



**SCV**  
**WATER**

# **Recycled Water Coordinator Technician Classification Series**

# Summary

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- May 2022 – Board of Directors approved a job classification for the Recycled Water Coordinator Technician
- In preparation for recruitment, the needs of the position were changing
  - Needed to allow for a journeyman classification
- Tasked CPS HR to perform a classification and compensation study
  - Develop a career path for this classification series

# Classification Series Process

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- Engaged CPS HR to complete a classification and compensation study for the series
- Received background from the Agency
- Expanded the labor market from 11 to 13
- Researched
  - Salary Data
  - Classification Specifications
- Performed a job match (Attachment 1)



# RW Coordinator Technician Series

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- CPS HR developed and recommended:
  - RW Coordinator Technician I – Entry level Classification
    - Range 25 (\$5,784 - \$7,048)
  - RW Coordinator Technician II – Journey-level Classification
    - Range 28 (\$6,694 - \$8,157)
  - Senior RW Coordinator – Advanced Journey-level Classification
    - Range 31 (\$7,750 - \$9,441)

# Budgetary Impact

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- RW Coordinator Technician budgeted at Range 25 in FY 2022/23
- Management would like the option to hire at the Advanced Journey-level Classification (Range 31)
- If the Agency were to hire at Range 31, the FY 2023/24 salary and benefit budget impact will be \$2,792 monthly (\$33,504 annually)

# Class & Comp Studies Underway

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- Mechanic Series
- SCADA Technician Series
- Water Resource Specialist Series
- Utility Worker Series

## Future Studies

- QA/QC Laboratory Supervisor
- Treatment Plant Operator Supervisor
- Government Affairs Analyst

# Recommendation

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That the Finance and Administration Committee recommend the Board of Directors approve new classifications for RW Coordinator Technician I, RW Coordinator Technician II and Senior RW Coordinator Technician and assign the classifications to Salary Ranges 25, 28 and 31, respectively.

