

SAN DIEGO COUNTY WATER AUTHORITY
CLASSIFICATION AND SALARY SCHEDULE
FY 2023-2024

BOARD APPOINTED	RANGE	REPRESENTED EMPLOYEES, CONTINUED	RANGE
General Counsel	Z	Accounting Technician	17
General Manager	Y	Administrative Assistant	20
		Asset Management Specialist I	24
EXECUTIVE MANAGEMENT	RANGE	Asset Management Specialist II	31
Assistant General Manager	B	Assistant Legislative Analyst	24
Deputy General Manager	A	Assistant Management Analyst	24
Director of Administrative Services	C	Assistant Water Resources Specialist	24
Director of Engineering	C	Assistant Water Resources Specialist (E)	24
Director of Finance/Treasurer	C	Construction Manager	39
Director of Human Resources	C	Corrosion Control Supervisor	36
Director of MWD Program	C	Corrosion Control Technician I	18
Director of Operations and Maintenance	C	Corrosion Control Technician II	22
Director of Public Affairs	C	Electrical/Instrumentation Supervisor	36
Director of the Colorado River Program	C	Electrical/Instrumentation Technician I	20
Director of Water Resources	C	Electrical/Instrumentation Technician II	28
		Engineer (P.E.)	39
SENIOR MANAGEMENT	RANGE	Engineer I	25
Administrative Services Manager	H	Engineer II	31
Assistant General Counsel	E	Engineering Technician I	18
Budget and Treasury Manager	G	Engineering Technician II	22
Colorado River Program Manager	D	Facilities Services Technician	25
Controller	F	Financial Resources Analyst	39
Deputy Director of Engineering	D	Fleet Mechanic I	18
Engineering Manager	F	Fleet Mechanic II	22
Government Relations Manager	G	Help Desk Support Specialist	24
Human Resources Manager	G	Information Systems Analyst	31
Information Security Manager	G	Information Systems Supervisor	39
Information Systems Manager	G	Investment Analyst	35
Operations and Maintenance Manager	F	Land Surveyor (P.L.S)	33
Public Affairs Manager	H	Legislative Analyst	28
Right of Way Manager	G	Maintenance Technician	23
Risk and Safety Manager	H	Maintenance Worker I	11
Water Resources Manager	F	Maintenance Worker II	17
		Management Analyst	28
CONFIDENTIAL	RANGE	Office Assistant I	05
Administrative Assistant	20	Office Assistant II	09
Assistant Human Resources Analyst	24	Principal Asset Management Specialist	42
Clerk of the Board	36	Principal Construction Manager	46
Deputy Clerk of the Board	20	Principal Engineer	46
Executive Administrative Assistant	27	Principal Public Affairs Representative	33
Human Resources Analyst	25	Principal Water Resources Specialist	42
Human Resources Assistant	20	Principal Water Resources Specialist (E)	42
Legal Administrative Assistant	27	Project Scheduler I	31
Office Assistant I	05	Project Scheduler II	37
Office Assistant II	09	Public Affairs Representative I	23
Senior Human Resources Analyst	33	Public Affairs Representative II	27
Senior Office Assistant	14	Public Affairs Supervisor	35
		Purchasing Technician I	20
REPRESENTED EMPLOYEES	RANGE	Purchasing Technician II	24
Accountant	26	QSA Outreach Coordinator	39
Accounting Assistant I	06	Rate and Debt Manager	46
Accounting Assistant II	12	Receptionist	09
Accounting Supervisor	37		

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CLASSIFICATION AND SALARY SCHEDULE
FY 2023-2024**

