

**PADRE DAM MUNICIPAL WATER DISTRICT
FISCAL YEAR BUDGET 2024
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	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
Accountant, Senior	29	\$43.49	\$52.50	\$61.50	\$7,538	\$9,100	\$10,660	\$90,459	\$109,200	\$127,920
Accounting Manager	38	\$53.92	\$65.10	\$76.27	\$9,346	\$11,284	\$13,220	\$112,154	\$135,408	\$158,642
Accounting Specialist	13	\$24.32	\$29.35	\$34.38	\$4,215	\$5,087	\$5,959	\$50,586	\$61,048	\$71,510
Accounting Specialist	15	\$27.06	\$32.68	\$38.29	\$4,690	\$5,665	\$6,637	\$56,285	\$67,974	\$79,643
Accounting Specialist	17	\$29.38	\$35.49	\$41.60	\$5,093	\$6,152	\$7,211	\$61,110	\$73,819	\$86,528
Accounting Specialist	17L	\$30.85	\$37.27	\$43.68	\$5,347	\$6,460	\$7,571	\$64,168	\$77,522	\$90,854
Administrative Assistant	11	\$21.94	\$26.49	\$31.03	\$3,803	\$4,592	\$5,379	\$45,635	\$55,099	\$64,542
Administrative Assistant	13	\$24.32	\$29.35	\$34.38	\$4,215	\$5,087	\$5,959	\$50,586	\$61,048	\$71,510
Administrative Assistant	15	\$27.06	\$32.68	\$38.29	\$4,690	\$5,665	\$6,637	\$56,285	\$67,974	\$79,643
Administrative Assistant	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
Assistant General Manager (Temporary)	Uncl.	\$71.42	\$90.23	\$109.05	\$12,379	\$15,640	\$18,902	\$148,554	\$187,678	\$226,824
Assistant Operations Manager	40	\$55.87	\$67.43	\$78.99	\$9,684	\$11,688	\$13,692	\$116,210	\$140,254	\$164,299
AWP Electrician & Instrumentation Technician	26	\$39.73	\$47.96	\$56.19	\$6,887	\$8,313	\$9,740	\$82,638	\$99,757	\$116,875
AWP Electrician & Instrumentation Technician	28	\$41.89	\$50.58	\$59.26	\$7,261	\$8,767	\$10,272	\$87,131	\$105,206	\$123,261
AWP Engineer/ CIP Project Manager	29	\$43.49	\$52.50	\$61.50	\$7,538	\$9,100	\$10,660	\$90,459	\$109,200	\$127,920
AWP Engineer/ CIP Project Manager	33	\$48.33	\$58.33	\$68.32	\$8,377	\$10,111	\$11,842	\$100,526	\$121,326	\$142,106
AWP Engineer	36	\$51.92	\$62.68	\$73.43	\$8,999	\$10,865	\$12,728	\$107,994	\$130,374	\$152,734
AWP Engineer	41	\$57.47	\$69.40	\$81.32	\$9,961	\$12,029	\$14,095	\$119,538	\$144,352	\$169,146
AWP Engineering Manager	44	\$61.01	\$73.66	\$86.31	\$10,575	\$12,768	\$14,960	\$126,901	\$153,213	\$179,525
AWP Engineering Manager	48	\$65.33	\$78.88	\$92.43	\$11,324	\$13,673	\$16,021	\$135,886	\$164,070	\$192,254
AWP Maintenance Supervisor	32	\$46.79	\$56.51	\$66.22	\$8,110	\$9,795	\$11,478	\$97,323	\$117,541	\$137,738
AWP Mechanical Technician	21	\$33.87	\$40.88	\$47.89	\$5,871	\$7,086	\$8,301	\$70,450	\$85,030	\$99,611
