



SAN JUAN WATER DISTRICT
COMPENSATION SCHEDULE

EFFECTIVE:

Non-Exempt Positions	Range	Hourly Rate Range	
		Minimum	Maximum
Accountant	106	\$48.04	\$57.65
Accounting Technician I	67	\$32.59	\$39.11
Accounting Technician II	77	\$36.00	\$43.20
Accounting Technician III	87	\$39.77	\$47.72
Chief Operator	142	\$68.74	\$82.49
Clerk of the Board/Executive Assistant	110	\$49.99	\$59.99
Construction Inspector I	94	\$42.64	\$51.16
Construction Inspector II	104	\$47.10	\$56.52
Construction Inspector III	114	\$52.02	\$62.43
Customer Service Technician I	63	\$31.32	\$37.58
Customer Service Technician II	73	\$34.60	\$41.52
Customer Service Technician III	83	\$38.22	\$45.86
Distribution Lead Worker	129	\$60.40	\$72.48
Distribution Operator I	84	\$38.60	\$46.32
Distribution Operator II	94	\$42.64	\$51.16
Distribution Operator III	104	\$47.10	\$56.52
Distribution Operator IV	114	\$52.02	\$62.43
Distribution Maintenance Helper (Temp)	NA	\$30.00	\$30.00
Electrical & Instrumentation Technician	115	\$52.54	\$63.05
Engineering Technician I	88	\$40.16	\$48.20
Engineering Technician II	98	\$44.37	\$53.24
Engineering Technician III	108	\$49.01	\$58.81
Information Technology Technician I	89	\$40.57	\$48.68
Information Technology Technician II	99	\$44.81	\$53.77
Maintenance Chief	130	\$61.00	\$73.20
Meter Technician I	72	\$34.25	\$41.10
Meter Technician II	82	\$37.46	\$44.95
Meter Technician III	92	\$41.80	\$50.15
Operational Technology Coordinator	115	\$52.54	\$63.05
Procurement Specialist	97	\$43.93	\$52.71
Pump Station Lead	130	\$61.00	\$73.20
Pump Station Operator	105	\$47.57	\$57.08
Pump Station Technician	115	\$52.54	\$63.05
Senior Accountant	121	\$55.78	\$66.93
Utilities Coordinator	119	\$54.68	\$65.61
Utilities Maintenance Worker I	64	\$31.63	\$37.96
Utilities Maintenance Worker II	74	\$34.94	\$41.93
Utilities Mechanic I	94	\$42.64	\$51.16
Utilities Mechanic II	104	\$47.10	\$56.52
Water Efficiency Helper	56	\$29.21	\$35.05
Water Efficiency Lead Worker	96	\$43.49	\$52.19
Water Efficiency Technician I	76	\$35.64	\$42.77
Water Efficiency Technician II	86	\$39.37	\$47.25
Water Treatment Plant Operator I	92	\$41.80	\$50.15
Water Treatment Plant Operator II	102	\$46.17	\$55.40
Water Treatment Plant Operator III	112	\$51.00	\$61.20
Water Treatment Plant Operator IV	122	\$56.33	\$67.60

Exempt Positions	Range	Annual Rate	
		Minimum	Maximum
Associate Engineer	137	\$136,036.95	\$163,244.34
Customer Service Manager	149	\$153,289.84	\$183,947.80
Director of Engineering and Retail Services	173	\$194,637.42	\$233,564.90
Director of Finance	181	\$210,764.43	\$252,917.32
Director of Operations	173	\$194,637.42	\$233,564.90
Director of Water Resources and Strategic Affairs	181	\$210,764.43	\$252,917.32
Field Services Manager	150	\$154,822.73	\$185,787.28
Human Resources Specialist	126	\$121,933.14	\$146,319.77
Information Technology Manager	157	\$165,990.93	\$199,189.11
Safety/Regulatory Compliance Coordinator	130	\$126,884.12	\$152,260.94
Senior Engineer	147	\$150,269.42	\$180,323.30
Water Treatment Plant Manager	157	\$165,990.93	\$199,189.11
General Manager (Contract)	NA	\$230,000.00	\$230,000.00



SAN JUAN WATER DISTRICT
 COMPENSATION SCHEDULE
 w/Organizational Changes

EFFECTIVE:

