

**PADRE DAM MUNICIPAL WATER DISTRICT**  
**Job Classifications and Salary Grades**  
**Fiscal Year Budget 2021-2022**  
**HOURLY WAGES BY GRADE\***

SALARY GRADE	Min.	Mid.	Max.
5	\$ 14.0000	\$ 16.8300	\$ 19.6600
6	\$ 14.0000	\$ 17.6300	\$ 21.2500
7	\$ 14.6600	\$ 18.7300	\$ 22.8000
8	\$ 15.6800	\$ 20.0400	\$ 24.4000
9	\$ 16.6700	\$ 21.3200	\$ 25.9700
10	\$ 17.5400	\$ 22.4300	\$ 27.3100
11	\$ 18.7100	\$ 23.9100	\$ 29.1000
12	\$ 19.8900	\$ 25.4200	\$ 30.9400
13	\$ 20.7400	\$ 26.5000	\$ 32.2500
14	\$ 21.8500	\$ 27.9200	\$ 33.9900
14L	\$ 22.9400	\$ 29.3200	\$ 35.7000
15	\$ 23.0800	\$ 29.5000	\$ 35.9100
15L	\$ 24.2500	\$ 30.9900	\$ 37.7200
16	\$ 23.8600	\$ 30.4900	\$ 37.1200
17	\$ 25.0600	\$ 32.0400	\$ 39.0200
17L	\$ 26.3200	\$ 33.6400	\$ 40.9600
18	\$ 26.1800	\$ 33.4600	\$ 40.7400
18L	\$ 27.4900	\$ 35.1400	\$ 42.7800
19	\$ 26.8100	\$ 34.2600	\$ 41.7000
20	\$ 28.2600	\$ 36.1200	\$ 43.9700
20L	\$ 29.6800	\$ 37.9300	\$ 46.1700
21	\$ 28.8800	\$ 36.9000	\$ 44.9200
22	\$ 29.4400	\$ 37.6200	\$ 45.8000
23	\$ 31.0500	\$ 39.6800	\$ 48.3100
23L	\$ 32.6000	\$ 41.6600	\$ 50.7100
24	\$ 31.7700	\$ 40.6000	\$ 49.4200
25	\$ 33.1500	\$ 42.3800	\$ 51.6100
25L	\$ 34.8100	\$ 44.5000	\$ 54.1900

SALARY GRADE	Min.	Mid.	Max.
26	\$ 33.8800	\$ 43.3000	\$ 52.7100
26L	\$ 35.5800	\$ 45.4700	\$ 55.3500
27	\$ 35.3200	\$ 45.1600	\$ 55.0000
27L	\$ 37.0900	\$ 47.4200	\$ 57.7500
28	\$ 35.7200	\$ 45.6500	\$ 55.5800
29	\$ 37.0800	\$ 47.3900	\$ 57.6900
30	\$ 38.3500	\$ 49.0200	\$ 59.6900
30L	\$ 40.2700	\$ 51.4800	\$ 62.6800
31	\$ 38.8900	\$ 49.7200	\$ 60.5400
31L	\$ 40.8400	\$ 52.2100	\$ 63.5700
32	\$ 39.9000	\$ 51.0100	\$ 62.1200
32L	\$ 41.9000	\$ 53.5700	\$ 65.2300
33	\$ 41.2100	\$ 52.6500	\$ 64.0900
34	\$ 41.9400	\$ 53.6000	\$ 65.2600
35	\$ 43.1600	\$ 55.1500	\$ 67.1400
36	\$ 44.2800	\$ 56.5800	\$ 68.8800
37	\$ 45.1100	\$ 57.6700	\$ 70.2300
38	\$ 45.9800	\$ 58.7600	\$ 71.5400
39	\$ 46.9800	\$ 60.0500	\$ 73.1200
40	\$ 47.6400	\$ 60.8700	\$ 74.0900
41	\$ 49.0100	\$ 62.6500	\$ 76.2800
42	\$ 50.0100	\$ 63.9200	\$ 77.8300
43	\$ 51.0400	\$ 65.2200	\$ 79.3900
44	\$ 52.0300	\$ 66.5000	\$ 80.9600
45	\$ 53.5200	\$ 68.4000	\$ 83.2700
46	\$ 53.6000	\$ 68.5100	\$ 83.4200
47	\$ 55.0800	\$ 70.3900	\$ 85.6900
48	\$ 55.7100	\$ 71.2100	\$ 86.7000

\* This schedule is for Year 5 only of the FY18-22 Five Year Plan. In accordance with the MOU each year will be based on the February San Diego CPI-W.

