

PADRE DAM MUNICIPAL WATER DISTRICT
Job Classifications and Salary Grades
Fiscal Year Budget 2009 - 2010
HOURLY WAGES - BY GRADE AND STEP

STEP- GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	STEP- GRADE
5	\$ 11.316	\$ 11.597	\$ 11.886	\$ 12.185	\$ 12.488	\$ 12.801	\$ 13.122	\$ 13.450	\$ 13.785	\$ 14.131	\$ 14.483	\$ 14.846	5
6	\$ 12.220	\$ 12.526	\$ 12.837	\$ 13.158	\$ 13.489	\$ 13.826	\$ 14.171	\$ 14.526	\$ 14.887	\$ 15.261	\$ 15.643	\$ 16.033	6
7	\$ 13.125	\$ 13.454	\$ 13.789	\$ 14.134	\$ 14.487	\$ 14.849	\$ 15.220	\$ 15.601	\$ 15.993	\$ 16.391	\$ 16.801	\$ 17.221	7
8	\$ 14.030	\$ 14.381	\$ 14.740	\$ 15.109	\$ 15.487	\$ 15.875	\$ 16.271	\$ 16.679	\$ 17.095	\$ 17.522	\$ 17.960	\$ 18.409	8
9	\$ 14.935	\$ 15.308	\$ 15.691	\$ 16.085	\$ 16.485	\$ 16.897	\$ 17.321	\$ 17.753	\$ 18.197	\$ 18.652	\$ 19.119	\$ 19.597	9
10	\$ 15.712	\$ 16.106	\$ 16.508	\$ 16.921	\$ 17.346	\$ 17.778	\$ 18.222	\$ 18.679	\$ 19.145	\$ 19.625	\$ 20.114	\$ 20.617	10
11	\$ 16.746	\$ 17.164	\$ 17.593	\$ 18.033	\$ 18.483	\$ 18.946	\$ 19.421	\$ 19.905	\$ 20.403	\$ 20.912	\$ 21.436	\$ 21.972	11
12	\$ 17.803	\$ 18.247	\$ 18.703	\$ 19.170	\$ 19.651	\$ 20.142	\$ 20.646	\$ 21.161	\$ 21.690	\$ 22.233	\$ 22.790	\$ 23.358	12
13	\$ 18.557	\$ 19.019	\$ 19.494	\$ 19.983	\$ 20.483	\$ 20.994	\$ 21.520	\$ 22.057	\$ 22.609	\$ 23.175	\$ 23.753	\$ 24.348	13
14	\$ 19.553	\$ 20.043	\$ 20.545	\$ 21.057	\$ 21.584	\$ 22.123	\$ 22.677	\$ 23.243	\$ 23.824	\$ 24.421	\$ 25.030	\$ 25.657	14
15	\$ 20.673	\$ 21.190	\$ 21.719	\$ 22.262	\$ 22.820	\$ 23.389	\$ 23.975	\$ 24.574	\$ 25.188	\$ 25.818	\$ 26.463	\$ 27.124	15
16	\$ 21.358	\$ 21.891	\$ 22.439	\$ 23.000	\$ 23.575	\$ 24.165	\$ 24.769	\$ 25.389	\$ 26.024	\$ 26.674	\$ 27.340	\$ 28.025	16
17	\$ 22.447	\$ 23.008	\$ 23.584	\$ 24.173	\$ 24.778	\$ 25.398	\$ 26.032	\$ 26.683	\$ 27.350	\$ 28.033	\$ 28.735	\$ 29.453	17
18	\$ 23.448	\$ 24.035	\$ 24.636	\$ 25.251	\$ 25.883	\$ 26.529	\$ 27.192	\$ 27.874	\$ 28.569	\$ 29.284	\$ 30.016	\$ 30.765	18
19	\$ 24.003	\$ 24.602	\$ 25.218	\$ 25.848	\$ 26.494	\$ 27.155	\$ 27.835	\$ 28.531	\$ 29.243	\$ 29.975	\$ 30.725	\$ 31.492	19
20	\$ 25.311	\$ 25.944	\$ 26.594	\$ 27.258	\$ 27.939	\$ 28.637	\$ 29.354	\$ 30.087	\$ 30.841	\$ 31.611	\$ 32.402	\$ 33.210	20
21	\$ 25.861	\$ 26.508	\$ 27.171	\$ 27.850	\$ 28.545	\$ 29.259	\$ 29.991	\$ 30.740	\$ 31.509	\$ 32.297	\$ 33.104	\$ 33.932	21
22	\$ 26.365	\$ 27.024	\$ 27.700	\$ 28.392	\$ 29.103	\$ 29.831	\$ 30.575	\$ 31.339	\$ 32.123	\$ 32.925	\$ 33.749	\$ 34.593	22
23	\$ 27.802	\$ 28.499	\$ 29.210	\$ 29.940	\$ 30.690	\$ 31.456	\$ 32.241	\$ 33.049	\$ 33.875	\$ 34.722	\$ 35.591	\$ 36.480	23
24	\$ 28.443	\$ 29.152	\$ 29.883	\$ 30.630	\$ 31.396	\$ 32.179	\$ 32.984	\$ 33.809	\$ 34.654	\$ 35.520	\$ 36.409	\$ 37.319	24
25	\$ 29.702	\$ 30.446	\$ 31.207	\$ 31.988	\$ 32.786	\$ 33.606	\$ 34.446	\$ 35.309	\$ 36.189	\$ 37.095	\$ 38.022	\$ 38.972	25
26	\$ 30.343	\$ 31.102	\$ 31.879	\$ 32.677	\$ 33.492	\$ 34.331	\$ 35.189	\$ 36.068	\$ 36.969	\$ 37.893	\$ 38.840	\$ 39.812	26
27	\$ 31.645	\$ 32.436	\$ 33.246	\$ 34.077	\$ 34.930	\$ 35.803	\$ 36.697	\$ 37.615	\$ 38.555	\$ 39.519	\$ 40.507	\$ 41.520	27
28	\$ 31.989	\$ 32.788	\$ 33.609	\$ 34.447	\$ 35.310	\$ 36.194	\$ 37.096	\$ 38.024	\$ 38.974	\$ 39.949	\$ 40.948	\$ 41.971	28
29	\$ 33.206	\$ 34.035	\$ 34.886	\$ 35.758	\$ 36.652	\$ 37.568	\$ 38.508	\$ 39.471	\$ 40.457	\$ 41.469	\$ 42.506	\$ 43.567	29
30	\$ 34.360	\$ 35.219	\$ 36.099	\$ 37.001	\$ 37.927	\$ 38.875	\$ 39.846	\$ 40.842	\$ 41.864	\$ 42.911	\$ 43.982	\$ 45.083	30
31	\$ 34.849	\$ 35.720	\$ 36.613	\$ 37.529	\$ 38.466	\$ 39.428	\$ 40.414	\$ 41.424	\$ 42.460	\$ 43.522	\$ 44.611	\$ 45.724	31
32	\$ 35.754	\$ 36.647	\$ 37.564	\$ 38.503	\$ 39.466	\$ 40.453	\$ 41.464	\$ 42.501	\$ 43.562	\$ 44.653	\$ 45.769	\$ 46.912	32
33	\$ 36.901	\$ 37.823	\$ 38.769	\$ 39.736	\$ 40.731	\$ 41.749	\$ 42.792	\$ 43.863	\$ 44.959	\$ 46.084	\$ 47.235	\$ 48.416	33
34	\$ 37.564	\$ 38.503	\$ 39.466	\$ 40.453	\$ 41.464	\$ 42.501	\$ 43.562	\$ 44.653	\$ 45.769	\$ 46.912	\$ 48.085	\$ 49.288	34
35	\$ 38.650	\$ 39.616	\$ 40.607	\$ 41.621	\$ 42.663	\$ 43.729	\$ 44.822	\$ 45.943	\$ 47.093	\$ 48.268	\$ 49.474	\$ 50.712	35

PADRE DAM MUNICIPAL WATER DISTRICT
Job Classifications and Salary Grades
Fiscal Year Budget 2009 - 2010
HOURLY WAGES - BY GRADE AND STEP

