

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2019-2020  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
Accountant	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
Accountant, Senior	29	\$35.81	\$45.77	\$55.72	\$6,207	\$7,933	\$9,658	\$74,485	\$95,202	\$115,898
Accounting Manager	38	\$44.41	\$56.76	\$69.10	\$7,698	\$9,838	\$11,977	\$92,373	\$118,061	\$143,728
Accounting Specialist	13	\$20.03	\$25.59	\$31.15	\$3,472	\$4,436	\$5,399	\$41,662	\$53,227	\$64,792
Accounting Specialist	15	\$22.30	\$28.50	\$34.69	\$3,865	\$4,940	\$6,013	\$46,384	\$59,280	\$72,155
Accounting Specialist	17	\$24.21	\$30.95	\$37.68	\$4,196	\$5,365	\$6,531	\$50,357	\$64,376	\$78,374
Administrative Assistant	11	\$18.07	\$23.09	\$28.11	\$3,132	\$4,002	\$4,872	\$37,586	\$48,027	\$58,469
Administrative Assistant	13	\$20.03	\$25.59	\$31.15	\$3,472	\$4,436	\$5,399	\$41,662	\$53,227	\$64,792
Administrative Assistant	15	\$22.30	\$28.50	\$34.69	\$3,865	\$4,940	\$6,013	\$46,384	\$59,280	\$72,155
Administrative Assistant	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
Assistant Operations Manager	40	\$46.02	\$58.80	\$71.57	\$7,977	\$10,192	\$12,405	\$95,722	\$122,304	\$148,866
Board Secretary	31	\$37.57	\$48.02	\$58.47	\$6,512	\$8,323	\$10,135	\$78,146	\$99,882	\$121,618
Board Secretary	31L	\$39.45	\$50.42	\$61.39	\$6,838	\$8,739	\$10,641	\$82,056	\$104,874	\$127,691
Cathodic Protection Program Coordinator	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
Cathodic Protection Program Coordinator	27	\$34.12	\$43.62	\$53.12	\$5,914	\$7,561	\$9,207	\$70,970	\$90,730	\$110,490
Cathodic Protection Program Coordinator	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
CIP Engineering Manager	48	\$53.81	\$68.78	\$83.74	\$9,327	\$11,922	\$14,515	\$111,925	\$143,062	\$174,179
Communications Assistant	13	\$20.03	\$25.59	\$31.15	\$3,472	\$4,436	\$5,399	\$41,662	\$53,227	\$64,792
Communications Coordinator	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
Communications Manager	35	\$41.68	\$53.27	\$64.85	\$7,225	\$9,233	\$11,241	\$86,694	\$110,802	\$134,888
Communications Officer	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
Communications Officer	30L	\$38.90	\$49.73	\$60.55	\$6,743	\$8,620	\$10,495	\$80,912	\$103,438	\$125,944
Compliance Administrator	26	\$32.73	\$41.83	\$50.92	\$5,673	\$7,251	\$8,826	\$68,078	\$87,006	\$105,914
Compliance Administrator	26L	\$34.37	\$43.92	\$53.47	\$5,957	\$7,613	\$9,268	\$71,490	\$91,354	\$111,218
Compliance Specialist	24	\$30.69	\$39.21	\$47.73	\$5,320	\$6,796	\$8,273	\$63,835	\$81,557	\$99,278
Construction & Maintenance Supervisor	27	\$34.12	\$43.62	\$53.12	\$5,914	\$7,561	\$9,207	\$70,970	\$90,730	\$110,490
Construction Equipment Operator	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
Construction Equipment Operator	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
Construction Equipment Operator	20L	\$28.67	\$36.63	\$44.59	\$4,969	\$6,349	\$7,729	\$59,634	\$76,190	\$92,747
Construction Inspector	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
Construction Inspector	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
Construction Inspector	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
Construction Inspector	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
Custodian	10	\$16.95	\$21.66	\$26.37	\$2,938	\$3,754	\$4,571	\$35,256	\$45,053	\$54,850
Customer Service Manager	38	\$44.41	\$56.76	\$69.10	\$7,698	\$9,838	\$11,977	\$92,373	\$118,061	\$143,728
Customer Service Representative	11	\$18.07	\$23.09	\$28.11	\$3,132	\$4,002	\$4,872	\$37,586	\$48,027	\$58,469
Customer Service Representative	13	\$20.03	\$25.59	\$31.15	\$3,472	\$4,436	\$5,399	\$41,662	\$53,227	\$64,792
Customer Service Representative	15	\$22.30	\$28.50	\$34.69	\$3,865	\$4,940	\$6,013	\$46,384	\$59,280	\$72,155
Customer Service Representative	15L	\$23.42	\$29.93	\$36.43	\$4,059	\$5,188	\$6,315	\$48,714	\$62,254	\$75,774
Director of Engineering & Planning	Uncl.	\$64.71	\$81.75	\$98.81	\$11,216	\$14,170	\$17,127	\$134,597	\$170,040	\$205,525
Director of Finance/Chief Financial Officer	Uncl.	\$64.71	\$81.75	\$98.81	\$11,216	\$14,170	\$17,127	\$134,597	\$170,040	\$205,525
Director of Human Resources	Uncl.	\$54.44	\$69.59	\$84.73	\$9,436	\$12,062	\$14,687	\$113,235	\$144,747	\$176,238
Director of Operations & Water Quality	Uncl.	\$64.71	\$81.75	\$98.81	\$11,216	\$14,170	\$17,127	\$134,597	\$170,040	\$205,525
Director of Park & Recreation	Uncl.	\$54.44	\$69.59	\$84.73	\$9,436	\$12,062	\$14,687	\$113,235	\$144,747	\$176,238
Distribution Maintenance Manager	35	\$41.68	\$53.27	\$64.85	\$7,225	\$9,233	\$11,241	\$86,694	\$110,802	\$134,888

