

MOULTON NIGUEL WATER DISTRICT
 JOB CLASSIFICATION SALARY SCHEDULE - JUNE 28, 2025
 EXEMPT EMPLOYEES

JOB CLASSIFICATION	RANGE
Accounting Manager	E11
Administrative Analyst	E1
Administrative Services Manager	E13
Assistant Director of Construction	E15
Assistant Director of Engineering	E15.1
Assistant Director of Operations	E15
Assistant Director of Water Reuse	E15
Board Secretary/Executive Assistant	E4.1
Business Systems Manager	E11
Chief Plant Operator	E12
Communications Coordinator	E4.1
Communications Manager	E11
Communications Specialist	E1
Computerized Maintenance Management System (CMMS) Administrator	E5
Construction Administrator	E5
Contracts Analyst	E2
Controller	E16
Customer Accounts Manager	E11
Customer Engagement Coordinator	E3
Customer Engagement Manager	E11
Deputy General Manager	E17
Development Services Specialist	E1
Director of Engineering	E16
Director of Financial Planning & Innovation	E16
Director of Human Resources	E16
Director of Infrastructure & Reuse	E16
Director of Operations	E16
Director of Technology	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	E11
Information Systems Administrator	E5
Information Systems Manager	E6
Information Systems Officer	E15
Marketing & Social Media Coordinator	E4.1

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JOB CLASSIFICATION	RANGE
Principal Accountant	E4
Principal Engineer	E13
Principal Human Resources Analyst	E4
Procurement & Contracts Manager	E11
Regulatory Compliance Coordinator	E5
Regulatory Compliance Manager	E11
Reuse Operations Eng. Manager	E15
Safety & Emergency Manager	E11
Senior Administrative Analyst	E3
Senior Communications Coordinator	E5
Senior Construction Analyst	E4
Senior Contracts Analyst	E4
Senior Customer Engagement Coordinator	E5
Senior Engineer	E8
Senior Financial Data Analyst	E4
Senior Human Resources Analyst	E3
Senior Operations Analyst	E4
Senior Water Efficiency Specialist	E3
Senior Water Resources Analyst	E4
Senior Water Resources Planner	E8
Superintendent of Engineering	E12
Superintendent of Electrical/Instrumentation Operations	E12
Superintendent of Operations	E12
Sustainable Resources Officer	E15.1
Superintendent of Wastewater Operations	E12
Water Efficiency Manager	E11
Water Efficiency Specialist	E1
Water Resources Analyst	E2
Water Resources Manager	E11

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Administrative Analyst Communications Specialist Development Services Specialist Human Resources Analyst Water Efficiency Specialist	E1	Monthly	7,753.20	7,907.47	8,066.93	8,228.13	8,392.80	8,560.93	8,730.80	8,905.87	9,084.40	9,266.40	9,451.87	9,640.80	9,833.20	10,029.07	10,230.13	10,434.67
		Hourly	44.73	45.62	46.54	47.47	48.42	49.39	50.37	51.38	52.41	53.46	54.53	55.62	56.73	57.86	59.02	60.20
		Annually	93,038.40	94,889.60	96,803.20	98,737.60	100,713.60	102,731.20	104,769.60	106,870.40	109,012.80	111,196.80	113,422.40	115,689.60	117,998.40	120,348.80	122,761.60	125,216.00
Contracts Analyst Financial Data Analyst Water Resources Analyst	E2	Monthly	8,287.07	8,453.47	8,621.60	8,794.93	8,970.00	9,150.27	9,332.27	9,519.47	9,710.13	9,904.27	10,101.87	10,304.67	10,509.20	10,720.67	10,933.87	11,154.00
		Hourly	47.81	48.77	49.74	50.74	51.75	52.79	53.84	54.92	56.02	57.14	58.28	59.45	60.63	61.85	63.08	64.35
		Annually	99,444.80	101,441.60	103,459.20	105,539.20	107,640.00	109,803.20	111,987.20	114,233.60	116,521.60	118,851.20	121,222.40	123,656.00	126,110.40	128,648.00	131,206.40	133,848.00
