

MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 27, 2026
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 Technology	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	E18
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
GIS Manager	E11
Government Affairs Officer	E15.1
Human Resources Analyst	E1
Human Resources Manager	E11
Information Systems Administrator	E5

MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 27, 2026
EXEMPT EMPLOYEES

JOB CLASSIFICATION	RANGE
Information Systems Manager	E11
Marketing & Social Media Coordinator	E4.1
Principal Accountant	E4
Principal Data Engineer	E13
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 Communications Specialist	E3
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 Operations Coordinator	E5
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

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 27, 2026
EXEMPT EMPLOYEES**

These job classifications are Exempt
2% Increase Between Each Step

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 Communications Specialist Development Services Specialist Human Resources Analyst Water Efficiency Specialist	E1	Monthly	8,141.47	8,304.40	8,470.80	8,638.93	8,812.27	8,989.07	9,169.33	9,351.33	9,538.53	9,729.20	9,925.07	10,122.67	10,325.47	10,531.73	10,743.20	10,958.13
Hourly		46.97	47.91	48.87	49.84	50.84	51.86	52.90	53.95	55.03	56.13	57.26	58.40	59.57	60.76	61.98	63.22	
Annually		97,697.60	99,652.80	101,649.60	103,667.20	105,747.20	107,868.80	110,032.00	112,216.00	114,462.40	116,750.40	119,100.80	121,472.00	123,905.60	126,380.80	128,918.40	131,497.60	
-																		
Contracts Analyst Financial Data Analyst Water Resources Analyst	E2	Monthly	8,701.33	8,874.67	9,053.20	9,233.47	9,418.93	9,606.13	9,798.53	9,994.40	10,195.47	10,398.27	10,606.27	10,819.47	11,036.13	11,256.27	11,481.60	11,710.40
Hourly		50.20	51.20	52.23	53.27	54.34	55.42	56.53	57.66	58.82	59.99	61.19	62.42	63.67	64.94	66.24	67.56	
Annually		104,416.00	106,496.00	108,638.40	110,801.60	113,027.20	115,273.60	117,582.40	119,932.80	122,345.60	124,779.20	127,275.20	129,833.60	132,433.60	135,075.20	137,779.20	140,524.80	
-																		
Customer Engagement Coordinator Sr. Administrative Analyst Sr. Communications Specialist Sr. Human Resources Analyst Sr. Water Efficiency Specialist	E3	Monthly	9,810.67	10,006.53	10,207.60	10,410.40	10,620.13	10,831.60	11,048.27	11,270.13	11,495.47	11,724.27	11,960.00	12,197.47	12,441.87	12,691.47	12,944.53	13,204.53
Hourly		56.60	57.73	58.89	60.06	61.27	62.49	63.74	65.02	66.32	67.64	69.00	70.37	71.78	73.22	74.68	76.18	
Annually		117,728.00	120,078.40	122,491.20	124,924.80	127,441.60	129,979.20	132,579.20	135,241.60	137,945.60	140,691.20	143,520.00	146,369.60	149,302.40	152,297.60	155,334.40	158,454.40	
