

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 25, 2016
EXEMPT EMPLOYEES**

JOB CLASSIFICATION	RANGE
Administrative Analyst	E1
Assistant Director of Engineering	E16
Assistant Director of Operations	E14
Assistant General Manager	E18
Assistant to the General Manager	E4
Board Secretary/Executive Assistant	E4
Business Systems Administrator	E5
Communications Coordinator	E4.1
Contracts & Procurement Manager	E5
Controller	E8
Director of Engineering & Operations	E17
Director of Finance/Treasurer	E17
Director of Human Resources	E16
Director of Planning	E15.1
Engineering Manager	E15
Finance Manager	E8
Human Resources Analyst	E1
Information Systems Officer	E15
Information Technology Manager	E6
Operations Systems Administrator	E5
Policy and Outreach Analyst	E3
Principal Engineer	E13
Safety & Compliance Coordinator	E4.1
Senior Engineer	E8
Senior Finance and Resource Analyst	E3
Superintendent of Customer Service	E12
Superintendent of Engineering	E12
Superintendent of Operations	E12
Water Resources Analyst	E2

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JOB CLASSIFICATION	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Administrative Analyst Human Resources Analyst	E1	Monthly	5,206.93	5,310.93	5,416.67	5,525.87	5,636.80	5,749.47	5,863.87	5,981.73	6,101.33	6,222.67	6,347.47	6,474.00	6,604.00	6,735.73	6,870.93	7,007.87
		Hourly	30.04	30.64	31.25	31.88	32.52	33.17	33.83	34.51	35.20	35.90	36.62	37.35	38.10	38.86	39.64	40.43
		Annually	62,483.20	63,731.20	65,000.00	66,310.40	67,641.60	68,993.60	70,366.40	71,780.80	73,216.00	74,672.00	76,169.60	77,688.00	79,248.00	80,828.80	82,451.20	84,094.40
Water Resources Analyst	E2	Monthly	5,567.47	5,678.40	5,792.80	5,908.93	6,026.80	6,146.40	6,269.47	6,396.00	6,522.53	6,654.27	6,786.00	6,922.93	7,061.60	7,202.00	7,345.87	7,493.20
		Hourly	32.12	32.76	33.42	34.09	34.77	35.46	36.17	36.90	37.63	38.39	39.15	39.94	40.74	41.55	42.38	43.23
		Annually	66,809.60	68,140.80	69,513.60	70,907.20	72,321.60	73,756.80	75,233.60	76,752.00	78,270.40	79,851.20	81,432.00	83,075.20	84,739.20	86,424.00	88,150.40	89,918.40
Policy and Outreach Analyst Senior Finance and Resource Analyst	E3	Monthly	6,276.40	6,401.20	6,529.47	6,661.20	6,792.93	6,929.87	7,068.53	7,208.93	7,354.53	7,500.13	7,650.93	7,803.47	7,959.47	8,118.93	8,281.87	8,446.53
		Hourly	36.21	36.93	37.67	38.43	39.19	39.98	40.78	41.59	42.43	43.27	44.14	45.02	45.92	46.84	47.78	48.73
		Annually	75,316.80	76,814.40	78,353.60	79,934.40	81,515.20	83,158.40	84,822.40	86,507.20	88,254.40	90,001.60	91,811.20	93,641.60	95,513.60	97,427.20	99,382.40	101,358.40
Assistant to the General Manager Board Secretary/Executive Assistant	E4	Monthly	6,472.27	6,602.27	6,734.00	6,869.20	7,006.13	7,146.53	7,288.67	7,434.27	7,583.33	7,734.13	7,890.13	8,047.87	8,209.07	8,372.00	8,540.13	8,710.00
		Hourly	37.34	38.09	38.85	39.63	40.42	41.23	42.05	42.89	43.75	44.62	45.52	46.43	47.36	48.30	49.27	50.25