STEP- GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	STEP- GRADE
36	\$ 39.648	\$ 40.640	\$ 41.656	\$ 42.697	\$ 43.765	\$ 44.858	\$ 45.979	\$ 47.130	\$ 48.308	\$ 49.515	\$ 50.753	\$ 52.022	36
37	\$ 40.424	\$ 41.434	\$ 42.471	\$ 43.531	\$ 44.621	\$ 45.737	\$ 46.879	\$ 48.052	\$ 49.254	\$ 50.483	\$ 51.747	\$ 53.040	37
38	\$ 41.186	\$ 42.215	\$ 43.270	\$ 44.352	\$ 45.460	\$ 46.597	\$ 48.052	\$ 48.956	\$ 50.181	\$ 51.435	\$ 52.721	\$ 54.039	38
39	\$ 42.090	\$ 43.143	\$ 44.221	\$ 45.327	\$ 46.460	\$ 47.621	\$ 48.812	\$ 50.033	\$ 51.283	\$ 52.564	\$ 53.879	\$ 55.226	39
40	\$ 42.667	\$ 43.734	\$ 44.828	\$ 45.949	\$ 47.098	\$ 48.274	\$ 49.482	\$ 50.717	\$ 51.986	\$ 53.285	\$ 54.618	\$ 55.983	40
41	\$ 43.901	\$ 44.999	\$ 46.123	\$ 47.276	\$ 48.458	\$ 49.670	\$ 50.911	\$ 52.184	\$ 53.490	\$ 54.826	\$ 56.197	\$ 57.601	41
42	\$ 44.805	\$ 45.926	\$ 47.074	\$ 48.252	\$ 49.457	\$ 50.693	\$ 51.961	\$ 53.260	\$ 54.592	\$ 55.955	\$ 57.356	\$ 58.789	42
43	\$ 45.712	\$ 46.853	\$ 48.025	\$ 49.226	\$ 50.456	\$ 51.718	\$ 53.011	\$ 54.335	\$ 55.694	\$ 57.086	\$ 58.514	\$ 59.977	43
44	\$ 46.616	\$ 47.782	\$ 48.976	\$ 50.201	\$ 51.455	\$ 52.743	\$ 54.060	\$ 55.411	\$ 56.798	\$ 58.218	\$ 59.673	\$ 61.164	44
45	\$ 47.934	\$ 49.131	\$ 50.361	\$ 51.622	\$ 52.910	\$ 54.233	\$ 55.589	\$ 56.980	\$ 58.403	\$ 59.864	\$ 61.360	\$ 62.894	45
46	\$ 48.022	\$ 49.223	\$ 50.452	\$ 51.715	\$ 53.008	\$ 54.332	\$ 55.691	\$ 57.082	\$ 58.511	\$ 59.971	\$ 61.472	\$ 63.010	46
47	\$ 49.331	\$ 50.565	\$ 51.829	\$ 53.126	\$ 54.452	\$ 55.814	\$ 57.210	\$ 58.640	\$ 60.106	\$ 61.608	\$ 63.148	\$ 64.727	47
48	\$ 49.910	\$ 51.157	\$ 52.435	\$ 53.747	\$ 55.090	\$ 56.469	\$ 57.879	\$ 59.326	\$ 60.809	\$ 62.331	\$ 63.887	\$ 65.485	48
GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	GRADE

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2009-2010
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Accountant</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878
<i>Accountant, Senior</i>	29	\$33.206	\$43.567	\$ 5,756	\$ 7,552	\$ 69,068	\$ 90,619
<i>Accounting Manager</i>	38	\$41.186	\$54.039	\$ 7,139	\$ 9,367	\$ 85,667	\$ 112,401
<i>Accounting Specialist/Technicial Support</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Accounting Specialist/Technician</i>	13	\$18.557	\$24.348	\$ 3,217	\$ 4,220	\$ 38,599	\$ 50,644
<i>Accounting Specialist/Technician</i>	15	\$20.673	\$27.124	\$ 3,583	\$ 4,701	\$ 43,000	\$ 56,418
<i>Accounting Specialist/Technician</i>	17	\$22.447	\$29.453	\$ 3,891	\$ 5,105	\$ 46,690	\$ 61,262
<i>Administrative Assistant</i>	11	\$16.746	\$21.972	\$ 2,903	\$ 3,808	\$ 34,832	\$ 45,702
<i>Administrative Assistant</i>	13	\$18.557	\$24.348	\$ 3,217	\$ 4,220	\$ 38,599	\$ 50,644
<i>Administrative Assistant</i>	15	\$20.673	\$27.124	\$ 3,583	\$ 4,701	\$ 43,000	\$ 56,418
<i>Administrative Assistant</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Assistant Operations Manager</i>	40	\$42.667	\$55.983	\$ 7,396	\$ 9,704	\$ 88,747	\$ 116,445
<i>Board Secretary</i>	27	\$31.645	\$41.520	\$ 5,485	\$ 7,197	\$ 65,822	\$ 86,362
<i>Cathodic Protection Program Coordinator</i>	30	\$34.360	\$45.083	\$ 5,956	\$ 7,814	\$ 71,469	\$ 93,773
<i>Cathodic Protection Program Coordinator</i>	32	\$35.754	\$46.912	\$ 6,197	\$ 8,131	\$ 74,368	\$ 97,577
<i>Communications Coordinator</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062
<i>Communications Manager</i>	35	\$38.650	\$50.712	\$ 6,699	\$ 8,790	\$ 80,392	\$ 105,481
<i>Construction & Maintenance Supervisor</i>	27	\$31.645	\$41.520	\$ 5,485	\$ 7,197	\$ 65,822	\$ 86,362
<i>Construction Equipment Operator</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Construction Equipment Operator</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Construction Inspector</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Construction Inspector</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Construction Inspector</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878
<i>Construction Inspector</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2009-2010
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Custodian</i>	10	\$15.712	\$20.617	\$ 2,723	\$ 3,574	\$ 32,681	\$ 42,883
<i>Customer Service Manager</i>	28	\$31.989	\$41.971	\$ 5,545	\$ 7,275	\$ 66,537	\$ 87,300
<i>Customer Service Representative</i>	11	\$16.746	\$21.972	\$ 2,903	\$ 3,808	\$ 34,832	\$ 45,702
<i>Customer Service Representative</i>	13	\$18.557	\$24.348	\$ 3,217	\$ 4,220	\$ 38,599	\$ 50,644
<i>Customer Service Representative</i>	15	\$20.673	\$27.124	\$ 3,583	\$ 4,701	\$ 43,000	\$ 56,418
<i>Director of Communciations</i>	45	\$47.934	\$62.894	\$ 8,309	\$ 10,902	\$ 99,703	\$ 130,820
<i>Director of Engineering & Planning</i>	Uncl.	\$60.315	\$77.654	\$ 10,455	\$ 13,460	\$ 125,455	\$ 161,520
<i>Director of Finance / Chief Financial Officer</i>	Uncl.	\$60.315	\$77.654	\$ 10,455	\$ 13,460	\$ 125,455	\$ 161,520
<i>Director of Human Resources</i>	Uncl.	\$46.566	\$59.954	\$ 8,071	\$ 10,392	\$ 96,857	\$ 124,704
<i>Director of Operations & Water Quality</i>	Uncl.	\$54.285	\$70.864	\$ 9,409	\$ 12,283	\$ 112,913	\$ 147,397
<i>Director of Park and Recreation</i>	45	\$47.934	\$62.894	\$ 8,309	\$ 10,902	\$ 99,703	\$ 130,820
<i>Distribution Maintenance Supervisor</i>	27	\$31.645	\$41.520	\$ 5,485	\$ 7,197	\$ 65,822	\$ 86,362
<i>Distribution Supervisor</i>	30	\$34.360	\$45.083	\$ 5,956	\$ 7,814	\$ 71,469	\$ 93,773
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$34.360	\$45.083	\$ 5,956	\$ 7,814	\$ 71,469	\$ 93,773
<i>Electrician/Instrumentation & Control Technician</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Electrician/Instrumentation & Control Technician</i>	22	\$26.365	\$34.593	\$ 4,570	\$ 5,996	\$ 54,839	\$ 71,953
<i>Electrician/Instrumentation & Control Technician</i>	26	\$30.343	\$39.812	\$ 5,259	\$ 6,901	\$ 63,113	\$ 82,809
<i>Engineer</i>	29	\$33.206	\$43.567	\$ 5,756	\$ 7,552	\$ 69,068	\$ 90,619
<i>Engineer</i>	33	\$36.901	\$48.416	\$ 6,396	\$ 8,392	\$ 76,754	\$ 100,705
<i>Engineer</i>	36	\$39.648	\$52.022	\$ 6,872	\$ 9,017	\$ 82,468	\$ 108,206
<i>Engineer</i>	41	\$43.901	\$57.601	\$ 7,610	\$ 9,984	\$ 91,314	\$ 119,810
<i>Engineering Aide</i>	17	\$22.447	\$29.453	\$ 3,891	\$ 5,105	\$ 46,690	\$ 61,262
<i>Engineering Customer Service Technician</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2009-2010
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Engineering Manager</i>	44	\$46.616	\$61.164	\$ 8,080	\$ 10,602	\$ 96,961	\$ 127,221
<i>Engineering Manager</i>	48	\$49.910	\$65.485	\$ 8,651	\$ 11,351	\$ 103,813	\$ 136,209
<i>Engineering Staff Assistant</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Engineering Technician</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Engineering Technician</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Engineering Technician</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878
<i>Engineering Technician</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062
<i>Equipment Mechanic</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Equipment Mechanic</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062
<i>Facilities Maintenance Crew Supervisor</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062
<i>Facilities Maintenance Worker</i>	12	\$17.803	\$23.358	\$ 3,086	\$ 4,049	\$ 37,030	\$ 48,585
<i>Facilities Maintenance Worker</i>	14	\$19.553	\$25.657	\$ 3,389	\$ 4,447	\$ 40,670	\$ 53,367
<i>Facilities Maintenance Worker</i>	17	\$22.447	\$29.453	\$ 3,891	\$ 5,105	\$ 46,690	\$ 61,262
<i>Field Engineering Supervisor</i>	29	\$33.206	\$43.567	\$ 5,756	\$ 7,552	\$ 69,068	\$ 90,619
<i>GIS/Mapping Administrator</i>	33	\$36.901	\$48.416	\$ 6,396	\$ 8,392	\$ 76,754	\$ 100,705
<i>GIS/Mapping Specialist</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>GIS/Mapping Specialist</i>	22	\$26.365	\$34.593	\$ 4,570	\$ 5,996	\$ 54,839	\$ 71,953
<i>GIS/Mapping Specialist</i>	24	\$28.443	\$37.319	\$ 4,930	\$ 6,469	\$ 59,161	\$ 77,624
<i>Human Resources Specialist</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062
<i>Industrial Code Compliance Specialist</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Industrial Code Compliance Specialist</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878
<i>Information Systems Manager</i>	46	\$48.022	\$63.010	\$ 8,324	\$ 10,922	\$ 99,886	\$ 131,061

