

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 22, 2019
EXEMPT EMPLOYEES**

JOB CLASSIFICATION	RANGE
Administrative Analyst	E1
Assistant Director of Operations	E14
Assistant General Manager	E18
Board Secretary/Executive Assistant	E4.1
Communications Coordinator	E4.1
Contracts Analyst	E2
Controller	E11
Customer Engagement Coordinator	E3
Development Services Specialist	E1
Director of Engineering	E16
Director of Engineering & Operations	E17
Director of Finance & Water Resources	E16
Director of Human Resources	E16
Director of Operations	E15.1
Director of Regional & Legal Affairs	E17
Engineering Manager	E15
Financial Data Analyst	E2
GIS Administrator	E5
Government Affairs Officer	E15.1
Human Resources Analyst	E1
Information Systems Administrator	E5
Information Systems Manager	E6
Information Systems Officer	E15
Manager of Financial Planning	E11
Marketing & Social Media Coordinator	E4.1
Principal Engineer	E13
Safety & Compliance Coordinator	E4.1
Senior Engineer	E8
Senior Human Resources Analyst	E3
Senior Water Efficiency Specialist	E3
Senior Water Resources Analyst	E4
Senior Water Resources Planner	E8
Superintendent of Customer Service	E12
Superintendent of Engineering	E12
Superintendent of Operations	E12
Superintendent of Wastewater Operations	E12
Water Efficiency Manager	E11
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	E1	Monthly	5,855.20	5,973.07	6,090.93	6,214.00	6,337.07	6,465.33	6,593.60	6,725.33	6,860.53	6,997.47	7,137.87	7,280.00	7,425.60	7,574.67	7,725.47	7,879.73
Development Services Specialist		Hourly	33.78	34.46	35.14	35.85	36.56	37.30	38.04	38.80	39.58	40.37	41.18	42.00	42.84	43.70	44.57	45.46
Human Resources Analyst		Annually	70,262.40	71,676.80	73,091.20	74,568.00	76,044.80	77,584.00	79,123.20	80,704.00	82,326.40	83,969.60	85,654.40	87,360.00	89,107.20	90,896.00	92,705.60	94,556.80
Contracts Analyst	E2	Monthly	6,260.80	6,385.60	6,513.87	6,643.87	6,777.33	6,912.53	7,051.20	7,191.60	7,335.47	7,482.80	7,631.87	7,784.40	7,940.40	8,099.87	8,261.07	8,425.73
Financial Data Analyst		Hourly	36.12	36.84	37.58	38.33	39.10	39.88	40.68	41.49	42.32	43.17	44.03	44.91	45.81	46.73	47.66	48.61
Water Resources Analyst		Annually	75,129.60	76,627.20	78,166.40	79,726.40	81,328.00	82,950.40	84,614.40	86,299.20	88,025.60	89,793.60	91,582.40	93,412.80	95,284.80	97,198.40	99,132.80	101,108.80
Customer Engagement Coordinator	E3	Monthly	7,058.13	7,198.53	7,344.13	7,489.73	7,640.53	7,793.07	7,949.07	8,106.80	8,269.73	8,434.40	8,604.27	8,775.87	8,950.93	9,131.20	9,313.20	9,498.67
Sr. Human Resources Analyst		Hourly	40.72	41.53	42.37	43.21	44.08	44.96	45.86	46.77	47.71	48.66	49.64	50.63	51.64	52.68	53.73	54.80
Sr. Water Efficiency Specialist		Annually	84,697.60	86,382.40	88,129.60	89,876.80	91,686.40	93,516.80	95,388.80	97,281.60	99,236.80	101,212.80	103,251.20	105,310.40	107,411.20	109,574.40	111,758.40	113,984.00
