

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2023  
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	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
Accountant, Senior	29	\$42.12	\$50.84	\$59.56	\$7,301	\$8,812	\$10,324	\$87,610	\$105,747	\$123,885
Accounting Manager	38	\$52.22	\$63.05	\$73.87	\$9,051	\$10,929	\$12,804	\$108,618	\$131,144	\$153,650
Accounting Specialist	13	\$23.55	\$28.43	\$33.30	\$4,082	\$4,928	\$5,772	\$48,984	\$59,134	\$69,264
Accounting Specialist	15	\$26.21	\$31.65	\$37.08	\$4,543	\$5,486	\$6,427	\$54,517	\$65,832	\$77,126
Accounting Specialist	17	\$28.46	\$34.38	\$40.29	\$4,933	\$5,959	\$6,984	\$59,197	\$71,510	\$83,803
Accounting Specialist	17L	\$29.88	\$36.09	\$42.30	\$5,179	\$6,256	\$7,332	\$62,150	\$75,067	\$87,984
Administrative Assistant	11	\$21.25	\$25.65	\$30.05	\$3,683	\$4,446	\$5,209	\$44,200	\$53,352	\$62,504
Administrative Assistant	13	\$23.55	\$28.43	\$33.30	\$4,082	\$4,928	\$5,772	\$48,984	\$59,134	\$69,264
Administrative Assistant	15	\$26.21	\$31.65	\$37.08	\$4,543	\$5,486	\$6,427	\$54,517	\$65,832	\$77,126
Administrative Assistant	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
Assistant General Manager (Temporary)	Uncl.	\$76.08	\$90.85	\$105.62	\$13,188	\$15,748	\$18,308	\$158,254	\$188,977	\$219,699
Assistant Operations Manager	40	\$54.11	\$65.31	\$76.50	\$9,379	\$11,320	\$13,260	\$112,549	\$135,845	\$159,120
AWP Engineering Manager	44	\$59.09	\$71.34	\$83.59	\$10,242	\$12,366	\$14,489	\$122,907	\$148,387	\$173,867
AWP Engineering Manager	48	\$63.27	\$76.40	\$89.52	\$10,967	\$13,243	\$15,517	\$131,602	\$158,912	\$186,202
Board Secretary	31	\$44.17	\$53.34	\$62.51	\$7,656	\$9,246	\$10,835	\$91,874	\$110,947	\$130,021
Board Secretary	35	\$49.02	\$59.17	\$69.32	\$8,497	\$10,256	\$12,015	\$101,962	\$123,074	\$144,186
Cathodic Protection Program Coordinator	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
Cathodic Protection Program Coordinator	27	\$40.12	\$48.46	\$56.79	\$6,954	\$8,400	\$9,844	\$83,450	\$100,797	\$118,123
Cathodic Protection Program Coordinator	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
CIP Engineering Manager	48	\$63.27	\$76.40	\$89.52	\$10,967	\$13,243	\$15,517	\$131,602	\$158,912	\$186,202
Communications Assistant	13	\$23.55	\$28.43	\$33.30	\$4,082	\$4,928	\$5,772	\$48,984	\$59,134	\$69,264
Communications Coordinator	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
Communications Manager	35	\$49.02	\$59.17	\$69.32	\$8,497	\$10,256	\$12,015	\$101,962	\$123,074	\$144,186
Communications Officer	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
Communications Officer	30L	\$45.74	\$55.23	\$64.71	\$7,928	\$9,573	\$11,216	\$95,139	\$114,878	\$134,597
Compliance Administrator	26	\$38.48	\$46.45	\$54.42	\$6,670	\$8,051	\$9,433	\$80,038	\$96,616	\$113,194
Compliance Administrator	26L	\$40.40	\$48.77	\$57.14	\$7,003	\$8,453	\$9,904	\$84,032	\$101,442	\$118,851
Compliance Specialist	24	\$36.08	\$43.56	\$51.03	\$6,254	\$7,550	\$8,845	\$75,046	\$90,605	\$106,142
Construction & Maintenance Supervisor	27	\$40.12	\$48.46	\$56.79	\$6,954	\$8,400	\$9,844	\$83,450	\$100,797	\$118,123
Construction Equipment Operator	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
Construction Equipment Operator	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
Construction Equipment Operator	20L	\$33.71	\$40.69	\$47.67	\$5,843	\$7,053	\$8,263	\$70,117	\$84,635	\$99,154