REPRESENTED EMPLOYEES, CONTINUED	RANGE
Right of Way Agent	31
Right of Way Supervisor	37
Right of Way Technician Level I	18 (Steps 1-7)
Right of Way Technician Level II	19 (Steps 5-11)
Right of Way Technician Level III	22 (Steps 7-13)
Right of Way Technician Level IV	28 (Steps 6-13)
Rotating Equipment Supervisor	38
Rotating Equipment Technician I	22
Rotating Equipment Technician II	30
Safety Officer	33
SCADA Specialist	31
SCADA Supervisor	39
Senior Accountant	33
Senior Asset Management Specialist	39
Senior Construction Manager	43
Senior Corrosion Control Technician	29
Senior Electrical/Instrumentation Technician	32
Senior Engineer	43
Senior Engineering Technician	29
Senior Fleet Mechanic	27
Senior Information Systems Analyst	35
Senior Legislative Analyst	33
Senior Maintenance Technician	27
Senior Management Analyst	33
Senior Office Assistant	14
Senior Project Scheduler	39
Senior Public Affairs Representative	31
Senior Right of Way Agent	35
Senior Rotating Equipment Technician	34
Senior SCADA Specialist	35
Senior Survey Technician	29
Senior Systems Administration & Support Specialist	30
Senior System Operator	32
Senior Water Resources Specialist	39
Senior Water Resources Specialist (E)	39
Supervising Engineering Technician	35
Supervising Land Surveyor	37
Supervising Management Analyst	37
Survey Technician	24
System Maintenance Supervisor	33
System Operations Supervisor	37
System Operator I	18
System Operator II	24
Systems Administration & Support Specialist	26
Water Resources Aide	20
Water Resources Specialist	31
Water Resources Specialist (E)	31
OTHER	RANGE
Student Intern (Determined at Hire)	N/A
Student Worker (Fixed at CA Min. Wage)	N/A

