

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2018-2019  
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.
Accountant	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
Accountant, Senior	29	\$34.60	\$44.22	\$53.84	\$5,997	\$7,665	\$9,332	\$71,968	\$91,978	\$111,987
Accounting Manager	38	\$42.91	\$54.84	\$66.76	\$7,438	\$9,506	\$11,572	\$89,253	\$114,067	\$138,861
Accounting Specialist	13	\$19.35	\$24.73	\$30.10	\$3,354	\$4,287	\$5,217	\$40,248	\$51,438	\$62,608
Accounting Specialist	15	\$21.55	\$27.54	\$33.52	\$3,735	\$4,774	\$5,810	\$44,824	\$57,283	\$69,722
Accounting Specialist	17	\$23.39	\$29.90	\$36.41	\$4,054	\$5,183	\$6,311	\$48,651	\$62,192	\$75,733
Administrative Assistant	11	\$17.46	\$22.31	\$27.16	\$3,026	\$3,867	\$4,708	\$36,317	\$46,405	\$56,493
Administrative Assistant	13	\$19.35	\$24.73	\$30.10	\$3,354	\$4,287	\$5,217	\$40,248	\$51,438	\$62,608
Administrative Assistant	15	\$21.55	\$27.54	\$33.52	\$3,735	\$4,774	\$5,810	\$44,824	\$57,283	\$69,722
Administrative Assistant	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
Assistant Operations Manager	40	\$44.46	\$56.81	\$69.15	\$7,706	\$9,847	\$11,986	\$92,477	\$118,165	\$143,832
Board Secretary	31	\$36.30	\$46.40	\$56.49	\$6,292	\$8,043	\$9,792	\$75,504	\$96,512	\$117,499
Board Secretary	31L	\$38.12	\$48.72	\$59.31	\$6,607	\$8,445	\$10,280	\$79,290	\$101,338	\$123,365
Catholic Protection Program Coordinator	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
Catholic Protection Program Coordinator	27	\$32.97	\$42.15	\$51.32	\$5,715	\$7,306	\$8,895	\$68,578	\$87,672	\$106,746
Catholic Protection Program Coordinator	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
CIP Engineering Manager	48	\$51.99	\$66.45	\$80.91	\$9,012	\$11,518	\$14,024	\$108,139	\$138,216	\$168,293
Communications Assistant	13	\$19.35	\$24.73	\$30.10	\$3,354	\$4,287	\$5,217	\$40,248	\$51,438	\$62,608
Communications Coordinator	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
Communications Manager	35	\$40.27	\$51.47	\$62.66	\$6,980	\$8,921	\$10,861	\$83,762	\$107,058	\$130,333
Communications Officer	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
Communications Officer	30L	\$37.58	\$48.04	\$58.50	\$6,514	\$8,327	\$10,140	\$78,166	\$99,923	\$121,680
Construction & Maintenance Supervisor	27	\$32.97	\$42.15	\$51.32	\$5,715	\$7,306	\$8,895	\$68,578	\$87,672	\$106,746
Construction Equipment Operator	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
Construction Equipment Operator	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
Construction Equipment Operator	20L	\$27.70	\$35.39	\$43.08	\$4,801	\$6,134	\$7,467	\$57,616	\$73,611	\$89,606
Construction Inspector	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
Construction Inspector	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
Construction Inspector	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
Construction Inspector	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
Custodian	10	\$16.38	\$20.93	\$25.48	\$2,839	\$3,628	\$4,417	\$34,070	\$43,534	\$52,998
Customer Service Manager	38	\$42.91	\$54.84	\$66.76	\$7,438	\$9,506	\$11,572	\$89,253	\$114,067	\$138,861
Customer Service Representative	11	\$17.46	\$22.31	\$27.16	\$3,026	\$3,867	\$4,708	\$36,317	\$46,405	\$56,493
Customer Service Representative	13	\$19.35	\$24.73	\$30.10	\$3,354	\$4,287	\$5,217	\$40,248	\$51,438	\$62,608
Customer Service Representative	15	\$21.55	\$27.54	\$33.52	\$3,735	\$4,774	\$5,810	\$44,824	\$57,283	\$69,722
Customer Service Representative	15L	\$22.63	\$28.92	\$35.20	\$3,923	\$5,013	\$6,101	\$47,070	\$60,154	\$73,216
Director of Engineering & Planning	Uncl.	\$62.52	\$78.99	\$95.47	\$10,837	\$13,692	\$16,548	\$130,042	\$164,299	\$198,578
Director of Finance/Chief Financial Officer	Uncl.	\$62.52	\$78.99	\$95.47	\$10,837	\$13,692	\$16,548	\$130,042	\$164,299	\$198,578
Director of Human Resources	Uncl.	\$52.60	\$67.24	\$81.86	\$9,117	\$11,655	\$14,189	\$109,408	\$139,859	\$170,269
Director of Operations & Water Quality	Uncl.	\$62.52	\$78.99	\$95.47	\$10,837	\$13,692	\$16,548	\$130,042	\$164,299	\$198,578
Director of Park & Recreation	Uncl.	\$52.60	\$67.24	\$81.86	\$9,117	\$11,655	\$14,189	\$109,408	\$139,859	\$170,269
Distribution Maintenance Manager	35	\$40.27	\$51.47	\$62.66	\$6,980	\$8,921	\$10,861	\$83,762	\$107,058	\$130,333

