

Exhibit B

**Utilities Water Superintendent
Salary Survey
September 2024**

Agency	Classification	Min Monthly	Max Monthly
City of Anaheim	Water Production Supt	\$9,717	\$14,576
City of Oceanside	Water Utilities Division Manager	\$10,412	\$13,953
City of Escondido	Water Distribution Manager	\$9,368	\$13,934
City of Riverside	Utilities Water Superintendent	\$11,207	\$13,621
City of Anaheim	Water Field Supt	\$8,813	\$13,221
City of Ontario	Water/Sewer Maintenance Manager	\$10,733	\$13,043
City of Ontario	Water Production Manager	\$10,733	\$13,043
City of Fullerton	Water Superintendent	\$9,601	\$12,253
City of Redlands	Water Production and Maint. Supt	\$9,333	\$11,918
City of Redlands	Water Distribution Supt	\$9,333	\$11,918
Irvine Ranch Water District	Not Comparable		
Eastern Municipal Water District	Not Comparable		
City of Burbank	Not Comparable		
City of Corona	Not Comparable		
City of Costa Mesa	Not Comparable		
City of Glendale	Not Comparable		
City of Huntington Beach	Not Comparable		
City of Long Beach	Not Comparable		
City of Murrieta	Not Comparable		
City of Pasadena	Not Comparable		
County of Riverside	Not Comparable		
Inland Empire Utilities Agency	Not Comparable		
LA Dept of Water & Power	Not Comparable		
Western Municipal Water District	Not Comparable		

- Market Survey Median: \$13,043
- COR against Market Median: 4.24% (above market)

**Utilities Assistant Water Superintendent
Salary Survey
September 2024**

Agency	Classification	Min Monthly	Max Monthly
Irvine Ranch Water District	Operations Supervisor (Water Ops)	\$8,947	\$12,938
City of Burbank	Water Supervisor	\$9,571	\$12,826
Eastern Municipal Water District	Water Operations Supervisor	\$9,380	\$12,125
City of Glendale	Water Systems Operations Supervisor	\$7,700	\$11,203
City of Riverside	Utilities Assistant Water Superintendent	\$8,783	\$10,674
City of Anaheim	Not Comparable		
City of Corona	Not Comparable		
City of Costa Mesa	Not Comparable		
City of Escondido	Not Comparable		
City of Fullerton	Not Comparable		
City of Huntington Beach	Not Comparable		
City of Long Beach	Not Comparable		
City of Murrieta	Not Comparable		
City of Oceanside	Not Comparable		
City of Ontario	Not Comparable		
City of Pasadena	Not Comparable		
City of Redlands	Not Comparable		
County of Riverside	Not Comparable		
Inland Empire Utilities Agency	Not Comparable		
LA Dept of Water & Power	Not Comparable		
Western Municipal Water District	Not Comparable		
City of Anaheim	Not Comparable		

- Market Survey Median: \$12,475
- COR against Market Median: -16.88% (below market)

**Utilities Senior Water Engineer
Salary Survey
September 2024**

Agency	Classification	Min Monthly	Max Monthly
Western Municipal Water District	Senior Engineer	\$11,107	\$16,531
Irvine Ranch Water District	Senior Engineer	\$10,813	\$16,124
Eastern Municipal Water District	Senior Engineer	\$12,425	\$15,475
Inland Empire Utilities Agency	Senior Engineer	\$11,398	\$13,887
Burbank, City of	Senior Civil Engineer BWP	\$10,356	\$13,618
Los Angeles Dept of Water and Power	Senior Civil Engineer	\$9,286	\$13,579
Glendale, City of	Senior Civil Engineer	\$9,306	\$13,537
Ontario, City of	Senior Associate Engineer	\$11,138	\$13,534
Anaheim, City of	Senior Civil Engineer	\$8,991	\$13,487
Riverside, City of	Utilities Senior Water Engineer	\$10,608	\$12,894
Escondido, City of	Senior Engineer	\$8,497	\$12,638
Oceanside, City of	Senior Civil Engineer	\$9,213	\$12,338
Fullerton, City of	Senior Civil Engineer	\$9,452	\$12,063
Huntington Beach, City of	Senior Civil Engineer	\$8,754	\$11,731
Redlands, City of	Sr. Civil Engineer	\$8,448	\$10,788
Corona, City of	Senior Engineer	\$8,745	\$10,630
Pasadena, City of	No equivalent classification		
Riverside, County of	No equivalent classification		
Costa Mesa, City of	No equivalent classification		
Long Beach, City of	No equivalent classification		
Murrieta, City of	No equivalent classification		

- Market Survey Average: \$13,331
- COR against Market Average: -3.39% (below market)