

Santa Margarita Water District
Pay Schedule
Effective March 4, 2020

Class Title	Grade	Range		Range		Range	
		Hourly Rate	Monthly Salary	Monthly Salary	Annual Salary	Annual Salary	Annual Salary
ADMINISTRATION							
General Manager	NA	105.9338	144.4896	18,361.86	25,044.87	220,342.34	300,538.44
Director of External Affairs	878	79.0428	108.9613	13,700.75	18,886.62	164,408.97	226,639.49
Secretary to the Board	860	45.7834	63.1128	7,935.78	10,939.56	95,229.40	131,274.70
Public Information Manager	852	41.2199	56.8220	7,144.78	9,849.15	85,737.31	118,189.77
ADMINISTRATIVE SUPPORT							
Admin. Analyst	842	36.7772	50.6977	6,374.72	8,787.61	76,496.59	105,451.28
Management Analyst	842	36.7772	50.6977	6,374.72	8,787.61	76,496.59	105,451.28
Executive Assistant	826	31.9021	43.9775	5,529.70	7,622.77	66,356.37	91,473.25
Office Specialist	818	29.2959	40.3847	5,077.96	7,000.01	60,935.54	84,000.16
Office Assistant	806	24.0653	33.1742	4,171.31	5,750.20	50,055.74	69,002.39
HUMAN RESOURCES							
Human Resources Manager	876	62.1286	85.6450	10,768.96	14,845.13	129,227.56	178,141.61
Human Resources Analyst	842	36.7772	50.6977	6,374.72	8,787.61	76,496.59	105,451.28
FINANCE/ACCOUNTING							
Assistant General Manager-Finance	882	97.2383	134.0440	16,854.63	23,234.29	202,255.59	278,811.45
Controller	872	56.4481	77.8141	9,784.33	13,487.78	117,412.01	161,853.34
Accounting Supervisor	866	48.4898	66.8438	8,404.89	11,586.27	100,858.74	139,035.18
Sr. Financial Analyst	866	48.4898	66.8438	8,404.89	11,586.27	100,858.74	139,035.18
Analyst - Finance/Accounting	856	44.0752	60.7582	7,639.70	10,531.42	91,676.43	126,377.07
Sr. Accountant	846	38.9318	53.6678	6,748.17	9,302.41	80,978.05	111,628.96
Purchasing Specialist	820	29.8570	41.1580	5,175.22	7,134.05	62,102.60	85,608.54
Accountant	834	34.7302	47.8757	6,019.90	8,298.45	72,238.77	99,581.46
Senior Accounting Specialist	820	29.8570	41.1580	5,175.22	7,134.05	62,102.60	85,608.54
Customer Accounting Technician	812	27.4201	37.7989	4,752.81	6,551.81	57,033.77	78,621.76
CUSTOMER RELATIONS							
Customer Relations Manager	870	51.3092	70.7305	8,893.60	12,259.96	106,723.23	147,119.51
Customer Relations Supervisor	852	41.2199	56.8220	7,144.78	9,849.15	85,737.31	118,189.77
Lead Customer Relations Representative	826	31.9021	43.9775	5,529.70	7,622.77	66,356.37	91,473.25
Sr. Customer Accounts Lead	826	31.9021	43.9775	5,529.70	7,622.77	66,356.37	91,473.25
Customer Accounts Specialist	812	27.4201	37.7989	4,752.81	6,551.81	57,033.77	78,621.76
Sr. Customer Relations Specialist	810	27.1625	37.4440	4,708.17	6,490.29	56,498.00	77,883.45
Customer Relations Specialist	804	23.3963	32.2521	4,055.37	5,590.37	48,664.39	67,084.45
INFORMATION TECHNOLOGY							
Information Technology Manager	878	79.0428	108.9613	13,700.75	18,886.62	164,408.97	226,639.49
Systems Analyst II	852	41.2199	56.8220	7,144.78	9,849.15	85,737.31	118,189.77
Information Technology Specialist	806	24.0653	33.1742	4,171.31	5,750.20	50,055.74	69,002.39
ENGINEERING							
Deputy General Manager	882	97.2383	134.0440	16,854.63	23,234.29	202,255.59	278,811.45
Chief Engineer	880	85.0957	117.3055	14,749.92	20,332.96	176,999.07	243,995.46
Construction Engineering Manager	878	79.0428	108.9613	13,700.75	18,886.62	164,408.97	226,639.49
Senior Project Engineer	876	62.1286	85.6450	10,768.96	14,845.13	129,227.56	178,141.61
Water Reliability Planning Manager	870	51.3092	70.7305	8,893.60	12,259.96	106,723.23	147,119.51
Sr. Engineering Associate	868	49.8669	68.7420	8,643.59	11,915.29	103,723.08	142,983.43
Project Engineer/Manager	852	41.2199	56.8220	7,144.78	9,849.15	85,737.31	118,189.77
Engineering Associate	852	41.2199	56.8220	7,144.78	9,849.15	85,737.31	118,189.77
Senior Construction Inspector	846	38.9318	53.6678	6,748.17	9,302.41	80,978.05	111,628.96
GIS Specialist	836	35.0729	48.3482	6,079.31	8,380.36	72,951.71	100,564.31
Senior Engineering Technician	836	35.0729	48.3482	6,079.31	8,380.36	72,951.71	100,564.31
Construction Inspector	840	36.0864	49.7455	6,254.97	8,622.55	75,059.62	103,470.65

