

Santa Margarita Water District
Pay Schedule
Effective July 2017

The maximum of each range includes Step 13 and Step 14, which may only be obtained as a result of exceptional performance.

| Class Title | Grade | Range Hourly Rate | | Range Monthly Rate | | Range Annual Rate | |
|-----------------------------------|-------|----------------------|----------|-----------------------|-----------|----------------------|------------|
| ADMINISTRATION | | | | | | | |
| General Manager | NA | 102.3268 | 139.5698 | 17,736.65 | 24,192.10 | 212,839.74 | 290,305.18 |
| Assistant to the General Manager | 880 | 80.1934 | 110.5476 | 13,900.19 | 19,161.58 | 166,802.31 | 229,939.01 |
| Director of External Affairs | 878 | 74.4891 | 102.6841 | 12,911.44 | 17,798.58 | 154,937.27 | 213,582.96 |
| Secretary to the Board | 860 | 43.1458 | 59.4769 | 7,478.60 | 10,309.33 | 89,743.26 | 123,711.98 |
| Records Manager | 856 | 41.5360 | 57.2579 | 7,199.58 | 9,924.70 | 86,394.95 | 119,096.44 |
| Public Information Manager | 852 | 38.8452 | 53.5485 | 6,733.16 | 9,281.73 | 80,797.95 | 111,380.82 |
| ADMINISTRATIVE SUPPORT | | | | | | | |
| Admin. Analyst | 842 | 34.6585 | 47.7770 | 6,007.47 | 8,281.35 | 72,089.63 | 99,376.17 |
| Executive Assistant | 826 | 30.0643 | 41.4440 | 5,211.14 | 7,183.63 | 62,533.74 | 86,203.58 |
| Office Specialist | 818 | 27.6082 | 38.0581 | 4,785.43 | 6,596.74 | 57,425.14 | 79,160.93 |
| Office Assistant | 806 | 22.6789 | 31.2631 | 3,931.01 | 5,418.94 | 47,172.08 | 65,027.25 |
| HUMAN RESOURCES | | | | | | | |
| Human Resources Manager | 876 | 58.5494 | 80.7110 | 10,148.57 | 13,989.90 | 121,782.81 | 167,878.81 |
| FINANCE/ACCOUNTING | | | | | | | |
| Assistant General Manager-Finance | 882 | 91.6364 | 123.2256 | 15,883.64 | 21,359.10 | 190,603.71 | 256,309.25 |
| Controller | 872 | 53.1961 | 73.3313 | 9,220.65 | 12,710.75 | 110,647.80 | 152,529.04 |
| Accounting Supervisor | 866 | 45.6963 | 62.9930 | 7,920.69 | 10,918.78 | 95,048.32 | 131,025.35 |
| Sr. Financial Analyst | 866 | 45.6963 | 62.9930 | 7,920.69 | 10,918.78 | 95,048.32 | 131,025.35 |
| Analyst - Finance/Accounting | 856 | 41.5360 | 57.2579 | 7,199.58 | 9,924.70 | 86,394.95 | 119,096.44 |
| Sr. Accountant | 846 | 36.6889 | 50.5760 | 6,359.41 | 8,766.50 | 76,312.89 | 105,198.05 |
| Accountant | 834 | 32.7294 | 45.1176 | 5,673.09 | 7,820.38 | 68,077.05 | 93,844.52 |
| Senior Accounting Specialist | 820 | 28.1369 | 38.7868 | 4,877.06 | 6,723.05 | 58,524.76 | 80,676.60 |
| CUSTOMER RELATIONS | | | | | | | |
| Customer Relations Manager | 870 | 48.3534 | 66.6557 | 8,381.26 | 11,553.65 | 100,575.08 | 138,643.80 |
| Customer Relations Supervisor | 852 | 38.8452 | 53.5485 | 6,733.16 | 9,281.73 | 80,797.95 | 111,380.82 |
| Sr. Customer Relations Lead | 826 | 30.0643 | 41.4440 | 5,211.14 | 7,183.63 | 62,533.74 | 86,203.58 |
| Sr. Customer Accounts Lead | 826 | 30.0643 | 41.4440 | 5,211.14 | 7,183.63 | 62,533.74 | 86,203.58 |
| Customer Accounts Specialist | 812 | 25.8404 | 35.6214 | 4,479.00 | 6,174.37 | 53,747.98 | 74,092.42 |
| Sr. Customer Relations Specialist | 810 | 25.5977 | 35.2868 | 4,436.94 | 6,116.38 | 53,243.25 | 73,396.54 |
| Customer Relations Specialist | 804 | 22.0485 | 30.3941 | 3,821.74 | 5,268.30 | 45,860.93 | 63,219.65 |
