

**Job Classification Plan and Salary Grades Table**  
Effective: June 15, 2025



Position Description	Salary Grade	Salary Range		Bargaining Unit		
		Time Base = Annual		WMWD Category	MOU/COU	Exempt / Non-Exempt
		Low	High			
Accountant I	34	\$ 78,601.00	\$ 111,652.00	Classified	MOU	Non-Exempt
Accountant II	36	\$ 86,656.00	\$ 123,111.00	Classified	MOU	Non-Exempt
Accountant, Senior	38	\$ 95,542.00	\$ 142,190.00	Classified	MOU	Non-Exempt
Accounting Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Accounting Supervisor	41	\$ 118,682.00	\$ 176,636.00	Non-Classified	COU	Non-Exempt
Accounting Services Supervisor	39	\$ 105,268.00	\$ 162,993.00	Non-Classified	COU	Non-Exempt
Accounting Technician I	28	\$ 58,628.00	\$ 83,300.00	Classified	MOU	Non-Exempt
Accounting Technician II	31	\$ 67,878.00	\$ 96,448.00	Classified	MOU	Non-Exempt
Accounting Technician III	33	\$ 74,841.00	\$ 106,339.00	Classified	MOU	Non-Exempt
Administrative Assistant	33	\$ 74,841.00	\$ 106,339.00	Classified	MOU	Non-Exempt
Administrative Assistant (C)	33	\$ 74,841.00	\$ 106,339.00	Non-Classified	COU	Non-Exempt
Administrative Specialist	31	\$ 67,878.00	\$ 96,448.00	Classified	MOU	Non-Exempt
Application Specialist I	32	\$ 71,283.00	\$ 101,262.00	Classified	MOU	Non-Exempt
Application Specialist II	35	\$ 82,534.00	\$ 117,251.00	Classified	MOU	Non-Exempt
Application Specialist III	38	\$ 95,542.00	\$ 142,190.00	Classified	MOU	Non-Exempt
Application Specialist IV	40	\$ 110,406.00	\$ 164,324.00	Classified	MOU	Non-Exempt
Asset Management Coordinator	38	\$ 95,542.00	\$ 142,190.00	Classified	MOU	Non-Exempt
Asset Management Supervisor	41	\$ 118,682.00	\$ 176,636.00	Non-Classified	COU	Non-Exempt
Assistant GM/Chief Financial Officer	48	\$ 215,893.00	\$ 321,322.00	Non-Classified	UNREP	Exempt
Assistant GM/Communications and Customer Exp.	48	\$ 215,893.00	\$ 321,322.00	Non-Classified	COU	Exempt
Budget and Rates Manager	43	\$ 137,150.00	\$ 204,126.00	Non-Classified	COU	Exempt
Construction Management Administrator	40	\$ 110,406.00	\$ 164,324.00	Non-Classified	COU	Non-Exempt
Creative Services Specialist I	32	\$ 71,283.00	\$ 101,262.00	Classified	MOU	Non-Exempt
Creative Services Specialist II	35	\$ 82,534.00	\$ 117,251.00	Classified	MOU	Non-Exempt
Creative Services Specialist III	37	\$ 90,990.00	\$ 129,266.00	Classified	MOU	Non-Exempt
Creative Services Specialist, Senior	39	\$ 105,268.00	\$ 162,993.00	Classified	MOU	Non-Exempt
Customer Service Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Customer Experience Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Customer Experience Representative I	33	\$ 74,841.00	\$ 106,339.00	Classified	MOU	Non-Exempt
Customer Experience Representative II	35	\$ 82,534.00	\$ 117,251.00	Classified	MOU	Non-Exempt
Customer Experience Representative, Senior	40	\$ 110,406.00	\$ 164,324.00	Classified	MOU	Non-Exempt
Customer Service Field Representative I	29	\$ 61,570.00	\$ 87,468.00	Classified	MOU	Non-Exempt
Customer Service Field Representative II	32	\$ 71,283.00	\$ 101,262.00	Classified	MOU	Non-Exempt
Customer Service Field Representative III	34	\$ 78,601.00	\$ 111,652.00	Classified	MOU	Non-Exempt
Customer Service Field Representative IV	36	\$ 86,656.00	\$ 123,111.00	Classified	MOU	Non-Exempt
Customer Service Representative I	28	\$ 58,628.00	\$ 83,300.00	Classified	MOU	Non-Exempt
Customer Service Representative II	31	\$ 67,878.00	\$ 96,448.00	Classified	MOU	Non-Exempt
Customer Service Representative III	33	\$ 74,841.00	\$ 106,339.00	Classified	MOU	Non-Exempt
Customer Service Representative, Senior	36	\$ 86,656.00	\$ 123,111.00	Classified	MOU	Non-Exempt
Customer Service Supervisor	38	\$ 95,542.00	\$ 142,190.00	Non-Classified	COU	Non-Exempt
Deputy Director of Engineering	45	\$ 162,185.00	\$ 241,381.00	Non-Classified	COU	Exempt
Deputy Director of Maintenance Operations	45	\$ 162,185.00	\$ 241,381.00	Non-Classified	COU	Exempt
Deputy Director of Systems Operations	45	\$ 162,185.00	\$ 241,381.00	Non-Classified	COU	Exempt
Deputy Director of Water Resources	45	\$ 162,185.00	\$ 241,381.00	Non-Classified	COU	Exempt
Deputy General Manager	49	\$ 237,482.00	\$ 353,454.00	Non-Classified	UNREP	Exempt
Development Services Supervisor	38	\$ 95,542.00	\$ 142,190.00	Non-Classified	COU	Non-Exempt
Director of Communications & Customer Experience	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	COU	Exempt
Director of Engineering	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	COU	Exempt
Director of Finance	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	COU	Exempt

