

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JULY 1, 2023
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
Contracts, Purchasing, & Risk Manager	E11
Controller	E16
Customer Accounts Manager	E11
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	E11
Information Systems Administrator	E5
Information Systems Manager	E6
Information Systems Officer	E15
Marketing & Social Media Coordinator	E4.1
Operations Engineer	E5
Principal Accountant	E4
Principal Engineer	E13
Public Affairs Officer	E15.1
Regulatory Compliance Coordinator	E5

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JOB CLASSIFICATION	RANGE
Safety & Emergency Manager	E11
Senior Administrative Analyst	E3
Senior Communications Coordinator	E5
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 Engineer	E8
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
Sustainable Resources Officer	E15.1
Water Efficiency Manager	E11
Water Efficiency Specialist	E1
Water Resources Analyst	E2
Water Resources Manager	E11

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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	6,836.27	6,973.20	7,111.87	7,254.00	7,399.60	7,546.93	7,699.47	7,852.00	8,009.73	8,169.20	8,333.87	8,500.27	8,670.13	8,843.47	9,020.27	9,200.53
		Hourly	39.44	40.23	41.03	41.85	42.69	43.54	44.42	45.30	46.21	47.13	48.08	49.04	50.02	51.02	52.04	53.08
		Annually	82,035.20	83,678.40	85,342.40	87,048.00	88,795.20	90,563.20	92,393.60	94,224.00	96,116.80	98,030.40	100,006.40	102,003.20	104,041.60	106,121.60	108,243.20	110,406.40
Contracts Analyst Data Scientist Financial Data Analyst Water Resources Analyst	E2	Monthly	7,307.73	7,453.33	7,602.40	7,754.93	7,910.93	8,068.67	8,229.87	8,394.53	8,562.67	8,734.27	8,907.60	9,086.13	9,268.13	9,453.60	9,642.53	9,834.93
		Hourly	42.16	43.00	43.86	44.74	45.64	46.55	47.48	48.43	49.40	50.39	51.39	52.42	53.47	54.54	55.63	56.74
		Annually	87,692.80	89,440.00	91,228.80	93,059.20	94,931.20	96,824.00	98,758.40	100,734.40	102,752.00	104,811.20	106,891.20	109,033.60	111,217.60	113,443.20	115,710.40	118,019.20
Customer Engagement Coordinator Senior Administrative Analyst Senior Human Resources Analyst Senior Water Efficiency Specialist	E3	Monthly	8,238.53	8,403.20	8,571.33	8,742.93	8,918.00	9,096.53	9,278.53	9,464.00	9,652.93	9,845.33	10,042.93	10,244.00	10,448.53	10,658.27	10,869.73	11,088.13
		Hourly	47.53	48.48	49.45	50.44	51.45	52.48	53.53	54.60	55.69	56.80	57.94	59.10	60.28	61.49	62.71	63.97
		Annually	98,862.40	100,838.40	102,856.00	104,915.20	107,016.00	109,158.40	111,342.40	113,568.00	115,835.20	118,144.00	120,515.20	122,928.00	125,382.40	127,899.20	130,436.80	133,057.60
Principal Accountant Senior Contracts Analyst Senior Financial Data Analyst Senior Operations Analyst Senior Water Resources Analyst	E4	Monthly	8,496.80	8,666.67	8,840.00	9,016.80	9,197.07	9,380.80	9,568.00	9,760.40	9,954.53	10,153.87	10,358.40	10,564.67	10,776.13	10,991.07	11,211.20	11,434.80
		Hourly	49.02	50.00	51.00	52.02	53.06	54.12	55.20	56.31	57.43	58.58	59.76	60.95	62.17	63.41	64.68	65.97