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ENGINEERING - continued							
Sr. Cross Connection Specialist	840	36.0864	49.7455	6,254.97	8,622.55	75,059.62	103,470.65
Cross Connection Specialist	824	31.0033	42.7383	5,373.90	7,407.97	64,486.82	88,895.66
Engineering Technician	824	31.0033	42.7383	5,373.90	7,407.97	64,486.82	88,895.66
Underground Facilities Locator	828	32.8210	45.2438	5,688.98	7,842.26	68,267.71	94,107.12
Sr. Water Use Efficiency Specialist	840	36.0864	49.7455	6,254.97	8,622.55	75,059.62	103,470.65
Water Use Efficiency Specialist	818	29.2959	40.3847	5,077.96	7,000.01	60,935.54	84,000.16
OPERATIONS/MANAGERIAL							
Utilities Manager	878	79.0428	108.9613	13,700.75	18,886.62	164,408.97	226,639.49
Operations Field Superintendent	872	56.4481	77.8141	9,784.33	13,487.78	117,412.01	161,853.34
Regulatory and Logistics Manager	874	59.5021	82.0243	10,313.70	14,217.55	123,764.37	170,610.54
OPERATIONS/MISC.							
Fleet Mechanic	832	34.4201	47.4486	5,966.15	8,224.42	71,593.84	98,693.05
Warehouseman	824	31.0033	42.7383	5,373.90	7,407.97	64,486.82	88,895.66
Facilities Coordinator	830	33.1320	45.6730	5,742.88	7,916.65	68,914.55	94,999.79
Service Worker	800	18.3943	25.3571	3,188.35	4,395.22	38,260.23	52,742.70
OPERATIONS/CUSTOMER SERVICE							
Customer Service Field Supervisor	852	41.2199	56.8220	7,144.78	9,849.15	85,737.31	118,189.77
Senior Meter Technician	832	34.4201	47.4486	5,966.15	8,224.42	71,593.84	98,693.05
Meter Technician	808	25.1221	34.6314	4,354.50	6,002.77	52,254.04	72,033.24
Customer Service Field Specialist	802	22.1275	30.5029	3,835.43	5,287.16	46,025.19	63,445.97
Meter Reader	801	18.9331	26.0995	3,281.73	4,523.91	39,380.81	54,286.90
OPERATIONS/LABORATORY							
Laboratory Supervisor	870	51.3092	70.7305	8,893.60	12,259.96	106,723.23	147,119.51
Senior Laboratory Technologist	832	34.4201	47.4486	5,966.15	8,224.42	71,593.84	98,693.05
Laboratory Technologist	822	30.7137	42.3395	5,323.71	7,338.84	63,884.53	88,066.10
Water Sampling Technician	808	25.1221	34.6314	4,354.50	6,002.77	52,254.04	72,033.24
OPERATIONS/MAINTENANCE							
Maintenance Foreman	858	45.3525	62.5189	7,861.09	10,836.60	94,333.11	130,039.21
Crew Chief	850	40.0551	55.2164	6,942.88	9,570.85	83,314.51	114,850.20
Senior Maintenance Mechanic	832	34.4201	47.4486	5,966.15	8,224.42	71,593.84	98,693.05
Maintenance Mechanic	814	28.4774	39.2567	4,936.08	6,804.49	59,232.93	81,653.89
Maintenance Technician	808	25.1221	34.6314	4,354.50	6,002.77	52,254.04	72,033.24
OPERATIONS/ELECT/SAFETY							
Electrical/Instrumentation Supervisor	870	51.3092	70.7305	8,893.60	12,259.96	106,723.23	147,119.51
Senior Elect/Instrument. Tech.	848	39.6718	54.6877	6,876.45	9,479.21	82,517.35	113,750.51
Elect/Instrument. Tech II	838	35.7453	49.2750	6,195.86	8,541.01	74,350.30	102,492.06
Safety Officer	860	45.7834	63.1128	7,935.78	10,939.56	95,229.40	131,274.70
OPERATIONS/SCADA							
SCADA Project Manager	870	51.3092	70.7305	8,893.60	12,259.96	106,723.23	147,119.51
Sr. Instrumentation Sys. Programmer	860	45.7834	63.1128	7,935.78	10,939.56	95,229.40	131,274.70
Instrumentation Systems Technician	852	41.2199	56.8220	7,144.78	9,849.15	85,737.31	118,189.77
SCADA Technician	824	31.0033	42.7383	5,373.90	7,407.97	64,486.82	88,895.66
OPERATIONS/WWTP							
Treatment Manager	878	79.0428	108.9613	13,700.75	18,886.62	164,408.97	226,639.49
Chief Plant Operator	876	62.1286	85.6450	10,768.96	14,845.13	129,227.56	178,141.61
W.W.T. Plant Lead Operator	860	45.7834	63.1128	7,935.78	10,939.56	95,229.40	131,274.70
Sr. W.W. T. Plant Operator	851	40.3714	55.6523	6,997.70	9,646.39	83,972.44	115,756.73
Sr. Water Plant Operator	851	40.3714	55.6523	6,997.70	9,646.39	83,972.44	115,756.73
W.W.T. Plant Operator	825	31.5437	43.4832	5,467.57	7,537.08	65,610.81	90,444.98
Water Plant Operator	825	31.5437	43.4832	5,467.57	7,537.08	65,610.81	90,444.98
W.W.T. Plant OIT	809	25.6889	35.4122	4,452.74	6,138.12	53,432.82	73,657.40
Dewatered Biosolids Hauling Specialist (LT)	7T	50.0000	75.0000	8,666.67	13,000.00	104,000.00	156,000.00