

Job Classification Plan and Salary Grades Table
Effective: July 1, 2018



Position Description	Salary Grade	Salary Range		Bargaining Unit			# of FTE's EE's
		Low	High	WMWD Category	MOU/COU	Exempt /	Authorized Per Position *
					PT/UNREP	Non-Exempt	
Accountant I	34	\$ 63,297.00	\$ 86,423.00	Classified	MOU	Non-Exempt	1
Accountant II	36	\$ 69,784.00	\$ 95,294.00	Classified	MOU	Non-Exempt	0
Accounting Supervisor	41	\$ 95,576.00	\$ 136,723.00	Non-Classified	COU	Non-Exempt	1
Accounting Technician I	28	\$ 47,213.00	\$ 64,477.00	Classified	MOU	Non-Exempt	0
Accounting Technician II	31	\$ 54,662.00	\$ 74,654.00	Classified	MOU	Non-Exempt	3
Accounting Technician III	33	\$ 60,269.00	\$ 82,311.00	Classified	MOU	Non-Exempt	0
Administrative Assistant I	31	\$ 54,662.00	\$ 74,654.00	Classified	MOU	Non-Exempt	1
Administrative Assistant II	33	\$ 60,269.00	\$ 82,311.00	Classified	MOU	Non-Exempt	0
Administrative Assistant I (C)	31	\$ 54,662.00	\$ 74,654.00	Non-Classified	COU	Non-Exempt	4 (2)
Administrative Assistant II (C)	33	\$ 60,269.00	\$ 82,311.00	Non-Classified	COU	Non-Exempt	2
Administrative Services Manager	42	\$ 102,740.00	\$ 146,972.00	Non-Classified	COU	Exempt	1 (1)
Application Specialist I	32	\$ 57,404.00	\$ 78,380.00	Classified	MOU	Non-Exempt	1
Application Specialist II	35	\$ 66,465.00	\$ 90,757.00	Classified	MOU	Non-Exempt	0
Application Specialist III	38	\$ 76,941.00	\$ 110,061.00	Classified	MOU	Non-Exempt	1
Application Specialist IV	40	\$ 88,910.00	\$ 127,194.00	Classified	MOU	Non-Exempt	2
Assistant GM/Chief Financial Officer	48	\$ 173,864.00	\$ 248,721.00	Non-Classified	UNREP	Exempt	1
Civil Engineer I	40	\$ 88,910.00	\$ 127,194.00	Non-Classified	COU	Exempt	0
Civil Engineer II	42	\$ 102,740.00	\$ 146,972.00	Non-Classified	COU	Exempt	2
Community Affairs Representative I	33	\$ 60,269.00	\$ 82,311.00	Classified	MOU	Non-Exempt	0
Community Affairs Representative II	37	\$ 73,273.00	\$ 100,057.00	Classified	MOU	Non-Exempt	2
Community Affairs Specialist	31	\$ 54,662.00	\$ 74,654.00	Classified	MOU	Non-Exempt	0
Construction Management Administrator	40	\$ 88,910.00	\$ 127,194.00	Non-Classified	COU	Non-Exempt	1
Controller	44	\$ 118,739.00	\$ 169,856.00	Non-Classified	COU	Exempt	1
Creative Services Specialist I	32	\$ 57,404.00	\$ 78,380.00	Classified	MOU	Non-Exempt	0
Creative Services Specialist II	35	\$ 66,465.00	\$ 90,757.00	Classified	MOU	Non-Exempt	0
Creative Services Specialist III	37	\$ 73,273.00	\$ 100,057.00	Classified	MOU	Non-Exempt	0
Customer Service Manager	42	\$ 102,740.00	\$ 146,972.00	Non-Classified	COU	Exempt	1
Customer Service Representative I	28	\$ 47,213.00	\$ 64,477.00	Classified	MOU	Non-Exempt	2
Customer Service Representative II	31	\$ 54,662.00	\$ 74,654.00	Classified	MOU	Non-Exempt	3
Customer Service Representative III	33	\$ 60,269.00	\$ 82,311.00	Classified	MOU	Non-Exempt	0
Deputy Director of Engineering	45	\$ 130,611.00	\$ 186,840.00	Non-Classified	COU	Exempt	1
Deputy Director of Operations	45	\$ 130,611.00	\$ 186,840.00	Non-Classified	COU	Exempt	2
Deputy Director of Water Resources	45	\$ 130,611.00	\$ 186,840.00	Non-Classified	COU	Exempt	1
Deputy General Manager	49	\$ 191,250.00	\$ 273,593.00	Non-Classified	UNREP	Exempt	1
Director of Administration	46	\$ 143,673.00	\$ 205,533.00	Non-Classified	COU	Exempt	1
Director of Engineering	46	\$ 143,673.00	\$ 205,533.00	Non-Classified	COU	Exempt	1
Director of Finance	46	\$ 143,673.00	\$ 205,533.00	Non-Classified	COU	Exempt	1
Director of Human Resources	46	\$ 143,673.00	\$ 205,533.00	Non-Classified	UNREP	Exempt	1
Director of Operations	46	\$ 143,673.00	\$ 205,533.00	Non-Classified	COU	Exempt	1
Director of Strategic Communications	46	\$ 143,673.00	\$ 205,533.00	Non-Classified	COU	Exempt	1
Director of Water Resources	46	\$ 143,673.00	\$ 205,533.00	Non-Classified	COU	Exempt	1
Engineering Technician I	33	\$ 60,269.00	\$ 82,311.00	Classified	MOU	Non-Exempt	0
Engineering Technician II	35	\$ 66,465.00	\$ 90,757.00	Classified	MOU	Non-Exempt	1
Executive Assistant	38	\$ 76,941.00	\$ 110,061.00	Non-Classified	COU	Non-Exempt	4
Financial Analyst I	36	\$ 69,784.00	\$ 95,294.00	Non-Classified	COU	Non-Exempt	0
Financial Analyst II	38	\$ 76,941.00	\$ 110,061.00	Non-Classified	COU	Non-Exempt	1
General Manager	N/A	-	\$ 288,344.70	Non-Classified	UNREP	Exempt	1
Government Affairs Officer I	38	\$ 76,941.00	\$ 110,061.00	Non-Classified	COU	Exempt	1
Government Affairs Officer II	40	\$ 88,910.00	\$ 127,194.00	Non-Classified	COU	Exempt	0
Human Resources Specialist I	31	\$ 54,662.00	\$ 74,654.00	Non-Classified	COU	Non-Exempt	0
Human Resources Specialist II	33	\$ 60,269.00	\$ 82,311.00	Non-Classified	COU	Non-Exempt	1
Human Resources Analyst I	35	\$ 66,465.00	\$ 90,757.00	Non-Classified	COU	Exempt	1
Human Resources Analyst II	37	\$ 73,273.00	\$ 100,057.00	Non-Classified	COU	Exempt	0
Human Resources Analyst, Senior	39	\$ 79,443.00	\$ 117,733.00	Non-Classified	COU	Exempt	0
Information Technology Manager	42	\$ 102,740.00	\$ 146,972.00	Non-Classified	COU	Exempt	1
Internal Auditor	42	\$ 102,740.00	\$ 146,972.00	Non-Classified	COU	Exempt	1
IT Specialists I	32	\$ 57,404.00	\$ 78,380.00	Classified	MOU	Non-Exempt	0 (2)