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2022  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
Accountant	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
Accountant, Senior	29	\$37.08	\$47.39	\$57.69	\$6,427	\$8,214	\$10,000	\$77,126	\$98,571	\$119,995
Accounting Manager	38	\$45.98	\$58.76	\$71.54	\$7,970	\$10,185	\$12,400	\$95,638	\$122,221	\$148,803
Accounting Specialist	13	\$20.74	\$26.50	\$32.25	\$3,595	\$4,593	\$5,590	\$43,139	\$55,120	\$67,080
Accounting Specialist	15	\$23.08	\$29.50	\$35.91	\$4,001	\$5,113	\$6,224	\$48,006	\$61,360	\$74,693
Accounting Specialist	17	\$25.06	\$32.04	\$39.02	\$4,344	\$5,554	\$6,763	\$52,125	\$66,643	\$81,162
Accounting Specialist	17L	\$26.32	\$33.64	\$40.96	\$4,562	\$5,831	\$7,100	\$54,746	\$69,971	\$85,197
Administrative Assistant	11	\$18.71	\$23.91	\$29.10	\$3,243	\$4,144	\$5,044	\$38,917	\$49,733	\$60,528
Administrative Assistant	13	\$20.74	\$26.50	\$32.25	\$3,595	\$4,593	\$5,590	\$43,139	\$55,120	\$67,080
Administrative Assistant	15	\$23.08	\$29.50	\$35.91	\$4,001	\$5,113	\$6,224	\$48,006	\$61,360	\$74,693
Administrative Assistant	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
Assistant General Manager (Temporary)	Uncl.	\$66.99	\$84.64	\$102.30	\$11,612	\$14,671	\$17,732	\$139,339	\$176,051	\$212,784
Assistant Operations Manager	40	\$47.64	\$60.87	\$74.09	\$8,258	\$10,551	\$12,842	\$99,091	\$126,610	\$154,107
AWP Engineering Manager	44	\$52.03	\$66.50	\$80.96	\$9,019	\$11,527	\$14,033	\$108,222	\$138,320	\$168,397
AWP Engineering Manager	48	\$55.71	\$71.21	\$86.70	\$9,656	\$12,343	\$15,028	\$115,877	\$148,117	\$180,336
Board Secretary	31	\$38.89	\$49.72	\$60.54	\$6,741	\$8,618	\$10,494	\$80,891	\$103,418	\$125,923
Board Secretary	35	\$43.16	\$55.15	\$67.14	\$7,481	\$9,559	\$11,638	\$89,773	\$114,712	\$139,651
Cathodic Protection Program Coordinator	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
Cathodic Protection Program Coordinator	27	\$35.32	\$45.16	\$55.00	\$6,122	\$7,828	\$9,533	\$73,466	\$93,933	\$114,400
Cathodic Protection Program Coordinator	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
CIP Engineering Manager	48	\$55.71	\$71.21	\$86.70	\$9,656	\$12,343	\$15,028	\$115,877	\$148,117	\$180,336
Communications Assistant	13	\$20.74	\$26.50	\$32.25	\$3,595	\$4,593	\$5,590	\$43,139	\$55,120	\$67,080
Communications Coordinator	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
Communications Manager	35	\$43.16	\$55.15	\$67.14	\$7,481	\$9,559	\$11,638	\$89,773	\$114,712	\$139,651
Communications Officer	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
Communications Officer	30L	\$40.27	\$51.48	\$62.68	\$6,980	\$8,923	\$10,865	\$83,762	\$107,078	\$130,374
Compliance Administrator	26	\$33.88	\$43.30	\$52.71	\$5,873	\$7,505	\$9,136	\$70,470	\$90,064	\$109,637
Compliance Administrator	26L	\$35.58	\$45.47	\$55.35	\$6,167	\$7,881	\$9,594	\$74,006	\$94,578	\$115,128
Compliance Specialist	24	\$31.77	\$40.60	\$49.42	\$5,507	\$7,037	\$8,566	\$66,082	\$84,448	\$102,794
Construction & Maintenance Supervisor	27	\$35.32	\$45.16	\$55.00	\$6,122	\$7,828	\$9,533	\$73,466	\$93,933	\$114,400
Construction Equipment Operator	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
Construction Equipment Operator	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
Construction Equipment Operator	20L	\$29.68	\$37.93	\$46.17	\$5,145	\$6,575	\$8,003	\$61,734	\$78,894	\$96,034
Construction Inspector	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
Construction Inspector	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
Construction Inspector	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
Construction Inspector	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
Custodian	10	\$17.54	\$22.43	\$27.31	\$3,040	\$3,888	\$4,734	\$36,483	\$46,654	\$56,805
Customer Service Manager	38	\$45.98	\$58.76	\$71.54	\$7,970	\$10,185	\$12,400	\$95,638	\$122,221	\$148,803
Customer Service Representative	11	\$18.71	\$23.91	\$29.10	\$3,243	\$4,144	\$5,044	\$38,917	\$49,733	\$60,528
Customer Service Representative	13	\$20.74	\$26.50	\$32.25	\$3,595	\$4,593	\$5,590	\$43,139	\$55,120	\$67,080
Customer Service Representative	15	\$23.08	\$29.50	\$35.91	\$4,001	\$5,113	\$6,224	\$48,006	\$61,360	\$74,693
Customer Service Representative	15L	\$24.25	\$30.99	\$37.72	\$4,203	\$5,372	\$6,538	\$50,440	\$64,459	\$78,458
Director of AWP	Uncl.	\$66.99	\$84.64	\$102.30	\$11,612	\$14,671	\$17,732	\$139,339	\$176,051	\$212,784
Director of Engineering & Planning	Uncl.	\$66.99	\$84.64	\$102.30	\$11,612	\$14,671	\$17,732	\$139,339	\$176,051	\$212,784
Director of Finance/Chief Financial Officer	Uncl.	\$66.99	\$84.64	\$102.30	\$11,612	\$14,671	\$17,732	\$139,339	\$176,051	\$212,784
Director of Human Resources	Uncl.	\$56.37	\$72.04	\$87.72	\$9,771	\$12,487	\$15,205	\$117,250	\$149,843	\$182,458

