

**SCV WATER
CLASSIFICATION PLAN
EFFECTIVE JANUARY 2026
(first full pay period)**

Position	Grade	Monthly Bottom	Monthly Top
General Manager	n/a	31,499	31,499
Assistant General Manager	50	22,691	27,648
Chief Financial and Administrative Officer	48	20,554	25,048
Chief Operating Officer	48	20,554	25,048
Chief Engineer	48	20,554	25,048
Director of Administrative Services	46	18,623	22,691
Director of Finance	46	18,623	22,691
Director of Operations and Maintenance	46	18,623	22,691
Director of Technology Services	46	18,623	22,691
Director of Water Resources	46	18,623	22,691
Controller	43	16,058	19,566
Human Resources Manager	43	16,058	19,566
Principal Engineer	43	16,058	19,566
Principal Water Resources Planner	43	16,058	19,566
Administrative Services Manager	40	13,848	16,872
Communications Manager	40	13,848	16,872
Customer Service Manager	40	13,848	16,872
Finance Manager	40	13,848	16,872
GIS Manager	40	13,848	16,872
Senior Engineer	40	13,848	16,872
Senior Water Resources Planner	40	13,848	16,872
Sustainability Manager	40	13,848	16,872
Water Quality Laboratory Manager	40	13,848	16,872
Water Treatment Manager	40	13,848	16,872
Engineer	37	11,941	14,548
SCADA Supervisor	37	11,941	14,548
Senior Financial Analyst	37	11,941	14,548
Water Resources Planner	37	11,941	14,548
Accounting Supervisor	36	11,364	13,848
Board Secretary/Executive Assistant	36	11,364	13,848
Field Services Supervisor	36	11,364	13,848
Information Technology Supervisor	36	11,364	13,848
Inspector Supervisor	36	11,364	13,848
Senior Management Analyst	36	11,364	13,848
Treatment Plant Operator Supervisor	36	11,364	13,848
Utility Operations Supervisor	36	11,364	13,848
Water Use Efficiency Supervisor	36	11,364	13,848
Water Quality Laboratory Supervisor	36	11,364	13,848
Water Quality Supervisor	36	11,364	13,848
Water Systems Supervisor	36	11,364	13,848
Associate Engineer II	35	10,818	13,180
Associate Water Resources Planner	35	10,818	13,180
Environmental Health & Safety Supervisor	35	10,818	13,180
Facilities Supervisor	35	10,818	13,180
Financial Analyst II	35	10,818	13,180
Fleet Supervisor	35	10,818	13,180

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Position	Grade	Monthly Bottom	Monthly Top
Senior SCADA Technician	35	10,818	13,180
GIS Coordinator	34	10,294	12,544
Senior Accountant	34	10,294	12,544
Senior Communications Specialist	34	10,294	12,544
Senior Inspector	34	10,294	12,544
Senior Quality Assurance Scientist	34	10,294	12,544
Senior Water Quality Scientist	34	10,294	12,544
Senior Water Quality Specialist	34	10,294	12,544
Senior Water Use Efficiency Specialist	34	10,294	12,544
Network & Systems Administrator	34	10,294	12,544
Associate Engineer I	33	9,799	11,941
Customer Service Supervisor	33	9,799	11,941
Financial Analyst I	33	9,799	11,941
GIS Analyst	33	9,799	11,941
Information Technology Specialist	33	9,799	11,941
Management Analyst II	33	9,799	11,941
SCADA Technician II	33	9,799	11,941
Security Specialist	33	9,799	11,941
Senior Electrician	33	9,799	11,941
Treatment Plant Operator III - 80 Hour Shift	33	9,799	11,941
Treatment Plant Operator III - 84 Hour Shift	33	10,288	12,538
Accountant II	32	9,325	11,364
Executive Assistant	32	9,325	11,364
Inspector III	32	9,325	11,364
Security Operations Specialist	32	9,325	11,364
Water Education Supervisor±	32	9,325	11,364
Water Quality Scientist II	32	9,325	11,364
Buyer	31	8,878	10,818
Communications Specialist II	31	8,878	10,818
Electrician II	31	8,878	10,818
Emergency Preparedness and Safety Coordinator	31	8,878	10,818
Human Resources Analyst II	31	8,878	10,818
SCADA Technician I	31	8,878	10,818
Senior Information Technology Technician	31	8,878	10,818
Senior Instrumentation Technician	31	8,878	10,818
Senior Recycled Water Coordinator	31	8,878	10,818
Senior Utility Operations Technician	31	8,878	10,818
Senior Water Systems Technician	31	8,878	10,818
Treatment Plant Operator II - 80 Hour Shift	31	8,878	10,818
Treatment Plant Operator II - 84 Hour Shift	31	9,322	11,359
Water Use Efficiency Specialist II	31	8,878	10,818
Accountant I	30	8,450	10,294
GIS Technician II	30	8,450	10,294
Inspector II	30	8,450	10,294
Management Analyst I	30	8,450	10,294
Right of Way Agent	30	8,450	10,294

