

**Santa Margarita Water District**  
**Pay Schedule**  
**Effective September 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	
<b>ADMINISTRATION</b>							
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
<b>ADMINISTRATIVE SUPPORT</b>							
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
<b>HUMAN RESOURCES</b>							
Human Resources Manager	876	58.5494	80.7110	10,148.57	13,989.90	121,782.81	167,878.81
<b>FINANCE/ACCOUNTING</b>							
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
<b>CUSTOMER RELATIONS</b>							
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
<b>INFORMATION TECHNOLOGY</b>							
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
<b>ENGINEERING</b>							
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
<b>OPERATIONS/MANAGERIAL</b>							
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
<b>OPERATIONS/MISC.</b>							
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
<b>OPERATIONS/CUSTOMER SERVICE</b>							
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
<b>OPERATIONS/LABORATORY</b>							
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
<b>OPERATIONS/MAINTENANCE</b>							
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
<b>OPERATIONS/ELECT/SAFETY</b>							
Electrical Superintendent/Safety Officer	874	56.0742	77.2989	9,719.53	13,398.47	116,634.32	160,781.64
Electrical/Instrumentation Supervisor	870	48.3534	66.6557	8,381.26	11,553.65	100,575.08	138,643.80
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
<b>OPERATIONS/SCADA</b>							
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
<b>OPERATIONS/WWTP</b>							
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