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2018-2019  
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	\$32.97	\$42.15	\$51.32	\$5,715	\$7,306	\$8,895	\$68,578	\$87,672	\$106,746
<i>Distribution Supervisor</i>	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
<i>DS Engineering Manager</i>	44	\$48.56	\$62.06	\$75.56	\$8,417	\$10,757	\$13,097	\$101,005	\$129,085	\$157,165
<i>Electrician/Instrumentation &amp; Control Supervisor</i>	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
<i>Electrician/Instrumentation &amp; Control Technician</i>	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
<i>Electrician/Instrumentation &amp; Control Technician</i>	22	\$27.47	\$35.11	\$42.74	\$4,761	\$6,086	\$7,408	\$57,138	\$73,029	\$88,899
<i>Electrician/Instrumentation &amp; Control Technician</i>	26	\$31.62	\$40.41	\$49.20	\$5,481	\$7,004	\$8,528	\$65,770	\$84,053	\$102,336
<i>Engineer</i>	29	\$34.60	\$44.22	\$53.84	\$5,997	\$7,665	\$9,332	\$71,968	\$91,978	\$111,987
<i>Engineer</i>	33	\$38.45	\$49.13	\$59.81	\$6,665	\$8,516	\$10,367	\$79,976	\$102,190	\$124,405
<i>Engineer</i>	36	\$41.32	\$52.80	\$64.28	\$7,162	\$9,152	\$11,142	\$85,946	\$109,824	\$133,702
<i>Engineer</i>	41	\$45.74	\$58.46	\$71.18	\$7,928	\$10,133	\$12,338	\$95,139	\$121,597	\$148,054
<i>Engineering Staff Assistant</i>	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
<i>Engineering Supervisor</i>	29	\$34.60	\$44.22	\$53.84	\$5,997	\$7,665	\$9,332	\$71,968	\$91,978	\$111,987
<i>Engineering Technician</i>	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
<i>Engineering Technician</i>	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
<i>Engineering Technician</i>	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
<i>Engineering Technician</i>	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
<i>Engineering Technician</i>	23 (Y-Rated)	\$28.98	\$39.68	\$50.38	\$5,023	\$6,878	\$8,733	\$60,278	\$82,534	\$104,790
<i>Equipment Mechanic</i>	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
<i>Equipment Mechanic</i>	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
<i>Facilities Maintenance Specialist</i>	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
<i>Facilities Maintenance Worker</i>	12	\$18.56	\$23.72	\$28.87	\$3,217	\$4,111	\$5,004	\$38,605	\$49,338	\$60,050
<i>Facilities Maintenance Worker</i>	14	\$20.39	\$26.06	\$31.72	\$3,534	\$4,517	\$5,498	\$42,411	\$54,205	\$65,978
<i>Facilities Maintenance Worker</i>	17	\$23.39	\$29.90	\$36.41	\$4,054	\$5,183	\$6,311	\$48,651	\$62,192	\$75,733
<i>Facilities Maintenance Worker</i>	17L	\$24.56	\$31.40	\$38.23	\$4,257	\$5,443	\$6,627	\$51,085	\$65,312	\$79,518
<i>Field Services Technician</i>	14	\$20.39	\$26.06	\$31.72	\$3,534	\$4,517	\$5,498	\$42,411	\$54,205	\$65,978
<i>Field Services Technician</i>	14 (Y-Rated)	\$20.39	\$26.34	\$32.28	\$3,534	\$4,565	\$5,595	\$42,411	\$54,777	\$67,142
<i>Field Services Technician</i>	16	\$22.26	\$28.45	\$34.64	\$3,858	\$4,931	\$6,004	\$46,301	\$59,176	\$72,051
<i>Field Services Technician</i>	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
<i>Field Services Technician</i>	18L	\$25.65	\$32.79	\$39.92	\$4,446	\$5,684	\$6,919	\$53,352	\$68,203	\$83,034
<i>General Manager/Chief Executive Officer <sup>(1)</sup></i>	Uncl.	*	*	\$113.82	*	*	\$19,729	*	*	\$236,746
<i>GIS/CAD Specialist</i>	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
<i>GIS/CAD Specialist</i>	22	\$27.47	\$35.11	\$42.74	\$4,761	\$6,086	\$7,408	\$57,138	\$73,029	\$88,899
<i>GIS/CAD Specialist</i>	24	\$29.65	\$37.89	\$46.12	\$5,139	\$6,568	\$7,994	\$61,672	\$78,811	\$95,930
<i>GIS/Mapping Coordinator</i>	33	\$38.45	\$49.13	\$59.81	\$6,665	\$8,516	\$10,367	\$79,976	\$102,190	\$124,405
<i>Human Resources Specialist</i>	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
<i>Human Resources Specialist</i>	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
<i>Industrial Code Compliance Specialist</i>	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
<i>Industrial Code Compliance Specialist</i>	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
<i>Information Systems Manager</i>	44	\$48.56	\$62.06	\$75.56	\$8,417	\$10,757	\$13,097	\$101,005	\$129,085	\$157,165
<i>Information Systems Technical Specialist</i>	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
<i>Information Systems Technical Specialist</i>	24	\$29.65	\$37.89	\$46.12	\$5,139	\$6,568	\$7,994	\$61,672	\$78,811	\$95,930
<i>Information Systems Technical Specialist</i>	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
<i>Information Systems Technical Specialist</i>	30L	\$37.58	\$48.04	\$58.50	\$6,514	\$8,327	\$10,140	\$78,166	\$99,923	\$121,680