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2022  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
<i>Director of Human Resources &amp; Administrative Services</i>	Uncl.	\$66.99	\$84.64	\$102.30	\$11,612	\$14,671	\$17,732	\$139,339	\$176,051	\$212,784
<i>Director of Operations &amp; Water Quality</i>	Uncl.	\$66.99	\$84.64	\$102.30	\$11,612	\$14,671	\$17,732	\$139,339	\$176,051	\$212,784
<i>Director of Park &amp; Recreation</i>	Uncl.	\$56.37	\$72.04	\$87.72	\$9,771	\$12,487	\$15,205	\$117,250	\$149,843	\$182,458
<i>Distribution Maintenance Manager</i>	35	\$43.16	\$55.15	\$67.14	\$7,481	\$9,559	\$11,638	\$89,773	\$114,712	\$139,651
<i>Distribution Maintenance Supervisor</i>	27	\$35.32	\$45.16	\$55.00	\$6,122	\$7,828	\$9,533	\$73,466	\$93,933	\$114,400
<i>Distribution Supervisor</i>	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
<i>DS Engineering Manager</i>	44	\$52.03	\$66.50	\$80.96	\$9,019	\$11,527	\$14,033	\$108,222	\$138,320	\$168,397
<i>Electrician/Instrumentation &amp; Control Supervisor</i>	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
<i>Electrician/Instrumentation &amp; Control Technician</i>	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
<i>Electrician/Instrumentation &amp; Control Technician</i>	22	\$29.44	\$37.62	\$45.80	\$5,103	\$6,521	\$7,939	\$61,235	\$78,250	\$95,264
<i>Electrician/Instrumentation &amp; Control Technician</i>	26	\$33.88	\$43.30	\$52.71	\$5,873	\$7,505	\$9,136	\$70,470	\$90,064	\$109,637
<i>Engineer</i>	29	\$37.08	\$47.39	\$57.69	\$6,427	\$8,214	\$10,000	\$77,126	\$98,571	\$119,995
<i>Engineer</i>	33	\$41.21	\$52.65	\$64.09	\$7,143	\$9,126	\$11,109	\$85,717	\$109,512	\$133,307
<i>Engineer</i>	36	\$44.28	\$56.58	\$68.88	\$7,675	\$9,807	\$11,939	\$92,102	\$117,686	\$143,270
<i>Engineer</i>	41	\$49.01	\$62.65	\$76.28	\$8,495	\$10,859	\$13,222	\$101,941	\$130,312	\$158,662
<i>Engineering Staff Assistant</i>	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
<i>Engineering Supervisor</i>	29	\$37.08	\$47.39	\$57.69	\$6,427	\$8,214	\$10,000	\$77,126	\$98,571	\$119,995
<i>Engineering Technician</i>	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
<i>Engineering Technician</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Engineering Technician</i>	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
<i>Engineering Technician</i>	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
<i>Engineering Technician</i>	25L	\$34.81	\$44.50	\$54.19	\$6,034	\$7,713	\$9,393	\$72,405	\$92,560	\$112,715
<i>Equipment Mechanic</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Equipment Mechanic</i>	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
<i>Facilities Maintenance Specialist</i>	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
<i>Facilities Maintenance Worker</i>	12	\$19.89	\$25.42	\$30.94	\$3,448	\$4,406	\$5,363	\$41,371	\$52,874	\$64,355
<i>Facilities Maintenance Worker</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699
<i>Facilities Maintenance Worker</i>	17	\$25.06	\$32.04	\$39.02	\$4,344	\$5,554	\$6,763	\$52,125	\$66,643	\$81,162
<i>Facilities Maintenance Worker</i>	17L	\$26.32	\$33.64	\$40.96	\$4,562	\$5,831	\$7,100	\$54,746	\$69,971	\$85,197
<i>Field Services Supervisor</i>	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
<i>Field Services Technician</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699
<i>Field Services Technician</i>	16	\$23.86	\$30.49	\$37.12	\$4,136	\$5,285	\$6,434	\$49,629	\$63,419	\$77,210
<i>Field Services Technician</i>	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
<i>Field Services Technician</i>	18L	\$27.49	\$35.14	\$42.78	\$4,765	\$6,091	\$7,415	\$57,179	\$73,091	\$88,982
<i>General Manager/Chief Executive Officer (1)</i>	Uncl.	*	*	\$127.40	*	*	\$22,083	*	*	\$264,992
<i>GIS/CAD Specialist</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>GIS/CAD Specialist</i>	22	\$29.44	\$37.62	\$45.80	\$5,103	\$6,521	\$7,939	\$61,235	\$78,250	\$95,264
<i>GIS/CAD Specialist</i>	24	\$31.77	\$40.60	\$49.42	\$5,507	\$7,037	\$8,566	\$66,082	\$84,448	\$102,794
<i>GIS/Mapping Coordinator</i>	33	\$41.21	\$52.65	\$64.09	\$7,143	\$9,126	\$11,109	\$85,717	\$109,512	\$133,307
<i>Human Resources Specialist</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Human Resources Specialist</i>	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
<i>Industrial Code Compliance Specialist</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Industrial Code Compliance Specialist</i>	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
<i>Information Systems Analyst</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Information Systems Analyst</i>	24	\$31.77	\$40.60	\$49.42	\$5,507	\$7,037	\$8,566	\$66,082	\$84,448	\$102,794
<i>Information Systems Analyst</i>	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
<i>Information Systems Manager</i>	44	\$52.03	\$66.50	\$80.96	\$9,019	\$11,527	\$14,033	\$108,222	\$138,320	\$168,397