Construction Inspector	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
Construction Inspector	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
Construction Inspector	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
Construction Inspector	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
Custodian	10	\$19.92	\$24.06	\$28.20	\$3,453	\$4,170	\$4,888	\$41,434	\$50,045	\$58,656
Customer Service Manager	38	\$52.22	\$63.05	\$73.87	\$9,051	\$10,929	\$12,804	\$108,618	\$131,144	\$153,650
Customer Service Representative	11	\$21.25	\$25.65	\$30.05	\$3,683	\$4,446	\$5,209	\$44,200	\$53,352	\$62,504
Customer Service Representative	13	\$23.55	\$28.43	\$33.30	\$4,082	\$4,928	\$5,772	\$48,984	\$59,134	\$69,264
Customer Service Representative	15	\$26.21	\$31.65	\$37.08	\$4,543	\$5,486	\$6,427	\$54,517	\$65,832	\$77,126
Customer Service Representative	15L	\$27.52	\$33.23	\$38.93	\$4,770	\$5,760	\$6,748	\$57,242	\$69,118	\$80,974
Data Systems Supervisor	40	\$54.11	\$65.31	\$76.50	\$9,379	\$11,320	\$13,260	\$112,549	\$135,845	\$159,120
Director of AWP	Uncl.	\$76.08	\$90.85	\$105.62	\$13,188	\$15,748	\$18,308	\$158,254	\$188,977	\$219,699
Director of Engineering & Planning	Uncl.	\$76.08	\$90.85	\$105.62	\$13,188	\$15,748	\$18,308	\$158,254	\$188,977	\$219,699
Director of Finance/Chief Financial Officer	Uncl.	\$76.08	\$90.85	\$105.62	\$13,188	\$15,748	\$18,308	\$158,254	\$188,977	\$219,699

**PADRE DAM MUNICIPAL WATER DISTRICT  
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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</i>	Uncl.	\$64.02	\$77.30	\$90.57	\$11,097	\$13,398	\$15,699	\$133,166	\$160,777	\$188,387
<i>Director of Human Resources &amp; Administrative Services</i>	Uncl.	\$76.08	\$90.85	\$105.62	\$13,188	\$15,748	\$18,308	\$158,254	\$188,977	\$219,699
<i>Director of Operations &amp; Water Quality</i>	Uncl.	\$76.08	\$90.85	\$105.62	\$13,188	\$15,748	\$18,308	\$158,254	\$188,977	\$219,699
<i>Director of Park &amp; Recreation</i>	Uncl.	\$64.02	\$77.30	\$90.57	\$11,097	\$13,398	\$15,699	\$133,166	\$160,777	\$188,387
<i>Distribution Maintenance Manager</i>	35	\$49.02	\$59.17	\$69.32	\$8,497	\$10,256	\$12,015	\$101,962	\$123,074	\$144,186
<i>Distribution Maintenance Supervisor</i>	27	\$40.12	\$48.46	\$56.79	\$6,954	\$8,400	\$9,844	\$83,450	\$100,797	\$118,123
<i>Distribution Supervisor</i>	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
<i>DS Engineering Manager</i>	44	\$59.09	\$71.34	\$83.59	\$10,242	\$12,366	\$14,489	\$122,907	\$148,387	\$173,867
<i>Electrician/Instrumentation &amp; Control Supervisor</i>	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
<i>Electrician/Instrumentation &amp; Control Technician</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Electrician/Instrumentation &amp; Control Technician</i>	22	\$33.44	\$40.37	\$47.29	\$5,796	\$6,997	\$8,197	\$69,555	\$83,970	\$98,363
<i>Electrician/Instrumentation &amp; Control Technician</i>	26	\$38.48	\$46.45	\$54.42	\$6,670	\$8,051	\$9,433	\$80,038	\$96,616	\$113,194
<i>Engineer</i>	29	\$42.12	\$50.84	\$59.56	\$7,301	\$8,812	\$10,324	\$87,610	\$105,747	\$123,885
<i>Engineer</i>	33	\$46.81	\$56.49	\$66.17	\$8,114	\$9,792	\$11,469	\$97,365	\$117,499	\$137,634
<i>Engineer</i>	36	\$50.29	\$60.71	\$71.12	\$8,717	\$10,523	\$12,327	\$104,603	\$126,277	\$147,930
<i>Engineer</i>	41	\$55.66	\$67.21	\$78.76	\$9,648	\$11,650	\$13,652	\$115,773	\$139,797	\$163,821
