

**PADRE DAM MUNICIPAL WATER DISTRICT**  
**Job Classifications and Salary Grades**  
**Fiscal Year Budget 2017-2018**  
**HOURLY WAGES BY GRADE\***

SALARY GRADE	Min.	Mid.	Max.
5	\$ 11.4800	\$ 14.6700	\$ 17.8500
6	\$ 12.3900	\$ 15.8500	\$ 19.2900
7	\$ 13.3100	\$ 17.0100	\$ 20.7000
8	\$ 14.2300	\$ 18.1900	\$ 22.1500
9	\$ 15.1400	\$ 19.3600	\$ 23.5700
10	\$ 15.9300	\$ 20.3700	\$ 24.7900
11	\$ 16.9800	\$ 21.7000	\$ 26.4200
12	\$ 18.0500	\$ 23.0700	\$ 28.0800
13	\$ 18.8200	\$ 24.0600	\$ 29.2800
14	\$ 19.8300	\$ 25.3400	\$ 30.8600
14L	\$ 20.8200	\$ 26.6100	\$ 32.3900
15	\$ 20.9600	\$ 26.7900	\$ 32.6100
15L	\$ 22.0100	\$ 28.1300	\$ 34.2400
16	\$ 21.6500	\$ 27.6800	\$ 33.7000
17	\$ 22.7500	\$ 29.0800	\$ 35.4200
17L	\$ 23.8900	\$ 30.5300	\$ 37.1800
18	\$ 23.7600	\$ 30.3800	\$ 36.9800
18L	\$ 24.9500	\$ 31.8900	\$ 38.8200
19	\$ 24.3300	\$ 31.1000	\$ 37.8600
20	\$ 25.6600	\$ 32.8000	\$ 39.9100
20L	\$ 26.9300	\$ 34.4400	\$ 41.9100
21	\$ 26.2200	\$ 33.5000	\$ 40.7800
22	\$ 26.7200	\$ 34.1500	\$ 41.5800
23	\$ 28.1900	\$ 36.0200	\$ 43.8500
23L	\$ 29.5900	\$ 37.8200	\$ 46.0400
24	\$ 28.8400	\$ 36.8500	\$ 44.8600
25	\$ 30.1000	\$ 38.4900	\$ 46.8500

SALARY GRADE	Min.	Mid.	Max.
26	\$ 30.7600	\$ 39.3100	\$ 47.8600
27	\$ 32.0700	\$ 40.9800	\$ 49.9200
27L	\$ 33.6700	\$ 43.0500	\$ 52.4100
28	\$ 32.4200	\$ 41.4400	\$ 50.4500
29	\$ 33.6600	\$ 43.0200	\$ 52.3700
30	\$ 34.8200	\$ 44.5100	\$ 54.1900
30L	\$ 36.5700	\$ 46.7300	\$ 56.9000
31	\$ 35.3100	\$ 45.1400	\$ 54.9500
31L	\$ 37.0800	\$ 47.3900	\$ 57.7100
32	\$ 36.2300	\$ 46.3100	\$ 56.3900
33	\$ 37.4000	\$ 47.8000	\$ 58.1800
34	\$ 38.0700	\$ 48.6600	\$ 59.2400
35	\$ 39.1700	\$ 50.0600	\$ 60.9500
36	\$ 40.1900	\$ 51.3500	\$ 62.5300
37	\$ 40.9600	\$ 52.3600	\$ 63.7500
38	\$ 41.7400	\$ 53.3400	\$ 64.9400
39	\$ 42.6600	\$ 54.5200	\$ 66.3800
40	\$ 43.2500	\$ 55.2600	\$ 67.2700
41	\$ 44.4900	\$ 56.8700	\$ 69.2400
42	\$ 45.4100	\$ 58.0300	\$ 70.6500
43	\$ 46.3300	\$ 59.1900	\$ 72.0700
44	\$ 47.2400	\$ 60.3900	\$ 73.5000
45	\$ 48.5800	\$ 62.0800	\$ 75.5900
46	\$ 48.6600	\$ 62.2000	\$ 75.7300
47	\$ 50.0000	\$ 63.8900	\$ 77.7900
48	\$ 50.5700	\$ 64.6500	\$ 78.7100

\* This schedule is for Year 1 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 06/07/2017, effective 07/01/2017.