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		Low	High	WMWD Category	MOU/COU Exempt /		
					PT/UNREP	Non-Exempt	
IT Specialists II	35	\$ 66,465.00	\$ 90,757.00	Classified	MOU	Non-Exempt	0
IT Specialists III	38	\$ 76,941.00	\$ 110,061.00	Classified	MOU	Non-Exempt	1
IT Specialists IV	40	\$ 88,910.00	\$ 127,194.00	Classified	MOU	Non-Exempt	1
Management Analyst I	36	\$ 69,784.00	\$ 95,294.00	Non-Classified	COU	Non-Exempt	2
Management Analyst II	38	\$ 76,941.00	\$ 110,061.00	Non-Classified	COU	Non-Exempt	1
Meter Service Operations Technician I	29	\$ 49,580.00	\$ 67,702.00	Classified	MOU	Non-Exempt	0
Meter Service Operations Technician II	32	\$ 57,404.00	\$ 78,380.00	Classified	MOU	Non-Exempt	0
Meter Service Operations Technician III	34	\$ 63,297.00	\$ 86,423.00	Classified	MOU	Non-Exempt	2
Meter Service Operations Technician IV	36	\$ 69,784.00	\$ 95,294.00	Classified	MOU	Non-Exempt	0
Office Assistant	25	\$ 40,789.00	\$ 55,694.00	Classified	MOU	Non-Exempt	1
Operations Field Manager	44	\$ 118,739.00	\$ 169,856.00	Non-Classified	COU	Exempt	5
Operations Supervisor	41	\$ 95,576.00	\$ 136,723.00	Non-Classified	COU	Non-Exempt	1
Operations Technician I	29	\$ 49,580.00	\$ 67,702.00	Classified	MOU	Non-Exempt	9
Operations Technician II	32	\$ 57,404.00	\$ 78,380.00	Classified	MOU	Non-Exempt	15
Operations Technician III	34	\$ 63,297.00	\$ 86,423.00	Classified	MOU	Non-Exempt	10
Operations Technician IV	36	\$ 69,784.00	\$ 95,294.00	Classified	MOU	Non-Exempt	13
Principal Engineer	44	\$ 118,739.00	\$ 169,856.00	Non-Classified	COU	Exempt	3
Program Specialist I	29	\$ 49,580.00	\$ 67,702.00	Classified	MOU	Non-Exempt	2
Program Specialist II	31	\$ 54,662.00	\$ 74,654.00	Classified	MOU	Non-Exempt	1
Program Specialist III	33	\$ 60,269.00	\$ 82,311.00	Classified	MOU	Non-Exempt	0
Purchasing Specialist	38	\$ 76,941.00	\$ 110,061.00	Classified	MOU	Non-Exempt	1
Safety Officer	40	\$ 88,910.00	\$ 127,194.00	Non-Classified	COU	Exempt	1
Senior Accountant	38	\$ 76,941.00	\$ 110,061.00	Classified	MOU	Non-Exempt	2
Senior Civil Engineer	43	\$ 110,449.00	\$ 158,004.00	Non-Classified	COU	Exempt	1
Senior Community Affairs Representative	40	\$ 88,910.00	\$ 127,194.00	Classified	MOU	Non-Exempt	1
Senior Customer Service Representative	36	\$ 69,784.00	\$ 95,294.00	Classified	MOU	Non-Exempt	1
Senior Engineering Technician	37	\$ 73,273.00	\$ 100,057.00	Classified	MOU	Non-Exempt	1
Senior Management Analyst	40	\$ 88,910.00	\$ 127,194.00	Non-Classified	COU	Exempt	2
Senior Office Assistant	27	\$ 44,974.00	\$ 61,402.00	Classified	MOU	Non-Exempt	2
Senior Operations Technician I	37	\$ 73,273.00	\$ 100,057.00	Classified	MOU	Non-Exempt	8
Senior Operations Technician II	38	\$ 76,941.00	\$ 110,061.00	Classified	MOU	Non-Exempt	4
Source Control Program Manager	42	\$ 102,740.00	\$ 146,972.00	Non-Classified	COU	Exempt	1
Source Control Program Specialist I	37	\$ 73,273.00	\$ 100,057.00	Classified	MOU	Non-Exempt	0
Source Control Program Specialist II	38	\$ 76,941.00	\$ 110,061.00	Classified	MOU	Non-Exempt	2
Water Planning and Policy Manager	42	\$ 102,740.00	\$ 146,972.00	Non-Classified	COU	Exempt	1
Water Resource Analyst	38	\$ 76,941.00	\$ 110,061.00	Non-Classified	COU	Non-Exempt	1
Water Resources Specialist I	33	\$ 60,269.00	\$ 82,311.00	Classified	MOU	Non-Exempt	0
Water Resources Specialist II	37	\$ 73,273.00	\$ 100,057.00	Classified	MOU	Non-Exempt	2
Water Resources Specialist III	40	\$ 88,910.00	\$ 127,194.00	Classified	MOU	Non-Exempt	1

