintenance Technician, Senior	Resource Recovery Equipment Operator	Waste and Recycling Center Worker II	Transfer Equipment Operator	Equipment Operator II	N/C	Green Waste Operator II	N/C	N/C	Equipment Operator-Driver
Adjusted Top Monthly Salary		\$ 6,784	\$ 5,983	\$ 6,943	\$ 5,658	\$ 6,843	\$ 6,450		\$ 7,017			\$ 6,241
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5		2%@55			2%@55
	Enhanced Formula Cost	\$ 155	\$ 240	\$ 158	\$ 129	\$ 156	\$ 259		\$ 281			\$ 250
	Single Highest Year		\$ 38				\$ 41		\$ 45			\$ 40
	ER Paid Member Contrib								\$ 491			
	Employee Cost Share			\$ -174								\$ -62
	Social Security				\$ 351	\$ 424	\$ 400					
	Deferred Compensation	\$ 475	\$ 60		\$ 108				\$ 211			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,187		\$ 1,757	\$ 3,539		\$ 2,203			\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24		\$ 136			\$ 137
	Vision			\$ 19			\$ 6					\$ 37
	Other Ins.											
Leaves	Vacation	\$ 391	\$ 374	\$ 401	\$ 348	\$ 395	\$ 372		\$ 432			\$ 624
	Holidays	\$ 365	\$ 276	\$ 401	\$ 305	\$ 369	\$ 347		\$ 364			\$ 336
	Admin Leave											\$ 180
Allow	Auto											
Benefit Package Total		\$ 3,844	\$ 2,918	\$ 4,119	\$ 2,471	\$ 3,220	\$ 4,988	\$ 0	\$ 4,163	\$ 0	\$ 0	\$ 4,446

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

MRF Operator II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin	Equipment Operator II	\$ 6,037	93.6%	\$ 6,450	\$ 4,988	\$ 11,438	7/3/2023	7/1/2024	4.00%
2	Los Angeles County Sanitation Districts	Green Waste Operator II	\$ 6,891	98.2%	\$ 7,017	\$ 4,163	\$ 11,180	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	City of Santa Cruz	Resource Recovery Equipment Operator	\$ 6,686	96.3%	\$ 6,943	\$ 4,119	\$ 11,061	9/2/2023	8/31/2024	3.50%
4	Salinas Valley Solid Waste Authority	Equipment Operator-Driver	\$ 6,241	100.0%	\$ 6,241	\$ 4,446	\$ 10,687	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
5	Monterey Regional Waste Management District	MRF Operator II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
6	County of Sacramento	Transfer Equipment Operator	\$ 6,515	95.2%	\$ 6,843	\$ 3,220	\$ 10,063	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	City of Oxnard	Maintenance Technician, Senior	\$ 5,660	94.6%	\$ 5,983	\$ 2,918	\$ 8,901	7/1/2023	7/1/2024	3.00%
8	City of Watsonville	Waste and Recycling Center Worker II	\$ 5,437	96.1%	\$ 5,658	\$ 2,471	\$ 8,129	7/8/2023	7/1/2024	2.00%
9	Orange County Sanitation District	N/C								
10	County of Santa Cruz	N/C								
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 6,210	\$ 6,448	\$ 10,209
% Monterey Regional Waste Management District Above/Below	8.5%	5.0%	4.0%
Median of Comparators	\$ 6,241	\$ 6,450	\$ 10,687
% Monterey Regional Waste Management District Above/Below	8.0%	4.9%	-0.6%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

MRF Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Solid Waste Operations Supervisor II	\$ 10,690	98.2%	\$ 10,886	\$ 5,169	\$ 16,055	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
3	Monterey Regional Waste Management District	MRF Supervisor	\$ 9,097	100.0%	\$ 9,097	\$ 4,317	\$ 13,414	7/1/2023	unknown	unknown
4	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
5	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
6	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	City of Watsonville	Waste and Recycling Center Supervisor	\$ 7,286	96.1%	\$ 7,582	\$ 3,315	\$ 10,896	9/16/2023	7/1/2024	3.00%
8	County of San Joaquin	Solid Waste Recovery Supervisor	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
9	Orange County Sanitation District	N/C								
10	County of Santa Cruz	N/C								
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,491	\$ 8,802	\$ 13,158
% Monterey Regional Waste Management District Above/Below	6.7%	3.2%	1.9%
Median of Comparators	\$ 8,484	\$ 8,853	\$ 12,829
% Monterey Regional Waste Management District Above/Below	6.7%	2.7%	4.4%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		MRF Supervisor	Maintenance Crew Supervisor	Resource Recovery Supervisor	Waste and Recycling Center Supervisor	Waste Management Operations Supervisor	Solid Waste Recovery Supervisor	N/C	Solid Waste Operations Supervisor II	N/C	N/C	Field Operations Supervisors
Adjusted Top Monthly Salary		\$ 9,097	\$ 8,968	\$ 8,853	\$ 7,582	\$ 8,817	\$ 7,010		\$ 10,886			\$ 9,497
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5		2%@55			2%@55
	Enhanced Formula Cost	\$ 207	\$ 360	\$ 202	\$ 173	\$ 201	\$ 281		\$ 437			\$ 381
	Single Highest Year		\$ 57				\$ 45		\$ 70			\$ 61
	ER Paid Member Contrib								\$ 762			
	Employee Cost Share			\$ -354								\$ -95
	Social Security				\$ 470	\$ 547	\$ 435					
	Deferred Compensation	\$ 637	\$ 90		\$ 217				\$ 327			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,239		\$ 1,757	\$ 3,539		\$ 2,203			\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24		\$ 136			\$ 137
	Vision			\$ 19			\$ 6					\$ 37
	Other Ins.											
Leaves	Vacation	\$ 525	\$ 837	\$ 511	\$ 467	\$ 509	\$ 404		\$ 670			\$ 950
	Holidays	\$ 490	\$ 414	\$ 511	\$ 408	\$ 492	\$ 377		\$ 565			\$ 511
	Admin Leave		\$ 172		\$ 350							\$ 274
Allow	Auto											
Benefit Package Total		\$ 4,317	\$ 3,860	\$ 4,254	\$ 3,315	\$ 3,624	\$ 5,111	\$ 0	\$ 5,169	\$ 0	\$ 0	\$ 5,160

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

MRF Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Solid Waste Operations Supervisor II	\$ 10,690	98.2%	\$ 10,886	\$ 5,169	\$ 16,055	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
3	Monterey Regional Waste Management District	MRF Supervisor	\$ 9,097	100.0%	\$ 9,097	\$ 4,317	\$ 13,414	7/1/2023	unknown	unknown
4	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
5	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
6	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	County of San Joaquin	Solid Waste Recovery Supervisor	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
8	City of Watsonville	Waste and Recycling Center Supervisor	\$ 7,286	96.1%	\$ 7,582	\$ 3,315	\$ 10,896	9/16/2023	7/1/2024	3.00%
9	Orange County Sanitation District	N/C								
10	County of Santa Cruz	N/C								
11	Monterey One Water	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,491	\$ 8,802	\$ 13,158
% Monterey Regional Waste Management District Above/Below	6.7%	3.2%	1.9%
Median of Comparators	\$ 8,484	\$ 8,853	\$ 12,829
% Monterey Regional Waste Management District Above/Below	6.7%	2.7%	4.4%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Power Systems Senior Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Power Plant Operator II	\$ 10,216	96.7%	\$ 10,565	\$ 4,295	\$ 14,860	7/14/2023	7/1/2024	3.50%
2	Monterey One Water	Cogeneration Specialist II	\$ 10,506	99.9%	\$ 10,517	\$ 3,875	\$ 14,391	6/25/2023	unknown	unknown
3	Los Angeles County Sanitation Districts	Senior Power Plant Operator I	\$ 10,252	98.2%	\$ 10,440	\$ 4,700	\$ 15,140	7/1/2023	unknown	unknown
4	Monterey Regional Waste Management District	Power Systems Senior Technician	\$ 10,279	100.0%	\$ 10,279	\$ 4,559	\$ 14,838	7/1/2023	unknown	unknown
5	City of Oxnard	Plant Maintenance Specialist	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
6	County of Sacramento	N/C								
7	County of San Joaquin	N/C								
8	City of Watsonville	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	City of Santa Cruz	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,462	\$ 9,696	\$ 13,696
% Monterey Regional Waste Management District Above/Below	8.0%	5.7%	7.7%
Median of Comparators	\$ 10,234	\$ 10,478	\$ 14,626
% Monterey Regional Waste Management District Above/Below	0.4%	-1.9%	1.4%
Number of Matches	4	4	4

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Power Systems Senior Technician	Plant Maintenance Specialist	N/C	N/C	N/C	N/C	N/C	Senior Power Plant Operator I	Cogeneration Specialist II	Power Plant Operator II	N/C
Adjusted Top Monthly Salary		\$ 10,279	\$ 7,264						\$ 10,440	\$ 10,517	\$ 10,565	
Retirement	Classic	2%@60	2%@55						2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 234	\$ 291						\$ 419	\$ 422	\$ 241	
	Single Highest Year		\$ 46						\$ 67			
	ER Paid Member Contrib								\$ 731			
	Employee Cost Share									\$ -151		
	Social Security											
	Deferred Compensation	\$ 720	\$ 73								\$ 168	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863							\$ 2,431		
	Health								\$ 2,203		\$ 2,343	
	Dental		\$ 67						\$ 136		\$ 124	
	Vision										\$ 17	
Other Ins.												
Leaves	Vacation	\$ 593	\$ 454						\$ 642	\$ 607	\$ 914	
	Holidays	\$ 553	\$ 335						\$ 502	\$ 566	\$ 488	
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 4,559	\$ 3,130	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,700	\$ 3,875	\$ 4,295	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Power Systems Senior Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Senior Power Plant Operator I	\$ 10,252	98.2%	\$ 10,440	\$ 4,700	\$ 15,140	7/1/2023	unknown	unknown
2	Orange County Sanitation District	Power Plant Operator II	\$ 10,216	96.7%	\$ 10,565	\$ 4,295	\$ 14,860	7/14/2023	7/1/2024	3.50%
3	Monterey Regional Waste Management District	Power Systems Senior Technician	\$ 10,279	100.0%	\$ 10,279	\$ 4,559	\$ 14,838	7/1/2023	unknown	unknown
4	Monterey One Water	Cogeneration Specialist II	\$ 10,506	99.9%	\$ 10,517	\$ 3,875	\$ 14,391	6/25/2023	unknown	unknown
5	City of Oxnard	Plant Maintenance Specialist	\$ 6,872	94.6%	\$ 7,264	\$ 3,130	\$ 10,394	7/1/2023	7/1/2024	3.00%
6	County of Sacramento	N/C								
7	County of San Joaquin	N/C								
8	City of Watsonville	N/C								
9	Salinas Valley Solid Waste Authority	N/C								
10	City of Santa Cruz	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,462	\$ 9,696	\$ 13,696
% Monterey Regional Waste Management District Above/Below	8.0%	5.7%	7.7%
Median of Comparators	\$ 10,234	\$ 10,478	\$ 14,626
% Monterey Regional Waste Management District Above/Below	0.4%	-1.9%	1.4%
Number of Matches	4	4	4

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Power Systems Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Maintenance Supervisor (Power Generation and Distribution)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Energy Recovery Superintendent II	\$ 13,479	98.2%	\$ 13,726	\$ 5,907	\$ 19,633	7/1/2023	unknown	unknown
3	Monterey Regional Waste Management District	Power Systems Supervisor	\$ 11,334	100.0%	\$ 11,334	\$ 4,774	\$ 16,108	7/1/2023	unknown	unknown
4	Monterey One Water	Senior Cogeneration Specialist	\$ 11,034	99.9%	\$ 11,045	\$ 3,947	\$ 14,992	6/25/2023	unknown	unknown
5	County of San Joaquin	N/C								
6	County of Sacramento	N/C								
7	City of Watsonville	N/C								
8	Salinas Valley Solid Waste Authority	N/C								
9	City of Oxnard	N/C								
10	City of Santa Cruz	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Power Systems Supervisor	N/C	N/C	N/C	N/C	N/C	N/C	Energy Recovery Superintendent II	Senior Cogeneration Specialist	Maintenance Supervisor (Power Generation and Distribution)	N/C
Adjusted Top Monthly Salary		\$ 11,334							\$ 13,726	\$ 11,045	\$ 13,802	
Retirement	Classic	2%@60							2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 258							\$ 550	\$ 443	\$ 315	
	Single Highest Year								\$ 88			
	ER Paid Member Contrib								\$ 961			
	Employee Cost Share									\$ -159		
	Social Security											
	Deferred Compensation	\$ 793							\$ 412		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458								\$ 2,431		
	Health								\$ 2,203		\$ 2,343	
	Dental								\$ 136		\$ 124	
	Vision										\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 654							\$ 845	\$ 637	\$ 796	
	Holidays	\$ 610							\$ 713	\$ 595	\$ 637	
	Admin Leave										\$ 265	
Allow	Auto											
Benefit Package Total		\$ 4,774	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,907	\$ 3,947	\$ 4,733	\$ 0



Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024

Power Systems Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Energy Recovery Superintendent II	\$ 13,479	98.2%	\$ 13,726	\$ 5,907	\$ 19,633	7/1/2023	unknown	unknown
2	Orange County Sanitation District	Maintenance Supervisor (Power Generation and Distribution)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
3	Monterey Regional Waste Management District	Power Systems Supervisor	\$ 11,334	100.0%	\$ 11,334	\$ 4,774	\$ 16,108	7/1/2023	unknown	unknown
4	Monterey One Water	Senior Cogeneration Specialist	\$ 11,034	99.9%	\$ 11,045	\$ 3,947	\$ 14,992	6/25/2023	unknown	unknown
5	County of San Joaquin	N/C								
6	County of Sacramento	N/C								
7	City of Watsonville	N/C								
8	Salinas Valley Solid Waste Authority	N/C								
9	City of Oxnard	N/C								
10	City of Santa Cruz	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Project Manager (Construction)										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	CIP Project Manager	\$ 14,733	96.7%	\$ 15,236	\$ 4,942	\$ 20,178	7/14/2023	7/1/2024	3.50%
2	County of San Joaquin	Facilities and Construction Planner	\$ 12,915	93.6%	\$ 13,798	\$ 7,678	\$ 21,476	7/3/2023	7/1/2024	4.00%
3	County of Sacramento ¹	Construction Manager	\$ 12,308	95.2%	\$ 12,929	\$ 4,827	\$ 17,756	6/18/2023	6/30/2024	CPI 2.00%-4.00%
4	Monterey Regional Waste Management District	Project Manager (Construction)	\$ 12,295	100.0%	\$ 12,295	\$ 4,971	\$ 17,266	7/1/2023	unknown	unknown
5	City of Oxnard	Construction Project Manager	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
6	County of Santa Cruz	Project Manager	\$ 10,833	96.3%	\$ 11,249	\$ 5,293	\$ 16,542	9/16/2023	9/14/2024	3.00%
7	City of Santa Cruz	Facilities Maintenance Supervisor	\$ 9,701	96.3%	\$ 10,074	\$ 4,374	\$ 14,447	11/25/2023	12/7/2024	2.00%
8	City of Watsonville	N/C								
9	Monterey One Water	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	Los Angeles County Sanitation Districts	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 11,966	\$ 12,539	\$ 17,808
% Monterey Regional Waste Management District Above/Below	2.7%	-2.0%	-3.1%
Median of Comparators	\$ 11,806	\$ 12,439	\$ 17,149
% Monterey Regional Waste Management District Above/Below	4.0%	-1.2%	0.7%
Number of Matches	6	6	6

