

Mojave Water Agency Salary Plan
July 1, 2020

Salary Schedule Effective July 1, 2020

| Classification | Salary Range | Annual | | | | Monthly | | | | Bi-Weekly | | | | Hourly | | | |
|---|--------------|---------|---------|---------|---------|---------|-------|--------|--------|-----------|----------|----------|----------|--------|-------|-------|-------|
| | | Bottom | Mid | Top | Max * | Bottom | Mid | Top | Max * | Bottom | Mid | Top | Max * | Bottom | Mid | Top | Max * |
| Office Assistant | 6 | 36,848 | 42,989 | 51,587 | 56,746 | 3,071 | 3,582 | 4,299 | 4,729 | 1,417.23 | 1,653.44 | 1,984.12 | 2,182.54 | 17.72 | 20.67 | 24.80 | 27.28 |
| Account Clerk | 10 | 40,673 | 47,452 | 56,943 | 62,637 | 3,389 | 3,954 | 4,745 | 5,220 | 1,564.36 | 1,825.08 | 2,190.10 | 2,409.11 | 19.55 | 22.81 | 27.38 | 30.11 |
| Administrative Assistant | 18 | 49,556 | 57,816 | 69,379 | 76,317 | 4,130 | 4,818 | 5,782 | 6,360 | 1,906.02 | 2,223.69 | 2,668.42 | 2,935.27 | 23.83 | 27.80 | 33.36 | 36.69 |
| Pump Maintenance Technician | | | | | | | | | | | | | | | | | |
| Senior Accounting Technician | | | | | | | | | | | | | | | | | |
| Water Resources Specialist I | | | | | | | | | | | | | | | | | |
| Water Systems Operator I | | | | | | | | | | | | | | | | | |
| Watermaster Specialist I | | | | | | | | | | | | | | | | | |
| Water Resources Data Analyst I | 22 | 54,701 | 63,818 | 76,581 | 84,240 | 4,558 | 5,318 | 6,382 | 7,020 | 2,103.89 | 2,454.53 | 2,945.44 | 3,239.99 | 26.30 | 30.68 | 36.82 | 40.50 |
| Senior Administrative Assistant | | | | | | | | | | | | | | | | | |
| Water Resources Specialist II | | | | | | | | | | | | | | | | | |
| Water Systems Operator II | | | | | | | | | | | | | | | | | |
| Watermaster Specialist II | | | | | | | | | | | | | | | | | |
| GIS Technician | | | | | | | | | | | | | | | | | |
| Accountant | 27 | 61,889 | 72,204 | 86,645 | 95,309 | 5,157 | 6,017 | 7,220 | 7,942 | 2,380.35 | 2,777.08 | 3,332.50 | 3,665.75 | 29.75 | 34.71 | 41.66 | 45.82 |
| Public Information Specialist | | | | | | | | | | | | | | | | | |
| Water Resources Planning Analyst I | | | | | | | | | | | | | | | | | |
| Senior Water Resources Specialist | 28 | 63,436 | 74,009 | 88,811 | 97,692 | 5,286 | 6,167 | 7,401 | 8,141 | 2,439.86 | 2,846.51 | 3,415.81 | 3,757.39 | 30.50 | 35.58 | 42.70 | 46.97 |
| Senior Watermaster Specialist | | | | | | | | | | | | | | | | | |
| Water Systems Operator, Senior | | | | | | | | | | | | | | | | | |
| Network Administrator | 31 | 68,314 | 79,700 | 95,640 | 105,204 | 5,693 | 6,642 | 7,970 | 8,767 | 2,627.47 | 3,065.38 | 3,678.45 | 4,046.30 | 32.84 | 38.32 | 45.98 | 50.58 |
| Senior CAD Systems Technician | | | | | | | | | | | | | | | | | |
| GIS Analyst | | | | | | | | | | | | | | | | | |
| Senior Accountant | 33 | 71,773 | 83,735 | 100,482 | 110,530 | 5,981 | 6,978 | 8,373 | 9,211 | 2,760.48 | 3,220.56 | 3,864.67 | 4,251.14 | 34.51 | 40.26 | 48.31 | 53.14 |
| Water Resources Data Analyst II | | | | | | | | | | | | | | | | | |
| Water Resources Planning Analyst II | | | | | | | | | | | | | | | | | |
| Executive Assistant | 34 | 73,567 | 85,828 | 102,994 | 113,293 | 6,131 | 7,152 | 8,583 | 9,441 | 2,829.49 | 3,301.08 | 3,961.29 | 4,357.42 | 35.37 | 41.26 | 49.52 | 54.47 |
| Senior Water Resources Data Analyst | 39 | 83,234 | 97,106 | 116,528 | 128,181 | 6,936 | 8,092 | 9,711 | 10,682 | 3,201.31 | 3,734.86 | 4,481.84 | 4,930.02 | 40.02 | 46.69 | 56.02 | 61.63 |
| Senior Water Resources Planning Analyst | | | | | | | | | | | | | | | | | |
| Water Resources Hydrogeologist | | | | | | | | | | | | | | | | | |
| Database Program Administrator | 40 | 85,315 | 99,534 | 119,441 | 131,385 | 7,110 | 8,295 | 9,953 | 10,949 | 3,281.35 | 3,828.24 | 4,593.88 | 5,053.27 | 41.02 | 47.85 | 57.42 | 63.17 |
| Water Systems Operator Supervisor | | | | | | | | | | | | | | | | | |
| Water Resources Supervisor | | | | | | | | | | | | | | | | | |
| Water Conservation and Forecast Manager | 44 | 94,172 | 109,867 | 131,840 | 145,025 | 7,848 | 9,156 | 10,987 | 12,085 | 3,621.99 | 4,225.66 | 5,070.79 | 5,577.87 | 45.27 | 52.82 | 63.38 | 69.72 |
| Senior Hydrogeologist/Engineer | 45 | 96,526 | 112,614 | 135,136 | 148,650 | 8,044 | 9,384 | 11,261 | 12,388 | 3,712.54 | 4,331.30 | 5,197.56 | 5,717.31 | 46.41 | 54.14 | 64.97 | 71.47 |
| Senior Hydrogeologist | | | | | | | | | | | | | | | | | |
| Accounting Manager | 47 | 101,413 | 118,315 | 141,978 | 156,176 | 8,451 | 9,860 | 11,831 | 13,015 | 3,900.49 | 4,550.57 | 5,460.68 | 6,006.75 | 48.76 | 56.88 | 68.26 | 75.08 |
| Finance Manager | | | | | | | | | | | | | | | | | |
| Human Resources Manager | | | | | | | | | | | | | | | | | |
| Land Acquisition Manager | | | | | | | | | | | | | | | | | |

