

**Job Classification Plan and Salary Grades Table**  
Effective: July 1, 2022



Securing Your Water Supply

Position Description	Salary Grade	Salary Range		WMWD Category	Bargaining Unit		# of FTE's EE's Authorized Per Position *
		Time Base = Annual			MOU/COU	Exempt /	
		Low	High		PT/UNREP	Non-Exempt	
Accountant I	34	\$ 71,376.00	\$ 101,391.00	Classified	MOU	Non-Exempt	1
Accountant II	36	\$ 78,691.00	\$ 111,797.00	Classified	MOU	Non-Exempt	0
Accountant, Senior	38	\$ 86,761.00	\$ 129,122.00	Classified	MOU	Non-Exempt	2
Accounting Manager	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
Accounting Supervisor	41	\$ 107,775.00	\$ 160,402.00	Non-Classified	COU	Non-Exempt	0
Accounting Technician I	28	\$ 53,239.00	\$ 75,644.00	Classified	MOU	Non-Exempt	0
Accounting Technician II	31	\$ 61,639.00	\$ 87,583.00	Classified	MOU	Non-Exempt	0
Accounting Technician III	33	\$ 67,962.00	\$ 96,566.00	Classified	MOU	Non-Exempt	4
Administrative Assistant	33	\$ 67,962.00	\$ 96,566.00	Classified	MOU	Non-Exempt	3
Administrative Assistant (C)	33	\$ 67,962.00	\$ 96,566.00	Non-Classified	COU	Non-Exempt	5
Administrative Specialist	31	\$ 61,639.00	\$ 87,583.00	Classified	MOU	Non-Exempt	4
Application Specialist I	32	\$ 64,731.00	\$ 91,955.00	Classified	MOU	Non-Exempt	1
Application Specialist II	35	\$ 74,948.00	\$ 106,475.00	Classified	MOU	Non-Exempt	0
Application Specialist III	38	\$ 86,761.00	\$ 129,122.00	Classified	MOU	Non-Exempt	0
Application Specialist IV	40	\$ 100,259.00	\$ 149,222.00	Classified	MOU	Non-Exempt	3
Asset Management Coordinator	38	\$ 86,761.00	\$ 129,122.00	Classified	MOU	Non-Exempt	2
Asset Management Supervisor	41	\$ 107,775.00	\$ 160,402.00	Non-Classified	COU	Non-Exempt	1
Assistant Deputy Director of Operations	45	\$ 147,280.00	\$ 219,197.00	Non-Classified	COU	Exempt	1
Assistant GM/Chief Financial Officer	48	\$ 196,052.00	\$ 291,793.00	Non-Classified	UNREP	Exempt	1
Assistant GM/Communications and Customer Exp.	48	\$ 196,052.00	\$ 291,793.00	Non-Classified	UNREP	Exempt	1
Construction Management Administrator	40	\$ 100,259.00	\$ 149,222.00	Non-Classified	COU	Non-Exempt	1
Controller	44	\$ 133,894.00	\$ 199,271.00	Non-Classified	COU	Exempt	1
Creative Services Specialist I	32	\$ 64,731.00	\$ 91,955.00	Classified	MOU	Non-Exempt	0
Creative Services Specialist II	35	\$ 74,948.00	\$ 106,475.00	Classified	MOU	Non-Exempt	0
Creative Services Specialist III	37	\$ 82,626.00	\$ 117,385.00	Classified	MOU	Non-Exempt	1
Creative Services Specialist, Senior	39	\$ 95,593.00	\$ 148,013.00	Classified	MOU	Non-Exempt	0
Customer Service Manager	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
Customer Experience Manager	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
Customer Experience Representative I	33	\$ 67,962.00	\$ 96,566.00	Classified	MOU	Non-Exempt	0
Customer Experience Representative II	35	\$ 74,948.00	\$ 106,475.00	Classified	MOU	Non-Exempt	2
