

RESOLUTION NO. 22-17

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE
MOULTON NIGUEL WATER DISTRICT
APPROVING THE LABOR TERMS AND JOB CLASSIFICATION SALARY
SCHEDULE FOR EXEMPT EMPLOYEES**

WHEREAS, the representatives of the Board of Directors of the Moulton Niguel Water District (“District) have made adjustments to personnel rules, regulations and procedures for Exempt employees.

NOW, THEREFORE, the Board of Directors of the Moulton Niguel Water District **DOES HEREBY FIND, DETERMINE AND RESOLVE AS FOLLOWS:**

Section 1. That this Board of Directors does hereby approve the labor terms that apply to Exempt personnel as outlined in the Personnel & Salary Policy.

Section 2. That this Board of Directors does hereby order that effective at the beginning of the first pay period in July, 2023, the District shall increase the wage rates as part of a competitive market adjustment and Cost of Living Adjustment (“COLA”) for Exempt employees by ten percent (10%). Effective at the beginning of the first pay period of July 2024, the District shall increase the wage rates as part of a competitive market adjustment and Cost of Living Adjustment (“COLA”) by eight percent (8%). Effective at the beginning of the first pay period in July 2025, the District shall increase wage rates as part of a competitive market adjustment and Cost of Living Adjustment (“COLA”) by five percent (5%). Effective at the beginning of the first pay period of July 2026, the District shall increase the wage rates as part of a competitive market adjustment and Cost of Living Adjustment (“COLA”) by five percent (5%).

Section 3. That this Board of Directors does hereby order that the compensation structure be adjusted in accordance with the Exempt Job Classification Salary Schedule, attached hereto as Exhibit 1.

Section 4. That this Board of Directors does hereby order that the District’s monthly contribution towards health insurance be limited to the 2022 contribution for each employee, and Exempt employees and the District share future total health plan cost increases on a 50/50 percentage basis beginning in the first pay period of fiscal year 2023, 2024, 2025 and 2026.

ADOPTED, SIGNED and APPROVED this 8th day of December, 2022.

MOULTON NIGUEL WATER DISTRICT



President/Vice President
MOULTON NIGUEL WATER DISTRICT
and the Board of Directors thereof



Secretary
MOULTON NIGUEL WATER DISTRICT
and the Board of Directors thereof

MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JULY 1, 2023
EXEMPT EMPLOYEES

Exhibit 1

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	E16
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

**MOULTON NIGUEL WATER DISTRICT
 JOB CLASSIFICATION SALARY SCHEDULE - JULY 1, 2023
 EXEMPT EMPLOYEES**

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

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JULY 1, 2023
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 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 Sr. Administrative Analyst Sr. Human Resources Analyst Sr. 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
Sr. Contracts Analyst Sr. Financial Data Analyst Sr. 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 Safety and Compliance 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 Sr. Communications Coordinator Sr. 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 Human Resources 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

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JULY 1, 2023
EXEMPT EMPLOYEES**

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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	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 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 Financial Planning Manager Water Efficiency 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	14,239.33	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

**MOULTON NIGUEL WATER DISTRICT
JOB CLASSIFICATION SALARY SCHEDULE - JULY 1, 2023
EXEMPT EMPLOYEES**

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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
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	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
Contoller 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