6-25-23 Hourly
COLA = 8.75%

	1	2	3	4	5	6	7	8	9	10	11	12	13
1	23.503	24.091	24.693	25.310	25.943	26.592	27.256	27.938	28.636	29.352	30.086	30.838	31.609
2	24.091	24.693	25.310	25.943	26.592	27.256	27.938	28.636	29.352	30.086	30.838	31.609	32.399
3	24.693	25.310	25.943	26.592	27.256	27.938	28.636	29.352	30.086	30.838	31.609	32.399	33.209
4	25.310	25.943	26.592	27.256	27.938	28.636	29.352	30.086	30.838	31.609	32.399	33.209	34.039
5	25.943	26.592	27.256	27.938	28.636	29.352	30.086	30.838	31.609	32.399	33.209	34.039	34.890
6	26.592	27.256	27.938	28.636	29.352	30.086	30.838	31.609	32.399	33.209	34.039	34.890	35.763
7	27.256	27.938	28.636	29.352	30.086	30.838	31.609	32.399	33.209	34.039	34.890	35.763	36.657
8	27.938	28.636	29.352	30.086	30.838	31.609	32.399	33.209	34.039	34.890	35.763	36.657	37.573
9	28.636	29.352	30.086	30.838	31.609	32.399	33.209	34.039	34.890	35.763	36.657	37.573	38.512
10	29.352	30.086	30.838	31.609	32.399	33.209	34.039	34.890	35.763	36.657	37.573	38.512	39.475
11	30.086	30.838	31.609	32.399	33.209	34.039	34.890	35.763	36.657	37.573	38.512	39.475	40.462
12	30.838	31.609	32.399	33.209	34.039	34.890	35.763	36.657	37.573	38.512	39.475	40.462	41.474
13	31.609	32.399	33.209	34.039	34.890	35.763	36.657	37.573	38.512	39.475	40.462	41.474	42.511
14	32.399	33.209	34.039	34.890	35.763	36.657	37.573	38.512	39.475	40.462	41.474	42.511	43.573
15	33.209	34.039	34.890	35.763	36.657	37.573	38.512	39.475	40.462	41.474	42.511	43.573	44.663
16	34.039	34.890	35.763	36.657	37.573	38.512	39.475	40.462	41.474	42.511	43.573	44.663	45.779
17	34.890	35.763	36.657	37.573	38.512	39.475	40.462	41.474	42.511	43.573	44.663	45.779	46.924
18	35.763	36.657	37.573	38.512	39.475	40.462	41.474	42.511	43.573	44.663	45.779	46.924	48.097
19	36.657	37.573	38.512	39.475	40.462	41.474	42.511	43.573	44.663	45.779	46.924	48.097	49.299
20	37.573	38.512	39.475	40.462	41.474	42.511	43.573	44.663	45.779	46.924	48.097	49.299	50.532
21	38.512	39.475	40.462	41.474	42.511	43.573	44.663	45.779	46.924	48.097	49.299	50.532	51.795
22	39.475	40.462	41.474	42.511	43.573	44.663	45.779	46.924	48.097	49.299	50.532	51.795	53.090
23	40.462	41.474	42.511	43.573	44.663	45.779	46.924	48.097	49.299	50.532	51.795	53.090	54.417
24	41.474	42.511	43.573	44.663	45.779	46.924	48.097	49.299	50.532	51.795	53.090	54.417	55.778
25	42.511	43.573	44.663	45.779	46.924	48.097	49.299	50.532	51.795	53.090	54.417	55.778	57.172
26	43.573	44.663	45.779	46.924	48.097	49.299	50.532	51.795	53.090	54.417	55.778	57.172	58.601
27	44.663	45.779	46.924	48.097	49.299	50.532	51.795	53.090	54.417	55.778	57.172	58.601	60.066
28	45.779	46.924	48.097	49.299	50.532	51.795	53.090	54.417	55.778	57.172	58.601	60.066	61.568
29	46.924	48.097	49.299	50.532	51.795	53.090	54.417	55.778	57.172	58.601	60.066	61.568	63.107
30	48.097	49.299	50.532	51.795	53.090	54.417	55.778	57.172	58.601	60.066	61.568	63.107	64.685
31	49.299	50.532	51.795	53.090	54.417	55.778	57.172	58.601	60.066	61.568	63.107	64.685	66.302
32	50.532	51.795	53.090	54.417	55.778	57.172	58.601	60.066	61.568	63.107	64.685	66.302	67.960
33	51.795	53.090	54.417	55.778	57.172	58.601	60.066	61.568	63.107	64.685	66.302	67.960	69.659
34	53.090	54.417	55.778	57.172	58.601	60.066	61.568	63.107	64.685	66.302	67.960	69.659	71.400
35	54.417	55.778	57.172	58.601	60.066	61.568	63.107	64.685	66.302	67.960	69.659	71.400	73.185
36	55.778	57.172	58.601	60.066	61.568	63.107	64.685	66.302	67.960	69.659	71.400	73.185	75.015
37	57.172	58.601	60.066	61.568	63.107	64.685	66.302	67.960	69.659	71.400	73.185	75.015	76.890
38	58.601	60.066	61.568	63.107	64.685	66.302	67.960	69.659	71.400	73.185	75.015	76.890	78.812
39	60.066	61.568	63.107	64.685	66.302	67.960	69.659	71.400	73.185	75.015	76.890	78.812	80.783
40	61.568	63.107	64.685	66.302	67.960	69.659	71.400	73.185	75.015	76.890	78.812	80.783	82.802
41	63.107	64.685	66.302	67.960	69.659	71.400	73.185	75.015	76.890	78.812	80.783	82.802	84.872
42	64.685	66.302	67.960	69.659	71.400	73.185	75.015	76.890	78.812	80.783	82.802	84.872	86.994
43	66.302	67.960	69.659	71.400	73.185	75.015	76.890	78.812	80.783	82.802	84.872	86.994	89.169
44	67.960	69.659	71.400	73.185	75.015	76.890	78.812	80.783	82.802	84.872	86.994	89.169	91.398
45	69.659	71.400	73.185	75.015	76.890	78.812	80.783	82.802	84.872	86.994	89.169	91.398	93.683
46	71.400	73.185	75.015	76.890	78.812	80.783	82.802	84.872	86.994	89.169	91.398	93.683	96.025
47	73.185	75.015	76.890	78.812	80.783	82.802	84.872	86.994	89.169	91.398	93.683	96.025	98.426
48	75.015	76.890	78.812	80.783	82.802	84.872	86.994	89.169	91.398	93.683	96.025	98.426	100.886
49	76.890	78.812	80.783	82.802	84.872	86.994	89.169	91.398	93.683	96.025	98.426	100.886	103.408