Customer Engagement Coordinator Sr. Administrative Analyst Sr. Human Resources Analyst Sr. Water Efficiency Specialist	E3	Monthly	9,342.67	9,529.87	9,720.53	9,914.67	10,112.27	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
		Hourly	53.90	54.98	56.08	57.20	58.34	59.51	60.70	61.91	63.15	64.42	65.70	67.02	68.36	69.73	71.12	72.54
		Annually	112,112.00	114,358.40	116,646.40	118,976.00	121,347.20	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
Principal Accountant Principal Human Resources Analyst Sr. Construction Analyst Sr. Contracts Analyst Sr. Financial Data Analyst Sr. Operations Analyst Sr. Water Resources Analyst	E4	Monthly	9,635.60	9,828.00	10,025.60	10,224.93	10,429.47	10,639.20	10,850.67	11,069.07	11,289.20	11,516.27	11,745.07	11,980.80	12,220.00	12,464.40	12,714.00	12,968.80
		Hourly	55.59	56.70	57.84	58.99	60.17	61.38	62.60	63.86	65.13	66.44	67.76	69.12	70.50	71.91	73.35	74.82
		Annually	115,627.20	117,936.00	120,307.20	122,699.20	125,153.60	127,670.40	130,208.00	132,828.80	135,470.40	138,195.20	140,940.80	143,769.60	146,640.00	149,572.80	152,568.00	155,625.60
Board Secretary/Executive Assistant Communications Coordinator Marketing & Social Media Coordinator	E4.1	Monthly	10,549.07	10,760.53	10,975.47	11,195.60	11,419.20	11,646.27	11,880.27	12,117.73	12,360.40	12,606.53	12,859.60	13,116.13	13,379.60	13,646.53	13,918.67	14,197.73
		Hourly	60.86	62.08	63.32	64.59	65.88	67.19	68.54	69.91	71.31	72.73	74.19	75.67	77.19	78.73	80.30	81.91
		Annually	126,588.80	129,126.40	131,705.60	134,347.20	137,030.40	139,755.20	142,563.20	145,412.80	148,324.80	151,278.40	154,315.20	157,393.60	160,555.20	163,758.40	167,024.00	170,372.80
CMMS Administrator Construction Administrator GIS Administrator Information Systems Administrator Regulatory Compliance Coordinator Sr. Communications Coordinator Sr. Customer Engagement Coordinator	E5	Monthly	11,504.13	11,734.67	11,968.67	12,207.87	12,452.27	12,701.87	12,954.93	13,214.93	13,478.40	13,748.80	14,022.67	14,303.47	14,589.47	14,882.40	15,178.80	15,483.87
		Hourly	66.37	67.70	69.05	70.43	71.84	73.28	74.74	76.24	77.76	79.32	80.90	82.52	84.17	85.86	87.57	89.33
		Annually	138,049.60	140,816.00	143,624.00	146,494.40	149,427.20	152,422.40	155,459.20	158,579.20	161,740.80	164,985.60	168,272.00	171,641.60	175,073.60	178,588.80	182,145.60	185,806.40
Information Systems Manager	E6	Monthly	11,951.33	12,190.53	12,434.93	12,682.80	12,935.87	13,195.87	13,459.33	13,728.00	14,003.60	14,282.67	14,568.67	14,859.87	15,158.00	15,459.60	15,769.87	16,085.33
		Hourly	68.95	70.33	71.74	73.17	74.63	76.13	77.65	79.20	80.79	82.40	84.05	85.73	87.45	89.19	90.98	92.80
		Annually	143,416.00	146,286.40	149,219.20	152,193.60	155,230.40	158,350.40	161,512.00	164,736.00	168,043.20	171,392.00	174,824.00	178,318.40	181,896.00	185,515.20	189,238.40	193,024.00
	E6.1	Monthly	11,197.33	11,420.93	11,649.73	11,882.00	12,121.20	12,362.13	12,610.00	12,863.07	13,119.60	13,381.33	13,650.00	13,922.13	14,201.20	14,485.47	14,774.93	15,069.60
		Hourly	64.60	65.89	67.21	68.55	69.93	71.32	72.75	74.21	75.69	77.20	78.75	80.32	81.93	83.57	85.24	86.94
		Annually	134,368.00	137,051.20	139,796.80	142,584.00	145,454.40	148,345.60	151,320.00	154,356.80	157,435.20	160,576.00	163,800.00	167,065.60	170,414.40	173,825.60	177,299.20	180,835.20
	E7	Monthly	12,266.80	12,512.93	12,762.53	13,017.33	13,277.33	13,544.27	13,814.67	14,090.27	14,372.80	14,660.53	14,953.47	15,251.60	15,556.67	15,868.67	16,185.87	16,510.00