<i>Engineering Staff Assistant</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Engineering Technician</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Engineering Technician</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Engineering Technician</i>	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
<i>Engineering Technician</i>	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
<i>Engineering Technician</i>	25L	\$39.53	\$47.74	\$55.95	\$6,852	\$8,275	\$9,698	\$82,222	\$99,299	\$116,376
<i>Equipment Mechanic</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Equipment Mechanic</i>	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
<i>Facilities Maintenance Specialist</i>	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
<i>Facilities Maintenance Worker</i>	12	\$22.59	\$27.27	\$31.95	\$3,916	\$4,727	\$5,538	\$46,987	\$56,722	\$66,456
<i>Facilities Maintenance Worker</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Facilities Maintenance Worker</i>	17	\$28.46	\$34.38	\$40.29	\$4,933	\$5,959	\$6,984	\$59,197	\$71,510	\$83,803
<i>Facilities Maintenance Worker</i>	17L	\$29.88	\$36.09	\$42.30	\$5,179	\$6,256	\$7,332	\$62,150	\$75,067	\$87,984
<i>Field Services Supervisor</i>	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
<i>Field Services Technician</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Field Services Technician</i>	16	\$27.10	\$32.72	\$38.33	\$4,697	\$5,671	\$6,644	\$56,368	\$68,058	\$79,726
<i>Field Services Technician</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Field Services Technician</i>	18L	\$31.22	\$37.69	\$44.16	\$5,411	\$6,533	\$7,654	\$64,938	\$78,395	\$91,853
<i>General Manager/Chief Executive Officer (1)</i>	Uncl.	*	*	\$120.20	*	*	\$20,835	*	*	\$250,016
<i>GIS/CAD Specialist</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>GIS/CAD Specialist</i>	22	\$33.44	\$40.37	\$47.29	\$5,796	\$6,997	\$8,197	\$69,555	\$83,970	\$98,363
<i>GIS/CAD Specialist</i>	24	\$36.08	\$43.56	\$51.03	\$6,254	\$7,550	\$8,845	\$75,046	\$90,605	\$106,142
<i>GIS/Mapping Coordinator</i>	33	\$46.81	\$56.49	\$66.17	\$8,114	\$9,792	\$11,469	\$97,365	\$117,499	\$137,634
<i>Human Resources Specialist</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Human Resources Specialist</i>	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
<i>Industrial Code Compliance Specialist</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Industrial Code Compliance Specialist</i>	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
<i>Information Systems Analyst</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Information Systems Analyst</i>	24	\$36.08	\$43.56	\$51.03	\$6,254	\$7,550	\$8,845	\$75,046	\$90,605	\$106,142
<i>Information Systems Analyst</i>	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
<i>Information Systems Manager</i>	44	\$59.09	\$71.34	\$83.59	\$10,242	\$12,366	\$14,489	\$122,907	\$148,387	\$173,867

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		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
<i>Information Systems Technical Specialist</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Information Systems Technical Specialist</i>	24	\$36.08	\$43.56	\$51.03	\$6,254	\$7,550	\$8,845	\$75,046	\$90,605	\$106,142
<i>Information Systems Technical Specialist</i>	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