AWP Mechanical Technician	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
AWP Operations Manager	45	\$62.77	\$75.77	\$88.77	\$10,880	\$13,133	\$15,387	\$130,562	\$157,602	\$184,642
AWP Operations Supervisor	32	\$46.79	\$56.51	\$66.22	\$8,110	\$9,795	\$11,478	\$97,323	\$117,541	\$137,738
Board Secretary	31	\$45.61	\$55.08	\$64.54	\$7,906	\$9,547	\$11,187	\$94,869	\$114,566	\$134,243
Board Secretary	35	\$50.61	\$61.09	\$71.57	\$8,772	\$10,589	\$12,405	\$105,269	\$127,067	\$148,866
Cathodic Protection Program Coordinator	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
Cathodic Protection Program Coordinator	27	\$41.42	\$50.03	\$58.64	\$7,179	\$8,672	\$10,164	\$86,154	\$104,062	\$121,971
Cathodic Protection Program Coordinator	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
Chief Executive Officer/ General Manager ⁽¹⁾	Uncl.	*	*	\$123.81	*	*	\$21,460	*	*	\$257,525
Chief Financial Officer/ Director of Finance	Uncl.	\$78.55	\$93.80	\$109.06	\$13,615	\$16,259	\$18,904	\$163,384	\$195,104	\$226,845
Communications Assistant	13	\$24.32	\$29.35	\$34.38	\$4,215	\$5,087	\$5,959	\$50,586	\$61,048	\$71,510
Communications Coordinator	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
Communications Manager	35	\$50.61	\$61.09	\$71.57	\$8,772	\$10,589	\$12,405	\$105,269	\$127,067	\$148,866
Communications Specialist	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
Communications Specialist	30L	\$47.23	\$57.02	\$66.81	\$8,187	\$9,883	\$11,580	\$98,238	\$118,602	\$138,965
Compliance Administrator	26	\$39.73	\$47.96	\$56.19	\$6,887	\$8,313	\$9,740	\$82,638	\$99,757	\$116,875
Compliance Administrator	26L	\$41.72	\$50.36	\$59.00	\$7,231	\$8,729	\$10,227	\$86,778	\$104,749	\$122,720
Compliance Specialist	24	\$37.25	\$44.97	\$52.69	\$6,457	\$7,795	\$9,133	\$77,480	\$93,538	\$109,595
Construction & Maintenance Supervisor	27	\$41.42	\$50.03	\$58.64	\$7,179	\$8,672	\$10,164	\$86,154	\$104,062	\$121,971
Construction Equipment Operator	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
Construction Equipment Operator	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
Construction Equipment Operator	20L	\$34.80	\$42.01	\$49.22	\$6,032	\$7,282	\$8,531	\$72,384	\$87,381	\$102,378
Construction Inspector	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
Construction Inspector	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510

**PADRE DAM MUNICIPAL WATER DISTRICT
FISCAL YEAR BUDGET 2024
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.