		Annually	101,961.60	104,000.00	106,080.00	108,201.60	110,364.80	112,569.60	114,816.00	117,124.80	119,454.40	121,846.40	124,300.80	126,776.00	129,313.60	131,892.80	134,534.40	137,217.60
Board Secretary/Executive Assistant Communications Coordinator Marketing & Social Media Coordinator	E4.1	Monthly	9,302.80	9,488.27	9,678.93	9,873.07	10,068.93	10,271.73	10,476.27	10,686.00	10,899.20	11,117.60	11,339.47	11,566.53	11,798.80	12,034.53	12,275.47	12,519.87
		Hourly	53.67	54.74	55.84	56.96	58.09	59.26	60.44	61.65	62.88	64.14	65.42	66.73	68.07	69.43	70.82	72.23
		Annually	111,633.60	113,859.20	116,147.20	118,476.80	120,827.20	123,260.80	125,715.20	128,232.00	130,790.40	133,411.20	136,073.60	138,798.40	141,585.60	144,414.40	147,305.60	150,238.40
CMMS Administrator GIS Administrator Information Systems Administrator Operations Engineer Regulatory Compliance Coordinator Senior Communications Coordinator Senior Customer Engagement Coordinator	E5	Monthly	10,145.20	10,348.00	10,554.27	10,765.73	10,980.67	11,200.80	11,424.40	11,653.20	11,887.20	12,124.67	12,367.33	12,613.47	12,866.53	13,123.07	13,386.53	13,653.47
		Hourly	58.53	59.70	60.89	62.11	63.35	64.62	65.91	67.23	68.58	69.95	71.35	72.77	74.23	75.71	77.23	78.77
		Annually	121,742.40	124,176.00	126,651.20	129,188.80	131,768.00	134,409.60	137,092.80	139,838.40	142,646.40	145,496.00	148,408.00	151,361.60	154,398.40	157,476.80	160,638.40	163,841.60
Accounting Manager Information Systems Manager	E6	Monthly	10,540.40	10,751.87	10,966.80	11,185.20	11,408.80	11,637.60	11,869.87	12,107.33	12,350.00	12,596.13	12,849.20	13,105.73	13,367.47	13,634.40	13,908.27	14,185.60
		Hourly	60.81	62.03	63.27	64.53	65.82	67.14	68.48	69.85	71.25	72.67	74.13	75.61	77.12	78.66	80.24	81.84
		Annually	126,484.80	129,022.40	131,601.60	134,222.40	136,905.60	139,651.20	142,438.40	145,288.00	148,200.00	151,153.60	154,190.40	157,268.80	160,409.60	163,612.80	166,899.20	170,227.20
	E6.1	Monthly	10,575.07	10,786.53	11,001.47	11,221.60	11,446.93	11,675.73	11,909.73	12,147.20	12,389.87	12,637.73	12,890.80	13,149.07	13,412.53	13,679.47	13,953.33	14,232.40
		Hourly	61.01	62.23	63.47	64.74	66.04	67.36	68.71	70.08	71.48	72.91	74.37	75.86	77.38	78.92	80.50	82.11
		Annually	126,900.80	129,438.40	132,017.60	134,659.20	137,363.20	140,108.80	142,916.80	145,766.40	148,678.40	151,652.80	154,689.60	157,788.80	160,950.40	164,153.60	167,440.00	170,788.80

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	E7	Monthly	10,817.73	11,034.40	11,254.53	11,479.87	11,708.67	11,944.40	12,181.87	12,426.27	12,674.13	12,928.93	13,187.20	13,450.67	13,719.33	13,993.20	14,274.00	14,560.00
		Hourly	62.41	63.66	64.93	66.23	67.55	68.91	70.28	71.69	73.12	74.59	76.08	77.60	79.15	80.73	82.35	84.00
		Annually	129,812.80	132,412.80	135,054.40	137,758.40	140,504.00	143,332.80	146,182.40	149,115.20	152,089.60	155,147.20	158,246.40	161,408.00	164,632.00	167,918.40	171,288.00	174,720.00
Senior Engineer Senior Operations Engineer Senior Water Resources Planner	E8	Monthly	10,916.53	11,134.93	11,356.80	11,583.87	11,816.13	12,053.60	12,294.53	12,538.93	12,790.27	13,046.80	13,306.80	13,573.73	13,844.13	14,121.47	14,404.00	14,691.73
