

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 18, 2022
EXEMPT EMPLOYEES**

JOB CLASSIFICATION	RANGE
Accounting Manager	E6
Administrative Analyst	E1
Assistant Director of Engineering	E15.1
Assistant Director of Operations	E15
Assistant General Manager	E18
Board Secretary/Executive Assistant	E4.1
Communications Coordinator	E4.1
Communications Manager	E11
Computerized Maintenance Management System (CMMS) Administrator	E5
Contracts Analyst	E2
Controller	E13
Customer Engagement Coordinator	E3
Data Scientist	E2
Deputy General Manager	E17
Development Services Specialist	E1
Director of Engineering	E17
Director of Financial Planning & Innovation	E16
Director of Human Resources	E16
Director of Operations	E16
Engineering Manager	E15
Financial Data Analyst	E2
Financial Planning Manager	E11
GIS Administrator	E5
Government Affairs Officer	E15.1
Human Resources Analyst	E1
Human Resources Manager	E6
Information Systems Administrator	E5
Information Systems Manager	E6
Information Systems Officer	E15
Marketing & Social Media Coordinator	E4.1
Operations Engineer	E5
Principal Engineer	E13
Regulatory Compliance Coordinator	E5
Safety & Compliance Coordinator	E4.1
Senior Administrative Analyst	E3
Senior Communications Coordinator	E5
Senior Contracts Analyst	E4
Senior Customer Engagement Coordinator	E5

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JOB CLASSIFICATION	RANGE
Senior Engineer	E8
Senior Financial Data Analyst	E4
Senior Human Resources Analyst	E3
Senior Water Efficiency Specialist	E3
Senior Water Resources Analyst	E4
Senior Water Resources Planner	E8
Superintendent of Engineering	E12
Superintendent of Operations	E12
Superintendent of Wastewater Operations	E12
Water Efficiency Manager	E11
Water Efficiency Specialist	E1
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 Development Services Specialist Human Resources Analyst Water Efficiency Specialist	E1	Monthly	6,214.00	6,338.80	6,465.33	6,593.60	6,727.07	6,860.53	6,997.47	7,137.87	7,280.00	7,425.60	7,574.67	7,725.47	7,881.47	8,039.20	8,198.67	8,363.33
		Hourly	35.85	36.57	37.30	38.04	38.81	39.58	40.37	41.18	42.00	42.84	43.70	44.57	45.47	46.38	47.30	48.25
		Annually	74,568.00	76,065.60	77,584.00	79,123.20	80,724.80	82,326.40	83,969.60	85,654.40	87,360.00	89,107.20	90,896.00	92,705.60	94,577.60	96,470.40	98,384.00	100,360.00
Contracts Analyst Data Scientist Financial Data Analyst Water Resources Analyst	E2	Monthly	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	8,098.13	8,261.07	8,425.73	8,593.87	8,767.20	8,942.27
		Hourly	38.33	39.10	39.88	40.68	41.49	42.32	43.17	44.03	44.91	45.81	46.72	47.66	48.61	49.58	50.58	51.59
		Annually	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	97,177.60	99,132.80	101,108.80	103,126.40	105,206.40	107,307.20
Customer Engagement Coordinator Sr. Administrative Analyst Sr. Human Resources Analyst Sr. Water Efficiency Specialist	E3	Monthly	7,489.73	7,638.80	7,793.07	7,947.33	8,106.80	8,269.73	8,434.40	8,602.53	8,775.87	8,950.93	9,129.47	9,313.20	9,498.67	9,689.33	9,881.73	10,079.33
		Hourly	43.21	44.07	44.96	45.85	46.77	47.71	48.66	49.63	50.63	51.64	52.67	53.73	54.80	55.90	57.01	58.15
		Annually	89,876.80	91,665.60	93,516.80	95,368.00	97,281.60	99,236.80	101,212.80	103,230.40	105,310.40	107,411.20	109,553.60	111,758.40	113,984.00	116,272.00	118,580.80	120,952.00
Sr. Contracts Analyst Sr. Financial Data Analyst Sr. Water Resources Analyst	E4	Monthly	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	9,990.93	10,192.00	10,394.80
		Hourly	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	57.64	58.80	59.97
		Annually	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	119,891.20	122,304.00	124,737.60
Board Secretary/Executive Assistant Communications Coordinator Marketing & Social Media Coordinator Safety and Compliance Coordinator	E4.1	Monthly	8,456.93	8,626.80	8,798.40	8,975.20	9,153.73	9,337.47	9,524.67	9,713.60	9,909.47	10,107.07	10,308.13	10,514.40	10,725.87	10,940.80	11,159.20	11,381.07
		Hourly	48.79	49.77	50.76	51.78	52.81	53.87	54.95	56.04	57.17	58.31	59.47	60.66	61.88	63.12	64.38	65.66
		Annually	101,483.20	103,521.60	105,580.80	107,702.40	109,844.80	112,049.60	114,296.00	116,563.20	118,913.60	121,284.80	123,697.60	126,172.80	128,710.40	131,289.60	133,910.40	136,572.80
CMMS Administrator GIS Administrator Information Systems Administrator Operations Engineer Regulatory Compliance Coordinator Sr. Communications Coordinator Sr. Customer Engagement Coordinator	E5	Monthly	9,223.07	9,406.80	9,595.73	9,788.13	9,984.00	10,183.33	10,386.13	10,594.13	10,805.60	11,022.27	11,242.40	11,467.73	11,696.53	11,930.53	12,169.73	12,412.40
		Hourly	53.21	54.27	55.36	56.47	57.60	58.75	59.92	61.12	62.34	63.59	64.86	66.16	67.48	68.83	70.21	71.61
		Annually	110,676.80	112,881.60	115,148.80	117,457.60	119,808.00	122,200.00	124,633.60	127,129.60	129,667.20	132,267.20	134,908.80	137,612.80	140,358.40	143,166.40	146,036.80	148,948.80
Accounting Manager Human Resources Manager Information Systems Manager	E6	Monthly	9,581.87	9,774.27	9,968.40	10,167.73	10,372.27	10,578.53	10,790.00	11,006.67	11,226.80	11,450.40	11,680.93	11,913.20	12,152.40	12,395.07	12,642.93	12,896.00
		Hourly	55.28	56.39	57.51	58.66	59.84	61.03	62.25	63.50	64.77	66.06	67.39	68.73	70.11	71.51	72.94	74.40
		Annually	114,982.40	117,291.20	119,620.80	122,012.80	124,467.20	126,942.40	129,480.00	132,080.00	134,721.60	137,404.80	140,171.20	142,958.40	145,828.80	148,740.80	151,715.20	154,752.00