		Hourly	70.77	72.19	73.63	75.10	76.60	78.14	79.70	81.29	82.92	84.58	86.27	87.99	89.75	91.55	93.38	95.25
		Annually	147,201.60	150,155.20	153,150.40	156,208.00	159,328.00	162,531.20	165,776.00	169,083.20	172,473.60	175,926.40	179,441.60	183,019.20	186,680.00	190,424.00	194,230.40	198,120.00

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Senior Engineer Senior Water Resources Planner	E8	Monthly	12,379.47	12,627.33	12,880.40	13,136.93	13,400.40	13,667.33	13,941.20	14,220.27	14,504.53	14,794.00	15,090.40	15,392.00	15,700.53	16,014.27	16,334.93	16,660.80
		Hourly	71.42	72.85	74.31	75.79	77.31	78.85	80.43	82.04	83.68	85.35	87.06	88.80	90.58	92.39	94.24	96.12
		Annually	148,553.60	151,528.00	154,564.80	157,643.20	160,804.80	164,008.00	167,294.40	170,643.20	174,054.40	177,528.00	181,084.80	184,704.00	188,406.40	192,171.20	196,019.20	199,929.60
	E9	Monthly	12,800.67	13,057.20	13,317.20	13,584.13	13,856.27	14,133.60	14,416.13	14,703.87	14,998.53	15,298.40	15,603.47	15,915.47	16,234.40	16,558.53	16,889.60	17,227.60
		Hourly	73.85	75.33	76.83	78.37	79.94	81.54	83.17	84.83	86.53	88.26	90.02	91.82	93.66	95.53	97.44	99.39
		Annually	153,608.00	156,686.40	159,806.40	163,009.60	166,275.20	169,603.20	172,993.60	176,446.40	179,982.40	183,580.80	187,241.60	190,985.60	194,812.80	198,702.40	202,675.20	206,731.20
	E10	Monthly	12,824.93	13,081.47	13,343.20	13,610.13	13,882.27	14,159.60	14,442.13	14,731.60	15,026.27	15,326.13	15,632.93	15,946.67	16,266.60	16,589.73	16,922.53	17,260.53
		Hourly	73.99	75.47	76.98	78.52	80.09	81.69	83.32	84.99	86.69	88.42	90.19	92.00	93.84	95.71	97.63	99.58
		Annually	153,899.20	156,977.60	160,118.40	163,321.60	166,587.20	169,915.20	173,305.60	176,779.20	180,315.20	183,913.60	187,595.20	191,360.00	195,187.20	199,076.80	203,070.40	207,126.40
Accounting Manager Business Systems Manager Communications Manager Customer Accounts Manager Customer Engagement Manager Financial Planning Manager Human Resources Manager Procurement & Risk Manager Regulatory Compliance Manager Safety & Emergency Manager Water Efficiency Manager Water Resources Manager	E11	Monthly	12,868.27	13,124.80	13,388.27	13,655.20	13,929.07	14,208.13	14,492.40	14,781.87	15,076.53	15,378.13	15,686.67	16,000.40	16,319.33	16,646.93	16,979.73	17,319.47
		Hourly	74.24	75.72	77.24	78.78	80.36	81.97	83.61	85.28	86.98	88.72	90.50	92.31	94.15	96.04	97.96	99.92
		Annually	154,419.20	157,497.60	160,659.20	163,862.40	167,148.80	170,497.60	173,908.80	177,382.40	180,918.40	184,537.60	188,240.00	192,004.80	195,832.00	199,763.20	203,756.80	207,833.60
Superintendent of Electrical/Instrumentation Operations Superintendent of Engineering Superintendent of Operations Superintendent of Wastewater Operations Chief Plant Operator	E12	Monthly	13,138.67	13,402.13	13,669.07	13,942.93	14,222.00	14,506.27	14,795.73	15,092.13	15,393.73	15,702.27	16,016.00	16,336.67	16,662.53	16,997.07	17,336.80	17,683.47
		Hourly	75.80	77.32	78.86	80.44	82.05	83.69	85.36	87.07	88.81	90.59	92.40	94.25	96.13	98.06	100.02	102.02
		Annually	157,664.00	160,825.60	164,028.80	167,315.20	170,664.00	174,075.20	177,548.80	181,105.60	184,724.80	188,427.20	192,192.00	196,040.00	199,950.40	203,964.80	208,041.60	212,201.60
Principal Engineer	E13	Monthly	13,781.73	14,057.33	14,338.13	14,625.87	14,917.07	15,216.93	15,520.27	15,830.53	16,147.73	16,470.13	16,799.47	17,135.73	17,478.93	17,827.33	18,184.40	18,548.40
		Hourly	79.51	81.10	82.72	84.38	86.06	87.79	89.54	91.33	93.16	95.02	96.92	98.86	100.84	102.85	104.91	107.01