		Hourly	62.98	64.24	65.52	66.83	68.17	69.54	70.93	72.34	73.79	75.27	76.77	78.31	79.87	81.47	83.10	84.76
		Annually	130,998.40	133,619.20	136,281.60	139,006.40	141,793.60	144,643.20	147,534.40	150,467.20	153,483.20	156,561.60	159,681.60	162,884.80	166,129.60	169,457.60	172,848.00	176,300.80
	E9	Monthly	11,287.47	11,512.80	11,743.33	11,979.07	12,218.27	12,462.67	12,712.27	12,965.33	13,225.33	13,488.80	13,759.20	14,034.80	14,315.60	14,601.60	14,892.80	15,190.93
		Hourly	65.12	66.42	67.75	69.11	70.49	71.90	73.34	74.80	76.30	77.82	79.38	80.97	82.59	84.24	85.92	87.64
		Annually	135,449.60	138,153.60	140,920.00	143,748.80	146,619.20	149,552.00	152,547.20	155,584.00	158,704.00	161,865.60	165,110.40	168,417.60	171,787.20	175,219.20	178,713.60	182,291.20
	E10	Monthly	11,310.00	11,537.07	11,767.60	12,001.60	12,242.53	12,486.93	12,736.53	12,991.33	13,251.33	13,516.53	13,786.93	14,062.53	14,343.33	14,631.07	14,924.00	15,222.13
		Hourly	65.25	66.56	67.89	69.24	70.63	72.04	73.48	74.95	76.45	77.98	79.54	81.13	82.75	84.41	86.10	87.82
		Annually	135,720.00	138,444.80	141,211.20	144,019.20	146,910.40	149,843.20	152,838.40	155,896.00	159,016.00	162,198.40	165,443.20	168,750.40	172,120.00	175,572.80	179,088.00	182,665.60
Communications Manager Contracts, Purchasing, & Risk Manager Customer Accounts Manager Financial Planning Manager Human Resources Manager Safety & Emergency Manager Water Efficiency Manager Water Resources Manager	E11	Monthly	11,346.40	11,573.47	11,804.00	12,041.47	12,282.40	12,526.80	12,778.13	13,032.93	13,294.67	13,559.87	13,832.00	14,107.60	14,390.13	14,677.87	14,970.80	15,270.67
		Hourly	65.46	66.77	68.10	69.47	70.86	72.27	73.72	75.19	76.70	78.23	79.80	81.39	83.02	84.68	86.37	88.10
		Annually	136,156.80	138,881.60	141,648.00	144,497.60	147,388.80	150,321.60	153,337.60	156,395.20	159,536.00	162,718.40	165,984.00	169,291.20	172,681.60	176,134.40	179,649.60	183,248.00
Superintendent of Engineering Superintendent of Operations Superintendent of Wastewater Operations	E12	Monthly	11,585.60	11,817.87	12,053.60	12,294.53	12,540.67	12,792.00	13,046.80	13,308.53	13,573.73	13,845.87	14,123.20	14,405.73	14,693.47	14,986.40	15,286.27	15,593.07
		Hourly	66.84	68.18	69.54	70.93	72.35	73.80	75.27	76.78	78.31	79.88	81.48	83.11	84.77	86.46	88.19	89.96
		Annually	139,027.20	141,814.40	144,643.20	147,534.40	150,488.00	153,504.00	156,561.60	159,702.40	162,884.80	166,150.40	169,478.40	172,868.80	176,321.60	179,836.80	183,435.20	187,116.80
Principal Engineer	E13	Monthly	12,152.40	12,395.07	12,642.93	12,896.00	13,154.27	13,417.73	13,686.40	13,958.53	14,233.33	14,523.60	14,813.07	15,109.47	15,412.80	15,719.60	16,035.07	16,355.73
		Hourly	70.11	71.51	72.94	74.40	75.89	77.41	78.96	80.53	82.15	83.79	85.46	87.17	88.92	90.69	92.51	94.36
		Annually	145,828.80	148,740.80	151,715.20	154,752.00	157,851.20	161,012.80	164,236.80	167,502.40	170,872.00	174,283.20	177,756.80	181,313.60	184,953.60	188,635.20	192,420.80	196,268.80
	E14	Monthly	12,362.13	12,610.00	12,861.33	13,119.60	13,381.33	13,648.27	13,922.13	14,199.47	14,483.73	14,773.20	15,069.60	15,371.20	15,678.00	15,991.73	16,312.40	16,638.27