Sr. Water Resources Analyst	E4	Monthly	7,278.27	7,423.87	7,572.93	7,723.73	7,878.00	8,035.73	8,196.93	8,359.87	8,528.00	8,697.87	8,872.93	9,049.73	9,230.00	9,415.47	9,602.67	9,795.07
		Hourly	41.99	42.83	43.69	44.56	45.45	46.36	47.29	48.23	49.20	50.18	51.19	52.21	53.25	54.32	55.40	56.51
		Annually	87,339.20	89,086.40	90,875.20	92,684.80	94,536.00	96,428.80	98,363.20	100,318.40	102,336.00	104,374.40	106,475.20	108,596.80	110,760.00	112,985.60	115,232.00	117,540.80
Board Secretary/Executive Assistant	E4.1	Monthly	7,968.13	8,127.60	8,290.53	8,455.20	8,625.07	8,796.67	8,973.47	9,153.73	9,335.73	9,522.93	9,713.60	9,907.73	10,105.33	10,308.13	10,514.40	10,724.13
Communications Coordinator		Hourly	45.97	46.89	47.83	48.78	49.76	50.75	51.77	52.81	53.86	54.94	56.04	57.16	58.30	59.47	60.66	61.87
Marketing & Social Media Coordinator		Annually	95,617.60	97,531.20	99,486.40	101,462.40	103,500.80	105,560.00	107,681.60	109,844.80	112,028.80	114,275.20	116,563.20	118,892.80	121,264.00	123,697.60	126,172.80	128,689.60
GIS Administrator	E5	Monthly	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	10,809.07	11,024.00	11,244.13	11,469.47	11,700.00
Information Systems Administrator		Hourly	50.15	51.15	52.18	53.22	54.28	55.37	56.48	57.61	58.76	59.93	61.13	62.36	63.60	64.87	66.17	67.50
		Annually	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	129,708.80	132,288.00	134,929.60	137,633.60	140,400.00
Information Systems Manager	E6	Monthly	9,030.67	9,210.93	9,394.67	9,583.60	9,774.27	9,970.13	10,169.47	10,374.00	10,580.27	10,791.73	11,008.40	11,228.53	11,453.87	11,682.67	11,914.93	12,154.13
		Hourly	52.10	53.14	54.20	55.29	56.39	57.52	58.67	59.85	61.04	62.26	63.51	64.78	66.08	67.40	68.74	70.12
		Annually	108,368.00	110,531.20	112,736.00	115,003.20	117,291.20	119,641.60	122,033.60	124,488.00	126,963.20	129,500.80	132,100.80	134,742.40	137,446.40	140,192.00	142,979.20	145,849.60
	E7	Monthly	9,268.13	9,453.60	9,642.53	9,834.93	10,032.53	10,233.60	10,438.13	10,646.13	10,859.33	11,076.00	11,297.87	11,523.20	11,753.73	11,989.47	12,228.67	12,473.07
		Hourly	53.47	54.54	55.63	56.74	57.88	59.04	60.22	61.42	62.65	63.90	65.18	66.48	67.81	69.17	70.55	71.96
		Annually	111,217.60	113,443.20	115,710.40	118,019.20	120,390.40	122,803.20	125,257.60	127,753.60	130,312.00	132,912.00	135,574.40	138,278.40	141,044.80	143,873.60	146,744.00	149,676.80
Senior Engineer	E8	Monthly	9,351.33	9,538.53	9,729.20	9,923.33	10,122.67	10,325.47	10,531.73	10,741.47	10,956.40	11,176.53	11,398.40	11,627.20	11,859.47	12,096.93	12,339.60	12,585.73
Senior Water Resources Planner		Hourly	53.95	55.03	56.13	57.25	58.40	59.57	60.76	61.97	63.21	64.48	65.76	67.08	68.42	69.79	71.19	72.61
		Annually	112,216.00	114,462.40	116,750.40	119,080.00	121,472.00	123,905.60	126,380.80	128,897.60	131,476.80	134,118.40	136,780.80	139,526.40	142,313.60	145,163.20	148,075.20	151,028.80
