

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 20, 2020
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
Data Scientist	E2
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
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
Regulatory Compliance Coordinator	E5
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

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JOB CLASSIFICATION	RANGE
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	5,973.07	6,092.67	6,214.00	6,338.80	6,465.33	6,595.33	6,727.07	6,860.53	6,999.20	7,137.87	7,281.73	7,427.33	7,574.67	7,727.20	7,881.47	8,039.20
Development Services Specialist		Hourly	34.46	35.15	35.85	36.57	37.30	38.05	38.81	39.58	40.38	41.18	42.01	42.85	43.70	44.58	45.47	46.38
Human Resources Analyst		Annually	71,676.80	73,112.00	74,568.00	76,065.60	77,584.00	79,144.00	80,724.80	82,326.40	83,990.40	85,654.40	87,380.80	89,128.00	90,896.00	92,726.40	94,577.60	96,470.40
Contracts Analyst	E2	Monthly	6,385.60	6,513.87	6,643.87	6,775.60	6,912.53	7,049.47	7,191.60	7,335.47	7,481.07	7,631.87	7,784.40	7,940.40	8,098.13	8,261.07	8,425.73	8,593.87
Data Scientist		Hourly	36.84	37.58	38.33	39.09	39.88	40.67	41.49	42.32	43.16	44.03	44.91	45.81	46.72	47.66	48.61	49.58
Financial Data Analyst		Annually	76,627.20	78,166.40	79,726.40	81,307.20	82,950.40	84,593.60	86,299.20	88,025.60	89,772.80	91,582.40	93,412.80	95,284.80	97,177.60	99,132.80	101,108.80	103,126.40
Water Resources Analyst																		
Customer Engagement Coordinator	E3	Monthly	7,198.53	7,342.40	7,489.73	7,638.80	7,791.33	7,947.33	8,106.80	8,268.00	8,434.40	8,602.53	8,774.13	8,950.93	9,129.47	9,311.47	9,498.67	9,687.60
Sr. Human Resources Analyst		Hourly	41.53	42.36	43.21	44.07	44.95	45.85	46.77	47.70	48.66	49.63	50.62	51.64	52.67	53.72	54.80	55.89
Sr. Water Efficiency Specialist		Annually	86,382.40	88,108.80	89,876.80	91,665.60	93,496.00	95,368.00	97,281.60	99,216.00	101,212.80	103,230.40	105,289.60	107,411.20	109,553.60	111,737.60	113,984.00	116,251.20
Sr. Water Resources Analyst	E4	Monthly	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	9,604.40	9,795.07	9,990.93
		Hourly	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	55.41	56.51	57.64
		Annually	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	115,252.80	117,540.80	119,891.20
Board Secretary/Executive Assistant	E4.1	Monthly	8,127.60	8,290.53	8,455.20	8,625.07	8,798.40	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	10,939.07
Communications Coordinator		Hourly	46.89	47.83	48.78	49.76	50.76	51.77	52.81	53.86	54.94	56.04	57.16	58.30	59.47	60.66	61.87	63.11
Marketing & Social Media Coordinator		Annually	97,531.20	99,486.40	101,462.40	103,500.80	105,580.80	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	131,268.80
Safety and Compliance Coordinator																		
GIS Administrator	E5	Monthly	8,866.00	9,042.80	9,224.80	9,408.53	9,597.47	9,788.13	9,984.00	10,185.07	10,387.87	10,595.87	10,807.33	11,024.00	11,244.13	11,469.47	11,698.27	11,932.27
Information Systems Administrator		Hourly	51.15	52.17	53.22	54.28	55.37	56.47	57.60	58.76	59.93	61.13	62.35	63.60	64.87	66.17	67.49	68.84
Regulatory Compliance Coordinator		Annually	106,392.00	108,513.60	110,697.60	112,902.40	115,169.60	117,457.60	119,808.00	122,220.80	124,654.40	127,150.40	129,688.00	132,288.00	134,929.60	137,633.60	140,379.20	143,187.20
