

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 14, 2018
 DATE EFFECTIVE : JANUARY 7, 2019
 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; (41) 11/14/17

HOURLY AND MONTHLY* SALARY RANGE

JOB TITLE / JOB CLASS	2019 Base Hourly	2019 Base Monthly	2019 Maximum Hourly	2019 Maximum Monthly
<u>Organizational Leadership</u>				
General Manager (E)	80.44	13,943.39	108.60	18,824.49
Assistant General Manager (E)	67.36	11,676.44	90.95	15,763.93
<u>Accounting Series</u>				
Finance Manager/Administrative Services Manager (E)	61.24	10,614.61	82.68	14,331.01
Accounting Supervisor/Principal Accountant (E)	44.86	7,776.33	60.56	10,497.04
Senior Accountant (E)	38.39	6,653.88	51.82	8,981.45
Accountant	34.90	6,049.48	47.11	8,165.79
<u>Customer Service Series</u>				
Senior Customer Services Specialist	33.37	5,784.94	45.06	7,811.24
Customer Service Specialist	30.16	5,228.31	40.73	7,059.87
Customer Service Technician II	27.43	4,754.35	37.02	6,416.90
Customer Service Technician I	24.93	4,320.80	33.66	5,834.54
<u>Engineering Technical Series</u>				
Project Manager (E)	48.35	8,380.73	65.27	11,312.70
Engineering Supervisor/Principal GIS Specialist (E)	37.66	6,527.12	50.83	8,810.60
Engineering/GIS Specialist	32.75	5,676.56	44.21	7,662.43
Engineering/GIS Technician	29.77	5,160.34	40.19	6,966.18

HOURLY AND MONTHLY* SALARY RANGE

JOB TITLE / JOB CLASS	2019 Base Hourly	2019 Base Monthly	2019 Maximum Hourly	2019 Maximum Monthly
Engineering Aide	25.88	4,486.13	34.95	6,058.67
<u>Construction Inspection Series</u>				
Construction Inspection Supervisor/Principal Construction Inspector (E)	39.32	6,815.54	53.09	9,201.90
Senior Construction Inspector	34.19	5,926.40	46.16	8,000.45
Construction Inspector	31.09	5,388.14	41.97	7,274.81
<u>Engineering Series</u>				
Engineering Manager/District Engineer (E)	67.36	11,676.44	90.95	15,763.93
Principal Civil Engineer (E)	61.24	10,614.61	82.68	14,331.01
Senior Civil Engineer (E)	55.68	9,651.98	75.16	13,028.52
Associate Civil Engineer (E)	50.62	8,773.86	68.33	11,843.61
Assistant Civil Engineer	44.02	7,629.37	59.43	10,300.47
Assistant Engineer	35.16	6,093.57	47.53	8,239.27
<u>Information Technology (IT) Series</u>				
Information Technology Manager (E)	48.02	8,323.78	64.83	11,237.38
Principal Information Technology Analyst (E)	43.66	7,566.91	58.93	10,214.13
Senior Information Technology Analyst	39.68	6,878.00	53.58	9,286.41
Information Technology Analyst	36.08	6,253.40	48.83	8,463.40
Information Technology Technician	30.07	5,211.78	40.59	7,035.99
<u>Management Services (MS) Series</u>				
Management Services Supervisor/Chief Board Clerk (E)	42.22	7,318.90	57.00	9,879.78
Senior Management Services Specialist (E)	36.71	6,363.62	49.57	8,591.99
Management Services Specialist	33.37	5,784.94	45.06	7,811.24
Management Services Technician	30.35	5,261.38	40.96	7,100.29
<u>Water Distribution Series</u>				
Operations Manager (E)	61.24	10,614.61	82.68	14,331.01
Water Distribution Supervisor (E)	46.45	8,051.89	62.71	10,869.96

HOURLY AND MONTHLY* SALARY RANGE

JOB TITLE / JOB CLASS	2019 Base Hourly	2019 Base Monthly	2019 Maximum Hourly	2019 Maximum Monthly
Assistant Water Distribution Supervisor	39.71	6,883.51	53.61	9,291.92
Water Distribution Lead Worker/Operator	34.54	5,987.02	46.61	8,079.45
Water Distribution Operator II	31.39	5,441.41	42.38	7,346.46
Water Distribution Operator I	28.54	4,947.24	38.53	6,677.76
Water Distribution Worker	20.60	3,571.27	27.80	4,818.64
<u>Operations Specialist Series</u>				
Principal Operations Specialist	46.45	8,051.89	62.71	10,869.96
Senior Operations Specialist	42.22	7,318.90	57.00	9,879.78
Operations Specialist	36.26	6,284.63	48.94	8,483.60
Operations Technician	32.96	5,713.30	44.50	7,713.87
<u>Water Efficiency Series</u>				
Water Efficiency Supervisor (E)	36.38	6,306.67	49.11	8,513.00
Senior Water Efficiency Specialist	31.64	5,483.66	42.71	7,403.41
Water Efficiency Specialist	28.75	4,983.98	38.83	6,731.04
Water Efficiency Technician	26.15	4,532.06	35.29	6,117.45
<u>Water Resources Series</u>				
Water Resources Supervisor/Chief Operator (E)	46.45	8,051.89	62.71	10,869.96
Water Resources Specialist	33.01	5,722.48	44.57	7,724.89
Water Resources Technician	30.01	5,202.59	40.51	7,021.29
<u>Miscellaneous Series</u>				
Intern	11.93	2,068.54	23.86	4,135.25

(E) = Exempt

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