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Project Manager (Construction)	Construction Project Manager	Facilities Maintenance Supervisor	N/C	Construction Manager	Facilities and Construction Planner	Project Manager	N/C	N/C	CIP Project Manager	N/C
Adjusted Top Monthly Salary		\$ 12,295	\$ 11,949	\$ 10,074		\$ 12,929	\$ 13,798	\$ 11,249			\$ 15,236	
Retirement	Classic	2%@60	2%@55	2%@60		1.92%@60	2%@55.5	2%@60			1.667%@57.5	
	Enhanced Formula Cost	\$ 280	\$ 479	\$ 230		\$ 295	\$ 553	\$ 256			\$ 347	
	Single Highest Year		\$ 76				\$ 88					
	ER Paid Member Contrib											
	Employee Cost Share			\$ -403								
	Social Security					\$ 802	\$ 855	\$ 697				
	Deferred Compensation	\$ 861	\$ 119			\$ 388	\$ 276				\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863				\$ 2,002					
	Health			\$ 3,239		\$ 1,757	\$ 1,538	\$ 2,303			\$ 2,343	
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83			\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 709	\$ 1,116	\$ 581		\$ 746	\$ 1,061	\$ 909			\$ 879	
	Holidays	\$ 662	\$ 552	\$ 581		\$ 721	\$ 743	\$ 606			\$ 703	
	Admin Leave		\$ 230				\$ 531	\$ 433			\$ 293	
Allow	Auto											
Benefit Package Total		\$ 4,971	\$ 4,502	\$ 4,374	\$ 0	\$ 4,827	\$ 7,678	\$ 5,293	\$ 0	\$ 0	\$ 4,942	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Project Manager (Construction)										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Joaquin	Facilities and Construction Planner	\$ 12,915	93.6%	\$ 13,798	\$ 7,678	\$ 21,476	7/3/2023	7/1/2024	4.00%
2	Orange County Sanitation District	CIP Project Manager	\$ 14,733	96.7%	\$ 15,236	\$ 4,942	\$ 20,178	7/14/2023	7/1/2024	3.50%
3	County of Sacramento ¹	Construction Manager	\$ 12,308	95.2%	\$ 12,929	\$ 4,827	\$ 17,756	6/18/2023	6/30/2024	CPI 2.00%-4.00%
4	Monterey Regional Waste Management District	Project Manager (Construction)	\$ 12,295	100.0%	\$ 12,295	\$ 4,971	\$ 17,266	7/1/2023	unknown	unknown
5	County of Santa Cruz	Project Manager	\$ 10,833	96.3%	\$ 11,249	\$ 5,293	\$ 16,542	9/16/2023	9/14/2024	3.00%
6	City of Oxnard	Construction Project Manager	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
7	City of Santa Cruz	Facilities Maintenance Supervisor	\$ 9,701	96.3%	\$ 10,074	\$ 4,374	\$ 14,447	11/25/2023	12/7/2024	2.00%
8	City of Watsonville	N/C								
9	Monterey One Water	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	Los Angeles County Sanitation Districts	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 11,966	\$ 12,539	\$ 17,808
% Monterey Regional Waste Management District Above/Below	2.7%	-2.0%	-3.1%
Median of Comparators	\$ 11,806	\$ 12,439	\$ 17,149
% Monterey Regional Waste Management District Above/Below	4.0%	-1.2%	0.7%
Number of Matches	6	6	6

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Public Education and Outreach Coordinator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Cruz	Community Relations Specialist	\$ 11,267	96.3%	\$ 11,700	\$ 4,875	\$ 16,574	8/19/2023	8/17/2024	5.00%
2	County of Santa Cruz	Associate Administrative Analyst	\$ 10,022	96.3%	\$ 10,407	\$ 5,075	\$ 15,482	9/16/2023	9/14/2024	3.00%
3	Orange County Sanitation District	Public Affairs Specialist	\$ 9,452	96.7%	\$ 9,775	\$ 4,145	\$ 13,920	7/14/2023	7/1/2024	3.50%
4	Salinas Valley Solid Waste Authority	Recycling Coordinator	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
5	County of Sacramento ¹	[Waste Management Program Associate/ Public Information Officer]	\$ 8,839	95.2%	\$ 9,285	\$ 3,717	\$ 13,001	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	Los Angeles County Sanitation Districts	Public Affairs Specialist II	\$ 8,862	98.2%	\$ 9,024	\$ 4,685	\$ 13,709	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
7	Monterey Regional Waste Management District	Public Education and Outreach Coordinator	\$ 8,821	100.0%	\$ 8,821	\$ 4,261	\$ 13,082	7/1/2023	unknown	unknown
8	City of Watsonville	Environmental Education Coordinator	\$ 7,982	96.1%	\$ 8,306	\$ 3,493	\$ 11,799	9/16/2023	7/1/2024	3.00%
9	County of San Joaquin	N/C								
10	Monterey One Water	N/C								
11	City of Oxnard	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,417	\$ 9,713	\$ 14,163
% Monterey Regional Waste Management District Above/Below	-6.8%	-10.1%	-8.3%
Median of Comparators	\$ 9,452	\$ 9,497	\$ 13,920
% Monterey Regional Waste Management District Above/Below	-7.2%	-7.7%	-6.4%
Number of Matches	7	7	7

N/C - Non Comparator

1 - County of Sacramento: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Public Education and Outreach Coordinator	N/C	Community Relations Specialist	Environmental Education Coordinator	[Waste Management Program Associate/ Public Information Officer]	N/C	Associate Administrative Analyst	Public Affairs Specialist II	N/C	Public Affairs Specialist	Recycling Coordinator
Adjusted Top Monthly Salary		\$ 8,821		\$ 11,700	\$ 8,306	\$ 9,285		\$ 10,407	\$ 9,024		\$ 9,775	\$ 9,497
Retirement	Classic	2%@60		2%@60	2%@60	1.92%@60		2%@60	2%@55		1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 201		\$ 267	\$ 189	\$ 212		\$ 237	\$ 362		\$ 223	\$ 381
	Single Highest Year								\$ 58			\$ 61
	ER Paid Member Contrib								\$ 632			
	Employee Cost Share			\$ -468								\$ -95
	Social Security				\$ 515	\$ 576		\$ 645				
	Deferred Compensation	\$ 617		\$ 125	\$ 217				\$ 271		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458			\$ 1,231							
	Health			\$ 3,005		\$ 1,757		\$ 2,303	\$ 2,203		\$ 2,343	\$ 2,905
	Dental			\$ 127		\$ 119		\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19				\$ 6			\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 509		\$ 675	\$ 511	\$ 536		\$ 841	\$ 555		\$ 564	\$ 950
	Holidays	\$ 475		\$ 675	\$ 447	\$ 518		\$ 560	\$ 469		\$ 451	\$ 511
	Admin Leave			\$ 450	\$ 383			\$ 400			\$ 188	\$ 274
Allow	Auto											
Benefit Package Total		\$ 4,261	\$ 0	\$ 4,875	\$ 3,493	\$ 3,717	\$ 0	\$ 5,075	\$ 4,685	\$ 0	\$ 4,145	\$ 5,160

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Public Education and Outreach Coordinator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Cruz	Community Relations Specialist	\$ 11,267	96.3%	\$ 11,700	\$ 4,875	\$ 16,574	8/19/2023	8/17/2024	5.00%
2	County of Santa Cruz	Associate Administrative Analyst	\$ 10,022	96.3%	\$ 10,407	\$ 5,075	\$ 15,482	9/16/2023	9/14/2024	3.00%
3	Salinas Valley Solid Waste Authority	Recycling Coordinator	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
4	Orange County Sanitation District	Public Affairs Specialist	\$ 9,452	96.7%	\$ 9,775	\$ 4,145	\$ 13,920	7/14/2023	7/1/2024	3.50%
5	Los Angeles County Sanitation Districts	Public Affairs Specialist II	\$ 8,862	98.2%	\$ 9,024	\$ 4,685	\$ 13,709	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
6	Monterey Regional Waste Management District	Public Education and Outreach Coordinator	\$ 8,821	100.0%	\$ 8,821	\$ 4,261	\$ 13,082	7/1/2023	unknown	unknown
7	County of Sacramento ¹	[Waste Management Program Associate/ Public Information Officer]	\$ 8,839	95.2%	\$ 9,285	\$ 3,717	\$ 13,001	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	City of Watsonville	Environmental Education Coordinator	\$ 7,982	96.1%	\$ 8,306	\$ 3,493	\$ 11,799	9/16/2023	7/1/2024	3.00%
9	County of San Joaquin	N/C								
10	Monterey One Water	N/C								
11	City of Oxnard	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,417	\$ 9,713	\$ 14,163
% Monterey Regional Waste Management District Above/Below	-6.8%	-10.1%	-8.3%
Median of Comparators	\$ 9,452	\$ 9,497	\$ 13,920
% Monterey Regional Waste Management District Above/Below	-7.2%	-7.7%	-6.4%
Number of Matches	7	7	7

N/C - Non Comparator

1 - County of Sacramento: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Regulatory Compliance Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Environmental Specialist	\$ 10,955	96.7%	\$ 11,329	\$ 4,372	\$ 15,701	7/14/2023	7/1/2024	3.50%
2	County of Sacramento	Associate Waste Management Specialist	\$ 9,547	95.2%	\$ 10,028	\$ 3,864	\$ 13,893	6/18/2023	6/30/2024	CPI 2.00%-4.00%
3	Monterey One Water	Compliance Analyst	\$ 8,824	99.9%	\$ 8,833	\$ 3,644	\$ 12,476	6/25/2023	unknown	unknown
4	City of Santa Cruz	Environmental Programs Analyst II	\$ 8,411	96.3%	\$ 8,734	\$ 4,321	\$ 13,055	9/2/2023	8/31/2024	3.50%
5	Los Angeles County Sanitation Districts	Engineering Technician III	\$ 8,353	98.2%	\$ 8,506	\$ 4,263	\$ 12,769	7/1/2023	unknown	unknown
6	Monterey Regional Waste Management District	Regulatory Compliance Technician	\$ 8,400	100.0%	\$ 8,400	\$ 4,175	\$ 12,575	7/1/2023	unknown	unknown
7	City of Watsonville	Environmental Projects Analyst	\$ 7,999	96.1%	\$ 8,324	\$ 3,437	\$ 11,761	7/8/2023	7/1/2024	3.00%
8	City of Oxnard	Utilities Technical Services Coordinator	\$ 7,600	94.6%	\$ 8,034	\$ 3,257	\$ 11,290	7/1/2023	7/1/2024	3.00%
9	County of San Joaquin	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,813	\$ 9,113	\$ 12,992
% Monterey Regional Waste Management District Above/Below	-4.9%	-8.5%	-3.3%
Median of Comparators	\$ 8,411	\$ 8,734	\$ 12,769
% Monterey Regional Waste Management District Above/Below	-0.1%	-4.0%	-1.5%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Regulatory Compliance Technician	Utilities Technical Services Coordinator	Environmental Programs Analyst II	Environmental Projects Analyst	Associate Waste Management Specialist	N/C	N/C	Engineering Technician III	Compliance Analyst	Senior Environmental Specialist	N/C
Adjusted Top Monthly Salary		\$ 8,400	\$ 8,034	\$ 8,734	\$ 8,324	\$ 10,028			\$ 8,506	\$ 8,833	\$ 11,329	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60			2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 192	\$ 322	\$ 199	\$ 190	\$ 229			\$ 341	\$ 354	\$ 258	
	Single Highest Year		\$ 51						\$ 54			
	ER Paid Member Contrib								\$ 595			
	Employee Cost Share			\$ -218						\$ -127		
	Social Security				\$ 516	\$ 622						
	Deferred Compensation	\$ 588	\$ 80		\$ 108						\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231					\$ 2,431		
	Health			\$ 3,187		\$ 1,757			\$ 2,203		\$ 2,343	
	Dental		\$ 67	\$ 127		\$ 119			\$ 136		\$ 124	
	Vision			\$ 19							\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 485	\$ 502	\$ 504	\$ 512	\$ 579			\$ 523	\$ 510	\$ 654	
	Holidays	\$ 452	\$ 371	\$ 504	\$ 448	\$ 559			\$ 409	\$ 476	\$ 523	
	Admin Leave				\$ 432						\$ 218	
Allow	Auto											
Benefit Package Total		\$ 4,175	\$ 3,257	\$ 4,321	\$ 3,437	\$ 3,864	\$ 0	\$ 0	\$ 4,263	\$ 3,644	\$ 4,372	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Regulatory Compliance Technician										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Senior Environmental Specialist	\$ 10,955	96.7%	\$ 11,329	\$ 4,372	\$ 15,701	7/14/2023	7/1/2024	3.50%
2	County of Sacramento	Associate Waste Management Specialist	\$ 9,547	95.2%	\$ 10,028	\$ 3,864	\$ 13,893	6/18/2023	6/30/2024	CPI 2.00%-4.00%
3	City of Santa Cruz	Environmental Programs Analyst II	\$ 8,411	96.3%	\$ 8,734	\$ 4,321	\$ 13,055	9/2/2023	8/31/2024	3.50%
4	Los Angeles County Sanitation Districts	Engineering Technician III	\$ 8,353	98.2%	\$ 8,506	\$ 4,263	\$ 12,769	7/1/2023	unknown	unknown
5	Monterey Regional Waste Management District	Regulatory Compliance Technician	\$ 8,400	100.0%	\$ 8,400	\$ 4,175	\$ 12,575	7/1/2023	unknown	unknown
6	Monterey One Water	Compliance Analyst	\$ 8,824	99.9%	\$ 8,833	\$ 3,644	\$ 12,476	6/25/2023	unknown	unknown
7	City of Watsonville	Environmental Projects Analyst	\$ 7,999	96.1%	\$ 8,324	\$ 3,437	\$ 11,761	7/8/2023	7/1/2024	3.00%
8	City of Oxnard	Utilities Technical Services Coordinator	\$ 7,600	94.6%	\$ 8,034	\$ 3,257	\$ 11,290	7/1/2023	7/1/2024	3.00%
9	County of San Joaquin	N/C								
10	Salinas Valley Solid Waste Authority	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,813	\$ 9,113	\$ 12,992
% Monterey Regional Waste Management District Above/Below	-4.9%	-8.5%	-3.3%
Median of Comparators	\$ 8,411	\$ 8,734	\$ 12,769
% Monterey Regional Waste Management District Above/Below	-0.1%	-4.0%	-1.5%
Number of Matches	7	7	7

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Safety Coordinator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Oxnard	Administrative Services Analyst	\$ 9,775	94.6%	\$ 10,333	\$ 4,154	\$ 14,487	7/1/2023	7/1/2024	3.00%
2	Orange County Sanitation District	Safety and Health Specialist	\$ 9,452	96.7%	\$ 9,775	\$ 4,145	\$ 13,920	7/14/2023	7/1/2024	3.50%
3	Los Angeles County Sanitation Districts	Health and Safety Analyst I	\$ 9,356	98.2%	\$ 9,527	\$ 4,816	\$ 14,343	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
4	County of Sacramento	Safety Technician	\$ 7,131	95.2%	\$ 7,491	\$ 3,361	\$ 10,852	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	Monterey Regional Waste Management District	Safety Coordinator	\$ 6,911	100.0%	\$ 6,911	\$ 3,870	\$ 10,781	7/1/2023	unknown	unknown
6	County of San Joaquin	N/C								
7	Monterey One Water	N/C								
8	Salinas Valley Solid Waste Authority	N/C								
9	City of Watsonville	N/C								
10	City of Santa Cruz	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,929	\$ 9,281	\$ 13,400
% Monterey Regional Waste Management District Above/Below	-29.2%	-34.3%	-24.3%
Median of Comparators	\$ 9,404	\$ 9,651	\$ 14,131
% Monterey Regional Waste Management District Above/Below	-36.1%	-39.6%	-31.1%
Number of Matches	4	4	4