		Annually	77,667.20	79,227.20	80,808.00	82,430.40	84,073.60	85,758.40	87,464.00	89,211.20	91,000.00	92,809.60	94,681.60	96,574.40	98,508.80	100,464.00	102,481.60	104,520.00
Communications Coordinator Safety and Compliance Coordinator	E4.1	Monthly	7,085.87	7,228.00	7,371.87	7,519.20	7,670.00	7,822.53	7,980.27	8,139.73	8,302.67	8,469.07	8,637.20	8,810.53	8,987.33	9,165.87	9,349.60	9,536.80
		Hourly	40.88	41.70	42.53	43.38	44.25	45.13	46.04	46.96	47.90	48.86	49.83	50.83	51.85	52.88	53.94	55.02
		Annually	85,030.40	86,736.00	88,462.40	90,230.40	92,040.00	93,870.40	95,763.20	97,676.80	99,632.00	101,628.80	103,646.40	105,726.40	107,848.00	109,990.40	112,195.20	114,441.60
Business Systems Administrator Contracts and Procurement Manager Operations Systems Administrator	E5	Monthly	7,728.93	7,883.20	8,040.93	8,202.13	8,366.80	8,533.20	8,704.80	8,878.13	9,054.93	9,236.93	9,420.67	9,609.60	9,802.00	9,997.87	10,198.93	10,401.73
		Hourly	44.59	45.48	46.39	47.32	48.27	49.23	50.22	51.22	52.24	53.29	54.35	55.44	56.55	57.68	58.84	60.01
		Annually	92,747.20	94,598.40	96,491.20	98,425.60	100,401.60	102,398.40	104,457.60	106,537.60	108,659.20	110,843.20	113,048.00	115,315.20	117,624.00	119,974.40	122,387.20	124,820.80
Information Technology Manager	E6	Monthly	8,030.53	8,191.73	8,354.67	8,522.80	8,692.67	8,866.00	9,044.53	9,224.80	9,408.53	9,597.47	9,789.87	9,985.73	10,185.07	10,387.87	10,595.87	10,807.33
		Hourly	46.33	47.26	48.20	49.17	50.15	51.15	52.18	53.22	54.28	55.37	56.48	57.61	58.76	59.93	61.13	62.35
		Annually	96,366.40	98,300.80	100,256.00	102,273.60	104,312.00	106,392.00	108,534.40	110,697.60	112,902.40	115,169.60	117,478.40	119,828.80	122,220.80	124,654.40	127,150.40	129,688.00
	E6.1	Monthly	8,053.07	8,214.27	8,378.93	8,545.33	8,716.93	8,892.00	9,068.80	9,250.80	9,436.27	9,623.47	9,811.87	10,013.47	10,212.80	10,417.33	10,625.33	10,838.53
		Hourly	46.46	47.39	48.34	49.30	50.29	51.30	52.32	53.37	54.44	55.52	56.63	57.77	58.92	60.10	61.30	62.53
		Annually	96,636.80	98,571.20	100,547.20	102,544.00	104,603.20	106,704.00	108,825.60	111,009.60	113,235.20	115,481.60	117,790.40	120,161.60	122,553.60	125,008.00	127,504.00	130,062.40
	E7	Monthly	8,240.27	8,404.93	8,573.07	8,744.67	8,919.73	9,098.27	9,280.27	9,465.73	9,654.67	9,847.07	10,044.67	10,245.73	10,450.27	10,660.00	10,873.20	11,089.87
		Hourly	47.54	48.49	49.46	50.45	51.46	52.49	53.54	54.61	55.70	56.81	57.95	59.11	60.29	61.50	62.73	63.98
		Annually	98,883.20	100,859.20	102,876.80	104,936.00	107,036.80	109,179.20	111,363.20	113,588.80	115,856.00	118,164.80	120,536.00	122,948.80	125,403.20	127,920.00	130,478.40	133,078.40
Controller Finance Manager Senior Engineer	E8	Monthly	8,314.80	8,481.20	8,651.07	8,824.40	8,999.47	9,179.73	9,363.47	9,550.67	9,741.33	9,937.20	10,136.53	10,337.60	10,545.60	10,755.33	10,972.00	11,190.40
