

**TRABUCO CANYON WATER DISTRICT  
EMPLOYEE SALARY PAYTABLE WITH RANGES EFFECTIVE JULY 1, 2024**

| July 1, 2024                                     |                        |                        |                       |                       |        |        |        |        |        |        |        |        |        |         |
|--|------------------------|------------------------|-----------------------|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| CLASSIFICATION (JOB TITLE)                       | MINIMUM MONTHLY SALARY | MAXIMUM MONTHLY SALARY | MINIMUM ANNUAL SALARY | MAXIMUM ANNUAL SALARY | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
| <b>ADMINISTRATIVE SERVICES</b>                   |                        |                        |                       |                       |        |        |        |        |        |        |        |        |        |         |
| Assistant General Manager                        | 19,338                 | 24,152                 | 232,056               | 289,824               | 19,338 | 19,821 | 20,317 | 20,825 | 21,346 | 21,880 | 22,427 | 22,988 | 23,563 | 24,152  |
| CMMS/SCADA System Administrator                  | 10,945                 | 13,668                 | 131,340               | 164,016               | 10,945 | 11,219 | 11,499 | 11,786 | 12,081 | 12,383 | 12,693 | 13,010 | 13,335 | 13,668  |
| Executive Assistant                              | 6,609                  | 8,253                  | 79,308                | 99,036                | 6,609  | 6,774  | 6,943  | 7,117  | 7,295  | 7,477  | 7,664  | 7,856  | 8,052  | 8,253   |
| Administrative Assistant                         | 6,006                  | 7,502                  | 72,072                | 90,024                | 6,006  | 6,156  | 6,310  | 6,468  | 6,630  | 6,796  | 6,966  | 7,140  | 7,319  | 7,502   |
| Principal Accountant                             | 10,704                 | 13,367                 | 128,448               | 160,404               | 10,704 | 10,972 | 11,246 | 11,527 | 11,815 | 12,110 | 12,413 | 12,723 | 13,041 | 13,367  |
| Senior Accountant                                | 9,039                  | 11,288                 | 108,468               | 135,456               | 9,039  | 9,265  | 9,497  | 9,734  | 9,977  | 10,226 | 10,482 | 10,744 | 11,013 | 11,288  |
| Accountant                                       | 7,794                  | 9,734                  | 93,528                | 116,808               | 7,794  | 7,989  | 8,189  | 8,394  | 8,604  | 8,819  | 9,039  | 9,265  | 9,497  | 9,734   |
| Account Specialist                               | 7,147                  | 8,925                  | 85,764                | 107,100               | 7,147  | 7,326  | 7,509  | 7,697  | 7,889  | 8,086  | 8,288  | 8,495  | 8,707  | 8,925   |
| Senior Accounting Technician                     | 6,715                  | 8,387                  | 80,580                | 100,644               | 6,715  | 6,883  | 7,055  | 7,231  | 7,412  | 7,597  | 7,787  | 7,982  | 8,182  | 8,387   |
| Accounting Technician II                         | 5,839                  | 7,291                  | 70,068                | 87,492                | 5,839  | 5,985  | 6,135  | 6,288  | 6,445  | 6,606  | 6,771  | 6,940  | 7,113  | 7,291   |
| Accounting Technician I/Administrative Assistant | 5,561                  | 6,944                  | 66,732                | 83,328                | 5,561  | 5,700  | 5,843  | 5,989  | 6,139  | 6,292  | 6,449  | 6,610  | 6,775  | 6,944   |
| Accounting Technician I                          | 5,309                  | 6,630                  | 63,708                | 79,560                | 5,309  | 5,442  | 5,578  | 5,717  | 5,860  | 6,006  | 6,156  | 6,310  | 6,468  | 6,630   |
| Management Analyst II                            | 8,062                  | 10,070                 | 96,744                | 120,840               | 8,062  | 8,264  | 8,471  | 8,683  | 8,900  | 9,122  | 9,350  | 9,584  | 9,824  | 10,070  |
| Management Analyst I                             | 7,330                  | 9,154                  | 87,960                | 109,848               | 7,330  | 7,513  | 7,701  | 7,894  | 8,091  | 8,293  | 8,500  | 8,713  | 8,931  | 9,154   |
| Lead Customer Service Representative             | 6,555                  | 8,186                  | 78,660                | 98,232                | 6,555  | 6,719  | 6,887  | 7,059  | 7,235  | 7,416  | 7,601  | 7,791  | 7,986  | 8,186   |
| Customer Service Representative III              | 5,954                  | 7,435                  | 71,448                | 89,220                | 5,954  | 6,103  | 6,256  | 6,412  | 6,572  | 6,736  | 6,904  | 7,077  | 7,254  | 7,435   |