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2009-2010
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Information Systems Technical Specialist</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Information Systems Technical Specialist</i>	24	\$28.443	\$37.319	\$ 4,930	\$ 6,469	\$ 59,161	\$ 77,624
<i>Information Systems Technical Specialist</i>	30	\$34.360	\$45.083	\$ 5,956	\$ 7,814	\$ 71,469	\$ 93,773
<i>Laboratory Analyst</i>	14	\$19.553	\$25.657	\$ 3,389	\$ 4,447	\$ 40,670	\$ 53,367
<i>Laboratory Analyst</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Laboratory Analyst</i>	22	\$26.365	\$34.593	\$ 4,570	\$ 5,996	\$ 54,839	\$ 71,953
<i>Laboratory Analyst, Senior</i>	31	\$34.849	\$45.724	\$ 6,040	\$ 7,925	\$ 72,486	\$ 95,106
<i>Meter Shop Supervisor</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062
<i>Meter Technician</i>	14	\$19.553	\$25.657	\$ 3,389	\$ 4,447	\$ 40,670	\$ 53,367
<i>Meter Technician</i>	16	\$21.358	\$28.025	\$ 3,702	\$ 4,858	\$ 44,425	\$ 58,292
<i>Meter Technician</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Operations Manager</i>	45	\$47.934	\$62.894	\$ 8,309	\$ 10,902	\$ 99,703	\$ 130,820
<i>Park & Recreation Coordinator</i>	10	\$15.712	\$20.617	\$ 2,723	\$ 3,574	\$ 32,681	\$ 42,883
<i>Park & Recreation Coordinator</i>	12	\$17.803	\$23.358	\$ 3,086	\$ 4,049	\$ 37,030	\$ 48,585
<i>Park & Recreation Coordinator</i>	14	\$19.553	\$25.657	\$ 3,389	\$ 4,447	\$ 40,670	\$ 53,367
<i>Park & Recreation Manager</i>	36	\$39.648	\$52.022	\$ 6,872	\$ 9,017	\$ 82,468	\$ 108,206
<i>Park & Recreation Supervisor</i>	19	\$24.003	\$31.492	\$ 4,161	\$ 5,459	\$ 49,926	\$ 65,503
<i>Park & Recreation Aide</i>	5	\$11.316	\$14.846	\$ 1,961	\$ 2,573	\$ 23,537	\$ 30,880
<i>Plant Manager</i>	35	\$38.650	\$50.712	\$ 6,699	\$ 8,790	\$ 80,392	\$ 105,481
<i>Recycled Water Operations Supervisor</i>	27	\$31.645	\$41.520	\$ 5,485	\$ 7,197	\$ 65,822	\$ 86,362
<i>Recycled Water Operator</i>	14	\$19.553	\$25.657	\$ 3,389	\$ 4,447	\$ 40,670	\$ 53,367
<i>Recycled Water Operator</i>	17	\$22.447	\$29.453	\$ 3,891	\$ 5,105	\$ 46,690	\$ 61,262
<i>Recycled Water Operator</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Recycled Water Operator</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2009-2010
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Recycled Water Technician</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Right of Way Agent</i>	25	\$29.702	\$38.972	\$ 5,148	\$ 6,755	\$ 61,780	\$ 81,062
<i>Right of Way Agent</i>	27	\$31.645	\$41.520	\$ 5,485	\$ 7,197	\$ 65,822	\$ 86,362
<i>Right of Way Agent</i>	30	\$34.360	\$45.083	\$ 5,956	\$ 7,814	\$ 71,469	\$ 93,773
<i>Safety & Risk Manager</i>	40	\$42.667	\$55.983	\$ 7,396	\$ 9,704	\$ 88,747	\$ 116,445
<i>SCADA Technician</i>	28	\$31.989	\$41.971	\$ 5,545	\$ 7,275	\$ 66,537	\$ 87,300
<i>SCADA Technician</i>	30	\$34.360	\$45.083	\$ 5,956	\$ 7,814	\$ 71,469	\$ 93,773
<i>Staff Support</i>	N/A	\$8.000	*	\$ 1,387	*	\$ 16,640	*
<i>Systems Operator/Technician</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Systems Operator/Technician</i>	19	\$24.003	\$31.492	\$ 4,161	\$ 5,459	\$ 49,926	\$ 65,503
<i>Systems Operator/Technician</i>	21	\$25.861	\$33.932	\$ 4,483	\$ 5,882	\$ 53,791	\$ 70,579
<i>Systems Operator/Technician</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878
<i>Utility Worker</i>	14	\$19.553	\$25.657	\$ 3,389	\$ 4,447	\$ 40,670	\$ 53,367
<i>Utility Worker</i>	17	\$22.447	\$29.453	\$ 3,891	\$ 5,105	\$ 46,690	\$ 61,262
<i>Warehouse Specialist</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Warehouse Worker</i>	16	\$21.358	\$28.025	\$ 3,702	\$ 4,858	\$ 44,425	\$ 58,292
<i>Wastewater Collection Systems Worker - new (12/08)</i>	14	\$19.553	\$25.657	\$ 3,389	\$ 4,447	\$ 40,670	\$ 53,367
<i>Wastewater Collection Systems Worker - new (12/08)</i>	17	\$22.447	\$29.453	\$ 3,891	\$ 5,105	\$ 46,690	\$ 61,262
<i>Wastewater Collection Systems Worker - new (12/08)</i>	18	\$23.448	\$30.765	\$ 4,064	\$ 5,333	\$ 48,772	\$ 63,991
<i>Wastewater Collection Systems Worker - new (12/08)</i>	20	\$25.311	\$33.210	\$ 4,387	\$ 5,756	\$ 52,647	\$ 69,077
<i>Water Quality Compliance Specialist</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878
<i>Water Quality Specialist</i>	23	\$27.802	\$36.480	\$ 4,819	\$ 6,323	\$ 57,828	\$ 75,878

After Hours Duty Pay

\$ 209.26

PADRE DAM MUNICIPAL WATER DISTRICT
Job Classifications and Salary Grades
Fiscal Year 2010 - 2011
HOURLY WAGES - BY GRADE AND STEP

