



MEETING HANDOUT

Meeting: Board Meeting

Date: December 6, 2017

Item: 3.2 Consideration and Action on Resolution No. 2017-12-01; Resolution of the Board of Directors of Santa Margarita Water District Amending the Santa Margarita Water District's Pay Schedule Effective December 6, 2017

The Revised Pay Schedule changes the position title Customer Service Field Supervisor to Customer Service Field Lead.

Santa Margarita Water District
Pay Schedule
Effective December 6, 2017

Class Title	Grade	Range Hourly Rate		Range Monthly Rate		Range Annual Rate	
ADMINISTRATION							
General Manager	NA	103.3501	140.9655	17,914.01	24,434.02	214,968.14	293,208.24
Director of External Affairs	878	75.2340	103.7109	13,040.55	17,976.56	156,486.64	215,718.67
Secretary to the Board	860	43.5773	60.0717	7,553.39	10,412.43	90,640.69	124,949.10
Records Manager	856	41.9514	57.8305	7,271.57	10,023.95	87,258.90	120,287.40
Public Information Manager	852	39.2337	54.0840	6,800.51	9,374.55	81,606.10	112,494.63
ADMINISTRATIVE SUPPORT							
Admin. Analyst	842	35.0051	48.2548	6,067.54	8,364.16	72,810.53	100,369.93
Management Analyst	842	35.0051	48.2548	6,067.54	8,364.16	72,810.53	100,369.93
Executive Assistant	826	30.3649	41.8584	5,263.26	7,255.46	63,159.07	87,065.47
Office Specialist	818	27.8843	38.4387	4,833.28	6,662.71	57,999.39	79,952.54
Office Assistant	806	22.9057	31.5757	3,970.32	5,473.13	47,643.80	65,677.52
HUMAN RESOURCES							
Human Resources Manager	876	59.1349	81.5181	10,250.05	14,129.80	123,000.64	169,557.60
FINANCE/ACCOUNTING							
Assistant General Manager-Finance	882	92.5528	127.5850	16,042.48	22,114.73	192,509.75	265,376.80
Controller	872	53.7281	74.0646	9,312.87	12,837.86	111,754.45	154,054.33
Accounting Supervisor	866	46.1533	63.6229	7,999.90	11,027.97	95,998.80	132,335.60
Sr. Financial Analyst	866	46.1533	63.6229	7,999.90	11,027.97	95,998.80	132,335.60
Analyst - Finance/Accounting	856	41.9514	57.8305	7,271.57	10,023.95	87,258.90	120,287.40
Sr. Accountant	846	37.0558	51.0818	6,423.00	8,854.18	77,076.02	106,250.14
Purchasing Agent	846	37.0558	51.0818	6,423.00	8,854.18	77,076.02	106,250.14
Accountant	834	33.0567	45.5688	5,729.83	7,898.59	68,757.94	94,783.10
Senior Accounting Specialist	820	28.4183	39.1747	4,925.83	6,790.28	59,110.01	81,483.36
Customer Accounting Technician	812	26.0988	35.9776	4,523.79	6,236.11	54,285.46	74,833.35
CUSTOMER RELATIONS							
Customer Relations Manager	870	48.8369	67.3223	8,465.07	11,669.20	101,580.84	140,030.38
Customer Relations Supervisor	852	39.2337	54.0840	6,800.51	9,374.55	81,606.10	112,494.63
Sr. Customer Relations Lead	826	30.3649	41.8585	5,263.26	7,255.47	63,159.07	87,065.61
Sr. Customer Accounts Lead	826	30.3649	41.8584	5,263.26	7,255.46	63,159.07	87,065.47
Customer Accounts Specialist	812	26.0988	35.9776	4,523.79	6,236.11	54,285.46	74,833.35
Sr. Customer Relations Specialist	810	25.8537	35.6397	4,481.31	6,177.54	53,775.68	74,130.51
Customer Relations Specialist	804	22.2690	30.6980	3,859.96	5,320.99	46,319.54	63,851.85
INFORMATION TECHNOLOGY							
Information Technology Manager	878	75.2340	103.7109	13,040.55	17,976.56	156,486.64	215,718.67
Systems Analyst II	852	39.2337	54.0840	6,800.51	9,374.55	81,606.10	112,494.63
Information Technology Specialist	806	22.9057	31.5757	3,970.32	5,473.13	47,643.80	65,677.52
ENGINEERING							
Deputy General Manager	882	92.5528	127.5850	16,042.48	22,114.73	192,509.75	265,376.80
Chief Engineer	880	80.9953	111.6531	14,039.19	19,353.20	168,470.22	232,238.40
Assistant Chief Engineer	878	75.2340	103.7109	13,040.55	17,976.56	156,486.64	215,718.67
Construction Engineering Manager	878	75.2340	103.7109	13,040.55	17,976.56	156,486.64	215,718.67
Senior Project Engineer	876	59.1349	81.5181	10,250.05	14,129.80	123,000.64	169,557.60
Water Efficiency Administrator	870	48.8369	67.3223	8,465.07	11,669.20	101,580.84	140,030.38
Sr. Engineering Associate	868	47.4640	65.4297	8,227.09	11,341.15	98,725.10	136,093.78
Project Engineer/Manager	852	39.2337	54.0840	6,800.51	9,374.55	81,606.10	112,494.63
Engineering Associate	852	39.2337	54.0840	6,800.51	9,374.55	81,606.10	112,494.63
Senior Construction Inspector	846	37.0558	51.0818	6,423.00	8,854.18	77,076.02	106,250.14
GIS Specialist	836	33.3829	46.0185	5,786.37	7,976.54	69,436.45	95,718.52
Senior Engineering Technician	836	33.3829	46.0185	5,786.37	7,976.54	69,436.45	95,718.52
Construction Inspector	840	34.3475	47.3485	5,953.56	8,207.07	71,442.77	98,484.89
Sr. Cross Connection Specialist	840	34.3475	47.3485	5,953.56	8,207.07	71,442.77	98,484.89