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2022  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
<i>Information Systems Technical Specialist</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Information Systems Technical Specialist</i>	24	\$31.77	\$40.60	\$49.42	\$5,507	\$7,037	\$8,566	\$66,082	\$84,448	\$102,794
<i>Information Systems Technical Specialist</i>	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
<i>Information Systems Technical Specialist</i>	30L	\$40.27	\$51.48	\$62.68	\$6,980	\$8,923	\$10,865	\$83,762	\$107,078	\$130,374
<i>Laboratory Analyst</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699
<i>Laboratory Analyst</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Laboratory Analyst</i>	22	\$29.44	\$37.62	\$45.80	\$5,103	\$6,521	\$7,939	\$61,235	\$78,250	\$95,264
<i>Laboratory Analyst, Senior</i>	31	\$38.89	\$49.72	\$60.54	\$6,741	\$8,618	\$10,494	\$80,891	\$103,418	\$125,923
<i>Laboratory Analyst, Senior</i>	31L	\$40.84	\$52.21	\$63.57	\$7,079	\$9,050	\$11,019	\$84,947	\$108,597	\$132,226
<i>Meter Services Administrator</i>	29	\$37.08	\$47.39	\$57.69	\$6,427	\$8,214	\$10,000	\$77,126	\$98,571	\$119,995
<i>Operations Manager</i>	45	\$53.52	\$68.40	\$83.27	\$9,277	\$11,856	\$14,433	\$111,322	\$142,272	\$173,202
<i>Operations Supervisor</i>	27	\$35.32	\$45.16	\$55.00	\$6,122	\$7,828	\$9,533	\$73,466	\$93,933	\$114,400
<i>Park &amp; Recreation Aide</i>	5	\$14.00	\$16.83	\$19.66	\$2,427	\$2,917	\$3,408	\$29,120	\$35,006	\$40,893
<i>Park &amp; Recreation Coordinator</i>	10	\$17.54	\$22.43	\$27.31	\$3,040	\$3,888	\$4,734	\$36,483	\$46,654	\$56,805
<i>Park &amp; Recreation Coordinator</i>	12	\$19.89	\$25.42	\$30.94	\$3,448	\$4,406	\$5,363	\$41,371	\$52,874	\$64,355
<i>Park &amp; Recreation Coordinator</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699
<i>Park &amp; Recreation Coordinator</i>	14L	\$22.94	\$29.32	\$35.70	\$3,976	\$5,082	\$6,188	\$47,715	\$60,986	\$74,256
<i>Park &amp; Recreation Operations Administrator</i>	10	\$17.54	\$22.43	\$27.31	\$3,040	\$3,888	\$4,734	\$36,483	\$46,654	\$56,805
<i>Park &amp; Recreation Operations Administrator</i>	12	\$19.89	\$25.42	\$30.94	\$3,448	\$4,406	\$5,363	\$41,371	\$52,874	\$64,355
<i>Park &amp; Recreation Operations Administrator</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699
<i>Park &amp; Recreation Supervisor (Inside &amp; Outside Operations)</i>	19	\$26.81	\$34.26	\$41.70	\$4,647	\$5,938	\$7,228	\$55,765	\$71,261	\$86,736
<i>Park Operations Manager</i>	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