Customer Experience Representative, Senior	40	\$ 100,259.00	\$ 149,222.00	Classified	MOU	Non-Exempt	1
Customer Service Representative I	28	\$ 53,239.00	\$ 75,644.00	Classified	MOU	Non-Exempt	0
Customer Service Representative II	31	\$ 61,639.00	\$ 87,583.00	Classified	MOU	Non-Exempt	3
Customer Service Representative III	33	\$ 67,962.00	\$ 96,566.00	Classified	MOU	Non-Exempt	2
Customer Service Representative, Senior	36	\$ 78,691.00	\$ 111,797.00	Classified	MOU	Non-Exempt	1
Deputy Director of Engineering	45	\$ 147,280.00	\$ 219,197.00	Non-Classified	COU	Exempt	1
Deputy Director of Information Services	45	\$ 147,280.00	\$ 219,197.00	Non-Classified	COU	Exempt	1
Deputy Director of Operations	45	\$ 147,280.00	\$ 219,197.00	Non-Classified	COU	Exempt	2
Deputy Director of Water Resources	45	\$ 147,280.00	\$ 219,197.00	Non-Classified	COU	Exempt	1
Deputy General Manager	49	\$ 215,657.00	\$ 320,972.00	Non-Classified	UNREP	Exempt	1
Director of Administration	46	\$ 162,010.00	\$ 241,126.00	Non-Classified	COU	Exempt	1
Director of Engineering	46	\$ 162,010.00	\$ 241,126.00	Non-Classified	COU	Exempt	1
Director of Finance	46	\$ 162,010.00	\$ 241,126.00	Non-Classified	COU	Exempt	1
Director of Human Resources	46	\$ 162,010.00	\$ 241,126.00	Non-Classified	UNREP	Exempt	1
Director of Operations	46	\$ 162,010.00	\$ 241,126.00	Non-Classified	COU	Exempt	1
Director of Water Resources	46	\$ 162,010.00	\$ 241,126.00	Non-Classified	COU	Exempt	1
Engineer I	40	\$ 100,259.00	\$ 149,222.00	Non-Classified	COU	Exempt	0
Engineer II	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
Engineer, Senior	43	\$ 124,545.00	\$ 185,367.00	Non-Classified	COU	Exempt	4
Engineering Technician I	33	\$ 67,962.00	\$ 96,566.00	Classified	MOU	Non-Exempt	0
Engineering Technician II	35	\$ 74,948.00	\$ 106,475.00	Classified	MOU	Non-Exempt	0
Engineering Technician, Senior	37	\$ 82,626.00	\$ 117,385.00	Classified	MOU	Non-Exempt	1
Environmental and Regulatory Compliance Manager	44	\$ 133,894.00	\$ 199,271.00	Non-Classified	COU	Exempt	1
Executive Assistant	38	\$ 86,761.00	\$ 129,122.00	Non-Classified	COU	Non-Exempt	3
Financial Analyst I	36	\$ 78,691.00	\$ 111,797.00	Non-Classified	COU	Non-Exempt	0
Financial Analyst II	38	\$ 86,761.00	\$ 129,122.00	Non-Classified	COU	Non-Exempt	0
Financial Analyst, Senior	40	\$ 100,259.00	\$ 149,222.00	Non-Classified	COU	Exempt	1
General Manager	N/A	\$ -	\$ 350,145.12	Non-Classified	UNREP	Exempt	1
Government Relations Officer I	38	\$ 86,761.00	\$ 129,122.00	Non-Classified	COU	Exempt	1
Government Relations Officer II	40	\$ 100,259.00	\$ 149,222.00	Non-Classified	COU	Exempt	0
Human Resources Specialist I	31	\$ 61,639.00	\$ 87,583.00	Non-Classified	COU	Non-Exempt	0
Human Resources Specialist II	33	\$ 67,962.00	\$ 96,566.00	Non-Classified	COU	Non-Exempt	0
Human Resources Analyst I	35	\$ 74,948.00	\$ 106,475.00	Non-Classified	COU	Exempt	0
Human Resources Analyst II	37	\$ 82,626.00	\$ 117,385.00	Non-Classified	COU	Exempt	1



