

**SAN DIEGO COUNTY WATER AUTHORITY
2016-2017
CLASSIFICATION AND SALARY SCHEDULE**

<u>CLASSIFICATIONS</u>	<u>RANGE</u>	<u>CLASSIFICATIONS</u>	<u>RANGE</u>
<u>BOARD APPOINTED</u>		<u>ANALYST</u>	
General Counsel	Y	Supervising Management Analyst	37
General Manager	Z	Senior Management Analyst	33
		Management Analyst	28
		Assistant Management Analyst	24
<u>EXECUTIVE</u>			
Deputy General Manager	A		
Assistant General Manager	B	<u>COUNSEL</u>	
Director of Engineering	C		
Director of Finance/Treasurer	C	Deputy General Counsel	45
Director of Water Resources	C		
Director of Operations and Maintenance	C		
Director of Administrative Services	D	<u>EDUCATION</u>	
Director of Public Outreach and Conservation	D		
Director of the Colorado River Program	D	Education Programs Specialist	23
Director of the MWD Program	D		
		<u>ELECTRICAL/ELECTRONICS</u>	
		Electrical/Electronics Supervisor	36
		Sr. Electrical/Electronics Technician	32
		Electrical/Electronics Technician II	28
		Electrical/Electronics Technician I	20
<u>SENIOR MANAGEMENT</u>		<u>ENGINEERING</u>	
Assistant General Counsel	E	Principal Engineer	46
Senior Engineering Manager	E	Senior Engineer	43
Controller	F	Engineer (P.E.)	39
Energy Manager	F	Supervising Engineering Technician	35
Engineering Manager	F	Engineer II	31
Operations & Maintenance Manager	F	Senior Engineering Technician	29
Water Resources Manager	F	Engineer I	25
Information Systems Manager	G	Engineering Technician II	22
Financial Planning Manager	G	Engineering Technician I	18
Human Resources Manager	G		
Government Relations Manager	G	<u>ENGINEERING CONSTRUCTION</u>	
Right of Way Manager	G	Principal Construction Manager	46
Administrative Services Manager	H	Senior Construction Manager	43
Public Affairs Manager	H	Construction Manager	35
		Cost Estimator	39
<u>ACCOUNTING</u>			
Accounting Supervisor	37		
Senior Accountant	33		
Accountant	26		
Accounting Technician	17		
Accounting Assistant II	12		
Accounting Assistant I	06		
<u>ADMINISTRATIVE SUPPORT</u>		<u>FINANCE</u>	
Clerk of the Board	36	Budget and Analysis Manager	46
Executive Administrative Assistant	27	Financial Resources Analyst	39
Legal Administrative Assistant	27	Investment Analyst	35
Supervising Administrative Assistant	26	Financial Analyst	24
Administrative Assistant	20		
Deputy Clerk of the Board	20		
Senior Office Assistant	14		
Receptionist	09		
Office Assistant II	09		
Office Assistant I	05		