<i>Park Recreation Manager</i>	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
<i>Plant Manager</i>	35	\$43.16	\$55.15	\$67.14	\$7,481	\$9,559	\$11,638	\$89,773	\$114,712	\$139,651
<i>Recycled Water Operations Supervisor</i>	27	\$35.32	\$45.16	\$55.00	\$6,122	\$7,828	\$9,533	\$73,466	\$93,933	\$114,400
<i>Recycled Water Operator</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699
<i>Recycled Water Operator</i>	17	\$25.06	\$32.04	\$39.02	\$4,344	\$5,554	\$6,763	\$52,125	\$66,643	\$81,162
<i>Recycled Water Operator</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Recycled Water Operator</i>	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
<i>Recycled Water Operator</i>	23L	\$32.60	\$41.66	\$50.71	\$5,651	\$7,221	\$8,790	\$67,808	\$86,653	\$105,477
<i>Recycled Water Operator/Instrumentation Technician</i>	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
<i>Recycled Water Technician</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Right of Way Agent</i>	25	\$33.15	\$42.38	\$51.61	\$5,746	\$7,346	\$8,946	\$68,952	\$88,150	\$107,349
<i>Right of Way Agent</i>	27	\$35.32	\$45.16	\$55.00	\$6,122	\$7,828	\$9,533	\$73,466	\$93,933	\$114,400
<i>Right of Way Agent</i>	30	\$38.35	\$49.02	\$59.69	\$6,647	\$8,497	\$10,346	\$79,768	\$101,962	\$124,155
<i>Safety &amp; Risk Manager</i>	31	\$38.89	\$49.72	\$60.54	\$6,741	\$8,618	\$10,494	\$80,891	\$103,418	\$125,923
<i>Safety &amp; Risk Manager</i>	40	\$47.64	\$60.87	\$74.09	\$8,258	\$10,551	\$12,842	\$99,091	\$126,610	\$154,107
<i>SCADA: Administrator</i>	32	\$39.90	\$51.01	\$62.12	\$6,916	\$8,842	\$10,767	\$82,992	\$106,101	\$129,210
<i>SCADA: Administrator</i>	32L	\$41.90	\$53.57	\$65.23	\$7,263	\$9,285	\$11,307	\$87,152	\$111,426	\$135,678
<i>SCADA: Technician</i>	28	\$35.72	\$45.65	\$55.58	\$6,191	\$7,913	\$9,634	\$74,298	\$94,952	\$115,606
<i>Staff Support (Minimum Wage)</i>	N/A	\$14.00	*	*	\$2,427	*	*	\$29,120	*	*
<i>Systems Operator/Technician</i>	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
<i>Systems Operator/Technician</i>	19	\$26.81	\$34.26	\$41.70	\$4,647	\$5,938	\$7,228	\$55,765	\$71,261	\$86,736
<i>Systems Operator/Technician</i>	21	\$28.88	\$36.90	\$44.92	\$5,006	\$6,396	\$7,786	\$60,070	\$76,752	\$93,434
<i>Systems Operator/Technician</i>	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
<i>Systems Operator/Technician</i>	23L	\$32.60	\$41.66	\$50.71	\$5,651	\$7,221	\$8,790	\$67,808	\$86,653	\$105,477
<i>Utility Worker</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699



