

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 : NOVEMBER 15, 2017
DATE EFFECTIVE : JANUARY 8, 2018
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; (39) 12/13/16; (40) 09/18/17

HOURLY AND MONTHLY* SALARY RANGE

JOB TITLE / JOB CLASS	2018 Base Hourly	2018 Base Monthly	2018 Maximum Hourly	2018 Maximum Monthly
<u>Organizational Leadership</u>				
General Manager (E)	77.80	13,484.90	105.03	18,205.50
Assistant General Manager (E)	65.15	11,292.49	87.96	15,245.58
<u>Accounting Series</u>				
Finance Manager/Administrative Services Manager (E)	59.22	10,265.58	79.96	13,859.78
Accounting Supervisor/Principal Accountant (E)	43.39	7,520.63	58.57	10,151.87
Senior Accountant	37.13	6,435.09	50.11	8,686.12
Accountant	33.75	5,850.56	45.56	7,897.28
<u>Customer Service Series</u>				
Senior Customer Services Specialist	32.28	5,594.72	43.58	7,554.39
Customer Service Specialist	29.17	5,056.39	39.39	6,827.73
Customer Service Technician II	26.53	4,598.01	35.80	6,205.90
Customer Service Technician I	24.11	4,178.72	32.55	5,642.69
Customer Service Representative	22.08	3,826.94	29.81	5,166.55
<u>Engineering Technical Series</u>				
Project Manager (E)	46.76	8,105.15	63.12	10,940.71
Engineering Supervisor/Principal GIS Specialist (E)	36.42	6,312.50	49.16	8,520.89

Engineering/GIS Specialist	31.67	5,489.90	42.75	7,410.48
Engineering/GIS Technician	28.79	4,990.66	38.87	6,737.12
Engineering Aide	25.03	4,338.62	33.80	5,859.45
<u>Construction Inspection Series</u>				
Construction Inspection Supervisor/Principal Construction Inspector (E)	38.03	6,591.43	51.34	8,899.32
Senior Construction Inspector	33.07	5,731.53	44.64	7,737.38
Construction Inspector	30.06	5,210.96	40.59	7,035.60
<u>Engineering Series</u>				
Engineering Manager/District Engineer (E)	65.15	11,292.49	87.96	15,245.58
Principal Civil Engineer (E)	59.22	10,265.58	79.96	13,859.78
Senior Civil Engineer (E)	53.85	9,334.61	72.69	12,600.12
Associate Civil Engineer	48.95	8,485.36	66.08	11,454.17
Assistant Civil Engineer	42.57	7,378.50	57.47	9,961.77
Assistant Engineer	34.00	5,893.20	45.97	7,968.35
<u>Information Technology (IT) Series</u>				
Information Technology Manager (E)	46.44	8,050.08	62.70	10,867.87
Principal Information Technology Analyst (E)	42.22	7,318.09	56.99	9,878.27
Senior Information Technology Analyst	38.38	6,651.84	50.55	8,981.05
Information Technology Analyst	34.89	6,047.77	46.07	8,185.10
Information Technology Technician	29.08	5,040.40	38.30	6,804.63
<u>Management Services (MS) Series</u>				
Senior MS Supervisor/Chief Board Clerk (E)	42.89	7,433.57	57.88	10,032.84
Management Services Supervisor/Chief Board Clerk/ Principal Management Services Specialist (E)	40.84	7,078.24	55.12	9,554.91
Senior Management Services Specialist	35.51	6,154.37	47.94	8,309.47
Management Services Specialist	32.28	5,594.72	43.58	7,554.39
Management Services Technician	29.36	5,088.37	39.62	6,866.82

Water Distribution Series

Operations Manager (E)	59.22	10,265.58	79.96	13,859.78
Water Distribution Supervisor (E)	44.93	7,787.13	60.65	10,512.54
Assistant Water Distribution Supervisor	38.41	6,657.17	51.84	8,986.38
Water Distribution Lead Worker/Operator	33.40	5,790.16	45.08	7,813.78
Water Distribution Operator II	30.36	5,262.49	40.99	7,104.89
Water Distribution Operator I	27.60	4,784.56	37.26	6,458.18
Water Distribution Worker	19.93	3,453.84	26.89	4,660.20

Operations Specialist Series

Principal Operations Specialist	44.93	7,787.13	60.65	10,512.54
Senior Operations Specialist	40.84	7,078.24	55.12	9,554.91
Operations Specialist	35.07	6,077.98	47.33	8,204.65
Operations Technician	31.88	5,525.43	43.04	7,460.22

Water Efficiency Series

Water Efficiency Supervisor (E)	35.19	6,099.30	47.50	8,233.07
Senior Water Efficiency Specialist	30.60	5,303.35	41.31	7,159.97
Water Efficiency Specialist	27.81	4,820.10	37.56	6,509.71
Water Efficiency Technician	25.29	4,383.04	34.13	5,916.30

Water Resources Series

Water Resources Supervisor/Chief Operator (E)	44.93	7,787.13	60.65	10,512.54
Water Resources Specialist	31.93	5,534.32	43.10	7,470.88
Water Resources Technician	29.03	5,031.52	39.18	9,790.42

Miscellaneous Series

Intern	11.54	2,000.53	23.07	3,999.28
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(E) = Exempt

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