

Job Classification Plan and Salary Grades Table

Effective 2/15/2017



Position Description	Classified (MOU)		Grade	Salary		# of EE's Authorized
	Non-Classified (COU)	Non-Exempt		Low	High	
Office Assistant/Sr. Office Assistant	Classified	Non-Exempt	25	\$ 38,335	\$ 50,312	5
			27	\$ 42,269	\$ 55,469	
Accounting Technician I/II	Classified	Non-Exempt	28	\$ 44,373	\$ 58,246	3
			31	\$ 51,374	\$ 67,439	
Customer Service Representative I/II	Classified	Non-Exempt	28	\$ 44,373	\$ 58,246	5
			31	\$ 51,374	\$ 67,439	
Community Affairs Specialist	Classified	Non-Exempt	31	\$ 51,374	\$ 67,439	1
Administrative Assistant I/II	Non-Classified	Non-Exempt	31	\$ 51,374	\$ 67,439	6
			33	\$ 56,644	\$ 74,357	
Program Specialist I/II/III	Classified	Non-Exempt	29	\$ 46,598	\$ 61,160	3
			31	\$ 51,374	\$ 67,439	
			33	\$ 56,644	\$ 74,357	
Operations Technician I/II/III/IV	Classified	Non-Exempt	29	\$ 46,598	\$ 61,160	45 (47)*
			32	\$ 53,952	\$ 70,805	
			34	\$ 59,490	\$ 78,072	
			36	\$ 65,588	\$ 86,086	
Meter Service Operations Technician I/II/III/IV	Classified	Non-Exempt	29	\$ 46,598	\$ 61,160	2
			32	\$ 53,952	\$ 70,805	
			34	\$ 59,490	\$ 78,072	
			36	\$ 65,588	\$ 86,086	
Human Resources Specialist I/II	Non-Classified	Non-Exempt	31	\$ 51,374	\$ 67,439	2
			33	\$ 56,644	\$ 74,357	
Creative Services Specialist I/II/III	Classified	Non-Exempt	32	\$ 53,952	\$ 70,805	1
			35	\$ 62,468	\$ 81,987	
			37	\$ 68,866	\$ 90,388	
Application Specialist I/II/III/IV	Classified	Non-Exempt	32	\$ 53,952	\$ 70,805	3
			35	\$ 62,468	\$ 81,987	
			38	\$ 72,314	\$ 99,426	
			40	\$ 83,563	\$ 114,903	
Engineering Technician I/II	Classified	Non-Exempt	33	\$ 56,644	\$ 74,357	1
			35	\$ 62,468	\$ 81,987	
Water Resources Specialist I/II/III	Classified	Non-Exempt	33	\$ 56,644	\$ 74,357	3
			37	\$ 68,866	\$ 90,388	
			40	\$ 83,563	\$ 114,903	
Community Affairs Representative I/II/Sr.	Classified	Non-Exempt	33	\$ 56,644	\$ 74,357	1
			37	\$ 68,866	\$ 90,388	
			40	\$ 83,563	\$ 114,903	
Senior Customer Service Representative	Classified	Non-Exempt	36	\$ 65,588	\$ 86,086	1
Accountant I/II/Sr.	Classified	Non-Exempt	34	\$ 59,490	\$ 78,072	4**
			36	\$ 65,588	\$ 86,086	
			38	\$ 72,314	\$ 99,426	
Financial Analyst I/II	Non-Classified	Non-Exempt	36	\$ 65,588	\$ 86,086	1
			38	\$ 72,314	\$ 99,426	
IT Specialists I/II/III/IV	Classified	Non-Exempt	32	\$ 53,952	\$ 70,805	2
			35	\$ 62,468	\$ 81,987	
			38	\$ 72,314	\$ 99,426	
			40	\$ 83,563	\$ 114,903	
Senior Engineering Technician	Classified	Non-Exempt	37	\$ 68,866	\$ 90,388	1
Senior Operations Technician I/II	Classified	Non-Exempt	37	\$ 68,866	\$ 90,388	10
			38	\$ 72,314	\$ 99,426	