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Safety Coordinator	Administrative Services Analyst	N/C	N/C	Safety Technician	N/C	N/C	Health and Safety Analyst I	N/C	Safety and Health Specialist	N/C
	Adjusted Top Monthly Salary	\$ 6,911	\$ 10,333			\$ 7,491			\$ 9,527		\$ 9,775	
Retirement	Classic	2%@60	2%@55			1.92%@60			2%@55		1.667%@57.5	
	Enhanced Formula Cost	\$ 158	\$ 414			\$ 171			\$ 382		\$ 223	
	Single Highest Year		\$ 66						\$ 61			
	ER Paid Member Contrib								\$ 667			
	Employee Cost Share											
	Social Security					\$ 464						
	Deferred Compensation Other Ret.	\$ 484	\$ 103						\$ 286		\$ 235	
Insurance	Cafeteria	\$ 2,458	\$ 1,863									
	Health					\$ 1,757			\$ 2,203		\$ 2,343	
	Dental		\$ 67			\$ 119			\$ 136		\$ 124	
	Vision										\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 399	\$ 965			\$ 432			\$ 586		\$ 564	
	Holidays	\$ 372	\$ 477			\$ 418			\$ 495		\$ 451	
	Admin Leave		\$ 199								\$ 188	
Allow	Auto											
Benefit Package Total		\$ 3,870	\$ 4,154	\$ 0	\$ 0	\$ 3,361	\$ 0	\$ 0	\$ 4,816	\$ 0	\$ 4,145	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Safety Coordinator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Oxnard	Administrative Services Analyst	\$ 9,775	94.6%	\$ 10,333	\$ 4,154	\$ 14,487	7/1/2023	7/1/2024	3.00%
2	Los Angeles County Sanitation Districts	Health and Safety Analyst I	\$ 9,356	98.2%	\$ 9,527	\$ 4,816	\$ 14,343	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Orange County Sanitation District	Safety and Health Specialist	\$ 9,452	96.7%	\$ 9,775	\$ 4,145	\$ 13,920	7/14/2023	7/1/2024	3.50%
4	County of Sacramento	Safety Technician	\$ 7,131	95.2%	\$ 7,491	\$ 3,361	\$ 10,852	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	Monterey Regional Waste Management District	Safety Coordinator	\$ 6,911	100.0%	\$ 6,911	\$ 3,870	\$ 10,781	7/1/2023	unknown	unknown
6	County of San Joaquin	N/C								
7	Monterey One Water	N/C								
8	Salinas Valley Solid Waste Authority	N/C								
9	City of Watsonville	N/C								
10	City of Santa Cruz	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 8,929	\$ 9,281	\$ 13,400
% Monterey Regional Waste Management District Above/Below	-29.2%	-34.3%	-24.3%
Median of Comparators	\$ 9,404	\$ 9,651	\$ 14,131
% Monterey Regional Waste Management District Above/Below	-36.1%	-39.6%	-31.1%
Number of Matches	4	4	4

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Safety Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Safety and Health Supervisor	\$ 15,484	96.7%	\$ 16,012	\$ 5,055	\$ 21,067	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	\$ 15,269	98.2%	\$ 15,549	\$ 6,381	\$ 21,930	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Monterey One Water	Safety Officer	\$ 12,808	99.9%	\$ 12,821	\$ 4,438	\$ 17,259	6/25/2023	unknown	unknown
4	County of Sacramento ¹	Safety Officer	\$ 12,095	95.2%	\$ 12,705	\$ 4,776	\$ 17,481	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	City of Santa Cruz	Risk and Safety Manager	\$ 12,096	96.3%	\$ 12,561	\$ 4,992	\$ 17,553	8/19/2023	8/17/2024	5.00%
6	Monterey Regional Waste Management District	Safety Manager	\$ 12,295	100.0%	\$ 12,295	\$ 5,662	\$ 17,957	7/1/2023	unknown	unknown
7	City of Oxnard	Administrative Services Administrator-Supervisor	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
8	County of Santa Cruz	County Safety Officer	\$ 10,764	96.3%	\$ 11,178	\$ 5,274	\$ 16,452	9/16/2023	9/14/2024	3.00%
9	City of Watsonville	Safety and Regulatory Compliance Officer	\$ 10,473	96.1%	\$ 10,898	\$ 4,086	\$ 14,984	7/8/2023	7/1/2024	3.00%
10	County of San Joaquin	Safety Officer	\$ 9,934	93.6%	\$ 10,613	\$ 6,011	\$ 16,625	7/3/2023	7/1/2024	4.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 12,247	\$ 12,698	\$ 17,756
% Monterey Regional Waste Management District Above/Below	0.4%	-3.3%	1.1%
Median of Comparators	\$ 12,095	\$ 12,561	\$ 17,259
% Monterey Regional Waste Management District Above/Below	1.6%	-2.2%	3.9%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Safety Manager	Administrative Services Administrator-Supervisor	Risk and Safety Manager	Safety and Regulatory Compliance Officer	Safety Officer	Safety Officer	County Safety Officer	Environmental Health and Safety Supervisor	Safety Officer	Safety and Health Supervisor	N/C
Adjusted Top Monthly Salary		\$ 12,295	\$ 11,949	\$ 12,561	\$ 10,898	\$ 12,705	\$ 10,613	\$ 11,178	\$ 15,549	\$ 12,821	\$ 16,012	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 280	\$ 479	\$ 286	\$ 248	\$ 290	\$ 426	\$ 255	\$ 624	\$ 514	\$ 365	
	Single Highest Year		\$ 76				\$ 68		\$ 100			
	ER Paid Member Contrib								\$ 1,088			
	Employee Cost Share			\$ -502						\$ -184		
	Social Security				\$ 676	\$ 788	\$ 658	\$ 693				
	Deferred Compensation	\$ 861	\$ 119	\$ 125	\$ 108	\$ 381	\$ 106		\$ 466		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 2,002			\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 1,538	\$ 2,303	\$ 2,203		\$ 2,343	
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 709	\$ 1,116	\$ 725	\$ 671	\$ 733	\$ 612	\$ 903	\$ 957	\$ 740	\$ 924	
	Holidays	\$ 662	\$ 552	\$ 725	\$ 587	\$ 709	\$ 571	\$ 602	\$ 807	\$ 690	\$ 739	
	Admin Leave	\$ 692	\$ 230	\$ 483	\$ 566			\$ 430		\$ 247	\$ 308	
Allow	Auto											
Benefit Package Total		\$ 5,662	\$ 4,502	\$ 4,992	\$ 4,086	\$ 4,776	\$ 6,011	\$ 5,274	\$ 6,381	\$ 4,438	\$ 5,055	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Safety Manager										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Environmental Health and Safety Supervisor	\$ 15,269	98.2%	\$ 15,549	\$ 6,381	\$ 21,930	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Orange County Sanitation District	Safety and Health Supervisor	\$ 15,484	96.7%	\$ 16,012	\$ 5,055	\$ 21,067	7/14/2023	7/1/2024	3.50%
3	Monterey Regional Waste Management District	Safety Manager	\$ 12,295	100.0%	\$ 12,295	\$ 5,662	\$ 17,957	7/1/2023	unknown	unknown
4	City of Santa Cruz	Risk and Safety Manager	\$ 12,096	96.3%	\$ 12,561	\$ 4,992	\$ 17,553	8/19/2023	8/17/2024	5.00%
5	County of Sacramento ¹	Safety Officer	\$ 12,095	95.2%	\$ 12,705	\$ 4,776	\$ 17,481	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	Monterey One Water	Safety Officer	\$ 12,808	99.9%	\$ 12,821	\$ 4,438	\$ 17,259	6/25/2023	unknown	unknown
7	County of San Joaquin	Safety Officer	\$ 9,934	93.6%	\$ 10,613	\$ 6,011	\$ 16,625	7/3/2023	7/1/2024	4.00%
8	County of Santa Cruz	County Safety Officer	\$ 10,764	96.3%	\$ 11,178	\$ 5,274	\$ 16,452	9/16/2023	9/14/2024	3.00%
9	City of Oxnard	Administrative Services Administrator-Supervisor	\$ 11,304	94.6%	\$ 11,949	\$ 4,502	\$ 16,451	7/1/2023	7/1/2024	3.00%
10	City of Watsonville	Safety and Regulatory Compliance Officer	\$ 10,473	96.1%	\$ 10,898	\$ 4,086	\$ 14,984	7/8/2023	7/1/2024	3.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 12,247	\$ 12,698	\$ 17,756
% Monterey Regional Waste Management District Above/Below	0.4%	-3.3%	1.1%
Median of Comparators	\$ 12,095	\$ 12,561	\$ 17,259
% Monterey Regional Waste Management District Above/Below	1.6%	-2.2%	3.9%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Scale Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Solid Waste Operations Supervisor I	\$ 10,276	98.2%	\$ 10,464	\$ 5,059	\$ 15,523	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
3	Monterey Regional Waste Management District	Scale Supervisor	\$ 8,053	100.0%	\$ 8,053	\$ 4,104	\$ 12,157	7/1/2023	unknown	unknown
4	County of Sacramento	Supervising Scale Attendant	\$ 5,375	95.2%	\$ 5,646	\$ 2,995	\$ 8,641	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	Orange County Sanitation District	N/C								
6	City of Oxnard	N/C								
7	County of Santa Cruz	N/C								
8	Monterey One Water	N/C								
9	County of San Joaquin	N/C								
10	City of Watsonville	N/C								
11	City of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Scale Supervisor	N/C	N/C	N/C	Supervising Scale Attendant	N/C	N/C	Solid Waste Operations Supervisor I	N/C	N/C	Field Operations Supervisors
	Adjusted Top Monthly Salary	\$ 8,053				\$ 5,646			\$ 10,464			\$ 9,497
Retirement	Classic	2%@60				1.92%@60			2%@55			2%@55
	Enhanced Formula Cost	\$ 184				\$ 129			\$ 420			\$ 381
	Single Highest Year								\$ 67			\$ 61
	ER Paid Member Contrib								\$ 732			
	Employee Cost Share											\$ -95
	Social Security					\$ 350						
	Deferred Compensation	\$ 564							\$ 314			
	Other Ret.											
Insurance	Cafeteria	\$ 2,458										
	Health					\$ 1,757			\$ 2,203			\$ 2,905
	Dental					\$ 119			\$ 136			\$ 137
	Vision											\$ 37
	Other Ins.											
Leaves	Vacation	\$ 465				\$ 326			\$ 644			\$ 950
	Holidays	\$ 434				\$ 315			\$ 543			\$ 511
	Admin Leave											\$ 274
Allow	Auto											
Benefit Package Total		\$ 4,104	\$ 0	\$ 0	\$ 0	\$ 2,995	\$ 0	\$ 0	\$ 5,059	\$ 0	\$ 0	\$ 5,160

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Scale Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Solid Waste Operations Supervisor I	\$ 10,276	98.2%	\$ 10,464	\$ 5,059	\$ 15,523	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
3	Monterey Regional Waste Management District	Scale Supervisor	\$ 8,053	100.0%	\$ 8,053	\$ 4,104	\$ 12,157	7/1/2023	unknown	unknown
4	County of Sacramento	Supervising Scale Attendant	\$ 5,375	95.2%	\$ 5,646	\$ 2,995	\$ 8,641	6/18/2023	6/30/2024	CPI 2.00%-4.00%
5	Orange County Sanitation District	N/C								
6	City of Oxnard	N/C								
7	County of Santa Cruz	N/C								
8	Monterey One Water	N/C								
9	County of San Joaquin	N/C								
10	City of Watsonville	N/C								
11	City of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% Monterey Regional Waste Management District Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Senior Engineer										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Waste Management District	Senior Engineer	\$ 16,387	100.0%	\$ 16,387	\$ 6,728	\$ 23,115	7/1/2023	unknown	unknown
2	Monterey One Water ²	[Principal Engineer/ Associate Engineer]	\$ 15,550	99.9%	\$ 15,566	\$ 4,867	\$ 20,433	6/25/2023	unknown	unknown
3	Orange County Sanitation District	Senior Engineer	\$ 14,733	96.7%	\$ 15,236	\$ 4,942	\$ 20,178	7/14/2023	7/1/2024	3.50%
4	County of San Joaquin	Engineer V	\$ 14,118	93.6%	\$ 15,083	\$ 6,976	\$ 22,059	7/3/2023	7/1/2024	4.00%
5	Los Angeles County Sanitation Districts	Senior Engineer	\$ 14,452	98.2%	\$ 14,717	\$ 6,165	\$ 20,882	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
6	City of Oxnard	Senior Engineer	\$ 13,499	94.6%	\$ 14,270	\$ 4,294	\$ 18,563	7/1/2023	7/1/2024	3.00%
7	County of Santa Cruz	Senior Civil Engineer	\$ 13,724	96.3%	\$ 14,251	\$ 6,054	\$ 20,305	9/16/2023	9/14/2024	3.00%
8	County of Sacramento ¹	Senior Civil Engineer	\$ 13,431	95.2%	\$ 14,108	\$ 5,093	\$ 19,201	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	City of Santa Cruz	Senior Professional Engineer	\$ 13,458	96.3%	\$ 13,975	\$ 5,185	\$ 19,161	8/19/2023	8/17/2024	5.00%
10	City of Watsonville	Senior Civil Engineer	\$ 11,167	96.1%	\$ 11,620	\$ 4,310	\$ 15,930	9/16/2023	7/1/2024	3.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 13,792	\$ 14,314	\$ 19,635
% Monterey Regional Waste Management District Above/Below	15.8%	12.7%	15.1%
Median of Comparators	\$ 13,724	\$ 14,270	\$ 20,178
% Monterey Regional Waste Management District Above/Below	16.3%	12.9%	12.7%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - Monterey One Water: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Senior Engineer	Senior Engineer	Senior Professional Engineer	Senior Civil Engineer	Senior Civil Engineer	Engineer V	Senior Civil Engineer	Senior Engineer	[Principal Engineer/ Associate Engineer]	Senior Engineer	N/C
Adjusted Top Monthly Salary		\$ 16,387	\$ 14,270	\$ 13,975	\$ 11,620	\$ 14,108	\$ 15,083	\$ 14,251	\$ 14,717	\$ 15,566	\$ 15,236	
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	
	Enhanced Formula Cost	\$ 374	\$ 572	\$ 319	\$ 265	\$ 322	\$ 605	\$ 325	\$ 590	\$ 624	\$ 347	
	Single Highest Year		\$ 91				\$ 97		\$ 94			
	ER Paid Member Contrib								\$ 1,030			
	Employee Cost Share			\$ -559						\$ -223		
	Social Security				\$ 720	\$ 871	\$ 871	\$ 871				
	Deferred Compensation	\$ 1,147	\$ 143	\$ 125	\$ 217	\$ 423	\$ 151		\$ 442		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231		\$ 1,534			\$ 2,431		
	Health			\$ 3,005		\$ 1,757	\$ 2,006	\$ 2,303	\$ 2,203		\$ 2,343	
	Dental		\$ 74	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	
	Other Ins.											
Leaves	Vacation	\$ 945	\$ 892	\$ 806	\$ 715	\$ 814	\$ 870	\$ 1,151	\$ 906	\$ 898	\$ 879	
	Holidays	\$ 882	\$ 659	\$ 806	\$ 626	\$ 787	\$ 812	\$ 767	\$ 764	\$ 838	\$ 703	
	Admin Leave	\$ 922		\$ 538	\$ 536			\$ 548		\$ 299	\$ 293	
Allow	Auto											
Benefit Package Total		\$ 6,728	\$ 4,294	\$ 5,185	\$ 4,310	\$ 5,093	\$ 6,976	\$ 6,054	\$ 6,165	\$ 4,867	\$ 4,942	\$ 0

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Senior Engineer										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Monterey Regional Waste Management District	Senior Engineer	\$ 16,387	100.0%	\$ 16,387	\$ 6,728	\$ 23,115	7/1/2023	unknown	unknown
2	County of San Joaquin	Engineer V	\$ 14,118	93.6%	\$ 15,083	\$ 6,976	\$ 22,059	7/3/2023	7/1/2024	4.00%
3	Los Angeles County Sanitation Districts	Senior Engineer	\$ 14,452	98.2%	\$ 14,717	\$ 6,165	\$ 20,882	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
4	Monterey One Water ²	[Principal Engineer/ Associate Engineer]	\$ 15,550	99.9%	\$ 15,566	\$ 4,867	\$ 20,433	6/25/2023	unknown	unknown
5	County of Santa Cruz	Senior Civil Engineer	\$ 13,724	96.3%	\$ 14,251	\$ 6,054	\$ 20,305	9/16/2023	9/14/2024	3.00%
6	Orange County Sanitation District	Senior Engineer	\$ 14,733	96.7%	\$ 15,236	\$ 4,942	\$ 20,178	7/14/2023	7/1/2024	3.50%
7	County of Sacramento ¹	Senior Civil Engineer	\$ 13,431	95.2%	\$ 14,108	\$ 5,093	\$ 19,201	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	City of Santa Cruz	Senior Professional Engineer	\$ 13,458	96.3%	\$ 13,975	\$ 5,185	\$ 19,161	8/19/2023	8/17/2024	5.00%
9	City of Oxnard	Senior Engineer	\$ 13,499	94.6%	\$ 14,270	\$ 4,294	\$ 18,563	7/1/2023	7/1/2024	3.00%
10	City of Watsonville	Senior Civil Engineer	\$ 11,167	96.1%	\$ 11,620	\$ 4,310	\$ 15,930	9/16/2023	7/1/2024	3.00%
11	Salinas Valley Solid Waste Authority	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 13,792	\$ 14,314	\$ 19,635
% Monterey Regional Waste Management District Above/Below	15.8%	12.7%	15.1%
Median of Comparators	\$ 13,724	\$ 14,270	\$ 20,178
% Monterey Regional Waste Management District Above/Below	16.3%	12.9%	12.7%
Number of Matches	9	9	9

N/C - Non Comparator

1 - County of Sacramento: Salary shown includes the 3.35% Management Differential Special Pay.