Construction Inspector	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
Construction Inspector	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
Custodian	10	\$20.57	\$24.85	\$29.12	\$3,565	\$4,307	\$5,047	\$42,786	\$51,688	\$60,570
Customer Service Manager	38	\$53.92	\$65.10	\$76.27	\$9,346	\$11,284	\$13,220	\$112,154	\$135,408	\$158,642
Customer Service Specialist	15	\$27.06	\$32.68	\$38.29	\$4,690	\$5,665	\$6,637	\$56,285	\$67,974	\$79,643
Customer Service Specialist	17	\$29.38	\$35.49	\$41.60	\$5,093	\$6,152	\$7,211	\$61,110	\$73,819	\$86,528
Customer Service Specialist	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
Customer Service Specialist Lead	20L	\$34.80	\$42.01	\$49.22	\$6,032	\$7,282	\$8,531	\$72,384	\$87,381	\$102,378
Customer Service Technical Specialist	19	\$31.44	\$37.95	\$44.46	\$5,450	\$6,578	\$7,706	\$65,395	\$78,936	\$92,477
Customer Service Technical Specialist	21	\$33.87	\$40.88	\$47.89	\$5,871	\$7,086	\$8,301	\$70,450	\$85,030	\$99,611
Data Systems Supervisor	40	\$55.87	\$67.43	\$78.99	\$9,684	\$11,688	\$13,692	\$116,210	\$140,254	\$164,299
Director of AWP	Uncl.	\$78.55	\$93.80	\$109.06	\$13,615	\$16,259	\$18,904	\$163,384	\$195,104	\$226,845
Director of Engineering & Planning	Uncl.	\$78.55	\$93.80	\$109.06	\$13,615	\$16,259	\$18,904	\$163,384	\$195,104	\$226,845
Director of Human Resources	Uncl.	\$66.10	\$79.81	\$93.51	\$11,457	\$13,834	\$16,208	\$137,488	\$166,005	\$194,501
Director of Human Resources & Administrative Services	Uncl.	\$78.55	\$93.80	\$109.06	\$13,615	\$16,259	\$18,904	\$163,384	\$195,104	\$226,845
Director of Operations & Water Quality	Uncl.	\$78.55	\$93.80	\$109.06	\$13,615	\$16,259	\$18,904	\$163,384	\$195,104	\$226,845
Director of Park & Recreation	Uncl.	\$66.10	\$79.81	\$93.51	\$11,457	\$13,834	\$16,208	\$137,488	\$166,005	\$194,501
Distribution Maintenance Manager	35	\$50.61	\$61.09	\$71.57	\$8,772	\$10,589	\$12,405	\$105,269	\$127,067	\$148,866
Distribution Maintenance Supervisor	27	\$41.42	\$50.03	\$58.64	\$7,179	\$8,672	\$10,164	\$86,154	\$104,062	\$121,971
Distribution Supervisor	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
Electrician/Instrumentation & Control Supervisor	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
Electrician/Instrumentation & Control Technician	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
Electrician/Instrumentation & Control Technician	22	\$34.53	\$41.68	\$48.83	\$5,985	\$7,225	\$8,464	\$71,822	\$86,694	\$101,566
Electrician/Instrumentation & Control Technician	26	\$39.73	\$47.96	\$56.19	\$6,887	\$8,313	\$9,740	\$82,638	\$99,757	\$116,875
Engineer/ CIP Project Manager	29	\$43.49	\$52.50	\$61.50	\$7,538	\$9,100	\$10,660	\$90,459	\$109,200	\$127,920
Engineer/ CIP Project Manager	33	\$48.33	\$58.33	\$68.32	\$8,377	\$10,111	\$11,842	\$100,526	\$121,326	\$142,106
Engineer	36	\$51.92	\$62.68	\$73.43	\$8,999	\$10,865	\$12,728	\$107,994	\$130,374	\$152,734
Engineer	41	\$57.47	\$69.40	\$81.32	\$9,961	\$12,029	\$14,095	\$119,538	\$144,352	\$169,146
Engineering Manager (CIP & DS)	44	\$61.01	\$73.66	\$86.31	\$10,575	\$12,768	\$14,960	\$126,901	\$153,213	\$179,525
Engineering Manager (CIP & DS)	48	\$65.33	\$78.88	\$92.43	\$11,324	\$13,673	\$16,021	\$135,886	\$164,070	\$192,254
Engineering Staff Assistant	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
Engineering Technician	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