**PADRE DAM MUNICIPAL WATER DISTRICT**  
 Fiscal Year Budget 2017-2018  
 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>Accountant</i>	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
<i>Accountant, Senior</i>	29	\$33.66	\$43.02	\$52.37	\$5,834	\$7,457	\$9,077	\$70,013	\$89,482	\$108,930
<i>Accounting Manager</i>	38	\$41.74	\$53.34	\$64.94	\$7,235	\$9,246	\$11,256	\$86,819	\$110,947	\$135,075
<i>Accounting Specialist</i>	13	\$18.82	\$24.06	\$29.28	\$3,262	\$4,170	\$5,075	\$39,146	\$50,045	\$60,902
<i>Accounting Specialist</i>	15	\$20.96	\$26.79	\$32.61	\$3,633	\$4,644	\$5,652	\$43,597	\$55,723	\$67,829
<i>Accounting Specialist</i>	17	\$22.75	\$29.08	\$35.42	\$3,943	\$5,041	\$6,139	\$47,320	\$60,486	\$73,674
<i>Administrative Assistant</i>	11	\$16.98	\$21.70	\$26.42	\$2,943	\$3,761	\$4,579	\$35,318	\$45,136	\$54,954
<i>Administrative Assistant</i>	13	\$18.82	\$24.06	\$29.28	\$3,262	\$4,170	\$5,075	\$39,146	\$50,045	\$60,902
<i>Administrative Assistant</i>	15	\$20.96	\$26.79	\$32.61	\$3,633	\$4,644	\$5,652	\$43,597	\$55,723	\$67,829
<i>Administrative Assistant</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Assistant Operations Manager</i>	40	\$43.25	\$55.26	\$67.27	\$7,497	\$9,578	\$11,660	\$89,960	\$114,941	\$139,922
<i>Board Secretary</i>	31	\$35.31	\$45.14	\$54.95	\$6,120	\$7,824	\$9,525	\$73,445	\$93,891	\$114,296
<i>Board Secretary</i>	31L	\$37.08	\$47.39	\$57.71	\$6,427	\$8,214	\$10,003	\$77,126	\$98,571	\$120,037
<i>Cathodic Protection Program Coordinator</i>	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
<i>Cathodic Protection Program Coordinator</i>	27	\$32.07	\$40.98	\$49.92	\$5,559	\$7,103	\$8,653	\$66,706	\$85,238	\$103,834
<i>Cathodic Protection Program Coordinator</i>	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
<i>CIP Engineering Manager</i>	48	\$50.57	\$64.65	\$78.71	\$8,765	\$11,206	\$13,643	\$105,186	\$134,472	\$163,717
<i>Communications Assistant</i>	13	\$18.82	\$24.06	\$29.28	\$3,262	\$4,170	\$5,075	\$39,146	\$50,045	\$60,902
<i>Communications Coordinator</i>	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
<i>Communications Manager</i>	35	\$39.17	\$50.06	\$60.95	\$6,789	\$8,677	\$10,565	\$81,474	\$104,125	\$126,776
<i>Communications Officer</i>	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