	E9	Monthly	9,668.53	9,862.67	10,058.53	10,259.60	10,465.87	10,675.60	10,888.80	11,105.47	11,329.07	11,554.40	11,786.67	12,022.40	12,261.60	12,507.73	12,757.33	13,012.13
		Hourly	55.78	56.90	58.03	59.19	60.38	61.59	62.82	64.07	65.36	66.66	68.00	69.36	70.74	72.16	73.60	75.07
		Annually	116,022.40	118,352.00	120,702.40	123,115.20	125,590.40	128,107.20	130,665.60	133,265.60	135,948.80	138,652.80	141,440.00	144,268.80	147,139.20	150,092.80	153,088.00	156,145.60
	E10	Monthly	9,689.33	9,883.47	10,081.07	10,282.13	10,488.40	10,698.13	10,911.33	11,129.73	11,353.33	11,580.40	11,810.93	12,046.67	12,287.60	12,533.73	12,785.07	13,039.87
		Hourly	55.90	57.02	58.16	59.32	60.51	61.72	62.95	64.21	65.50	66.81	68.14	69.50	70.89	72.31	73.76	75.23
		Annually	116,272.00	118,601.60	120,972.80	123,385.60	125,860.80	128,377.60	130,936.00	133,556.80	136,240.00	138,964.80	141,731.20	144,560.00	147,451.20	150,404.80	153,420.80	156,478.40
Controller	E11	Monthly	9,720.53	9,914.67	10,114.00	10,315.07	10,521.33	10,732.80	10,947.73	11,166.13	11,389.73	11,616.80	11,849.07	12,086.53	12,327.47	12,575.33	12,826.67	13,083.20
Manager of Financial Planning		Hourly	56.08	57.20	58.35	59.51	60.70	61.92	63.16	64.42	65.71	67.02	68.36	69.73	71.12	72.55	74.00	75.48
Water Efficiency Manager		Annually	116,646.40	118,976.00	121,368.00	123,780.80	126,256.00	128,793.60	131,372.80	133,993.60	136,676.80	139,401.60	142,188.80	145,038.40	147,929.60	150,904.00	153,920.00	156,998.40
Superintendent of Customer Service	E12	Monthly	9,923.33	10,122.67	10,323.73	10,530.00	10,741.47	10,956.40	11,174.80	11,398.40	11,627.20	11,859.47	12,096.93	12,337.87	12,585.73	12,837.07	13,093.60	13,355.33
Superintendent of Engineering		Hourly	57.25	58.40	59.56	60.75	61.97	63.21	64.47	65.76	67.08	68.42	69.79	71.18	72.61	74.06	75.54	77.05
Superintendent of Operations		Annually	119,080.00	121,472.00	123,884.80	126,360.00	128,897.60	131,476.80	134,097.60	136,780.80	139,526.40	142,313.60	145,163.20	148,054.40	151,028.80	154,044.80	157,123.20	160,264.00
Superintendent of Wastewater Operations																		

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Principal Engineer	E13	Monthly	10,410.40	10,618.40	10,831.60	11,048.27	11,268.40	11,493.73	11,724.27	11,958.27	12,197.47	12,441.87	12,689.73	12,944.53	13,202.80	13,466.27	13,736.67	14,010.53
		Hourly	60.06	61.26	62.49	63.74	65.01	66.31	67.64	68.99	70.37	71.78	73.21	74.68	76.17	77.69	79.25	80.83
		Annually	124,924.80	127,420.80	129,979.20	132,579.20	135,220.80	137,924.80	140,691.20	143,499.20	146,369.60	149,302.40	152,276.80	155,334.40	158,433.60	161,595.20	164,840.00	168,126.40
Assistant Director of Operations	E14	Monthly	10,590.67	10,802.13	11,018.80	11,238.93	11,464.27	11,693.07	11,927.07	12,164.53	12,408.93	12,656.80	12,909.87	13,168.13	13,431.60	13,700.27	13,974.13	14,253.20
		Hourly	61.10	62.32	63.57	64.84	66.14	67.46	68.81	70.18	71.59	73.02	74.48	75.97	77.49	79.04	80.62	82.23