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<u>CLASSIFICATIONS</u>	<u>RANGE</u>	<u>CLASSIFICATIONS</u>	<u>RANGE</u>
<u>HUMAN RESOURCES</u>		<u>RIGHT OF WAY</u>	
Senior Human Resources Analyst	33	Right of Way Supervisor	37
Human Resources Analyst	25	Senior Right of Way Agent	35
Human Resources Assistant	20	Right of Way Agent	31
		Right of Way Technician Series(Level I – IV)	18-28*
		* Level I: Range 18 Steps 1-7	
		Level II: Range 19 Steps 5-11	
		Level III: Range 22 Steps 7-13	
		Level IV: Range 28 Steps 6-13	
<u>INFORMATION TECHNOLOGY</u>		<u>SAFETY AND RISK</u>	
Data Base Administrator	41	Safety Officer	33
Information Systems Supervisor	39		
Network Administrator	35		
Senior Information Systems Analyst	35		
Information Systems Analyst	31		
Sr. Systems Admin. & Support Specialist	30		
Systems Admin. & Support Specialist	26		
Help Desk Support Specialist	24		
		<u>STUDENT</u>	
		Student Intern (Determined at Hire)	
		Student Worker (Fixed at Ca. Min. Wage)	
<u>MAINTENANCE</u>		<u>SURVEYING</u>	
System Maintenance Supervisor (Utility)	33	Supervising Land Surveyor	37
Senior Maintenance Technician (Utility)	27	Land Surveyor (P.L.S)	33
Facilities Services Technician (Facilities)	25	Senior Survey Technician	29
Maintenance Technician (Utility)	23	Survey Technician	24
Fleet Mechanic II (Equipment)	22		
Fleet Mechanic I (Equipment)	18		
Maintenance Worker II (Field)	17		
Maintenance Worker I (Field)	11		
		<u>WATER RESOURCES / CONSERVATION</u>	
<u>PROJECT CONTROLS</u>			
Senior Project Scheduler	39	Principal Water Resources Specialist	42
Project Scheduler II	37	Principal Water Resources Spec. (Env)	42
Project Scheduler I	31	Senior Water Resources Specialist	39
		Senior Water Resources Spec. (Env)	39
		Water Resources Specialist	31
		Water Resources Specialist (Env)	31
		Asst. Water Resources Specialist	24
		Asst. Water Resources Spec. (Env)	24
		Water Resources Aide	20
<u>PUBLIC AFFAIRS</u>		<u>WATER SYSTEMS</u>	
Small Contractor Program Manager	39	System Operations Supervisor	37
QSA Outreach Coordinator	39	Senior System Operator	28
Public Affairs Supervisor	35	System Operator II	24
Principal Public Affairs Representative	33	System Operator I	18
Sr. Public Affairs Representative	31		
Public Affairs Representative II	27		
Public Affairs Representative I	23		
<u>PURCHASING</u>			
Purchasing Technician II	24		
Warehouse Supervisor	24		
Purchasing Technician I	20		