		Hourly	71.32	72.75	74.20	75.69	77.20	78.74	80.32	81.92	83.56	85.23	86.94	88.68	90.45	92.26	94.11	95.99
		Annually	148,345.60	151,320.00	154,336.00	157,435.20	160,576.00	163,779.20	167,065.60	170,393.60	173,804.80	177,278.40	180,835.20	184,454.40	188,136.00	191,900.80	195,748.80	199,659.20

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Assistant Director of Operations Engineering Manager Information Systems Officer	E15	Monthly	13,093.60	13,355.33	13,622.27	13,894.40	14,173.47	14,456.00	14,745.47	15,040.13	15,341.73	15,648.53	15,960.53	16,279.47	16,605.33	16,938.13	17,276.13	17,622.80
		Hourly	75.54	77.05	78.59	80.16	81.77	83.40	85.07	86.77	88.51	90.28	92.08	93.92	95.80	97.72	99.67	101.67
		Annually	157,123.20	160,264.00	163,467.20	166,732.80	170,081.60	173,472.00	176,945.60	180,481.60	184,100.80	187,782.40	191,526.40	195,353.60	199,264.00	203,257.60	207,313.60	211,473.60
Assistant Director of Engineering Government Affairs Officer Public Affairs Officer Sustainable Resources Officer	E15.1	Monthly	13,968.93	14,248.00	14,534.00	14,823.47	15,119.87	15,423.20	15,731.73	16,045.47	16,366.13	16,693.73	17,028.27	17,368.00	17,716.40	18,070.00	18,432.27	18,799.73
		Hourly	80.59	82.20	83.85	85.52	87.23	88.98	90.76	92.57	94.42	96.31	98.24	100.20	102.21	104.25	106.34	108.46
		Annually	167,627.20	170,976.00	174,408.00	177,881.60	181,438.40	185,078.40	188,780.80	192,545.60	196,393.60	200,324.80	204,339.20	208,416.00	212,596.80	216,840.00	221,187.20	225,596.80
Controller Director of Financial Planning & Innovation Director of Human Resources Director of Operations	E16	Monthly	14,906.67	15,204.80	15,508.13	15,818.40	16,135.60	16,458.00	16,787.33	17,123.60	17,465.07	17,815.20	18,170.53	18,534.53	18,905.47	19,283.33	19,669.87	20,061.60
		Hourly	86.00	87.72	89.47	91.26	93.09	94.95	96.85	98.79	100.76	102.78	104.83	106.93	109.07	111.25	113.48	115.74
		Annually	178,880.00	182,457.60	186,097.60	189,820.80	193,627.20	197,496.00	201,448.00	205,483.20	209,580.80	213,782.40	218,046.40	222,414.40	226,865.60	231,400.00	236,038.40	240,739.20
Deputy General Manager Director of Engineering	E17	Monthly	16,038.53	16,359.20	16,686.80	17,019.60	17,361.07	17,707.73	18,061.33	18,423.60	18,791.07	19,167.20	19,550.27	19,942.00	20,340.67	20,748.00	21,162.27	21,585.20
		Hourly	92.53	94.38	96.27	98.19	100.16	102.16	104.20	106.29	108.41	110.58	112.79	115.05	117.35	119.70	122.09	124.53
		Annually	192,462.40	196,310.40	200,241.60	204,235.20	208,332.80	212,492.80	216,736.00	221,083.20	225,492.80	230,006.40	234,603.20	239,304.00	244,088.00	248,976.00	253,947.20	259,022.40
Assistant General Manager	E18	Monthly	17,992.00	18,352.53	18,718.27	19,092.67	19,475.73	19,864.00	20,262.67	20,666.53	21,080.80	21,502.00	21,931.87	22,370.40	22,817.60	23,275.20	23,739.73	24,214.67
		Hourly	103.80	105.88	107.99	110.15	112.36	114.60	116.90	119.23	121.62	124.05	126.53	129.06	131.64	134.28	136.96	139.70
		Annually	215,904.00	220,230.40	224,619.20	229,112.00	233,708.80	238,368.00	243,152.00	247,998.40	252,969.60	258,024.00	263,182.40	268,444.80	273,811.20	279,302.40	284,876.80	290,576.00