

PADRE DAM MUNICIPAL WATER DISTRICT
Job Classifications and Salary Grades
Fiscal Year Budget 2016-2017
HOURLY WAGES BY GRADE*

SALARY GRADE	Min.	Mid.	Max.
5	\$ 11.2700	\$ 14.4000	\$ 17.5200
6	\$ 12.1600	\$ 15.5500	\$ 18.9300
7	\$ 13.0600	\$ 16.6900	\$ 20.3100
8	\$ 13.9600	\$ 17.8500	\$ 21.7400
9	\$ 14.8600	\$ 19.0000	\$ 23.1300
10	\$ 15.6300	\$ 19.9900	\$ 24.3300
11	\$ 16.6600	\$ 21.3000	\$ 25.9300
12	\$ 17.7100	\$ 22.6400	\$ 27.5600
13	\$ 18.4700	\$ 23.6100	\$ 28.7300
14	\$ 19.4600	\$ 24.8700	\$ 30.2800
14L	\$ 20.4300	\$ 26.1100	\$ 31.7900
15	\$ 20.5700	\$ 26.2900	\$ 32.0000
15L	\$ 21.6000	\$ 27.6100	\$ 33.6000
16	\$ 21.2500	\$ 27.1600	\$ 33.0700
17	\$ 22.3300	\$ 28.5400	\$ 34.7600
17L	\$ 23.4400	\$ 29.9600	\$ 36.4900
18	\$ 23.3200	\$ 29.8100	\$ 36.2900
18L	\$ 24.4800	\$ 31.3000	\$ 38.1000
19	\$ 23.8800	\$ 30.5200	\$ 37.1500
20	\$ 25.1800	\$ 32.1900	\$ 39.1700
20L	\$ 26.4300	\$ 33.8000	\$ 41.1300
21	\$ 25.7300	\$ 32.8800	\$ 40.0200
22	\$ 26.2200	\$ 33.5100	\$ 40.8000
23	\$ 27.6600	\$ 35.3500	\$ 43.0300
23L	\$ 29.0400	\$ 37.1100	\$ 45.1800
24	\$ 28.3000	\$ 36.1600	\$ 44.0200
25	\$ 29.5400	\$ 37.7700	\$ 45.9800

SALARY GRADE	Min.	Mid.	Max.
26	\$ 30.1900	\$ 38.5800	\$ 46.9700
27	\$ 31.4700	\$ 40.2200	\$ 48.9900
27L	\$ 33.0400	\$ 42.2500	\$ 51.4300
28	\$ 31.8200	\$ 40.6700	\$ 49.5100
29	\$ 33.0300	\$ 42.2200	\$ 51.3900
30	\$ 34.1700	\$ 43.6800	\$ 53.1800
30L	\$ 35.8900	\$ 45.8600	\$ 55.8400
31	\$ 34.6500	\$ 44.3000	\$ 53.9300
31L	\$ 36.3900	\$ 46.5100	\$ 56.6300
32	\$ 35.5500	\$ 45.4500	\$ 55.3400
33	\$ 36.7000	\$ 46.9100	\$ 57.1000
34	\$ 37.3600	\$ 47.7500	\$ 58.1400
35	\$ 38.4400	\$ 49.1300	\$ 59.8100
36	\$ 39.4400	\$ 50.3900	\$ 61.3600
37	\$ 40.2000	\$ 51.3800	\$ 62.5600
38	\$ 40.9600	\$ 52.3500	\$ 63.7300
39	\$ 41.8600	\$ 53.5000	\$ 65.1400
40	\$ 42.4400	\$ 54.2300	\$ 66.0200
41	\$ 43.6600	\$ 55.8100	\$ 67.9500
42	\$ 44.5600	\$ 56.9500	\$ 69.3300
43	\$ 45.4700	\$ 58.0900	\$ 70.7300
44	\$ 46.3600	\$ 59.2600	\$ 72.1300
45	\$ 47.6700	\$ 60.9200	\$ 74.1800
46	\$ 47.7500	\$ 61.0400	\$ 74.3200
47	\$ 49.0700	\$ 62.7000	\$ 76.3400
48	\$ 49.6300	\$ 63.4400	\$ 77.2400

* This schedule is for Year 5 only. In accordance with the MOU each year will be based on the February San Diego CPI-W.