-																		
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	10,117.47	10,320.27	10,526.53	10,736.27	10,951.20	11,171.33	11,393.20	11,622.00	11,854.27	12,091.73	12,332.67	12,580.53	12,831.87	13,088.40	13,350.13	13,617.07
Hourly		58.37	59.54	60.73	61.94	63.18	64.45	65.73	67.05	68.39	69.76	71.15	72.58	74.03	75.51	77.02	78.56	
Annually		121,409.60	123,843.20	126,318.40	128,835.20	131,414.40	134,056.00	136,718.40	139,464.00	142,251.20	145,100.80	147,992.00	150,966.40	153,982.40	157,060.80	160,201.60	163,404.80	
-																		
Board Secretary/Executive Assistant Communications Coordinator Marketing & Social Media Coordinator	E4.1	Monthly	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	13,237.47	13,500.93	13,771.33	14,046.93	14,327.73	14,613.73	14,906.67
Hourly		63.90	65.18	66.48	67.81	69.17	70.55	71.96	73.40	74.87	76.37	77.89	79.45	81.04	82.66	84.31	86.00	
Annually		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	158,849.60	162,011.20	165,256.00	168,563.20	171,932.80	175,364.80	178,880.00	
-																		
CMMS Administrator Construction Administrator GIS Administrator Information Systems Administrator Regulatory Compliance Coordinator Sr. Communications Coordinator Sr. Customer Engagement Coordinator Sr. Operations Coordinator	E5	Monthly	12,079.60	12,320.53	12,568.40	12,819.73	13,074.53	13,336.27	13,603.20	13,875.33	14,152.67	14,436.93	14,724.67	15,019.33	15,319.20	15,626.00	15,938.00	16,256.93
Hourly		69.69	71.08	72.51	73.96	75.43	76.94	78.48	80.05	81.65	83.29	84.95	86.65	88.38	90.15	91.95	93.79	
Annually		144,955.20	147,846.40	150,820.80	153,836.80	156,894.40	160,035.20	163,238.40	166,504.00	169,832.00	173,243.20	176,696.00	180,232.00	183,830.40	187,512.00	191,256.00	195,083.20	
-																		
	E6	Monthly	12,549.33	12,800.67	13,055.47	13,317.20	13,584.13	13,856.27	14,131.87	14,414.40	14,703.87	14,996.80	15,298.40	15,603.47	15,915.47	16,234.40	16,558.53	16,889.60
		Hourly	72.40	73.85	75.32	76.83	78.37	79.94	81.53	83.16	84.83	86.52	88.26	90.02	91.82	93.66	95.53	97.44
		Annually	150,592.00	153,608.00	156,665.60	159,806.40	163,009.60	166,275.20	169,582.40	172,972.80	176,446.40	179,961.60	183,580.80	187,241.60	190,985.60	194,812.80	198,702.40	202,675.20
-																		
	E6.1	Monthly	11,757.20	11,992.93	12,232.13	12,476.53	12,726.13	12,980.93	13,240.93	13,506.13	13,774.80	14,050.40	14,331.20	14,618.93	14,910.13	15,210.00	15,513.33	15,823.60
		Hourly	67.83	69.19	70.57	71.98	73.42	74.89	76.39	77.92	79.47	81.06	82.68	84.34	86.02	87.75	89.50	91.29
		Annually	141,086.40	143,915.20	146,785.60	149,718.40	152,713.60	155,771.20	158,891.20	162,073.60	165,297.60	168,604.80	171,974.40	175,427.20	178,921.60	182,520.00	186,160.00	189,883.20