Engineering Technician	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
Engineering Technician	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
Engineering Technician	25L	\$40.81	\$49.29	\$57.77	\$7,074	\$8,544	\$10,013	\$84,885	\$102,523	\$120,162
Engineering Technician	27	\$41.42	\$50.03	\$58.64	\$7,179	\$8,672	\$10,164	\$86,154	\$104,062	\$121,971
Equipment Mechanic	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
Equipment Mechanic	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
Facilities Maintenance Specialist	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
Facilities Maintenance Worker	12	\$23.32	\$28.16	\$32.99	\$4,042	\$4,881	\$5,718	\$48,506	\$58,573	\$68,619
Facilities Maintenance Worker	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
Facilities Maintenance Worker	17	\$29.38	\$35.49	\$41.60	\$5,093	\$6,152	\$7,211	\$61,110	\$73,819	\$86,528
Facilities Maintenance Worker	17L	\$30.85	\$37.27	\$43.68	\$5,347	\$6,460	\$7,571	\$64,168	\$77,522	\$90,854
Field Services Supervisor	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
Field Services Technician	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
Field Services Technician	16	\$27.98	\$33.78	\$39.58	\$4,850	\$5,855	\$6,861	\$58,198	\$70,262	\$82,326
Field Services Technician	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334

**PADRE DAM MUNICIPAL WATER DISTRICT
FISCAL YEAR BUDGET 2024
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>Field Services Technician</i>	18L	\$32.24	\$38.92	\$45.60	\$5,588	\$6,746	\$7,904	\$67,059	\$80,954	\$94,848
<i>GIS/CAD Specialist</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>GIS/CAD Specialist</i>	22	\$34.53	\$41.68	\$48.83	\$5,985	\$7,225	\$8,464	\$71,822	\$86,694	\$101,566
<i>GIS/CAD Specialist</i>	24	\$37.25	\$44.97	\$52.69	\$6,457	\$7,795	\$9,133	\$77,480	\$93,538	\$109,595
<i>GIS Coordinator</i>	33	\$48.33	\$58.33	\$68.32	\$8,377	\$10,111	\$11,842	\$100,526	\$121,326	\$142,106
<i>Human Resources Specialist</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Human Resources Specialist</i>	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
<i>Industrial Code Compliance Specialist</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Industrial Code Compliance Specialist</i>	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
<i>Information Systems Analyst</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Information Systems Analyst</i>	24	\$37.25	\$44.97	\$52.69	\$6,457	\$7,795	\$9,133	\$77,480	\$93,538	\$109,595
<i>Information Systems Analyst</i>	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
<i>Information Systems Manager</i>	44	\$61.01	\$73.66	\$86.31	\$10,575	\$12,768	\$14,960	\$126,901	\$153,213	\$179,525
<i>Information Systems Technical Specialist</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Information Systems Technical Specialist</i>	24	\$37.25	\$44.97	\$52.69	\$6,457	\$7,795	\$9,133	\$77,480	\$93,538	\$109,595
<i>Information Systems Technical Specialist</i>	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
<i>Information Systems Technical Specialist</i>	30L	\$47.23	\$57.02	\$66.81	\$8,187	\$9,883	\$11,580	\$98,238	\$118,602	\$138,965
<i>Inspection Supervisor</i>	29	\$43.49	\$52.50	\$61.50	\$7,538	\$9,100	\$10,660	\$90,459	\$109,200	\$127,920
<i>Laboratory Analyst</i>	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