Approved via Board resolution 06/01/2016, effective 06/18/2016

PADRE DAM MUNICIPAL WATER DISTRICT
 Fiscal Year Budget 2016-2017
 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	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
<i>Accountant, Senior</i>	29	\$33.03	\$42.22	\$51.39	\$5,725	\$7,318	\$8,908	\$68,702	\$87,818	\$106,891
<i>Accounting Manager</i>	38	\$40.96	\$52.35	\$63.73	\$7,100	\$9,074	\$11,047	\$85,197	\$108,888	\$132,558
<i>Accounting Specialist</i>	13	\$18.47	\$23.61	\$28.73	\$3,201	\$4,092	\$4,980	\$38,418	\$49,109	\$59,758
<i>Accounting Specialist</i>	15	\$20.57	\$26.29	\$32.00	\$3,565	\$4,557	\$5,547	\$42,786	\$54,683	\$66,560
<i>Accounting Specialist</i>	17	\$22.33	\$28.54	\$34.76	\$3,871	\$4,947	\$6,025	\$46,446	\$59,363	\$72,301
<i>Administrative Assistant</i>	11	\$16.66	\$21.30	\$25.93	\$2,888	\$3,692	\$4,495	\$34,653	\$44,304	\$53,934
<i>Administrative Assistant</i>	13	\$18.47	\$23.61	\$28.73	\$3,201	\$4,092	\$4,980	\$38,418	\$49,109	\$59,758
<i>Administrative Assistant</i>	15	\$20.57	\$26.29	\$32.00	\$3,565	\$4,557	\$5,547	\$42,786	\$54,683	\$66,560
<i>Administrative Assistant</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Assistant Operations Manager</i>	40	\$42.44	\$54.23	\$66.02	\$7,356	\$9,400	\$11,443	\$88,275	\$112,798	\$137,322
<i>Board Secretary</i>	31	\$34.65	\$44.30	\$53.93	\$6,006	\$7,679	\$9,348	\$72,072	\$92,144	\$112,174
<i>Board Secretary</i>	31L	\$36.39	\$46.51	\$56.63	\$6,308	\$8,062	\$9,816	\$75,691	\$96,741	\$117,790
<i>Cathodic Protection Program Coordinator</i>	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
<i>Cathodic Protection Program Coordinator</i>	27	\$31.47	\$40.22	\$48.99	\$5,455	\$6,971	\$8,492	\$65,458	\$83,658	\$101,899
<i>Cathodic Protection Program Coordinator</i>	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
<i>CIP Engineering Manager</i>	48	\$49.63	\$63.44	\$77.24	\$8,603	\$10,996	\$13,388	\$103,230	\$131,955	\$160,659
<i>Communications Assistant</i>	13	\$18.47	\$23.61	\$28.73	\$3,201	\$4,092	\$4,980	\$38,418	\$49,109	\$59,758
<i>Communications Coordinator</i>	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
<i>Communications Manager</i>	35	\$38.44	\$49.13	\$59.81	\$6,663	\$8,516	\$10,367	\$79,955	\$102,190	\$124,405
<i>Communications Officer</i>	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
<i>Communications Officer</i>	30L	\$35.89	\$45.86	\$55.84	\$6,221	\$7,949	\$9,679	\$74,651	\$95,389	\$116,147
<i>Construction & Maintenance Supervisor</i>	27	\$31.47	\$40.22	\$48.99	\$5,455	\$6,971	\$8,492	\$65,458	\$83,658	\$101,899
<i>Construction Equipment Operator</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Construction Equipment Operator</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Construction Equipment Operator</i>	20L	\$26.43	\$33.80	\$41.13	\$4,581	\$5,859	\$7,129	\$54,974	\$70,304	\$85,550
<i>Construction Inspector</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Construction Inspector</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Construction Inspector</i>	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
<i>Construction Inspector</i>	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
<i>Custodian</i>	10	\$15.63	\$19.99	\$24.33	\$2,709	\$3,465	\$4,217	\$32,510	\$41,579	\$50,606
<i>Customer Service Manager</i>	38	\$40.96	\$52.35	\$63.73	\$7,100	\$9,074	\$11,047	\$85,197	\$108,888	\$132,558
<i>Customer Service Representative</i>	11	\$16.66	\$21.30	\$25.93	\$2,888	\$3,692	\$4,495	\$34,653	\$44,304	\$53,934
<i>Customer Service Representative</i>	13	\$18.47	\$23.61	\$28.73	\$3,201	\$4,092	\$4,980	\$38,418	\$49,109	\$59,758
<i>Customer Service Representative</i>	15	\$20.57	\$26.29	\$32.00	\$3,565	\$4,557	\$5,547	\$42,786	\$54,683	\$66,560
<i>Customer Service Representative</i>	15L	\$21.60	\$27.61	\$33.60	\$3,744	\$4,786	\$5,824	\$44,928	\$57,429	\$69,888
<i>Director of Engineering & Planning</i>	Uncl.	\$59.69	\$75.41	\$91.14	\$10,346	\$13,071	\$15,798	\$124,155	\$156,853	\$189,571
<i>Director of Finance/Chief Financial Officer</i>	Uncl.	\$59.69	\$75.41	\$91.14	\$10,346	\$13,071	\$15,798	\$124,155	\$156,853	\$189,571
<i>Director of Human Resources</i>	Uncl.	\$50.22	\$64.19	\$78.15	\$8,704	\$11,126	\$13,546	\$104,447	\$133,515	\$162,552
<i>Director of Operations & Water Quality</i>	Uncl.	\$59.69	\$75.41	\$91.14	\$10,346	\$13,071	\$15,798	\$124,155	\$156,853	\$189,571
<i>Director of Park & Recreation</i>	Uncl.	\$50.22	\$64.19	\$78.15	\$8,704	\$11,126	\$13,546	\$104,447	\$133,515	\$162,552
<i>Distribution Maintenance Manager</i>	35	\$38.44	\$49.13	\$59.81	\$6,663	\$8,516	\$10,367	\$79,955	\$102,190	\$124,405
<i>Distribution Maintenance Supervisor</i>	27	\$31.47	\$40.22	\$48.99	\$5,455	\$6,971	\$8,492	\$65,458	\$83,658	\$101,899