STEP- GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	STEP- GRADE
5	\$ 11.712	\$ 12.003	\$ 12.302	\$ 12.611	\$ 12.925	\$ 13.249	\$ 13.581	\$ 13.921	\$ 14.267	\$ 14.626	\$ 14.990	\$ 15.366	5
6	\$ 12.648	\$ 12.964	\$ 13.286	\$ 13.619	\$ 13.961	\$ 14.310	\$ 14.667	\$ 15.034	\$ 15.408	\$ 15.795	\$ 16.191	\$ 16.594	6
7	\$ 13.584	\$ 13.925	\$ 14.272	\$ 14.629	\$ 14.994	\$ 15.369	\$ 15.753	\$ 16.147	\$ 16.553	\$ 16.965	\$ 17.389	\$ 17.824	7
8	\$ 14.521	\$ 14.884	\$ 15.256	\$ 15.638	\$ 16.029	\$ 16.431	\$ 16.840	\$ 17.263	\$ 17.693	\$ 18.135	\$ 18.589	\$ 19.053	8
9	\$ 15.458	\$ 15.844	\$ 16.240	\$ 16.648	\$ 17.062	\$ 17.488	\$ 17.927	\$ 18.374	\$ 18.834	\$ 19.305	\$ 19.788	\$ 20.283	9
10	\$ 16.262	\$ 16.670	\$ 17.086	\$ 17.513	\$ 17.953	\$ 18.400	\$ 18.860	\$ 19.333	\$ 19.815	\$ 20.312	\$ 20.818	\$ 21.339	10
11	\$ 17.332	\$ 17.765	\$ 18.209	\$ 18.664	\$ 19.130	\$ 19.609	\$ 20.101	\$ 20.602	\$ 21.117	\$ 21.644	\$ 22.186	\$ 22.741	11
12	\$ 18.426	\$ 18.886	\$ 19.358	\$ 19.841	\$ 20.339	\$ 20.847	\$ 21.369	\$ 21.902	\$ 22.449	\$ 23.011	\$ 23.588	\$ 24.176	12
13	\$ 19.206	\$ 19.685	\$ 20.176	\$ 20.682	\$ 21.200	\$ 21.729	\$ 22.273	\$ 22.829	\$ 23.400	\$ 23.986	\$ 24.584	\$ 25.200	13
14	\$ 20.237	\$ 20.745	\$ 21.264	\$ 21.794	\$ 22.339	\$ 22.897	\$ 23.471	\$ 24.057	\$ 24.658	\$ 25.276	\$ 25.906	\$ 26.555	14
15	\$ 21.397	\$ 21.932	\$ 22.479	\$ 23.041	\$ 23.619	\$ 24.208	\$ 24.814	\$ 25.434	\$ 26.070	\$ 26.722	\$ 27.389	\$ 28.073	15
16	\$ 22.106	\$ 22.657	\$ 23.224	\$ 23.805	\$ 24.400	\$ 25.011	\$ 25.636	\$ 26.278	\$ 26.935	\$ 27.608	\$ 28.297	\$ 29.006	16
17	\$ 23.233	\$ 23.813	\$ 24.409	\$ 25.019	\$ 25.645	\$ 26.287	\$ 26.943	\$ 27.617	\$ 28.307	\$ 29.014	\$ 29.741	\$ 30.484	17
18	\$ 24.269	\$ 24.876	\$ 25.498	\$ 26.135	\$ 26.789	\$ 27.458	\$ 28.144	\$ 28.850	\$ 29.569	\$ 30.309	\$ 31.067	\$ 31.842	18
19	\$ 24.843	\$ 25.463	\$ 26.101	\$ 26.753	\$ 27.421	\$ 28.105	\$ 28.809	\$ 29.530	\$ 30.267	\$ 31.024	\$ 31.800	\$ 32.594	19
20	\$ 26.197	\$ 26.852	\$ 27.525	\$ 28.212	\$ 28.917	\$ 29.639	\$ 30.381	\$ 31.140	\$ 31.920	\$ 32.717	\$ 33.536	\$ 34.372	20
21	\$ 26.766	\$ 27.436	\$ 28.122	\$ 28.825	\$ 29.544	\$ 30.283	\$ 31.041	\$ 31.816	\$ 32.612	\$ 33.427	\$ 34.263	\$ 35.120	21
22	\$ 27.288	\$ 27.970	\$ 28.670	\$ 29.386	\$ 30.122	\$ 30.875	\$ 31.645	\$ 32.436	\$ 33.247	\$ 34.077	\$ 34.930	\$ 35.804	22
23	\$ 28.775	\$ 29.496	\$ 30.232	\$ 30.988	\$ 31.764	\$ 32.557	\$ 33.369	\$ 34.206	\$ 35.061	\$ 35.937	\$ 36.837	\$ 37.757	23
24	\$ 29.439	\$ 30.172	\$ 30.929	\$ 31.702	\$ 32.495	\$ 33.305	\$ 34.138	\$ 34.992	\$ 35.867	\$ 36.763	\$ 37.683	\$ 38.625	24
25	\$ 30.742	\$ 31.512	\$ 32.299	\$ 33.108	\$ 33.934	\$ 34.782	\$ 35.652	\$ 36.545	\$ 37.456	\$ 38.393	\$ 39.353	\$ 40.336	25
26	\$ 31.405	\$ 32.191	\$ 32.995	\$ 33.821	\$ 34.664	\$ 35.533	\$ 36.421	\$ 37.330	\$ 38.263	\$ 39.219	\$ 40.199	\$ 41.205	26
27	\$ 32.753	\$ 33.571	\$ 34.410	\$ 35.270	\$ 36.153	\$ 37.056	\$ 37.981	\$ 38.932	\$ 39.904	\$ 40.902	\$ 41.925	\$ 42.973	27
28	\$ 33.109	\$ 33.936	\$ 34.785	\$ 35.653	\$ 36.546	\$ 37.461	\$ 38.394	\$ 39.355	\$ 40.338	\$ 41.347	\$ 42.381	\$ 43.440	28
29	\$ 34.368	\$ 35.226	\$ 36.107	\$ 37.010	\$ 37.935	\$ 38.883	\$ 39.856	\$ 40.852	\$ 41.873	\$ 42.920	\$ 43.994	\$ 45.092	29
30	\$ 35.563	\$ 36.452	\$ 37.362	\$ 38.296	\$ 39.254	\$ 40.236	\$ 41.241	\$ 42.271	\$ 43.329	\$ 44.413	\$ 45.521	\$ 46.661	30
31	\$ 36.069	\$ 36.970	\$ 37.894	\$ 38.843	\$ 39.812	\$ 40.808	\$ 41.828	\$ 42.874	\$ 43.946	\$ 45.045	\$ 46.172	\$ 47.324	31
32	\$ 37.005	\$ 37.930	\$ 38.879	\$ 39.851	\$ 40.847	\$ 41.869	\$ 42.915	\$ 43.989	\$ 45.087	\$ 46.216	\$ 47.371	\$ 48.554	32
33	\$ 38.193	\$ 39.147	\$ 40.126	\$ 41.127	\$ 42.157	\$ 43.210	\$ 44.290	\$ 45.398	\$ 46.533	\$ 47.697	\$ 48.888	\$ 50.111	33
34	\$ 38.879	\$ 39.851	\$ 40.847	\$ 41.869	\$ 42.915	\$ 43.989	\$ 45.087	\$ 46.216	\$ 47.371	\$ 48.554	\$ 49.768	\$ 51.013	34
35	\$ 40.003	\$ 41.003	\$ 42.028	\$ 43.078	\$ 44.156	\$ 45.260	\$ 46.391	\$ 47.551	\$ 48.741	\$ 49.957	\$ 51.206	\$ 52.487	35

PADRE DAM MUNICIPAL WATER DISTRICT
Job Classifications and Salary Grades
Fiscal Year 2010 - 2011
HOURLY WAGES - BY GRADE AND STEP

STEP- GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	STEP- GRADE
36	\$ 41.036	\$ 42.062	\$ 43.114	\$ 44.191	\$ 45.297	\$ 46.428	\$ 47.588	\$ 48.780	\$ 49.999	\$ 51.248	\$ 52.529	\$ 53.843	36
37	\$ 41.839	\$ 42.884	\$ 43.957	\$ 45.055	\$ 46.183	\$ 47.338	\$ 48.520	\$ 49.734	\$ 50.978	\$ 52.250	\$ 53.558	\$ 54.896	37
38	\$ 42.628	\$ 43.693	\$ 44.784	\$ 45.904	\$ 47.051	\$ 48.228	\$ 49.734	\$ 50.669	\$ 51.937	\$ 53.235	\$ 54.566	\$ 55.930	38
39	\$ 43.563	\$ 44.653	\$ 45.769	\$ 46.913	\$ 48.086	\$ 49.288	\$ 50.520	\$ 51.784	\$ 53.078	\$ 54.404	\$ 55.765	\$ 57.159	39
40	\$ 44.160	\$ 45.265	\$ 46.397	\$ 47.557	\$ 48.746	\$ 49.964	\$ 51.214	\$ 52.492	\$ 53.806	\$ 55.150	\$ 56.530	\$ 57.942	40
41	\$ 45.438	\$ 46.574	\$ 47.737	\$ 48.931	\$ 50.154	\$ 51.408	\$ 52.693	\$ 54.010	\$ 55.362	\$ 56.745	\$ 58.164	\$ 59.617	41
42	\$ 46.373	\$ 47.533	\$ 48.722	\$ 49.941	\$ 51.188	\$ 52.467	\$ 53.780	\$ 55.124	\$ 56.503	\$ 57.913	\$ 59.363	\$ 60.847	42
43	\$ 47.312	\$ 48.493	\$ 49.706	\$ 50.949	\$ 52.222	\$ 53.528	\$ 54.866	\$ 56.237	\$ 57.643	\$ 59.084	\$ 60.562	\$ 62.076	43
44	\$ 48.248	\$ 49.454	\$ 50.690	\$ 51.958	\$ 53.256	\$ 54.589	\$ 55.952	\$ 57.350	\$ 58.786	\$ 60.256	\$ 61.762	\$ 63.305	44
45	\$ 49.612	\$ 50.851	\$ 52.124	\$ 53.429	\$ 54.762	\$ 56.131	\$ 57.535	\$ 58.974	\$ 60.447	\$ 61.959	\$ 63.508	\$ 65.095	45
46	\$ 49.703	\$ 50.946	\$ 52.218	\$ 53.525	\$ 54.863	\$ 56.234	\$ 57.640	\$ 59.080	\$ 60.559	\$ 62.070	\$ 63.624	\$ 65.215	46
47	\$ 51.058	\$ 52.335	\$ 53.643	\$ 54.985	\$ 56.358	\$ 57.767	\$ 59.212	\$ 60.692	\$ 62.210	\$ 63.764	\$ 65.358	\$ 66.992	47
48	\$ 51.657	\$ 52.947	\$ 54.270	\$ 55.628	\$ 57.018	\$ 58.445	\$ 59.905	\$ 61.402	\$ 62.937	\$ 64.513	\$ 66.123	\$ 67.777	48
GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	GRADE