2 - Monterey One Water: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower level classification at the comparator agency. The salary displayed is an average of the matches.

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Site and Facilities Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Maintenance Supervisor (Facilities Maintenance)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Solid Waste Maintenance Supervisor	\$ 10,636	98.2%	\$ 10,831	\$ 5,155	\$ 15,986	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
4	Monterey Regional Waste Management District	Site and Facilities Supervisor	\$ 9,076	100.0%	\$ 9,076	\$ 4,313	\$ 13,389	7/1/2023	unknown	unknown
5	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
6	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
7	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	City of Watsonville	Integrated Waste Supervisor	\$ 8,206	96.1%	\$ 8,539	\$ 3,551	\$ 12,090	9/16/2023	7/1/2024	3.00%
9	County of San Joaquin	Solid Waste Recovery Supervisor	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
10	Monterey One Water	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,206	\$ 9,540	\$ 13,970
% Monterey Regional Waste Management District Above/Below	-1.4%	-5.1%	-4.3%
Median of Comparators	\$ 8,505	\$ 8,910	\$ 12,967
% Monterey Regional Waste Management District Above/Below	6.3%	1.8%	3.1%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Site and Facilities Supervisor	Maintenance Crew Supervisor	Resource Recovery Supervisor	Integrated Waste Supervisor	Waste Management Operations Supervisor	Solid Waste Recovery Supervisor	N/C	Solid Waste Maintenance Supervisor	N/C	Maintenance Supervisor (Facilities Maintenance)	Field Operations Supervisors
Adjusted Top Monthly Salary		\$ 9,076	\$ 8,968	\$ 8,853	\$ 8,539	\$ 8,817	\$ 7,010		\$ 10,831		\$ 13,802	\$ 9,497
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5		2%@55		1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 207	\$ 360	\$ 202	\$ 195	\$ 201	\$ 281		\$ 434		\$ 315	\$ 381
	Single Highest Year		\$ 57				\$ 45		\$ 69			\$ 61
	ER Paid Member Contrib								\$ 758			
	Employee Cost Share			\$ -354								\$ -95
	Social Security				\$ 529	\$ 547	\$ 435					
	Deferred Compensation	\$ 635	\$ 90		\$ 217				\$ 325		\$ 235	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,239		\$ 1,757	\$ 3,539		\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24		\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6				\$ 17	\$ 37
	Other Ins.											
Leaves	Vacation	\$ 524	\$ 837	\$ 511	\$ 525	\$ 509	\$ 404		\$ 667		\$ 796	\$ 950
	Holidays	\$ 489	\$ 414	\$ 511	\$ 460	\$ 492	\$ 377		\$ 562		\$ 637	\$ 511
	Admin Leave		\$ 172		\$ 394						\$ 265	\$ 274
Allow	Auto											
Benefit Package Total		\$ 4,313	\$ 3,860	\$ 4,254	\$ 3,551	\$ 3,624	\$ 5,111	\$ 0	\$ 5,155	\$ 0	\$ 4,733	\$ 5,160

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Site and Facilities Supervisor										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Maintenance Supervisor (Facilities Maintenance)	\$ 13,347	96.7%	\$ 13,802	\$ 4,733	\$ 18,535	7/14/2023	7/1/2024	3.50%
2	Los Angeles County Sanitation Districts	Solid Waste Maintenance Supervisor	\$ 10,636	98.2%	\$ 10,831	\$ 5,155	\$ 15,986	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Salinas Valley Solid Waste Authority	Field Operations Supervisors	\$ 9,497	100.0%	\$ 9,497	\$ 5,160	\$ 14,657	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
4	Monterey Regional Waste Management District	Site and Facilities Supervisor	\$ 9,076	100.0%	\$ 9,076	\$ 4,313	\$ 13,389	7/1/2023	unknown	unknown
5	City of Santa Cruz	Resource Recovery Supervisor	\$ 8,525	96.3%	\$ 8,853	\$ 4,254	\$ 13,106	11/25/2023	12/7/2024	2.00%
6	City of Oxnard	Maintenance Crew Supervisor	\$ 8,484	94.6%	\$ 8,968	\$ 3,860	\$ 12,829	7/1/2023	7/1/2024	3.00%
7	County of Sacramento	Waste Management Operations Supervisor	\$ 8,394	95.2%	\$ 8,817	\$ 3,624	\$ 12,441	6/18/2023	6/30/2024	CPI 2.00%-4.00%
8	County of San Joaquin	Solid Waste Recovery Supervisor	\$ 6,561	93.6%	\$ 7,010	\$ 5,111	\$ 12,121	7/3/2023	7/1/2024	4.00%
9	City of Watsonville	Integrated Waste Supervisor	\$ 8,206	96.1%	\$ 8,539	\$ 3,551	\$ 12,090	9/16/2023	7/1/2024	3.00%
10	Monterey One Water	N/C								
11	County of Santa Cruz	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 9,206	\$ 9,540	\$ 13,970
% Monterey Regional Waste Management District Above/Below	-1.4%	-5.1%	-4.3%
Median of Comparators	\$ 8,505	\$ 8,910	\$ 12,967
% Monterey Regional Waste Management District Above/Below	6.3%	1.8%	3.1%
Number of Matches	8	8	8

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Site Maintenance Worker II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Facilities Worker	\$ 8,187	96.7%	\$ 8,466	\$ 3,968	\$ 12,434	7/14/2023	7/1/2024	3.50%
2	County of Santa Cruz	Disposal Site Maintenance Worker	\$ 7,093	96.3%	\$ 7,366	\$ 4,286	\$ 11,652	9/2/2023	unknown	unknown
3	Monterey Regional Waste Management District	Site Maintenance Worker II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
4	Monterey One Water	Solids Operator	\$ 6,654	99.9%	\$ 6,661	\$ 3,345	\$ 10,006	6/25/2023	unknown	unknown
5	City of Watsonville	Utility Worker II	\$ 6,024	96.1%	\$ 6,268	\$ 2,594	\$ 8,862	7/8/2023	7/1/2024	2.00%
6	City of Santa Cruz	Resource Recovery Worker II	\$ 5,804	96.3%	\$ 6,027	\$ 4,015	\$ 10,042	9/2/2023	8/31/2024	3.50%
7	Salinas Valley Solid Waste Authority	HHW Maintenance Worker II	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
8	City of Oxnard	Maintenance Technician	\$ 5,386	94.6%	\$ 5,693	\$ 2,870	\$ 8,564	7/1/2023	7/1/2024	3.00%
9	County of Sacramento	Sanitation Worker	\$ 5,373	95.2%	\$ 5,644	\$ 2,984	\$ 8,628	6/18/2023	6/30/2024	CPI 2.00%-4.00%
10	Los Angeles County Sanitation Districts	Site Maintenance Worker	\$ 4,356	98.2%	\$ 4,436	\$ 3,492	\$ 7,928	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
11	County of San Joaquin	Solid Waste Recovery Worker	\$ 3,689	93.6%	\$ 3,941	\$ 4,436	\$ 8,377	7/3/2023	7/1/2024	4.00%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,836	\$ 6,030	\$ 9,664
% Monterey Regional Waste Management District Above/Below	14.0%	11.1%	9.1%
Median of Comparators	\$ 5,800	\$ 5,911	\$ 9,434
% Monterey Regional Waste Management District Above/Below	14.5%	12.9%	11.2%
Number of Matches	10	10	10

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Site Maintenance Worker II	Maintenance Technician	Resource Recovery Worker II	Utility Worker II	Sanitation Worker	Solid Waste Recovery Worker	Disposal Site Maintenance Worker	Site Maintenance Worker	Solids Operator	Facilities Worker	HHW Maintenance Worker II
Adjusted Top Monthly Salary		\$ 6,784	\$ 5,693	\$ 6,027	\$ 6,268	\$ 5,644	\$ 3,941	\$ 7,366	\$ 4,436	\$ 6,661	\$ 8,466	\$ 5,795
Retirement	Classic	2%@60	2%@55	2%@60	2%@60	1.92%@60	2%@55.5	2%@60	2%@55	2%@55	1.667%@57.5	2%@55
	Enhanced Formula Cost	\$ 155	\$ 228	\$ 137	\$ 143	\$ 129	\$ 158	\$ 168	\$ 178	\$ 267	\$ 193	\$ 232
	Single Highest Year		\$ 36				\$ 25		\$ 28			\$ 37
	ER Paid Member Contrib								\$ 311			
	Employee Cost Share			\$ -151						\$ -96		\$ -58
	Social Security				\$ 389	\$ 350	\$ 244	\$ 457				
	Deferred Compensation	\$ 475	\$ 57		\$ 108				\$ 133		\$ 168	
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231					\$ 2,431		
	Health			\$ 3,187		\$ 1,757	\$ 3,539	\$ 2,411	\$ 2,203		\$ 2,343	\$ 2,905
	Dental		\$ 67	\$ 127		\$ 119	\$ 24	\$ 83	\$ 136		\$ 124	\$ 137
	Vision			\$ 19			\$ 6	\$ 6			\$ 17	\$ 37
Other Ins.												
Leaves	Vacation	\$ 391	\$ 356	\$ 348	\$ 386	\$ 326	\$ 227	\$ 765	\$ 273	\$ 384	\$ 733	\$ 580
	Holidays	\$ 365	\$ 263	\$ 348	\$ 338	\$ 304	\$ 212	\$ 397	\$ 230	\$ 359	\$ 391	\$ 312
	Admin Leave											\$ 167
Allow	Auto											
Benefit Package Total		\$ 3,844	\$ 2,870	\$ 4,015	\$ 2,594	\$ 2,984	\$ 4,436	\$ 4,286	\$ 3,492	\$ 3,345	\$ 3,968	\$ 4,348

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Site Maintenance Worker II										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Orange County Sanitation District	Facilities Worker	\$ 8,187	96.7%	\$ 8,466	\$ 3,968	\$ 12,434	7/14/2023	7/1/2024	3.50%
2	County of Santa Cruz	Disposal Site Maintenance Worker	\$ 7,093	96.3%	\$ 7,366	\$ 4,286	\$ 11,652	9/2/2023	unknown	unknown
3	Monterey Regional Waste Management District	Site Maintenance Worker II	\$ 6,784	100.0%	\$ 6,784	\$ 3,844	\$ 10,628	7/1/2023	unknown	unknown
4	Salinas Valley Solid Waste Authority	HHW Maintenance Worker II	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
5	City of Santa Cruz	Resource Recovery Worker II	\$ 5,804	96.3%	\$ 6,027	\$ 4,015	\$ 10,042	9/2/2023	8/31/2024	3.50%
6	Monterey One Water	Solids Operator	\$ 6,654	99.9%	\$ 6,661	\$ 3,345	\$ 10,006	6/25/2023	unknown	unknown
7	City of Watsonville	Utility Worker II	\$ 6,024	96.1%	\$ 6,268	\$ 2,594	\$ 8,862	7/8/2023	7/1/2024	2.00%
8	County of Sacramento	Sanitation Worker	\$ 5,373	95.2%	\$ 5,644	\$ 2,984	\$ 8,628	6/18/2023	6/30/2024	CPI 2.00%-4.00%
9	City of Oxnard	Maintenance Technician	\$ 5,386	94.6%	\$ 5,693	\$ 2,870	\$ 8,564	7/1/2023	7/1/2024	3.00%
10	County of San Joaquin	Solid Waste Recovery Worker	\$ 3,689	93.6%	\$ 3,941	\$ 4,436	\$ 8,377	7/3/2023	7/1/2024	4.00%
11	Los Angeles County Sanitation Districts	Site Maintenance Worker	\$ 4,356	98.2%	\$ 4,436	\$ 3,492	\$ 7,928	7/1/2023	7/1/2024	CPI 3.00% - 8.50%

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,836	\$ 6,030	\$ 9,664
% Monterey Regional Waste Management District Above/Below	14.0%	11.1%	9.1%
Median of Comparators	\$ 5,800	\$ 5,911	\$ 9,434
% Monterey Regional Waste Management District Above/Below	14.5%	12.9%	11.2%
Number of Matches	10	10	10

N/C - Non Comparator

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Sort Systems Operator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Lead Site Maintenance Worker	\$ 6,463	98.2%	\$ 6,581	\$ 4,050	\$ 10,631	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	City of Santa Cruz	Senior Resource Recovery Worker	\$ 6,320	96.3%	\$ 6,563	\$ 4,075	\$ 10,638	9/2/2023	8/31/2024	3.50%
3	Monterey Regional Waste Management District	Sort Systems Operator	\$ 6,465	100.0%	\$ 6,465	\$ 3,779	\$ 10,244	7/1/2023	unknown	unknown
4	City of Watsonville	Waste and Recycling Center Worker II	\$ 5,437	96.1%	\$ 5,658	\$ 2,471	\$ 8,129	7/8/2023	7/1/2024	2.00%
5	City of Oxnard	Maintenance Worker	\$ 5,161	94.6%	\$ 5,456	\$ 2,831	\$ 8,286	7/1/2023	7/1/2024	3.00%
6	County of San Joaquin	Senior Solid Waste Recovery Worker	\$ 4,687	93.6%	\$ 5,007	\$ 4,671	\$ 9,678	7/3/2023	7/1/2024	4.00%
7	Salinas Valley Solid Waste Authority	Diversion Systems Maintenance Worker	\$ 4,997	100.0%	\$ 4,997	\$ 4,173	\$ 9,170	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
8	Orange County Sanitation District	N/C								
9	County of Santa Cruz	N/C								
10	Monterey One Water	N/C								
11	County of Sacramento	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,511	\$ 5,710	\$ 9,422
% Monterey Regional Waste Management District Above/Below	14.8%	11.7%	8.0%
Median of Comparators	\$ 5,299	\$ 5,557	\$ 9,424
% Monterey Regional Waste Management District Above/Below	18.0%	14.1%	8.0%
Number of Matches	6	6	6

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency		Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority
Benchmark/ Comparator Agency Match		Sort Systems Operator	Maintenance Worker	Senior Resource Recovery Worker	Waste and Recycling Center Worker II	N/C	Senior Solid Waste Recovery Worker	N/C	Lead Site Maintenance Worker	N/C	N/C	Diversion Systems Maintenance Worker
Adjusted Top Monthly Salary		\$ 6,465	\$ 5,456	\$ 6,563	\$ 5,658		\$ 5,007		\$ 6,581			\$ 4,997
Retirement	Classic	2%@60	2%@55	2%@60	2%@60		2%@55.5		2%@55			2%@55
	Enhanced Formula Cost	\$ 147	\$ 219	\$ 150	\$ 129		\$ 201		\$ 264			\$ 200
	Single Highest Year		\$ 35				\$ 32		\$ 42			\$ 32
	ER Paid Member Contrib								\$ 461			
	Employee Cost Share			\$ -164								\$ -50
	Social Security				\$ 351		\$ 310					
	Deferred Compensation	\$ 453	\$ 55		\$ 108				\$ 197			
Other Ret.												
Insurance	Cafeteria	\$ 2,458	\$ 1,863		\$ 1,231							
	Health			\$ 3,187			\$ 3,539		\$ 2,203			\$ 2,905
	Dental		\$ 67	\$ 127			\$ 24		\$ 136			\$ 137
	Vision			\$ 19			\$ 6					\$ 37
	Other Ins.											
Leaves	Vacation	\$ 373	\$ 341	\$ 379	\$ 348		\$ 289		\$ 405			\$ 500
	Holidays	\$ 348	\$ 252	\$ 379	\$ 305		\$ 270		\$ 342			\$ 269
	Admin Leave											\$ 144
Allow	Auto											
Benefit Package Total		\$ 3,779	\$ 2,831	\$ 4,075	\$ 2,471	\$ 0	\$ 4,671	\$ 0	\$ 4,050	\$ 0	\$ 0	\$ 4,173