<i>Laboratory Analyst</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Laboratory Analyst</i>	22	\$34.53	\$41.68	\$48.83	\$5,985	\$7,225	\$8,464	\$71,822	\$86,694	\$101,566
<i>Laboratory Analyst, Senior</i>	31	\$45.61	\$55.08	\$64.54	\$7,906	\$9,547	\$11,187	\$94,869	\$114,566	\$134,243
<i>Laboratory Analyst, Senior</i>	31L	\$47.89	\$57.83	\$67.77	\$8,301	\$10,024	\$11,747	\$99,611	\$120,286	\$140,962
<i>Laboratory Supervisor</i>	34	\$49.18	\$59.38	\$69.57	\$8,525	\$10,293	\$12,059	\$102,294	\$123,510	\$144,706
<i>Meter Services Administrator</i>	29	\$43.49	\$52.50	\$61.50	\$7,538	\$9,100	\$10,660	\$90,459	\$109,200	\$127,920
<i>Operations Manager</i>	45	\$62.77	\$75.77	\$88.77	\$10,880	\$13,133	\$15,387	\$130,562	\$157,602	\$184,642
<i>Operations Supervisor</i>	27	\$41.42	\$50.03	\$58.64	\$7,179	\$8,672	\$10,164	\$86,154	\$104,062	\$121,971
<i>Park & Recreation Aide</i>	5	\$16.00	\$18.48	\$20.96	\$2,773	\$3,203	\$3,633	\$33,280	\$38,438	\$43,597
<i>Park & Recreation Coordinator (Inside & Outside)</i>	10	\$20.57	\$24.85	\$29.12	\$3,565	\$4,307	\$5,047	\$42,786	\$51,688	\$60,570
<i>Park & Recreation Coordinator (Inside & Outside)</i>	12	\$23.32	\$28.16	\$32.99	\$4,042	\$4,881	\$5,718	\$48,506	\$58,573	\$68,619
<i>Park & Recreation Coordinator (Inside & Outside)</i>	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
<i>Park & Recreation Coordinator (Inside & Outside)</i>	14L	\$26.91	\$32.48	\$38.04	\$4,664	\$5,630	\$6,594	\$55,973	\$67,558	\$79,123
<i>Park & Recreation Coordinator Lead</i>	14L (Y-Rated)	\$26.06	\$35.09	\$44.11	\$4,517	\$6,081	\$7,646	\$54,205	\$72,977	\$91,749
<i>Park & Recreation Operations Administrator</i>	10	\$20.57	\$24.85	\$29.12	\$3,565	\$4,307	\$5,047	\$42,786	\$51,688	\$60,570
<i>Park & Recreation Operations Administrator</i>	12	\$23.32	\$28.16	\$32.99	\$4,042	\$4,881	\$5,718	\$48,506	\$58,573	\$68,619
<i>Park & Recreation Operations Administrator</i>	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
<i>Park & Recreation Supervisor (Inside & Outside Operations)</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Park Maintenance Coordinator</i>	12	\$23.32	\$28.16	\$32.99	\$4,042	\$4,881	\$5,718	\$48,506	\$58,573	\$68,619
<i>Park Maintenance Coordinator</i>	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
<i>Park Maintenance Coordinator</i>	17	\$29.38	\$35.49	\$41.60	\$5,093	\$6,152	\$7,211	\$61,110	\$73,819	\$86,528
<i>Park Operations Manager</i>	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
<i>Park Recreation Manager</i>	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
<i>Planner/Scheduler</i>	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
<i>QA/QC Specialist</i>	24	\$37.25	\$44.97	\$52.69	\$6,457	\$7,795	\$9,133	\$77,480	\$93,538	\$109,595
<i>QA/QC Specialist</i>	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
<i>Recycled Water Operator</i>	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
<i>Recycled Water Operator</i>	17	\$29.38	\$35.49	\$41.60	\$5,093	\$6,152	\$7,211	\$61,110	\$73,819	\$86,528

**PADRE DAM MUNICIPAL WATER DISTRICT
FISCAL YEAR BUDGET 2024
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>Recycled Water Operator</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Recycled Water Operator</i>	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
<i>Recycled Water Operator</i>	23L	\$38.24	\$46.16	\$54.08	\$6,628	\$8,001	\$9,374	\$79,539	\$96,013	\$112,486