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2010-2011
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Accountant</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535
<i>Accountant, Senior</i>	29	\$34.368	\$45.092	\$ 5,957	\$ 7,816	\$ 71,485	\$ 93,791
<i>Accounting Manager</i>	38	\$42.628	\$55.930	\$ 7,389	\$ 9,695	\$ 88,666	\$ 116,334
<i>Accounting Specialist/Technical Support</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Accounting Specialist/Technician</i>	13	\$19.206	\$25.200	\$ 3,329	\$ 4,368	\$ 39,948	\$ 52,416
<i>Accounting Specialist/Technician</i>	15	\$21.397	\$28.073	\$ 3,709	\$ 4,866	\$ 44,506	\$ 58,392
<i>Accounting Specialist/Technician</i>	17	\$23.233	\$30.484	\$ 4,027	\$ 5,284	\$ 48,325	\$ 63,407
<i>Administrative Assistant</i>	11	\$17.332	\$22.741	\$ 3,004	\$ 3,942	\$ 36,051	\$ 47,301
<i>Administrative Assistant</i>	13	\$19.206	\$25.200	\$ 3,329	\$ 4,368	\$ 39,948	\$ 52,416
<i>Administrative Assistant</i>	15	\$21.397	\$28.073	\$ 3,709	\$ 4,866	\$ 44,506	\$ 58,392
<i>Administrative Assistant</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Assistant Operations Manager</i>	40	\$44.160	\$57.942	\$ 7,654	\$ 10,043	\$ 91,853	\$ 120,519
<i>Board Secretary</i>	27	\$32.753	\$42.973	\$ 5,677	\$ 7,449	\$ 68,126	\$ 89,384
<i>Cathodic Protection Program Coordinator</i>	30	\$35.563	\$46.661	\$ 6,164	\$ 8,088	\$ 73,971	\$ 97,055
<i>Cathodic Protection Program Coordinator</i>	32	\$37.005	\$48.554	\$ 6,414	\$ 8,416	\$ 76,970	\$ 100,992
<i>Communications Coordinator</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899
<i>Communications Manager</i>	35	\$40.003	\$52.487	\$ 6,934	\$ 9,098	\$ 83,206	\$ 109,173
<i>Construction & Maintenance Supervisor</i>	27	\$32.753	\$42.973	\$ 5,677	\$ 7,449	\$ 68,126	\$ 89,384
<i>Construction Equipment Operator</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Construction Equipment Operator</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Construction Inspector</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Construction Inspector</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Construction Inspector</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535
<i>Construction Inspector</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2010-2011
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Custodian</i>	10	\$16.262	\$21.339	\$ 2,819	\$ 3,699	\$ 33,825	\$ 44,385
<i>Customer Service Manager</i>	28	\$33.109	\$43.440	\$ 5,739	\$ 7,530	\$ 68,867	\$ 90,355
<i>Customer Service Representative</i>	11	\$17.332	\$22.741	\$ 3,004	\$ 3,942	\$ 36,051	\$ 47,301
<i>Customer Service Representative</i>	13	\$19.206	\$25.200	\$ 3,329	\$ 4,368	\$ 39,948	\$ 52,416
<i>Customer Service Representative</i>	15	\$21.397	\$28.073	\$ 3,709	\$ 4,866	\$ 44,506	\$ 58,392
<i>Director of Communciations</i>	45	\$49.612	\$65.095	\$ 8,599	\$ 11,283	\$ 103,193	\$ 135,398
<i>Director of Engineering & Planning</i>	Uncl.	\$62.426	\$80.372	\$ 10,821	\$ 13,931	\$ 129,846	\$ 167,174
<i>Director of Finance / Chief Financial Officer</i>	Uncl.	\$62.426	\$80.372	\$ 10,821	\$ 13,931	\$ 129,846	\$ 167,174
<i>Director of Human Resources</i>	Uncl.	\$48.196	\$62.052	\$ 8,354	\$ 10,756	\$ 100,247	\$ 129,069
<i>Director of Operations & Water Quality</i>	Uncl.	\$56.185	\$73.344	\$ 9,739	\$ 12,713	\$ 116,865	\$ 152,556
<i>Director of Park and Recreation</i>	45	\$49.612	\$65.095	\$ 8,599	\$ 11,283	\$ 103,193	\$ 135,398
<i>Distribution Maintenance Supervisor</i>	27	\$32.753	\$42.973	\$ 5,677	\$ 7,449	\$ 68,126	\$ 89,384
<i>Distribution Supervisor</i>	30	\$35.563	\$46.661	\$ 6,164	\$ 8,088	\$ 73,971	\$ 97,055
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$35.563	\$46.661	\$ 6,164	\$ 8,088	\$ 73,971	\$ 97,055
<i>Electrician/Instrumentation & Control Technician</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Electrician/Instrumentation & Control Technician</i>	22	\$27.288	\$35.804	\$ 4,730	\$ 6,206	\$ 56,759	\$ 74,472
<i>Electrician/Instrumentation & Control Technician</i>	26	\$31.405	\$41.205	\$ 5,444	\$ 7,142	\$ 65,322	\$ 85,706
<i>Engineer</i>	29	\$34.368	\$45.092	\$ 5,957	\$ 7,816	\$ 71,485	\$ 93,791
<i>Engineer</i>	33	\$38.193	\$50.111	\$ 6,620	\$ 8,686	\$ 79,441	\$ 104,231
<i>Engineer</i>	36	\$41.036	\$53.843	\$ 7,113	\$ 9,333	\$ 85,355	\$ 111,993
<i>Engineer</i>	41	\$45.438	\$59.617	\$ 7,876	\$ 10,334	\$ 94,511	\$ 124,003
<i>Engineering Aide</i>	17	\$23.233	\$30.484	\$ 4,027	\$ 5,284	\$ 48,325	\$ 63,407
<i>Engineering Customer Service Technician</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2010-2011
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Engineering Manager</i>	44	\$48.248	\$63.305	\$ 8,363	\$ 10,973	\$ 100,356	\$ 131,674
<i>Engineering Manager</i>	48	\$51.657	\$67.777	\$ 8,954	\$ 11,748	\$ 107,447	\$ 140,976
<i>Engineering Staff Assistant</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Engineering Technician</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Engineering Technician</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Engineering Technician</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535
<i>Engineering Technician</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899
<i>Equipment Mechanic</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Equipment Mechanic</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899
<i>Facilities Maintenance Crew Supervisor</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899
<i>Facilities Maintenance Worker</i>	12	\$18.426	\$24.176	\$ 3,194	\$ 4,191	\$ 38,326	\$ 50,286
<i>Facilities Maintenance Worker</i>	14	\$20.237	\$26.555	\$ 3,508	\$ 4,603	\$ 42,093	\$ 55,234
<i>Facilities Maintenance Worker</i>	17	\$23.233	\$30.484	\$ 4,027	\$ 5,284	\$ 48,325	\$ 63,407
<i>Field Engineering Supervisor</i>	29	\$34.368	\$45.092	\$ 5,957	\$ 7,816	\$ 71,485	\$ 93,791
<i>GIS/Mapping Administrator</i>	33	\$38.193	\$50.111	\$ 6,620	\$ 8,686	\$ 79,441	\$ 104,231
<i>GIS/Mapping Specialist</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>GIS/Mapping Specialist</i>	22	\$27.288	\$35.804	\$ 4,730	\$ 6,206	\$ 56,759	\$ 74,472
<i>GIS/Mapping Specialist</i>	24	\$29.439	\$38.625	\$ 5,103	\$ 6,695	\$ 61,233	\$ 80,340
<i>Human Resources Specialist</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899
<i>Industrial Code Compliance Specialist</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Industrial Code Compliance Specialist</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535
<i>Information Systems Manager</i>	46	\$49.703	\$65.215	\$ 8,615	\$ 11,304	\$ 103,382	\$ 135,647

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2010-2011
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Information Systems Technical Specialist</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Information Systems Technical Specialist</i>	24	\$29.439	\$38.625	\$ 5,103	\$ 6,695	\$ 61,233	\$ 80,340
<i>Information Systems Technical Specialist</i>	30	\$35.563	\$46.661	\$ 6,164	\$ 8,088	\$ 73,971	\$ 97,055
<i>Laboratory Analyst</i>	14	\$20.237	\$26.555	\$ 3,508	\$ 4,603	\$ 42,093	\$ 55,234
<i>Laboratory Analyst</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Laboratory Analyst</i>	22	\$27.288	\$35.804	\$ 4,730	\$ 6,206	\$ 56,759	\$ 74,472
<i>Laboratory Analyst, Senior</i>	31	\$36.069	\$47.324	\$ 6,252	\$ 8,203	\$ 75,024	\$ 98,434
<i>Meter Shop Supervisor</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899
<i>Meter Technician</i>	14	\$20.237	\$26.555	\$ 3,508	\$ 4,603	\$ 42,093	\$ 55,234
<i>Meter Technician</i>	16	\$22.106	\$29.006	\$ 3,832	\$ 5,028	\$ 45,980	\$ 60,332
<i>Meter Technician</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Operations Manager</i>	45	\$49.612	\$65.095	\$ 8,599	\$ 11,283	\$ 103,193	\$ 135,398
<i>Park & Recreation Coordinator</i>	10	\$16.262	\$21.339	\$ 2,819	\$ 3,699	\$ 33,825	\$ 44,385
<i>Park & Recreation Coordinator</i>	12	\$18.426	\$24.176	\$ 3,194	\$ 4,191	\$ 38,326	\$ 50,286
<i>Park & Recreation Coordinator</i>	14	\$20.237	\$26.555	\$ 3,508	\$ 4,603	\$ 42,093	\$ 55,234
<i>Park & Recreation Manager</i>	36	\$41.036	\$53.843	\$ 7,113	\$ 9,333	\$ 85,355	\$ 111,993
<i>Park & Recreation Supervisor</i>	19	\$24.843	\$32.594	\$ 4,306	\$ 5,650	\$ 51,673	\$ 67,796
<i>Park & Recreation Aide</i>	5	\$11.712	\$15.366	\$ 2,030	\$ 2,663	\$ 24,361	\$ 31,961
<i>Plant Manager</i>	35	\$40.003	\$52.487	\$ 6,934	\$ 9,098	\$ 83,206	\$ 109,173
<i>Recycled Water Operations Supervisor</i>	27	\$32.753	\$42.973	\$ 5,677	\$ 7,449	\$ 68,126	\$ 89,384
<i>Recycled Water Operator</i>	14	\$20.237	\$26.555	\$ 3,508	\$ 4,603	\$ 42,093	\$ 55,234
<i>Recycled Water Operator</i>	17	\$23.233	\$30.484	\$ 4,027	\$ 5,284	\$ 48,325	\$ 63,407
<i>Recycled Water Operator</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Recycled Water Operator</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2010-2011
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Recycled Water Technician</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Right of Way Agent</i>	25	\$30.742	\$40.336	\$ 5,329	\$ 6,992	\$ 63,943	\$ 83,899
<i>Right of Way Agent</i>	27	\$32.753	\$42.973	\$ 5,677	\$ 7,449	\$ 68,126	\$ 89,384
<i>Right of Way Agent</i>	30	\$35.563	\$46.661	\$ 6,164	\$ 8,088	\$ 73,971	\$ 97,055
<i>Safety & Risk Manager</i>	40	\$44.160	\$57.942	\$ 7,654	\$ 10,043	\$ 91,853	\$ 120,519
<i>SCADA Technician</i>	28	\$33.109	\$43.440	\$ 5,739	\$ 7,530	\$ 68,867	\$ 90,355
<i>SCADA Technician</i>	30	\$35.563	\$46.661	\$ 6,164	\$ 8,088	\$ 73,971	\$ 97,055
<i>Staff Support</i>	N/A	\$8.000	*	\$ 1,387	*	\$ 16,640	*
<i>Systems Operator/Technician</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Systems Operator/Technician</i>	19	\$24.843	\$32.594	\$ 4,306	\$ 5,650	\$ 51,673	\$ 67,796
<i>Systems Operator/Technician</i>	21	\$26.766	\$35.120	\$ 4,639	\$ 6,087	\$ 55,673	\$ 73,050
<i>Systems Operator/Technician</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535
<i>Utility Worker</i>	14	\$20.237	\$26.555	\$ 3,508	\$ 4,603	\$ 42,093	\$ 55,234
<i>Utility Worker</i>	17	\$23.233	\$30.484	\$ 4,027	\$ 5,284	\$ 48,325	\$ 63,407
<i>Warehouse Specialist</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Warehouse Worker</i>	16	\$22.106	\$29.006	\$ 3,832	\$ 5,028	\$ 45,980	\$ 60,332
<i>Wastewater Collection Systems Worker</i>	14	\$20.237	\$26.555	\$ 3,508	\$ 4,603	\$ 42,093	\$ 55,234
<i>Wastewater Collection Systems Worker</i>	17	\$23.233	\$30.484	\$ 4,027	\$ 5,284	\$ 48,325	\$ 63,407
<i>Wastewater Collection Systems Worker</i>	18	\$24.269	\$31.842	\$ 4,207	\$ 5,519	\$ 50,480	\$ 66,231
<i>Wastewater Collection Systems Worker</i>	20	\$26.197	\$34.372	\$ 4,541	\$ 5,958	\$ 54,490	\$ 71,494
<i>Water Quality Compliance Specialist</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535
<i>Water Quality Specialist</i>	23	\$28.775	\$37.757	\$ 4,988	\$ 6,545	\$ 59,852	\$ 78,535