| INFORMATION TECHNOLOGY | | | | | | | |
| Information Technology Manager | 878 | 74.4891 | 102.6841 | 12,911.44 | 17,798.58 | 154,937.27 | 213,582.96 |
| Systems Analyst II | 852 | 38.8452 | 53.5485 | 6,733.16 | 9,281.73 | 80,797.95 | 111,380.82 |
| Information Technology Specialist | 806 | 22.6789 | 31.2631 | 3,931.01 | 5,418.94 | 47,172.08 | 65,027.25 |
| ENGINEERING | | | | | | | |
| Deputy General Manager | 882 | 91.6364 | 123.2256 | 15,883.64 | 21,359.10 | 190,603.71 | 256,309.25 |
| Chief Engineer | 880 | 80.1934 | 110.5476 | 13,900.19 | 19,161.58 | 166,802.31 | 229,939.01 |
| Assistant Chief Engineer | 878 | 74.4891 | 102.6841 | 12,911.44 | 17,798.58 | 154,937.27 | 213,582.96 |
| Senior Project Engineer | 876 | 58.5494 | 80.7110 | 10,148.57 | 13,989.90 | 121,782.81 | 167,878.81 |
| Water Efficiency Administrator | 870 | 48.3534 | 66.6557 | 8,381.26 | 11,553.65 | 100,575.08 | 138,643.80 |
| Sr. Engineering Associate | 868 | 46.9941 | 64.7819 | 8,145.64 | 11,228.87 | 97,747.63 | 134,746.42 |
| Project Engineer/Manager | 852 | 38.8452 | 53.5485 | 6,733.16 | 9,281.73 | 80,797.95 | 111,380.82 |
| Engineering Associate | 852 | 38.8452 | 53.5485 | 6,733.16 | 9,281.73 | 80,797.95 | 111,380.82 |
| Senior Construction Inspector | 846 | 36.6889 | 50.5760 | 6,359.41 | 8,766.50 | 76,312.89 | 105,198.05 |
| GIS Specialist | 836 | 33.0524 | 45.5629 | 5,729.08 | 7,897.57 | 68,748.96 | 94,770.81 |
| Senior Engineering Technician | 836 | 33.0524 | 45.5629 | 5,729.08 | 7,897.57 | 68,748.96 | 94,770.81 |

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| Class Title | Grade | Range | | Range | | Range | |
|---|-------|-------------|--------------|--------------|-------------|-------------|-------------|
| | | Hourly Rate | Monthly Rate | Monthly Rate | Annual Rate | Annual Rate | Annual Rate |
| Construction Inspector | 840 | 34.0074 | 46.8797 | 5,894.62 | 8,125.82 | 70,735.42 | 97,509.80 |
| Sr. Cross Connection Specialist | 840 | 34.0074 | 46.8797 | 5,894.62 | 8,125.82 | 70,735.42 | 97,509.80 |
| Cross Connection Specialist | 824 | 29.2172 | 40.2761 | 5,064.31 | 6,981.20 | 60,771.75 | 83,774.35 |
| Engineering Technician | 824 | 29.2172 | 40.2761 | 5,064.31 | 6,981.20 | 60,771.75 | 83,774.35 |
| Underground Facilities Locator | 828 | 30.9302 | 42.6373 | 5,361.23 | 7,390.47 | 64,334.76 | 88,685.64 |
| Water Use Efficiency Specialist | 818 | 27.6082 | 38.0581 | 4,785.43 | 6,596.74 | 57,425.14 | 79,160.93 |
| Water Use Efficiency Assistant/Inspector (Limited Term) | 21T | 18.0000 | 28.4100 | 3,120.00 | 4,924.40 | 37,440.00 | 59,092.80 |
| Drafting Specialist | 6T | 21.3270 | 29.3994 | 3,696.68 | 5,095.90 | 44,360.16 | 61,150.75 |
| OPERATIONS/MANAGERIAL | | | | | | | |
| Operations Manager | 878 | 74.4891 | 102.6841 | 12,911.44 | 17,798.58 | 154,937.27 | 213,582.96 |
| Operations Field Superintendent | 872 | 53.1961 | 73.3313 | 9,220.65 | 12,710.75 | 110,647.80 | 152,529.04 |
| Regulatory Compliance Manager | 872 | 53.1961 | 73.3313 | 9,220.65 | 12,710.75 | 110,647.80 | 152,529.04 |
| Operations Business Manager | 872 | 53.1961 | 73.3313 | 9,220.65 | 12,710.75 | 110,647.80 | 152,529.04 |
| OPERATIONS/MISC. | | | | | | | |