Non-Exempt Positions	Range	Hourly Rate Range	
		Minimum	Maximum
Accountant	106	\$48.04	\$57.65
Accounting Technician I	67	\$32.59	\$39.11
Accounting Technician II	77	\$36.00	\$43.20
Accounting Technician III	87	\$39.77	\$47.72
Clerk of the Board/Executive Assistant	110	\$49.99	\$59.99
Construction Inspector I	94	\$42.64	\$51.16
Construction Inspector II	104	\$47.10	\$56.52
Construction Inspector III	114	\$52.02	\$62.43
Cross Connection & Utilities Specialist	124	\$57.47	\$68.96
Customer Service Technician I	63	\$31.32	\$37.58
Customer Service Technician II	73	\$34.60	\$41.52
Customer Service Technician III	83	\$38.22	\$45.86
Distribution Lead	124	\$57.47	\$68.96
Distribution Operator I	84	\$38.60	\$46.32
Distribution Operator II	94	\$42.64	\$51.16
Distribution Operator III	104	\$47.10	\$56.52
Distribution Operator IV	114	\$52.02	\$62.43
Distribution Maintenance Helper (Temp)	NA	\$30.00	\$30.00
Distribution Supervisor	139	\$66.72	\$80.06
Electrical & Instrumentation Technician	115	\$52.54	\$63.05
Engineering Operations Specialist	139	\$66.72	\$80.06
Engineering Technician I	88	\$40.16	\$48.20
Engineering Technician II	98	\$44.37	\$53.24
Engineering Technician III	108	\$49.01	\$58.81
Facilities Maintenance Lead	139	\$66.72	\$80.06
Facilities Maintenance Technician I	94	\$42.64	\$51.16
Facilities Maintenance Technician II	104	\$47.10	\$56.52
Facilities Maintenance Technician III	114	\$52.02	\$62.43
Facilities Maintenance Technician IV	124	\$57.47	\$68.96
Information Technology Technician I	89	\$40.57	\$48.68
Information Technology Technician II	99	\$44.81	\$53.77
Meter Technician I	72	\$34.25	\$41.10
Meter Technician II	82	\$37.46	\$44.95
Meter Technician III	92	\$41.80	\$50.15
Procurement Specialist	97	\$43.93	\$52.71
Senior Accountant	121	\$55.78	\$66.93
Technical Services Lead	130	\$61.00	\$73.20
Utilities Coordinator	119	\$54.68	\$65.61
Water Efficiency Helper	56	\$29.21	\$35.05
Water Efficiency Technician I	76	\$35.64	\$42.77
Water Efficiency Technician II	86	\$39.37	\$47.25
Water Efficiency Technician III	96	\$43.39	\$52.19
Water Treatment Plant Operator I	92	\$41.80	\$50.15
Water Treatment Plant Operator II	102	\$46.17	\$55.40
Water Treatment Plant Operator III	112	\$51.00	\$61.20
Water Treatment Plant Operator IV	122	\$56.33	\$67.60
Water Treatment Plant Operator V	132	\$62.23	\$74.67
Water Treatment Supervisor	147	\$72.24	\$86.69

Exempt Positions	Range	Annual Rate	
		Minimum	Maximum
Assistant General Manager	191	\$232,815.05	\$279,378.06
Associate Engineer	137	\$136,036.95	\$163,244.34
Customer Service Manager	149	\$153,289.84	\$183,947.80
Director of Finance	181	\$210,764.43	\$252,917.32
Director of Water Resources & Strategic Affairs	181	\$210,764.43	\$252,917.32
Engineering Manager	167	\$183,357.25	\$220,028.70
Facilities Maintenance Manager	159	\$169,327.34	\$203,192.81
Field Services Manager	159	\$169,327.34	\$203,192.81
Human Resources Specialist	126	\$121,933.14	\$146,319.77
Information Technology Manager	162	\$174,458.13	\$209,349.76
Safety/Regulatory Compliance Coordinator	130	\$126,884.12	\$152,260.94
Senior Engineer	147	\$150,269.42	\$180,323.30
Water Treatment Plant Manager	162	\$174,458.13	\$209,349.76
General Manager (Contract)	NA	\$230,000.00	\$230,000.00