

**SAN DIEGO COUNTY WATER AUTHORITY
EFFECTIVE SEPTEMBER 23, 2018
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>		<u>ELECTRICAL/ELECTRONICS</u>	
Deputy General Manager	A	Electrical/Electronics Supervisor	36
Assistant General Manager	B	Senior Electrical/Electronics Technician	32
Director of Engineering	C	Electrical/Electronics Technician II	28
Director of Finance/Treasurer	C	Electrical/Electronics Technician I	20
Director of Water Resources	C		
Director of Operations and Maintenance	C		
Director of Administrative Services	D		
Director of Public Outreach and Conservation	D	<u>ENGINEERING</u>	
Director of the Colorado River Program	D	Principal Engineer	46
Director of the MWD Program	D	Senior Engineer	43
		Engineer (P.E.)	39
		Supervising Engineering Technician	35
		Engineer II	31
		Senior Engineering Technician	29
		Engineer I	25
		Engineering Technician II	22
		Engineering Technician I	18
<u>SENIOR MANAGEMENT</u>		<u>ENGINEERING CONSTRUCTION</u>	
Assistant General Counsel	E	Principal Construction Manager	46
Senior Engineering Manager	E	Senior Construction Manager	43
Controller	F	Cost Estimator	39
Energy Manager	F	Construction Manager	35
Engineering Manager	F		
Operations & Maintenance Manager	F		
Water Resources Manager	F		
Budget and Analysis Manager	G		
Government Relations Manager	G		
Human Resources Manager	G		
Information Security Officer	G		
Information Systems Manager	G		
Right of Way Manager	G		
Administrative Services Manager	H	<u>FINANCE</u>	
Public Affairs Manager	H	Rate and Debt Manager	46
		Investment Analyst	35
<u>ACCOUNTING</u>		<u>HUMAN RESOURCES</u>	
Accounting Supervisor	37	Senior Human Resources Analyst	33
Senior Accountant	33	Human Resources Analyst	25
Accountant	26	Human Resources Assistant	20
Accounting Technician	17		
Accounting Assistant II	12		
Accounting Assistant I	06		
<u>ADMINISTRATIVE SUPPORT</u>		<u>INFORMATION TECHNOLOGY</u>	
Clerk of the Board	36	Data Base Administrator	41
Executive Administrative Assistant	27	Information Systems Supervisor	39
Legal Administrative Assistant	27	Network Administrator	35
Administrative Assistant	20	Senior Information Systems Analyst	35
Deputy Clerk of the Board	20	Information Systems Analyst	31
Senior Office Assistant	14	Senior Systems Admin. & Support Specialist	30
Receptionist	09	Systems Admin. & Support Specialist	26
Office Assistant II	09	Help Desk Support Specialist	24
Office Assistant I	05		

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EFFECTIVE SEPTEMBER 23, 2018
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<u>CLASSIFICATIONS</u>	<u>RANGE</u>	<u>CLASSIFICATIONS</u>	<u>RANGE</u>
<u>MAINTENANCE</u>		<u>SAFETY AND RISK</u>	
System Maintenance Supervisor (Utility)	33	Safety Officer	33
Senior Maintenance Technician (Utility)	27		
Facilities Services Technician (Facilities)	25	<u>STUDENT</u>	
Maintenance Technician (Utility)	23	Student Intern	1
Fleet Mechanic II (Equipment)	22	Student Worker (Fixed at CA Minimum Wage)	
Fleet Mechanic I (Equipment)	18		
Maintenance Worker II (Field)	17	<u>SURVEYING</u>	
Maintenance Worker I (Field)	11		
<u>PROJECT CONTROLS</u>		Supervising Land Surveyor	37
		Land Surveyor (P.L.S)	33
Senior Project Scheduler	39	Senior Survey Technician	29
Project Scheduler II	37	Survey Technician	24
Project Scheduler I	31		
<u>PUBLIC OUTREACH AND CONSERVATION</u>		<u>WATER RESOURCES / CONSERVATION</u>	
		Principal Water Resources Specialist	42
QSA Outreach Coordinator	39	Principal Water Resources Specialist (Env)	42
Public Affairs Supervisor	35	Senior Water Resources Specialist	39
Principal Public Affairs Representative	33	Senior Water Resources Specialist (Env)	39
Senior Public Affairs Representative	31	Water Resources Specialist	31
Public Affairs Representative II	27	Water Resources Specialist (Env)	31
Public Affairs Representative I	23	Assistant Water Resources Specialist	24
		Assistant Water Resources Specialist (Env)	24
		Water Resources Aide	20
<u>PURCHASING</u>		<u>WATER SYSTEMS</u>	
Purchasing Technician II	24	System Operations Supervisor	37
Purchasing Technician I	20	Senior System Operator	28
		System Operator II	24
		System Operator I	18
<u>RIGHT OF WAY</u>			
Right of Way Supervisor	37		
Senior Right of Way Agent	35		
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			