After Hours Duty Pay

\$ 216.58

PADRE DAM MUNICIPAL WATER DISTRICT
Job Classifications and Salary Grades
Fiscal Year Budget 2011 - 2012
HOURLY WAGES - BY GRADE AND STEP

STEP- GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	STEP- GRADE
5	\$ 12.122	\$ 12.423	\$ 12.733	\$ 13.052	\$ 13.377	\$ 13.713	\$ 14.056	\$ 14.408	\$ 14.766	\$ 15.138	\$ 15.515	\$ 15.904	5
6	\$ 13.091	\$ 13.418	\$ 13.751	\$ 14.096	\$ 14.450	\$ 14.811	\$ 15.180	\$ 15.560	\$ 15.947	\$ 16.348	\$ 16.758	\$ 17.175	6
7	\$ 14.059	\$ 14.412	\$ 14.772	\$ 15.141	\$ 15.519	\$ 15.907	\$ 16.304	\$ 16.712	\$ 17.132	\$ 17.559	\$ 17.998	\$ 18.448	7
8	\$ 15.029	\$ 15.405	\$ 15.790	\$ 16.185	\$ 16.590	\$ 17.006	\$ 17.429	\$ 17.867	\$ 18.312	\$ 18.770	\$ 19.240	\$ 19.720	8
9	\$ 15.999	\$ 16.399	\$ 16.808	\$ 17.231	\$ 17.659	\$ 18.100	\$ 18.554	\$ 19.017	\$ 19.493	\$ 19.981	\$ 20.481	\$ 20.993	9
10	\$ 16.831	\$ 17.253	\$ 17.684	\$ 18.126	\$ 18.581	\$ 19.044	\$ 19.520	\$ 20.010	\$ 20.509	\$ 21.023	\$ 21.547	\$ 22.086	10
11	\$ 17.939	\$ 18.387	\$ 18.846	\$ 19.317	\$ 19.800	\$ 20.295	\$ 20.805	\$ 21.323	\$ 21.856	\$ 22.402	\$ 22.963	\$ 23.537	11
12	\$ 19.071	\$ 19.547	\$ 20.036	\$ 20.535	\$ 21.051	\$ 21.577	\$ 22.117	\$ 22.669	\$ 23.235	\$ 23.816	\$ 24.414	\$ 25.022	12
13	\$ 19.878	\$ 20.374	\$ 20.882	\$ 21.406	\$ 21.942	\$ 22.490	\$ 23.053	\$ 23.628	\$ 24.219	\$ 24.826	\$ 25.444	\$ 26.082	13
14	\$ 20.945	\$ 21.471	\$ 22.008	\$ 22.557	\$ 23.121	\$ 23.698	\$ 24.292	\$ 24.899	\$ 25.521	\$ 26.161	\$ 26.813	\$ 27.484	14
15	\$ 22.146	\$ 22.700	\$ 23.266	\$ 23.847	\$ 24.446	\$ 25.055	\$ 25.682	\$ 26.324	\$ 26.982	\$ 27.657	\$ 28.348	\$ 29.056	15
16	\$ 22.880	\$ 23.450	\$ 24.037	\$ 24.638	\$ 25.254	\$ 25.886	\$ 26.533	\$ 27.198	\$ 27.878	\$ 28.574	\$ 29.287	\$ 30.021	16
17	\$ 24.046	\$ 24.646	\$ 25.263	\$ 25.895	\$ 26.543	\$ 27.207	\$ 27.886	\$ 28.584	\$ 29.298	\$ 30.029	\$ 30.782	\$ 31.551	17
18	\$ 25.118	\$ 25.747	\$ 26.390	\$ 27.050	\$ 27.727	\$ 28.419	\$ 29.129	\$ 29.860	\$ 30.604	\$ 31.370	\$ 32.154	\$ 32.956	18
19	\$ 25.713	\$ 26.354	\$ 27.015	\$ 27.689	\$ 28.381	\$ 29.089	\$ 29.817	\$ 30.564	\$ 31.326	\$ 32.110	\$ 32.913	\$ 33.735	19
20	\$ 27.114	\$ 27.792	\$ 28.488	\$ 29.199	\$ 29.929	\$ 30.676	\$ 31.444	\$ 32.230	\$ 33.037	\$ 33.862	\$ 34.710	\$ 35.575	20
21	\$ 27.703	\$ 28.396	\$ 29.106	\$ 29.834	\$ 30.578	\$ 31.343	\$ 32.127	\$ 32.930	\$ 33.753	\$ 34.597	\$ 35.462	\$ 36.349	21
22	\$ 28.243	\$ 28.949	\$ 29.673	\$ 30.415	\$ 31.176	\$ 31.956	\$ 32.753	\$ 33.571	\$ 34.411	\$ 35.270	\$ 36.153	\$ 37.057	22
23	\$ 29.782	\$ 30.528	\$ 31.290	\$ 32.073	\$ 32.876	\$ 33.696	\$ 34.537	\$ 35.403	\$ 36.288	\$ 37.195	\$ 38.126	\$ 39.078	23
24	\$ 30.469	\$ 31.228	\$ 32.012	\$ 32.812	\$ 33.632	\$ 34.471	\$ 35.333	\$ 36.217	\$ 37.122	\$ 38.050	\$ 39.002	\$ 39.977	24
25	\$ 31.818	\$ 32.615	\$ 33.429	\$ 34.267	\$ 35.122	\$ 35.999	\$ 36.900	\$ 37.824	\$ 38.767	\$ 39.737	\$ 40.730	\$ 41.748	25
26	\$ 32.504	\$ 33.318	\$ 34.150	\$ 35.005	\$ 35.877	\$ 36.777	\$ 37.696	\$ 38.637	\$ 39.602	\$ 40.592	\$ 41.606	\$ 42.647	26
27	\$ 33.899	\$ 34.746	\$ 35.614	\$ 36.504	\$ 37.418	\$ 38.353	\$ 39.310	\$ 40.295	\$ 41.301	\$ 42.334	\$ 43.392	\$ 44.477	27
28	\$ 34.268	\$ 35.124	\$ 36.002	\$ 36.901	\$ 37.825	\$ 38.772	\$ 39.738	\$ 40.732	\$ 41.750	\$ 42.794	\$ 43.864	\$ 44.960	28
29	\$ 35.571	\$ 36.459	\$ 37.371	\$ 38.305	\$ 39.263	\$ 40.244	\$ 41.251	\$ 42.282	\$ 43.339	\$ 44.422	\$ 45.534	\$ 46.670	29
30	\$ 36.808	\$ 37.728	\$ 38.670	\$ 39.636	\$ 40.628	\$ 41.644	\$ 42.684	\$ 43.750	\$ 44.846	\$ 45.967	\$ 47.114	\$ 48.294	30
31	\$ 37.331	\$ 38.264	\$ 39.220	\$ 40.203	\$ 41.205	\$ 42.236	\$ 43.292	\$ 44.375	\$ 45.484	\$ 46.622	\$ 47.788	\$ 48.980	31
32	\$ 38.300	\$ 39.258	\$ 40.240	\$ 41.246	\$ 42.277	\$ 43.334	\$ 44.417	\$ 45.529	\$ 46.665	\$ 47.834	\$ 49.029	\$ 50.253	32
33	\$ 39.530	\$ 40.517	\$ 41.530	\$ 42.566	\$ 43.632	\$ 44.722	\$ 45.840	\$ 46.987	\$ 48.162	\$ 49.366	\$ 50.599	\$ 51.865	33
34	\$ 40.240	\$ 41.246	\$ 42.277	\$ 43.334	\$ 44.417	\$ 45.529	\$ 46.665	\$ 47.834	\$ 49.029	\$ 50.253	\$ 51.510	\$ 52.798	34