| Customer Service Representative II               | 5,418                  | 6,765                  | 65,016                | 81,180                | 5,418  | 5,553  | 5,692  | 5,834  | 5,980  | 6,129  | 6,282  | 6,439  | 6,600  | 6,765   |
| Customer Service Representative I                | 4,921                  | 6,145                  | 59,052                | 73,740                | 4,921  | 5,044  | 5,170  | 5,299  | 5,431  | 5,567  | 5,706  | 5,849  | 5,995  | 6,145   |
| Customer Service Field Technician III            | 5,940                  | 7,418                  | 71,280                | 89,016                | 5,940  | 6,088  | 6,240  | 6,396  | 6,556  | 6,720  | 6,888  | 7,060  | 7,237  | 7,418   |
| Customer Service Field Technician II             | 5,399                  | 6,742                  | 64,788                | 80,904                | 5,399  | 5,534  | 5,672  | 5,814  | 5,959  | 6,108  | 6,261  | 6,418  | 6,578  | 6,742   |
| Customer Service Field Technician I              | 4,887                  | 6,103                  | 58,644                | 73,236                | 4,887  | 5,009  | 5,134  | 5,262  | 5,394  | 5,529  | 5,667  | 5,809  | 5,954  | 6,103   |
| <b>ENGINEERING</b>                               |                        |                        |                       |                       |        |        |        |        |        |        |        |        |        |         |
| District Engineer                                | 15,166                 | 18,940                 | 181,992               | 227,280               | 15,166 | 15,545 | 15,934 | 16,332 | 16,740 | 17,158 | 17,587 | 18,027 | 18,478 | 18,940  |
| Principal Engineer                               | 13,178                 | 16,458                 | 158,136               | 197,496               | 13,178 | 13,507 | 13,845 | 14,191 | 14,546 | 14,910 | 15,283 | 15,665 | 16,057 | 16,458  |
| Senior Engineer                                  | 11,979                 | 14,961                 | 143,748               | 179,532               | 11,979 | 12,278 | 12,585 | 12,900 | 13,223 | 13,554 | 13,893 | 14,240 | 14,596 | 14,961  |
| Engineer   | 10,483                 | 13,090                 | 125,796               | 157,080               | 10,483 | 10,745 | 11,014 | 11,289 | 11,571 | 11,860 | 12,156 | 12,460 | 12,771 | 13,090  |
| <b>WASTEWATER OPERATIONS</b>                     |                        |                        |                       |                       |        |        |        |        |        |        |        |        |        |         |
| Wastewater Superintendent                        | 13,121                 | 16,386                 | 157,452               | 196,632               | 13,121 | 13,449 | 13,785 | 14,130 | 14,483 | 14,845 | 15,216 | 15,596 | 15,986 | 16,386  |
| Wastewater Chief Plant Operator                  | 11,551                 | 14,426                 | 138,612               | 173,112               | 11,551 | 11,840 | 12,136 | 12,439 | 12,750 | 13,069 | 13,396 | 13,731 | 14,074 | 14,426  |
| Lead Wastewater System Operator                  | 9,713                  | 12,131                 | 116,556               | 145,572               | 9,713  | 9,956  | 10,205 | 10,460 | 10,721 | 10,989 | 11,264 | 11,546 | 11,835 | 12,131  |
| Wastewater Operator III                          | 8,449                  | 10,550                 | 101,388               | 126,600               | 8,449  | 8,660  | 8,876  | 9,098  | 9,325  | 9,558  | 9,797  | 10,042 | 10,293 | 10,550  |
| Wastewater System Operator II                    | 7,336                  | 9,162                  | 88,032                | 109,944               | 7,336  | 7,519  | 7,707  | 7,900  | 8,098  | 8,300  | 8,508  | 8,721  | 8,939  | 9,162   |
| Wastewater Operator II (Entry Level)             | 6,670                  | 8,330                  | 80,040                | 99,960                | 6,670  | 6,837  | 7,008  | 7,183  | 7,363  | 7,547  | 7,736  | 7,929  | 8,127  | 8,330   |
| Wastewater System Operator I                     | 6,670                  | 8,330                  | 80,040                | 99,960                | 6,670  | 6,837  | 7,008  | 7,183  | 7,363  | 7,547  | 7,736  | 7,929  | 8,127  | 8,330   |
| Wastewater Operator I (Entry Level)              | 6,063                  | 7,571                  | 72,756                | 90,852                | 6,063  | 6,215  | 6,370  | 6,529  | 6,692  | 6,859  | 7,030  | 7,206  | 7,386  | 7,571   |
| Wastewater Operator In Training (Entry Level)    | 5,512                  | 6,884                  | 66,144                | 82,608                | 5,512  | 5,650  | 5,791  | 5,936  | 6,084  | 6,236  | 6,392  | 6,552  | 6,716  | 6,884   |
