

**CASTAIC LAKE WATER AGENCY
CLASSIFICATION PLAN
EFFECTIVE July 8, 2017 (first full pay period)**

| Position | Range | Monthly Salary Range* | |
|----------------------------------------------|-------|-----------------------|-----------|
| | | Bottom | Top |
| General Manager | n/a | \$ - | \$ 19,454 |
| Assistant General Manager | 48 | 15,182 | 18,454 |
| Administrative Services Manager | 45 | 13,115 | 15,942 |
| Engineering and Operations Manager | 45 | 13,115 | 15,942 |
| Retail Manager | 45 | 13,115 | 15,942 |
| Water Resources Manager | 45 | 13,115 | 15,942 |
| Assistant Retail Manager | 42 | 11,331 | 13,771 |
| Principal Engineer | 41 | 10,790 | 13,115 |
| Principal Water Resources Planner | 41 | 10,790 | 13,115 |
| Controller | 40 | 10,276 | 12,491 |
| Human Resources/Risk Management Supervisor | 40 | 10,276 | 12,491 |
| Operations and Maintenance Superintendent | 40 | 10,276 | 12,491 |
| Public Information Officer | 39 | 9,788 | 11,897 |
| Operations Superintendent | 38 | 9,321 | 11,331 |
| Retail Administrative Officer | 38 | 9,321 | 11,331 |
| Senior Engineer | 38 | 9,321 | 11,331 |
| Senior Water Resources Planner | 38 | 9,321 | 11,331 |
| Laboratory and Regulatory Affairs Supervisor | 37 | 8,877 | 10,790 |
| Civil Engineer | 36 | 8,455 | 10,276 |
| Senior Management Analyst | 36 | 8,455 | 10,276 |
| Water Resources Planner | 36 | 8,455 | 10,276 |
| Water Conservation Supervisor | 36 | 8,455 | 10,276 |
| Distribution Mechanical Supervisor | 35 | 8,051 | 9,788 |
| Electrical/Instrumentation Supervisor | 35 | 8,051 | 9,788 |
| Production Supervisor | 35 | 8,051 | 9,788 |
| Senior Financial Analyst | 35 | 8,051 | 9,788 |
| Utility Maintenance Supervisor | 35 | 8,051 | 9,788 |
| Associate Engineer | 34 | 7,668 | 9,321 |
| Associate Water Resources Planner | 34 | 7,668 | 9,321 |
| Board Secretary | 34 | 7,668 | 9,321 |
| Information Technology Administrator | 34 | 7,668 | 9,321 |
| Public Affairs Specialist III | 34 | 7,668 | 9,321 |
| Senior Inspector | 34 | 7,668 | 9,321 |
| Management Analyst | 33 | 7,304 | 8,877 |
| Water Conservation Specialist III | 33 | 7,304 | 8,877 |