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Position	Grade	Monthly Bottom	Monthly Top
Senior Engineering Technician	30	8,450	10,294
Senior Fleet Mechanic	30	8,450	10,294
Water Quality Specialist II	30	8,450	10,294
Communications Specialist I	29	8,043	9,799
Electrician I	29	8,043	9,799
Human Resources Analyst I	29	8,043	9,799
Information Technology Technician II	29	8,043	9,799
Water Education Instructor±	29	8,043	9,799
Water Quality Scientist I	29	8,043	9,799
Engineering Technician II	28	7,656	9,325
GIS Technician I	28	7,656	9,325
Instrumentation Technician II	28	7,656	9,325
Inspector I	28	7,656	9,325
Recycled Water Coordinator II	28	7,656	9,325
Senior Field Services Worker	28	7,656	9,325
Senior Water Quality Technician	28	7,656	9,325
Treatment Plant Operator I - 80 Hour Shift	28	7,656	9,325
Treatment Plant Operator I - 84 Hour Shift	28	8,039	9,792
Safety Specialist II	28	7,656	9,325
Senior Facilities Maintenance Technician	28	7,656	9,325
Purchasing Coordinator	28	7,656	9,325
Water Quality Specialist I	28	7,656	9,325
Utility Operations Technician III	28	7,656	9,325
Water Systems Technician II	28	7,656	9,325
Water Use Efficiency Specialist I	28	7,656	9,325
Fleet Mechanic II	27	7,287	8,878
Human Resources Coordinator	27	7,287	8,878
Information Technology Technician I	27	7,287	8,878
Senior Accounting Technician	27	7,287	8,878
Senior Administrative Technician	27	7,287	8,878
Senior Customer Service Representative	27	7,287	8,878
Senior Purchasing and Warehouse Technician	27	7,287	8,878
Engineering Technician I	26	6,935	8,450
Instrumentation Technician I	26	6,935	8,450
Event Coordinator	26	6,935	8,450
Recycled Water Coordinator I	26	6,935	8,450
Safety Specialist I	26	6,935	8,450
Water Quality Technician II	26	6,935	8,450
Water Systems Technician I	26	6,935	8,450
Accounting Technician II	25	6,602	8,043
Administrative Technician	25	6,602	8,043
Customer Service Representative II	25	6,602	8,043
Facilities Maintenance Technician II	25	6,602	8,043
Field Services Technician II	25	6,602	8,043
Fleet Mechanic I	25	6,602	8,043
Human Resources Specialist	25	6,602	8,043

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Position	Grade	Monthly Bottom	Monthly Top
Utility Operations Technician II	25	6,602	8,043
Purchasing and Warehouse Technician II	25	6,602	8,043
Water Quality Technician I	24	6,285	7,656
Accounting Technician I	23	5,982	7,287
Customer Service Representative I	23	5,982	7,287
Facilities Maintenance Technician I	23	5,982	7,287
Field Services Technician I	23	5,982	7,287
Senior Office Assistant	23	5,982	7,287
Purchasing and Warehouse Technician I	23	5,982	7,287
Utility Operations Technician I	23	5,982	7,287
Office Assistant II	21	5,420	6,602
Office Assistant I	19	4,911	5,982

*±May be classified as part-time positions and paid at the hourly rate
Note: Rounded for ease of reading - not an additional entitlement*

Directors \$255.00 per meeting, up to 10 meetings per month

Shift Differential 5% or 10% Shift Differential 5% or 10% (field employees) 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 \$205.00 per day