<i>Communications Officer</i>	30L	\$36.57	\$46.73	\$56.90	\$6,339	\$8,100	\$9,863	\$76,066	\$97,198	\$118,352
<i>Construction &amp; Maintenance Supervisor</i>	27	\$32.07	\$40.98	\$49.92	\$5,559	\$7,103	\$8,653	\$66,706	\$85,238	\$103,834
<i>Construction Equipment Operator</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Construction Equipment Operator</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Construction Equipment Operator</i>	20L	\$26.93	\$34.44	\$41.91	\$4,668	\$5,970	\$7,264	\$56,014	\$71,635	\$87,173
<i>Construction Inspector</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Construction Inspector</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Construction Inspector</i>	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
<i>Construction Inspector</i>	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
<i>Custodian</i>	10	\$15.93	\$20.37	\$24.79	\$2,761	\$3,531	\$4,297	\$33,134	\$42,370	\$51,563
<i>Customer Service Manager</i>	38	\$41.74	\$53.34	\$64.94	\$7,235	\$9,246	\$11,256	\$86,819	\$110,947	\$135,075
<i>Customer Service Representative</i>	11	\$16.98	\$21.70	\$26.42	\$2,943	\$3,761	\$4,579	\$35,318	\$45,136	\$54,954
<i>Customer Service Representative</i>	13	\$18.82	\$24.06	\$29.28	\$3,262	\$4,170	\$5,075	\$39,146	\$50,045	\$60,902
<i>Customer Service Representative</i>	15	\$20.96	\$26.79	\$32.61	\$3,633	\$4,644	\$5,652	\$43,597	\$55,723	\$67,829
<i>Customer Service Representative</i>	15L	\$22.01	\$28.13	\$34.24	\$3,815	\$4,876	\$5,935	\$45,781	\$58,510	\$71,219
<i>Director of Engineering &amp; Planning</i>	Uncl.	\$60.82	\$76.84	\$92.87	\$10,542	\$13,319	\$16,097	\$126,506	\$159,827	\$193,170
<i>Director of Finance/Chief Financial Officer</i>	Uncl.	\$60.82	\$76.84	\$92.87	\$10,542	\$13,319	\$16,097	\$126,506	\$159,827	\$193,170
<i>Director of Human Resources</i>	Uncl.	\$51.17	\$65.41	\$79.63	\$8,869	\$11,338	\$13,803	\$106,434	\$136,053	\$165,630
<i>Director of Operations &amp; Water Quality</i>	Uncl.	\$60.82	\$76.84	\$92.87	\$10,542	\$13,319	\$16,097	\$126,506	\$159,827	\$193,170
<i>Director of Park &amp; Recreation</i>	Uncl.	\$51.17	\$65.41	\$79.63	\$8,869	\$11,338	\$13,803	\$106,434	\$136,053	\$165,630
<i>Distribution Maintenance Manager</i>	35	\$39.17	\$50.06	\$60.95	\$6,789	\$8,677	\$10,565	\$81,474	\$104,125	\$126,776