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2019-2020  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
<i>Distribution Maintenance Supervisor</i>	27	\$34.12	\$43.62	\$53.12	\$5,914	\$7,561	\$9,207	\$70,970	\$90,730	\$110,490
<i>Distribution Supervisor</i>	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
<i>DS Engineering Manager</i>	44	\$50.26	\$64.23	\$78.20	\$8,712	\$11,133	\$13,555	\$104,541	\$133,598	\$162,656
<i>Electrician/Instrumentation &amp; Control Supervisor</i>	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
<i>Electrician/Instrumentation &amp; Control Technician</i>	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
<i>Electrician/Instrumentation &amp; Control Technician</i>	22	\$28.43	\$36.34	\$44.24	\$4,928	\$6,299	\$7,668	\$59,134	\$75,587	\$92,019
<i>Electrician/Instrumentation &amp; Control Technician</i>	26	\$32.73	\$41.83	\$50.92	\$5,673	\$7,251	\$8,826	\$68,078	\$87,006	\$105,914
<i>Engineer</i>	29	\$35.81	\$45.77	\$55.72	\$6,207	\$7,933	\$9,658	\$74,485	\$95,202	\$115,898
<i>Engineer</i>	33	\$39.80	\$50.85	\$61.90	\$6,899	\$8,814	\$10,729	\$82,784	\$105,768	\$128,752
<i>Engineer</i>	36	\$42.77	\$54.65	\$66.53	\$7,413	\$9,473	\$11,532	\$88,962	\$113,672	\$138,382
<i>Engineer</i>	41	\$47.34	\$60.51	\$73.67	\$8,206	\$10,488	\$12,769	\$98,467	\$125,861	\$153,234
<i>Engineering Staff Assistant</i>	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
<i>Engineering Supervisor</i>	29	\$35.81	\$45.77	\$55.72	\$6,207	\$7,933	\$9,658	\$74,485	\$95,202	\$115,898
<i>Engineering Technician</i>	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
<i>Engineering Technician</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>Engineering Technician</i>	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
<i>Engineering Technician</i>	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
<i>Engineering Technician</i>	23 (Y-Rated)	\$29.99	\$40.19	\$50.38	\$5,198	\$6,965	\$8,733	\$62,379	\$83,585	\$104,790
<i>Equipment Mechanic</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>Equipment Mechanic</i>	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
<i>Facilities Maintenance Specialist</i>	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
<i>Facilities Maintenance Worker</i>	12	\$19.21	\$24.55	\$29.88	\$3,330	\$4,255	\$5,179	\$39,957	\$51,064	\$62,150
<i>Facilities Maintenance Worker</i>	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
<i>Facilities Maintenance Worker</i>	17	\$24.21	\$30.95	\$37.68	\$4,196	\$5,365	\$6,531	\$50,357	\$64,376	\$78,374
<i>Facilities Maintenance Worker</i>	17L	\$25.42	\$32.50	\$39.57	\$4,406	\$5,633	\$6,859	\$52,874	\$67,600	\$82,306
<i>Field Services Supervisor</i>	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
<i>Field Services Technician</i>	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
<i>Field Services Technician</i>	16	\$23.04	\$29.45	\$35.85	\$3,994	\$5,105	\$6,214	\$47,923	\$61,256	\$74,568
<i>Field Services Technician</i>	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
<i>Field Services Technician</i>	18L	\$26.55	\$33.94	\$41.32	\$4,602	\$5,883	\$7,162	\$55,224	\$70,595	\$85,946
<i>General Manager/Chief Executive Officer <sup>(1)</sup></i>	Uncl.	*	*	\$119.51	*	*	\$20,715	*	*	\$248,581
<i>GIS/CAD Specialist</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>GIS/CAD Specialist</i>	22	\$28.43	\$36.34	\$44.24	\$4,928	\$6,299	\$7,668	\$59,134	\$75,587	\$92,019
<i>GIS/CAD Specialist</i>	24	\$30.69	\$39.21	\$47.73	\$5,320	\$6,796	\$8,273	\$63,835	\$81,557	\$99,278
<i>GIS/Mapping Coordinator</i>	33	\$39.80	\$50.85	\$61.90	\$6,899	\$8,814	\$10,729	\$82,784	\$105,768	\$128,752
<i>Human Resources Specialist</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>Human Resources Specialist</i>	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
<i>Industrial Code Compliance Specialist</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>Industrial Code Compliance Specialist</i>	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
<i>Information Systems Analyst</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>Information Systems Analyst</i>	24	\$30.69	\$39.21	\$47.73	\$5,320	\$6,796	\$8,273	\$63,835	\$81,557	\$99,278
<i>Information Systems Analyst</i>	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
<i>Information Systems Manager</i>	44	\$50.26	\$64.23	\$78.20	\$8,712	\$11,133	\$13,555	\$104,541	\$133,598	\$162,656
<i>Information Systems Technical Specialist</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>Information Systems Technical Specialist</i>	24	\$30.69	\$39.21	\$47.73	\$5,320	\$6,796	\$8,273	\$63,835	\$81,557	\$99,278
<i>Information Systems Technical Specialist</i>	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
<i>Information Systems Technical Specialist</i>	30L	\$38.90	\$49.73	\$60.55	\$6,743	\$8,620	\$10,495	\$80,912	\$103,438	\$125,944