6-25-23 Monthly
COLA = 8.75%

	1	2	3	4	5	6	7	8	9	10	11	12	13
1	4073.85	4175.77	4280.12	4387.07	4496.79	4609.28	4724.37	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89
2	4175.77	4280.12	4387.07	4496.79	4609.28	4724.37	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83
3	4280.12	4387.07	4496.79	4609.28	4724.37	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23
4	4387.07	4496.79	4609.28	4724.37	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09
5	4496.79	4609.28	4724.37	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60
6	4609.28	4724.37	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92
7	4724.37	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88
8	4842.59	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65
9	4963.57	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41
10	5087.68	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33
11	5214.91	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41
12	5345.25	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83
13	5478.89	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57
14	5615.83	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65
15	5756.23	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59
16	5900.09	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03
17	6047.60	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49
18	6198.92	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81
19	6353.88	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16
20	6512.65	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88
21	6675.41	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80
22	6842.33	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27
23	7013.41	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28
24	7188.83	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19
25	7368.57	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81
26	7552.65	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51
27	7741.59	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44
28	7935.03	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79
29	8133.49	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55
30	8336.81	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07
31	8545.16	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35
32	8758.88	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73
33	8977.80	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23
34	9202.27	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00
35	9432.28	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40
36	9668.19	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60
37	9909.81	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60
38	10157.51	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75
39	10411.44	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39
40	10671.79	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35
41	10938.55	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15
42	11212.07	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96
43	11492.35	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96	15455.96
44	11779.73	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96	15455.96	15842.32
45	12074.23	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96	15455.96	15842.32	16238.39
46	12376.00	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96	15455.96	15842.32	16238.39	16644.33
47	12685.40	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96	15455.96	15842.32	16238.39	16644.33	17060.51
48	13002.60	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96	15455.96	15842.32	16238.39	16644.33	17060.51	17486.91
49	13327.60	13660.75	14002.39	14352.35	14711.15	15078.96	15455.96	15842.32	16238.39	16644.33	17060.51	17486.91	17924.05

EXECUTIVE / SENIOR MANAGEMENT SALARY TABLE EFFECTIVE JUNE 25, 2023			
SALARY RANGE	SALARY RATES		
	PERIOD	MINIMUM	MAXIMUM
A	Hourly	\$119.415	\$161.265
	Monthly	\$20,698.60	\$27,952.60
	Annually	\$248,383.20	\$335,431.20
B	Hourly	\$111.660	\$150.739
	Monthly	\$19,354.40	\$26,128.09
	Annually	\$232,252.80	\$313,537.12
C	Hourly	\$103.870	\$140.226
	Monthly	\$18,004.13	\$24,305.84
	Annually	\$216,049.60	\$291,670.08
D	Hourly	\$97.738	\$131.452
	Monthly	\$16,941.25	\$22,785.01
	Annually	\$203,295.04	\$273,420.16
E	Hourly	\$91.340	\$123.313
	Monthly	\$15,832.27	\$21,374.25
	Annually	\$189,987.20	\$256,491.04
F	Hourly	\$86.110	\$117.516
	Monthly	\$14,925.73	\$20,369.44
	Annually	\$179,108.80	\$244,433.28
G	Hourly	\$82.447	\$111.988
	Monthly	\$14,290.81	\$19,411.25
	Annually	\$171,489.76	\$232,935.04
H	Hourly	\$78.594	\$106.103
	Monthly	\$13,622.96	\$18,391.19
	Annually	\$163,475.52	\$220,694.24
I	Hourly	\$75.276	\$101.628
	Monthly	\$13,047.84	\$17,615.52
	Annually	\$156,574.08	\$211,386.24

BOARD APPOINTED CLASSIFICATIONS	
SALARY RANGE	ANNUAL SALARY SET BY BOARD OF DIRECTORS
Y*	\$390,000.00
Z**	\$295,000.00

*Range Y approved on August 24, 2023

**Range Z approved on August 25, 2022