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 27, 2026
EXEMPT EMPLOYEES**

These job classifications are Exempt
2% Increase Between Each Step

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
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	E7	Monthly	12,880.40	13,138.67	13,400.40	13,669.07	13,942.93	14,220.27	14,506.27	14,795.73	15,092.13	15,393.73	15,700.53	16,016.00	16,334.93	16,662.53	16,995.33	17,335.07
		Hourly	74.31	75.80	77.31	78.86	80.44	82.04	83.69	85.36	87.07	88.81	90.58	92.40	94.24	96.13	98.05	100.01
		Annually	154,564.80	157,664.00	160,804.80	164,028.80	167,315.20	170,643.20	174,075.20	177,548.80	181,105.60	184,724.80	188,406.40	192,192.00	196,019.20	199,950.40	203,944.00	208,020.80
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Engineer Senior Water Resources Planner	E8	Monthly	12,998.27	13,258.27	13,523.47	13,793.87	14,069.47	14,352.00	14,638.00	14,930.93	15,229.07	15,534.13	15,844.40	16,161.60	16,485.73	16,815.07	17,151.33	17,494.53
		Hourly	74.99	76.49	78.02	79.58	81.17	82.80	84.45	86.14	87.86	89.62	91.41	93.24	95.11	97.01	98.95	100.93
		Annually	155,979.20	159,099.20	162,281.60	165,526.40	168,833.60	172,224.00	175,656.00	179,171.20	182,748.80	186,409.60	190,132.80	193,939.20	197,828.80	201,780.80	205,816.00	209,934.40
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	E9	Monthly	13,440.27	13,708.93	13,982.80	14,263.60	14,547.87	14,839.07	15,135.47	15,438.80	15,747.33	16,062.80	16,383.47	16,711.07	17,045.60	17,387.07	17,733.73	18,089.07
		Hourly	77.54	79.09	80.67	82.29	83.93	85.61	87.32	89.07	90.85	92.67	94.52	96.41	98.34	100.31	102.31	104.36
		Annually	161,283.20	164,507.20	167,793.60	171,163.20	174,574.40	178,068.80	181,625.60	185,265.60	188,968.00	192,753.60	196,601.60	200,532.80	204,547.20	208,644.80	212,804.80	217,068.80
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	E10	Monthly	13,466.27	13,734.93	14,010.53	14,291.33	14,575.60	14,868.53	15,164.93	15,468.27	15,778.53	16,094.00	16,414.67	16,744.00	17,078.53	17,420.00	17,768.40	18,123.73
		Hourly	77.69	79.24	80.83	82.45	84.09	85.78	87.49	89.24	91.03	92.85	94.70	96.60	98.53	100.50	102.51	104.56
		Annually	161,595.20	164,819.20	168,126.40	171,496.00	174,907.20	178,422.40	181,979.20	185,619.20	189,342.40	193,128.00	196,976.00	200,928.00	204,942.40	209,040.00	213,220.80	217,484.80
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Accounting Manager Business Systems Manager Communications Manager Customer Accounts Manager Customer Engagement Manager Financial Planning Manager GIS Manager Human Resources Manager Information Systems Manager Procurement & Risk Manager Regulatory Compliance Manager Safety & Emergency Manager Water Efficiency Manager Water Resources Manager	E11	Monthly	13,511.33	13,781.73	14,057.33	14,338.13	14,625.87	14,917.07	15,215.20	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
		Hourly	77.95	79.51	81.10	82.72	84.38	86.06	87.78	89.54	91.33	93.16	95.02	96.92	98.86	100.84	102.85	104.91
		Annually	162,136.00	165,380.80	168,688.00	172,057.60	175,510.40	179,004.80	182,582.40	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
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Superintendent of E/I Operations Superintendent of Engineering Superintendent of Operations Superintendent of Wastewater Operations Chief Plant Operator	E12	Monthly	13,795.60	14,071.20	14,353.73	14,639.73	14,932.67	15,230.80	15,535.87	15,846.13	16,163.33	16,487.47	16,816.80	17,153.07	17,496.27	17,846.40	18,203.47	18,567.47
		Hourly	79.59	81.18	82.81	84.46	86.15	87.87	89.63	91.42	93.25	95.12	97.02	98.96	100.94	102.96	105.02	107.12
		Annually	165,547.20	168,854.40	172,244.80	175,676.80	179,192.00	182,769.60	186,430.40	190,153.60	193,960.00	197,849.60	201,801.60	205,836.80	209,955.20	214,156.80	218,441.60	222,809.60
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Principal Data Engineer Principal Engineer	E13	Monthly	14,471.60	14,761.07	15,055.73	15,357.33	15,664.13	15,977.87	16,296.80	16,622.67	16,955.47	17,295.20	17,640.13	17,993.73	18,354.27	18,720.00	19,094.40	19,477.47
		Hourly	83.49	85.16	86.86	88.60	90.37	92.18	94.02	95.90	97.82	99.78	101.77	103.81	105.89	108.00	110.16	112.37
		Annually	173,659.20	177,132.80	180,668.80	184,288.00	187,969.60	191,734.40	195,561.60	199,472.00	203,465.60	207,542.40	211,681.60	215,924.80	220,251.20	224,640.00	229,132.80	233,729.60

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JUNE 27, 2026
EXEMPT EMPLOYEES**