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2019-2020  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
Laboratory Analyst	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
Laboratory Analyst	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
Laboratory Analyst	22	\$28.43	\$36.34	\$44.24	\$4,928	\$6,299	\$7,668	\$59,134	\$75,587	\$92,019
Laboratory Analyst, Senior	31	\$37.57	\$48.02	\$58.47	\$6,512	\$8,323	\$10,135	\$78,146	\$99,882	\$121,618
Laboratory Analyst, Senior	31L	\$39.45	\$50.42	\$61.39	\$6,838	\$8,739	\$10,641	\$82,056	\$104,874	\$127,691
Meter Services Administrator	29	\$35.81	\$45.77	\$55.72	\$6,207	\$7,933	\$9,658	\$74,485	\$95,202	\$115,898
Operations Manager	45	\$51.69	\$66.06	\$80.43	\$8,960	\$11,450	\$13,941	\$107,515	\$137,405	\$167,294
Operations Supervisor	27	\$34.12	\$43.62	\$53.12	\$5,914	\$7,561	\$9,207	\$70,970	\$90,730	\$110,490
Park & Recreation Aide	5	\$12.42	\$15.71	\$18.99	\$2,153	\$2,723	\$3,292	\$25,834	\$32,677	\$39,499
Park & Recreation Coordinator	10	\$16.95	\$21.66	\$26.37	\$2,938	\$3,754	\$4,571	\$35,256	\$45,053	\$54,850
Park & Recreation Coordinator	12	\$19.21	\$24.55	\$29.88	\$3,330	\$4,255	\$5,179	\$39,957	\$51,064	\$62,150
Park & Recreation Coordinator	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
Park & Recreation Coordinator	14L	\$22.16	\$28.32	\$34.48	\$3,841	\$4,909	\$5,977	\$46,093	\$58,906	\$71,718
Park & Recreation Operations Administrator	10	\$16.95	\$21.66	\$26.37	\$2,938	\$3,754	\$4,571	\$35,256	\$45,053	\$54,850
Park & Recreation Operations Administrator	12	\$19.21	\$24.55	\$29.88	\$3,330	\$4,255	\$5,179	\$39,957	\$51,064	\$62,150
Park & Recreation Operations Administrator	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
Park & Recreation Supervisor (Inside & Outside Operations)	19	\$25.89	\$33.09	\$40.28	\$4,488	\$5,736	\$6,982	\$53,851	\$68,827	\$83,782
Park Operations Manager	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
Park Recreation Manager	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
Plant Manager	35	\$41.68	\$53.27	\$64.85	\$7,225	\$9,233	\$11,241	\$86,694	\$110,802	\$134,888
Recycled Water Operations Supervisor	27	\$34.12	\$43.62	\$53.12	\$5,914	\$7,561	\$9,207	\$70,970	\$90,730	\$110,490
Recycled Water Operator	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
Recycled Water Operator	17	\$24.21	\$30.95	\$37.68	\$4,196	\$5,365	\$6,531	\$50,357	\$64,376	\$78,374
Recycled Water Operator	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
Recycled Water Operator	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
Recycled Water Operator	23L	\$31.49	\$40.24	\$48.99	\$5,458	\$6,975	\$8,492	\$65,499	\$83,699	\$101,899
Recycled Water Operator/Instrumentation Technician	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
Recycled Water Technician	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
Right of Way Agent	25	\$32.02	\$40.94	\$49.85	\$5,550	\$7,096	\$8,641	\$66,602	\$85,155	\$103,688
Right of Way Agent	27	\$34.12	\$43.62	\$53.12	\$5,914	\$7,561	\$9,207	\$70,970	\$90,730	\$110,490
Right of Way Agent	30	\$37.04	\$47.35	\$57.66	\$6,420	\$8,207	\$9,994	\$77,043	\$98,488	\$119,933
Safety & Risk Manager	31	\$37.57	\$48.02	\$58.47	\$6,512	\$8,323	\$10,135	\$78,146	\$99,882	\$121,618
Safety & Risk Manager	40	\$46.02	\$58.80	\$71.57	\$7,977	\$10,192	\$12,405	\$95,722	\$122,304	\$148,866
SCADA: Administrator	32	\$38.54	\$49.27	\$60.00	\$6,680	\$8,540	\$10,400	\$80,163	\$102,482	\$124,800
SCADA: Administrator	32L	\$40.47	\$51.74	\$63.00	\$7,015	\$8,968	\$10,920	\$84,178	\$107,619	\$131,040
SCADA: Technician	28	\$34.50	\$44.09	\$53.68	\$5,980	\$7,642	\$9,305	\$71,760	\$91,707	\$111,654
Staff Support (Minimum Wage)	N/A	\$12.00	*	*	\$2,080	*	*	\$24,960	*	*
Systems Operator/Technician	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
Systems Operator/Technician	19	\$25.89	\$33.09	\$40.28	\$4,488	\$5,736	\$6,982	\$53,851	\$68,827	\$83,782
Systems Operator/Technician	21	\$27.89	\$35.64	\$43.39	\$4,834	\$6,178	\$7,521	\$58,011	\$74,131	\$90,251
Systems Operator/Technician	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
Systems Operator/Technician	23L	\$31.49	\$40.24	\$48.99	\$5,458	\$6,975	\$8,492	\$65,499	\$83,699	\$101,899
Utility Worker	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
Utility Worker	17	\$24.21	\$30.95	\$37.68	\$4,196	\$5,365	\$6,531	\$50,357	\$64,376	\$78,374
Warehouse Specialist	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
Warehouse Specialist	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
Warehouse Specialist	20L	\$28.67	\$36.63	\$44.59	\$4,969	\$6,349	\$7,729	\$59,634	\$76,190	\$92,747

