

**THREE VALLEYS MUNICIPAL WATER DISTRICT
ANNUAL SALARY RANGE BY CLASSIFICATION
Effective: January 1, 2023**

CLASSIFICATION	Minimum Salary Range	Mid Salary Range	Maximum Salary Range
ANNUAL			
ACCOUNTING TECHNICIAN	\$ 59,038	\$ 76,749	\$ 94,461
ADMINISTRATIVE/COMMUNICATIONS ASSISTANT	\$ 52,226	\$ 67,893	\$ 83,561
ASSISTANT ENGINEER	\$ 72,198	\$ 93,857	\$ 115,517
CHIEF ADMINISTRATIVE OFFICER	\$ 159,862	\$ 207,821	\$ 255,780
CHIEF FINANCE OFFICER	\$ 159,862	\$ 207,821	\$ 255,780
CHIEF OPERATIONS OFFICER	\$ 159,862	\$ 207,821	\$ 255,780
CHIEF WATER RESOURCES OFFICER	\$ 159,862	\$ 207,821	\$ 255,780
COMPLIANCE SPECIALIST	\$ 78,812	\$ 102,456	\$ 126,099
ENGINEER	\$ 92,253	\$ 119,929	\$ 147,605
ENGINEERING ASSISTANT	\$ 68,038	\$ 88,449	\$ 108,860
EXECUTIVE ASSISTANT	\$ 69,204	\$ 89,965	\$ 110,727
GENERAL MANAGER	\$ 203,846	\$ 265,000	\$ 326,154
HUMAN RESOURCES/RISK MANAGER	\$ 90,172	\$ 117,224	\$ 144,275
INFORMATION TECHNOLOGY MANAGER	\$ 116,747	\$ 151,772	\$ 186,796
INSTRUMENTATION/ELECTRICAL SYSTEM OPERATOR	\$ 81,694	\$ 106,203	\$ 130,711
OPERATIONS SUPERVISOR	\$ 96,461	\$ 125,400	\$ 154,338
OPERATIONS SUPERVISOR (T5)	\$ 115,753	\$ 150,479	\$ 185,205
PLANT ASSISTANT	\$ 44,596	\$ 57,974	\$ 71,353
SENIOR FINANCIAL ANALYST	\$ 90,172	\$ 117,224	\$ 144,275
SHIFT OPERATOR II	\$ 54,887	\$ 71,353	\$ 87,819
SHIFT OPERATOR III	\$ 67,553	\$ 87,819	\$ 108,085
SHIFT OPERATOR IV	\$ 76,114	\$ 98,948	\$ 121,782
SHIFT OPERATOR V	\$ 78,647	\$ 102,241	\$ 125,835
WATER RESOURCES ANALYST I	\$ 65,000	\$ 84,500	\$ 104,000
WATER RESOURCES ANALYST II	\$ 79,062	\$ 102,781	\$ 126,500
WATER RESOURCES ANALYST III	\$ 93,125	\$ 121,063	\$ 149,001
HOURLY			
WATER RESOURCES INTERN (PT)	\$ 17.00		\$ 22.00

Based on Board approval, an adjustment to each salary range classification will be considered for July 1 of each year. Range adjustments are tied to changes in the Consumer Price Index - Urban Wage Earners and Clerical Workers for Los Angeles-Long Beach-Anaheim as prepared by the Bureau of Labor Statistics, from current year annual to the prior year annual. The adjustment to each salary range is intended to keep TVMWD's salary ranges at the market level and may not necessarily impact individual salaries. The opportunity for individual salary increases will continue under the merit-based system employed by TVMWD. An important note is that an employee's annual salary may be below the minimum salary range if: (1) their annual evaluation has not yet occurred in the current fiscal year or (2) their performance documented in prior annual evaluations has not merited an increase that has kept up with index adjustments to the salary ranges.

Shift Differential Pay

- Operators and plant assistants who work on Friday, Saturday or Sunday will be compensated with 10% additional pay for those hours.
- Shift differential pay is considered special compensation and will be reported to CalPERS as such.

On-Call Pay

- Standby operators who serve as the on-call standby operator each evening will be paid \$45 per day (\$90 on holidays).
- Lab operators who serve as the on-call plant operator each evening will be paid \$100 per day (\$200 on holidays).
- In addition to receiving the on-call pay noted above, the on-call operators will be paid for the additional time spent responding to situations.
 - If responding by phone/tablet/laptop only, the on-call operator will be guaranteed at least 15 minutes of additional pay. All time over 15 minutes will be rounded up to the nearest 15 minute increment.
 - If responding in person, the on-call operator will be guaranteed at least two hours of additional pay. All time over two hours (portal to portal) will be rounded up to the nearest 15 minute increment.
 - Operators will be eligible for OT and shift differential pay as applicable for time spent responding.
- On-call pay is not considered special compensation and thus will not be included as a part of final compensation in calculating CalPERS pension.

Holiday Pay

- Any employee scheduled who works on either the actual holiday or the observed holiday will be paid at one and one-half times the employee's regular rate of pay. Since the employee is working the holiday, the employee will also be paid an additional eight hours at regular pay for that holiday.