PADRE DAM MUNICIPAL WATER DISTRICT
 Fiscal Year Budget 2016-2017
 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 Supervisor</i>	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
<i>DS Engineering Manager</i>	44	\$46.36	\$59.26	\$72.13	\$8,036	\$10,272	\$12,503	\$96,429	\$123,261	\$150,030
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
<i>Electrician/Instrumentation & Control Technician</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Electrician/Instrumentation & Control Technician</i>	22	\$26.22	\$33.51	\$40.80	\$4,545	\$5,808	\$7,072	\$54,538	\$69,701	\$84,864
<i>Electrician/Instrumentation & Control Technician</i>	26	\$30.19	\$38.58	\$46.97	\$5,233	\$6,687	\$8,141	\$62,795	\$80,246	\$97,698
<i>Engineer</i>	29	\$33.03	\$42.22	\$51.39	\$5,725	\$7,318	\$8,908	\$68,702	\$87,818	\$106,891
<i>Engineer</i>	33	\$36.70	\$46.91	\$57.10	\$6,361	\$8,131	\$9,897	\$76,336	\$97,573	\$118,768
<i>Engineer</i>	36	\$39.44	\$50.39	\$61.36	\$6,836	\$8,734	\$10,636	\$82,035	\$104,811	\$127,629
<i>Engineer</i>	41	\$43.66	\$55.81	\$67.95	\$7,568	\$9,674	\$11,778	\$90,813	\$116,085	\$141,336
<i>Engineering Staff Assistant</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Engineering Supervisor</i>	29	\$33.03	\$42.22	\$51.39	\$5,725	\$7,318	\$8,908	\$68,702	\$87,818	\$106,891
<i>Engineering Technician</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Engineering Technician</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Engineering Technician</i>	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
<i>Engineering Technician</i>	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
<i>Engineering Technician</i>	23 (Y-Rated)	\$29.54	\$39.96	\$50.38	\$5,120	\$6,926	\$8,733	\$61,443	\$83,117	\$104,790
<i>Equipment Mechanic</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Equipment Mechanic</i>	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
<i>Facilities Maintenance Specialist</i>	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
<i>Facilities Maintenance Specialist</i>	23 (Y-Rated)	\$27.66	\$36.10	\$44.53	\$4,794	\$6,256	\$7,719	\$57,533	\$75,078	\$92,622
<i>Facilities Maintenance Worker</i>	12	\$17.71	\$22.64	\$27.56	\$3,070	\$3,924	\$4,777	\$36,837	\$47,091	\$57,325
<i>Facilities Maintenance Worker</i>	14	\$19.46	\$24.87	\$30.28	\$3,373	\$4,311	\$5,249	\$40,477	\$51,730	\$62,982
<i>Facilities Maintenance Worker</i>	17	\$22.33	\$28.54	\$34.76	\$3,871	\$4,947	\$6,025	\$46,446	\$59,363	\$72,301
<i>Facilities Maintenance Worker</i>	17L	\$23.44	\$29.96	\$36.49	\$4,063	\$5,193	\$6,325	\$48,755	\$62,317	\$75,899
<i>Field Services Technician</i>	14	\$19.46	\$24.87	\$30.28	\$3,373	\$4,311	\$5,249	\$40,477	\$51,730	\$62,982
<i>Field Services Technician</i>	16	\$21.25	\$27.16	\$33.07	\$3,683	\$4,708	\$5,732	\$44,200	\$56,493	\$68,786
<i>Field Services Technician</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Field Services Technician</i>	18L	\$24.48	\$31.30	\$38.10	\$4,243	\$5,425	\$6,604	\$50,918	\$65,104	\$79,248
<i>General Manager/Chief Executive Officer ⁽¹⁾</i>	Uncl.	*	*	\$109.44	*	*	\$18,970	*	*	\$227,635
<i>GIS/CAD Specialist</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>GIS/CAD Specialist</i>	22	\$26.22	\$33.51	\$40.80	\$4,545	\$5,808	\$7,072	\$54,538	\$69,701	\$84,864
<i>GIS/CAD Specialist</i>	24	\$28.30	\$36.16	\$44.02	\$4,905	\$6,268	\$7,630	\$58,864	\$75,213	\$91,562
<i>GIS/Mapping Coordinator</i>	33	\$36.70	\$46.91	\$57.10	\$6,361	\$8,131	\$9,897	\$76,336	\$97,573	\$118,768
<i>Human Resources Specialist</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Human Resources Specialist</i>	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
<i>Industrial Code Compliance Specialist</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Industrial Code Compliance Specialist</i>	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
<i>Information Systems Manager</i>	44	\$46.36	\$59.26	\$72.13	\$8,036	\$10,272	\$12,503	\$96,429	\$123,261	\$150,030
<i>Information Systems Technical Specialist</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Information Systems Technical Specialist</i>	24	\$28.30	\$36.16	\$44.02	\$4,905	\$6,268	\$7,630	\$58,864	\$75,213	\$91,562
<i>Information Systems Technical Specialist</i>	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
<i>Information Systems Technical Specialist</i>	30L	\$35.89	\$45.86	\$55.84	\$6,221	\$7,949	\$9,679	\$74,651	\$95,389	\$116,147

