



THREE VALLEYS MUNICIPAL WATER DISTRICT  
ANNUAL SALARY RANGE BY CLASSIFICATION  
Effective: January 1, 2026

CLASSIFICATION	JOB CODE	ANNUAL SALARY RANGE		
		Minimum	Mid	Maximum
ADMINISTRATIVE/COMMUNICATIONS ASSISTANT	129	\$ 74,506	\$ 86,924	\$ 104,309
CHIEF ADMINISTRATIVE OFFICER	104	\$ 228,353	\$ 266,412	\$ 319,694
CHIEF FINANCE OFFICER	105	\$ 222,374	\$ 259,436	\$ 311,323
CHIEF OPERATIONS OFFICER	106	\$ 199,184	\$ 232,382	\$ 278,858
CHIEF WATER RESOURCES OFFICER	107	\$ 206,271	\$ 240,650	\$ 288,780
COMPLIANCE SPECIALIST	108	\$ 112,579	\$ 131,342	\$ 157,610
EXECUTIVE BOARD SECRETARY	111	\$ 108,514	\$ 126,600	\$ 151,920
FINANCE ANALYST	101	\$ 75,196	\$ 87,729	\$ 105,275
FINANCE MANAGER	119	\$ 124,395	\$ 145,128	\$ 174,153
HUMAN RESOURCES/RISK MANAGER	113	\$ 148,126	\$ 172,813	\$ 207,376
INFORMATION TECHNOLOGY ANALYST	127	\$ 82,139	\$ 95,829	\$ 114,995
INFORMATION TECHNOLOGY MANAGER	114	\$ 154,420	\$ 180,157	\$ 216,188
INSTRUMENTATION/ELECTRICAL SYSTEM OPERATOR	115	\$ 112,011	\$ 130,680	\$ 156,816
OPERATIONS SUPERVISOR	116	\$ 139,858	\$ 163,168	\$ 195,801
OPERATIONS SUPERVISOR (T5)	117	\$ 156,120	\$ 182,140	\$ 218,568
PLANT ASSISTANT	118	\$ 59,954	\$ 69,947	\$ 83,936
PRINCIPAL ENGINEER	109	\$ 143,432	\$ 167,338	\$ 200,805
SHIFT OPERATOR II	120	\$ 73,790	\$ 86,088	\$ 103,306
SHIFT OPERATOR III	121	\$ 90,819	\$ 105,955	\$ 127,146
SHIFT OPERATOR IV	122	\$ 102,321	\$ 119,375	\$ 143,250
SHIFT OPERATOR V	123	\$ 106,311	\$ 124,029	\$ 148,835
WATER RESOURCES ANALYST I	124	\$ 86,371	\$ 100,766	\$ 120,919
WATER RESOURCES ANALYST II	125	\$ 102,669	\$ 119,780	\$ 143,736
WATER RESOURCES ANALYST III	126	\$ 120,931	\$ 141,086	\$ 169,303
		<b>HOURLY</b>		
WATER RESOURCES INTERN (PT)	127	\$ 20.00		\$ 25.00
		<b>SALARY</b>		
GENERAL MANAGER	112		\$ 365,000	

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 ten hours at regular pay for that holiday.