Job Classification Plan and Salary Grades Table
Effective 2/15/2017



Position Description	Classified (MOU) Non-Classified (COU)	Exempt Non-Exempt	Grade	Salary		# of EE's Authorized Positions
				Low	High	
				Source Control Program Specialist I/II	Classified	Non-Exempt
			38	\$ 72,314	\$ 99,426	
Water Resource Analyst	Non-Classified	Non-Exempt	38	\$ 72,314	\$ 99,426	1
Executive Assistant	Non-Classified	Non-Exempt	38	\$ 72,314	\$ 99,426	4
Management Analyst I/II	Non-Classified	Non-Exempt	36	\$ 65,588	\$ 86,086	4
			38	\$ 72,314	\$ 99,426	
Administrative Supervisor	Non-Classified	Non-Exempt	40	\$ 83,563	\$ 114,903	1
Civil Engineer I/II/Sr.	Non-Classified	Exempt	40	\$ 83,563	\$ 114,903	3
			42	\$ 96,561	\$ 132,771	
			43	\$ 103,808	\$ 142,737	
Customer Service Supervisor	Non-Classified	Non-Exempt	40	\$ 83,563	\$ 114,903	1
Construction Management Administrator	Non-Classified	Non-Exempt	40	\$ 83,563	\$ 114,903	1
Operations Supervisor	Non-Classified	Non-Exempt	41	\$ 89,828	\$ 123,512	6
Government Affairs Officer I/II	Non-Classified	Exempt	38	\$ 72,314	\$ 99,426	1
			40	\$ 83,563	\$ 114,903	
Safety Officer	Non-Classified	Exempt	40	\$ 83,563	\$ 114,903	1
Communications Manager	Non-Classified	Exempt	42	\$ 96,561	\$ 132,771	1
Information Technology Manager	Non-Classified	Exempt	42	\$ 96,561	\$ 132,771	1
Accounting Manager	Non-Classified	Exempt	42	\$ 96,561	\$ 132,771	1
Internal Auditor	Non-Classified	Exempt	42	\$ 96,561	\$ 132,771	1
Source Control Program Manager	Non-Classified	Exempt	42	\$ 96,561	\$ 132,771	1
Water Planning and Policy Manager	Non-Classified	Exempt	42	\$ 96,561	\$ 132,771	1
Principal Engineer	Non-Classified	Exempt	44	\$ 111,598	\$ 153,443	3
Deputy Director of Operations	Non-Classified	Exempt	45	\$ 122,757	\$ 168,786	2
Deputy Director of Water Resources	Non-Classified	Exempt	45	\$ 122,757	\$ 168,786	1
Director of Community Affairs	Non-Classified	Exempt	46	\$ 135,034	\$ 185,673	1
Director of Finance	Non-Classified	Exempt	46	\$ 135,034	\$ 185,673	1
Director of Administration	Non-Classified	Exempt	46	\$ 135,034	\$ 185,673	1
Director of Human Resources	Non-Classified	Exempt	46	\$ 135,034	\$ 185,673	1
Director of Water Resources	Non-Classified	Exempt	46	\$ 135,034	\$ 185,673	1
Director of Engineering	Non-Classified	Exempt	46	\$ 135,034	\$ 185,673	1
Director of Operations	Non-Classified	Exempt	46	\$ 135,034	\$ 185,673	1
Assistant GM/Chief Financial Officer	Non-Classified	Exempt	48	\$ 163,409	\$ 224,688	1
Assistant GM/Chief Operating Officer	Non-Classified	Exempt	48	\$ 163,409	\$ 224,688	1
Deputy General Manager	Non-Classified	Exempt	49	\$ 179,750	\$ 247,157	1
General Manager	Non-Classified	Exempt	N/A	\$ 294,310		1

148 (150)*

Job classifications with multiple grades are flex positions and fall within one job description.

Presented to Board:

2/15/2017

*2 FTEs are unfunded

**Approval of 1 Accountant I/II/Sr. for FY17/18