PADRE DAM MUNICIPAL WATER DISTRICT
 Fiscal Year Budget 2016-2017
 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	\$19.46	\$24.87	\$30.28	\$3,373	\$4,311	\$5,249	\$40,477	\$51,730	\$62,982
Laboratory Analyst	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
Laboratory Analyst	22	\$26.22	\$33.51	\$40.80	\$4,545	\$5,808	\$7,072	\$54,538	\$69,701	\$84,864
Laboratory Analyst, Senior	31	\$34.65	\$44.30	\$53.93	\$6,006	\$7,679	\$9,348	\$72,072	\$92,144	\$112,174
Laboratory Analyst, Senior	31L	\$36.39	\$46.51	\$56.63	\$6,308	\$8,062	\$9,816	\$75,691	\$96,741	\$117,790
Meter Shop Supervisor	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
Operations Manager	45	\$47.67	\$60.92	\$74.18	\$8,263	\$10,559	\$12,858	\$99,154	\$126,714	\$154,294
Park & Recreation Aide	5	\$11.27	\$14.40	\$17.52	\$1,953	\$2,496	\$3,037	\$23,442	\$29,952	\$36,442
Park & Recreation Coordinator	10	\$15.63	\$19.99	\$24.33	\$2,709	\$3,465	\$4,217	\$32,510	\$41,579	\$50,606
Park & Recreation Coordinator	12	\$17.71	\$22.64	\$27.56	\$3,070	\$3,924	\$4,777	\$36,837	\$47,091	\$57,325
Park & Recreation Coordinator	14	\$19.46	\$24.87	\$30.28	\$3,373	\$4,311	\$5,249	\$40,477	\$51,730	\$62,982
Park & Recreation Coordinator	14L	\$20.43	\$26.11	\$31.79	\$3,541	\$4,526	\$5,510	\$42,494	\$54,309	\$66,123
Park & Recreation Supervisor (Inside & Outside Operations)	19	\$23.88	\$30.52	\$37.15	\$4,139	\$5,290	\$6,439	\$49,670	\$63,482	\$77,272
Park Operations Manager	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
Park Recreation Manager	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
Plant Manager	35	\$38.44	\$49.13	\$59.81	\$6,663	\$8,516	\$10,367	\$79,955	\$102,190	\$124,405
Recycled Water Operations Supervisor	27	\$31.47	\$40.22	\$48.99	\$5,455	\$6,971	\$8,492	\$65,458	\$83,658	\$101,899
Recycled Water Operator	14	\$19.46	\$24.87	\$30.28	\$3,373	\$4,311	\$5,249	\$40,477	\$51,730	\$62,982
Recycled Water Operator	17	\$22.33	\$28.54	\$34.76	\$3,871	\$4,947	\$6,025	\$46,446	\$59,363	\$72,301
Recycled Water Operator	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
Recycled Water Operator	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
Recycled Water Operator	23L	\$29.04	\$37.11	\$45.18	\$5,034	\$6,432	\$7,831	\$60,403	\$77,189	\$93,974
Recycled Water Operator/Instrumentation Technician	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
Recycled Water Technician	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
Right of Way Agent	25	\$29.54	\$37.77	\$45.98	\$5,120	\$6,547	\$7,970	\$61,443	\$78,562	\$95,638
Right of Way Agent	27	\$31.47	\$40.22	\$48.99	\$5,455	\$6,971	\$8,492	\$65,458	\$83,658	\$101,899
Right of Way Agent	30	\$34.17	\$43.68	\$53.18	\$5,923	\$7,571	\$9,218	\$71,074	\$90,854	\$110,614
Safety & Risk Manager	31	\$34.65	\$44.30	\$53.93	\$6,006	\$7,679	\$9,348	\$72,072	\$92,144	\$112,174
Safety & Risk Manager	40	\$42.44	\$54.23	\$66.02	\$7,356	\$9,400	\$11,443	\$88,275	\$112,798	\$137,322
SCADA: Administrator	32	\$35.55	\$45.45	\$55.34	\$6,162	\$7,878	\$9,592	\$73,944	\$94,536	\$115,107
SCADA: Technician	28	\$31.82	\$40.67	\$49.51	\$5,515	\$7,049	\$8,582	\$66,186	\$84,594	\$102,981
Staff Support (Minimum Wage)	N/A	\$10.50	*	*	\$1,820	*	*	\$21,840	*	*
Systems Operator/Technician	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
Systems Operator/Technician	19	\$23.88	\$30.52	\$37.15	\$4,139	\$5,290	\$6,439	\$49,670	\$63,482	\$77,272
Systems Operator/Technician	21	\$25.73	\$32.88	\$40.02	\$4,460	\$5,699	\$6,937	\$53,518	\$68,390	\$83,242
Systems Operator/Technician	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
Systems Operator/Technician	23L	\$29.04	\$37.11	\$45.18	\$5,034	\$6,432	\$7,831	\$60,403	\$77,189	\$93,974
Utility Worker	14	\$19.46	\$24.87	\$30.28	\$3,373	\$4,311	\$5,249	\$40,477	\$51,730	\$62,982
Utility Worker	17	\$22.33	\$28.54	\$34.76	\$3,871	\$4,947	\$6,025	\$46,446	\$59,363	\$72,301
Warehouse Specialist	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
Warehouse Specialist	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
Warehouse Specialist	20L	\$26.43	\$33.80	\$41.13	\$4,581	\$5,859	\$7,129	\$54,974	\$70,304	\$85,550
Warehouse Worker	16	\$21.25	\$27.16	\$33.07	\$3,683	\$4,708	\$5,732	\$44,200	\$56,493	\$68,786

