

# Santa Margarita Water District

## Pay Schedule

Effective July 1, 2023

2024

### Represented Employees

Class Title	Grade	Range		Range	
		Hourly Rate		Annual Salary	
SCADA Network Architect	<b>868</b>	\$ 57.48	\$ 79.24	\$ 119,558.27	\$ 164,812.39
Electrical/Instrumentation Foreman	<b>866</b>	\$ 56.30	\$ 77.61	\$ 117,108.57	\$ 161,435.46
SCADA Analyst II W.W.T. Plant Lead Operator	<b>860</b>	\$ 52.77	\$ 72.75	\$ 109,767.71	\$ 151,316.00
Operations Foreman	<b>858</b>	\$ 52.28	\$ 72.06	\$ 108,734.85	\$ 149,892.19
SCADA Analyst I Customer Service Field Supervisor	<b>852</b>	\$ 47.51	\$ 65.50	\$ 98,826.66	\$ 136,233.65
Sr. W.W. T. Plant Operator Sr. Water Plant Operator	<b>851</b>	\$ 46.53	\$ 64.15	\$ 96,792.19	\$ 133,429.10
Operations Crew Chief Fleet Maintenance Supervisor	<b>850</b>	\$ 46.17	\$ 63.65	\$ 96,034.05	\$ 132,384.00
Senior Elect/Instrument. Tech.	<b>848</b>	\$ 45.73	\$ 63.04	\$ 95,114.56	\$ 131,116.47
Senior Construction Inspector	<b>846</b>	\$ 44.88	\$ 61.86	\$ 93,340.71	\$ 128,671.20
Construction Inspector Sr. Water Efficiency Specialist Sr. Cross Connection Specialist	<b>840</b>	\$ 41.60	\$ 57.34	\$ 86,518.85	\$ 119,267.19
Elect/Instrument. Technician	<b>838</b>	\$ 41.20	\$ 56.80	\$ 85,700.65	\$ 118,139.29
GIS Specialist Senior Engineering Technician	<b>836</b>	\$ 40.43	\$ 55.73	\$ 84,088.68	\$ 115,917.17
Accountant	<b>834</b>	\$ 40.03	\$ 55.18	\$ 83,266.91	\$ 114,784.36
Fleet Mechanic Lead Customer Relations Representative Senior Laboratory Technologist	<b>832</b>	\$ 39.68	\$ 54.69	\$ 82,524.05	\$ 113,760.31

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Class Title	Grade	Range Hourly Rate		Range Annual Salary	
Senior Meter Technician Senior Systems Operator Senior Utility Mechanic Senior Utility Operator	<b>832</b>	\$ 39.68	\$ 54.69	\$ 82,524.05	\$ 113,760.31
Facilities Coordinator	<b>830</b>	\$ 38.19	\$ 52.65	\$ 79,435.86	\$ 109,503.20
Underground Facilities Locator	<b>828</b>	\$ 37.83	\$ 52.15	\$ 78,689.42	\$ 108,474.24
Lead Customer Accounts Representative	<b>826</b>	\$ 36.77	\$ 50.69	\$ 76,486.96	\$ 105,438.13
W.W.T. Plant Operator Water Plant Operator	<b>825</b>	\$ 36.36	\$ 50.12	\$ 75,627.36	\$ 104,253.15
Cross Connection Specialist Engineering Technician SCADA Technician Warehouse Technician	<b>824</b>	\$ 35.74	\$ 49.26	\$ 74,331.85	\$ 102,467.27
Laboratory Technologist	<b>822</b>	\$ 35.40	\$ 48.80	\$ 73,638.19	\$ 101,511.06
Purchasing Specialist Senior Accounting Specialist	<b>820</b>	\$ 34.42	\$ 47.44	\$ 71,583.35	\$ 98,678.44
Water Efficiency Specialist Administrative Assistant Utility Operations Liaison	<b>818</b>	\$ 33.77	\$ 46.55	\$ 70,238.29	\$ 96,824.26
Systems Operator Utility Mechanic Utility Operator	<b>814</b>	\$ 32.83	\$ 45.25	\$ 68,276.44	\$ 94,119.83
Customer Accounting Technician Customer Relations Representative III	<b>812</b>	\$ 31.61	\$ 43.57	\$ 65,741.07	\$ 90,624.78
Customer Relations Representative II	<b>810</b>	\$ 31.31	\$ 43.16	\$ 65,123.76	\$ 89,773.83
W.W.T. Plant OIT	<b>809</b>	\$ 29.61	\$ 40.82	\$ 61,589.99	\$ 84,902.48