		Hourly	47.97	48.93	49.91	50.91	51.92	52.96	54.02	55.10	56.20	57.33	58.48	59.64	60.84	62.05	63.30	64.56
		Annually	99,777.60	101,774.40	103,812.80	105,892.80	107,993.60	110,156.80	112,361.60	114,608.00	116,896.00	119,246.40	121,638.40	124,051.20	126,547.20	129,064.00	131,664.00	134,284.80
	E9	Monthly	8,597.33	8,768.93	8,944.00	9,124.27	9,306.27	9,491.73	9,682.40	9,874.80	10,072.40	10,275.20	10,479.73	10,689.47	10,902.67	11,121.07	11,344.67	11,571.73
		Hourly	49.60	50.59	51.60	52.64	53.69	54.76	55.86	56.97	58.11	59.28	60.46	61.67	62.90	64.16	65.45	66.76
		Annually	103,168.00	105,227.20	107,328.00	109,491.20	111,675.20	113,900.80	116,188.80	118,497.60	120,868.80	123,302.40	125,756.80	128,273.60	130,832.00	133,452.80	136,136.00	138,860.80
	E10	Monthly	8,616.40	8,788.00	8,964.80	9,143.33	9,327.07	9,512.53	9,703.20	9,897.33	10,094.93	10,297.73	10,504.00	10,713.73	10,926.93	11,147.07	11,368.93	11,596.00
		Hourly	49.71	50.70	51.72	52.75	53.81	54.88	55.98	57.10	58.24	59.41	60.60	61.81	63.04	64.31	65.59	66.90
		Annually	103,396.80	105,456.00	107,577.60	109,720.00	111,924.80	114,150.40	116,438.40	118,768.00	121,139.20	123,572.80	126,048.00	128,564.80	131,123.20	133,764.80	136,427.20	139,152.00
	E11	Monthly	8,644.13	8,817.47	8,992.53	9,172.80	9,356.53	9,543.73	9,734.40	9,928.53	10,127.87	10,330.67	10,536.93	10,748.40	10,963.33	11,181.73	11,405.33	11,634.13
		Hourly	49.87	50.87	51.88	52.92	53.98	55.06	56.16	57.28	58.43	59.60	60.79	62.01	63.25	64.51	65.80	67.12
		Annually	103,729.60	105,809.60	107,910.40	110,073.60	112,278.40	114,524.80	116,812.80	119,142.40	121,534.40	123,968.00	126,443.20	128,980.80	131,560.00	134,180.80	136,864.00	139,609.60
Superintendent of Customer Service		Monthly	8,822.67	8,999.47	9,179.73	9,363.47	9,550.67	9,741.33	9,935.47	10,134.80	10,337.60	10,543.87	10,755.33	10,970.27	11,188.67	11,412.27	11,641.07	11,873.33

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Superintendent of Engineering	E12	Hourly	50.90	51.92	52.96	54.02	55.10	56.20	57.32	58.47	59.64	60.83	62.05	63.29	64.55	65.84	67.16	68.50
Superintendent of Operations		Annually	105,872.00	107,993.60	110,156.80	112,361.60	114,608.00	116,896.00	119,225.60	121,617.60	124,051.20	126,526.40	129,064.00	131,643.20	134,264.00	136,947.20	139,692.80	142,480.00
Principal Engineer	E13	Monthly	9,257.73	9,443.20	9,632.13	9,824.53	10,020.40	10,221.47	10,426.00	10,634.00	10,847.20	11,063.87	11,285.73	11,511.07	11,741.60	11,975.60	12,214.80	12,459.20
		Hourly	53.41	54.48	55.57	56.68	57.81	58.97	60.15	61.35	62.58	63.83	65.11	66.41	67.74	69.09	70.47	71.88
		Annually	111,092.80	113,318.40	115,585.60	117,894.40	120,244.80	122,657.60	125,112.00	127,608.00	130,166.40	132,766.40	135,428.80	138,132.80	140,899.20	143,707.20	146,577.60	149,510.40
Assistant Director of Operations	E14	Monthly	9,417.20	9,606.13	9,796.80	9,994.40	10,193.73	10,396.53	10,604.53	10,817.73	11,034.40	11,254.53	11,479.87	11,708.67	11,942.67	12,181.87	12,426.27	12,674.13
