

Job Classification Plan and Salary Grades Table
Effective: July 1, 2019



Position Description	Salary Grade	Salary Range		Bargaining Unit		
		Low	High	WMWD Category	MOU/COU	Exempt /
					PT/UNREP	Non-Exempt
Accountant I	34	\$ 65,196.00	\$ 90,797.00	Classified	MOU	Non-Exempt
Accountant II	36	\$ 71,878.00	\$ 100,116.00	Classified	MOU	Non-Exempt
Accountant, Senior	38	\$ 79,250.00	\$ 115,631.00	Classified	MOU	Non-Exempt
Accounting Supervisor	41	\$ 98,444.00	\$ 143,642.00	Non-Classified	COU	Non-Exempt
Accounting Technician I	28	\$ 48,630.00	\$ 67,740.00	Classified	MOU	Non-Exempt
Accounting Technician II	31	\$ 56,302.00	\$ 78,432.00	Classified	MOU	Non-Exempt
Accounting Technician III	33	\$ 62,078.00	\$ 86,476.00	Classified	MOU	Non-Exempt
Administrative Assistant I	31	\$ 56,302.00	\$ 78,432.00	Classified	MOU	Non-Exempt
Administrative Assistant II	33	\$ 62,078.00	\$ 86,476.00	Classified	MOU	Non-Exempt
Administrative Assistant I (C)	31	\$ 56,302.00	\$ 78,432.00	Non-Classified	COU	Non-Exempt ⁽¹⁾
Administrative Assistant II (C)	33	\$ 62,078.00	\$ 86,476.00	Non-Classified	COU	Non-Exempt
Administrative Services Manager	42	\$ 105,823.00	\$ 154,409.00	Non-Classified	COU	Exempt
Application Specialist I	32	\$ 59,127.00	\$ 82,347.00	Classified	MOU	Non-Exempt
Application Specialist II	35	\$ 68,459.00	\$ 95,350.00	Classified	MOU	Non-Exempt
Application Specialist III	38	\$ 79,250.00	\$ 115,631.00	Classified	MOU	Non-Exempt
Application Specialist IV	40	\$ 91,578.00	\$ 133,631.00	Classified	MOU	Non-Exempt
Assistant GM/Chief Financial Officer	48	\$ 179,080.00	\$ 261,307.00	Non-Classified	UNREP	Exempt
Construction Management Administrator	40	\$ 91,578.00	\$ 133,631.00	Non-Classified	COU	Non-Exempt
Controller	44	\$ 122,302.00	\$ 178,451.00	Non-Classified	COU	Exempt
Creative Services Specialist I	32	\$ 59,127.00	\$ 82,347.00	Classified	MOU	Non-Exempt
Creative Services Specialist II	35	\$ 68,459.00	\$ 95,350.00	Classified	MOU	Non-Exempt
Creative Services Specialist III	37	\$ 75,472.00	\$ 105,120.00	Classified	MOU	Non-Exempt
Creative Services Specialist, Senior	39	\$ 84,773.00	\$ 123,691.00	Classified	MOU	Non-Exempt
Customer Service Manager	42	\$ 105,823.00	\$ 154,409.00	Non-Classified	COU	Exempt
Customer Service Representative I	28	\$ 48,630.00	\$ 67,740.00	Classified	MOU	Non-Exempt
Customer Service Representative II	31	\$ 56,302.00	\$ 78,432.00	Classified	MOU	Non-Exempt
Customer Service Representative III	33	\$ 62,078.00	\$ 86,476.00	Classified	MOU	Non-Exempt