## Job Classification Plan and Salary Grades Table

Effective: July 1, 2022

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Position Description	Salary Grade	Salary Range		WMWD Category	Bargaining Unit		# of FTE's EE's Authorized Per Position *
		Time Base = Annual			MOU/COU	Exempt /	
		Low	High		PT/UNREP	Non-Exempt	
Human Resources Analyst, Senior	39	\$ 95,593.00	\$ 148,013.00	Non-Classified	COU	Exempt	0
Internal Auditor	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
IT Specialists I	32	\$ 64,731.00	\$ 91,955.00	Classified	MOU	Non-Exempt	0
IT Specialists II	35	\$ 74,948.00	\$ 106,475.00	Classified	MOU	Non-Exempt	1
IT Specialists III	38	\$ 86,761.00	\$ 129,122.00	Classified	MOU	Non-Exempt	0
IT Specialists IV	40	\$ 100,259.00	\$ 149,222.00	Classified	MOU	Non-Exempt	2
Management Analyst I	36	\$ 78,691.00	\$ 111,797.00	Non-Classified	COU	Non-Exempt	0
Management Analyst II	38	\$ 86,761.00	\$ 129,122.00	Non-Classified	COU	Non-Exempt	2
Management Analyst, Senior	40	\$ 100,259.00	\$ 149,222.00	Non-Classified	COU	Exempt	1
Meter Service Operations Technician I	29	\$ 55,910.00	\$ 79,428.00	Classified	MOU	Non-Exempt	0
Meter Service Operations Technician II	32	\$ 64,731.00	\$ 91,955.00	Classified	MOU	Non-Exempt	0
Meter Service Operations Technician III	34	\$ 71,376.00	\$ 101,391.00	Classified	MOU	Non-Exempt	2
Meter Service Operations Technician IV	36	\$ 78,691.00	\$ 111,797.00	Classified	MOU	Non-Exempt	0
Office Assistant	25	\$ 45,997.00	\$ 65,341.00	Classified	MOU	Non-Exempt	0
Office Assistant, Senior	27	\$ 50,715.00	\$ 72,037.00	Classified	MOU	Non-Exempt	3
Office Manager	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
Operations Field Manager	44	\$ 133,894.00	\$ 199,271.00	Non-Classified	COU	Exempt	5
Operations Supervisor	41	\$ 107,775.00	\$ 160,402.00	Non-Classified	COU	Non-Exempt	1
Operations Technician I	29	\$ 55,910.00	\$ 79,428.00	Classified	MOU	Non-Exempt	3
Operations Technician II	32	\$ 64,731.00	\$ 91,955.00	Classified	MOU	Non-Exempt	12
Operations Technician III	34	\$ 71,376.00	\$ 101,391.00	Classified	MOU	Non-Exempt	15
Operations Technician IV	36	\$ 78,691.00	\$ 111,797.00	Classified	MOU	Non-Exempt	14
Principal Engineer	44	\$ 133,894.00	\$ 199,271.00	Non-Classified	COU	Exempt	2
Purchasing Specialist	38	\$ 86,761.00	\$ 129,122.00	Classified	MOU	Non-Exempt	1
Safety Compliance Coordinator	36	\$ 78,691.00	\$ 111,797.00	Classified	MOU	Non-Exempt	1
Safety Officer	40	\$ 100,259.00	\$ 149,222.00	Non-Classified	COU	Exempt	1
Senior Operations Technician I	37	\$ 82,626.00	\$ 117,385.00	Classified	MOU	Non-Exempt	7
Senior Operations Technician II	38	\$ 86,761.00	\$ 129,122.00	Classified	MOU	Non-Exempt	7
Source Control Program Manager	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
Source Control Program Specialist I	37	\$ 82,626.00	\$ 117,385.00	Classified	MOU	Non-Exempt	0
Source Control Program Specialist II	38	\$ 86,761.00	\$ 129,122.00	Classified	MOU	Non-Exempt	2
Strategic Communications Representative I	33	\$ 67,962.00	\$ 96,566.00	Classified	MOU	Non-Exempt	0
Strategic Communications Representative II	37	\$ 82,626.00	\$ 117,385.00	Classified	MOU	Non-Exempt	3
Strategic Communications Representative, Senior	40	\$ 100,259.00	\$ 149,222.00	Classified	MOU	Non-Exempt	0
Strategic Communications Specialist	31	\$ 61,639.00	\$ 87,583.00	Classified	MOU	Non-Exempt	0
Strategic Communications Manager	42	\$ 115,852.00	\$ 172,424.00	Non-Classified	COU	Exempt	1
Water Resource Analyst	38	\$ 86,761.00	\$ 129,122.00	Non-Classified	COU	Non-Exempt	1
Water Resources Specialist I	33	\$ 67,962.00	\$ 96,566.00	Classified	MOU	Non-Exempt	0
Water Resources Specialist II	37	\$ 82,626.00	\$ 117,385.00	Classified	MOU	Non-Exempt	1
Water Resources Specialist III	40	\$ 100,259.00	\$ 149,222.00	Classified	MOU	Non-Exempt	1

**AUTHORIZED TOTAL FTE COUNT:** 162

Job classes with multiple grades in the series (I/II/III/IV & SR. I/II) are flex positions falling in one job description. Office Asst./SR. Office Asst. and Administrative Asst. are an established flex series. Authorized 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 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, 2022 = 4%**

**AUTHORIZED TOTAL FTE COUNT: 162 - Western's Board approved the following five (5) new positions:**

**FY 22-23:** Approved two (2) Operations Technicians I / II / III / IV positions and one (1) Engineer I / II / Senior

**FY 23-24:** Approved two (2) Strategic Communications Representative I / II / Senior positions

**Bargaining Unit Abbreviations:**

MOU = Employee Association  
COU = Management/Professional/Confidential

UNREP = Unrepresented

**Position Description Abbreviation:**

Confidential Position = ( C )

Presented to Board:

June 1, 2022

Effective Date:

July 1, 2022