Information Systems Manager	E6	Monthly	9,210.93	9,394.67	9,583.60	9,774.27	9,970.13	10,169.47	10,372.27	10,580.27	10,791.73	11,008.40	11,228.53	11,452.13	11,680.93	11,914.93	12,154.13	12,396.80
		Hourly	53.14	54.20	55.29	56.39	57.52	58.67	59.84	61.04	62.26	63.51	64.78	66.07	67.39	68.74	70.12	71.52
		Annually	110,531.20	112,736.00	115,003.20	117,291.20	119,641.60	122,033.60	124,467.20	126,963.20	129,500.80	132,100.80	134,742.40	137,425.60	140,171.20	142,979.20	145,849.60	148,761.60
	E6.1	Monthly	9,238.67	9,424.13	9,611.33	9,803.73	9,999.60	10,200.67	10,403.47	10,611.47	10,824.67	11,041.33	11,261.47	11,486.80	11,717.33	11,951.33	12,190.53	12,433.20
		Hourly	53.30	54.37	55.45	56.56	57.69	58.85	60.02	61.22	62.45	63.70	64.97	66.27	67.60	68.95	70.33	71.73
		Annually	110,864.00	113,089.60	115,336.00	117,644.80	119,995.20	122,408.00	124,841.60	127,337.60	129,896.00	132,496.00	135,137.60	137,841.60	140,608.00	143,416.00	146,286.40	149,198.40
	E7	Monthly	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	12,722.67
		Hourly	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	73.40
		Annually	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	152,672.00
Senior Engineer	E8	Monthly	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	11,400.13	11,627.20	11,859.47	12,096.93	12,339.60	12,585.73	12,837.07
Senior Water Resources Planner		Hourly	55.03	56.13	57.25	58.40	59.57	60.76	61.97	63.21	64.48	65.77	67.08	68.42	69.79	71.19	72.61	74.06
		Annually	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	136,801.60	139,526.40	142,313.60	145,163.20	148,075.20	151,028.80	154,044.80
	E9	Monthly	9,862.67	10,060.27	10,261.33	10,465.87	10,675.60	10,888.80	11,107.20	11,329.07	11,556.13	11,786.67	12,022.40	12,263.33	12,507.73	12,759.07	13,013.87	13,273.87
		Hourly	56.90	58.04	59.20	60.38	61.59	62.82	64.08	65.36	66.67	68.00	69.36	70.75	72.16	73.61	75.08	76.58
		Annually	118,352.00	120,723.20	123,136.00	125,590.40	128,107.20	130,665.60	133,286.40	135,948.80	138,673.60	141,440.00	144,268.80	147,160.00	150,092.80	153,108.80	156,166.40	159,286.40

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	E10	Monthly	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	12,048.40	12,289.33	12,535.47	12,785.07	13,041.60	13,301.60
		Hourly	57.02	58.16	59.32	60.51	61.72	62.95	64.21	65.50	66.81	68.14	69.51	70.90	72.32	73.76	75.24	76.74
		Annually	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	144,580.80	147,472.00	150,425.60	153,420.80	156,499.20	159,619.20
Controller Manager of Financial Planning Water Efficiency Manager	E11	Monthly	9,914.67	10,112.27	10,315.07	10,521.33	10,732.80	10,946.00	11,166.13	11,388.00	11,616.80	11,849.07	12,086.53	12,327.47	12,573.60	12,824.93	13,081.47	13,343.20
		Hourly	57.20	58.34	59.51	60.70	61.92	63.15	64.42	65.70	67.02	68.36	69.73	71.12	72.54	73.99	75.47	76.98
		Annually	118,976.00	121,347.20	123,780.80	126,256.00	128,793.60	131,352.00	133,993.60	136,656.00	139,401.60	142,188.80	145,038.40	147,929.60	150,883.20	153,899.20	156,977.60	160,118.40
Superintendent of Customer Service Superintendent of Engineering Superintendent of Operations Superintendent of Wastewater Operations	E12	Monthly	10,122.67	10,325.47	10,531.73	10,741.47	10,956.40	11,176.53	11,400.13	11,627.20	11,859.47	12,096.93	12,339.60	12,585.73	12,838.80	13,095.33	13,357.07	13,624.00
		Hourly	58.40	59.57	60.76	61.97	63.21	64.48	65.77	67.08	68.42	69.79	71.19	72.61	74.07	75.55	77.06	78.60