Customer Service Representative, Senior	36	\$ 71,878.00	\$ 100,116.00	Classified	MOU	Non-Exempt
Deputy Director of Engineering	45	\$ 134,530.00	\$ 196,295.00	Non-Classified	COU	Exempt
Deputy Director of Operations	45	\$ 134,530.00	\$ 196,295.00	Non-Classified	COU	Exempt
Deputy Director of Water Resources	45	\$ 134,530.00	\$ 196,295.00	Non-Classified	COU	Exempt
Deputy General Manager	49	\$ 196,988.00	\$ 287,437.00	Non-Classified	UNREP	Exempt
Director of Administration	46	\$ 147,984.00	\$ 215,933.00	Non-Classified	COU	Exempt
Director of Engineering	46	\$ 147,984.00	\$ 215,933.00	Non-Classified	COU	Exempt
Director of Finance	46	\$ 147,984.00	\$ 215,933.00	Non-Classified	COU	Exempt
Director of Human Resources	46	\$ 147,984.00	\$ 215,933.00	Non-Classified	UNREP	Exempt
Director of Operations	46	\$ 147,984.00	\$ 215,933.00	Non-Classified	COU	Exempt
Director of Strategic Communications	46	\$ 147,984.00	\$ 215,933.00	Non-Classified	COU	Exempt
Director of Water Resources	46	\$ 147,984.00	\$ 215,933.00	Non-Classified	COU	Exempt
Engineer I	40	\$ 91,578.00	\$ 133,631.00	Non-Classified	COU	Exempt
Engineer II	42	\$ 105,823.00	\$ 154,409.00	Non-Classified	COU	Exempt ⁽²⁾
Engineer, Senior	43	\$ 113,763.00	\$ 166,000.00	Non-Classified	COU	Exempt
Engineering Technician I	33	\$ 62,078.00	\$ 86,476.00	Classified	MOU	Non-Exempt
Engineering Technician II	35	\$ 68,459.00	\$ 95,350.00	Classified	MOU	Non-Exempt
Engineering Technician, Senior	37	\$ 75,472.00	\$ 105,120.00	Classified	MOU	Non-Exempt
Executive Assistant	38	\$ 79,250.00	\$ 115,631.00	Non-Classified	COU	Non-Exempt
Financial Analyst I	36	\$ 71,878.00	\$ 100,116.00	Non-Classified	COU	Non-Exempt
Financial Analyst II	38	\$ 79,250.00	\$ 115,631.00	Non-Classified	COU	Non-Exempt
General Manager	N/A	-	\$ 296,996.00	Non-Classified	UNREP	Exempt
Government Relations Officer I	38	\$ 79,250.00	\$ 115,631.00	Non-Classified	COU	Exempt
Government Relations Officer II	40	\$ 91,578.00	\$ 133,631.00	Non-Classified	COU	Exempt
Human Resources Specialist I	31	\$ 56,302.00	\$ 78,432.00	Non-Classified	COU	Non-Exempt
Human Resources Specialist II	33	\$ 62,078.00	\$ 86,476.00	Non-Classified	COU	Non-Exempt
Human Resources Analyst I	35	\$ 68,459.00	\$ 95,350.00	Non-Classified	COU	Exempt
Human Resources Analyst II	37	\$ 75,472.00	\$ 105,120.00	Non-Classified	COU	Exempt
Human Resources Analyst, Senior	39	\$ 84,773.00	\$ 123,691.00	Non-Classified	COU	Exempt
Information Technology Manager	42	\$ 105,823.00	\$ 154,409.00	Non-Classified	COU	Exempt