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Meter Technician	808	\$ 28.96	\$ 39.92	\$ 60,232.03	\$ 83,030.52
Utility Technician					
Water Sampling Technician					
Office Assistant	806	\$ 27.74	\$ 38.24	\$ 57,697.67	\$ 79,536.88
Customer Relations Representative I	804	\$ 26.97	\$ 37.18	\$ 56,093.85	\$ 77,325.99
Meter Reader	801	\$ 21.82	\$ 30.08	\$ 45,393.08	\$ 62,574.86
Service Worker	800	\$ 21.20	\$ 29.23	\$ 44,101.81	\$ 60,794.83
Dewatered Biosolids Hauling Specialist (LT)	7T	\$ 50.00	\$ 75.00	\$ 104,000.00	\$ 165,360.00

**Santa Margarita Water District  
Pay Schedule**

**Effective July 1, 2023**

**Unrepresented Employees**

<b>Class Title</b>	<b>Grade</b>	<b>Range Hourly Rate</b>		<b>Range Annual Salary</b>	
General Manager	<b>235</b>	\$ 138.17	\$ 190.47	\$ 287,399.69	\$ 396,183.65
Chief Administrative Officer	<b>234</b>	\$ 120.15	\$ 165.63	\$ 249,912.56	\$ 344,507.23
Deputy General Manager					
Chief Engineer	<b>233</b>	\$ 104.48	\$ 144.02	\$ 217,314.96	\$ 299,571.07
Chief Financial Officer					
Director of Operations					
Treatment Manager	<b>232</b>	\$ 97.19	\$ 133.98	\$ 202,153.79	\$ 278,671.23
Construction Engineering Manager	<b>230</b>	\$ 88.15	\$ 121.52	\$ 183,359.20	\$ 252,762.68
Information Technology Manager					
Utilities Manager					
Controller	<b>228</b>	\$ 79.96	\$ 110.22	\$ 166,312.22	\$ 229,263.23
Director of External Affairs					
Director of Water Resiliency - Customer Relations					
Human Resources Manager					
Hydrogeologist	<b>226</b>	\$ 73.34	\$ 101.10	\$ 152,547.36	\$ 210,288.22
Sr. Project Engineer					
Chief Plant Operator	<b>225</b>	\$ 69.07	\$ 95.21	\$ 143,666.93	\$ 198,046.45
Operations Field Superintendent					
Regulatory and Logistics Manager					
SCADA Project Manager	<b>224</b>	\$ 65.78	\$ 90.68	\$ 136,825.71	\$ 188,615.75
Water Quality Specialist					
Customer Relations Manager	<b>223</b>	\$ 62.65	\$ 86.36	\$ 130,310.14	\$ 179,633.97
Director of Financial Planning & Analytics					
Laboratory Manager					
Water Reliability Planning Manager		\$ 62.65	\$ 86.36	\$ 130,310.14	\$ 179,633.97
Electrical/Instrumentation Supervisor	<b>222</b>	\$ 59.67	\$ 82.25	\$ 124,104.57	\$ 171,079.52

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**Unrepresented Employees**

<b>Class Title</b>	<b>Grade</b>	<b>Range Hourly Rate</b>		<b>Range Annual Salary</b>	
Accounting Supervisor Safety Officer Sr. Financial Analyst	<b>221</b>	\$ 56.82	\$ 78.33	\$ 118,195.08	\$ 162,933.23
Secretary to the Board of Directors	<b>220</b>	\$ 54.12	\$ 74.60	\$ 112,567.10	\$ 155,174.99
Customer Relations Supervisor Cybersecurity Analyst Financial Analyst Public Information Manager Systems Analyst II	<b>219</b>	\$ 51.54	\$ 71.05	\$ 107,206.71	\$ 147,785.63
Project Engineer/Manager	<b>218</b>	\$ 49.09	\$ 67.67	\$ 102,101.51	\$ 140,748.06
Senior Accountant	<b>217</b>	\$ 46.75	\$ 64.45	\$ 97,239.47	\$ 134,045.68
Administrative Analyst Human Resources Analyst Management Analyst	<b>215</b>	\$ 42.40	\$ 58.45	\$ 88,199.07	\$ 121,583.39
Executive Assistant	<b>213</b>	\$ 38.46	\$ 53.02	\$ 79,995.46	\$ 110,274.63
Payroll Technician	<b>211</b>	\$ 34.89	\$ 48.09	\$ 72,567.49	\$ 100,035.08
Information Technology Specialist	<b>206</b>	\$ 27.33	\$ 37.68	\$ 56,853.85	\$ 78,373.65