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	E6.1	Monthly	9,613.07	9,805.47	10,001.33	10,200.67	10,405.20	10,613.20	10,826.40	11,043.07	11,263.20	11,488.53	11,719.07	11,953.07	12,192.27	12,434.93	12,684.53	12,937.60
		Hourly	55.46	56.57	57.70	58.85	60.03	61.23	62.46	63.71	64.98	66.28	67.61	68.96	70.34	71.74	73.18	74.64
		Annually	115,356.80	117,665.60	120,016.00	122,408.00	124,862.40	127,358.40	129,916.80	132,516.80	135,158.40	137,862.40	140,628.80	143,436.80	146,307.20	149,219.20	152,214.40	155,251.20
	E7	Monthly	9,834.93	10,030.80	10,231.87	10,436.40	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	12,977.47	13,235.73
		Hourly	56.74	57.87	59.03	60.21	61.42	62.65	63.90	65.18	66.48	67.81	69.17	70.55	71.96	73.40	74.87	76.36
		Annually	118,019.20	120,369.60	122,782.40	125,236.80	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	155,729.60	158,828.80
Senior Engineer Senior Water Resources Planner	E8	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
		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
		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
	E9	Monthly	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	13,539.07	13,811.20
		Hourly	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	78.11	79.68
		Annually	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	162,468.80	165,734.40
	E10	Monthly	10,282.13	10,488.40	10,698.13	10,911.33	11,129.73	11,351.60	11,578.67	11,810.93	12,046.67	12,287.60	12,533.73	12,785.07	13,039.87	13,301.60	13,566.80	13,838.93
		Hourly	59.32	60.51	61.72	62.95	64.21	65.49	66.80	68.14	69.50	70.89	72.31	73.76	75.23	76.74	78.27	79.84
		Annually	123,385.60	125,860.80	128,377.60	130,936.00	133,556.80	136,219.20	138,944.00	141,731.20	144,560.00	147,451.20	150,404.80	153,420.80	156,478.40	159,619.20	162,801.60	166,067.20
Communications Manager Financial Planning Manager Water Efficiency Manager	E11	Monthly	10,315.07	10,521.33	10,731.07	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	13,610.13	13,882.27
		Hourly	59.51	60.70	61.91	63.15	64.42	65.70	67.02	68.36	69.73	71.12	72.54	73.99	75.47	76.98	78.52	80.09
		Annually	123,780.80	126,256.00	128,772.80	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	163,321.60	166,587.20
Superintendent of Engineering Superintendent of Operations Superintendent of Wastewater Operations	E12	Monthly	10,531.73	10,743.20	10,956.40	11,176.53	11,400.13	11,627.20	11,861.20	12,096.93	12,339.60	12,585.73	12,838.80	13,095.33	13,357.07	13,624.00	13,896.13	14,173.47
		Hourly	60.76	61.98	63.21	64.48	65.77	67.08	68.43	69.79	71.19	72.61	74.07	75.55	77.06	78.60	80.17	81.77
		Annually	126,380.80	128,918.40	131,476.80	134,118.40	136,801.60	139,526.40	142,334.40	145,163.20	148,075.20	151,028.80	154,065.60	157,144.00	160,284.80	163,488.00	166,753.60	170,081.60