9-23-18 Hourly
COLA = 3.06%

	1	2	3	4	5	6	7	8	9	10	11	12	13
1	19.229	19.710	20.202	20.707	21.225	21.756	22.300	22.857	23.429	24.014	24.615	25.230	25.861
2	19.710	20.202	20.707	21.225	21.756	22.300	22.857	23.429	24.014	24.615	25.230	25.861	26.507
3	20.202	20.707	21.225	21.756	22.300	22.857	23.429	24.014	24.615	25.230	25.861	26.507	27.170
4	20.707	21.225	21.756	22.300	22.857	23.429	24.014	24.615	25.230	25.861	26.507	27.170	27.849
5	21.225	21.756	22.300	22.857	23.429	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545
6	21.756	22.300	22.857	23.429	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.259
7	22.300	22.857	23.429	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.259	29.991
8	22.857	23.429	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.259	29.991	30.740
9	23.429	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.259	29.991	30.740	31.509
10	24.014	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.259	29.991	30.740	31.509	32.297
11	24.615	25.230	25.861	26.507	27.170	27.849	28.545	29.259	29.991	30.740	31.509	32.297	33.104
12	25.230	25.861	26.507	27.170	27.849	28.545	29.259	29.991	30.740	31.509	32.297	33.104	33.932
13	25.861	26.507	27.170	27.849	28.545	29.259	29.991	30.740	31.509	32.297	33.104	33.932	34.780
14	26.507	27.170	27.849	28.545	29.259	29.991	30.740	31.509	32.297	33.104	33.932	34.780	35.649
15	27.170	27.849	28.545	29.259	29.991	30.740	31.509	32.297	33.104	33.932	34.780	35.649	36.541
16	27.849	28.545	29.259	29.991	30.740	31.509	32.297	33.104	33.932	34.780	35.649	36.541	37.454
17	28.545	29.259	29.991	30.740	31.509	32.297	33.104	33.932	34.780	35.649	36.541	37.454	38.390
18	29.259	29.991	30.740	31.509	32.297	33.104	33.932	34.780	35.649	36.541	37.454	38.390	39.350
19	29.991	30.740	31.509	32.297	33.104	33.932	34.780	35.649	36.541	37.454	38.390	39.350	40.334
20	30.740	31.509	32.297	33.104	33.932	34.780	35.649	36.541	37.454	38.390	39.350	40.334	41.342
21	31.509	32.297	33.104	33.932	34.780	35.649	36.541	37.454	38.390	39.350	40.334	41.342	42.376
22	32.297	33.104	33.932	34.780	35.649	36.541	37.454	38.390	39.350	40.334	41.342	42.376	43.435
23	33.104	33.932	34.780	35.649	36.541	37.454	38.390	39.350	40.334	41.342	42.376	43.435	44.521
24	33.932	34.780	35.649	36.541	37.454	38.390	39.350	40.334	41.342	42.376	43.435	44.521	45.634
25	34.780	35.649	36.541	37.454	38.390	39.350	40.334	41.342	42.376	43.435	44.521	45.634	46.775
26	35.649	36.541	37.454	38.390	39.350	40.334	41.342	42.376	43.435	44.521	45.634	46.775	47.944
27	36.541	37.454	38.390	39.350	40.334	41.342	42.376	43.435	44.521	45.634	46.775	47.944	49.143
28	37.454	38.390	39.350	40.334	41.342	42.376	43.435	44.521	45.634	46.775	47.944	49.143	50.372
29	38.390	39.350	40.334	41.342	42.376	43.435	44.521	45.634	46.775	47.944	49.143	50.372	51.631
30	39.350	40.334	41.342	42.376	43.435	44.521	45.634	46.775	47.944	49.143	50.372	51.631	52.922
31	40.334	41.342	42.376	43.435	44.521	45.634	46.775	47.944	49.143	50.372	51.631	52.922	54.245
32	41.342	42.376	43.435	44.521	45.634	46.775	47.944	49.143	50.372	51.631	52.922	54.245	55.601
33	42.376	43.435	44.521	45.634	46.775	47.944	49.143	50.372	51.631	52.922	54.245	55.601	56.991
34	43.435	44.521	45.634	46.775	47.944	49.143	50.372	51.631	52.922	54.245	55.601	56.991	58.416
35	44.521	45.634	46.775	47.944	49.143	50.372	51.631	52.922	54.245	55.601	56.991	58.416	59.876
36	45.634	46.775	47.944	49.143	50.372	51.631	52.922	54.245	55.601	56.991	58.416	59.876	61.373
37	46.775	47.944	49.143	50.372	51.631	52.922	54.245	55.601	56.991	58.416	59.876	61.373	62.907
38	47.944	49.143	50.372	51.631	52.922	54.245	55.601	56.991	58.416	59.876	61.373	62.907	64.480
39	49.143	50.372	51.631	52.922	54.245	55.601	56.991	58.416	59.876	61.373	62.907	64.480	66.092
40	50.372	51.631	52.922	54.245	55.601	56.991	58.416	59.876	61.373	62.907	64.480	66.092	67.744
41	51.631	52.922	54.245	55.601	56.991	58.416	59.876	61.373	62.907	64.480	66.092	67.744	69.438
42	52.922	54.245	55.601	56.991	58.416	59.876	61.373	62.907	64.480	66.092	67.744	69.438	71.174
43	54.245	55.601	56.991	58.416	59.876	61.373	62.907	64.480	66.092	67.744	69.438	71.174	72.953
44	55.601	56.991	58.416	59.876	61.373	62.907	64.480	66.092	67.744	69.438	71.174	72.953	74.777
45	56.991	58.416	59.876	61.373	62.907	64.480	66.092	67.744	69.438	71.174	72.953	74.777	76.646
46	58.416	59.876	61.373	62.907	64.480	66.092	67.744	69.438	71.174	72.953	74.777	76.646	78.563
47	59.876	61.373	62.907	64.480	66.092	67.744	69.438	71.174	72.953	74.777	76.646	78.563	80.527
48	61.373	62.907	64.480	66.092	67.744	69.438	71.174	72.953	74.777	76.646	78.563	80.527	82.540
49	62.907	64.480	66.092	67.744	69.438	71.174	72.953	74.777	76.646	78.563	80.527	82.540	84.603