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		Low	High	WMWD Category	MOU/COU	Exempt /
					PT/UNREP	Non-Exempt
Internal Auditor	42	\$ 105,823.00	\$ 154,409.00	Non-Classified	COU	Exempt
IT Specialists I	32	\$ 59,127.00	\$ 82,347.00	Classified	MOU	Non-Exempt (1)
IT Specialists II	35	\$ 68,459.00	\$ 95,350.00	Classified	MOU	Non-Exempt
IT Specialists III	38	\$ 79,250.00	\$ 115,631.00	Classified	MOU	Non-Exempt
IT Specialists IV	40	\$ 91,578.00	\$ 133,631.00	Classified	MOU	Non-Exempt
Management Analyst I	36	\$ 71,878.00	\$ 100,116.00	Non-Classified	COU	Non-Exempt
Management Analyst II	38	\$ 79,250.00	\$ 115,631.00	Non-Classified	COU	Non-Exempt
Management Analyst, Senior	40	\$ 91,578.00	\$ 133,631.00	Non-Classified	COU	Exempt
Meter Service Operations Technician I	29	\$ 51,068.00	\$ 71,128.00	Classified	MOU	Non-Exempt
Meter Service Operations Technician II	32	\$ 59,127.00	\$ 82,347.00	Classified	MOU	Non-Exempt
Meter Service Operations Technician III	34	\$ 65,196.00	\$ 90,797.00	Classified	MOU	Non-Exempt
Meter Service Operations Technician IV	36	\$ 71,878.00	\$ 100,116.00	Classified	MOU	Non-Exempt
Office Assistant	25	\$ 42,013.00	\$ 58,513.00	Classified	MOU	Non-Exempt
Office Assistant, Senior	27	\$ 46,324.00	\$ 64,509.00	Classified	MOU	Non-Exempt
Operations Field Manager	44	\$ 122,302.00	\$ 178,451.00	Non-Classified	COU	Exempt
Operations Supervisor	41	\$ 98,444.00	\$ 143,642.00	Non-Classified	COU	Non-Exempt
Operations Technician I	29	\$ 51,068.00	\$ 71,128.00	Classified	MOU	Non-Exempt (1)
Operations Technician II	32	\$ 59,127.00	\$ 82,347.00	Classified	MOU	Non-Exempt
Operations Technician III	34	\$ 65,196.00	\$ 90,797.00	Classified	MOU	Non-Exempt
Operations Technician IV	36	\$ 71,878.00	\$ 100,116.00	Classified	MOU	Non-Exempt (2)
Principal Engineer	44	\$ 122,302.00	\$ 178,451.00	Non-Classified	COU	Exempt
Program Specialist I	29	\$ 51,068.00	\$ 71,128.00	Classified	MOU	Non-Exempt
Program Specialist II	31	\$ 56,302.00	\$ 78,432.00	Classified	MOU	Non-Exempt
Program Specialist III	33	\$ 62,078.00	\$ 86,476.00	Classified	MOU	Non-Exempt
Purchasing Specialist	38	\$ 79,250.00	\$ 115,631.00	Classified	MOU	Non-Exempt
Safety Officer	40	\$ 91,578.00	\$ 133,631.00	Non-Classified	COU	Exempt
Senior Operations Technician I	37	\$ 75,472.00	\$ 105,120.00	Classified	MOU	Non-Exempt (2)
Senior Operations Technician II	38	\$ 79,250.00	\$ 115,631.00	Classified	MOU	Non-Exempt
Source Control Program Manager	42	\$ 105,823.00	\$ 154,409.00	Non-Classified	COU	Exempt
Source Control Program Specialist I	37	\$ 75,472.00	\$ 105,120.00	Classified	MOU	Non-Exempt
Source Control Program Specialist II	38	\$ 79,250.00	\$ 115,631.00	Classified	MOU	Non-Exempt
Strategic Communications Representative I	33	\$ 62,078.00	\$ 86,476.00	Classified	MOU	Non-Exempt
Strategic Communications Representative II	37	\$ 75,472.00	\$ 105,120.00	Classified	MOU	Non-Exempt
Strategic Communications Representative, Senior	40	\$ 91,578.00	\$ 133,631.00	Classified	MOU	Non-Exempt
Strategic Communications Specialist	31	\$ 56,302.00	\$ 78,432.00	Classified	MOU	Non-Exempt
Strategic Communications Supervisor	41	\$ 98,444.00	\$ 143,642.00	Non-Classified	COU	Non-Exempt (2)
Water Planning and Policy Manager	42	\$ 105,823.00	\$ 154,409.00	Non-Classified	COU	Exempt
Water Resource Analyst	38	\$ 79,250.00	\$ 115,631.00	Non-Classified	COU	Non-Exempt
Water Resources Specialist I	33	\$ 62,078.00	\$ 86,476.00	Classified	MOU	Non-Exempt
Water Resources Specialist II	37	\$ 75,472.00	\$ 105,120.00	Classified	MOU	Non-Exempt
Water Resources Specialist III	40	\$ 91,578.00	\$ 133,631.00	Classified	MOU	Non-Exempt

TOTAL FTE COUNT:

*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) Approved in the FY 18-20 budget: 1 Administrative Assistant (c); 1 Operations Technician; 1 IT Specialist - effective July 1, 2019 - TOTAL FTE = 156

(2) FY 19-20 budget approval: new position 1 Engineer, exchange 1 Senior Community Affairs Representative for 1 Strategic Communication Supervisor, and exchange 2 Operations Technician IV to 2 Senior Operations Technician - effective July 1, 2019; TOTAL FTE adjusted to 157

Cost of Living Increase effective July 1, 2019 = 3%

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

PT = Part Time
UNREP = Unrepresented

Position Description Abbreviation:

Confidential Position = (C)

Presented to Board: June 19, 2019
Updated: July 1, 2019