Santa Margarita Water District
Pay Schedule
Effective December 6, 2017

Class Title	Grade	Range Hourly Rate		Range Monthly Rate		Range Annual Rate	
ENGINEERING - continued							
Cross Connection Specialist	824	29.5094	40.6789	5,114.96	7,051.01	61,379.46	84,612.09
Engineering Technician	824	29.5094	40.6789	5,114.96	7,051.01	61,379.46	84,612.09
Underground Facilities Locator	828	31.2395	43.0637	5,414.84	7,464.37	64,978.11	89,572.49
Water Use Efficiency Specialist	818	27.8843	38.4387	4,833.28	6,662.71	57,999.39	79,952.54
Drafting Specialist	6T	21.5403	29.6934	3,733.65	5,146.85	44,803.76	61,762.26
OPERATIONS/MANAGERIAL							
Operations Manager	878	75.2340	103.7109	13,040.55	17,976.56	156,486.64	215,718.67
Operations Field Superintendent	872	53.7281	74.0646	9,312.87	12,837.86	111,754.45	154,054.33
Regulatory Compliance Manager	872	53.7281	74.0646	9,312.87	12,837.86	111,754.45	154,054.33
Operations Business Manager	872	53.7281	74.0646	9,312.87	12,837.86	111,754.45	154,054.33
OPERATIONS/MISC.							
Fleet Mechanic	832	32.7616	45.1622	5,678.68	7,828.11	68,144.12	93,937.38
Warehouseman	824	29.5094	40.6789	5,114.96	7,051.01	61,379.46	84,612.09
Facilities Coordinator	830	31.5355	43.4722	5,466.15	7,535.18	65,593.84	90,422.12
Service Worker	800	17.5080	24.1352	3,034.73	4,183.43	36,416.73	50,201.22
OPERATIONS/CUSTOMER SERVICE							
Customer Service Field Lead	850	38.1250	52.5558	6,608.34	9,109.66	79,300.05	109,315.97
Customer Service Field Specialist	802	21.0613	29.0331	3,650.63	5,032.40	43,807.52	60,388.84
Meter Reader	801	18.0208	24.8419	3,123.60	4,305.93	37,483.21	51,671.15
OPERATIONS/LABORATORY							
Laboratory Supervisor	870	48.8369	67.3223	8,465.07	11,669.20	101,580.84	140,030.38
Senior Laboratory Technologist	832	32.7616	45.1622	5,678.68	7,828.11	68,144.12	93,937.38
Laboratory Technologist	822	29.2338	40.2993	5,067.19	6,985.21	60,806.30	83,822.46
Water Sampling Technician	808	23.9116	32.9626	4,144.68	5,713.52	49,736.13	68,562.18
OPERATIONS/MAINTENANCE							
Maintenance Foreman	858	43.1671	59.5063	7,482.30	10,314.43	89,787.63	123,773.12
Crew Chief	850	38.1250	52.5558	6,608.34	9,109.66	79,300.05	109,315.97
Senior Maintenance Mechanic	832	32.7616	45.1622	5,678.68	7,828.11	68,144.12	93,937.38
Maintenance Mechanic	814	27.1052	37.3651	4,698.23	6,476.62	56,378.77	77,719.41
Maintenance Technician	808	23.9116	32.9626	4,144.68	5,713.52	49,736.13	68,562.18
OPERATIONS/ELECT/SAFETY							
Electrical/Instrumentation Supervisor	870	48.8369	67.3223	8,465.07	11,669.20	101,580.84	140,030.38
Senior Elect/Instrument. Tech.	848	37.7602	52.0526	6,545.10	9,022.45	78,541.22	108,269.42
Elect/Instrument. Tech II	838	34.0229	46.9007	5,897.30	8,129.45	70,767.57	97,553.41
Safety Officer	860	43.5773	60.0717	7,553.39	10,412.43	90,640.69	124,949.10
Safety Specialist	818	27.8843	38.4387	4,833.28	6,662.71	57,999.39	79,952.54
OPERATIONS/SCADA							
SCADA Project Manager	870	48.8369	67.3223	8,465.07	11,669.20	101,580.84	140,030.38
Sr. Instrumentation Sys. Programmer	860	43.5773	60.0717	7,553.39	10,412.43	90,640.69	124,949.10
Instrumentation Systems Technician	852	39.2337	54.0840	6,800.51	9,374.55	81,606.10	112,494.63
SCADA Technician	824	29.5094	40.6789	5,114.96	7,051.01	61,379.46	84,612.09
OPERATIONS/WWTP							
Chief Plant Operator	872	53.7281	74.0646	9,312.87	12,837.86	111,754.45	154,054.33
W.W.T. Plant Lead Operator	860	43.5773	60.0717	7,553.39	10,412.43	90,640.69	124,949.10
Sr. W.W. T. Plant Operator	851	38.4260	52.9706	6,660.51	9,181.57	79,926.08	110,178.85
W.W.T. Plant Operator	825	30.0237	41.3879	5,204.11	7,173.90	62,449.30	86,086.78
W.W.T. Plant OIT	809	24.4510	33.7059	4,238.17	5,842.35	50,858.02	70,108.23