



**EXHIBIT C-1  
MPWD Compensation Plan**

**REPRESENTED EMPLOYEES – MPWD EMPLOYEE ASSOCIATION  
SALARY SCHEDULE**

<b>PERSONNEL CLASSIFICATION</b>	<b>FY 2022/2023 SALARY RANGE</b>	<b>FY 2021/2022 SALARY RANGE</b>	<b>FY 2020/2021 SALARY RANGE</b>	<b>3.9% LIVING WAGE ADJ EFFECTIVE 08/01/19 Resolution 2019-17 * 07/25/19</b>	<b>MARKET MEDIAN EFFECTIVE 10/01/18 Resolution 2018-20 * 09/27/18</b>
				<b>FY 2019/2020 SALARY RANGE</b>	<b>FY 2018/2019 SALARY RANGE</b>
<b>Accountant</b>				\$80,987 - \$105,283/Year \$6,749 - \$8,774/Month	\$77,947 - \$101,331/Year \$6,496 - \$8,444/Month
<b>Administrative Assistant</b>				\$58,749 - \$76,375/Year \$4,896 - \$6,365/Month	\$56,544 - \$73,508/Year \$4,712 - \$6,126/Month
<b>Administrative Specialist</b>				\$68,131 - \$88,571/Year \$5,678 - \$7,381/Month	\$65,574 - \$85,246/Year \$5,465 - \$7,104/Month
<b>Lead Operator</b>				\$73,370 - \$95,381/Year \$6,114 - \$7,948/Month	\$70,616 - \$91,801/Year \$5,885 - \$7,650/Month
<b>Maintenance Technician</b>				\$57,316 - \$74,512/Year \$4,776 - \$6,209/Month	\$55,165 - \$71,715/Year \$4,597 - \$5,976/Month
<b>Operations Supervisor</b>				\$96,268 - \$125,149/Year \$8,022 - \$10,429/Month	\$92,654 - \$120,451/Year \$7,721 - \$10,038/Month
<b>Water System Operator</b>				\$64,848 - \$84,303/Year \$5,404 - \$7,025/Month	\$62,414 - \$81,139/Year \$5,201 - \$6,762/Month