9-23-18 Monthly
COLA = 3.06%

	1	2	3	4	5	6	7	8	9	10	11	12	13
1	3333.03	3416.40	3501.68	3589.21	3679.00	3771.04	3865.33	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57
2	3416.40	3501.68	3589.21	3679.00	3771.04	3865.33	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55
3	3501.68	3589.21	3679.00	3771.04	3865.33	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47
4	3589.21	3679.00	3771.04	3865.33	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16
5	3679.00	3771.04	3865.33	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80
6	3771.04	3865.33	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56
7	3865.33	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44
8	3961.88	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27
9	4061.03	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56
10	4162.43	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15
11	4266.60	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03
12	4373.20	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55
13	4482.57	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53
14	4594.55	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16
15	4709.47	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77
16	4827.16	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03
17	4947.80	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27
18	5071.56	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67
19	5198.44	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23
20	5328.27	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95
21	5461.56	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17
22	5598.15	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73
23	5738.03	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97
24	5881.55	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89
25	6028.53	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67
26	6179.16	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29
27	6333.77	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12
28	6492.03	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15
29	6654.27	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37
30	6820.67	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15
31	6991.23	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47
32	7165.95	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51
33	7345.17	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44
34	7528.73	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44
35	7716.97	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51
36	7909.89	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99
37	8107.67	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88
38	8310.29	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53
39	8518.12	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95
40	8731.15	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29
41	8949.37	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92
42	9173.15	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83
43	9402.47	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83	12645.19
44	9637.51	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83	12645.19	12961.35
45	9878.44	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83	12645.19	12961.35	13285.31
46	10125.44	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83	12645.19	12961.35	13285.31	13617.59
47	10378.51	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83	12645.19	12961.35	13285.31	13617.59	13958.01
48	10637.99	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83	12645.19	12961.35	13285.31	13617.59	13958.01	14306.93
49	10903.88	11176.53	11455.95	11742.29	12035.92	12336.83	12645.19	12961.35	13285.31	13617.59	13958.01	14306.93	14664.52

Monthly salary is hourly rate x 2080 hours / 12

**EXECUTIVE / SENIOR MANAGEMENT
SALARY TABLE
EFFECTIVE SEPTEMBER 23, 2018**

SALARY RANGE	SALARY RATES		
	PERIOD	MINIMUM	MAXIMUM
A	Hourly	\$97.693	\$131.931
	Monthly	\$16,933.45	\$22,868.04
B	Hourly	\$91.349	\$123.320
	Monthly	\$15,833.83	\$21,375.47
C	Hourly	\$84.976	\$114.718
	Monthly	\$14,729.17	\$19,884.45
D	Hourly	\$79.960	\$107.541
	Monthly	\$13,859.73	\$18,640.44
E	Hourly	\$74.725	\$100.882
	Monthly	\$12,952.33	\$17,486.21
F	Hourly	\$70.447	\$96.140
	Monthly	\$12,210.81	\$16,664.27
G	Hourly	\$67.450	\$91.617
	Monthly	\$11,691.33	\$15,880.28
H	Hourly	\$64.299	\$86.803
	Monthly	\$11,145.16	\$15,045.85
I	Hourly	\$61.583	\$83.141
	Monthly	\$10,674.39	\$14,411.11

BOARD APPOINTED CLASSIFICATIONS

SALARY RANGE	ANNUAL SALARY SET BY BOARD OF DIRECTORS
Y	\$257,500.00
Z	\$315,190.00