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2019-2020  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
<i>Warehouse Worker</i>	16	\$23.04	\$29.45	\$35.85	\$3,994	\$5,105	\$6,214	\$47,923	\$61,256	\$74,568
<i>Wastewater Collection Systems Worker</i>	14	\$21.10	\$26.97	\$32.83	\$3,657	\$4,675	\$5,691	\$43,888	\$56,098	\$68,286
<i>Wastewater Collection Systems Worker</i>	17	\$24.21	\$30.95	\$37.68	\$4,196	\$5,365	\$6,531	\$50,357	\$64,376	\$78,374
<i>Wastewater Collection Systems Worker</i>	18	\$25.29	\$32.32	\$39.35	\$4,384	\$5,602	\$6,821	\$52,603	\$67,226	\$81,848
<i>Wastewater Collection Systems Worker</i>	20	\$27.30	\$34.89	\$42.47	\$4,732	\$6,048	\$7,361	\$56,784	\$72,571	\$88,338
<i>Water Quality Compliance Specialist</i>	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053
<i>Water Quality Compliance Specialist</i>	23L	\$31.49	\$40.24	\$48.99	\$5,458	\$6,975	\$8,492	\$65,499	\$83,699	\$101,899
<i>Water Quality Specialist</i>	23	\$29.99	\$38.33	\$46.66	\$5,198	\$6,644	\$8,088	\$62,379	\$79,726	\$97,053

After Hours Duty Pay:

\$267.54

(1) The General Manager's pay is approved by the Board as part of the GM's employment contract reviewed annually.

\* This schedule is for Year 3 only of the FY18-22 Five Year Plan. In accordance with the MOU each year will be based on the February San Diego CPI-W.

Approved via Board resolution 2019-18 on 06/19/2019, effective 07/01/2019.