<i>Information Systems Technical Specialist</i>	30L	\$45.74	\$55.23	\$64.71	\$7,928	\$9,573	\$11,216	\$95,139	\$114,878	\$134,597
<i>Inspection Supervisor</i>	29	\$42.12	\$50.84	\$59.56	\$6,427	\$8,214	\$10,000	\$77,126	\$98,571	\$119,995
<i>Laboratory Analyst</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Laboratory Analyst</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Laboratory Analyst</i>	22	\$33.44	\$40.37	\$47.29	\$5,796	\$6,997	\$8,197	\$69,555	\$83,970	\$98,363
<i>Laboratory Analyst, Senior</i>	31	\$44.17	\$53.34	\$62.51	\$7,656	\$9,246	\$10,835	\$91,874	\$110,947	\$130,021
<i>Laboratory Analyst, Senior</i>	31L	\$46.38	\$56.01	\$65.64	\$8,039	\$9,708	\$11,378	\$96,470	\$116,501	\$136,531
<i>Meter Services Administrator</i>	29	\$42.12	\$50.84	\$59.56	\$7,301	\$8,812	\$10,324	\$87,610	\$105,747	\$123,885
<i>Operations Manager</i>	45	\$60.79	\$73.39	\$85.98	\$10,537	\$12,721	\$14,903	\$126,443	\$152,651	\$178,838
<i>Operations Supervisor</i>	27	\$40.12	\$48.46	\$56.79	\$6,954	\$8,400	\$9,844	\$83,450	\$100,797	\$118,123
<i>Park &amp; Recreation Aide</i>	5	\$15.50	\$17.90	\$20.30	\$2,687	\$3,103	\$3,519	\$32,240	\$37,232	\$42,224
<i>Park &amp; Recreation Coordinator</i>	10	\$19.92	\$24.06	\$28.20	\$3,453	\$4,170	\$4,888	\$41,434	\$50,045	\$58,656
<i>Park &amp; Recreation Coordinator</i>	12	\$22.59	\$27.27	\$31.95	\$3,916	\$4,727	\$5,538	\$46,987	\$56,722	\$66,456
<i>Park &amp; Recreation Coordinator</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Park &amp; Recreation Coordinator</i>	14L	\$26.06	\$31.45	\$36.84	\$4,517	\$5,451	\$6,386	\$54,205	\$65,416	\$76,627
<i>Park &amp; Recreation Operations Administrator</i>	10	\$19.92	\$24.06	\$28.20	\$3,453	\$4,170	\$4,888	\$41,434	\$50,045	\$58,656
<i>Park &amp; Recreation Operations Administrator</i>	12	\$22.59	\$27.27	\$31.95	\$3,916	\$4,727	\$5,538	\$46,987	\$56,722	\$66,456
<i>Park &amp; Recreation Operations Administrator</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Park &amp; Recreation Supervisor (Inside &amp; Outside Operations)</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Park Maintenance Coordinator</i>	12	\$22.59	\$27.27	\$31.95	\$3,916	\$4,727	\$5,538	\$46,987	\$56,722	\$66,456
<i>Park Maintenance Coordinator</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Park Maintenance Coordinator</i>	17	\$28.46	\$34.38	\$40.29	\$4,933	\$5,959	\$6,984	\$59,197	\$71,510	\$83,803
<i>Park Operations Manager</i>	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
<i>Park Recreation Manager</i>	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
<i>Plant Manager</i>	35	\$49.02	\$59.17	\$69.32	\$8,497	\$10,256	\$12,015	\$101,962	\$123,074	\$144,186
<i>Recycled Water Operations Supervisor</i>	27	\$40.12	\$48.46	\$56.79	\$6,954	\$8,400	\$9,844	\$83,450	\$100,797	\$118,123
<i>Recycled Water Operator</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Recycled Water Operator</i>	17	\$28.46	\$34.38	\$40.29	\$4,933	\$5,959	\$6,984	\$59,197	\$71,510	\$83,803
<i>Recycled Water Operator</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Recycled Water Operator</i>	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
<i>Recycled Water Operator</i>	23L	\$37.03	\$44.70	\$52.37	\$6,419	\$7,748	\$9,077	\$77,022	\$92,976	\$108,930
<i>Recycled Water Operator/Instrumentation Technician</i>	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