<i>Recycled Water Operator/Instrumentation Technician</i>	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
<i>Recycled Water Technician</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Right of Way Agent</i>	25	\$38.87	\$46.95	\$55.02	\$6,737	\$8,138	\$9,537	\$80,850	\$97,656	\$114,442
<i>Right of Way Agent</i>	27	\$41.42	\$50.03	\$58.64	\$7,179	\$8,672	\$10,164	\$86,154	\$104,062	\$121,971
<i>Right of Way Agent</i>	30	\$44.98	\$54.31	\$63.63	\$7,797	\$9,414	\$11,029	\$93,558	\$112,965	\$132,350
<i>Safety & Risk Manager</i>	31	\$45.61	\$55.08	\$64.54	\$7,906	\$9,547	\$11,187	\$94,869	\$114,566	\$134,243
<i>Safety & Risk Manager</i>	40	\$55.87	\$67.43	\$78.99	\$9,684	\$11,688	\$13,692	\$116,210	\$140,254	\$164,299
<i>SCADA: Administrator</i>	32	\$46.79	\$56.51	\$66.22	\$8,110	\$9,795	\$11,478	\$97,323	\$117,541	\$137,738
<i>SCADA: Administrator</i>	32L	\$49.13	\$59.33	\$69.53	\$8,516	\$10,284	\$12,052	\$102,190	\$123,406	\$144,622
<i>SCADA: Technician</i>	28	\$41.89	\$50.58	\$59.26	\$7,261	\$8,767	\$10,272	\$87,131	\$105,206	\$123,261
<i>Staff Support (Minimum Wage)</i>	N/A	\$16.00	*	*	\$2,773	*	*	\$33,280	*	*
<i>Systems Operator/Technician</i>	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
<i>Systems Operator/Technician</i>	19	\$31.44	\$37.95	\$44.46	\$5,450	\$6,578	\$7,706	\$65,395	\$78,936	\$92,477
<i>Systems Operator/Technician</i>	21	\$33.87	\$40.88	\$47.89	\$5,871	\$7,086	\$8,301	\$70,450	\$85,030	\$99,611
<i>Systems Operator/Technician</i>	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
<i>Systems Operator/Technician</i>	23L	\$38.24	\$46.16	\$54.08	\$6,628	\$8,001	\$9,374	\$79,539	\$96,013	\$112,486
<i>Utility Locator</i>	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
<i>Utility Worker</i>	14	\$25.63	\$30.93	\$36.23	\$4,443	\$5,361	\$6,280	\$53,310	\$64,334	\$75,358
<i>Utility Worker</i>	17	\$29.38	\$35.49	\$41.60	\$5,093	\$6,152	\$7,211	\$61,110	\$73,819	\$86,528
<i>Warehouse Specialist</i>	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
<i>Warehouse Specialist</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Warehouse Specialist</i>	20L	\$34.80	\$42.01	\$49.22	\$6,032	\$7,282	\$8,531	\$72,384	\$87,381	\$102,378
<i>Warehouse Worker</i>	16	\$27.98	\$33.78	\$39.58	\$4,850	\$5,855	\$6,861	\$58,198	\$70,262	\$82,326
<i>Wastewater Collection Systems Worker</i>	17	\$29.38	\$35.49	\$41.60	\$5,093	\$6,152	\$7,211	\$61,110	\$73,819	\$86,528
<i>Wastewater Collection Systems Worker</i>	18	\$30.70	\$37.07	\$43.43	\$5,321	\$6,425	\$7,528	\$63,856	\$77,106	\$90,334
<i>Wastewater Collection Systems Worker</i>	20	\$33.14	\$40.01	\$46.88	\$5,744	\$6,935	\$8,126	\$68,931	\$83,221	\$97,510
<i>Water Quality Compliance Specialist</i>	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120
<i>Water Quality Compliance Specialist</i>	23L	\$38.24	\$46.16	\$54.08	\$6,628	\$8,001	\$9,374	\$79,539	\$96,013	\$112,486
<i>Water Quality Specialist</i>	23	\$36.42	\$43.96	\$51.50	\$6,313	\$7,620	\$8,927	\$75,754	\$91,437	\$107,120

After Hours Duty Pay:

\$295.33

(1) The General Manager's pay is approved by the Board as part of the GM's employment contract reviewed annually.

* This rate is effective 01/01/2023 for the FY23-27 Five Year Plan. Minimum wage plus .50 cents per the MOU.

Approved via Board Resolution 2023-19 on 6/21/2023. Changes are effective 6/24/2023