**PADRE DAM MUNICIPAL WATER DISTRICT**  
Fiscal Year Budget 2017-2018  
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	\$32.07	\$40.98	\$49.92	\$5,559	\$7,103	\$8,653	\$66,706	\$85,238	\$103,834
<i>Distribution Supervisor</i>	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
<i>DS Engineering Manager</i>	44	\$47.24	\$60.39	\$73.50	\$8,188	\$10,468	\$12,740	\$98,259	\$125,611	\$152,880
<i>Electrician/Instrumentation &amp; Control Supervisor</i>	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
<i>Electrician/Instrumentation &amp; Control Technician</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Electrician/Instrumentation &amp; Control Technician</i>	22	\$26.72	\$34.15	\$41.58	\$4,631	\$5,919	\$7,207	\$55,578	\$71,032	\$86,486
<i>Electrician/Instrumentation &amp; Control Technician</i>	26	\$30.76	\$39.31	\$47.86	\$5,332	\$6,814	\$8,296	\$63,981	\$81,765	\$99,549
<i>Engineer</i>	29	\$33.66	\$43.02	\$52.37	\$5,834	\$7,457	\$9,077	\$70,013	\$89,482	\$108,930
<i>Engineer</i>	33	\$37.40	\$47.80	\$58.18	\$6,483	\$8,285	\$10,085	\$77,792	\$99,424	\$121,014
<i>Engineer</i>	36	\$40.19	\$51.35	\$62.53	\$6,966	\$8,901	\$10,839	\$83,595	\$106,808	\$130,062
<i>Engineer</i>	41	\$44.49	\$56.87	\$69.24	\$7,712	\$9,857	\$12,002	\$92,539	\$118,290	\$144,019
<i>Engineering Staff Assistant</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Engineering Supervisor</i>	29	\$33.66	\$43.02	\$52.37	\$5,834	\$7,457	\$9,077	\$70,013	\$89,482	\$108,930
<i>Engineering Technician</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Engineering Technician</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Engineering Technician</i>	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
<i>Engineering Technician</i>	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
<i>Engineering Technician</i>	23 (Y-Rated)	\$28.19	\$39.29	\$50.38	\$4,886	\$6,810	\$8,733	\$58,635	\$81,723	\$104,790
<i>Equipment Mechanic</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Equipment Mechanic</i>	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
<i>Facilities Maintenance Specialist</i>	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
<i>Facilities Maintenance Specialist</i>	23 (Y-Rated)	\$28.19	\$36.36	\$44.53	\$4,886	\$6,302	\$7,719	\$58,635	\$75,629	\$92,622
<i>Facilities Maintenance Worker</i>	12	\$18.05	\$23.07	\$28.08	\$3,129	\$3,999	\$4,867	\$37,544	\$47,986	\$58,406
<i>Facilities Maintenance Worker</i>	14	\$19.83	\$25.34	\$30.86	\$3,437	\$4,392	\$5,349	\$41,246	\$52,707	\$64,189
<i>Facilities Maintenance Worker</i>	17	\$22.75	\$29.08	\$35.42	\$3,943	\$5,041	\$6,139	\$47,320	\$60,486	\$73,674
<i>Facilities Maintenance Worker</i>	17L	\$23.89	\$30.53	\$37.18	\$4,141	\$5,292	\$6,445	\$49,691	\$63,502	\$77,334
<i>Field Services Technician</i>	14	\$19.83	\$25.34	\$30.86	\$3,437	\$4,392	\$5,349	\$41,246	\$52,707	\$64,189
<i>Field Services Technician</i>	16	\$21.65	\$27.68	\$33.70	\$3,753	\$4,798	\$5,841	\$45,032	\$57,574	\$70,096
<i>Field Services Technician</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Field Services Technician</i>	18L	\$24.95	\$31.89	\$38.82	\$4,325	\$5,528	\$6,729	\$51,896	\$66,331	\$80,746
<i>General Manager/Chief Executive Officer <sup>(1)</sup></i>	Uncl.	*	*	\$109.44	*	*	\$18,970	*	*	\$227,635
<i>GIS/CAD Specialist</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>GIS/CAD Specialist</i>	22	\$26.72	\$34.15	\$41.58	\$4,631	\$5,919	\$7,207	\$55,578	\$71,032	\$86,486
<i>GIS/CAD Specialist</i>	24	\$28.84	\$36.85	\$44.86	\$4,999	\$6,387	\$7,776	\$59,987	\$76,648	\$93,309
<i>GIS/Mapping Coordinator</i>	33	\$37.40	\$47.80	\$58.18	\$6,483	\$8,285	\$10,085	\$77,792	\$99,424	\$121,014
<i>Human Resources Specialist</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Human Resources Specialist</i>	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
<i>Industrial Code Compliance Specialist</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Industrial Code Compliance Specialist</i>	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
<i>Information Systems Manager</i>	44	\$47.24	\$60.39	\$73.50	\$8,188	\$10,468	\$12,740	\$98,259	\$125,611	\$152,880
<i>Information Systems Technical Specialist</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Information Systems Technical Specialist</i>	24	\$28.84	\$36.85	\$44.86	\$4,999	\$6,387	\$7,776	\$59,987	\$76,648	\$93,309
<i>Information Systems Technical Specialist</i>	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
<i>Information Systems Technical Specialist</i>	30L	\$36.57	\$46.73	\$56.90	\$6,339	\$8,100	\$9,863	\$76,066	\$97,198	\$118,352