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FISCAL YEAR BUDGET 2018-2019  
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CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
Laboratory Analyst	14	\$20.39	\$26.06	\$31.72	\$3,534	\$4,517	\$5,498	\$42,411	\$54,205	\$65,978
Laboratory Analyst	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
Laboratory Analyst	22	\$27.47	\$35.11	\$42.74	\$4,761	\$6,086	\$7,408	\$57,138	\$73,029	\$88,899
Laboratory Analyst, Senior	31	\$36.30	\$46.40	\$56.49	\$6,292	\$8,043	\$9,792	\$75,504	\$96,512	\$117,499
Laboratory Analyst, Senior	31L	\$38.12	\$48.72	\$59.31	\$6,607	\$8,445	\$10,280	\$79,290	\$101,338	\$123,365
Meter Services Administrator	29	\$34.60	\$44.22	\$53.84	\$5,997	\$7,665	\$9,332	\$71,968	\$91,978	\$111,987
Meter Shop Supervisor	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
Operations Manager	45	\$49.94	\$63.83	\$77.71	\$8,656	\$11,064	\$13,470	\$103,875	\$132,766	\$161,637
Park & Recreation Aide	5	\$11.80	\$15.08	\$18.35	\$2,045	\$2,614	\$3,181	\$24,544	\$31,366	\$38,168
Park & Recreation Coordinator	10	\$16.38	\$20.93	\$25.48	\$2,839	\$3,628	\$4,417	\$34,070	\$43,534	\$52,998
Park & Recreation Coordinator	12	\$18.56	\$23.72	\$28.87	\$3,217	\$4,111	\$5,004	\$38,605	\$49,338	\$60,050
Park & Recreation Coordinator	14	\$20.39	\$26.06	\$31.72	\$3,534	\$4,517	\$5,498	\$42,411	\$54,205	\$65,978
Park & Recreation Coordinator	14L	\$21.41	\$27.36	\$33.31	\$3,711	\$4,742	\$5,774	\$44,533	\$56,909	\$69,285
Park & Recreation Supervisor (Inside & Outside Operations)	19	\$25.01	\$31.97	\$38.92	\$4,335	\$5,541	\$6,746	\$52,021	\$66,498	\$80,954
Park Operations Manager	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
Park Recreation Manager	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
Plant Manager	35	\$40.27	\$51.47	\$62.66	\$6,980	\$8,921	\$10,861	\$83,762	\$107,058	\$130,333
Recycled Water Operations Supervisor	27	\$32.97	\$42.15	\$51.32	\$5,715	\$7,306	\$8,895	\$68,578	\$87,672	\$106,746
Recycled Water Operator	14	\$20.39	\$26.06	\$31.72	\$3,534	\$4,517	\$5,498	\$42,411	\$54,205	\$65,978
Recycled Water Operator	17	\$23.39	\$29.90	\$36.41	\$4,054	\$5,183	\$6,311	\$48,651	\$62,192	\$75,733
Recycled Water Operator	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
Recycled Water Operator	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
Recycled Water Operator	23L	\$30.43	\$38.88	\$47.33	\$5,275	\$6,739	\$8,204	\$63,294	\$80,870	\$98,446
Recycled Water Operator/Instrumentation Technician	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
Recycled Water Technician	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
Right of Way Agent	25	\$30.94	\$39.55	\$48.16	\$5,363	\$6,855	\$8,348	\$64,355	\$82,264	\$100,173
Right of Way Agent	27	\$32.97	\$42.15	\$51.32	\$5,715	\$7,306	\$8,895	\$68,578	\$87,672	\$106,746
Right of Way Agent	30	\$35.79	\$45.75	\$55.71	\$6,204	\$7,930	\$9,656	\$74,443	\$95,160	\$115,877
Safety & Risk Manager	31	\$36.30	\$46.40	\$56.49	\$6,292	\$8,043	\$9,792	\$75,504	\$96,512	\$117,499
Safety & Risk Manager	40	\$44.46	\$56.81	\$69.15	\$7,706	\$9,847	\$11,986	\$92,477	\$118,165	\$143,832
SCADA: Administrator	32	\$37.24	\$47.61	\$57.97	\$6,455	\$8,252	\$10,048	\$77,459	\$99,029	\$120,578
SCADA: Technician	28	\$33.33	\$42.60	\$51.86	\$5,777	\$7,384	\$8,989	\$69,326	\$88,608	\$107,869
Staff Support (Minimum Wage)	N/A	\$11.00	*	*	\$1,907	*	*	\$22,880	*	*
Systems Operator/Technician	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
Systems Operator/Technician	19	\$25.01	\$31.97	\$38.92	\$4,335	\$5,541	\$6,746	\$52,021	\$66,498	\$80,954
Systems Operator/Technician	21	\$26.95	\$34.44	\$41.92	\$4,671	\$5,970	\$7,266	\$56,056	\$71,635	\$87,194
Systems Operator/Technician	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
Systems Operator/Technician	23L	\$30.43	\$38.88	\$47.33	\$5,275	\$6,739	\$8,204	\$63,294	\$80,870	\$98,446
Utility Worker	14	\$20.39	\$26.06	\$31.72	\$3,534	\$4,517	\$5,498	\$42,411	\$54,205	\$65,978
Utility Worker	17	\$23.39	\$29.90	\$36.41	\$4,054	\$5,183	\$6,311	\$48,651	\$62,192	\$75,733
Warehouse Specialist	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
Warehouse Specialist	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
Warehouse Specialist	20L	\$27.70	\$35.39	\$43.08	\$4,801	\$6,134	\$7,467	\$57,616	\$73,611	\$89,606

