

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



| Position Description | Salary Grade | Salary Range | | WMWD Category | Bargaining Unit | | # of FTE's |
|---------------------------------------|--------------|---------------|---------------|----------------|-----------------|------------|------------|
| | | Low | High | | MOU/COU | Exempt / | Authorized |
| | | | | | | | PT/UNREP |
| 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 |
| 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 |
| 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 |
| Communications Manager | 42 | \$ 102,740.00 | \$ 146,972.00 | Non-Classified | COU | Exempt | 1 |
| 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 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 | 1 |
| Financial Analyst II | 38 | \$ 76,941.00 | \$ 110,061.00 | Non-Classified | COU | Non-Exempt | 0 |
| 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)

(1)

(2)

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



| Position Description | Salary Grade | Salary Range | | WMWD Category | Bargaining Unit | | # of FTE's |
|---|--------------|---------------|---------------|----------------|-----------------|------------|------------|
| | | Low | High | | MOU/COU | Exempt / | EE's |
| | | | | | | | Authorized |
| 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

*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.

- (1) Approval of 3 Operations Technicians and 1 Applications Specialist (GIS) - effective July 1, 2018 - Total FTE Count = 153
 - (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
- Cost of Living Increase effective July 1, 2018 = 3.6%
- Part-Time Employees are compensated per District Policy HR-17-DW; starting range established is California minimum wage up to \$35.00 per hour.

Bargaining Unit Abbreviations:
 MOU = Employee Association
 COU = Management/Professional/Confidential

Position Description Abbreviation:
 PT = Part Time
 UNREP = Unrepresented
 Confidential Position = (C)

Presented to Board: May 16, 2018
 Updated: July 19, 2018