PADRE DAM MUNICIPAL WATER DISTRICT
 Fiscal Year Budget 2016-2017
 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>Wastewater Collection Systems Worker</i>	14	\$19.46	\$24.87	\$30.28	\$3,373	\$4,311	\$5,249	\$40,477	\$51,730	\$62,982
<i>Wastewater Collection Systems Worker</i>	17	\$22.33	\$28.54	\$34.76	\$3,871	\$4,947	\$6,025	\$46,446	\$59,363	\$72,301
<i>Wastewater Collection Systems Worker</i>	18	\$23.32	\$29.81	\$36.29	\$4,042	\$5,167	\$6,290	\$48,506	\$62,005	\$75,483
<i>Wastewater Collection Systems Worker</i>	20	\$25.18	\$32.19	\$39.17	\$4,365	\$5,580	\$6,789	\$52,374	\$66,955	\$81,474
<i>Water Quality Compliance Specialist</i>	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502
<i>Water Quality Compliance Specialist</i>	23L	\$29.04	\$37.11	\$45.18	\$5,034	\$6,432	\$7,831	\$60,403	\$77,189	\$93,974
<i>Water Quality Specialist</i>	23	\$27.66	\$35.35	\$43.03	\$4,794	\$6,127	\$7,459	\$57,533	\$73,528	\$89,502

After Hours Duty Pay:

\$246.75

(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 5 only. In accordance with the MOU each year will be based on the February San Diego CPI-W.

Approved via Board resolution 12/07/2016, effective 01/01/2017