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		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
<i>Warehouse Worker</i>	16	\$22.26	\$28.45	\$34.64	\$3,858	\$4,931	\$6,004	\$46,301	\$59,176	\$72,051
<i>Wastewater Collection Systems Worker</i>	14	\$20.39	\$26.06	\$31.72	\$3,534	\$4,517	\$5,498	\$42,411	\$54,205	\$65,978
<i>Wastewater Collection Systems Worker</i>	17	\$23.39	\$29.90	\$36.41	\$4,054	\$5,183	\$6,311	\$48,651	\$62,192	\$75,733
<i>Wastewater Collection Systems Worker</i>	18	\$24.43	\$31.23	\$38.02	\$4,235	\$5,413	\$6,590	\$50,814	\$64,958	\$79,082
<i>Wastewater Collection Systems Worker</i>	20	\$26.38	\$33.71	\$41.03	\$4,573	\$5,843	\$7,112	\$54,870	\$70,117	\$85,342
<i>Water Quality Compliance Specialist</i>	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766
<i>Water Quality Compliance Specialist</i>	23L	\$30.43	\$38.88	\$47.33	\$5,275	\$6,739	\$8,204	\$63,294	\$80,870	\$98,446
<i>Water Quality Specialist</i>	23	\$28.98	\$37.03	\$45.08	\$5,023	\$6,419	\$7,814	\$60,278	\$77,022	\$93,766

After Hours Duty Pay:

\$258.48

(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 2 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 06/06/2018, effective 07/01/2018.