		Annually	165,380.80	168,688.00	172,057.60	175,510.40	179,004.80	182,603.20	186,243.20	189,966.40	193,772.80	197,641.60	201,593.60	205,628.80	209,747.20	213,928.00	218,212.80	222,580.80
	E14	Monthly	14,019.20	14,300.00	14,586.00	14,877.20	15,175.33	15,478.67	15,787.20	16,104.40	16,425.07	16,754.40	17,088.93	17,430.40	17,780.53	18,135.87	18,498.13	18,867.33
		Hourly	80.88	82.50	84.15	85.83	87.55	89.30	91.08	92.91	94.76	96.66	98.59	100.56	102.58	104.63	106.72	108.85
		Annually	168,230.40	171,600.00	175,032.00	178,526.40	182,104.00	185,744.00	189,446.40	193,252.80	197,100.80	201,052.80	205,067.20	209,164.80	213,366.40	217,630.40	221,977.60	226,408.00
Assistant Director of Operations Engineering Manager Information Systems Officer	E15	Monthly	14,847.73	15,144.13	15,447.47	15,756.00	16,071.47	16,393.87	16,721.47	17,056.00	17,395.73	17,744.13	18,099.47	18,461.73	18,830.93	19,207.07	19,591.87	19,983.60
		Hourly	85.66	87.37	89.12	90.90	92.72	94.58	96.47	98.40	100.36	102.37	104.42	106.51	108.64	110.81	113.03	115.29
		Annually	178,172.80	181,729.60	185,369.60	189,072.00	192,857.60	196,726.40	200,657.60	204,672.00	208,748.80	212,929.60	217,193.60	221,540.80	225,971.20	230,484.80	235,102.40	239,803.20

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Assistant Director of Engineering Government Affairs Officer	E15.1	Monthly	15,840.93	16,158.13	16,480.53	16,809.87	17,146.13	17,489.33	17,839.47	18,196.53	18,560.53	18,931.47	19,309.33	19,695.87	20,089.33	20,491.47	20,902.27	21,320.00
		Hourly	91.39	93.22	95.08	96.98	98.92	100.90	102.92	104.98	107.08	109.22	111.40	113.63	115.90	118.22	120.59	123.00
		Annually	190,091.20	193,897.60	197,766.40	201,718.40	205,753.60	209,872.00	214,073.60	218,358.40	222,726.40	227,177.60	231,712.00	236,350.40	241,072.00	245,897.60	250,827.20	255,840.00
Controller Director of Engineering Director of Financial Planning & Innovation Director of Human Resources Director of Operations Director of Technology	E16	Monthly	16,903.47	17,241.47	17,586.40	17,938.27	18,297.07	18,662.80	19,035.47	19,416.80	19,805.07	20,202.00	20,605.87	21,016.67	21,437.87	21,866.00	22,304.53	22,750.00
		Hourly	97.52	99.47	101.46	103.49	105.56	107.67	109.82	112.02	114.26	116.55	118.88	121.25	123.68	126.15	128.68	131.25
		Annually	202,841.60	206,897.60	211,036.80	215,259.20	219,564.80	223,953.60	228,425.60	233,001.60	237,660.80	242,424.00	247,270.40	252,200.00	257,254.40	262,392.00	267,654.40	273,000.00
Deputy General Manager	E17	Monthly	18,187.87	18,551.87	18,922.80	19,300.67	19,687.20	20,080.67	20,482.80	20,891.87	21,309.60	21,736.00	22,171.07	22,614.80	23,067.20	23,528.27	23,998.00	24,478.13
		Hourly	104.93	107.03	109.17	111.35	113.58	115.85	118.17	120.53	122.94	125.40	127.91	130.47	133.08	135.74	138.45	141.22
		Annually	218,254.40	222,622.40	227,073.60	231,608.00	236,246.40	240,968.00	245,793.60	250,702.40	255,715.20	260,832.00	266,052.80	271,377.60	276,806.40	282,339.20	287,976.00	293,737.60
	E18	Monthly	20,403.07	20,810.40	21,228.13	21,651.07	22,084.40	22,526.40	22,977.07	23,436.40	23,906.13	24,382.80	24,871.60	25,369.07	25,875.20	26,393.47	26,922.13	27,459.47
		Hourly	117.71	120.06	122.47	124.91	127.41	129.96	132.56	135.21	137.92	140.67	143.49	146.36	149.28	152.27	155.32	158.42
		Annually	244,836.80	249,724.80	254,737.60	259,812.80	265,012.80	270,316.80	275,724.80	281,236.80	286,873.60	292,593.60	298,459.20	304,428.80	310,502.40	316,721.60	323,065.60	329,513.60