These job classifications are Exempt
2% Increase Between Each Step

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
	E14	Monthly	14,719.47	15,014.13	15,314.00	15,620.80	15,932.80	16,251.73	16,575.87	16,908.67	17,246.67	17,591.60	17,943.47	18,302.27	18,668.00	19,040.67	19,422.00	19,810.27
		Hourly	84.92	86.62	88.35	90.12	91.92	93.76	95.63	97.55	99.50	101.49	103.52	105.59	107.70	109.85	112.05	114.29
		Annually	176,633.60	180,169.60	183,768.00	187,449.60	191,193.60	195,020.80	198,910.40	202,904.00	206,960.00	211,099.20	215,321.60	219,627.20	224,016.00	228,488.00	233,064.00	237,723.20
Assistant Director of Operations Assistant Director of Construction Assistant Director of Technology Assistant Director of Water Reuse Reuse Operations Engineering Manager Engineering Manager Information Systems Officer	E15	Monthly	15,589.60	15,901.60	16,218.80	16,544.67	16,874.00	17,212.00	17,556.93	17,907.07	18,265.87	18,631.60	19,004.27	19,383.87	19,772.13	20,167.33	20,569.47	20,982.00
		Hourly	89.94	91.74	93.57	95.45	97.35	99.30	101.29	103.31	105.38	107.49	109.64	111.83	114.07	116.35	118.67	121.05
		Annually	187,075.20	190,819.20	194,625.60	198,536.00	202,488.00	206,544.00	210,683.20	214,884.80	219,190.40	223,579.20	228,051.20	232,606.40	237,265.60	242,008.00	246,833.60	251,784.00
Assistant Director of Engineering Government Affairs Officer Sustainable Resources Officer	E15.1	Monthly	16,633.07	16,965.87	17,305.60	17,650.53	18,004.13	18,364.67	18,732.13	19,106.53	19,487.87	19,877.87	20,274.80	20,680.40	21,094.67	21,515.87	21,947.47	22,386.00
		Hourly	95.96	97.88	99.84	101.83	103.87	105.95	108.07	110.23	112.43	114.68	116.97	119.31	121.70	124.13	126.62	129.15
		Annually	199,596.80	203,590.40	207,667.20	211,806.40	216,049.60	220,376.00	224,785.60	229,278.40	233,854.40	238,534.40	243,297.60	248,164.80	253,136.00	258,190.40	263,369.60	268,632.00
Controller Director of Engineering Director of Financial Planning & Innovation Director of Human Resources Director of Infrastructure and Reuse Director of Operations Director of Technology	E16	Monthly	17,749.33	18,104.67	18,466.93	18,836.13	19,212.27	19,597.07	19,988.80	20,389.20	20,796.53	21,212.53	21,637.20	22,068.80	22,510.80	22,961.47	23,419.07	23,888.80
		Hourly	102.40	104.45	106.54	108.67	110.84	113.06	115.32	117.63	119.98	122.38	124.83	127.32	129.87	132.47	135.11	137.82
		Annually	212,992.00	217,256.00	221,603.20	226,033.60	230,547.20	235,164.80	239,865.60	244,670.40	249,558.40	254,550.40	259,646.40	264,825.60	270,129.60	275,537.60	281,028.80	286,665.60
	E17	Monthly	19,097.87	19,479.20	19,869.20	20,266.13	20,671.73	21,086.00	21,507.20	21,937.07	22,375.60	22,824.53	23,280.40	23,744.93	24,219.87	24,705.20	25,199.20	25,703.60
		Hourly	110.18	112.38	114.63	116.92	119.26	121.65	124.08	126.56	129.09	131.68	134.31	136.99	139.73	142.53	145.38	148.29
		Annually	229,174.40	233,750.40	238,430.40	243,193.60	248,060.80	253,032.00	258,086.40	263,244.80	268,507.20	273,894.40	279,364.80	284,939.20	290,638.40	296,462.40	302,390.40	308,443.20
Deputy General Manager	E18	Monthly	21,424.00	21,852.13	22,288.93	22,736.13	23,190.27	23,653.07	24,126.27	24,609.87	25,102.13	25,603.07	26,116.13	26,637.87	27,170.00	27,714.27	28,268.93	28,834.00
		Hourly	123.60	126.07	128.59	131.17	133.79	136.46	139.19	141.98	144.82	147.71	150.67	153.68	156.75	159.89	163.09	166.35
		Annually	257,088.00	262,225.60	267,467.20	272,833.60	278,283.20	283,836.80	289,515.20	295,318.40	301,225.60	307,236.80	313,393.60	319,654.40	326,040.00	332,571.20	339,227.20	346,008.00