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Sort Systems Operator										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Santa Cruz	Senior Resource Recovery Worker	\$ 6,320	96.3%	\$ 6,563	\$ 4,075	\$ 10,638	9/2/2023	8/31/2024	3.50%
2	Los Angeles County Sanitation Districts	Lead Site Maintenance Worker	\$ 6,463	98.2%	\$ 6,581	\$ 4,050	\$ 10,631	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
3	Monterey Regional Waste Management District	Sort Systems Operator	\$ 6,465	100.0%	\$ 6,465	\$ 3,779	\$ 10,244	7/1/2023	unknown	unknown
4	County of San Joaquin	Senior Solid Waste Recovery Worker	\$ 4,687	93.6%	\$ 5,007	\$ 4,671	\$ 9,678	7/3/2023	7/1/2024	4.00%
5	Salinas Valley Solid Waste Authority	Diversion Systems Maintenance Worker	\$ 4,997	100.0%	\$ 4,997	\$ 4,173	\$ 9,170	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
6	City of Oxnard	Maintenance Worker	\$ 5,161	94.6%	\$ 5,456	\$ 2,831	\$ 8,286	7/1/2023	7/1/2024	3.00%
7	City of Watsonville	Waste and Recycling Center Worker II	\$ 5,437	96.1%	\$ 5,658	\$ 2,471	\$ 8,129	7/8/2023	7/1/2024	2.00%
8	Orange County Sanitation District	N/C								
9	County of Santa Cruz	N/C								
10	Monterey One Water	N/C								
11	County of Sacramento	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,511	\$ 5,710	\$ 9,422
% Monterey Regional Waste Management District Above/Below	14.8%	11.7%	8.0%
Median of Comparators	\$ 5,299	\$ 5,557	\$ 9,424
% Monterey Regional Waste Management District Above/Below	18.0%	14.1%	8.0%
Number of Matches	6	6	6

N/C - Non Comparator



**Monterey Regional Waste Management District
Market Compensation Data (sorted by Top Monthly Salary)
March 2024**

Weighmaster										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Weighscale Operator	\$ 6,840	98.2%	\$ 6,965	\$ 4,150	\$ 11,115	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Monterey Regional Waste Management District	Weighmaster	\$ 6,958	100.0%	\$ 6,958	\$ 3,880	\$ 10,838	7/1/2023	unknown	unknown
3	County of Santa Cruz	Cashier-Disposal Site	\$ 6,018	96.3%	\$ 6,249	\$ 4,015	\$ 10,264	9/2/2023	unknown	unknown
4	Salinas Valley Solid Waste Authority	Scalehouse Cashier	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
5	County of Sacramento	Scale Attendant II	\$ 4,886	95.2%	\$ 5,132	\$ 2,884	\$ 8,016	6/18/2023	6/30/2024	CPI 2.00%-4.00%
6	City of Santa Cruz	Landfill Gate Attendant	\$ 4,822	96.3%	\$ 5,007	\$ 3,899	\$ 8,907	9/2/2023	8/31/2024	3.50%
7	County of San Joaquin	N/C								
8	City of Watsonville	N/C								
9	Monterey One Water	N/C								
10	City of Oxnard	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,672	\$ 5,830	\$ 9,689
% Monterey Regional Waste Management District Above/Below	18.5%	16.2%	10.6%
Median of Comparators	\$ 5,795	\$ 5,795	\$ 10,143
% Monterey Regional Waste Management District Above/Below	16.7%	16.7%	6.4%
Number of Matches	5	5	5

N/C - Non Comparator

**Monterey Regional Waste Management District
Benefit Detail
March 2024**

Agency	Monterey Regional Waste Management District	City of Oxnard	City of Santa Cruz	City of Watsonville	County of Sacramento	County of San Joaquin	County of Santa Cruz	Los Angeles County Sanitation Districts	Monterey One Water	Orange County Sanitation District	Salinas Valley Solid Waste Authority	
Benchmark/ Comparator Agency Match	Weighmaster	N/C	Landfill Gate Attendant	N/C	Scale Attendant II	N/C	Cashier-Disposal Site	Weighscale Operator	N/C	N/C	Scalehouse Cashier	
Adjusted Top Monthly Salary	\$ 6,958		\$ 5,007		\$ 5,132		\$ 6,249	\$ 6,965			\$ 5,795	
Retirement	Classic	2%@60	2%@60		1.92%@60		2%@60	2%@55			2%@55	
	Enhanced Formula Cost	\$ 159	\$ 114		\$ 117		\$ 142	\$ 279			\$ 232	
	Single Highest Year							\$ 45			\$ 37	
	ER Paid Member Contrib							\$ 488				
	Employee Cost Share		\$ -125								\$ -58	
	Social Security				\$ 318		\$ 387					
	Deferred Compensation	\$ 487						\$ 209				
Other Ret.												
Insurance	Cafeteria	\$ 2,458										
	Health		\$ 3,187		\$ 1,757		\$ 2,411	\$ 2,203			\$ 2,905	
	Dental		\$ 127		\$ 119		\$ 83	\$ 136			\$ 137	
	Vision		\$ 19				\$ 6				\$ 37	
	Other Ins.											
Leaves	Vacation	\$ 401	\$ 289		\$ 296		\$ 649	\$ 429			\$ 580	
	Holidays	\$ 375	\$ 289		\$ 276		\$ 336	\$ 362			\$ 312	
	Admin Leave										\$ 167	
Allow	Auto											
Benefit Package Total		\$ 3,880	\$ 0	\$ 3,899	\$ 0	\$ 2,884	\$ 0	\$ 4,015	\$ 4,150	\$ 0	\$ 0	\$ 4,348

**Monterey Regional Waste Management District
Market Compensation Data (sorted by Total Compensation)
March 2024**

Weighmaster										
Rank	Comparator Agency	Classification Title	Unadjusted Top Monthly Salary	Geographic Differential	Adjusted Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Los Angeles County Sanitation Districts	Weighscale Operator	\$ 6,840	98.2%	\$ 6,965	\$ 4,150	\$ 11,115	7/1/2023	7/1/2024	CPI 3.00% - 8.50%
2	Monterey Regional Waste Management District	Weighmaster	\$ 6,958	100.0%	\$ 6,958	\$ 3,880	\$ 10,838	7/1/2023	unknown	unknown
3	County of Santa Cruz	Cashier-Disposal Site	\$ 6,018	96.3%	\$ 6,249	\$ 4,015	\$ 10,264	9/2/2023	unknown	unknown
4	Salinas Valley Solid Waste Authority	Scalehouse Cashier	\$ 5,795	100.0%	\$ 5,795	\$ 4,348	\$ 10,143	7/10/2023	7/1/2024	CPI 2.00% - 3.50%
5	City of Santa Cruz	Landfill Gate Attendant	\$ 4,822	96.3%	\$ 5,007	\$ 3,899	\$ 8,907	9/2/2023	8/31/2024	3.50%
6	County of Sacramento	Scale Attendant II	\$ 4,886	95.2%	\$ 5,132	\$ 2,884	\$ 8,016	6/18/2023	6/30/2024	CPI 2.00%-4.00%
7	County of San Joaquin	N/C								
8	City of Watsonville	N/C								
9	Monterey One Water	N/C								
10	City of Oxnard	N/C								
11	Orange County Sanitation District	N/C								

Summary Results	Unadjusted Top Monthly Salary	Adjusted Top Monthly Salary	Total Monthly Comp
Average of Comparators	\$ 5,672	\$ 5,830	\$ 9,689
% Monterey Regional Waste Management District Above/Below	18.5%	16.2%	10.6%
Median of Comparators	\$ 5,795	\$ 5,795	\$ 10,143
% Monterey Regional Waste Management District Above/Below	16.7%	16.7%	6.4%
Number of Matches	5	5	5

N/C - Non Comparator



Gallagher

Insurance | Risk Management | Consulting

Appendix III

Proposed Salary Range Schedule



Gallagher

Insurance | Risk Management | Consulting

Appendix IV

Salary Range Placement Recommendations

Monterey Regional Waste Management District
Proposed Salary Plan
April 2024

Class Title	Department/Division	Current Maximum Monthly Salary	% from Adjusted Top Monthly Median Salary	-5% Below Market Placement	Market Placement	+5% Above Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
General Manager	Administration	\$20,008	-15.40%	\$21,935	\$23,089	\$24,244	79	\$23,266	16.28%	X	Market and range placement.
Safety Manager	Administration	\$12,295	-2.20%	\$11,937	\$12,565	\$13,194	54	\$12,549	2.07%	X	Market and range placement.
Executive Assistant-Clerk of the Board	Administration	\$9,259	-0.10%	\$8,805	\$9,268	\$9,732	42	\$9,331	0.78%	X	Market and range placement.
Safety Coordinator	Administration	\$6,911	-39.60%	\$9,165	\$9,648	\$10,130	43	\$9,564	38.40%	X	Market and range placement.
Director of Communications	Communications	\$15,085	-2.20%	\$14,646	\$15,417	\$16,188	62	\$15,290	1.36%	X	Market and range placement.
Communications and Public Education Manager	Communications	\$11,766	Insuff Data	N/A	N/A	N/A	54	\$12,549	6.66%	X	Internal alignment: 20% below Director of Communications
Public Education and Outreach Coordinator	Communications	\$8,821	-7.70%	\$9,025	\$9,500	\$9,975	43	\$9,564	8.43%	X	Market and range placement.
Public Education and Outreach Specialist	Communications	\$6,911	N/A	N/A	N/A	N/A	35	\$7,850	13.59%	X	Internal alignment: 20% below Public Education and Outreach Coordinator
Director of Engineering and Compliance/District Engineer	Engineering	\$17,309	-0.50%	\$16,526	\$17,396	\$18,265	67	\$17,300	-0.05%	X	Market and range placement.
Senior Engineer	Engineering	\$16,387	12.90%	\$13,559	\$14,273	\$14,987	59	\$14,199	-13.35%	X	Market and range placement.
Project Manager (Construction)	Engineering	\$12,295	-1.20%	\$11,820	\$12,443	\$13,065	54	\$12,549	2.07%	X	Market and range placement.
Associate Engineer (approved 10/20/23)	Engineering	\$12,295	0.20%	\$11,657	\$12,270	\$12,884	53	\$12,243	-0.42%	X	Market and range placement.
Assistant Engineer	Engineering	\$10,267	N/A	N/A	N/A	N/A	49	\$11,092	8.03%	X	Internal alignment: 10% below Associate Engineer
Regulatory Compliance Technician	Engineering	\$8,400	-4.00%	\$8,299	\$8,736	\$9,173	39	\$8,665	3.15%	X	Market and range placement.
Director of Finance and Administration	Finance and Administration	\$17,309	1.80%	\$16,148	\$16,997	\$17,847	66	\$16,878	-2.49%	X	Market and range placement.
Accounting Manager	Finance and Administration	\$12,910	2.70%	\$11,933	\$12,561	\$13,190	54	\$12,549	-2.79%	X	Market and range placement.
Assistant Accounting Manager	Finance and Administration	\$11,131	N/A	N/A	N/A	N/A	46	\$10,300	-7.47%	X	Internal alignment: 20% below Accounting Manager
Accounting Technician	Finance and Administration	\$8,400	15.20%	\$6,767	\$7,123	\$7,479	31	\$7,112	-15.34%	X	Market and range placement.
Scale Supervisor	Finance and Administration	\$8,053	Insuff Data	N/A	N/A	N/A	35	\$7,850	-2.52%	X	Internal alignment: 15% above the Senior Weighmaster
Senior Weighmaster	Finance and Administration	\$7,653	N/A	N/A	N/A	N/A	29	\$6,769	-11.55%	X	Internal alignment: 10% above Weighmaster
Weighmaster	Finance and Administration	\$6,958	16.70%	\$5,506	\$5,796	\$6,086	25	\$6,132	-11.87%	X	Internal alignment: anchor to Administrative Support Specialist I
Administrative Support Specialist I	Finance and Administration	\$6,911	1.20%	\$6,487	\$6,828	\$7,169	29	\$6,769	-2.05%	X	Market and range placement.
Accounting Assistant II	Finance and Administration	\$6,911	15.80%	\$5,528	\$5,819	\$6,110	23	\$5,837	-15.54%	X	Market and range placement.
Administrative Support Specialist I	Finance and Administration	\$6,269	N/A	N/A	N/A	N/A	25	\$6,132	-2.18%	X	Internal alignment: 10% below Administrative Support Specialist I
Accounting Assistant I	Finance and Administration	\$6,269	N/A	N/A	N/A	N/A	19	\$5,288	-15.65%	X	Internal Alignment: 10% below Accounting Assistant II
Deputy Weighmaster (part-time, non affiliated)	Finance and Administration	\$6,231	N/A	N/A	N/A	N/A	21	\$5,556	-10.84%	X	Internal alignment: 10% below Weighmaster
Director of Human Resources	Human Resources	\$15,888	-10.50%	\$16,468	\$17,335	\$18,202	67	\$17,300	10.27%	X	Market and range placement.
Human Resources Technician	Human Resources	\$7,162	1.30%	\$6,715	\$7,069	\$7,422	31	\$7,112	-0.70%	X	Market and range placement.
Human Resources Coordinator	Human Resources	\$6,911	N/A	N/A	N/A	N/A	27	\$6,443	-6.77%	X	Internal alignment: 10% below Human Resources Technician
Director of Operations	Operations	\$18,607	2.10%	\$17,305	\$18,216	\$19,127	69	\$18,175	-2.32%	X	Market and range placement.
Equipment Maintenance Manager	Operations (Maintenance)	\$14,232	17.10%	\$11,208	\$11,798	\$12,388	51	\$11,653	-18.12%	X	Market and range placement.
Maintenance Shop Supervisor	Operations (Maintenance)	\$10,258	10.20%	\$8,751	\$9,212	\$9,672	41	\$9,104	-11.25%	X	Market and range placement.
Senior Heavy Equipment Technician	Operations (Maintenance)	\$9,792	N/A	N/A	N/A	N/A	35	\$7,850	-19.83%	X	Internal alignment: 10% above Heavy Equipment Technician III
Heavy Equipment Technician III	Operations (Maintenance)	\$9,325	N/A	N/A	N/A	N/A	31	\$7,112	-23.73%	X	Internal alignment: 10% above Heavy Equipment Technician II
Heavy Equipment Technician II	Operations (Maintenance)	\$7,668	15.50%	\$6,155	\$6,479	\$6,803	27	\$6,443	-15.98%	X	Market and range placement.
Heavy Equipment Technician I	Operations (Maintenance)	\$7,306	N/A	N/A	N/A	N/A	23	\$5,837	-20.11%	X	Internal alignment: 10% below Heavy Equipment Technician II
MRF Manager	Operations (MRF)	\$14,943	4.20%	\$13,600	\$14,315	\$15,031	59	\$14,199	-4.98%	X	Market and range placement.
Assistant MRF Manager	Operations (MRF)	\$11,151	N/A	N/A	N/A	N/A	51	\$11,653	4.51%	X	Internal alignment: 20% below MRF Manager
MRF Maintenance Supervisor	Operations (MRF)	\$9,322	3.80%	\$8,519	\$8,968	\$9,416	40	\$8,882	-4.72%	X	Market and range placement.
MRF Supervisor	Operations (MRF)	\$9,097	2.70%	\$8,409	\$8,851	\$9,294	40	\$8,882	-2.37%	X	Market and range placement.
Senior Maintenance Worker (MRF)	Operations (MRF)	\$7,481	N/A	N/A	N/A	N/A	31	\$7,112	-4.94%	X	Internal alignment: 10% above Maintenance Worker II (MRF)
Senior MRF Operator	Operations (MRF)	\$7,481	N/A	N/A	N/A	N/A	31	\$7,112	-4.94%	X	Internal alignment: 10% above the MRF Operator II
Operations Support Specialist	Operations (MRF)	\$6,911	N/A	N/A	N/A	N/A	29	\$6,769	-2.05%	X	Internal alignment: anchor to Administrative Support Specialist II
Maintenance Worker II (MRF)	Operations (MRF)	\$6,784	-7.10%	\$6,902	\$7,266	\$7,629	27	\$6,443	-5.03%	X	Internal alignment: anchor to MRF Operator II
MRF Operator II	Operations (MRF)	\$6,784	4.90%	\$6,129	\$6,452	\$6,774	27	\$6,443	-5.03%	X	Market and range placement.
Maintenance Worker I (MRF)	Operations (MRF)	\$6,465	N/A	N/A	N/A	N/A	23	\$5,837	-9.71%	X	Internal alignment: 10% below the Maintenance Worker II (MRF)
MRF Operator I	Operations (MRF)	\$6,465	N/A	N/A	N/A	N/A	23	\$5,837	-9.71%	X	Internal alignment: 10% below MRF Operator II
Sort Systems Operator	Operations (MRF)	\$6,465	14.10%	\$5,276	\$5,553	\$5,831	21	\$5,556	-14.07%	X	Market and range placement.
Assistant Director of Operations	Operations (Site and Facilities)	\$14,943	4.10%	\$13,614	\$14,330	\$15,047	59	\$14,199	-4.98%	X	Market and range placement.
Power Systems Supervisor	Operations (Site and Facilities)	\$11,334	Insuff Data	N/A	N/A	N/A	53	\$12,243	8.02%	X	Internal alignment: 15% above Power Systems Senior Technician
Power Systems Senior Technician	Operations (Site and Facilities)	\$10,279	-1.90%	\$9,951	\$10,474	\$10,998	47	\$10,557	2.71%	X	Market and range placement.
Heavy Equipment Supervisor	Operations (Site and Facilities)	\$9,098	2.70%	\$8,410	\$8,852	\$9,295	40	\$8,882	-2.38%	X	Market and range placement.
Site and Facilities Maintenance Supervisor	Operations (Site and Facilities)	\$9,076	1.80%	\$8,467	\$8,913	\$9,358	40	\$8,882	-2.14%	X	Internal alignment: anchor to Heavy Equipment Supervisor
HHW Supervisor	Operations (Site and Facilities)	\$8,251	-8.70%	\$8,520	\$8,969	\$9,417	40	\$8,882	7.64%	X	Market and range placement.
Heavy Equipment Operator	Operations (Site and Facilities)	\$8,251	13.90%	\$6,749	\$7,104	\$7,459	31	\$7,112	-13.81%	X	Market and range placement.
Power Systems Maintenance Technician	Operations (Site and Facilities)	\$7,670	N/A	N/A	N/A	N/A	33	\$7,472	-2.58%	X	Internal alignment: 35% below Power Systems Senior Technician
Senior HHW Technician	Operations (Site and Facilities)	\$7,481	N/A	N/A	N/A	N/A	35	\$7,850	4.93%	X	Internal alignment: 5% above Hazardous Waste Technician
Senior Maintenance Worker (Site)	Operations (Site and Facilities)	\$7,481	N/A	N/A	N/A	N/A	28	\$6,604	-11.72%	X	Internal alignment: 10% above the Maintenance Worker II (Site)
Hazardous Material Technician	Operations (Site and Facilities)	\$7,124	-4.10%	\$7,045	\$7,416	\$7,787	33	\$7,472	4.88%	X	Market and range placement.
Maintenance Worker II (Site)	Operations (Site and Facilities)	\$6,784	12.90%	\$5,613	\$5,909	\$6,204	24	\$5,983	-11.81%	X	Market and range placement.
Maintenance Worker I (Site)	Operations (Site and Facilities)	\$6,465	N/A	N/A	N/A	N/A	20	\$5,420	-16.16%	X	Internal alignment: 10% below the Maintenance Worker II (Site)
Electro-Mechanical Technician	UNKNOWN	\$9,322	N/A	N/A	N/A	N/A	40	\$8,882	-4.72%	X	Internal alignment: anchor to Heavy Equipment Supervisor
Associate Operator	UNKNOWN	\$4,793	N/A	N/A	N/A	N/A	15	\$4,791	-0.05%	X	Internal alignment: 20% below the MRF Operator I