**PADRE DAM MUNICIPAL WATER DISTRICT**  
Fiscal Year Budget 2017-2018  
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	\$19.83	\$25.34	\$30.86	\$3,437	\$4,392	\$5,349	\$41,246	\$52,707	\$64,189
Laboratory Analyst	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
Laboratory Analyst	22	\$26.72	\$34.15	\$41.58	\$4,631	\$5,919	\$7,207	\$55,578	\$71,032	\$86,486
Laboratory Analyst, Senior	31	\$35.31	\$45.14	\$54.95	\$6,120	\$7,824	\$9,525	\$73,445	\$93,891	\$114,296
Laboratory Analyst, Senior	31L	\$37.08	\$47.39	\$57.71	\$6,427	\$8,214	\$10,003	\$77,126	\$98,571	\$120,037
Meter Services Administrator	29	\$33.66	\$43.02	\$52.37	\$5,834	\$7,457	\$9,077	\$70,013	\$89,482	\$108,930
Meter Shop Supervisor	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
Operations Manager	45	\$48.58	\$62.08	\$75.59	\$8,421	\$10,761	\$13,102	\$101,046	\$129,126	\$157,227
Park & Recreation Aide	5	\$11.48	\$14.67	\$17.85	\$1,990	\$2,543	\$3,094	\$23,878	\$30,514	\$37,128
Park & Recreation Coordinator	10	\$15.93	\$20.37	\$24.79	\$2,761	\$3,531	\$4,297	\$33,134	\$42,370	\$51,563
Park & Recreation Coordinator	12	\$18.05	\$23.07	\$28.08	\$3,129	\$3,999	\$4,867	\$37,544	\$47,986	\$58,406
Park & Recreation Coordinator	14	\$19.83	\$25.34	\$30.86	\$3,437	\$4,392	\$5,349	\$41,246	\$52,707	\$64,189
Park & Recreation Coordinator	14L	\$20.82	\$26.61	\$32.39	\$3,609	\$4,612	\$5,614	\$43,306	\$55,349	\$67,371
Park & Recreation Supervisor (Inside & Outside Operations)	19	\$24.33	\$31.10	\$37.86	\$4,217	\$5,391	\$6,562	\$50,606	\$64,688	\$78,749
Park Operations Manager	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
Park Recreation Manager	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
Plant Manager	35	\$39.17	\$50.06	\$60.95	\$6,789	\$8,677	\$10,565	\$81,474	\$104,125	\$126,776
Recycled Water Operations Supervisor	27	\$32.07	\$40.98	\$49.92	\$5,559	\$7,103	\$8,653	\$66,706	\$85,238	\$103,834
Recycled Water Operator	14	\$19.83	\$25.34	\$30.86	\$3,437	\$4,392	\$5,349	\$41,246	\$52,707	\$64,189
Recycled Water Operator	17	\$22.75	\$29.08	\$35.42	\$3,943	\$5,041	\$6,139	\$47,320	\$60,486	\$73,674
Recycled Water Operator	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
Recycled Water Operator	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
Recycled Water Operator	23L	\$29.59	\$37.82	\$46.04	\$5,129	\$6,555	\$7,980	\$61,547	\$78,666	\$95,763
Recycled Water Operator/Instrumentation Technician	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
Recycled Water Technician	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
Right of Way Agent	25	\$30.10	\$38.49	\$46.85	\$5,217	\$6,672	\$8,121	\$62,608	\$80,059	\$97,448
Right of Way Agent	27	\$32.07	\$40.98	\$49.92	\$5,559	\$7,103	\$8,653	\$66,706	\$85,238	\$103,834
Right of Way Agent	30	\$34.82	\$44.51	\$54.19	\$6,035	\$7,715	\$9,393	\$72,426	\$92,581	\$112,715
Safety & Risk Manager	31	\$35.31	\$45.14	\$54.95	\$6,120	\$7,824	\$9,525	\$73,445	\$93,891	\$114,296
Safety & Risk Manager	40	\$43.25	\$55.26	\$67.27	\$7,497	\$9,578	\$11,660	\$89,960	\$114,941	\$139,922
SCADA: Administrator	32	\$36.23	\$46.31	\$56.39	\$6,280	\$8,027	\$9,774	\$75,358	\$96,325	\$117,291
SCADA: Technician	28	\$32.42	\$41.44	\$50.45	\$5,619	\$7,183	\$8,745	\$67,434	\$86,195	\$104,936
Staff Support (Minimum Wage)	N/A	\$10.50	*	*	\$1,820	*	*	\$21,840	*	*
Systems Operator/Technician	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
Systems Operator/Technician	19	\$24.33	\$31.10	\$37.86	\$4,217	\$5,391	\$6,562	\$50,606	\$64,688	\$78,749
Systems Operator/Technician	21	\$26.22	\$33.50	\$40.78	\$4,545	\$5,807	\$7,069	\$54,538	\$69,680	\$84,822
Systems Operator/Technician	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
Systems Operator/Technician	23L	\$29.59	\$37.82	\$46.04	\$5,129	\$6,555	\$7,980	\$61,547	\$78,666	\$95,763
Utility Worker	14	\$19.83	\$25.34	\$30.86	\$3,437	\$4,392	\$5,349	\$41,246	\$52,707	\$64,189
Utility Worker	17	\$22.75	\$29.08	\$35.42	\$3,943	\$5,041	\$6,139	\$47,320	\$60,486	\$73,674
Utility Worker	17 (Y-Rated)	\$22.75	\$31.02	\$39.28	\$3,943	\$5,377	\$6,809	\$47,320	\$64,522	\$81,702
Warehouse Specialist	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
Warehouse Specialist	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
Warehouse Specialist	20L	\$26.93	\$34.44	\$41.91	\$4,668	\$5,970	\$7,264	\$56,014	\$71,635	\$87,173