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|--|--------------|---------|---------|---------|---------|---------|--------|--------|--------|-----------|----------|-----------|-----------|--------|--------|--------|--------|
| | | Bottom | Mid | Top | Max * | Bottom | Mid | Top | Max * | Bottom | Mid | Top | Max * | Bottom | Mid | Top | Max * |
| Information System Manager Senior Project Manager/Engineering Controller Water Resources Principal Hydrogeologist | 53 | 117,608 | 137,209 | 164,651 | 181,116 | 9,801 | 11,434 | 13,721 | 15,093 | 4,523.37 | 5,277.27 | 6,332.72 | 6,965.99 | 56.54 | 65.97 | 79.16 | 87.07 |
| Director of Community Outreach and Cultural Relations Director of Operations Superintendent of Operations Watermaster Services Manager | 59 | 136,389 | 159,120 | 190,944 | 210,039 | 11,366 | 13,260 | 15,912 | 17,503 | 5,245.72 | 6,120.01 | 7,344.01 | 8,078.41 | 65.57 | 76.50 | 91.80 | 100.98 |
| Chief Financial Officer Director of Basin Management and Resource Planning Director of Engineering | 61 | 143,293 | 167,176 | 200,611 | 220,672 | 11,941 | 13,931 | 16,718 | 18,389 | 5,511.29 | 6,429.84 | 7,715.80 | 8,487.38 | 68.89 | 80.37 | 96.45 | 106.09 |
| Assistant General Manager Director Engineering & Operations | 67 | 166,177 | 193,873 | 232,647 | 255,912 | 13,848 | 16,156 | 19,387 | 21,326 | 6,391.40 | 7,456.64 | 8,947.97 | 9,842.76 | 79.89 | 93.21 | 111.85 | 123.03 |
| General Manager | 75 | 202,470 | 236,215 | 283,458 | 311,804 | 16,872 | 19,685 | 23,621 | 25,984 | 7,787.31 | 9,085.19 | 10,902.23 | 11,992.45 | 97.34 | 113.56 | 136.28 | 149.91 |

* Non-Compounding compensation: this is earned each year. Following the annual performance evaluation, employees increase or decrease in pay will be determined based on the performance evaluation score percent multiplied by the Top of the range. NOTE: Any current employee, as of November 17, 2017, whose new pay range results in a reduction of salary from their current range will retain the salary under the Grade and Rate Range schedule adopted July 1, 2017.