

**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>COUNSEL</u>	
Deputy General Manager	A	Deputy General Counsel	45
Assistant General Manager	B		
Director of Engineering	C	<u>ELECTRICAL/ELECTRONICS</u>	
Director of Finance/Treasurer	C	Electrical/Electronics Supervisor	36
Director of Water Resources	C	Senior Electrical/Electronics Technician	32
Director of Operations and Maintenance	C	Electrical/Electronics Technician II	28
Director of Administrative Services	D	Electrical/Electronics Technician I	20
Director of Public Outreach and Conservation	D		
Director of the Colorado River Program	D	<u>ENGINEERING</u>	
Director of the MWD Program	D	Principal Engineer	46
		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	<u>FINANCE</u>	
Water Resources Manager	F	Rate and Debt Manager	46
Budget and Analysis Manager	G	Financial Resources Analyst	39
Government Relations Manager	G	Investment Analyst	35
Human Resources Manager	G	<u>HUMAN RESOURCES</u>	
Information Security Officer	G	Senior Human Resources Analyst	33
Information Systems Manager	G	Human Resources Analyst	25
Right of Way Manager	G	Human Resources Assistant	20
Administrative Services Manager	H		
Public Affairs Manager	H	<u>INFORMATION TECHNOLOGY</u>	
		Data Base Administrator	41
		Information Systems Supervisor	39
		Network Administrator	35
		Senior Information Systems Analyst	35
		Information Systems Analyst	31
		Senior Systems Admin. & Support Specialist	30
		Systems Admin. & Support Specialist	26
		Help Desk Support Specialist	24
<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>			
Clerk of the Board	36		
Executive Administrative Assistant	27		
Legal Administrative Assistant	27		
Supervising Administrative Assistant	26		
Administrative Assistant	20		
Deputy Clerk of the Board	20		
Senior Office Assistant	14		
Receptionist	09		
Office Assistant II	09		
Office Assistant I	05		

**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>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		
Fleet Mechanic II (Equipment)	22	Student Intern	1
Fleet Mechanic I (Equipment)	18	Student Worker (Fixed at CA Minimum Wage)	
Maintenance Worker II (Field)	17		
Maintenance Worker I (Field)	11	<u>SURVEYING</u>	
<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 AFFAIRS</u>		<u>WATER RESOURCES / CONSERVATION</u>	
		Principal Water Resources Specialist	42
Small Contractor Program Manager	39	Principal Water Resources Specialist (Env)	42
QSA Outreach Coordinator	39	Senior Water Resources Specialist	39
Public Affairs Supervisor	35	Senior Water Resources Specialist (Env)	39
Principal Public Affairs Representative	33	Water Resources Specialist	31
Senior Public Affairs Representative	31	Water Resources Specialist (Env)	31
Public Affairs Representative II	27	Assistant Water Resources Specialist	24
Public Affairs Representative I	23	Assistant Water Resources Specialist (Env)	24
		Water Resources Aide	20
<u>PURCHASING</u>		<u>WATER SYSTEMS</u>	
		System Operations Supervisor	37
Purchasing Technician II	24	Senior System Operator	28
Warehouse Supervisor	24	System Operator II	24
Purchasing Technician I	20	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