**PADRE DAM MUNICIPAL WATER DISTRICT**  
 Fiscal Year Budget 2017-2018  
 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	\$21.65	\$27.68	\$33.70	\$3,753	\$4,798	\$5,841	\$45,032	\$57,574	\$70,096
<i>Wastewater Collection Systems Worker</i>	14	\$19.83	\$25.34	\$30.86	\$3,437	\$4,392	\$5,349	\$41,246	\$52,707	\$64,189
<i>Wastewater Collection Systems Worker</i>	17	\$22.75	\$29.08	\$35.42	\$3,943	\$5,041	\$6,139	\$47,320	\$60,486	\$73,674
<i>Wastewater Collection Systems Worker</i>	18	\$23.76	\$30.38	\$36.98	\$4,118	\$5,266	\$6,410	\$49,421	\$63,190	\$76,918
<i>Wastewater Collection Systems Worker</i>	20	\$25.66	\$32.80	\$39.91	\$4,448	\$5,685	\$6,918	\$53,373	\$68,224	\$83,013
<i>Water Quality Compliance Specialist</i>	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208
<i>Water Quality Compliance Specialist</i>	23L	\$29.59	\$37.82	\$46.04	\$5,129	\$6,555	\$7,980	\$61,547	\$78,666	\$95,763
<i>Water Quality Specialist</i>	23	\$28.19	\$36.02	\$43.85	\$4,886	\$6,243	\$7,601	\$58,635	\$74,922	\$91,208

After Hours Duty Pay:

\$251.44

(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 1 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 06/07/2017, effective 07/01/2017.