		Annually	121,472.00	123,905.60	126,380.80	128,897.60	131,476.80	134,118.40	136,801.60	139,526.40	142,313.60	145,163.20	148,075.20	151,028.80	154,065.60	157,144.00	160,284.80	163,488.00
Principal Engineer	E13	Monthly	10,618.40	10,831.60	11,046.53	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	14,291.33
		Hourly	61.26	62.49	63.73	65.01	66.31	67.64	68.99	70.37	71.78	73.21	74.68	76.17	77.69	79.25	80.83	82.45
		Annually	127,420.80	129,979.20	132,558.40	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	171,496.00
Assistant Director of Operations	E14	Monthly	10,802.13	11,018.80	11,238.93	11,462.53	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	14,537.47
		Hourly	62.32	63.57	64.84	66.13	67.46	68.81	70.18	71.59	73.02	74.48	75.97	77.49	79.04	80.62	82.23	83.87
		Annually	129,625.60	132,225.60	134,867.20	137,550.40	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	174,449.60
Engineering Manager Information Systems Officer	E15	Monthly	11,440.00	11,668.80	11,902.80	12,140.27	12,382.93	12,630.80	12,883.87	13,140.40	13,403.87	13,672.53	13,944.67	14,223.73	14,508.00	14,799.20	15,095.60	15,397.20
		Hourly	66.00	67.32	68.67	70.04	71.44	72.87	74.33	75.81	77.33	78.88	80.45	82.06	83.70	85.38	87.09	88.83
		Annually	137,280.00	140,025.60	142,833.60	145,683.20	148,595.20	151,569.60	154,606.40	157,684.80	160,846.40	164,070.40	167,336.00	170,684.80	174,096.00	177,590.40	181,147.20	184,766.40
Director of Operations Government Affairs Officer	E15.1	Monthly	12,204.40	12,448.80	12,696.67	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	16,102.67	16,425.07
		Hourly	70.41	71.82	73.25	74.72	76.21	77.74	79.29	80.88	82.50	84.15	85.83	87.55	89.30	91.08	92.90	94.76
		Annually	146,452.80	149,385.60	152,360.00	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	193,232.00	197,100.80
Director of Engineering Director of Finance & Water Resources Director of Human Resources	E16	Monthly	13,026.00	13,286.00	13,552.93	13,823.33	14,098.93	14,381.47	14,669.20	14,962.13	15,262.00	15,567.07	15,879.07	16,196.27	16,520.40	16,849.73	17,187.73	17,530.93
		Hourly	75.15	76.65	78.19	79.75	81.34	82.97	84.63	86.32	88.05	89.81	91.61	93.44	95.31	97.21	99.16	101.14
		Annually	156,312.00	159,432.00	162,635.20	165,880.00	169,187.20	172,577.60	176,030.40	179,545.60	183,144.00	186,804.80	190,548.80	194,355.20	198,244.80	202,196.80	206,252.80	210,371.20
Director of Engineering and Operations	E17	Monthly	14,014.00	14,294.80	14,580.80	14,872.00	15,168.40	15,471.73	15,782.00	16,097.47	16,419.87	16,747.47	17,083.73	17,425.20	17,773.60	18,128.93	18,491.20	18,860.40
		Hourly	80.85	82.47	84.12	85.80	87.51	89.26	91.05	92.87	94.73	96.62	98.56	100.53	102.54	104.59	106.68	108.81
		Annually	168,168.00	171,537.60	174,969.60	178,464.00	182,020.80	185,660.80	189,384.00	193,169.60	197,038.40	200,969.60	205,004.80	209,102.40	213,283.20	217,547.20	221,894.40	226,324.80
Assistant General Manager	E18	Monthly	15,721.33	16,035.07	16,355.73	16,683.33	17,017.87	17,357.60	17,704.27	18,059.60	18,420.13	18,787.60	19,163.73	19,546.80	19,938.53	20,337.20	20,744.53	21,158.80
		Hourly	90.70	92.51	94.36	96.25	98.18	100.14	102.14	104.19	106.27	108.39	110.56	112.77	115.03	117.33	119.68	122.07
		Annually	188,656.00	192,420.80	196,268.80	200,200.00	204,214.40	208,291.20	212,451.20	216,715.20	221,041.60	225,451.20	229,964.80	234,561.60	239,262.40	244,046.40	248,934.40	253,905.60