

CITRUS HEIGHTS WATER DISTRICT  
POLICIES AND PROCEDURES MANUAL

POLICY TYPE : HUMAN RESOURCES  
 POLICY TITLE : COMPENSATION-ATTACHMENT 1: SALARY SCHEDULE  
 POLICY NUMBER : 4101.A1  
 DATE ADOPTED : JANUARY 1, 1994  
 DATE AMENDED : DECEMBER 13, 2016  
 DATE EFFECTIVE : JANUARY 09, 2016  
 AMENDMENTS : (1) 01/01/95; (2) 05/24/95; (3) 01/02/96; (4) 01/07/97; (5) 01/06/98; (6) 06/02/98; (7) 10/06/98;  
 (8) 01/05/99; (9) 05/03/99; (10) 01/04/00; (11) 01/02/01; (12) 03/06/01; (13) 01/08/02 (14) 01/07/03; (15) 10/07/03;  
 (16) 12/08/03; (17) 12/14/04; (18) 12/13/05; (19) 03/01/06; (20) 12/12/06; (21) 12/11/07; (22) 04/14/09; (23) 12/08/09; (24)  
 12/14/10 (25) 05/10/10; (26) 07/12/11; (27) 12/13/11; (28) 04/10/12; (29) 12/11/12; (30) 01/14/14; (31) 8/12/14;(32)12/9/14;  
 (33)12/8/15;(34) 1/11/16; (35) 3/24/16; (36) 5/10/16; (37) 9/13/16; (38) 11/03/16

HOURLY AND MONTHLY\* SALARY RANGE

JOB TITLE / JOB CLASS	2017 Base Hourly	2017 Base Monthly	2017 Max. Hourly	2017 Max. Monthly
<b><u>Organizational Leadership</u></b>				
General Manager (E)	75.90	13,156.00	102.47	17,761.47
Assistant General Manager (E)	63.56	11,017.07	85.81	14,873.73
<b><u>Accounting Series</u></b>				
Finance Manager/Administrative Services Manager (E)	57.78	10,015.20	78.01	13,521.73
Accounting Supervisor/Principal Accountant (E)	42.33	7,337.20	57.14	9,904.27
Senior Accountant	36.22	6,278.13	48.89	8,474.27
Accountant	32.93	5,707.87	44.45	7,704.67
<b><u>Customer Service Series</u></b>				
Senior Customer Services Specialist	31.49	5,458.27	42.52	7,370.13
Customer Service Specialist	28.46	4,933.07	38.43	6,661.20
Customer Service Technician II	25.88	4,485.87	34.93	6,054.53
Customer Service Technician I	23.52	4,076.80	31.76	5,505.07
Customer Service Representative	21.54	3,733.60	29.08	5,040.53
<b><u>Engineering Technical Series</u></b>				
Project Manager (E)	45.62	7,907.47	61.58	10,673.87
Engineering Supervisor/Principal GIS Specialist (E)	35.53	6,158.53	47.96	8,313.07
Engineering/GIS Specialist	30.90	5,356.00	41.71	7,229.73
Engineering/GIS Technician	28.09	4,868.93	37.92	6,572.80
Engineering Aide	24.42	4,232.80	32.98	5,716.53
<b><u>Construction Inspection Series</u></b>				
Construction Inspection Supervisor/Principal Construction Inspector (E)	37.10	6,430.67	50.09	8,682.27
Senior Construction Inspector	32.26	5,591.73	43.55	7,548.67

Construction Inspector	29.33	5,083.87	39.60	6,864.00
<b><u>Engineering Series</u></b>				
Engineering Manager/District Engineer (E)	63.56	11,017.07	85.81	14,873.73
Principal Civil Engineer (E)	57.78	10,015.20	78.01	13,521.73
Senior Civil Engineer (E)	52.54	9,106.93	70.92	12,292.80
Associate Civil Engineer	47.76	8,278.40	64.47	11,174.80
Assistant Civil Engineer	41.53	7,198.53	56.07	9,718.80
Assistant Engineer	33.17	5,749.47	44.85	7,774.00
<b><u>Management Services (MS) Series</u></b>				
Senior MS Supervisor/Chief Board Clerk (E)	41.84	7,252.27	56.47	9,788.13
Management Services Supervisor/Chief Board Clerk (E)	39.84	6,905.60	53.78	9,321.87
Senior Management Services Specialist	34.64	6,004.27	46.77	8,106.80
Management Services Specialist	31.49	5,458.27	42.52	7,370.13
Management Services Technician	28.64	4,964.27	38.65	6,699.33
<b><u>Water Distribution Series</u></b>				
Operations Manager (E)	57.78	10,015.20	78.01	13,521.73
Water Distribution Supervisor (E)	43.83	7,597.20	59.17	10,256.13
Assistant Water Distribution Supervisor	37.47	6,494.80	50.58	8,767.20
Water Distribution Lead Worker/Operator	32.59	5,648.93	43.98	7,623.20
Water Distribution Operator II	29.62	5,134.13	39.99	6,931.60
Water Distribution Operator I	26.93	4,667.87	36.35	6,300.67
Water Distribution Worker	19.44	3,369.60	26.23	4,546.53
<b><u>Operations Specialist Series</u></b>				
Principal Operations Specialist	43.83	7,597.20	59.17	10,256.13
Senior Operations Specialist	39.84	6,905.60	53.78	9,321.87
Operations Specialist	34.21	5,929.73	46.18	8,004.53
Operations Technician	31.10	5,390.67	41.99	7,278.27
<b><u>Water Efficiency Series</u></b>				
Water Efficiency Supervisor (E)	34.33	5,950.53	46.34	8,032.27
Senior Water Efficiency Specialist	29.85	5,174.00	40.30	6,985.33
Water Efficiency Specialist	27.13	4,702.53	36.64	6,350.93
Water Efficiency Technician	24.67	4,276.13	33.30	5,772.00
<b><u>Water Resources Series</u></b>				
Water Resources Supervisor/Chief Operator (E)	43.83	7,597.20	59.17	10,256.13
Water Resources Specialist	31.15	5,399.33	42.05	7,288.67
Water Resources Technician	28.32	4,908.80	38.22	6,624.80
<b><u>Miscellaneous Series</u></b>				
Intern	11.26	1,951.73	22.51	3,901.73

(E) = Exempt

\*Monthly Salaries are average monthly compensation over a 12-month period based on the Hourly Salary Range.