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Controller Principal Engineer	E13	Monthly	11,048.27	11,268.40	11,495.47	11,724.27	11,958.27	12,197.47	12,441.87	12,691.47	12,944.53	13,204.53	13,468.00	13,736.67	14,012.27	14,291.33	14,577.33	14,870.27
		Hourly	63.74	65.01	66.32	67.64	68.99	70.37	71.78	73.22	74.68	76.18	77.70	79.25	80.84	82.45	84.10	85.79
		Annually	132,579.20	135,220.80	137,945.60	140,691.20	143,499.20	146,369.60	149,302.40	152,297.60	155,334.40	158,454.40	161,616.00	164,840.00	168,147.20	171,496.00	174,928.00	178,443.20
	E14	Monthly	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	14,539.20	14,830.40	15,126.80
		Hourly	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	83.88	85.56	87.27
		Annually	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	174,470.40	177,964.80	181,521.60
Assistant Director of Operations Engineering Manager Information Systems Officer	E15	Monthly	11,902.80	12,140.27	12,382.93	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	15,397.20	15,705.73	16,019.47
		Hourly	68.67	70.04	71.44	72.87	74.33	75.82	77.33	78.88	80.46	82.07	83.71	85.38	87.09	88.83	90.61	92.42
		Annually	142,833.60	145,683.20	148,595.20	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	184,766.40	188,468.80	192,233.60
Assistant Director of Engineering Government Affairs Officer	E15.1	Monthly	12,698.40	12,953.20	13,211.47	13,474.93	13,745.33	14,019.20	14,300.00	14,586.00	14,878.93	15,175.33	15,478.67	15,788.93	16,104.40	16,426.80	16,756.13	17,090.67
		Hourly	73.26	74.73	76.22	77.74	79.30	80.88	82.50	84.15	85.84	87.55	89.30	91.09	92.91	94.77	96.67	98.60
		Annually	152,380.80	155,438.40	158,537.60	161,699.20	164,944.00	168,230.40	171,600.00	175,032.00	178,547.20	182,104.00	185,744.00	189,467.20	193,252.80	197,121.60	201,073.60	205,088.00
Director of Financial Planning & Innovation Director of Human Resources Director of Operations	E16	Monthly	13,551.20	13,821.60	14,098.93	14,381.47	14,667.47	14,962.13	15,260.27	15,565.33	15,877.33	16,194.53	16,518.67	16,849.73	17,186.00	17,529.20	17,881.07	18,238.13
		Hourly	78.18	79.74	81.34	82.97	84.62	86.32	88.04	89.80	91.60	93.43	95.30	97.21	99.15	101.13	103.16	105.22
		Annually	162,614.40	165,859.20	169,187.20	172,577.60	176,009.60	179,545.60	183,123.20	186,784.00	190,528.00	194,334.40	198,224.00	202,196.80	206,232.00	210,350.40	214,572.80	218,857.60
Deputy General Manager Director of Engineering	E17	Monthly	14,580.80	14,872.00	15,170.13	15,473.47	15,782.00	16,099.20	16,419.87	16,749.20	17,083.73	17,425.20	17,773.60	18,128.93	18,491.20	18,862.13	19,238.27	19,623.07
		Hourly	84.12	85.80	87.52	89.27	91.05	92.88	94.73	96.63	98.56	100.53	102.54	104.59	106.68	108.82	110.99	113.21
		Annually	174,969.60	178,464.00	182,041.60	185,681.60	189,384.00	193,190.40	197,038.40	200,990.40	205,004.80	209,102.40	213,283.20	217,547.20	221,894.40	226,345.60	230,859.20	235,476.80
Assistant General Manager	E18	Monthly	16,355.73	16,683.33	17,016.13	17,357.60	17,704.27	18,057.87	18,418.40	18,787.60	19,163.73	19,546.80	19,936.80	20,335.47	20,742.80	21,157.07	21,581.73	22,013.33
		Hourly	94.36	96.25	98.17	100.14	102.14	104.18	106.26	108.39	110.56	112.77	115.02	117.32	119.67	122.06	124.51	127.00
		Annually	196,268.80	200,200.00	204,193.60	208,291.20	212,451.20	216,694.40	221,020.80	225,451.20	229,964.80	234,561.60	239,241.60	244,025.60	248,913.60	253,884.80	258,980.80	264,160.00