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|-----------------------------------------------|-------|-----------------------|-------|
| | | Bottom | Top |
| Financial Analyst | 32 | 6,955 | 8,455 |
| Safety Officer | 32 | 6,955 | 8,455 |
| Water Quality Scientist II | 32 | 6,955 | 8,455 |
| Assistant Engineer | 31 | 6,623 | 8,051 |
| Buildings and Grounds Supervisor | 31 | 6,623 | 8,051 |
| Public Affairs Specialist II | 31 | 6,623 | 8,051 |
| Senior Accountant | 31 | 6,623 | 8,051 |
| Senior Distribution/Mechanical Technician | 31 | 6,623 | 8,051 |
| Senior Electrical Technician | 31 | 6,623 | 8,051 |
| Senior Instrumentation Technician | 31 | 6,623 | 8,051 |
| Senior Treatment Plant Operator-80 hour shift | 31 | 6,623 | 8,051 |
| Senior Treatment Plant Operator-84 hour shift | 31 | 6,952 | 8,452 |
| Administrative Analyst | 30 | 6,308 | 7,668 |
| Customer Service Supervisor | 30 | 6,308 | 7,668 |
| Human Resources Analyst | 30 | 6,308 | 7,668 |
| Senior Engineering Technician | 30 | 6,308 | 7,668 |
| Senior Information Technology Technician | 30 | 6,308 | 7,668 |
| Water Conservation Specialist II | 30 | 6,308 | 7,668 |
| Executive Assistant | 29 | 6,009 | 7,304 |
| Inspector | 29 | 6,009 | 7,304 |
| Senior Production Operator | 29 | 6,009 | 7,304 |
| Water Quality Scientist I | 29 | 6,009 | 7,304 |
| Accountant | 28 | 5,721 | 6,955 |
| Distribution/Mechanical Technician II | 28 | 5,721 | 6,955 |
| Electrical/Instrumentation Technician | 28 | 5,721 | 6,955 |
| Lead Water Conservation Education Specialist | 28 | 5,721 | 6,955 |
| Public Affairs Specialist I | 28 | 5,721 | 6,955 |
| Treatment Plant Operator-80 hour shift | 28 | 5,721 | 6,955 |
| Treatment Plant Operator-84 hour shift | 28 | 6,006 | 7,302 |
| Assistant Customer Service Supervisor | 27 | 5,449 | 6,623 |
| Engineering Technician II | 27 | 5,449 | 6,623 |
| Information Technology Technician | 27 | 5,449 | 6,623 |
| Senior Facilities Maintenance Technician | 27 | 5,449 | 6,623 |
| Senior Field Customer Service Representative | 27 | 5,449 | 6,623 |
| Senior Utility Worker | 27 | 5,449 | 6,623 |
| Water Conservation Specialist I | 27 | 5,449 | 6,623 |
| Event Coordinator | 26 | 5,191 | 6,308 |
| Production Operator II | 26 | 5,191 | 6,308 |
| Purchasing Coordinator | 26 | 5,191 | 6,308 |
| Senior Accounting Technician | 26 | 5,191 | 6,308 |
| Water Conservation Education Specialist | 26 | 5,191 | 6,308 |

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| Position | Range | Monthly Salary Range* | |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------|
| | | Bottom | Top |
| Administrative Technician | 25 | 4,943 | 6,009 |
| Distribution/Mechanical Technician I | 25 | 4,943 | 6,009 |
| Water Quality Technician | 25 | 4,943 | 6,009 |
| Customer Service Representative II | 24 | 4,708 | 5,721 |
| Engineering Technician I | 24 | 4,708 | 5,721 |
| Facilities Maintenance Technician II | 24 | 4,708 | 5,721 |
| Field Customer Service Representative II | 24 | 4,708 | 5,721 |
| Utility Worker II | 24 | 4,708 | 5,721 |
| Accounting Technician II | 23 | 4,484 | 5,449 |
| Production Operator I | 23 | 4,484 | 5,449 |
| Purchasing Technician | 23 | 4,484 | 5,449 |
| Warehouse Mechanic | 23 | 4,484 | 5,449 |
| Accounting Technician I | 21 | 4,066 | 4,943 |
| Customer Service Representative I | 21 | 4,066 | 4,943 |
| Facilities Maintenance Technician I | 21 | 4,066 | 4,943 |
| Field Customer Service Representative I | 21 | 4,066 | 4,943 |
| Utility Worker I | 21 | 4,066 | 4,943 |
| Office Assistant II | 20 | 3,874 | 4,708 |
| Office Assistant I | 17 | 3,345 | 4,066 |
| Directors | \$228.15 per meeting, up to 10 meetings per month | | |
| Shift Differential | 5% of compensation is applied to the rate for employees who are routinely and consistently scheduled to work other than a standard "daytime" shift, e.g. graveyard shift, swing shift, shift change, rotating shift, split shift, or weekends. | | |
| On Call Pay | \$151.00 per day | | |

*Salary Ranges are rounded to the nearest dollar.