Legend for columns:

- Column 1 - Classification Title.
- Column 2 - Client's benchmark department/division.
- Column 3 - Client's current monthly maximum salaries.
- Column 4 - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
- Column 5 - Shows the maximum monthly salary at 5% below the market placement.
- Column 6 - Market placement shows the monthly market values derived from the base compensation survey results.
- Column 7 - Shows the maximum monthly salary at 5% above the market placement.

Column 8 - Salary range number of the consultant's newly proposed salary range schedule.

Column 9 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 10 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.

Column 11 - Indicates whether or not the classification was included in the study.

Column 12 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).



Gallagher

Insurance | Risk Management | Consulting

Appendix V

Additional Benefits

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Bilingual Pay

Monterey Regional Waste Management District-client	
Bargaining Unit	Benefit
OE3-Operations	2.5% of base rate or \$0.25/hour above base rate, whichever is greater
OE3 Support (Non-Exempt)	+2.5% of base rate-Verbal skills +5% of base rate-Written skills
OE3 Support (Exempt)	+2.5% of base rate-Verbal skills +5% of base rate-Written skills
Confidential (Non-Exempt)	+2.5% of base rate-Verbal skills +5% of base rate-Written skills
Confidential (Exempt)	+2.5% of base rate-Verbal skills +5% of base rate-Written skills
Management	+5% of monthly salary
At Will (Exempt)	+5% of monthly salary
General Manager	+5% of monthly salary
City of Oxnard	
Bargaining Unit	Benefit
SEIU	\$50/pp for Level I Competency = Written and/or Conversational Bilingual \$100/pp for Level II Competency = Bilingual Translator, advanced plus \$125/pp for Level III Competency = Bilingual Translator, superior competency
Confidential Non-Management Employees (SEIU NR)	\$50/pp for Level I Competency = Written and/or Conversational Bilingual \$100/pp for Level II Competency = Bilingual Translator, advanced plus \$125/pp for Level III Competency = Bilingual Translator, superior competency
IUOE	\$50/pp for Level I Competency = Written and/or Conversational Bilingual \$100/pp for Level II Competency = Bilingual Translator, advanced plus \$125/pp for Level III Competency = Bilingual Translator, superior competency
OMMA	\$50/pp for Level I Competency = Written and/or Conversational Bilingual \$100/pp for Level II Competency = Bilingual Translator
Executive and Unrepresented Employees	Not offered
City of Santa Cruz	
Bargaining Unit	Benefit
SEIU	+ \$0.55/hour on the hourly rate for hours worked when the City certifies an employee as qualified and the position requires the use of bilingual language skills.
Supervisory	+ \$0.30/hour on the hourly rate for hours worked when the City certifies an employee as qualified and the position requires the use of bilingual language skills.
Mid-Management	Not offered
Executive	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Bilingual Pay

City of Watsonville	
Bargaining Unit	Benefit
SEIU-Clerical	+ \$250/month for those hired after 1/1/07, +5% of base pay for those hired before 1/1/07; Level I: Oral and Written +\$75/month; for Level I: Conversational Only +\$100/month in addition to above pays if designated as a Level II: Bilingual Translator
Confidential	+ \$250/month for those hired after 11/1/06, +5% of base pay for those hired before 11/1/06; Level I: Oral and Written +\$75/month; for Level I: Conversational Only +\$100/month in addition to above pays if designated as a Level II: Bilingual Translator
OE3	+ \$250/month for those hired after 11/1/06, +5% of base pay for those hired before 11/1/06; Level I: Oral and Written +\$75/month; for Level I: Conversational Only +\$100/month in addition to above pays if designated as a Level II: Bilingual Translator
Mid-Management	+ \$250/month for those hired after 11/1/06, +5% of base pay for those hired before 11/1/06; Level I: Oral and Written +\$75/month; for Level I: Conversational Only +\$100/month in addition to above pays if designated as a Level II: Bilingual Translator
Management	+ \$250/month for those hired after 11/1/06, +5% of base pay for those hired before 11/1/06; Level I: Oral and Written +\$75/month; for Level I: Conversational Only +\$100/month in addition to above pays if designated as a Level II: Bilingual Translator
Executive	+ \$250/month for those hired after 11/1/06, +5% of base pay for those hired before 11/1/06; Level I: Oral and Written +\$75/month; for Level I: Conversational Only +\$100/month in addition to above pays if designated as a Level II: Bilingual Translator

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Bilingual Pay

County of Sacramento	
Bargaining Unit	Benefit
Local 39-Operations and Maintenance (Unit 6)	Not offered (only offered to the Custodian classification)
UPE Office Technical (Unit 5)	+.80/per paid hour per pay period = Oral Skills +\$1.00/per paid hour per pay period = Oral and Written Skills
Environmental Specialists-Non Supervisory (Unit 14)	+ \$.40/per paid per per pay period
Administrative Services (Unit 34)	+.80/per paid hour per pay period = Oral Skills +\$1.00/per paid hour per pay period = Oral and Written Skills
Association of Professional Engineers-Supervisory (Unit 23)	Not offered
General Supervisory (Unit 1)	+.80/per paid hour per pay period = Oral Skills +\$1.00/per paid hour per pay period = Oral and Written Skills
Management (Unit 32)	+.80/per paid hour per pay period = Oral Skills +\$1.00/per paid hour per pay period = Oral and Written Skills
Management Unrepresented (Unit 50)	+.80/per paid hour per pay period = Oral Skills +\$1.00/per paid hour per pay period = Oral and Written Skills
Unrepresented (Unit 80)	+.80/per paid hour per pay period = Oral Skills +\$1.00/per paid hour per pay period = Oral and Written Skills
County of San Joaquin	
Bargaining Unit	Benefit
Trades, Labor, and Institutional SEIU	+.85/hour
Office and Office Technical SEIU	+.85/hour
Para Professional and Technical SEIU	+.85/hour
Professional SEIU	+.85/hour
Supervisors Unit SEIU	+.85/hour
Middle Management SJCMA	Not offered
Confidential-Unrepresented	Not offered
Senior Management-Unrepresented	Not offered
Executive-Unrepresented	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Bilingual Pay

County of Santa Cruz	
Bargaining Unit	Benefit
General SEIU 521	+\$1/hour for Level One (ability to converse in the second language(s) and to read English and translate orally into the second language(s)). '+\$1.35/hours for Level Two (ability to converse in the second language(s); to read English and translate orally into the second language(s); read the second language(s) and translate orally into English; and to write in the second language(s)).
Middle Management	+\$1/hour for Level One (ability to converse in the second language(s) and to read English and translate orally into the second language(s)). '+\$1.35/hours for Level Two (ability to converse in the second language(s); to read English and translate orally into the second language(s); read the second language(s) and translate orally into English; and to write in the second language(s)).
Unrepresented	+\$1/hour for Level One (ability to converse in the second language(s) and to read English and translate orally into the second language(s)). '+\$1.35/hours for Level Two (ability to converse in the second language(s); to read English and translate orally into the second language(s); read the second language(s) and translate orally into English; and to write in the second language(s)).
Unrepresented (Executive)	+\$1/hour for Level One (ability to converse in the second language(s) and to read English and translate orally into the second language(s)). '+\$1.35/hours for Level Two (ability to converse in the second language(s); to read English and translate orally into the second language(s); read the second language(s) and translate orally into English; and to write in the second language(s)).
Los Angeles County Sanitation Districts	
Bargaining Unit	Benefit
Blue Collar	Not offered
Confidential	Not offered (MOU indicates this could be a Meet and Confer topic during 2024)
Energy Recovery	Not offered
Management	Not offered
Professional	Not offered
Professional Supervisory	Not offered
Supervisory	Not offered
Technical Support	Not offered
White Collar	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Bilingual Pay

Monterey One Water (formerly known as Monterey Regional Water Pollution Control Agency)	
Bargaining Unit	Benefit
Operations	Not offered
General	+3% bi-weekly
Mid-Management	Not offered
Management	Not offered
Executive	Not offered
Orange County Sanitation District	
Bargaining Unit	Benefit
IUOE Local 501-Operations and Maintenance	Not offered
OCEA (Administrative and Clerical)	Not offered
Professional	Not offered
Supervisor	Not offered
Unrepresented Confidential (Exempt)	Not offered
Unrepresented Confidential (Non-Exempt)	Not offered
Unrepresented Managers	Not offered
Unrepresented Executive Management (Assistant General Manager)	Not offered
Salinas Valley Solid Waste Authority	
Bargaining Unit	Benefit
SVRFOU	+5%
ABC	+5%
AWME	+5%
General Manager/Chief Administrative Officer	+5%

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Longevity Pay

Monterey Regional Waste Management District-client	
Bargaining Unit	Benefit
OE3-Operations	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District
OE3 Support (Non-Exempt)	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District
OE3 Support (Exempt)	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District
Confidential (Non-Exempt)	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District
Confidential (Exempt)	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District
Management	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District
At Will (Exempt)	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District
General Manager	Not available to new employees hired after 7/1/19 For employees hired on or before 6/30/19: +2.5% after completion of 10 years of continuous, full-time employment with the District +5% after completion of 15 years of continuous, full-time employment with the District

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Longevity Pay

City of Oxnard	
Bargaining Unit	Benefit
SEIU	+1% = After 5 years of full time employment +2% = After 10 years of full time employment +3% = After 15 years of full time employment
Confidential Non-Management Employees (SEIU NR)	+1% = After 5 years of full time employment +2% = After 10 years of full time employment +3% = After 15 years of full time employment
IUOE	+1% = After 5 years of full time employment +2% = After 10 years of full time employment +3% = After 15 years of full time employment
OMMA	Not offered
Executive and Unrepresented Employees	Not offered
City of Santa Cruz	
Bargaining Unit	Benefit
SEIU	+2.5% = After 10 years of continuous regular employment +4.5% = After 15 years of continuous regular employment
Supervisory	+2.5% = After 10 years of continuous regular employment +4.5% = After 15 years of continuous regular employment
Mid-Management	+2.5% = After 10 years of continuous regular employment +4.5% = After 15 years of continuous regular employment
Executive	+2.5% = After 10 years of continuous regular service
City of Watsonville	
Bargaining Unit	Benefit
SEIU-Clerical	+1% = After 10 years of employment +1.5% = After 15 years of employment
Confidential	+1% = After 10 years of employment +1.5% = After 15 years of employment
OE3	Not offered
Mid-Management	+1% = After 10 years of employment +1.5% = After 15 years of employment
Management	+1% = After 10 years of employment +1.5% = After 15 years of employment
Executive	+1% = After 10 years of employment +1.5% = After 15 years of employment