PADRE DAM MUNICIPAL WATER DISTRICT
Job Classifications and Salary Grades
Fiscal Year Budget 2011 - 2012
HOURLY WAGES - BY GRADE AND STEP

STEP- GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	STEP- GRADE
35	\$ 41.403	\$ 42.438	\$ 43.499	\$ 44.586	\$ 45.701	\$ 46.844	\$ 48.015	\$ 49.215	\$ 50.447	\$ 51.705	\$ 52.998	\$ 54.324	35
36	\$ 42.472	\$ 43.534	\$ 44.623	\$ 45.738	\$ 46.882	\$ 48.053	\$ 49.254	\$ 50.487	\$ 51.749	\$ 53.042	\$ 54.368	\$ 55.728	36
37	\$ 43.303	\$ 44.385	\$ 45.495	\$ 46.632	\$ 47.799	\$ 48.995	\$ 50.218	\$ 51.475	\$ 52.762	\$ 54.079	\$ 55.433	\$ 56.817	37
38	\$ 44.120	\$ 45.222	\$ 46.351	\$ 47.511	\$ 48.698	\$ 49.916	\$ 51.475	\$ 52.442	\$ 53.755	\$ 55.098	\$ 56.476	\$ 57.888	38
39	\$ 45.088	\$ 46.216	\$ 47.371	\$ 48.555	\$ 49.769	\$ 51.013	\$ 52.288	\$ 53.596	\$ 54.936	\$ 56.308	\$ 57.717	\$ 59.160	39
40	\$ 45.706	\$ 46.849	\$ 48.021	\$ 49.221	\$ 50.452	\$ 51.713	\$ 53.006	\$ 54.329	\$ 55.689	\$ 57.080	\$ 58.509	\$ 59.970	40
41	\$ 47.028	\$ 48.204	\$ 49.408	\$ 50.644	\$ 51.909	\$ 53.207	\$ 54.537	\$ 55.900	\$ 57.300	\$ 58.731	\$ 60.200	\$ 61.704	41
42	\$ 47.996	\$ 49.197	\$ 50.427	\$ 51.689	\$ 52.980	\$ 54.303	\$ 55.662	\$ 57.053	\$ 58.481	\$ 59.940	\$ 61.441	\$ 62.977	42
43	\$ 48.968	\$ 50.190	\$ 51.446	\$ 52.732	\$ 54.050	\$ 55.401	\$ 56.786	\$ 58.205	\$ 59.661	\$ 61.152	\$ 62.682	\$ 64.249	43
44	\$ 49.937	\$ 51.185	\$ 52.464	\$ 53.777	\$ 55.120	\$ 56.500	\$ 57.910	\$ 59.357	\$ 60.844	\$ 62.365	\$ 63.924	\$ 65.521	44
45	\$ 51.348	\$ 52.631	\$ 53.948	\$ 55.299	\$ 56.679	\$ 58.096	\$ 59.549	\$ 61.038	\$ 62.563	\$ 64.128	\$ 65.731	\$ 67.373	45
46	\$ 51.443	\$ 52.729	\$ 54.046	\$ 55.398	\$ 56.783	\$ 58.202	\$ 59.657	\$ 61.148	\$ 62.679	\$ 64.242	\$ 65.851	\$ 67.498	46
47	\$ 52.845	\$ 54.167	\$ 55.521	\$ 56.909	\$ 58.331	\$ 59.789	\$ 61.284	\$ 62.816	\$ 64.387	\$ 65.996	\$ 67.646	\$ 69.337	47
48	\$ 53.465	\$ 54.800	\$ 56.169	\$ 57.575	\$ 59.014	\$ 60.491	\$ 62.002	\$ 63.551	\$ 65.140	\$ 66.771	\$ 68.437	\$ 70.149	48
GRADE	A	AA	B	BB	C	CC	D	DD	E	EE	F	FF	GRADE

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2011-2012
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Accountant</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282
<i>Accountant, Senior</i>	29	\$35.571	\$46.670	\$ 6,166	\$ 8,089	\$ 73,988	\$ 97,074
<i>Accounting Manager</i>	38	\$44.120	\$57.888	\$ 7,647	\$ 10,034	\$ 91,770	\$ 120,407
<i>Accounting Specialist/Technical Support</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Accounting Specialist/Technician</i>	13	\$19.878	\$26.082	\$ 3,446	\$ 4,521	\$ 41,346	\$ 54,251
<i>Accounting Specialist/Technician</i>	15	\$22.146	\$29.056	\$ 3,839	\$ 5,036	\$ 46,064	\$ 60,436
<i>Accounting Specialist/Technician</i>	17	\$24.046	\$31.551	\$ 4,168	\$ 5,469	\$ 50,016	\$ 65,626
<i>Administrative Assistant</i>	11	\$17.939	\$23.537	\$ 3,109	\$ 4,080	\$ 37,313	\$ 48,957
<i>Administrative Assistant</i>	13	\$19.878	\$26.082	\$ 3,446	\$ 4,521	\$ 41,346	\$ 54,251
<i>Administrative Assistant</i>	15	\$22.146	\$29.056	\$ 3,839	\$ 5,036	\$ 46,064	\$ 60,436
<i>Administrative Assistant</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Assistant Operations Manager</i>	40	\$45.706	\$59.970	\$ 7,922	\$ 10,395	\$ 95,068	\$ 124,738
<i>Board Secretary</i>	27	\$33.899	\$44.477	\$ 5,876	\$ 7,709	\$ 70,510	\$ 92,512
<i>Cathodic Protection Program Coordinator</i>	30	\$36.808	\$48.294	\$ 6,380	\$ 8,371	\$ 76,561	\$ 100,452
<i>Cathodic Protection Program Coordinator</i>	32	\$38.300	\$50.253	\$ 6,639	\$ 8,711	\$ 79,664	\$ 104,526
<i>Communications Coordinator</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836
<i>Communications Manager</i>	35	\$41.403	\$54.324	\$ 7,177	\$ 9,416	\$ 86,118	\$ 112,994
<i>Construction & Maintenance Supervisor</i>	27	\$33.899	\$44.477	\$ 5,876	\$ 7,709	\$ 70,510	\$ 92,512
<i>Construction Equipment Operator</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Construction Equipment Operator</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Construction Inspector</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Construction Inspector</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Construction Inspector</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282
<i>Construction Inspector</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2011-2012
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Custodian</i>	10	\$16.831	\$22.086	\$ 2,917	\$ 3,828	\$ 35,008	\$ 45,939
<i>Customer Service Manager</i>	28	\$34.268	\$44.960	\$ 5,940	\$ 7,793	\$ 71,277	\$ 93,517
<i>Customer Service Representative</i>	11	\$17.939	\$23.537	\$ 3,109	\$ 4,080	\$ 37,313	\$ 48,957
<i>Customer Service Representative</i>	13	\$19.878	\$26.082	\$ 3,446	\$ 4,521	\$ 41,346	\$ 54,251
<i>Customer Service Representative</i>	15	\$22.146	\$29.056	\$ 3,839	\$ 5,036	\$ 46,064	\$ 60,436
<i>Director of Communciations</i>	45	\$51.348	\$67.373	\$ 8,900	\$ 11,678	\$ 106,804	\$ 140,136
<i>Director of Engineering & Planning</i>	Uncl.	\$64.611	\$83.185	\$ 11,199	\$ 14,419	\$ 134,391	\$ 173,025
<i>Director of Finance / Chief Financial Officer</i>	Uncl.	\$64.611	\$83.185	\$ 11,199	\$ 14,419	\$ 134,391	\$ 173,025
<i>Director of Human Resources</i>	Uncl.	\$49.883	\$64.224	\$ 8,646	\$ 11,132	\$ 103,757	\$ 133,586
<i>Director of Operations & Water Quality</i>	Uncl.	\$58.151	\$75.911	\$ 10,080	\$ 13,158	\$ 120,954	\$ 157,895
<i>Director of Park and Recreation</i>	45	\$51.348	\$67.373	\$ 8,900	\$ 11,678	\$ 106,804	\$ 140,136
<i>Distribution Maintenance Supervisor</i>	27	\$33.899	\$44.477	\$ 5,876	\$ 7,709	\$ 70,510	\$ 92,512
<i>Distribution Supervisor</i>	30	\$36.808	\$48.294	\$ 6,380	\$ 8,371	\$ 76,561	\$ 100,452
<i>Electrician/Instrumentation & Control Supervisor</i>	30	\$36.808	\$48.294	\$ 6,380	\$ 8,371	\$ 76,561	\$ 100,452
<i>Electrician/Instrumentation & Control Technician</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Electrician/Instrumentation & Control Technician</i>	22	\$28.243	\$37.057	\$ 4,895	\$ 6,423	\$ 58,745	\$ 77,079
<i>Electrician/Instrumentation & Control Technician</i>	26	\$32.504	\$42.647	\$ 5,634	\$ 7,392	\$ 67,608	\$ 88,706
<i>Engineer</i>	29	\$35.571	\$46.670	\$ 6,166	\$ 8,089	\$ 73,988	\$ 97,074
<i>Engineer</i>	33	\$39.530	\$51.865	\$ 6,852	\$ 8,990	\$ 82,222	\$ 107,879
<i>Engineer</i>	36	\$42.472	\$55.728	\$ 7,362	\$ 9,660	\$ 88,342	\$ 115,914
<i>Engineer</i>	41	\$47.028	\$61.704	\$ 8,152	\$ 10,695	\$ 97,818	\$ 128,344
<i>Engineering Aide</i>	17	\$24.046	\$31.551	\$ 4,168	\$ 5,469	\$ 50,016	\$ 65,626
<i>Engineering Customer Service Technician</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2011-2012
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Engineering Manager</i>	44	\$49.937	\$65.521	\$ 8,656	\$ 11,357	\$ 103,869	\$ 136,284
<i>Engineering Manager</i>	48	\$53.465	\$70.149	\$ 9,267	\$ 12,159	\$ 111,207	\$ 145,910
<i>Engineering Staff Assistant</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Engineering Technician</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Engineering Technician</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Engineering Technician</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282
<i>Engineering Technician</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836
<i>Equipment Mechanic</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Equipment Mechanic</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836
<i>Facilities Maintenance Crew Supervisor</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836
<i>Facilities Maintenance Worker</i>	12	\$19.071	\$25.022	\$ 3,306	\$ 4,337	\$ 39,668	\$ 52,046
<i>Facilities Maintenance Worker</i>	14	\$20.945	\$27.484	\$ 3,630	\$ 4,764	\$ 43,566	\$ 57,167
<i>Facilities Maintenance Worker</i>	17	\$24.046	\$31.551	\$ 4,168	\$ 5,469	\$ 50,016	\$ 65,626
<i>Field Engineering Supervisor</i>	29	\$35.571	\$46.670	\$ 6,166	\$ 8,089	\$ 73,988	\$ 97,074
<i>GIS/Mapping Administrator</i>	33	\$39.530	\$51.865	\$ 6,852	\$ 8,990	\$ 82,222	\$ 107,879
<i>GIS/Mapping Specialist</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>GIS/Mapping Specialist</i>	22	\$28.243	\$37.057	\$ 4,895	\$ 6,423	\$ 58,745	\$ 77,079
<i>GIS/Mapping Specialist</i>	24	\$30.469	\$39.977	\$ 5,281	\$ 6,929	\$ 63,376	\$ 83,152
<i>Human Resources Specialist</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836
<i>Industrial Code Compliance Specialist</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Industrial Code Compliance Specialist</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282
<i>Information Systems Manager</i>	46	\$51.443	\$67.498	\$ 8,917	\$ 11,700	\$ 107,001	\$ 140,396