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		Time Base = Annual		WMWD Category	MOU/COU	Exempt / Non-Exempt
		Low	High			
Director of Human Resources	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	UNREP	Exempt
Director of Information Services	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	COU	Exempt
Director of Maintenance Operations	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	COU	Exempt
Director of Systems Operations	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	COU	Exempt
Director of Water Resources	46	\$ 178,406.00	\$ 265,529.00	Non-Classified	COU	Exempt
Engineer I	40	\$ 110,406.00	\$ 164,324.00	Non-Classified	COU	Exempt
Engineer II	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Engineer, Senior	43	\$ 137,150.00	\$ 204,126.00	Non-Classified	COU	Exempt
Engineering Technician I	33	\$ 74,841.00	\$ 106,339.00	Classified	MOU	Non-Exempt
Engineering Technician II	35	\$ 82,534.00	\$ 117,251.00	Classified	MOU	Non-Exempt
Engineering Technician, Senior	37	\$ 90,990.00	\$ 129,266.00	Classified	MOU	Non-Exempt
Environmental and Regulatory Compliance Manager	44	\$ 147,445.00	\$ 219,438.00	Non-Classified	COU	Exempt
Executive Assistant	38	\$ 95,542.00	\$ 142,190.00	Non-Classified	COU	Non-Exempt
Executive Director of Operations	47	\$ 192,417.00	\$ 292,072.00	Non-Classified	COU	Exempt
Financial Analyst I	36	\$ 86,656.00	\$ 123,111.00	Non-Classified	COU	Non-Exempt
Financial Analyst II	38	\$ 95,542.00	\$ 142,190.00	Non-Classified	COU	Non-Exempt
Financial Analyst, Senior	40	\$ 110,406.00	\$ 164,324.00	Non-Classified	COU	Exempt
General Manager	N/A	-	\$ 398,000.00	Non-Classified	UNREP	Exempt
Government Relations Officer I	38	\$ 95,542.00	\$ 142,190.00	Non-Classified	COU	Exempt
Government Relations Officer II	40	\$ 110,406.00	\$ 164,324.00	Non-Classified	COU	Exempt
Human Resources Specialist I	31	\$ 67,878.00	\$ 96,448.00	Non-Classified	COU	Non-Exempt
Human Resources Specialist II	33	\$ 74,841.00	\$ 106,339.00	Non-Classified	COU	Non-Exempt
Human Resources Analyst I	35	\$ 82,534.00	\$ 117,251.00	Non-Classified	COU	Exempt
Human Resources Analyst II	37	\$ 90,990.00	\$ 129,266.00	Non-Classified	COU	Exempt
Human Resources Analyst, Senior	39	\$ 105,268.00	\$ 162,993.00	Non-Classified	COU	Exempt
Human Resources Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Information Security Officer	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
IS Specialists I	32	\$ 71,283.00	\$ 101,262.00	Classified	MOU	Non-Exempt
IS Specialists II	35	\$ 82,534.00	\$ 117,251.00	Classified	MOU	Non-Exempt
IS Specialists III	38	\$ 95,542.00	\$ 142,190.00	Classified	MOU	Non-Exempt
IS Specialists IV	40	\$ 110,406.00	\$ 164,324.00	Classified	MOU	Non-Exempt
Management Analyst I	36	\$ 86,656.00	\$ 123,111.00	Non-Classified	COU	Non-Exempt
Management Analyst II	38	\$ 95,542.00	\$ 142,190.00	Non-Classified	COU	Non-Exempt
Management Analyst, Senior	40	\$ 110,406.00	\$ 164,324.00	Non-Classified	COU	Exempt
Office Assistant	25	\$ 50,653.00	\$ 71,954.00	Classified	MOU	Non-Exempt
Office Assistant, Senior	27	\$ 55,848.00	\$ 79,328.00	Classified	MOU	Non-Exempt
Office Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Operations Field Manager	44	\$ 147,445.00	\$ 219,438.00	Non-Classified	COU	Exempt
Operations Field Supervisor	41	\$ 118,682.00	\$ 176,636.00	Non-Classified	COU	Non-Exempt
Operations Technician I	29	\$ 61,570.00	\$ 87,468.00	Classified	MOU	Non-Exempt
Operations Technician II	32	\$ 71,283.00	\$ 101,262.00	Classified	MOU	Non-Exempt
Operations Technician III	34	\$ 78,601.00	\$ 111,652.00	Classified	MOU	Non-Exempt
Operations Technician IV	36	\$ 86,656.00	\$ 123,111.00	Classified	MOU	Non-Exempt
Principal Engineer	44	\$ 147,445.00	\$ 219,438.00	Non-Classified	COU	Exempt
Purchasing and Contracts Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Purchasing Specialist	38	\$ 95,542.00	\$ 142,190.00	Classified	MOU	Non-Exempt
Safety Compliance Coordinator	36	\$ 86,656.00	\$ 123,111.00	Non-Classified	COU	Non-Exempt
Safety Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Senior Business Systems Specialist	41	\$ 118,682.00	\$ 176,636.00	Non-Classified	COU	Exempt