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Longevity Pay

County of Sacramento	
Bargaining Unit	Benefit
Local 39-Operations and Maintenance (Unit 6)	+2.5% = After 10 years of continuous full-time employment
UPE Office Technical (Unit 5)	+2.5% = After 10 years of continuous full-time employment
Environmental Specialists-Non Supervisory (Unit 14)	+2.5% = After 10 years of continuous full-time employment
Administrative Services (Unit 34)	+2.5% = After 10 years of continuous full-time employment
Association of Professional Engineers-Supervisory (Unit 23)	+2.5% = After 10 years of continuous full-time employment
General Supervisory (Unit 1)	+2.5% = After 10 years of continuous full-time employment
Management (Unit 32)	+2.5% = After 10 years of continuous full-time employment
Management Unrepresented (Unit 50)	+2.5% = After 10 years of continuous full-time employment
Unrepresented (Unit 80)	+2.5% = After 10 years of continuous full-time employment
County of San Joaquin	
Bargaining Unit	Benefit
Trades, Labor, and Institutional SEIU	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Office and Office Technical SEIU	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Para Professional and Technical SEIU	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Professional SEIU	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Supervisors Unit SEIU	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Middle Management SJCMA	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Confidential-Unrepresented	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Senior Management-Unrepresented	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
Executive-Unrepresented	+2% after completing 41,600 hours (approximately 20.39 years) of regular, paid, full-time employment
County of Santa Cruz	
Bargaining Unit	Benefit
General SEIU 521	+3% after competing 41, 600 hours (approximately 20.39 years) of full-time employment
Middle Management	+3% after competing 41, 601 hours (approximately 20.39 years) of full-time employment
Unrepresented	+3% after competing 41, 601 hours (approximately 20.39 years) of full-time employment
Unrepresented (Executive)	+3% after competing 41, 601 hours (approximately 20.39 years) of full-time employment

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Longevity Pay

Los Angeles County Sanitation Districts	
Bargaining Unit	Benefit
Blue Collar	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
Confidential	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
Energy Recovery	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
Management	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
Professional	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
Professional Supervisory	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
Supervisory	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
Technical Support	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61
White Collar	+1% (minimum \$500/month) = After 10 years of employment +2% = After 15 years of employment +3% = After 20 years of employment AND minimum age of 56 +4% = After 25 years of employment AND minimum age of 61

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Longevity Pay

Monterey One Water (formerly known as Monterey Regional Water Pollution Control Agency)	
Bargaining Unit	Benefit
Operations	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
General	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Mid-Management	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Management	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Executive-General Manager	Not offered
Executive-Assistant General Manager	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Executive-Director of External Affairs	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Executive-Chief Financial Officer	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Executive-Director of Employee Services	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Executive-Executive Assistant to the General Manager-Secretary to the Board	+2.5% = After 10 years of employment +5.0% = After 20 years of employment
Orange County Sanitation District	
Bargaining Unit	Benefit
IUOE Local 501-Operations and Maintenance	Not offered
OCEA (Administrative and Clerical)	Not offered
Professional	Not offered
Supervisor	Not offered
Unrepresented Confidential (Exempt)	Not offered
Unrepresented Confidential (Non-Exempt)	Not offered
Unrepresented Managers	Not offered
Unrepresented Executive Management (Assistant General Manager)	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Longevity Pay

Salinas Valley Solid Waste Authority	
Bargaining Unit	Benefit
SVRFOU	+2.5% = After 10 years of employment +5.0% = After 15 years of employment +7.5% = After 20 years of employment
ABC	+2.5% = After 10 years of employment +5.0% = After 15 years of employment +7.5% = After 20 years of employment
AWME	+2.5% = After 10 years of employment +5.0% = After 15 years of employment +7.5% = After 20 years of employment
General Manager/Chief Administrative Officer	+2.5% = After 10 years of employment +5.0% = After 15 years of employment +7.5% = After 20 years of employment

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

On Call/Call Back Pay

Monterey Regional Waste Management District-client	
Bargaining Unit	Benefit
OE3-Operations	Standby: Receives 1 hour of comp time for each day of On-Call status during the work week Monday through Friday; Receives at 1.5 hours of compensatory time for each day over the weekend, Saturday and Sunday. Call Back: Minimum of 2 hours at 1.5x/regular rate of pay
OE3 Support (Non-Exempt)	Does not apply to the benchmark matches
OE3 Support (Exempt)	Does not apply to the benchmark matches
Confidential (Non-Exempt)	Does not apply to the benchmark matches
Confidential (Exempt)	Does not apply to the benchmark matches
Management	Does not apply to the benchmark matches
At Will (Exempt)	Does not apply to the benchmark matches
General Manager	Does not apply to the benchmark matches
City of Oxnard	
Bargaining Unit	Benefit
SEIU	Does not apply to the benchmark matches
Confidential Non-Management Employees (SEIU NR)	Does not apply to the benchmark matches
IUOE	Controlled Standby: Employee is required and assigned to remain at home for immediate emergency callback at times that such employee is not otherwise scheduled to be nor is on duty, shall be compensated for such standby hours that he/she remained at home at the applicable minimum wage, or such other minimum wage as required by the FLSA. Uncontrolled Standby: employee is assigned to be available for callback at times that such employee is not otherwise scheduled to be nor is on duty, employee shall be compensated for such standby hours that he/she remained available at \$3.00/hour. Unscheduled Call Back: employee called back to work after leaving work from a shift or called back to work while on standby receives a minimum of 2 hours of overtime compensation or 2 hours of compensatory time credits. Should another callback be made within the same 2 hours, the employee will be paid additional compensation only for time worked beyond the initial 2 hours and will be paid overtime. In no event shall an employee be paid the minimum 2 hours of overtime if they are already working and receiving overtime. Scheduled Call Back: employee scheduled for overtime which requires such employee to return to work after going home from a shift shall be entitled to a minimum of 1 hour of overtime compensation or 1 hour of compensatory time credits.
OMMA	For employees who are called back to work outside of their normal work time, the Call Back: employees receive two hours of their hourly rate of pay when they are required to return to work.
Executive and Unrepresented Employees	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

On Call/Call Back Pay

City of Santa Cruz	
Bargaining Unit	Benefit
SEIU (does not apply to any clerical or administrative support positions)	<p>Callback by Phone or Computer: For the first response of the day, a minimum of 0.5 hours of overtime will be paid for actual overtime worked of less than 30 minutes. Thereafter, a minimum of 0.25 hours of overtime will be paid for actual overtime worked of less than 15 minutes.</p> <p>Callback to Worksite: All callback hours shall be paid at the overtime rate. A minimum of 2 hours of overtime compensation shall be paid for all callback periods of less than 2 hours.</p> <p>On Call Pay: Weekdays, receives 2 hours of their base hourly salary at the overtime rate for a 16-hour assignment; Weekends, receives 3 hours of their base hourly salary at the overtime rate for a 24-hour hour assignment. A minimum of 2 hours of overtime will be paid for callouts of less than 2 hours. An additional minimum will not be paid if an employee is required to perform an additional duty call and the time of return is within the previous duty call minimum.</p>
Supervisory	<p>Callback by Phone or Computer: For the first response of the day, a minimum of 0.5 hours of overtime will be paid for actual overtime worked of less than 30 minutes. Thereafter, a minimum of 0.25 hours of overtime will be paid for actual overtime worked of less than 15 minutes.</p> <p>Callback to Worksite: All callback hours shall be paid at the overtime rate. A minimum of 2 hours of overtime compensation shall be paid for all callback periods of less than 2 hours.</p> <p>On Call Pay: Weekdays, receives 2 hours of their base hourly salary at the overtime rate for a 16-hour assignment; Weekends, receives 3 hours of their base hourly salary at the overtime rate for a 24-hour hour assignment. A minimum of 2 hours of overtime will be paid for callouts of less than 2 hours. An additional minimum will not be paid if an employee is required to perform an additional duty call and the time of return is within the previous duty call minimum.</p>
Mid-Management	Not offered
Executive	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

On Call/Call Back Pay

City of Watsonville	
Bargaining Unit	Benefit
SEIU-Clerical	Does not apply to the benchmark matches
Confidential	Not offered
OE3	On-Call Pay: additional \$208/week; Call Back Pay: Receives a minimum of 3 hours overtime compensation except when such recall is an extension of their regular workday, either before or after the assigned work period. The 3 hour minimum covers all calls completed within the 3 hour period. Daily On-Call: Receives \$30/day for daily on-call which shall be assigned when it is anticipated that special circumstances may occur that would require work during periods other than the normal work hours such as forecast of heavy rains/flooding.
Mid-Management	On-Call Pay: additional \$280/week; Call Back Pay: Receives a minimum of 3 hours overtime compensation except when such recall is an extension of their regular workday, either before or after the assigned work period. The 3 hour minimum covers all calls completed within the 3 hour period. Daily On-Call: Receives \$40/day for daily on-call which shall be assigned when it is anticipated that special circumstances may occur that would require work during periods other than the normal work hours such as forecast of heavy rains/flooding.
Management	Not offered
Executive	Not offered
County of Sacramento	
Bargaining Unit	Benefit
Local 39-Operations and Maintenance (Unit 6)	Standby Pay: 2 hours of overtime for each shift (8 hours or less) on Standby Call Back Pay: Minimum of 2 hours of overtime per shift
UPE Office Technical (Unit 5)	Not applicable to benchmark match
Environmental Specialists-Non Supervisory (Unit 14)	Not applicable to benchmark matches
Administrative Services (Unit 34)	Not applicable to benchmark matches
Association of Professional Engineers-Supervisory (Unit 23)	Not applicable to benchmark matches
General Supervisory (Unit 1)	Standby Pay: 2 hours of straight time for each shift (8 hours or less) for any Supervisor who is required to remain on standby for emergency work. Call Back Pay: minimum of 2 hours of overtime per shift for a Supervisor who performs emergency work on standby in addition to the standby pay to which such employee is entitled.
Management (Unit 32)	Not applicable to benchmark matches
Management Unrepresented (Unit 50)	Not applicable to benchmark matches
Unrepresented (Unit 80)	Not applicable to benchmark matches

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

On Call/Call Back Pay

County of San Joaquin	
Bargaining Unit	Benefit
Trades, Labor, and Institutional SEIU	Standby Pay: 25% of the employee's regular hourly rate Call Back Pay: Actual time worked but not less than 3 hours for each call back for employees who report to a Work Location For Employees who do not report to a Work Location, they receive actual time worked as follows: 15 minutes for 1 to 15 minutes of response time spent 30 minutes for 16 to 30 minutes of response time spent 45 minutes for 31 to 45 minutes of response time spent 60 minutes for 46 to 60 minutes of response time spent
Office and Office Technical SEIU	Standby Pay: 25% of the employee's regular hourly rate Call Back Pay: Actual time worked but not less than 3 hours for each call back for employees who report to a Work Location For Employees who do not report to a Work Location, they receive actual time worked as follows: 15 minutes for 1 to 15 minutes of response time spent 30 minutes for 16 to 30 minutes of response time spent 45 minutes for 31 to 45 minutes of response time spent 60 minutes for 46 to 60 minutes of response time spent
Para Professional and Technical SEIU	Not applicable for benchmark match
Professional SEIU	Not applicable for benchmark match
Supervisors Unit SEIU	Not applicable for benchmark matches
Middle Management SJCMA	Not applicable for benchmark matches
Confidential-Unrepresented	Not applicable for benchmark match
Senior Management-Unrepresented	Not offered
Executive-Unrepresented	Not offered
County of Santa Cruz	
Bargaining Unit	Benefit
General SEIU 521	On Call Pay: \$4/hour (or \$32 for an 8-hour period, \$64 for a 16-hour period, and \$96 for a 24-hour period) when assigned to be on-call. Call Back Pay: Compensated for actual time worked at 1.5x their regular hourly rate provided that a minimum of 2 hours of overtime compensation shall be allowed for all periods of work less than 2 hours.
Middle Management	On Call Pay: +\$4/hour Call Back Pay: not eligible
Unrepresented	Not offered
Unrepresented (Executive)	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

On Call/Call Back Pay

Los Angeles County Sanitation Districts	
Bargaining Unit	Benefit
Blue Collar	Call Back Pay: minimum of 3 hours of premium overtime at 1.5x Standby Pay: +\$3/hour
Confidential	Not applicable for benchmark matches
Energy Recovery	Call Back Pay: minimum of 3 hours of premium overtime at 1.5x Standby Pay: +\$2/hour
Management	Not offered
Professional	Not applicable for benchmark matches
Professional Supervisory	Not applicable for benchmark matches
Supervisory	Call Back Pay: minimum of 3 hours of premium overtime at 1.5x Standby Pay: +\$3/hour
Technical Support	Call Back Pay: minimum of 3 hours of premium overtime at 1.5x Standby Pay: +\$3/hour
White Collar	Not applicable for benchmark matches
Monterey One Water (formerly known as Monterey Regional Water Pollution Control Agency)	
Bargaining Unit	Benefit
Operations	Standby Pay: 2 hours of base pay per weekday or 3 hours of base pay per day for holidays and weekends, with no reduction in benefits. Call Back Pay: 2 hours of base pay at 1.5x regularly hourly rate guaranteed if an employee is required to return to work on call back to duty; work required over 2 hours will be paid at 1.5x regular hourly rate for actual period of required call-back service.
General	Standby Pay: 2 hours of base pay per weekday or 3 hours of base pay per day for holidays and weekends, with no reduction in benefits. Call Back Pay: 2 hours of base pay at 1.5x regularly hourly rate guaranteed if an employee is required to return to work on call back to duty; work required over 2 hours will be paid at 1.5x regular hourly rate for actual period of required call-back service.
Mid-Management	Not offered
Management	Not offered
Executive	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

On Call/Call Back Pay

Orange County Sanitation District	
Bargaining Unit	Benefit
IUOE Local 501-Operations and Maintenance	Call Back Pay: 3 hour minimum at 1.5x regular hourly rate Standby Pay: \$550/week for Power Plant Operator II but would be seldom
OCEA (Administrative and Clerical)	Does not apply to benchmark matches
Professional	Does not apply to benchmark matches
Supervisor	Not offered
Unrepresented Confidential (Exempt)	Not offered
Unrepresented Confidential (Non-Exempt)	Not offered
Unrepresented Managers	Not offered
Unrepresented Executive Management (Assistant General Manager)	Not offered
Salinas Valley Solid Waste Authority	
Bargaining Unit	Benefit
SVRFOU	Based on benchmark matches, only the Solid Waste Technician I/II and Senior Solid Waste Technician classifications receive this pay On-Call Pay: \$350 per two-week assignment Call Back Pay: Employee who responds to a site when called out will receive a minimum of 2 hours of pay or for the actual hours worked, whichever is greater.
ABC	Not offered
AWME	Not offered
General Manager/Chief Administrative Officer	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Out of Class Pay

Monterey Regional Waste Management District-client	
Bargaining Unit	Benefit
OE3-Operations	Paid at Step 1 of the higher class or at 5% more than the employee's present rate, whichever is higher, while working in the higher class. The employee must complete a minimum of 80 hours of training and be deemed qualified/certified to operate the equipment by the Site Operations Manager or MRF Manager as listed in the current MOU.
OE3 Support (Non-Exempt)	Does not apply to the benchmark matches
OE3 Support (Exempt)	Does not apply to the benchmark matches
Confidential (Non-Exempt)	Does not apply to the benchmark matches
Confidential (Exempt)	Does not apply to the benchmark matches
Management	Does not apply to the benchmark matches
At Will (Exempt)	Does not apply to the benchmark matches
General Manager	Does not apply to the benchmark matches
City of Oxnard	
Bargaining Unit	Benefit
SEIU	Receives the base wage of the higher classification or 5% above the employee's current base wages, whichever is greater. However, in no event shall the employee receive an amount greater than the base wages for the maximum step for the higher classification.
Confidential Non-Management Employees (SEIU NR)	Receives the base wage of the higher classification or 5% above the employee's current base wages, whichever is greater. However, in no event shall the employee receive an amount greater than the base wages for the maximum step for the higher classification.
IUOE	Receives the base wage of the higher classification or 5% above the employee's current base wages, whichever is greater. In no event shall such employee receive an amount greater than the base wages for the maximum step for the higher classification, or more than 10% above the Unit employee's current base wages.
OMMA	Receives the minimum base salary of the higher classification or 5% above the employee's present pay, whichever is greater, and which will not exceed the new pay/salary range maximum.
Executive and Unrepresented Employees	Not offered
City of Santa Cruz	
Bargaining Unit	Benefit
SEIU	The next highest pay step in the classification to which the employee is assigned; will not be less than a 2.5% increase when assigned to another Service position; employees who work out of class in a Supervisory or Management position will receive working out of class pay of not less than a 5% increase. If the 2.5% or 5% pay differential does not result in the employee reaching at least the first step of the higher salary range, the employee will be placed at the first step of the higher salary range.
Supervisory	Receives a minimum of 2.5% above the employee's current base rate of pay or at least the first step in the higher classification salary range when the out-of-classification assignment is for another supervisory position. The employee so assigned shall be entitled to receive a minimum of 5% above the employee's current base rate of pay or at least the first step in the higher classification salary range when the out-of-classification assignment is for a management position.
Mid-Management	Receives 5% above the employee's current base rate of pay or at least the first step of the higher salary range, whichever is higher.
Executive	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Out of Class Pay