| Fleet Mechanic | 832 | 32.4372 | 44.7150 | 5,622.45 | 7,750.59 | 67,469.43 | 93,007.13 |
| Warehouseman | 824 | 29.2172 | 40.2761 | 5,064.31 | 6,981.20 | 60,771.75 | 83,774.35 |
| Facilities Coordinator | 830 | 31.2233 | 43.0418 | 5,412.04 | 7,460.57 | 64,944.51 | 89,526.85 |
| Service Worker | 800 | 17.3347 | 23.8962 | 3,004.68 | 4,142.00 | 36,056.17 | 49,704.00 |
| OPERATIONS/CUSTOMER SERVICE | | | | | | | |
| Customer Service Field Specialist | 802 | 20.8528 | 28.7456 | 3,614.48 | 4,982.58 | 43,373.78 | 59,790.93 |
| Meter Reader | 801 | 17.8424 | 24.5959 | 3,092.67 | 4,263.28 | 37,112.09 | 51,159.41 |
| OPERATIONS/LABORATORY | | | | | | | |
| Laboratory Supervisor | 870 | 48.3534 | 66.6557 | 8,381.26 | 11,553.65 | 100,575.08 | 138,643.80 |
| Senior Laboratory Technologist | 832 | 32.4372 | 44.7150 | 5,622.45 | 7,750.59 | 67,469.43 | 93,007.13 |
| Laboratory Technologist | 822 | 28.9444 | 39.9003 | 5,017.04 | 6,916.04 | 60,204.43 | 82,992.54 |
| Water Sampling Technician | 808 | 23.6749 | 32.6362 | 4,103.65 | 5,656.95 | 49,243.82 | 67,883.35 |
| OPERATIONS/MAINTENANCE | | | | | | | |
| Maintenance Foreman | 858 | 42.7397 | 58.9171 | 7,408.22 | 10,212.30 | 88,898.65 | 122,547.65 |
| Crew Chief | 850 | 37.7475 | 52.0354 | 6,542.91 | 9,019.47 | 78,514.90 | 108,233.64 |
| Senior Maintenance Mechanic | 832 | 32.4372 | 44.7150 | 5,622.45 | 7,750.59 | 67,469.43 | 93,007.13 |
| Maintenance Mechanic | 814 | 26.8368 | 36.9951 | 4,651.71 | 6,412.48 | 55,820.57 | 76,949.80 |
| Maintenance Technician | 808 | 23.6749 | 32.6362 | 4,103.65 | 5,656.95 | 49,243.82 | 67,883.35 |
| OPERATIONS/ELECT/SAFETY | | | | | | | |
| Electrical Superintendent/Safety Officer | 874 | 56.0742 | 77.2989 | 9,719.53 | 13,398.47 | 116,634.32 | 160,781.64 |
| Electrical/Instrumentation Supervisor | 860 | 43.1458 | 59.4769 | 7,478.60 | 10,309.33 | 89,743.26 | 123,711.98 |
| Senior Elect/Instrument. Tech. | 848 | 37.3863 | 51.5372 | 6,480.29 | 8,933.12 | 77,763.43 | 107,197.45 |
| Elect/Instrument. Tech II | 838 | 33.6860 | 46.4363 | 5,838.91 | 8,048.96 | 70,066.90 | 96,587.54 |
| Safety Officer | 860 | 43.1458 | 59.4769 | 7,478.60 | 10,309.33 | 89,743.26 | 123,711.98 |
| Safety Specialist | 818 | 27.6082 | 38.0581 | 4,785.43 | 6,596.74 | 57,425.14 | 79,160.93 |
| OPERATIONS/SCADA | | | | | | | |
| SCADA Project Manager | 870 | 48.3534 | 66.6557 | 8,381.26 | 11,553.65 | 100,575.08 | 138,643.80 |
| Sr. Instrumentation Sys. Programmer | 860 | 43.1458 | 59.4769 | 7,478.60 | 10,309.33 | 89,743.26 | 123,711.98 |
| Instrumentation Systems Technician | 852 | 38.8452 | 53.5485 | 6,733.16 | 9,281.73 | 80,797.95 | 111,380.82 |
| SCADA Technician | 824 | 29.2172 | 40.2761 | 5,064.31 | 6,981.20 | 60,771.75 | 83,774.35 |
| OPERATIONS/WWTP | | | | | | | |
| Chief Plant Operator | 872 | 53.1961 | 73.3313 | 9,220.65 | 12,710.75 | 110,647.80 | 152,529.04 |
| W.W.T. Plant Lead Operator | 860 | 43.1458 | 59.4769 | 7,478.60 | 10,309.33 | 89,743.26 | 123,711.98 |
| Sr. W.W. T. Plant Operator | 851 | 38.0455 | 52.4461 | 6,594.55 | 9,090.65 | 79,134.62 | 109,087.79 |
| W.W.T. Plant Operator | 825 | 29.7264 | 40.9781 | 5,152.57 | 7,102.87 | 61,830.85 | 85,234.43 |
| W.W.T. Plant OIT | 809 | 24.2089 | 33.3722 | 4,196.21 | 5,784.51 | 50,354.48 | 69,414.08 |