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Effective: June 15, 2025



Position Description	Salary Grade	Salary Range		Bargaining Unit		
		Time Base = Annual		WMWD Category	MOU/COU	Exempt / Non-Exempt
		Low	High			
Senior Operations Technician I	37	\$ 90,990.00	\$ 129,266.00	Classified	MOU	Non-Exempt
Senior Operations Technician II	38	\$ 95,542.00	\$ 142,190.00	Classified	MOU	Non-Exempt
Source Control Program Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Source Control Program Specialist I	37	\$ 90,990.00	\$ 129,266.00	Classified	MOU	Non-Exempt
Source Control Program Specialist II	38	\$ 95,542.00	\$ 142,190.00	Classified	MOU	Non-Exempt
Strategic Communications Representative I	33	\$ 74,841.00	\$ 106,339.00	Classified	MOU	Non-Exempt
Strategic Communications Representative II	37	\$ 90,990.00	\$ 129,266.00	Classified	MOU	Non-Exempt
Strategic Communications Representative, Senior	40	\$ 110,406.00	\$ 164,324.00	Classified	MOU	Non-Exempt
Strategic Communications Specialist	31	\$ 67,878.00	\$ 96,448.00	Classified	MOU	Non-Exempt
Strategic Communications Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Water Resource Analyst	38	\$ 95,542.00	\$ 142,190.00	Non-Classified	COU	Non-Exempt
Water Resources Manager	42	\$ 127,578.00	\$ 189,874.00	Non-Classified	COU	Exempt
Water Resources Specialist I	33	\$ 74,841.00	\$ 106,339.00	Classified	MOU	Non-Exempt
Water Resources Specialist II	37	\$ 90,990.00	\$ 129,266.00	Classified	MOU	Non-Exempt
Water Resources Specialist, Senior	41	\$ 118,682.00	\$ 176,636.00	Classified	MOU	Non-Exempt
<b>AUTHORIZED TOTAL FTE COUNT:</b>						<b>177</b>

Job classes with multiple grades in the series (I/II/III/IV & SR. I/II) are flex positions falling in one job description. Office Assistant/Senior and Administrative Assistant are an established flex series. Authorized full-time equivalents (FTE's) can substitute at other levels within the series. Flex promotion can occur during the year and at the annual performance evaluation process and change the FTE's per position.

Part -Time/Temporary Employees are hired and compensated per District Policy HR-17-DW; starting range established is California minimum wage up to \$35.00 per hour.

**Cost of Living Adjustment effective July 1, 2025 = 2.9%**

**FY 25-26 AUTHORIZED TOTAL FTE COUNT EFFECTIVE JULY 1, 2025: 177 - Requesting Western Water's Board approval to add the following five (5) new positions:**

Director of Communications & Customer Experience (1), Senior Business Systems Analyst (1), Management Analyst I/II (1), Operations Supervisor (1), Operations Technician I/II/III/IV - Mechanical Services (1).

**Bargaining Unit Abbreviations:**

MOU = Employee Association  
COU = Management/Professional/Confidential

UNREP = Unrepresented

**Position Description Abbreviation:**

Confidential Position = ( C )

Presented to Board: June 18, 2025

Effective Date: June 15, 2025