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2011-2012
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Information Systems Technical Specialist</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Information Systems Technical Specialist</i>	24	\$30.469	\$39.977	\$ 5,281	\$ 6,929	\$ 63,376	\$ 83,152
<i>Information Systems Technical Specialist</i>	30	\$36.808	\$48.294	\$ 6,380	\$ 8,371	\$ 76,561	\$ 100,452
<i>Laboratory Analyst</i>	14	\$20.945	\$27.484	\$ 3,630	\$ 4,764	\$ 43,566	\$ 57,167
<i>Laboratory Analyst</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Laboratory Analyst</i>	22	\$28.243	\$37.057	\$ 4,895	\$ 6,423	\$ 58,745	\$ 77,079
<i>Laboratory Analyst, Senior</i>	31	\$37.331	\$48.980	\$ 6,471	\$ 8,490	\$ 77,648	\$ 101,878
<i>Meter Shop Supervisor</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836
<i>Meter Technician</i>	14	\$20.945	\$27.484	\$ 3,630	\$ 4,764	\$ 43,566	\$ 57,167
<i>Meter Technician</i>	16	\$22.880	\$30.021	\$ 3,966	\$ 5,204	\$ 47,590	\$ 62,444
<i>Meter Technician</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Operations Manager</i>	45	\$51.348	\$67.373	\$ 8,900	\$ 11,678	\$ 106,804	\$ 140,136
<i>Park & Recreation Coordinator</i>	10	\$16.831	\$22.086	\$ 2,917	\$ 3,828	\$ 35,008	\$ 45,939
<i>Park & Recreation Coordinator</i>	12	\$19.071	\$25.022	\$ 3,306	\$ 4,337	\$ 39,668	\$ 52,046
<i>Park & Recreation Coordinator</i>	14	\$20.945	\$27.484	\$ 3,630	\$ 4,764	\$ 43,566	\$ 57,167
<i>Park & Recreation Manager</i>	36	\$42.472	\$55.728	\$ 7,362	\$ 9,660	\$ 88,342	\$ 115,914
<i>Park & Recreation Supervisor</i>	19	\$25.713	\$33.735	\$ 4,457	\$ 5,847	\$ 53,483	\$ 70,169
<i>Park & Recreation Aide</i>	5	\$12.122	\$15.904	\$ 2,101	\$ 2,757	\$ 25,214	\$ 33,080
<i>Plant Manager</i>	35	\$41.403	\$54.324	\$ 7,177	\$ 9,416	\$ 86,118	\$ 112,994
<i>Recycled Water Operations Supervisor</i>	27	\$33.899	\$44.477	\$ 5,876	\$ 7,709	\$ 70,510	\$ 92,512

PADRE DAM MUNICIPAL WATER DISTRICT
Fiscal Year Budget 2011-2012
Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Recycled Water Operator</i>	14	\$20.945	\$27.484	\$ 3,630	\$ 4,764	\$ 43,566	\$ 57,167
<i>Recycled Water Operator</i>	17	\$24.046	\$31.551	\$ 4,168	\$ 5,469	\$ 50,016	\$ 65,626
<i>Recycled Water Operator</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Recycled Water Operator</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282
<i>Recycled Water Technician</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Right of Way Agent</i>	25	\$31.818	\$41.748	\$ 5,515	\$ 7,236	\$ 66,181	\$ 86,836
<i>Right of Way Agent</i>	27	\$33.899	\$44.477	\$ 5,876	\$ 7,709	\$ 70,510	\$ 92,512
<i>Right of Way Agent</i>	30	\$36.808	\$48.294	\$ 6,380	\$ 8,371	\$ 76,561	\$ 100,452
<i>Safety & Risk Manager</i>	40	\$45.706	\$59.970	\$ 7,922	\$ 10,395	\$ 95,068	\$ 124,738
<i>SCADA Technician</i>	28	\$34.268	\$44.960	\$ 5,940	\$ 7,793	\$ 71,277	\$ 93,517
<i>SCADA Technician</i>	30	\$36.808	\$48.294	\$ 6,380	\$ 8,371	\$ 76,561	\$ 100,452
<i>Staff Support</i>	N/A	\$8.000	*	\$ 1,387	*	\$ 16,640	*
<i>Systems Operator/Technician</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Systems Operator/Technician</i>	19	\$25.713	\$33.735	\$ 4,457	\$ 5,847	\$ 53,483	\$ 70,169
<i>Systems Operator/Technician</i>	21	\$27.703	\$36.349	\$ 4,802	\$ 6,300	\$ 57,622	\$ 75,606
<i>Systems Operator/Technician</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282
<i>Utility Worker</i>	14	\$20.945	\$27.484	\$ 3,630	\$ 4,764	\$ 43,566	\$ 57,167
<i>Utility Worker</i>	17	\$24.046	\$31.551	\$ 4,168	\$ 5,469	\$ 50,016	\$ 65,626
<i>Warehouse Specialist</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Warehouse Worker</i>	16	\$22.880	\$30.021	\$ 3,966	\$ 5,204	\$ 47,590	\$ 62,444

PADRE DAM MUNICIPAL WATER DISTRICT
 Fiscal Year Budget 2011-2012
 Job Classification Schedule For All Employees

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE		MONTHLY PAY RANGE		ANNUAL PAY RANGE	
		Min.	Max.	Min.	Max.	Min.	Max.
<i>Wastewater Collection Systems Worker</i>	14	\$20.945	\$27.484	\$ 3,630	\$ 4,764	\$ 43,566	\$ 57,167
<i>Wastewater Collection Systems Worker</i>	17	\$24.046	\$31.551	\$ 4,168	\$ 5,469	\$ 50,016	\$ 65,626
<i>Wastewater Collection Systems Worker</i>	18	\$25.118	\$32.956	\$ 4,354	\$ 5,712	\$ 52,245	\$ 68,548
<i>Wastewater Collection Systems Worker</i>	20	\$27.114	\$35.575	\$ 4,700	\$ 6,166	\$ 56,397	\$ 73,996
<i>Water Quality Compliance Specialist</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282
<i>Water Quality Specialist</i>	23	\$29.782	\$39.078	\$ 5,162	\$ 6,774	\$ 61,947	\$ 81,282

After Hours Duty Pay

\$224.16