City of Watsonville	
Bargaining Unit	Benefit
SEIU-Clerical	Receives the lower step in the higher salary range with pay which provides a minimum increase of 5% above the normal rate of pay for the employee.
Confidential	Receives the lower step in the higher salary range with pay which provides a minimum increase of 5% above the normal rate of pay for the employee.
OE3	Receives the lower step in the higher salary range with pay which provides a minimum increase of 5% above the normal rate of pay for the employee.
Mid-Management	Receives the lower step in the higher salary range with pay which provides a minimum increase of 5% above the normal rate of pay for the employee.
Management	Not offered
Executive	Not offered
County of Sacramento	
Bargaining Unit	Benefit
Local 39-Operations and Maintenance (Unit 6)	Assigned as Acting Supervisor or Acting Leadperson: The higher class to which the employee is assigned must have a salary range at least 5% higher than the salary range of the employee's class who is being temporarily assigned.
UPE Office Technical (Unit 5)	The higher class to which the employee is assigned must have a salary range at least 5% higher than the salary range of the employee's class who is being temporarily assigned.
Environmental Specialists-Non Supervisory (Unit 14)	+5% differential for those assigned to work in a higher classification
Administrative Services (Unit 34)	+5% differential for those assigned to work in a higher classification
Association of Professional Engineers-Supervisory (Unit 23)	Assigned as Acting Supervisor: +5% pay differential for the 1st through the 45th workday in such an assignment.
General Supervisory (Unit 1)	+5% differential for those assigned to work in a higher classification
Management (Unit 32)	+5% differential for those assigned to work in a higher classification Employees in the Senior Engineer classification assigned to serve as the Control and Electrical Systems Coordinator at the Sacramento Regional County Sanitation District receive 5% of base salary.
Management Unrepresented (Unit 50)	+5% differential for those assigned to work in a higher classification
Unrepresented (Unit 80)	+5% differential for those assigned to work in a higher classification
County of San Joaquin	
Bargaining Unit	Benefit
Trades, Labor, and Institutional SEIU	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Office and Office Technical SEIU	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Para Professional and Technical SEIU	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Professional SEIU	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Supervisors Unit SEIU	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Middle Management SJCMA	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Confidential-Unrepresented	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Senior Management-Unrepresented	Equal to the amount the employee would receive if promoted to the higher class or 5% if no class exists
Executive-Unrepresented	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Out of Class Pay

County of Santa Cruz	
Bargaining Unit	Benefit
General SEIU 521	Employees who are appointed to a higher class shall be placed on the step in the salary range for the higher class which provides an increase above the salary step in the lower class which is closest to 10%.
Middle Management	Employees in a budgeted position who receive a temporary "Work in a Higher Class" assignment receives the salary authorized for the higher class after 80 hours of service in the higher class. Higher class = the hourly rate in the range for the new class is greater than the hourly rate in the range for the current class at the 5th step for a class with a 7-step salary range.
Unrepresented	Employees in a budgeted position who receive a temporary "Work in a Higher Class" assignment receives the salary authorized for the higher class after 80 hours of service in the higher class. Higher class = the hourly rate in the range for the new class is greater than the hourly rate in the range for the current class at the 5th step for a class with a 7-step salary range.
Unrepresented (Executive)	Not offered
Los Angeles County Sanitation Districts	
Bargaining Unit	Benefit
Blue Collar	The equivalent of one step (5.5%) increase will be authorized, except in the following cases: When the first step of the higher salary range is more than 5.5% above the employee's current salary, the employee will be compensated at step 1 of the higher salary range; or When the employee is on step 5 of their current salary range, and step 5 of the higher salary range would provide an increase of less than 5.5%, the employee will be compensated at step 5 of the higher salary range.
Confidential	After meeting several conditions, employee is paid at the rate of the higher class effective the first day the employee works out-of-class
Energy Recovery Management	After meeting several conditions, employee is paid at the rate of the higher class effective the first day the employee works out-of-class
Professional	The equivalent of one step (5.5%) increase will be authorized, except in the following cases: When the first step of the higher salary range is more than 5.5% above the employee's current salary, the employee will be compensated at step 1 of the higher salary range; or When the employee is on step 5 of their current salary range, and step 5 of the higher salary range would provide an increase of less than 5.5%, the employee will be compensated at step 5 of the higher salary range.
Professional Supervisory	After meeting several conditions, employee is paid at the rate of the higher class effective the first day the employee works out-of-class
Supervisory	After meeting several conditions, employee is paid at the rate of the higher class effective the first day the employee works out-of-class
Technical Support	After meeting several conditions, employee is paid at the rate of the higher class effective the first day the employee works out-of-class
White Collar	After meeting several conditions, employee is paid at the rate of the higher class effective the first day the employee works out-of-class
Monterey One Water (formerly known as Monterey Regional Water Pollution Control Agency)	
Bargaining Unit	Benefit
Operations	Not applicable to benchmark match
General	Not offered
Mid-Management	Not offered
Management	Not offered
Executive	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Out of Class Pay

Orange County Sanitation District	
Bargaining Unit	Benefit
IUOE Local 501-Operations and Maintenance	Employees who are assigned by OC San Management to perform the duties of a budgeted position at a higher level for a period of at least 40 consecutive hours in a pay period will be eligible for a 1 step salary increase, or the first step of the range for the higher level classification, whichever is greater.
OCEA (Administrative and Clerical)	Employees who are assigned by OC San Management to perform the duties of a position at a higher level for a period of at least 80 consecutive hours shall be eligible for a one step salary increase, or the first step of the range for the higher level classification, whichever is greater.
Professional	Employees who are assigned by OC San Management to perform the duties of an open, budgeted position at a higher level for a period of at least 100 consecutive hours will be eligible for a 1 step salary increase, or the first step of the range for the higher level classification, whichever is greater.
Supervisor	Employees who are assigned by OC San Management to perform the duties of an open, budgeted position at a higher level for a period of at least 100 consecutive hours will be eligible for a 1 step salary increase, or the first step of the range for the higher level classification, whichever is greater.
Unrepresented Confidential (Exempt)	Employee assigned by management to perform substantially all of the duties of an open, budgeted higher level classification for a period of at least 100 consecutive hours will be eligible for a salary increase up to a maximum of 6 months. For service beyond 100 consecutive hours, pay shall be 1 step greater than the employee's current rate of pay, or at the minimum of the pay range for the acting position, whichever is greater.
Unrepresented Confidential (Non-Exempt)	Employee assigned by management to perform substantially all of the duties of an open, budgeted higher level classification for a period of at least 100 consecutive hours will be eligible for a salary increase up to a maximum of 6 months. For service beyond 100 consecutive hours, pay shall be 1 step greater than the employee's current rate of pay, or at the minimum of the pay range for the acting position, whichever is greater.
Unrepresented Managers	Employee assigned by management to perform substantially all of the duties of an open, budgeted higher level classification for a period of at least 100 consecutive hours will be eligible for a salary increase up to a maximum of 6 months. For service beyond 100 consecutive hours, pay shall be 1 step greater than the employee's current rate of pay, or at the minimum of the pay range for the acting position, whichever is greater.
Unrepresented Executive Management (Assistant General Manager)	Employee assigned by management to perform substantially all of the duties of an open, budgeted higher level classification for a period of at least 100 consecutive hours will be eligible for a salary increase up to a maximum of 6 months. For service beyond 100 consecutive hours, pay shall be 1 step greater than the employee's current rate of pay, or at the minimum of the pay range for the acting position, whichever is greater.
Salinas Valley Solid Waste Authority	
Bargaining Unit	Benefit
SVRFOU	+10% when assigned to a higher class
ABC	+10% when assigned to a higher class
AWME	Not offered
General Manager/Chief Administrative Officer	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Shift Differential

Monterey Regional Waste Management District-client	
Bargaining Unit	Benefit
OE3-Operations	2.5% differential pay for shift start time of 11:00 AM to 1:59 PM 5.0% differential pay for shift start time of 2:00 PM to 4:59 PM 7.5% differential pay for shift start time of 5:00 PM to 7:59 PM 10% differential pay for shift start time of 8:00 PM or later
OE3 Support (Non-Exempt)	Does not apply to the benchmark matches
OE3 Support (Exempt)	Does not apply to the benchmark matches
Confidential (Non-Exempt)	Does not apply to the benchmark matches
Confidential (Exempt)	Does not apply to the benchmark matches
Management	Does not apply to the benchmark matches
At Will (Exempt)	Does not apply to the benchmark matches
General Manager	Does not apply to the benchmark matches
City of Oxnard	
Bargaining Unit	Benefit
SEIU	Does not apply to the benchmark matches
Confidential Non-Management Employees (SEIU NR)	Does not apply to the benchmark matches
IUOE	Night Work: employees who work 50% or more of their work shift between 6:00 p.m. and 7:00 a.m., receive a 5% increase in base wages for the entire shift worked. If employees work into the next shift, the employees shall be paid this 5% increase in base wages for those additional hours worked. Employees who work 50% or more of their work shift between 12:00 a.m. and 6:00 a.m., receive a 10% increase in base wages for the entire shift
OMMA	Not offered
Executive and Unrepresented Employees	Not offered
City of Santa Cruz	
Bargaining Unit	Benefit
SEIU (does not apply to any clerical or administrative support positions)	Works a regularly scheduled shift at least 1 hour or more of which fall between 6:00 p.m. and 6:00 a.m. shall be paid a shift differential of \$0.90 per hour or 5% of base hourly rate for each hour worked within the shift differential period of 6:00 p.m. and 6:00 a.m., whichever is greater.
Supervisory	Works a regularly scheduled shift at least 1 hour or more of which fall between 6:00 p.m. and 6:00 a.m. shall be paid a shift differential of \$0.90 per hour or 5% of base hourly rate for each hour worked within the shift differential period of 6:00 p.m. and 6:00 a.m., whichever is greater.
Mid-Management	Not offered
Executive	Not offered
City of Watsonville	
Bargaining Unit	Benefit
SEIU-Clerical	Does not apply to the benchmark matches
Confidential	Not offered
OE3	Employees who are temporarily required to work a schedule other than their regular assignment that results in working more than 4 hours during the hours of 6p.m. to 6a.m. for more than 5 working days, receives an additional 5% differential for the duration of the assignment.
Mid-Management	Not offered
Management	Not offered
Executive	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Shift Differential

County of Sacramento	
Bargaining Unit	Benefit
Local 39-Operations and Maintenance (Unit 6)	Night Shift Pay: If one-half of an employee's work period is before 8:00 a.m. or after 5:00 p.m. will receive +7.5% of employee's standard daily or biweekly rate. Sanitation Workers or Transfer Equipment Operators receive a 5% differential when assigned to work in a higher paid classification within the Waste Management and Recycling Department. Landfill Equipment Operators receive a 5% differential when assigned to work in a higher paid classification within the Waste Management and Recycling Department, except when assigned to work in the classification of Senior Landfill Equipment Operator. Landfill Equipment Operators assigned to work as Senior Landfill Equipment Operators receive a 10% differential. Sanitation Workers receives 10% differential when assigned to work in the classification of Transfer Equipment Operator.
UPE Office Technical (Unit 5)	Not applicable to benchmark match
Environmental Specialists-Non Supervisory (Unit 14)	Not applicable to benchmark match
Administrative Services (Unit 34)	Not applicable to benchmark matches
Association of Professional Engineers-Supervisory (Unit 23)	Not applicable to benchmark matches
General Supervisory (Unit 1)	+5% differential for Accounting Technician employees assigned to Countywide COMPASS activities and performs those activities for 50% or more of their work
Management (Unit 32)	Not applicable to benchmark matches
Management Unrepresented (Unit 50)	Not applicable to benchmark matches
Unrepresented (Unit 80)	Not applicable to benchmark matches
County of San Joaquin	
Bargaining Unit	Benefit
Trades, Labor, and Institutional SEIU	\$1.15/hour for p.m. or split shifts \$1.45/hour for night shifts \$1.00/hour for weekend shifts
Office and Office Technical SEIU	\$1.15/hour for p.m. or split shifts \$1.45/hour for night shifts \$1.00/hour for weekend shifts
Para Professional and Technical SEIU	Not applicable for benchmark match
Professional SEIU	Not applicable for benchmark match
Supervisors Unit SEIU	Not applicable for benchmark matches
Middle Management SJCMA	Not applicable for benchmark matches
Confidential-Unrepresented	Not applicable for benchmark match
Senior Management-Unrepresented	Not offered
Executive-Unrepresented	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Shift Differential

County of Santa Cruz	
Bargaining Unit	Benefit
General SEIU 521	Must work 8 consecutive hours or more with at least 4 hours worked between the following time periods: \$1.75/hour for Swing Shift (between 5p.m. and 12 a.m.) \$2/hour for Graveyard (between 12 a.m. and 6 a.m.)
Middle Management	+5%/hour for Night Shift (between 6 p.m. and 8 a.m.) must work 8 consecutive hours or more which includes at least 4 hours of work between the time period shown.
Unrepresented	Not applicable for benchmark matches
Unrepresented (Executive)	Not applicable for benchmark matches
Los Angeles County Sanitation Districts	
Bargaining Unit	Benefit
Blue Collar	+5.5% for Swing shift (hours worked between 2pm and 8:59pm) +8.5% for Graveyard shift (hours worked between 9pm and 3am) Shift differential will be paid on overtime with at least 4 consecutive hours of overtime worked.
Confidential	Not applicable for benchmark matches
Energy Recovery	+5.5% per quarter hour for Swing Shift (hours worked between 4pm and 12:00 midnight) +7.5% per quarter hour for Graveyard Shift (hours worked between 12:00 midnight and 8 am)
Management	Not offered
Professional	Not applicable for benchmark matches
Professional Supervisory	Not applicable for benchmark matches
Supervisory	+5.5% for Swing shift (hours worked between 2pm and 8:59pm) +8.5% for Graveyard shift (hours worked between 9pm and 3am) Shift differential will be paid on overtime with at least 4 consecutive hours of overtime worked.
Technical Support	Not applicable for benchmark matches
White Collar	Not applicable for benchmark matches
Monterey One Water (formerly known as Monterey Regional Water Pollution Control Agency)	
Bargaining Unit	Benefit
Operations	+6%/hour =Weekend day shift +6%/hour = Swing Shift +8%/hour = Graveyard Shift
General	Non-Exempt Employees Only +6%/hour =Weekend day shift +6%/hour = Swing Shift +8%/hour = Graveyard Shift
Mid-Management	Not offered
Management	Not offered
Executive	Not offered

**Monterey Regional Waste Management District
Survey of Additional Benefits
March 2024**

Shift Differential

Orange County Sanitation District	
Bargaining Unit	Benefit
IUOE Local 501-Operations and Maintenance	Power Plant Operator II match only: \$3.00/hour for Employees who are assigned to work a night shift that consists of 50% or more of the hours between 6:00 p.m. and 6:00 a.m. and who actually work that shift
OCEA (Administrative and Clerical)	Does not apply to benchmark matches
Professional	Does not apply to benchmark matches
Supervisor	Does not apply to benchmark matches
Unrepresented Confidential (Exempt)	Does not apply to benchmark matches
Unrepresented Confidential (Non-Exempt)	Does not apply to benchmark matches
Unrepresented Managers	Does not apply to benchmark matches
Unrepresented Executive Management (Assistant General Manager)	Does not apply to benchmark matches
Salinas Valley Solid Waste Authority	
Bargaining Unit	Benefit
SVRFOU	Not offered
ABC	Not offered
AWME	Not offered
General Manager/Chief Administrative Officer	Not offered

www.ajg.com/ps-class-comp

©2024 Arthur J. Gallagher & Co. All rights reserved.



Gallagher

Insurance | Risk Management | Consulting