(1) & (2)

TOTAL FTE COUNT:	153
<p>*Job classifications having multiple grades within the series (I/II/III/IV & SR.) are flex positions and fall within one job description. Office Assistant/Senior Office Assistant and Administrative Assistant I/II are an established flex series. Authorized FTE's can be substituted at other levels within the series. Flex promotions can occur during the year and at the annual performance evaluation process and change the FTE's per position.</p> <p>(1) Approval of 3 Operations Technicians and 1 Applications Specialist (GIS) - effective July 1, 2018 - Total FTE Count = 153</p> <p>(2) Approval of 1 Administrative Assistant (c); 1 Operations Technician; 1 IT Specialist - effective July 1, 2019 - Total FTE Count will be adjusted to 156</p> <p>Cost of Living Increase effective July 1, 2018 = 3.6%</p> <p>Part -Time Employees are compensated per District Policy HR-17-DW; starting range established is California minimum wage up to \$35.00 per hour.</p> <p>1/10/2019 - exchange vacant Communications Manager and create Director of Strategic Communications position. No change to headcount</p> <p>Bargaining Unit Abbreviations: MOU = Employee Association PT = Part Time COU = Management/Professional/Confidential UNREP = Unrepresented</p> <p>Position Description Abbreviation: Confidential Position = (C)</p> <p>Presented to Board: May 16, 2018 Updated: January 10, 2019</p>	

(1) & (2)