**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2022  
JOB CLASSIFICATION SCHEDULE FOR ALL EMPLOYEES**

CLASSIFICATION	Salary Grade	HOURLY PAY RANGE*			MONTHLY PAY RANGE			ANNUAL PAY RANGE		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
<i>Utility Worker</i>	17	\$25.06	\$32.04	\$39.02	\$4,344	\$5,554	\$6,763	\$52,125	\$66,643	\$81,162
<i>Warehouse Specialist</i>	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
<i>Warehouse Specialist</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Warehouse Specialist</i>	20L	\$29.68	\$37.93	\$46.17	\$5,145	\$6,575	\$8,003	\$61,734	\$78,894	\$96,034
<i>Warehouse Worker</i>	16	\$23.86	\$30.49	\$37.12	\$4,136	\$5,285	\$6,434	\$49,629	\$63,419	\$77,210
<i>Wastewater Collection Systems Worker</i>	14	\$21.85	\$27.92	\$33.99	\$3,787	\$4,839	\$5,892	\$45,448	\$58,074	\$70,699
<i>Wastewater Collection Systems Worker</i>	17	\$25.06	\$32.04	\$39.02	\$4,344	\$5,554	\$6,763	\$52,125	\$66,643	\$81,162
<i>Wastewater Collection Systems Worker</i>	18	\$26.18	\$33.46	\$40.74	\$4,538	\$5,800	\$7,062	\$54,454	\$69,597	\$84,739
<i>Wastewater Collection Systems Worker</i>	20	\$28.26	\$36.12	\$43.97	\$4,898	\$6,261	\$7,621	\$58,781	\$75,130	\$91,458
<i>Water Quality Compliance Specialist</i>	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485
<i>Water Quality Compliance Specialist</i>	23L	\$32.60	\$41.66	\$50.71	\$5,651	\$7,221	\$8,790	\$67,808	\$86,653	\$105,477
<i>Water Quality Specialist</i>	23	\$31.05	\$39.68	\$48.31	\$5,382	\$6,878	\$8,374	\$64,584	\$82,534	\$100,485

After Hours Duty Pay:

\$276.99

(1) The General Manager's pay is approved by the Board as part of the GM's employment contract reviewed annually.

\* This schedule is for Year 5 only of the FY18-22 Five Year Plan. In accordance with the MOU each year will be based on the February San Diego CPI-W.

Approved via Board Resolution 2021-20 on 8/18/2021. All changes are effective 8/21/2021.