		Hourly	54.33	55.42	56.52	57.66	58.81	59.98	61.18	62.41	63.66	64.93	66.23	67.55	68.90	70.28	71.69	73.12
		Annually	113,006.40	115,273.60	117,561.60	119,932.80	122,324.80	124,758.40	127,254.40	129,812.80	132,412.80	135,054.40	137,758.40	140,504.00	143,312.00	146,182.40	149,115.20	152,089.60
Engineering Manager	E15	Monthly	9,973.60	10,172.93	10,375.73	10,583.73	10,795.20	11,011.87	11,232.00	11,457.33	11,686.13	11,920.13	12,157.60	12,400.27	12,648.13	12,901.20	13,159.47	13,422.93
Information Systems Officer		Hourly	57.54	58.69	59.86	61.06	62.28	63.53	64.80	66.10	67.42	68.77	70.14	71.54	72.97	74.43	75.92	77.44
		Annually	119,683.20	122,075.20	124,508.80	127,004.80	129,542.40	132,142.40	134,784.00	137,488.00	140,233.60	143,041.60	145,891.20	148,803.20	151,777.60	154,814.40	157,913.60	161,075.20
Director of Planning	E15.1	Monthly	10,638.83	10,852.40	11,069.07	11,290.93	11,516.27	11,746.80	11,980.80	12,221.73	12,466.13	12,714.00	12,968.80	13,228.80	13,492.27	13,762.67	14,038.27	14,319.07
		Hourly	61.38	62.61	63.86	65.14	66.44	67.77	69.12	70.51	71.92	73.35	74.82	76.32	77.84	79.40	80.99	82.61
		Annually	127,666.00	130,228.80	132,828.80	135,491.20	138,195.20	140,961.60	143,769.60	146,660.80	149,593.60	152,568.00	155,625.60	158,745.60	161,907.20	165,152.00	168,459.20	171,828.80
Assistant Director of Engineering	E16	Monthly	11,355.07	11,582.13	11,814.40	12,050.13	12,291.07	12,537.20	12,786.80	13,043.33	13,305.07	13,570.27	13,842.40	14,118.00	14,400.53	14,688.27	14,982.93	15,282.80
Director of Human Resources		Hourly	65.51	66.82	68.16	69.52	70.91	72.33	73.77	75.25	76.76	78.29	79.86	81.45	83.08	84.74	86.44	88.17
		Annually	136,260.80	138,985.60	141,772.80	144,601.60	147,492.80	150,446.40	153,441.60	156,520.00	159,660.80	162,843.20	166,108.80	169,416.00	172,806.40	176,259.20	179,795.20	183,393.60
Director of Engineering and Operations	E17	Monthly	12,218.27	12,462.67	12,712.27	12,965.33	13,225.33	13,490.53	13,759.20	14,034.80	14,315.60	14,601.60	14,894.53	15,192.67	15,496.00	15,806.27	16,121.73	16,444.13
Director of Finance/Treasurer		Hourly	70.49	71.90	73.34	74.80	76.30	77.83	79.38	80.97	82.59	84.24	85.93	87.65	89.40	91.19	93.01	94.87
		Annually	146,619.20	149,552.00	152,547.20	155,584.00	158,704.00	161,886.40	165,110.40	168,417.60	171,787.20	175,219.20	178,734.40	182,312.00	185,952.00	189,675.20	193,460.80	197,329.60
Assistant General Manager	E18	Monthly	13,707.20	13,981.07	14,260.13	14,546.13	14,837.33	15,133.73	15,437.07	15,745.60	16,059.33	16,381.73	16,709.33	17,043.87	17,383.60	17,732.00	18,085.60	18,447.87
		Hourly	79.08	80.66	82.27	83.92	85.60	87.31	89.06	90.84	92.65	94.51	96.40	98.33	100.29	102.30	104.34	106.43
		Annually	164,486.40	167,772.80	171,121.60	174,553.60	178,048.00	181,604.80	185,244.80	188,947.20	192,712.00	196,580.80	200,512.00	204,526.40	208,603.20	212,784.00	217,027.20	221,374.40