| <b>WATER OPERATIONS</b>                          |                        |                        |                       |                       |        |        |        |        |        |        |        |        |        |         |
| Water Superintendent                             | 13,037                 | 16,281                 | 156,444               | 195,372               | 13,037 | 13,363 | 13,697 | 14,039 | 14,390 | 14,750 | 15,119 | 15,497 | 15,884 | 16,281  |
| Water Chief Plant Operator                       | 11,338                 | 14,160                 | 136,056               | 169,920               | 11,338 | 11,621 | 11,912 | 12,210 | 12,515 | 12,828 | 13,149 | 13,478 | 13,815 | 14,160  |
| Lead Water System Operator                       | 9,865                  | 12,321                 | 118,380               | 147,852               | 9,865  | 10,112 | 10,365 | 10,624 | 10,890 | 11,162 | 11,441 | 11,727 | 12,020 | 12,321  |
| Water System Operator III                        | 7,770                  | 9,703                  | 93,240                | 116,436               | 7,770  | 7,964  | 8,163  | 8,367  | 8,576  | 8,790  | 9,010  | 9,235  | 9,466  | 9,703   |
| Water Operator III                               | 7,862                  | 9,820                  | 94,344                | 117,840               | 7,862  | 8,059  | 8,260  | 8,467  | 8,679  | 8,896  | 9,118  | 9,346  | 9,580  | 9,820   |
| Water System Operator II                         | 6,758                  | 8,439                  | 81,096                | 101,268               | 6,758  | 6,927  | 7,100  | 7,277  | 7,459  | 7,645  | 7,836  | 8,032  | 8,233  | 8,439   |
| Water Operator II (Entry Level)                  | 6,836                  | 8,537                  | 82,032                | 102,444               | 6,836  | 7,007  | 7,182  | 7,362  | 7,546  | 7,735  | 7,928  | 8,126  | 8,329  | 8,537   |
| <b>MAINTENANCE DEPARTMENT</b>                    |                        |                        |                       |                       |        |        |        |        |        |        |        |        |        |         |
| Maintenance Superintendent                       | 12,138                 | 15,159                 | 145,656               | 181,908               | 12,138 | 12,441 | 12,752 | 13,071 | 13,398 | 13,733 | 14,076 | 14,428 | 14,789 | 15,159  |
| Lead Mechanical Technologist-Maintenance         | 9,034                  | 11,281                 | 108,408               | 135,372               | 9,034  | 9,260  | 9,491  | 9,728  | 9,971  | 10,220 | 10,476 | 10,738 | 11,006 | 11,281  |
| Lead Mechanical Technologist-SCADA               | 8,603                  | 10,743                 | 103,236               | 128,916               | 8,603  | 8,818  | 9,038  | 9,264  | 9,496  | 9,733  | 9,976  | 10,225 | 10,481 | 10,743  |
| Mechanical Technologist III                      | 7,483                  | 9,346                  | 89,796                | 112,152               | 7,483  | 7,670  | 7,862  | 8,059  | 8,260  | 8,467  | 8,679  | 8,896  | 9,118  | 9,346   |
| Mechanical Technologist II                       | 6,503                  | 8,122                  | 78,036                | 97,464                | 6,503  | 6,666  | 6,833  | 7,004  | 7,179  | 7,358  | 7,542  | 7,731  | 7,924  | 8,122   |
| Mechanical Technologist I                        | 5,914                  | 7,385                  | 70,968                | 88,620                | 5,914  | 6,062  | 6,214  | 6,369  | 6,528  | 6,691  | 6,858  | 7,029  | 7,205  | 7,385   |
| Maintenance Technologist (Entry Level)           | 5,375                  | 6,713                  | 64,500                | 80,556                | 5,375  | 5,509  | 5,647  | 5,788  | 5,933  | 6,081  | 6,233  | 6,389  | 6,549  | 6,713   |
| Lead Electrical/Instrumentation Technologist     | 8,999                  | 11,238                 | 107,988               | 134,856               | 8,999  | 9,224  | 9,455  | 9,691  | 9,933  | 10,181 | 10,436 | 10,697 | 10,964 | 11,238  |
| Electrical/Instrumentation Technologist III      | 8,181                  | 10,217                 | 98,172                | 122,604               | 8,181  | 8,386  | 8,596  | 8,811  | 9,031  | 9,257  | 9,488  | 9,725  | 9,968  | 10,217  |
| Electrical/Instrumentation Technologist II       | 7,790                  | 9,730                  | 93,480                | 116,760               | 7,790  | 7,985  | 8,185  | 8,390  | 8,600  | 8,815  | 9,035  | 9,261  | 9,493  | 9,730   |
| Electrical/Instrumentation Technologist I        | 7,083                  | 8,845                  | 84,996                | 106,140               | 7,083  | 7,260  | 7,442  | 7,628  | 7,819  | 8,014  | 8,214  | 8,419  | 8,629  | 8,845   |