9-11-16 Hourly
COLA = 1.94%

	1	2	3	4	5	6	7	8	9	10	11	12	13
1	18.115	18.568	19.032	19.508	19.995	20.495	21.008	21.533	22.071	22.623	23.188	23.768	24.362
2	18.568	19.032	19.508	19.995	20.495	21.008	21.533	22.071	22.623	23.188	23.768	24.362	24.971
3	19.032	19.508	19.995	20.495	21.008	21.533	22.071	22.623	23.188	23.768	24.362	24.971	25.596
4	19.508	19.995	20.495	21.008	21.533	22.071	22.623	23.188	23.768	24.362	24.971	25.596	26.236
5	19.995	20.495	21.008	21.533	22.071	22.623	23.188	23.768	24.362	24.971	25.596	26.236	26.891
6	20.495	21.008	21.533	22.071	22.623	23.188	23.768	24.362	24.971	25.596	26.236	26.891	27.564
7	21.008	21.533	22.071	22.623	23.188	23.768	24.362	24.971	25.596	26.236	26.891	27.564	28.253
8	21.533	22.071	22.623	23.188	23.768	24.362	24.971	25.596	26.236	26.891	27.564	28.253	28.959
9	22.071	22.623	23.188	23.768	24.362	24.971	25.596	26.236	26.891	27.564	28.253	28.959	29.683
10	22.623	23.188	23.768	24.362	24.971	25.596	26.236	26.891	27.564	28.253	28.959	29.683	30.425
11	23.188	23.768	24.362	24.971	25.596	26.236	26.891	27.564	28.253	28.959	29.683	30.425	31.186
12	23.768	24.362	24.971	25.596	26.236	26.891	27.564	28.253	28.959	29.683	30.425	31.186	31.965
13	24.362	24.971	25.596	26.236	26.891	27.564	28.253	28.959	29.683	30.425	31.186	31.965	32.765
14	24.971	25.596	26.236	26.891	27.564	28.253	28.959	29.683	30.425	31.186	31.965	32.765	33.584
15	25.596	26.236	26.891	27.564	28.253	28.959	29.683	30.425	31.186	31.965	32.765	33.584	34.423
16	26.236	26.891	27.564	28.253	28.959	29.683	30.425	31.186	31.965	32.765	33.584	34.423	35.284
17	26.891	27.564	28.253	28.959	29.683	30.425	31.186	31.965	32.765	33.584	34.423	35.284	36.166
18	27.564	28.253	28.959	29.683	30.425	31.186	31.965	32.765	33.584	34.423	35.284	36.166	37.070
19	28.253	28.959	29.683	30.425	31.186	31.965	32.765	33.584	34.423	35.284	36.166	37.070	37.997
20	28.959	29.683	30.425	31.186	31.965	32.765	33.584	34.423	35.284	36.166	37.070	37.997	38.947
21	29.683	30.425	31.186	31.965	32.765	33.584	34.423	35.284	36.166	37.070	37.997	38.947	39.920
22	30.425	31.186	31.965	32.765	33.584	34.423	35.284	36.166	37.070	37.997	38.947	39.920	40.918
23	31.186	31.965	32.765	33.584	34.423	35.284	36.166	37.070	37.997	38.947	39.920	40.918	41.941
24	31.965	32.765	33.584	34.423	35.284	36.166	37.070	37.997	38.947	39.920	40.918	41.941	42.990
25	32.765	33.584	34.423	35.284	36.166	37.070	37.997	38.947	39.920	40.918	41.941	42.990	44.065
26	33.584	34.423	35.284	36.166	37.070	37.997	38.947	39.920	40.918	41.941	42.990	44.065	45.166
27	34.423	35.284	36.166	37.070	37.997	38.947	39.920	40.918	41.941	42.990	44.065	45.166	46.296
28	35.284	36.166	37.070	37.997	38.947	39.920	40.918	41.941	42.990	44.065	45.166	46.296	47.453
29	36.166	37.070	37.997	38.947	39.920	40.918	41.941	42.990	44.065	45.166	46.296	47.453	48.639
30	37.070	37.997	38.947	39.920	40.918	41.941	42.990	44.065	45.166	46.296	47.453	48.639	49.855
31	37.997	38.947	39.920	40.918	41.941	42.990	44.065	45.166	46.296	47.453	48.639	49.855	51.102
32	38.947	39.920	40.918	41.941	42.990	44.065	45.166	46.296	47.453	48.639	49.855	51.102	52.379
33	39.920	40.918	41.941	42.990	44.065	45.166	46.296	47.453	48.639	49.855	51.102	52.379	53.689
34	40.918	41.941	42.990	44.065	45.166	46.296	47.453	48.639	49.855	51.102	52.379	53.689	55.031
35	41.941	42.990	44.065	45.166	46.296	47.453	48.639	49.855	51.102	52.379	53.689	55.031	56.407
36	42.990	44.065	45.166	46.296	47.453	48.639	49.855	51.102	52.379	53.689	55.031	56.407	57.817
37	44.065	45.166	46.296	47.453	48.639	49.855	51.102	52.379	53.689	55.031	56.407	57.817	59.262
38	45.166	46.296	47.453	48.639	49.855	51.102	52.379	53.689	55.031	56.407	57.817	59.262	60.744
39	46.296	47.453	48.639	49.855	51.102	52.379	53.689	55.031	56.407	57.817	59.262	60.744	62.262
40	47.453	48.639	49.855	51.102	52.379	53.689	55.031	56.407	57.817	59.262	60.744	62.262	63.819
41	48.639	49.855	51.102	52.379	53.689	55.031	56.407	57.817	59.262	60.744	62.262	63.819	65.414
42	49.855	51.102	52.379	53.689	55.031	56.407	57.817	59.262	60.744	62.262	63.819	65.414	67.050
43	51.102	52.379	53.689	55.031	56.407	57.817	59.262	60.744	62.262	63.819	65.414	67.050	68.726
44	52.379	53.689	55.031	56.407	57.817	59.262	60.744	62.262	63.819	65.414	67.050	68.726	70.444
45	53.689	55.031	56.407	57.817	59.262	60.744	62.262	63.819	65.414	67.050	68.726	70.444	72.205
46	55.031	56.407	57.817	59.262	60.744	62.262	63.819	65.414	67.050	68.726	70.444	72.205	74.010
47	56.407	57.817	59.262	60.744	62.262	63.819	65.414	67.050	68.726	70.444	72.205	74.010	75.861
48	57.817	59.262	60.744	62.262	63.819	65.414	67.050	68.726	70.444	72.205	74.010	75.861	77.757
49	59.262	60.744	62.262	63.819	65.414	67.050	68.726	70.444	72.205	74.010	75.861	77.757	79.701