<i>Recycled Water Technician</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Right of Way Agent</i>	25	\$37.65	\$45.47	\$53.29	\$6,526	\$7,881	\$9,237	\$78,312	\$94,578	\$110,843
<i>Right of Way Agent</i>	27	\$40.12	\$48.46	\$56.79	\$6,954	\$8,400	\$9,844	\$83,450	\$100,797	\$118,123
<i>Right of Way Agent</i>	30	\$43.56	\$52.60	\$61.63	\$7,550	\$9,117	\$10,683	\$90,605	\$109,408	\$128,190
<i>Safety &amp; Risk Manager</i>	31	\$44.17	\$53.34	\$62.51	\$7,656	\$9,246	\$10,835	\$91,874	\$110,947	\$130,021
<i>Safety &amp; Risk Manager</i>	40	\$54.11	\$65.31	\$76.50	\$9,379	\$11,320	\$13,260	\$112,549	\$135,845	\$159,120
<i>SCADA: Administrator</i>	32	\$45.32	\$54.73	\$64.14	\$7,855	\$9,487	\$11,118	\$94,266	\$113,838	\$133,411
<i>SCADA: Administrator</i>	32L	\$47.59	\$57.47	\$67.35	\$8,249	\$9,961	\$11,674	\$98,987	\$119,538	\$140,088
<i>SCADA: Technician</i>	28	\$40.57	\$48.98	\$57.39	\$7,032	\$8,490	\$9,948	\$84,386	\$101,878	\$119,371
<i>Staff Support (Minimum Wage)</i>	N/A	\$15.50	*	*	\$2,687	*	*	\$32,240	*	*
<i>Systems Operator/Technician</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Systems Operator/Technician</i>	19	\$30.45	\$36.76	\$43.06	\$5,278	\$6,372	\$7,464	\$63,336	\$76,461	\$89,565

**PADRE DAM MUNICIPAL WATER DISTRICT  
FISCAL YEAR BUDGET 2023  
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>Systems Operator/Technician</i>	21	\$32.80	\$39.59	\$46.38	\$5,685	\$6,862	\$8,039	\$68,224	\$82,347	\$96,470
<i>Systems Operator/Technician</i>	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
<i>Systems Operator/Technician</i>	23L	\$37.03	\$44.70	\$52.37	\$6,419	\$7,748	\$9,077	\$77,022	\$92,976	\$108,930
<i>Utility Locator</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Utility Worker</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Utility Worker</i>	17	\$28.46	\$34.38	\$40.29	\$4,933	\$5,959	\$6,984	\$59,197	\$71,510	\$83,803
<i>Warehouse Specialist</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Warehouse Specialist</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Warehouse Specialist</i>	20L	\$33.71	\$40.69	\$47.67	\$5,843	\$7,053	\$8,263	\$70,117	\$84,635	\$99,154
<i>Warehouse Worker</i>	16	\$27.10	\$32.72	\$38.33	\$4,697	\$5,671	\$6,644	\$56,368	\$68,058	\$79,726
<i>Wastewater Collection Systems Worker</i>	14	\$24.82	\$29.96	\$35.09	\$4,302	\$5,193	\$6,082	\$51,626	\$62,317	\$72,987
<i>Wastewater Collection Systems Worker</i>	17	\$28.46	\$34.38	\$40.29	\$4,933	\$5,959	\$6,984	\$59,197	\$71,510	\$83,803
<i>Wastewater Collection Systems Worker</i>	18	\$29.73	\$35.90	\$42.06	\$5,153	\$6,223	\$7,290	\$61,838	\$74,672	\$87,485
<i>Wastewater Collection Systems Worker</i>	20	\$32.10	\$38.75	\$45.40	\$5,564	\$6,717	\$7,869	\$66,768	\$80,600	\$94,432
<i>Water Quality Compliance Specialist</i>	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750
<i>Water Quality Compliance Specialist</i>	23L	\$37.03	\$44.70	\$52.37	\$6,419	\$7,748	\$9,077	\$77,022	\$92,976	\$108,930
<i>Water Quality Specialist</i>	23	\$35.27	\$42.58	\$49.88	\$6,113	\$7,381	\$8,646	\$73,362	\$88,566	\$103,750

After Hours Duty Pay:

\$286.02

(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 1 only of the FY23-27 Five Year Plan. In accordance with the MOU each year will be flat 3.25% adjustment. Minimum wage plus .50 cents & 10% added to Salary Grade minimums greater than 7.

Approved via Board Resolution 2022-20 on 6/15/2022. Changes are effective 6/25/2022.