		Annually	127,088.00	129,625.60	132,225.60	134,867.20	137,571.20	140,316.80	143,124.80	145,974.40	148,907.20	151,881.60	154,918.40	158,017.60	161,179.20	164,403.20	167,689.60	171,038.40
Information Systems Officer Engineering Manager	E15	Monthly	11,216.40	11,440.00	11,668.80	11,902.80	12,140.27	12,384.67	12,630.80	12,883.87	13,142.13	13,403.87	13,672.53	13,946.40	14,225.47	14,509.73	14,799.20	15,095.60
		Hourly	64.71	66.00	67.32	68.67	70.04	71.45	72.87	74.33	75.82	77.33	78.88	80.46	82.07	83.71	85.38	87.09
		Annually	134,596.80	137,280.00	140,025.60	142,833.60	145,683.20	148,616.00	151,569.60	154,606.40	157,705.60	160,846.40	164,070.40	167,356.80	170,705.60	174,116.80	177,590.40	181,147.20
Director of Operations Government Affairs Officer	E15.1	Monthly	11,965.20	12,204.40	12,448.80	12,698.40	12,951.47	13,209.73	13,474.93	13,743.60	14,019.20	14,300.00	14,586.00	14,877.20	15,175.33	15,478.67	15,787.20	16,104.40
		Hourly	69.03	70.41	71.82	73.26	74.72	76.21	77.74	79.29	80.88	82.50	84.15	85.83	87.55	89.30	91.08	92.91
		Annually	143,582.40	146,452.80	149,385.60	152,380.80	155,417.60	158,516.80	161,699.20	164,923.20	168,230.40	171,600.00	175,032.00	178,526.40	182,104.00	185,744.00	189,446.40	193,252.80
Director of Engineering Director of Finance & Water Resources Director of Human Resources	E16	Monthly	12,771.20	13,026.00	13,287.73	13,552.93	13,823.33	14,100.67	14,383.20	14,670.93	14,963.87	15,262.00	15,568.80	15,879.07	16,196.27	16,520.40	16,851.47	17,187.73
		Hourly	73.68	75.15	76.66	78.19	79.75	81.35	82.98	84.64	86.33	88.05	89.82	91.61	93.44	95.31	97.22	99.16
		Annually	153,254.40	156,312.00	159,452.80	162,635.20	165,880.00	169,208.00	172,598.40	176,051.20	179,566.40	183,144.00	186,825.60	190,548.80	194,355.20	198,244.80	202,217.60	206,252.80
Director of Engineering and Operations Director of Regional & Legal Affairs	E17	Monthly	13,738.40	14,014.00	14,293.07	14,579.07	14,870.27	15,168.40	15,471.73	15,780.27	16,097.47	16,418.13	16,747.47	17,082.00	17,423.47	17,771.87	18,127.20	18,489.47
		Hourly	79.26	80.85	82.46	84.11	85.79	87.51	89.26	91.04	92.87	94.72	96.62	98.55	100.52	102.53	104.58	106.67
		Annually	164,860.80	168,168.00	171,516.80	174,948.80	178,443.20	182,020.80	185,660.80	189,363.20	193,169.60	197,017.60	200,969.60	204,984.00	209,081.60	213,262.40	217,526.40	221,873.60
Assistant General Manager	E18	Monthly	15,412.80	15,721.33	16,035.07	16,355.73	16,683.33	17,016.13	17,357.60	17,704.27	18,057.87	18,420.13	18,787.60	19,163.73	19,546.80	19,938.53	20,337.20	20,742.80
		Hourly	88.92	90.70	92.51	94.36	96.25	98.17	100.14	102.14	104.18	106.27	108.39	110.56	112.77	115.03	117.33	119.67
		Annually	184,953.60	188,656.00	192,420.80	196,268.80	200,200.00	204,193.60	208,291.20	212,451.20	216,694.40	221,041.60	225,451.20	229,964.80	234,561.60	239,262.40	244,046.40	248,913.60