9-11-16 Monthly
COLA = 1.94%

	1	2	3	4	5	6	7	8	9	10	11	12	13
1	3139.93	3218.45	3298.88	3381.39	3465.80	3552.47	3641.39	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75
2	3218.45	3298.88	3381.39	3465.80	3552.47	3641.39	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31
3	3298.88	3381.39	3465.80	3552.47	3641.39	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64
4	3381.39	3465.80	3552.47	3641.39	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57
5	3465.80	3552.47	3641.39	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11
6	3552.47	3641.39	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76
7	3641.39	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19
8	3732.39	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56
9	3825.64	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05
10	3921.32	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67
11	4019.25	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57
12	4119.79	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60
13	4222.75	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27
14	4328.31	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23
15	4436.64	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65
16	4547.57	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89
17	4661.11	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77
18	4777.76	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47
19	4897.19	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15
20	5019.56	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81
21	5145.05	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47
22	5273.67	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45
23	5405.57	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77
24	5540.60	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60
25	5679.27	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93
26	5821.23	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77
27	5966.65	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64
28	6115.89	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19
29	6268.77	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76
30	6425.47	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53
31	6586.15	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68
32	6750.81	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03
33	6919.47	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09
34	7092.45	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71
35	7269.77	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21
36	7451.60	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61
37	7637.93	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08
38	7828.77	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96
39	8024.64	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08
40	8225.19	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96
41	8430.76	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43
42	8641.53	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00
43	8857.68	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00	11912.51
44	9079.03	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00	11912.51	12210.29
45	9306.09	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00	11912.51	12210.29	12515.53
46	9538.71	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00	11912.51	12210.29	12515.53	12828.40
47	9777.21	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00	11912.51	12210.29	12515.53	12828.40	13149.24
48	10021.61	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00	11912.51	12210.29	12515.53	12828.40	13149.24	13477.88
49	10272.08	10528.96	10792.08	11061.96	11338.43	11622.00	11912.51	12210.29	12515.53	12828.40	13149.24	13477.88	13814.84

Monthly salary is hourly rate x 2080 hours / 12

**EXECUTIVE/SENIOR MANAGEMENT
SALARY TABLE
JULY 2016 - JUNE 2017**

SALARY RANGE	SALARY RATES		
	PERIOD	MINIMUM	MAXIMUM
A	Hourly	\$86.897	\$117.352
	Monthly	\$15,062.15	\$20,341.01
B	Hourly	\$81.255	\$109.692
	Monthly	\$14,084.20	\$19,013.28
C	Hourly	\$75.586	\$102.041
	Monthly	\$13,101.57	\$17,687.11
D	Hourly	\$71.124	\$95.657
	Monthly	\$12,328.16	\$16,580.55
E	Hourly	\$66.467	\$89.734
	Monthly	\$11,520.95	\$15,553.89
F	Hourly	\$62.662	\$85.516
	Monthly	\$10,861.41	\$14,822.77
G	Hourly	\$59.996	\$81.492
	Monthly	\$10,399.31	\$14,125.28
H	Hourly	\$57.193	\$77.210
	Monthly	\$9,913.45	\$13,383.07
I	Hourly	\$54.777	\$73.954
	Monthly	\$9,494.68	\$12,818.69

BOARD APPOINTED CLASSIFICATIONS

SALARY RANGE	ANNUAL SALARY SET BY BOARD OF DIRECTORS
Y	\$200,000
Z	\$306,010